

COLLECTIVE AGREEMENT

BETWEEN

CANADIAN BANK NOTE COMPANY, LIMITED
145 RICHMOND ROAD, OTTAWA, ONTARIO AND 975 GLADSTONE AVE, OTTAWA, ONTARIO
Hereinafter called the "COMPANY"

AND

UNIFOR, LOCAL 87M (TYPE PRESSMAN)
Hereinafter called the "UNION"

EFFECTIVE
JANUARY 1, 2018 TO DECEMBER 31, 2023

TABLE OF CONTENTS

ARTICLE 1 - RECOGNITION..... 1

ARTICLE 2 - MANAGEMENT RIGHTS 1

ARTICLE 3 - UNION MEMBERSHIP, PROBATIONARY PERIOD AND WORK OF THE BARGAINING UNIT..... 1

ARTICLE 4 - PRESENT PRACTICES..... 3

ARTICLE 5 - PRODUCTION 3

ARTICLE 6 - NEW EQUIPMENT OR OPERATING METHODS AND TRAINING OPPORTUNITIES OR PROMOTIONAL OPPORTUNITIES..... 3

ARTICLE 7 – SHIFTS AND SHIFT PREMIUMS..... 4

ARTICLE 8 - HOLIDAYS WITH PAY..... 4

ARTICLE 9 – VACATIONS AND VACATION SCHEDULING 5

ARTICLE 10 - OVERTIME AND CALL-IN 7

ARTICLE 11 - LUNCH PERIOD AND BREAKS..... 7

ARTICLE 12 - BEREAVEMENT, FAMILY MEDICAL LEAVE AND PERSONAL EMERGENCY LEAVE.... 7

ARTICLE 13 - PREGNANCY AND PARENTAL LEAVE 9

ARTICLE 14 - JURY DUTY OR COURT WITNESS 9

ARTICLE 15 - GROUP INSURANCE PLANS..... 9

ARTICLE 16 - TEMPORARY ASSIGNMENTS..... 10

ARTICLE 17 – SHOP DELEGATES AND UNION REPRESENTATION..... 11

ARTICLE 18 - TERMINATION/SEVERANCE/RECALL..... 12

ARTICLE 19 - GRIEVANCE AND ARBITRATION PROCEDURE 13

ARTICLE 20 - UNION MEETING - STRIKES - LOCKOUT..... 15

ARTICLE 21 - SEVERABILITY..... 15

ARTICLE 22 - OPERATION OF MACHINERY & PERFORMANCE OF WORK..... 15

ARTICLE 23 - HEALTH AND SAFETY 16

ARTICLE 24 - HOURS OF WORK..... 16

ARTICLE 25 - CLASSIFICATIONS, MANNING AND WAGES 17

ARTICLE 26 - SENIORITY..... 17

ARTICLE 27 - APPRENTICES..... 18

ARTICLE 28 - WORK CLOTHING AND FOOTWEAR 18

ARTICLE 29 - DIVISION OF WORK..... 19

ARTICLE 30 - LETTERS FOR TERMINATED EMPLOYEES AND REVIEW OF FILES..... 19

ARTICLE 31 - JOB POSTINGS	19
ARTICLE 32 - JOB SECURITY	20
ARTICLE 33 - NEGOTIATING PAY	20
ARTICLE 34 - DURATION OF AGREEMENT	20
APPENDIX "A" - CLASSIFICATIONS, MANNING AND WAGES	21
APPENDIX "B" - SENIORITY LISTING	23
APPENDIX "C" - LABOUR RELATIONS PHILOSOPHY	24
APPENDIX "D" - WORK WEEK	25
APPENDIX "E" - VACATION PAYABLE AT SHIFT RATE	26
APPENDIX "F" - STARTING TIME FOR DAY SHIFT	28
Letter of Understanding - Re: Ten Percent of Work of Other Bargaining Units	29
Letter of Understanding Re: Medical Dental Appointments	30
Letter of Understanding - Re: Top-Up of Workplace Safety and Insurance Benefits	31
Letter of Understanding - Re: Short Term Disability	32
Letter of Understanding - Re: Annual Vacation	33
Letter of Understanding - Re: LTD Committee	34
Letter of Understanding - Re: Placement on the Seniority Grid	35
Letter of Understanding - Re: Banking of Overtime	36
Letter of Understanding - Re: Paid Education Leave	37
Letter of Understanding - Re: Finalizing New Collective Agreement	38

ARTICLE 1 - RECOGNITION

- 1.01 The Company recognizes the Union as the exclusive bargaining agent for the Type Pressman employees covered by this Agreement in the region of Ottawa/Carleton in respect to wages, hours and other terms and conditions of employment as set forth in this Agreement.
- 1.02 No individual employment contracts, conflicting with this Agreement, shall be entered into unless with the consent of both parties hereto.
- 1.03 The Union and the Company are committed to a workplace environment that is free of harassment and where individuals are treated with respect and dignity.

ARTICLE 2 - MANAGEMENT RIGHTS

- 2.01 The Union recognizes the right of the Company to direct the work force, make rules and regulations, operate and manage its business in all respects in accordance with its commitments and responsibilities. The Company shall not exercise these rights in a manner that is inconsistent with the provisions of this Agreement.
- 2.02 All verbal and written reprimands will be removed from the employee's human resources file after nineteen (19) months provided there has been no further discipline placed on the file during that period.

ARTICLE 3 - UNION MEMBERSHIP, PROBATIONARY PERIOD AND WORK OF THE BARGAINING UNIT

- 3.01 (a) The Union's Constitution and Bylaws state that members who are laid off due to lack of work, absent due to illness, pregnancy leave, parental leave or any other situation where dues are not taken at source, shall be required to pay special dues directly to the Local in order to maintain their membership in good standing.
- (b) Members who have not paid special dues to maintain their membership in good standing and return to work will be required to pay special dues in arrears to the Local.
- (c) Any employee who fails to become a member of the Union as herein provided or whom membership is denied because of a failure to tender initiation fees, reinstatement fees, dues or assessments, then within ten (10) days after written notice from the Union, the Company shall stop the employee's accrual of seniority in the Bargaining Unit until such time as the Company is notified by the Union that the member has returned to good standing within the Local.
- (d) The Employer will deduct the Union initiation fee from an employee hired or rehired into the Bargaining Unit after the effective date of this Agreement. The

initiation fee shall not exceed the maximum prescribed by the Constitution of the National Union at the time of the employee's hire or rehire.

- (e) All employees within the Bargaining Unit shall maintain their membership in good standing in the Union as a condition of employment. To keep his/her membership in the Union in good standing, an employee must pay the membership dues and assessments required of all members of the Local Union.

3.02 Probationary Period

All new employees covered by this Agreement will be subject to the nine (9) month probationary period and will be required to apply for membership at the commencement of employment. The nine (9) month probationary period may be extended by mutual agreement, in writing, of the parties to this Agreement. During the probationary period, the employee must be given an opportunity to prove he or she can do the job and therefore will be provided with feedback with respect to their performance and the employer will give a mid-point evaluation, in writing, which will include areas of concern or weakness. A Union Shop Delegate may be present for the mid-point probationary review, if the employee so desires.

Probationary employees do not acquire seniority and do not have access to the grievance process (Article 19) of this Agreement during the nine (9) month probationary period save and except discharge where the discharge is believed to be discriminatory or in bad faith. The Employer will provide one (1) week's notice or payment in lieu of notice in event of discharge without cause.

Upon completion of the probationary period the employee's seniority shall be retroactive to the start of the nine (9) month probationary period.

Union dues are collected from the employees during the probationary period.

- 3.03 The Company will deduct upon receipt of written authorization, and remit monthly regular union dues to and as specified by the Union.

- 3.04 The Employer will notify the Local of any employees who have been hired, dismissed, promoted, placed on leave, transferred in or out of the bargaining unit for more than fifteen (15) calendar days, retired, resigned or deceased.

3.05 Individual Rights of Employees

The Employer agrees that it will not discriminate against any employee for any lawful Union activity or for serving on a Union Committee or for reporting the violation of any provision of this Collective Agreement.

- 3.06 The Employer agrees to inform the Local Union office of its intention to hire into the bargaining unit and the Union agrees to refer applicants to the Company for consideration.

ARTICLE 4 - PRESENT PRACTICES

- 4.01 Present practices in existence at the time of signing this Agreement, shall remain in effect for the term of this Agreement unless due notification is given to the other party of change. Exceptions to this are those policies and practices related to security or safety.

ARTICLE 5 - PRODUCTION

- 5.01 The Union and the Company recognize the importance of maintaining a competitive position in the industry through a high degree of skill in the craft, a high standard of quality and quantity of daily output and regular punctual attendance at work.

The Union recognizes the Company's right to require medical information, as necessary, to ensure that the request for sick leave is legitimate. Without limiting the generality of the foregoing, the Company will require, through its third party benefits consultant, (currently Cowan Insurance) a medical certificate of disability from the Employee's treating physician on the fourth (4th) consecutive shift missed due to illness. Medical certificates must be provided by the treating physician who saw the Employee during the period of absence. Employees may also be asked to provide limitations, restrictions and prognosis for return to modified or regular duties.

In the event that the medical information provided to the third party benefits consultant does not support the need for sick leave, the employee shall not be paid for the period of illness. In the event that payment has been rendered to the employee, the employee shall reimburse the Company by way of deduction from the employee's regular wages and vacation pay over the next pay period(s) until the amount is repaid.

The Company acknowledges the Union's right to file a grievance in relation to the non-payment of sick leave benefits.

- 5.02 In furtherance of these objectives, the Union and its members pledge themselves to work cooperatively with Management in advancing the use of new methods, tools, equipment and processes and to require each of its members to produce to the best of their ability and not to restrict the satisfactory and efficient operation of the process in any manner, all of which is to be compatible with accepted standards of safety and health.

ARTICLE 6 - NEW EQUIPMENT OR OPERATING METHODS AND TRAINING OPPORTUNITIES OR PROMOTIONAL OPPORTUNITIES

- 6.01 If, during the life of this Agreement, major changes are made to equipment or operating methods or new equipment is installed, which results in a significant increase in the physical effort, required skill or responsibility of the employees covered by this Agreement, either party may propose a rate adjustment.

6.02 The Company agrees to give the Union sixty (60) days' notice in writing, whenever possible, prior to the installation of such new types of machines or equipment and during this period to meet with the Union to consider arrangements relative to the new processes.

6.03 If it is determined and agreed upon that new classification and/or wages are required, the new wages, whenever finally adopted, shall be retroactive to the beginning of actual production operation of such machines or equipment or new processes.

6.04 The Union and Company recognize that technological developments, if they are to further the continued growth of the graphic art's industry, place a responsibility upon the Company to explore and promote new markets and require the co-operation of the Company and the Union in the development of new skills.

To ensure the orderly and most advantageous introduction of new types of equipment and processes, the parties agree to meet upon request of either party, to consider programs for the retraining or rehabilitation of employees if new skills are required.

6.05 If, during the life of this Agreement new equipment is introduced, senior employees shall be given the first opportunity to receive full training of the operation of such equipment.

ARTICLE 7 – SHIFTS AND SHIFT PREMIUMS

7.01 Should afternoon and/or night shifts become necessary, the hours of work shall be between the quitting time and the starting time of the day shifts. A minimum of two (2) weeks' notice, except in the case of extenuating circumstances, * will be given each employee required to change shifts (* press breakdown, to meet production deadlines, delivery date change by the customer).

7.02 Payment for afternoon and night shifts will be based on the regular day rate plus seven and one-half percent (7 ½%).

7.03 Employees shall be entitled to choice of shift and shift schedule (front and back) by seniority in the bargaining unit.

ARTICLE 8 - HOLIDAYS WITH PAY

8.01 The following holidays will be paid for at the applicable hours and applicable rate being paid at the time of the holiday. Should the Company give another paid holiday to another Bargaining Unit it shall also apply to this Bargaining Unit.

- | | |
|-------------------|---------------------|
| 1. New Year's Day | 7. Civic Holiday |
| 2. Family day | 8. Labour Day |
| 3. Good Friday | 9. Thanksgiving Day |
| 4. Easter Monday | 10. Christmas Day |
| 5. Victoria Day | 11. Boxing Day |
| 6. Canada Day | |

8.02 To qualify for payment of the holidays in 8.01, an employee must have worked his/her last scheduled shift prior to the holiday and his/her first scheduled shift after the holiday. Exceptions to this would be absences due to vacation or certified sick leave.

Christmas Day, Boxing Day, and New Year's Day above will be granted in accordance with the following schedule:

When Christmas occurs on:	Stat is on:	New Year's Holiday (Plant Closed)
Sunday	Mon, Tues	Monday (Jan. 2)
Monday	Mon, Tues	Monday (Jan. 1)
Tuesday	Tues, Wed	Tuesday
Wednesday	Wed, Thurs	Wednesday
Thursday	Thurs, Fri	Thursday
Friday	Fri, Sat	Friday
Saturday	Sat, Mon	Friday (Dec. 31)

*** When July 1st is on a Sunday, the statutory holiday is observed on the following Monday.**

8.03 On the twelve (12) hour shift model, statutory holidays will be observed on the day of the statutory holiday. Employees who are not scheduled to work will get paid for twelve and one-half (12 ½) hours.

8.04 When Christmas occurs on a Wednesday or a Thursday, the Plant will close at 3:00 p.m. on the day before Christmas Day.

8.05 Should an employee perform work on the day of observance by the Plant of any of the above applicable paid holidays, such work will be considered as overtime hours and paid at the rate of double (2x) times the regular hourly rate.

8.06 Paid holidays will not apply during any period when an employee is on a leave of absence without pay.

8.07 When work is not required on the workdays between Christmas and New Year's, employees may apply vacation credits or personal leave of absence without pay for such days. If work is performed on such days, the employee shall be paid at regular rate.

8.08 All holidays with pay as listed in Article 8.01 above, shall be observed on the actual day of the holiday, unless otherwise agreed in writing by the parties.

For employees working on the night shift, the statutory holiday will be observed and the employee will be paid for the shift commencing on the eve of the holiday, unless otherwise agreed in writing by the parties.

ARTICLE 9 – VACATIONS AND VACATION SCHEDULING

9.01 The Company will grant full time employees annual vacation as follows:

- a) One (1) year but less than three (3) years of service - seventy-five (75) hours
- b) Three (3) years but less than eight (8) years of service – one hundred twelve and a half (112.5) hours
- c) Eight (8) years or more years of service - one hundred and fifty (150) hours

***Special Note:**

Individuals grandfathered at five (5) and six (6) weeks' vacation shall be paid thirty-seven and one-half (37.5) hours for any grandfathered week(s).

- 9.02 Eligibility for paid vacations will be based on the length of service as of the employee's anniversary date of employment from the last date of hire. Prior Industry service will be credited for vacation purposes after two (2) years of employment from date of last hire.
- 9.03 Annual vacation shall be recorded for each employee in hours. Each week of vacation shall be thirty-seven and one-half (37.5) hours. At the employee's option, he/she may, by pre-arrangement, use accrued vacation credits when absent from work for one (1) hour or more.
- 9.04 Employees' annual vacation shall be scheduled within the vacation year that it is earned. Requests for taking vacation in June, July and August must be submitted by March 31st of each year to take advantage of scheduling by seniority within the classification. Such requests will be approved by April 30th each year. Any vacation requests submitted after this date will be granted on a first come, first served basis. It is understood that due to changing requirements employees may be asked to change their initial requests. Carry over of a maximum of two (2) weeks' vacation (seventy-five (75) hours) may be carried forward to the next vacation year.

Note: The Company continues to reserve the right to schedule any unused vacation that is not eligible to be carried forward i.e. / that is in excess of the maximum that can be carried forward.

- 9.05 Annual vacation credits shall cease to accrue once the employee's Short Term Disability (S.T.D.) of one hundred eighty (180) days is exhausted and the employee does not return to work. Vacation accrual shall be reinstated when the employee returns to work full time.
- 9.06 All employees have to request their vacation with a Vacation Request Form. The approved Request Form shall be returned to the employee within five (5) working days. If the Company refuses vacation time, the employee shall be given his or her Vacation Request Form back, with reasons for denial in writing within five (5) working days. For the Christmas period, the Request Forms shall be provided to the Employer no later than November 15th and will be answered by December 1st. The Company will inform the employees of the number of employees in each department who can be granted vacation for the Christmas period.

ARTICLE 10 - OVERTIME AND CALL-IN

- 10.01 The Union, realizing that the nature of the Company's business requires its products to be delivered within rigid time limits, agrees to co-operate in working periods of overtime, as required.
- 10.02 Authorized overtime hours will be paid for at the rate of one and one-half (1 ½) times the employee's hourly rate.
- 10.03 Should an employee be called back to work after completing the regular hours of work for the day or work week, the employee shall be paid for a minimum of four (4) hours at one and one-half (1 ½) times the regular hourly rate.

ARTICLE 11 - LUNCH PERIOD AND BREAKS

- 11.01 During eight (8) hour shifts, the Company will grant an unpaid lunch period of not less than thirty (30) minutes within the first five (5) hours of any regularly scheduled shift. When there is a twelve (12) hour shift in effect, employees shall receive two (2) paid breaks that are fifteen (15) minutes each and a thirty (30) minute paid lunch break.
- 11.02 The Company will grant two (2) fifteen (15) minute paid breaks for work days exceeding six (6) hours. One (1) paid fifteen (15) minute break will be granted for work days less than six (6) hours. Times to be arranged by the Department Manager.

ARTICLE 12 - BEREAVEMENT, FAMILY MEDICAL LEAVE AND PERSONAL EMERGENCY LEAVE

- 12.01 An employee who is absent from work because of the death and attendance at the funeral of a member of the employee's immediate family or other specified relatives, shall be entitled to leave, with pay, not to exceed the following:

Immediate Family - One (1) Scheduled Work Week

Spouse: spouse or common-law spouse of the employee or same-sex partner

Child: a child, stepchild or foster child of the employee or of the employee's spouse, common-law spouse or same-sex partner

Parent: a parent, step-parent or foster parent of the employee

Immediate Relatives - Three (3) Working Days

Brother/Sister: brother or sister, step-brother/sister or foster brother/sister of the employee

Parent-in-Law:	parent of either spouse, common-law spouse or same sex partner of the employee
Grandparent:	a grandparent, step-grandparent of the employee
Grandchild:	grandchild, step-grandchild or foster grandchild of the employee
Son/Daughter-in-Law:	spouse or common-law spouse or same-sex partner of employee's child

Relative - One (1) Working Day

Brother/Sister-in-law:	brother or sister of either spouse, common-law spouse or same sex partner of the employee
Grandparent-in-Law:	the employee's spouse, common-law spouse or same sex partner's grandparent
Grandchild-in-Law:	grandchild of spouse, common-law spouse in law or same sex partner of the employee

12.02 Spouse is defined as either a legally married spouse or common-law or same sex partner, provided the employee shall have filed with the Company the name of the person to be considered as the employee's spouse for the purpose of the clause, if that person is other than the employee's legally married spouse. Only one (1) spouse may be considered at any one time for the employee to receive benefit under this clause.

12.03 The Company, at its discretion, may grant unpaid leave of absence for the purposes of travel in the event that the employee is required to travel a considerable distance to attend the funeral of an immediate family member or other specified relatives.

12.04 Should the Company decide to provide additional bereavement leave to any other Bargaining Unit employee, the additional entitlement shall apply to this Bargaining Unit.

12.05 Personal Emergency Leave

The Parties acknowledge that the paid leave provisions of this Agreement, including bereavement leave, family/personal leave and sick leave provisions, constitute a greater right or benefit than the ten (10) Personal Emergency Leave days provided by the *Employment Standards Act, 2000* (the "ESA"). If, for any reason, a bargaining unit member would not be entitled to paid leave in circumstances that would constitute reason for Personal Emergency Leave under the ESA, then the bargaining unit member shall be entitled to utilize any remaining Personal Emergency Leave they may have in accordance with the qualifying terms and conditions of the ESA. Individuals who utilize paid leave for situations that qualify as Personal Emergency Leave will be deemed to have utilized Personal Emergency Leave.

12.06 Family Medical Leave

Employees will be granted up to twenty-eight (28) weeks of unpaid Family Medical Leave in accordance with the qualifying terms and conditions in the *Employment Standards Act 2000*. Employees who qualify for Family Medical Leave shall be issued a Record of Employment in order to make application for Employment Insurance Benefits. Any Employee who qualifies and takes Family Medical Leave shall be entitled to accumulation of seniority and service during the leave, and shall be reinstated to his/her former position, if it exists, or to a comparable position if it does not.

ARTICLE 13 - PREGNANCY AND PARENTAL LEAVE

13.01 Pregnancy and/or Parental leave will be granted in accordance with the criteria and provisions of the *Employment Standards Act, 2000*.

13.02 The Company agrees to consider requests to defer the commencement of the leave.

13.03 An employee's service with the Company shall continue to accumulate during any such absence.

13.04 Employees may request approval for unpaid leaves of absence, in writing, through their supervisor. The Company will not delay unnecessarily in responding to these requests. The employee shall retain his/her seniority in the Bargaining Unit, if granted a leave of absence.

ARTICLE 14 - JURY DUTY OR COURT WITNESS

14.01 The Company will pay an employee who is required for jury service or as a Witness subpoenaed by the courts, for each day of service, the difference between the regular day shift straight-time hourly rate for the number of hours the employee normally works and the payment received for Jury or Court Witness Service. The Employee will present proof of such service and the amount of pay received.

14.02 When an employee is excused from Jury Duty or Court Witness Service for one-half (½) day or more the employee must return to the Plant and complete the regular shift.

ARTICLE 15 - GROUP INSURANCE PLANS

15.01 The Company agrees to provide all full time employees with one (1) or more years of continuous service, a *Short Term Disability Benefit (S.T.D.) plan and to pay the premium cost for the provision of the S.T.D. Plan.

*Payment for Short Term Disability shall begin on the third (3rd) consecutive day of absence. For those employees who have completed ninety (90) days of perfect attendance from the last date of return to work from an absence due to sickness or accident, shall be paid S.T.D. from the first (1st) day for the first covered absence following the ninety (90) days of perfect attendance.

15.02 The Company agrees to provide the following coverage for its full time employees for the duration of this Agreement.

(a) The Company agrees to pay the full premium cost of the Group Life Insurance Plan and the Group Medical Plan.

(b) All full time employees hired after May 1993 are required to participate in the Long Term Disability Plan, as set out in a Plan between the Company and the Insurance Carrier (required waiting period applies). Employees shall pay the full premium cost and continue their participation in the Plan while employed.

15.03 On request, the Company shall provide to the Union, within a reasonable period of time, non-confidential information required by the Union with respect to Company benefits applicable to the employees covered by this Collective Agreement.

15.04 Any improvements to the group insured benefits plan for any other unionized employee group in the Company shall apply to employees covered by this Agreement.

ARTICLE 16 - TEMPORARY ASSIGNMENTS

16.01 As production levels dictate, the Company can temporarily assign employees between bargaining units within the Company.

16.02 An employee temporarily performing duties in a higher paid classification shall be paid the rate of this classification (including premium if applicable), provided the employee is performing the assigned duties of the classification. An employee temporarily performing the duties in a lower paid classification shall be paid his/her current rate.

16.03 No employee may be temporarily assigned to the bargaining unit while a qualified employee with recall rights is on layoff; provided such employee is available for work and immediate production requirements are maintained. The Company agrees to inform the Shop Delegate of these assignments.

16.04 The transfer will not create a lay-off.

16.05 Only employees who have received practical training on the equipment that they are assigned to will be permitted to work in the bargaining unit.

16.06 It is not the intention of this Article to circumvent the bargaining unit members' right to recall from lay off. The purpose of this Article is to allow the Company the flexibility to move staff from one (1) Union jurisdiction to another as additional staff in times of increased productions requirements.

16.07 In all cases of available work, any laid off employee shall have first entitlement to the work.

16.08 Employees temporarily assigned to perform work under the jurisdiction of this bargaining unit shall pay dues to Local 87M until the completion of the temporary assignment.

- 16.09 Employees shall not be temporarily assigned to work in another bargaining unit for more than ninety (90) calendar days without consent of the Union. The Union and the Company shall discuss temporary transfers prior to the temporary transfer taking effect.
- 16.10 Any transfers into the bargaining unit from another bargaining unit shall be for no more than ninety (90) calendar days, without the consent of the Union.

ARTICLE 17 – SHOP DELEGATES AND UNION REPRESENTATION

- 17.01 The Company will be supplied with a list of Shop Delegates. A Chief Shop Delegate will be identified.
- 17.02 The Company shall be duly notified of any changes.
- 17.03 The Company recognizes the Chief Shop Delegate as the initial contact for official matters pertaining to the administration of this Agreement. At least two (2) Shop Representatives, including the Chief Delegate, shall be in attendance at meetings with Management Representatives.
- 17.04 An employee covered by this Agreement shall have the right to require the presence of a Union Representative when receiving a formal verbal warning or receiving a written disciplinary reprimand, suspension or discharge. The employee shall receive a copy of the written disciplinary action. No employee covered by this Agreement shall be disciplined in any manner, demoted, suspended or discharged, except for just cause.
- 17.05 Shop Delegates shall be permitted to leave their regular duties for a reasonable length of time during their regular working hours without loss of time or pay for the purpose of performing Union business outside of their Department and after informing their immediate supervisor. For the purpose of performing Union business outside of the company, leave without pay will be granted for up to five (5) consecutive days at a time. The Company will also allow the Union to meet with all new employees for a period of fifteen (15) minutes, during the regular orientation period, to orient the new employees to the Collective Agreement and Union administrative matters.

Both the Union and Company agree that granting the use of time off the job will not be abused.

The Company will pay the representative, on behalf of the Union, at his/her basic rate of pay for all time off without pay to attend other business of the Union.

Any amount so paid by the Company will be billed to the Union, which shall remit that amount to the Company within thirty (30) days of receipt of the bill.

- 17.06 The Company agrees that access to designated areas within its premises shall be allowed to any Union Representative for the purpose of business connected with members of the Union.

17.07 The Company shall inform the Union of any job postings, new employees it has hired, including the name, classification and date of hire. Copies of all new hire letters shall be provided to the Union.

ARTICLE 18 - TERMINATION/SEVERANCE/RECALL

18.01 An employee whose employment is terminated by the Company for reasons other than retirement or just cause will receive notice or pay in lieu of notice and severance pay where applicable in accordance with the terms of the *Employment Standards Act, 2000*. Notwithstanding the foregoing, employees who have completed twenty-seven (27) years of service shall receive twenty-seven (27) weeks of severance pay; those who have completed twenty-eight (28) years of service shall receive twenty-eight (28) weeks of severance pay; those who have completed twenty-nine (29) years of service shall receive twenty-nine (29) weeks of severance pay; and those who have completed thirty (30) years of service shall receive thirty (30) weeks of severance pay.

18.02 An employee who is given notice of layoff and who has passed the probationary period will have a right of recall for two (2) years under this Agreement based on seniority (the senior employee on the recall list shall have first choice of recall). Notice of recall will be made by registered mail to the employee's last address on the records of the Company or the Union. For long term layoffs greater than thirteen (13) consecutive weeks in duration, the notice of recall will specify that such person must report to work within three (3) weeks from the date of notice of recall and be willing and able to do the work available, otherwise their right of recall will be forfeited and the employee will be severed. Recall provisions as per the *Employment Standards Act* of Ontario will apply. Employees continue to accumulate seniority during the period of recall. It is agreed that employees who have passed their probationary period and are recalled, will not be subject to another probationary period. Probationary employees who are recalled will continue their probationary employment upon recall.

18.03 Layoffs

In the event of a lay-off because of a shortage of work, the principal of seniority shall prevail and the employee last on the seniority list shall be laid off first, provided the employees remaining are able and willing to perform the work available.

In the event of a layoff that is expected to be four (4) weeks or more, the Company will provide minimal training to a maximum of five (5) shifts and in the event layoff is less than four (4) weeks, the Company will provide minimal training to a maximum of two (2) shifts for senior employees who would otherwise be laid off because they are not trained and qualified to do the remaining work.

18.04 Recall from Layoffs

Recall from lay-off shall be made in reverse seniority order of lay-off, provided the remaining employees are able and willing to perform the work available. Employees on short-term lay-off, that is, less than thirteen (13) consecutive weeks, shall be given forty-

eight (48) hours to report to work at the time of recall, prior to the required return to work, unless the individual is employed elsewhere and needs to give notice of resignation, in which case, the employee shall advise the Company and report to work seven (7) calendar days from the date of the notice of recall.

If an employee is called back to work for a period of four (4) weeks or less, they have the right to refuse the recall with no loss of seniority or severance pay rights.

If an employee is called back for a period in excess of four (4) weeks and refuses the recall / fails to report to work, they shall be deemed to have quit and shall lose all seniority and any entitlement to severance pay or payment in lieu of notice.

A recall of less than four (4) consecutive weeks will not re-start the recall period. In the case of a recall of four (4) consecutive weeks or more, the recall period will be extended by the length of the recall.

ARTICLE 19 - GRIEVANCE AND ARBITRATION PROCEDURE

19.01 It is understood that the Union may not file a grievance unless the difference / concern / complaint has been discussed with his / her supervisor, accompanied if the employee so desired by a Shop Delegate. If, after such discussion, the matter is not resolved then a grievance may be filed as follows:

Grievances brought forward by either the Union or the Company, in relation to the interpretation, application, administration or an alleged violation of this Agreement that is not specifically excluded from the grievance procedure, shall be adjusted as follows:

It is mutually agreed that it is the intent of the parties to resolve expeditiously grievances arising from the application of this Agreement.

Step 1

The grievance shall be reduced to writing indicating the section(s) of the Agreement which have been allegedly violated and shall be submitted to the Department Director/Manager or his/her designate within twenty-one (21) calendar days of the circumstances giving rise to the grievance. The parties shall meet to discuss the matter within seven (7) calendar days of receipt of the grievance. The Department Director/Manager shall answer the grievance in writing within fourteen (14) calendar days after the receipt of the written grievance. If the matter is not resolved, then it may proceed to Step 2.

Step 2

Any grievance that is not resolved at Step 1 may be presented to the Sr. VP of Payment Systems Canada and Manufacturing or his/her designate at a meeting within fourteen (14) calendar days of the meeting at Step 1. The Company will provide a written response within fourteen (14) calendar days of the meeting at Step 2. If the matter is not resolved at the meeting at Step 2, then the grievance may be submitted to

arbitration. Either party may refer the matter to arbitration within twenty-one (21) calendar days of receipt of the Company's response or the date the response should have been provided.

Step 3 Arbitration

Grievances may be submitted for final and binding arbitration by the party having carriage of the grievance by submitting the names of three (3) potential arbitrators to the other party for consideration. The notice must be provided within twenty-one (21) calendar days of the meeting at Step 2 of the Grievance Procedure. The responding party may accept one (1) of the names put forth or suggest three (3) other potential arbitrators. If the parties cannot agree on an arbitrator, then the Ministry of Labour will appoint one (1) to hear the grievance.

Prior to selecting a mutually acceptable arbitrator, the Union and the Company may meet in a further attempt to resolve the grievance.

- 19.02 It is mutually agreed that the discussion of grievances shall be deferred until the end of the day's work unless permission is granted to meet during working hours.
- 19.03 By mutual agreement of the parties, extensions to the time limits referred to in the grievance procedure may be granted.
- 19.04 No arbitrator shall have the power to alter or change any of the provisions of the Agreement, or to substitute any new provision for any existing provision, or to provide a decision that is inconsistent with any term of the Agreement.
- 19.05 The parties shall bear equally the expenses of the Arbitrator.
- 19.06 Grievances with respect to suspensions or terminations, as well as group, policy and Company grievances, shall proceed directly to Step 2 of the Grievance Procedure.
- 19.07 The parties may, by mutual agreement in writing, agree to the following process to resolve any grievances and the following process will apply:
- a) Hearings will be short and conducted in an informal manner. Decisions will be issued within thirty (30) calendar days of the conclusion of the hearing.
 - b) The parties will agree on an Arbitrator from a list of the three (3) provided to each other. The parties shall bear equally the expense of the Arbitrator.
 - c) The parties will not be represented by lawyers at the hearing.
 - d) There will be full disclosure by the parties of evidence, precedents and documents in advance of the hearing.
 - e) The parties will minimize the use of witnesses at the hearing.
 - f) The parties will use concise arguments at the hearing.

- g) The Arbitrator will have the power to accept any evidence that they rule is reliable and relevant.
- h) The Arbitrator will have the power to mediate between the parties at any stage of the process, by encouraging a settlement or suggesting possible outcomes.
- i) Any decision of the Arbitrator will be made without prejudice and will not be a precedent for future proceedings unless the parties agree otherwise.
- j) Decisions will be final and binding.

19.08 All agreements reached under the Grievance Procedure between the representatives of the Employer and the representatives of the Union will be final and binding upon the Employer, the Union and the employee(s) involved.

19.09 At any meeting in the formal grievance process, the grievor(s) is/are entitled to be represented by a Union representative.

ARTICLE 20 - UNION MEETING - STRIKES - LOCKOUT

20.01 No Union meetings shall be held during working hours or on Company premises, except by permission of the Company.

20.02 There shall be no strikes, lockouts or slow-downs during the life of this Agreement, as defined and in accordance with the *Labour Relations Act* of the Province of Ontario.

ARTICLE 21 - SEVERABILITY

21.01 In the event that any provision in this Agreement, or compliance by the Company or Union with any provision in this Agreement, shall constitute a violation of any future laws, then and in such events, such provisions, to the extent only that is so in violation, shall be deemed ineffective and unenforceable, and shall be deemed severable from the remaining provisions of the Agreement, which remaining provisions shall be binding on the parties.

ARTICLE 22 - OPERATION OF MACHINERY & PERFORMANCE OF WORK

22.01 No employee may, at any time, operate any machinery without someone else present in the area.

22.02 Employees who operate machinery in an unsafe manner or who fail to wear safety equipment are in violation of this Agreement, as well as the *Occupational Health and Safety Act* of Ontario.

22.03 No employee will be required to perform any task that is detrimental to the employee's health or safety.

ARTICLE 23 - HEALTH AND SAFETY

- 23.01 The Company shall endeavor to keep the Plant in a clean, well-ventilated, sanitary condition and the employees shall cooperate with the Company in this regard. The Company and the Union agree to exert joint efforts to develop and maintain high standards of safety, health and housekeeping in the workplace in order to prevent industrial injury and illness.
- 23.02 The Company agrees to observe the current Provincial Legislation dealing with Health and Safety of employees.
- 23.03 When chemicals are introduced into a department, they shall be introduced in compliance with WHMIS (GHS) legislation.
- 23.04 There will be a Joint Health and Safety Committee consisting of three (3) representatives from the employees and three (3) representatives from the Company. A representative may be nominated from each respective group covered by this Agreement for election as an employee representative on the Committee.
- 23.05 All work shall be performed and equipment operated according to accepted safety standards, which must conform to the *Occupational Health and Safety Act* of Ontario and to Company rules.
- 23.06 The Company agrees to provide special protective equipment and devices deemed necessary by the Company and the *Occupational Health and Safety Act* of Ontario to prevent industrial injury or illness. The wearing of protective equipment and devices deemed necessary for an employee's protection is mandatory as is adhering to established Health and Safety Rules and Policies. Those employees in violation will be subject to disciplinary action.

ARTICLE 24 - HOURS OF WORK

- 24.01 The basic work week for all employees will normally be thirty-seven and one half (37.5) hours, to be worked normally as four (4) shifts at eight (8) hours and one (1) shift at five and one-half (5.5) hours. In the case of a two (2) shift operation, the same schedule will apply. In the case of a three (3) shift operation, the hours will be five (5) shifts at seven and one-half (7.5) hours each.

The Company may schedule an alternative work week of three (3) twelve (12) hour shifts or a four (4) day work week consisting of three (3) nine and one-half (9.5) hour shifts and one (1) nine (9) hours shift. Employees required to work shall be given one (1) week's notice of the commencement of the twelve (12) hour shift and shall be paid thirty-seven and one-half (37.5) hours while working thirty-six (36) hours.

Other shift arrangements can be made by mutual agreement

- 24.02 Employees shall work the scheduled working hours of the Department to which they are assigned.

24.03 In circumstances where there is a lack of work for the balance of the shift, the Company may, at its discretion, allow the employee to leave work before the shift is completed and the employee may utilize annual vacation or unpaid leave for this purpose.

ARTICLE 25 - CLASSIFICATIONS, MANNING AND WAGES

25.01 During the life of this Agreement, all full-time employees covered by this Agreement shall be paid on an hourly basis per Appendix "A" attached to this Agreement.

25.02 Should an employee be absent from work, the employee will be paid only for those hours worked, unless such absent hours are covered by the terms of this Agreement for hours/time paid not worked.

25.03 Continuous Production

The Banknote Numbering Presses will operate continuously.

The Bargaining Unit members shall assume full responsibility for quality assurance/examination.

The term "operate" includes make-ready, run and wash-up.

ARTICLE 26 - SENIORITY

26.01 Seniority shall be established by the date of last full-time employment in the bargaining unit and shall be lost and employment shall terminate in the event that:

- a) The employee is discharged for cause and not subsequently reinstated;
- b) The employee quits either verbally, or in writing, and does not revoke the resignation within twenty-four (24) hours;
- c) The employee abandons his/her position for three (3) consecutive shifts, without reasonable explanation and/or without notifying the Company;
- d) The employee has been terminated with notice and severance pay, where applicable;
- e) The employee's recall rights have been exhausted due to lay-off.
- f) The employee utilizes a leave of absence for a purpose other than for which it was granted.

Training Records

The Company will maintain training records indicating which employees have been trained on each piece of equipment, as well as a record of which employees have been denied or have declined an opportunity to train.

Seniority List

The Seniority List forming Appendix "B", attached hereto and considered part of this Agreement, may be revised from time to time as occasions arise and shall be provided to the Union in October and April, annually.

26.02 Seniority and Movement out of Bargaining Unit

All employees who accept a position in the Company outside the Bargaining Unit shall continue to accumulate and maintain bargaining unit seniority for up to three (3) months, providing they continue to pay Special Union Dues. Employees who stay outside the Bargaining Unit three (3) months plus one (1) day, forfeit all bargaining unit seniority and privileges. If the Company wishes to rehire them, they shall be put on the bottom of the Seniority List.

26.03 Seniority shall apply in the scheduling for vacation periods and in the choice of day or night shift if scheduled.

ARTICLE 27 - APPRENTICES

27.01 The Company agrees that before hiring a new employee or employees as an apprentice, all candidates will be made available to the Shop committee for the purpose of an interview. Each candidate will be discussed individually with the Company.

27.02 When it is determined there is a need to indenture an apprentice, selection of a candidate for such an appointment will be made from a list compiled by the Company and the Union and will be fully discussed between the Union and the Company. The apprentice will be informed of the particulars of the apprenticeship at the time of appointment.

27.03 The Company and the Union, recognizing the need for well trained, capable journeymen within the Type operation, agree that a Joint Apprentice Training Committee shall be established and maintained to supervise and co-ordinate apprenticeship training.

27.04 The apprentice shall receive from the Company a written acknowledgment of journeyman status upon successful completion of the agreed training program.

ARTICLE 28 - WORK CLOTHING AND FOOTWEAR

28.01 The Company shall provide employees with three (3) sets of work uniforms per calendar year or additionally when warranted, subject to approval of the Department Manager. Company supplied uniforms shall be worn during working hours.

28.02 The Company shall reimburse employees for the purchase of CSA approved safety footwear to a maximum of one hundred seventy-five (\$175.00) dollars once per year on the anniversary of employment. Employees shall provide a receipt for CSA approved

safety footwear in order to be reimbursed. Subsidized footwear is to be worn while working.

Note: Any member who has been reimbursed for the purchase of safety footwear in 2018 will not be eligible for additional footwear reimbursement until their anniversary of employment in 2019.

28.03 Should the Company determine that safety eye wear must be worn due to the position held, the Company will subsidize full time employees the full cost of one pair of safety approved prescription safety glasses and frames, purchased from Levitt Safety, not less than every twenty-four (24) months for those employees who regularly perform duties that require safety eye protection and require prescription glasses. Employees must sign and return the Instructions for Dispensing Prescription Industrial Safety Glasses form and return to the Human Resources Department with the receipt and prescription in order to obtain reimbursement.

28.04 The Company shall reimburse employees up to four hundred and fifty dollars (\$450.00) every two (2) years for prescription eyewear for bargaining unit members only. In order to receive reimbursement, employees shall provide the receipt for the expense along with the prescription for the eyewear that is purchased.

ARTICLE 29 - DIVISION OF WORK

29.01 In the event of lack of work, the Company will, insofar as the efficient and orderly operation of the Plant will permit, share the available work as equally as is practicable among the full time employees covered by this Agreement and/or participate in any government sponsored work sharing program that may be available. The decision to share the available work or proceed directly to a lay-off shall be at sole discretion of the Company.

ARTICLE 30 - LETTERS FOR TERMINATED EMPLOYEES AND REVIEW OF FILES

30.01 The Company shall provide terminated employees with a letter stating position(s) held, last rate of pay and length of service with the Company.

30.02 Once annually, outside of the employee's regular working hours and upon written request by an employee, the Company shall allow the employee to review his/her personnel file in the presence of a Human Resources Representative and the employee will be entitled to a copy of any documents therein, as requested.

ARTICLE 31 - JOB POSTINGS

31.01 The Company agrees to post all new and vacant positions that the Company intends to fill. Where qualifications, skills and abilities are equal, the most senior candidate shall be successful. The Chief Delegate and Local shall be provided a copy of all job postings in the bargaining unit.

ARTICLE 32 - JOB SECURITY

32.01 The Company will meet with the Union sixty (60) days in advance where possible to review any Company plans to outsource work prior to any outsourcing.

ARTICLE 33 – NEGOTIATING PAY

33.01 The Company recognizes up to two (2) bargaining unit members will be on the Union’s negotiating team. Bargaining unit members on the Union’s negotiating team who are scheduled to work, shall not suffer any loss of regular wages and benefits for up to two (2) days attendance at negotiations and one (1) day of conciliation, with the Company.

ARTICLE 34 - DURATION OF AGREEMENT

34.01 This Agreement shall remain in force from January 1, 2018 up to and including December 31, 2023 and thereafter for periods of one (1) year unless either party gives sixty (60) days’ notice in writing of its desire to change the terms of the Agreement.

DATED AT OTTAWA this 5 day of September 2018


UNIFOR, LOCAL 87M
TYPE PRESSMAN

CANADIAN BANK NOTE
COMPANY, LIMITED











APPENDIX "A" - CLASSIFICATIONS, MANNING AND WAGES - REVISE

	01-Jan-2018	01-Jan-2019	01-Jan-2020	01-Jan-2021	01-Jan-2022	01-Jan-2023
		2%	2%	2%	2.5%	2.5%
1st Press Operator Speedmaster, Supernumarota, Nota, PM 50, CRA Ink Jet, Flatbed, Nota 2	43.15	44.01	44.89	45.79	46.93	48.10
2nd Press Operator, Speedmaster, Numaspeed, Supernumarota	38.88	39.66	40.45	41.26	42.29	43.35
Paid Time Off Rate	41.02	41.84	42.68	43.53	44.62	45.73

WORKING SUPERVISOR AND WORKING ASSISTANT

In each year of this Agreement, the Working Supervisor shall receive \$6.00 more per hour and the Working Assistant shall receive \$3.00 more per hour than the 1st Press Operator rate.

Working Supervisor and Working Assistant must have the ability to satisfactorily direct the work of others, perform supervisory functions, ensure quality standards and complete administrative tasks. The Working Supervisor and Working Assistant will remain a part of the bargaining unit and will not be entitled, or expected, to administer disciplinary matters.

APPRENTICES

Should the Company at any time require to indenture apprentices, they may be employed at the ratio of one apprentice to every four journeymen or fraction thereof.

Apprentices shall be paid a percentage of the journeyman's rate as follows:

1 st year	65% of 2nd Press Operator Rate
2 nd year	75% of 2nd Press Operator Rate
3 rd year	85% of 2nd Press Operator Rate
4 th year – 1 st six months	90% of 2nd Press Operator Rate
4 th year – 2 nd six months	95% of 2nd Press Operator Rate
Thereafter	100% of 2nd Press Operator Rate

Pressmen Apprentices after having served a four (4) year apprenticeship and having fulfilled their educational requirements shall receive from the Company a written acknowledgment of journeyman status upon successful completion of the Apprenticeship Training Program.

MANNING

The crew on the two colour presses shall be:

1st Press Operator and 2nd Press Operator or Apprentice when two units are being used.

1st Press Operator when only one unit is being used.

EQUIPMENT OPERATED

This Agreement applies to and governs the employment of all individuals operating the Small Heidelberg, Big Heidelberg, Heidelberg Speedmasters, Numaspeeds, CRA Ink Jets, Vertical Miehles, Halms, Kluges, Atlantic Zeiser Numbering Machines, NOTA Numbers, Miller Rotaries, Rota Speeds and PM50, Nota 2

APPENDIX "B" - SENIORITY LISTING

LAST NAME	FIRST NAME	SENIORITY DATE
Anderson	Park W	24/05/1988
Lecuyer	Kim F.	13/09/1998
McCooney	Barry A	10/10/2001
Miles	Christopher	15/02/2004
Hubbard	Philip	07/08/2006
Pye	Mark	22/05/2007
Dunn	Zachary	24/05/2007
Godwin	Raymond	03/07/2007
Saunders	Jonathan	16/02/2009
Trincao	Jonathan	23/02/2009
Sommers	Ryan	09/15/2010
McGrath	Shawn	09/20/2010
Winter	Kris	04/20/2011
*Manocchio	Bobby	05/10/2011
*Bilodeau	Richard	05/10/2011
Albert	Sean	05/30/2011
Gulbrandsen	Jillian	06/06/2011
Savard	Brett	04/24/2012
Grant	Martin	05/01/2012
Longtin	Brian	05/15/2012
Zoght	Marwan	05/17/2012
Gagnon	Patrick	05/29/2012
Monette	Paul	05/31/2012

*Same date of hire – seniority determined by draw

APPENDIX "C" - LABOUR RELATIONS PHILOSOPHY

Constructive and mutually agreeable terms are the basis of this Collective Agreement. In this regard, the parties agree that during the term of this Agreement, any article, which causes undue hardship or burden upon either party or employee, shall be discussed with a view to reaching acceptable and workable solutions, which shall not alter the general principles of the Agreement.

APPENDIX "D" - WORK WEEK

Further to Article 24 - Hours of work, although the basic work week is Sunday through Saturday inclusive, the normal work week shall be Monday through Saturday. Any partial shift starting or ending on a Sunday shall be paid at the applicable regular rate.

APPENDIX "E" - VACATION PAYABLE AT SHIFT RATE

TWELVE (12) HOUR SHIFT BASIS

An employee who works on shift continually will receive annual vacation pay at the shift rate. An employee who works less than the full year at the shift rate will receive vacation pay on a pro rata basis.

When working the three (3) day week schedule, an employee who works one hundred and two (102) or more days (one thousand two hundred twenty-four (1224) hours) at shift rate during the vacation year, will be paid full vacation entitlement at the current premium rate in the succeeding year.

When working the three (3) day work week schedule, an employee who works less than one hundred and two (102) days (one thousand two hundred twenty-four (1224) hours) but more than fifteen (15) days (one hundred eighty (180) hours) at shift will receive vacation pay based on the following:

$$\frac{\text{No. of premium hours}}{1224 \text{ x hours vacation}}$$

OTHER THAN TWELVE (12) HOUR SHIFT BASIS

An employee who works one hundred seventy-five (175) shifts or more during the preceding vacation year, will be paid vacation entitlement for the current year at the shift rate.

An employee who works twenty-five (25), but less than one hundred seventy-five (175) shifts, during the preceding vacation year, will be paid vacation entitlement for the current vacation year at shift rate on a proportionate basis as follows:

Number of days vacation entitled times number of shifts worked during preceding year divided by one hundred seventy-five (175), equals number of days vacation to be paid at the shift rate; rounded to nearest number of days (i.e. one half (0.5) or more add one (1) day).

NOTE: Vacation days at shift rate will be used before vacation days at regular rate are used.

VACATION PAYABLE AT PREMIUM RATE

TWELVE (12) HOUR SHIFT BASIS

An employee who works at a premium rate continually, will receive annual vacation pay at the premium rate. An employee who works less than the full year at the premium rate will receive vacation pay on a pro rata basis.

When working the three (3) day week schedule, an employee who works one hundred and two (102) or more days (one thousand two hundred twenty-four (1224) hours) at premium rate during the vacation year, will be paid full vacation entitlement at the current premium rate in the succeeding year.

When working the three (3) day work week schedule, an employee who works less than one hundred three (103) days (one thousand two hundred twenty-four (1224) hours) but more than fifteen (15) days (one hundred eighty (180) hours) at the premium rate, will receive vacation pay based on the following:

$$\frac{\text{No. of premium hours}}{1224 \times \text{hours vacation}}$$

OTHER THAN TWELVE (12) HOUR SHIFT BASIS

An employee who works at a **premium rate** for one hundred seventy-five (175) shifts or more during the preceding vacation year will be paid vacation entitlement for the current year at the premium rate.

An employee who works twenty-five (25) but less than one hundred seventy-five (175) shifts during the preceding vacation year, will be paid vacation entitlement for the current vacation year at the premium rate on a proportionate basis as follows:

Number of days vacation entitled times number of shifts worked during preceding year divided by one hundred seventy-five (175) equals number of days vacation to be paid at the premium rate; rounded to nearest number of days (i.e. one-half (0.5) or more add one (1) day)

NOTE: Vacation days at premium rate will be used before vacation days at regular rate are used.

APPENDIX "F" - STARTING TIME FOR DAY SHIFT

The starting time for the day shift can be between 6:00 and 9:00 a.m., but normally at 7:00 a.m.

Letter of Understanding - Re: Ten Percent of Work of Other Bargaining Units

It is not the intent of this clause for other bargaining units to claim jurisdiction or to replace the work of regular permanent employees. Work of the bargaining unit may be performed by employees outside of the bargaining unit without violation of this Agreement, where the work represents no more than ten (10%) of the employee's duties for reasons that are exclusive to:

1. The work is performed in relation to unforeseen or emergency situations; or
2. The work is incidental to one's primary responsibilities, meaning the work is unplanned, unscheduled or minor in relation to the employee's primary duties; or
3. The work is necessary to prevent loss or avoid interruption of production.

Furthermore, to clarify the work "incidental" is the meaning taken from "Funk and Wagnall's Standard College dictionary", which follows:

"Incidental: adj. Occurring in the course of or as a result or adjunct of something: an incidental remark. 2. Naturally or usually attending: with to: problems incidental to adolescence. 3. Occurring without design or regularity; casual; also, minor; secondary: incidental expenses. N. 1. An incidental circumstance or event. 2. P1 Minor or casual expenses or items."

Note: The Company shall advise all other bargaining units and supervisors of this letter.

For the Employer



Date of Signature

Sept 5/10

For the Union



Date of Signature

Sept 5-18

Letter of Understanding Re: Medical Dental Appointments

It is the policy of the Company that time lost due to medical and dental appointments will not be paid.

However, in the case of an employee who is required to attend a medical appointment due to follow up as a result of a workplace injury or a long-term illness requiring continual treatment or care, the Company will pay for the time lost to attend such appointments.

For the Employer



Date of Signature



For the Union



Date of Signature



Letter of Understanding - Re: Top-Up of Workplace Safety and Insurance Benefits

The Company will advance the amount that would be paid as Workplace Safety and Insurance Act benefits for the waiting period until such time as the employee is either approved or denied benefits by the Claims Adjudicator. Employees are required to repay the monies advanced upon payment from the Workplace Safety and Insurance Board Plan. Employees who are not eligible for benefits shall repay the monies advanced upon request. Wherever possible, the amount to be repaid shall be deducted from the employee's wages upon return to work. The employee shall sign an Authorization to Deduct from Wages prior to receiving any monies from the Company.

For the Employer




Date of Signature



For the Union



Date of Signature



Letter of Understanding - Re: Short Term Disability

Employees must utilize two (2) days unpaid leave before accessing the Company's Short Term Disability sickness benefits, except where Article 15.01 applies.

For the Employer

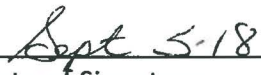




Date of Signature

For the Union





Date of Signature

Letter of Understanding - Re: Annual Vacation

The Company may allow employees to utilize unscheduled annual vacation at its discretion for occasional absences.

For the Employer




Date of Signature



For the Union



Date of Signature




Letter of Understanding - Re: LTD Committee

There shall be an LTD Committee comprised of four (4) representatives of Unifor, Local 87M, (one (1) from each bargaining unit), and a representative of Human Resources. The Committee shall meet as necessary, to discuss the LTD Plan and to receive information regarding the Plan and any rate increases.

For the Employer




Date of Signature



For the Union



Date of Signature



Letter of Understanding - Re: Placement on the Seniority Grid

Where two (2) or more bargaining unit members commence work in the bargaining unit on the same date, there shall be a lottery to determine placement on the seniority list as follows:

1. In the presence of a Union representative and a Company representative, the names of individuals who commence work in the bargaining unit on the same date shall be put in a container;
2. A Union representative shall pull a name from the container and that name shall appear on the seniority list before the others;
3. All other names shall be pulled and placed on the seniority list by the order in which their name is pulled;
4. Those employees who are bargaining unit members as of ratification of this Agreement and who share a seniority date shall be entitled to attend the initial lottery;
5. After the initial placement following ratification, any further placement of individuals who started work in the bargaining unit on the same date, will be by a lottery conducted by a Union representative and a Company representative.

For the Employer


For the Union








Date of Signature



Date of Signature

Letter of Understanding - Re: Banking of Overtime

During the life of this Collective Agreement the Company will review the feasibility of providing the opportunity to bank overtime and if this is determined to be feasible, the Company will offer this option to the bargaining unit members.

For the Employer



Date of Signature



For the Union



Date of Signature



Letter of Understanding - Re: Paid Education Leave

The Employer agrees to pay \$0.01 /hour for all bargaining unit member's regular compensated hours, to the Unifor Paid Education Leave Fund (PEL) program. Such payment will be remitted on a quarterly basis into a trust fund established by the Unifor National Union effective from the date of ratification of the Collective Agreement. Payments will be sent by the Employer to the following address:

Unifor Paid Education Leave Program
205 Placer Court
Toronto Ontario
M2H 3H9

The bargaining unit member(s) who are selected by the Union to participate in Unifor educational opportunities, shall request leave to attend by providing their request in writing to their supervisor. Unifor shall confirm that the employee(s) in question will be attending the educational opportunity for which leave is sought.

Unpaid leave is subject to operational requirements, however, leave to attend such educational opportunities, shall not be unreasonably denied. Employees on unpaid educational leave shall continue to accrue seniority and service.

For the Employer

For the Union







Date of Signature



Date of Signature

LETTER OF UNDERSTANDING - FINALIZING NEW COLLECTIVE AGREEMENT

1. The Parties agree that all other outstanding matters with respect to this Agreement remain as *status quo*.
2. The Parties agree that all terms, except wages, are to take effect upon ratification of the Agreement.

For the Employer



Sept 5/18
Date of Signature

For the Union



Sept 5-18
Date of Signature