

THIS AGREEMENT made the 19th day of July, 1995; effective on the 1st day of June, 1995.

BETWEEN: **COMINCO LTD.**

("the Company")

AND: **UNITED STEELWORKERS OF AMERICA,
Local 480**, representing certain employees
of Cominco Ltd., at its Operations at Trail and District,
British Columbia

("the Union")

WITNESSETH AS FOLLOWS:

ARTICLE 1. EMPLOYEES COVERED BY THE AGREEMENT

1.01 The word "employees" as used in this Agreement means all employees in the crafts, departments or plants at the Trail and District Operations of the Company, except persons excluded by the Labour Relations Code of British Columbia, printing shop, research department, drafting office, technicians, office staff, and security guards.

1.02 Words importing the masculine gender shall include the feminine.

1.03 The word "person", where used in this Collective Agreement, indicates someone who is not an "employee" as defined in Marginal Paragraph 1.01.

ARTICLE 2. UNION RECOGNITION

2.01 The Company recognizes the Union as the exclusive representative, for the purpose of conducting collective bargaining regarding rates of pay, hours of work and all other working conditions of employees employed at the Company's smelters, chemical and fertilizer plants, and all other plants of the Company located at Trail and District and the Company will continue so to recognize the Union as long as the Union retains its right to conduct collective bargaining on behalf of such employees under the law.

2.02 If requested by an employee, and if reasonably available, an employee has the right to have the appropriate Union representative present:

- (i) any time step discipline is given to the employee,

(ii) during an investigation meeting requiring the presence of the employee where the findings of the meeting may result in discipline being given to the employee, or

(iii) during meetings requiring the presence of the employee, where a representative of the Company's Industrial Relations Department is present.

ARTICLE 3. TERM OF AGREEMENT

3.01 This Collective Agreement shall remain in effect from July 19, 1995 until and including May 31, 1999. It is specifically agreed between the Parties hereto, in accordance with subsection (4) of Section 50 of the Labour Relations Code of British Columbia, that the operation of subsections (2) and (3) of Section 50 are hereby excluded and shall not be applicable to this Agreement.

3.02 Where the Parties are engaged in negotiations for a new collective agreement, and no agreement is reached prior to the expiry of this Agreement, this Agreement shall remain in full force and effect until a new agreement is reached or until the negotiations are discontinued by either Party.

ARTICLE 4. RIGHTS RESERVED TO MANAGEMENT

4.01 The Union recognizes the undisputed right of the Company to operate and manage its business in all respects in accordance with its commitments and responsibilities and to make and alter from time to time rules and regulations to be observed by employees, which rules and regulations shall be consistent with the provisions of this Agreement.

4.02 Nothing contained in this Agreement shall be deemed to obligate the Company to continue to operate any of its plants or properties or any part thereof.

4.03 The Company shall always have the right to hire; to discipline, demote and discharge employees for just and sufficient cause; and to retire an employee at age sixty-five (65). The Company agrees, however, not to impose disciplinary demotions. The selection of supervisors shall be entirely a matter for the Company's decision.

4.04 Subject to the requirements of operations (including necessary instruction of employees, any cases of an emergency nature, and the carrying out of research and development programs) foremen, supervisors and other persons employed by the Company but not employees as defined in this Agreement shall not repetitively perform work which is normally done by employees where qualified employees are reasonably available to do such work. This clause will not apply in cases where due to the small size of a crew, the Company considers it necessary for a supervisor to carry out some plant duties.

ARTICLE 5. NO DISCRIMINATION EITHER BY COMPANY OR UNION

5.01 The Company agrees that there shall be no intimidation or discrimination against any employee by reason of his legitimate activities as a member, shop steward, or officer of the Union; the Union agrees that there shall be no intimidation or discrimination on its part towards any employee of the Company by reason of his not being a member of the Union.

ARTICLE 6. NO STRIKES OR LOCKOUTS

6.01 The Company shall not cause or direct any lockout of employees during the life of this Agreement; and neither the Union nor any representative thereof, nor any employee shall in any way authorize, encourage or participate in any strike, walkout, suspension of work, or slowdown on the part of any employee or group of employees during the life of this Agreement.

ARTICLE 7. UNION ACTIVITIES ON COMPANY TIME

7.01 No person and/or employee shall solicit membership in the Union or any other labour organization, or collect dues for the Union or any other labour organization, or engage in any Union or labour organization activity on Company time or within the plants of the Company except to the extent expressly provided for in this Agreement.

7.02 The time spent by employees in performance of their duties as members of the Joint Safety and Health Committee referred to in Article 9, will be considered as time worked; and payment shall be on the basis of straight time. Under no condition shall overtime rates be paid. The time to be paid for under this Section shall be limited as set forth in Marginal Paragraph 9.20.

7.03 The time spent in investigating and settling disputes by employees delegated by the Union for that purpose shall be considered as time worked; and payment shall be on the basis of straight time. Under no condition shall overtime rates be paid. The time to be paid for under this Section shall be limited as set forth in Addendum "A" to this Agreement.

ARTICLE 8. LEAVES OF ABSENCE FOR UNION PURPOSES

8.01 On two (2) weeks notice and written application by the Union, the Company agrees to grant a leave of absence, without pay, to an employee appointed to a position with the Union or with the International of the United Steelworkers of America or for the business purposes of the Union or the International. Leave of absence for an employee appointed to a position with the Union or the International shall be limited to a maximum period of three (3) years. The Company shall not be obligated to grant the privilege to more than four (4) employees at the same time.

8.02 The Company also agrees to grant a leave of absence, without pay, for up to three (3) years to an employee elected as an Officer in the Union. The Union must request the leave in

writing and the leave may be extended on written request. Such leave of absence will be continued only so long as the employee retains his elected position in the Union.

This clause shall also apply to an employee who is appointed to fill the position of an elected Union officer who is unable to continue in his elected office. Such leave will be continued only so long as the employee retains his appointed position in the Union or if he is subsequently elected to the position.

8.03 Subject to the requirements of the operations, and upon written application if required by the Company, employees attending labour conferences, labour seminars, or labour contract negotiations shall be granted leaves of absence without pay, provided such applications are made by the Union to the Superintendent, Employee Relations of the Company.

8.04 The total number of days spent upon leaves of absence in accordance with Marginal Paragraphs 8.01, 8.02 and 8.03 of this clause shall be subject to the limits set out in Section 2 of Addendum "A" to this Agreement.

8.05 Time spent under Marginal Paragraph 8.02 of this Collective Agreement will be counted towards the employee's service for Company seniority, plant seniority and pension purposes only. Such time will also be considered as service for vacation entitlements subject to reductions in vacation pay as outlined in Marginal Paragraphs 20.08 and 21.02 (viii).

8.06 The provisions of Addendum "E" will be available to employees granted leave under Marginal Paragraphs 8.01 or 8.02 of the Collective Agreement. The employees on leave will be required to pay the full cost of the premiums for these plans. Coverage under the plans will continue so long as the employees meet the requirements of Marginal Paragraphs 8.01 or 8.02 and continue to pay the required premiums. Invoices will continue to be sent to the Union. Premiums are payable on receipt of invoice.

ARTICLE 9. SAFETY AND HEALTH

9.01 The Company and the Union recognizing the benefits to be gained from a safe and healthy place of employment agree that they shall cooperate in continuing and improving the measures now in effect for the prevention of accidents and the elimination of health hazards.

9.02 The Company shall continue to make provisions for the safety and health of employees. The Union undertakes to give full support to these objectives by promoting a safety consciousness and personal sense of responsibility among its members.

9.03 The Company and employees shall endeavour to comply at all times with the Company's safety rules, and the Industrial Health & Safety Regulations issued by the Workers' Compensation Board of B.C.

9.04 The Company and the Union shall establish a Senior Joint Safety and Health Committee. The Committee shall consist of not more than four (4) members appointed by the Union and not more than four (4) members appointed by the Company, unless the Company and the Union

mutually agree that a greater or a lesser number of members are necessary in certain situations for the more efficient functioning of the Committee.

9.05 The responsibilities of the Senior Joint Committee will be to:

(i) ensure that regular inspections are completed of the plants and areas at the Operation, including the inspection of new processes, equipment, and job procedures prior to initial operation. Union Plant Safety Representatives, Chairman, Vice Chairmen and/or Deputy Vice Chairmen will be included in these inspections as appropriate;

(ii) meet regularly to take up such safety and health matters which may be brought before it by either the Union or the Company. Union Plant Safety Representatives as noted in (i) will be included as appropriate;

(iii) ensure that all accidents involving fatalities or disabling injuries, or accidents having potential for fatalities or disabling injuries, by employees, are investigated promptly, and recommendations for remedial or preventive action are made; and

(iv) make recommendations to the Company regarding the Trail Operations' Safety Program. Changes to this Safety Program will be discussed at the Senior Joint Committee prior to implementation.

9.06 Minutes of all meetings of the Senior Joint Committee, and reports of all inspections and investigations will be prepared by the Company and provided to the Union. If the Union disagrees with the accuracy of the minutes as prepared, it shall set forth reasons for such disagreement in writing and forward to the Company, which disagreements will then form part of the minutes.

9.07 The Senior Joint Committee shall meet quarterly with a senior Company official or officials designated by the Company to review recommendations contained in inspection reports with special attention to repeat items, and to discuss other matters pertaining to accident prevention and health which may be raised by the Committee. The Union or Company Chairman shall give his counterpart forty-eight (48) hours notice prior to the meeting of any new business to be discussed that is not specifically covered in inspection reports. The notice period shall not include weekends or Statutory Holidays.

9.08 The Union Chairman or his alternate, will have access to plant areas at any time, after receiving proper clearance for the area in question.

9.09 The Company agrees to continue to provide a sound safety education and training program. Any changes or additions to the program will be communicated to and discussed with the Union.

9.10 The Union agrees to establish an Advisory Committee to advise the Company Safety organization on accident prevention and health matters. The objectives of this Committee would be to propose and/or advise on:

(i) education and training programs, including special promotional programs and orientation programs for new employees;

- (ii) new safety equipment and protective clothing;
- (iii) existing and proposed accident prevention regulations.

9.11 The Advisory Committee shall meet with senior Company Safety Representatives on a quarterly basis unless mutually agreed otherwise.

9.12 The Union agrees to develop and maintain internal information and education programs on accident prevention and health through such media as membership meetings, seminars and Union publications.

9.13 An appropriate Union Safety Representative designated by the Chairman of the Union Safety Committee, will have the opportunity to participate in a new employee's induction into plant safety and health matters. The Union agrees to designate representatives familiar with the processes and hazards of the plant concerned.

9.14 It is the intent of the Parties that no employee shall be required to work under conditions which are unsafe or unhealthy beyond the normal hazard inherent in the operation or process in question. No one shall carry out or cause to be carried out any work process or operate or cause to be operated any tool, appliance or equipment when he has reasonable cause to believe that to do so would create an undue hazard to the health or safety of anyone.

9.15 If an employee observes unsafe equipment, conditions or practices, he shall take steps to correct the unsafe situation. If the employee cannot correct the unsafe situation, he shall immediately report it to his supervisor, and his supervisor shall then investigate promptly the unsafe equipment, condition or practice and shall take steps as appear necessary in his opinion to correct the unsafe situation.

9.16 (i) If the employee is not satisfied with the decision of his supervisor, he may immediately notify his Union Safety Representative, who, together with the employee, may discuss the matter with the supervisor.

(ii) If the employee is not satisfied with the decision of his supervisor, the Union Safety Representative may notify the Union Chairman of the Senior Joint Safety and Health Committee, who, together with the employee and the Union Safety Representative, may discuss the matter with the Business Area Superintendent, and, if in their opinion it is desirable, with the Activity Manager.

(iii) If the matter under investigation involves a refusal of unsafe work, the employee who refuses to work is entitled to be reassigned alternate work with no loss of pay and to return to the job in question when it is determined safe to do so.

9.17 The Company shall continue to furnish protective equipment and other safety devices in accordance with present practices subject to such improvements or changes as may be implemented from time to time.

The Company further agrees that it will provide coveralls for employees employed in the following lead hazard areas of its Trail Operations, namely: Lead Smelter, Lead Refinery, Zinc Roasters, Zinc Oxide Plant, Cadmium Plant, Tin Lead area in the Indium Plant, Silver Refinery (with the exception of the Parting Plant) and Antimony Plant. Maintenance personnel, when assigned to the named areas, will also be provided with coveralls. These provisions will be continued until such time as each area or portion of it no longer constitutes a health hazard.

9.18 Copies of booklets on the Company's Safety Rules and Regulations will be made available to the Union and to all employees for the activities in which they are employed. A manual of information on exposure hazards and safe handling procedures for hazardous materials used in their work areas will be made available to the Union, and will be readily accessible to employees in each major work area. The Union Safety Chairman will be kept advised of pending revisions due to the introduction of new materials.

9.19 The Company agrees that the Union shall continue to have access to the records of the first aid treatments and Company accident reports involving employees.

9.20 The Company shall pay for up to 3000 hours per year for time spent by employees in performance of their duties as members of the Senior Joint Safety and Health Committee.

In addition to the above hours the Company will pay one employee representative at the same wage rate of his normal work while accompanying an Accident Prevention Officer(s) of the Workers' Compensation Board on inspections.

9.21 An employee who is injured on the job and is unable to continue working will have his normal standard hourly rate earnings maintained for the balance of his scheduled shift on the day of injury.

9.22 An employee who is required by a government board or tribunal to appear before it as a witness under a power of that agency to compel attendance shall be reimbursed for lost wages as per the provisions of Marginal Paragraph 15.01.

9.23 The Company will provide the Union, upon written request, monitoring results relative to hygiene in the workplace.

ARTICLE 10. ENVIRONMENT

10.01 The Company and the Union affirm their joint objective of achieving a work environment in the Company's operations, and a general environment in the communities which these operations affect, which is pollution-free to the extent practical, recognizing the nature of the Company's industrial operations.

ARTICLE 11. PROMOTIONS, DEMOTIONS, TRANSFERS AND LAY-OFFS

11.01 For the purposes of this Agreement there shall be two types of seniority: Company seniority and Plant seniority. Whenever the word "seniority" is used in this Article without qualification it shall mean the total of an employee's Company seniority and Plant seniority.

11.02 Company seniority shall be established on the basis of the employee's service with the Company (whether broken or continuous) at the operation covered by this agreement, at the operation covered by the Kimberley agreement, and at the Bluebell, H.B., and Benson Lake operations covered by former agreements. In the event a former employee is rehired after having collected severance pay or a separation allowance from any operation of the Company, except those covered by Letter of Understanding 143 (KFO shutdown), he shall retain his original service for the purposes of vacation and pension entitlement only.

11.03 Plant seniority shall be established on the basis of the employee's service in a plant (whether broken or continuous). The Company may delete a seniority unit or merge two or more plants into one seniority unit. Any employee who is laid off from an individual operation and is recalled in accordance with Marginal Paragraph 11.17 shall retain the seniority held at the time of layoff.

11.04 In the event of a reduction of crew at a plant, the employees affected shall become surplus at the plant in the inverse order of their seniority, competency considered.

11.05 In the event of the deletion of a plant, an employee affected shall be deemed to have no seniority in his new plant until he has served for ninety (90) days, at which time he shall be credited with his Company seniority only. On completion of a further period of nine (9) months in his new plant, the employee shall be credited with his former Plant seniority.

11.06 In the event of a merger of two or more plants into one plant, an employee affected shall retain his Company seniority and his Plant seniority in the new plant.

11.07 (i) An employee shall not have any Plant seniority until he has been employed for ninety (90) days in the plant concerned. Crew reductions affecting employees with less than ninety (90) days Plant seniority shall be based on Company seniority.

(ii) An employee shall not be deemed to have any Company seniority until he has been employed for 90 days after he was last hired by the Company, unless he is hired within 30 days following a layoff at another Company operation where the employee was laid off and did not voluntarily quit unless he was required to do so in order to accept the job as arranged with the approval of the Company, and provided he has completed his probationary period at that operation. An employee shall not be deemed to have any seniority rights in a plant until he has been regularly employed in the plant concerned for 90 days. Moreover, if an employee is re-employed in a plant having previously left it of his own accord, he shall not have any seniority rights in that plant until he has again been regularly employed in it for 90 days. This subsection shall not apply in the case of an employee brought back to work under Marginal Paragraph 11.17 of the current Collective Agreement. In a case where a cut-back in crew in a plant is made by the Company, this subsection shall not be applied so as to prejudice an employee, provided such employee has the necessary ability and efficiency, by comparison with other employees with less Company service who also have no seniority rights under this subsection. The provisions of this section are subject to Marginal Paragraph 11.26 of the current Collective Agreement.

11.08 In all cases of promotion, demotion, and transfer, a senior employee shall be entitled to preference provided that he has relatively equal qualifications and aptitudes required for the job. Determination of knowledge, efficiency and ability to perform the work and physical fitness shall be made by the Company in a fair and equitable manner. The question of whether or not the Company made such determination in a fair and equitable manner shall be subject to the grievance procedure.

11.09 An employee shall not be promoted until a vacancy occurs in a higher job classification. A move from one job classification to another within a plant involving no change in standard hourly rate shall not be considered as a promotion or demotion for the purposes of this Article.

11.10 If in exceptional circumstances, an employee registers an objection to his promotion, such promotion may be given to another employee with less seniority, in which case the employee who has registered the objection may not advance to a position above the employee promoted in his stead until he has first advanced to the same level as that employee.

11.11 When an employee is absent from his normal job in a plant because of sickness, accident, authorized leave, or occupying another job on a temporary basis, or who was transferred at the Company's request on a temporary basis, on his return he shall be reinstated to the job he would have held had he not been absent. During such absences, Company and Plant seniority shall continue to accumulate. Should an employee later return on a permanent basis to the plant he was temporarily assigned to, he shall be credited with plant seniority for the time he spent there on the temporary assignment.

11.12 In filling temporary vacancies of less than thirty (30) days, the Company shall not be obligated to consider Company or Plant seniority, provided that the filling of such vacancies is beyond the practical application of Marginal Paragraph 11.08. Such periods of time may be extended by mutual agreement between the Company and the Union.

11.13 On the first occasion that an employee is transferred for reasons of health he may return to his former plant and will be given the job he would have held had he not been transferred. In the event of subsequent transfer for reasons of health, the employee may elect to return to his former plant and his former job if he has the necessary ability and efficiency and returns to his plant within eighteen (18) months of the transfer.

11.14 Plant seniority rights shall be recognized for a period of eighteen (18) months in the following situations:

- (i) an employee transferred at Company request;
- (ii) an employee with at least five (5) years plant service who has been displaced from a plant on a reduction of crew and exercises his right to return to his plant within an eighteen (18) month period;
- (iii) an employee with less than five (5) years plant service who is displaced from a plant on a reduction of crew and exercises his right of return within a ninety (90) day period.

In applying (ii) and (iii) above the employee concerned may only elect this right on the first occasion on which it is made available to him after each displacement or transfer.

An employee who is laid off under Marginal Paragraph 11.17 shall lose his right of recall to a plant.

11.15 The Company shall have the right to transfer any person in its employ at the Company's operations at Trail or Kimberley who has served in a classification of employee as defined in Article 1, to a job classification within the definition, and to assign to him a job at the Operation at which he is employed at the time the transfer is made, commensurate with his seniority, ability and efficiency, whether or not a vacancy exists, provided that no employee is demoted as a result of such transfer.

11.16 The Company will keep a record showing the date upon which each employee's service commenced and terminated. Any employee may request information relative to his own seniority. An employee shall have the right to review his own personal record as kept in Personnel. The President or Secretary of the Union or the Chairman of the General Grievance Committee of the Union shall have access to an employee's personnel file for information relative to grievances or arbitration.

11.17 Subject to Marginal Paragraph 18.03 dealing with employment security, in the event of a general reduction of crew, employees affected shall be laid off in the inverse order of their Company seniority, competency considered; and when it is necessary to increase forces, former employees who have completed their probation periods shall be re-employed as closely as possible, in order of their Company seniority. The Company agrees that no new employees shall be hired at the operation concerned until those laid off have been recalled, except in cases where job requirements preclude those on layoff. The laid off employee is responsible for notifying the Company's Personnel representatives of changes in his postal address. Laid off employees who have complied with the foregoing procedure shall be notified by the Company, either personally or by registered mail at their last known address, of the date on which they are to report for work. Should an employee fail to report within ten (10) days of the postal registration date of the written notice, the employee shall lose the right of re-employment. In no case shall the Company be obligated to re-employ any former employee who has been laid off for a period of longer than eighteen (18) months. It is recognized that any junior employee who is kept under this clause and is later crew reduced will be laid off in favour of the most senior employee being recalled, competency considered.

11.18 In the event of a former employee being brought back to work by the Company at the same Operation at which he was working when he was laid off and within ninety (90) days after being laid off under Marginal Paragraph 11.17, the period of the lay-off shall be considered as time worked for the purpose of determining his Company seniority only. This adjustment shall be made immediately after he has been brought back to work.

11.19 In the event of a former employee being re-employed by the Company within ninety (90) days after having voluntarily quit, or after having been discharged, and his re-employment is at the same Operation at which he was working when he left the Company's employ, the period of the lay-off shall be considered as time worked for the purpose of determining his Company seniority

only. However, this adjustment shall not be made until the employee has worked for ninety (90) days after he has been rehired.

11.20 In the event an employee is laid off, the Company agrees to give the employee two (2) weeks notice of layoff. An employee who is laid off without adequate notice shall receive pay in lieu thereof, and such pay shall not be considered as time worked. This clause shall not apply in the circumstances enumerated in Clause (vii) of Addendum "D", excluding "vacation shutdown".

11.21 The Company shall have the right to select persons to be given special experience or training in preparing them for future assignments. The number of persons on such assignment shall not exceed two percent (2%) of employees. No employee shall be demoted or laid off as the result of such assignment. The Company may also offer such special experience to employees in order to train them for jobs outside the bargaining unit.

11.22 This Article shall apply to indentured apprentices except that the Company retains the right to terminate an apprenticeship prior to completion of the apprenticeship program. The decision on whether or not an apprentice who completes this program is promoted to journeyman status rests solely with the Company.

11.23 An employee who has been partially disabled as a result of an "accident" or "industrial disease" shall be given preference over other employees for any job whether or not a vacancy exists, subject to the following conditions:

- (i) such disability is incurred in the course of employment with the Company;
 - (ii) such disability complies with the meaning of the Workers' Compensation Act of British Columbia;
 - (iii) the disabled employee has the necessary ability and efficiency to perform the job;
- and
- (iv) the incumbent removed as a result of such placement shall have his rate of pay maintained without impairment of seniority.

The Company will advise the Union of such medical placements as they occur and provide the Union with a list of such medical placements quarterly.

The Company may extend this privilege to an employee partially disabled from any other cause.

11.24 In the case of a reduction in crew in a plant, an employee who has been continuously registered with the Company as a Shop Steward of the Union in that plant for the three (3) months immediately prior to the reduction in crew, shall not be transferred out of the plant without the agreement of the Union so long as his ability and efficiency meet the Company's requirements.

11.25 The Company agrees to use its best efforts to ensure that Union officers, stewards and other senior Union officials who have missed training and promotion opportunities due to their Union duties will, upon ceasing to hold any such office, be given preference for training, to enable

them to become eligible for promotions which they may have missed due to their absence. Such training will be subject to the requirements of the Operations.

11.26 An employee shall be on probation until he has worked three hundred and sixty (360) hours from his last date of hire. During this period, the Company may terminate an employee for any reason, without reference to any other provisions of this Agreement. Union activity shall not be considered as a reason for discharge under this Marginal Paragraph. This clause shall not apply to an employee who is hired within ninety (90) days of severance from any Cominco Ltd. Operation and who had completed his probationary period at such Operation at the time of severance.

11.27 Students employed during the regular holiday period of the educational institution to which they have been admitted or are attending shall be deemed to be temporary employees but the duration of this temporary employment shall not exceed six (6) months. During this period students may be assigned, transferred, demoted or laid off as the Company requirements dictate and students shall not be entitled to Floating Statutory Holidays and in the case of a general reduction in crew at an operation, students shall be laid off before regular employees. In the event a student's employment on the Student Roll is terminated but he is rehired by the Company with no break in service, then the time spent on the Student Roll from the last date of hire shall be considered as continuous service with the Company for the purpose of qualifying for Floating Statutory Holidays and with respect to the probationary period. In all other respects, service on the Student Roll shall be the same as service by other employees.

11.28 The Company agrees to provide the opportunity for employees to transfer from one plant to entry position jobs in another plant in the Company's Operations at Trail or Kimberley. Selection of employees for transfer will be in accordance with Marginal Paragraph 11.08 and Company seniority.

In making transfers the following factors will be considered:

- (i) transfers will not impair significantly the efficiency of the dispatching or receiving plants;
- (ii) employees with less than one year's service from the date of last hire will not be eligible to apply for a transfer;
- (iii) employees accepting a transfer may not apply again for one year, unless that employee has ten (10) or more years of Company seniority;
- (iv) applications for transfers will be cancelled one year after they have been submitted;
- (v) the Company will use its best efforts to effect such transfers within a period of thirty (30) calendar days from the date of selection. Where circumstances are such that a transfer cannot be effected in thirty (30) calendar days, the Company will notify the Union. In the event more than one employee is selected on a request transfer the senior employees will have their seniority adjusted to the date on which junior employees transferred to the new plant.

Vacancies in entry positions in any one plant will be advertised. Entry position vacancies occur when no employee in the plant is placed in the vacancy in accordance with Marginal Paragraphs 11.08, 11.09 and 11.10. Employees will have eight (8) calendar days to bid for the advertised job vacancy.

The Company agrees that it will endeavour to accommodate a senior employee who may wish to move to a less demanding position where such position is at a lower Job Class level to the extent that this can be done without impairing the efficiency of the Plant(s) concerned.

A copy of the transfer request form will be given to the employee.

A weekly list of vacancies filled by request transfers will be made available to the Union.

The Company will not pay any moving costs associated with a transfer.

11.29 Company Request Transfers - In order to meet the requirements of the Company's operations, the Company may transfer employees to any plant in accordance with the following.

(i) The transfers will be considered as "Company request" transfers and the provisions of Marginal Paragraphs 11.11 and 14.16 shall apply.

(ii) Transfers will be limited to 16 working days duration.

(iii) Assignments out of the seniority unit will be done in inverse order of seniority except where specific skills or certifications are required.

(iv) Employees will receive appropriate safety orientation and instruction to ensure the work can be performed safely.

(v) Where an employee is directed to work on his regular shift, and after reporting for work, is sent home because of the fact that no work of any kind is available, and where the terms of Addendum "D" do not apply, then that employee shall receive a minimum of three (3) hours pay at the standard hourly rate.

11.30 Temporary Vacancies

(i) Temporary vacancies resulting from vacation, sickness, accident or other forms of authorized leave are not required to be posted, regardless of the length.

(ii) The Company is not required to post any other type of temporary vacancy if it is expected to be less than 90 days in duration.

Should a temporary vacancy subsequently exceed 90 days in duration, the vacancy shall then be posted, unless the time is extended by mutual agreement of the parties.

(iii) The union will be notified of employees placed in temporary vacancies.

11.31 A person originally hired by the Company for a special assignment of work may be discharged when his employment at such special assignment of work comes to an end, notwithstanding anything in this Agreement to the contrary. The Union shall be notified of such employees and their status. No employee shall be continued as a special assignment employee for longer than 12 months. It is understood that an employee on crew reduction with rights under Marginal Paragraphs 11.13 and 11.14 and who has the required ability and efficiency will be given the opportunity for placement in the same manner as if the opening had occurred in his former plant. It is understood that employees while on special assignment shall be entitled to exercise seniority relative only to other employees hired under the terms of this provision and employed in the same special assignment of work. Should a special assignment employee become a regular employee, his time spent as a special assignment employee shall immediately be counted towards his seniority for all purposes under this Agreement.

ARTICLE 12. PROCEDURE FOR SETTLING DISPUTES

12.01 The Parties agree that it is desirable that any complaints or grievances should be settled as quickly as possible. Employees are therefore urged to try to settle their complaints with their immediate supervisor as soon after they arise as possible.

12.02 Should a dispute arise between the Company and any employee or employees regarding the interpretation or a violation of this Agreement, an earnest effort shall be made to settle the dispute in the following manner. For the purposes of Marginal Paragraphs 12.03, 12.04, and 12.05, "work days" means Monday to Friday, excluding Statutory Holidays.

12.03 - Stage 1

Within thirty (30) calendar days after the alleged grievance has arisen or within thirty (30) calendar days from the time the employee(s) should reasonably have known of the occurrence giving rise to the grievance, the employee(s) concerned, in person, with or without their Shop Steward in attendance, as desired, may present the grievance, which shall be stated in writing, to their immediate supervisor. Failing settlement to their satisfaction within five (5) work days, the employee(s) may proceed to Stage 2.

12.04 - Stage 2

Within five (5) work days from the time a decision was made or should have been made under Stage 1, the employee(s) concerned, with or without the appropriate Activity Grievance Committee of the Union, or through the appropriate Activity Grievance Committee of the Union may present the written grievance to the Plant Superintendent. The Plant Superintendent may appoint members of his staff to assist him in investigating the dispute. Failing a satisfactory settlement within five (5) work days at this Stage, the grievance may proceed to Stage 3.

12.05 - Stage 3

Within five (5) work days from the time a decision was made or should have been made under Stage 2, the General Grievance Committee of the Union, who may be accompanied by the Grievor, may submit the dispute, which shall be stated in writing, to the management of the Company, or the accredited representative or representatives of the management, who may at their discretion require the employee or employees concerned, and the members of the

supervisory staff concerned in or having knowledge of the dispute, to appear before them and give evidence regarding the dispute. Failing a satisfactory settlement or reply within five (5) work days at this Stage, the grievance may proceed to Stage 4. A Staff representative of the Union may be present at Stage 3 of the grievance procedure.

12.06 - Stage 4

Within thirty (30) calendar days after a decision was made or should have been made by the Company under Stage 3, the Union will, by written notice to the Company, declare the Union's position at third stage. Not earlier than ten (10) days and not more than thirty (30) days following the Union's declaration, the Union may, by written notice to the Company, refer the dispute to arbitration. Within ten (10) calendar days following receipt of such notice, the Company and the Union will select one Arbitrator from the following panel of Arbitrators:

1. R. B. Bird
2. M. I. Chertkow
3. R. Germaine
4. A. H. Hope
5. D. L. Larson
6. D. McPhilips
7. V. Ready
8. B. Williams

The selection of an Arbitrator shall be by alphabetical order. If an Arbitrator is not available to act within a period acceptable to the Company and the Union, the parties may select the next name in alphabetical sequence, until an Arbitrator is retained. The selection of an Arbitrator for the next arbitration shall commence with the next name in alphabetical sequence. If the Parties cannot mutually agree upon an Arbitrator within ten (10) days, the appointment shall be made by the Minister of Skills, Training and Labour of the Province of British Columbia, upon request of either Party.

The decision of the Arbitrator in respect of an interpretation or alleged violation of this Agreement shall be final and binding upon the Parties, but in no event shall the Arbitrator have the power to alter, modify or amend this Agreement in any respect. Each Party shall pay the expenses incurred in connection with the presentation and preparation of its own case. The Parties shall bear in equal shares the expenses of the Arbitrator.

The Arbitrator shall hear and determine the difference or allegation and shall within a maximum of thirty (30) days following arbitration, render his decision.

12.07 Where a difference arises between the Parties relating to the dismissal, discipline, or suspension of an employee, or to the interpretation, application, operation or alleged violation of this Agreement, including any question as to whether a matter is arbitrable, M.I. Chertkow or a substitute agreed to by the Parties, shall at the request of either Party:

- (i) investigate the difference,
- (ii) define the issue in the difference,

(iii) make written recommendations to resolve the difference during which period time does not run in respect of the grievance procedure.

An application under Marginal Paragraph 12.07 may only be made by a Party during the ten (10) day period following the Union's declaration at Stage 3.

12.08 A dispute shall be deemed to be abandoned and all rights of recourse ended, unless:

(i) the dispute is submitted under Stage 1 within thirty (30) calendar days after the occurrence of the act, the decision giving rise to the act, or from the time an employee should reasonably have known of such an act;

(ii) the dispute is advanced to Stages 2 and 3 within five (5) days after a decision was made or should have been made;

(iii) the Union declares its position within thirty (30) calendar days after a decision was made or should have been made by the Company at Stage 3;

(iv) the dispute is advanced to arbitration within thirty (30) calendar days following the Union declaration at Stage 4.

Saturdays, Sundays and statutory holidays shall not be counted in determining the time within which any action must be taken under (ii) aforesaid, but shall be included in determining the thirty (30) calendar day period under (i) and the thirty (30) day periods under (iii) and (iv) aforesaid.

12.09 A grievance alleging unjust suspension must be presented at Stage 2 of the grievance procedure within five (5) days of the suspension.

12.10 A grievance alleging unjust discharge must be presented at Stage 3 of the grievance procedure within five (5) days of the discharge. The Company will notify the Union of all discharged employees on the date of discharge.

12.11 The Company shall have the right to refer any dispute regarding the interpretation or a violation of this Agreement to the General Grievance Committee of the Union. Failing a satisfactory settlement within seven (7) days of the submission in writing of the dispute by the Company, the Company shall have the right to refer the dispute to arbitration in accordance with this Article.

12.12 In the meantime, and in all cases while disputes are being investigated and settled, the employee(s) and all other parties involved, except an employee serving a disciplinary suspension, must continue to work, but where an employee(s) has been discharged by the Company, he shall not remain in the employ of the Company while his case is being investigated and settled. Where an employee(s) has been suspended or discharged, and it is decided by arbitration that he or they were unjustly suspended or discharged, he or they shall be reinstated, and the same Arbitrator who dealt with the claim shall fix the compensation, if any, for the time lost by the employee(s) concerned, and his decision shall be final.

12.13 If it is necessary for a steward or other employee to take time off during working hours in connection with a grievance, he must first receive permission from his immediate supervisor. Such permission will not be unreasonably withheld.

12.14 The procedure for settling disputes set out in this Article shall be strictly adhered to, but the Union shall have the right to refer any dispute regarding the interpretation or a violation of this Agreement to the Company at Stage 3 where: (i) There is no aggrieved employee or employees possible of identification at the time the dispute arose; or (ii) The grievance involves Company policy, in which case the grievor or grievors possible of identification shall be named on the face of the grievance form.

ARTICLE 13. HOURS OF WORK AND WORK WEEK

13.01 The work week shall be the period between 7:00 a.m. on Sunday morning and 7:00 a.m. on the succeeding Sunday morning.

13.02 The regular days of work for all employees, except those referred to in Marginal Paragraphs 13.03 and 13.04 shall be Monday to Friday, inclusive, of each week, commencing with the first shift on Monday and terminating with the last shift which commenced on Friday.

13.03 Schedules of work shall average forty (40) hours per week over any complete cycle. The Company agrees to use its best endeavors to place as many employees as possible on schedules which provide for five (5) consecutive days of work, Monday to Friday, followed by two (2) days of rest. It is recognized that the continuous nature of the Company's operations make it impractical to implement such schedules for all employees.

13.04 It is agreed that there are a number of maintenance and service employees required to work on schedules other than 5 and 2, Monday to Friday. The Company shall determine and notify the Union of the number of such employees and agrees not to exceed this number.

13.05 The forty (40) hour work week on the seven and three continuous operation schedule shall be achieved in the following way:

(i) An employee working each regularly scheduled shift in a twenty-eight (28) day period ("the qualifying period"), shall work the last regularly scheduled eight (8) hour shift at straight time rates, and may, at his option either bank five (5) relief hours, at straight time rates, or elect to be paid for the five (5) hours, at straight time rates.

(ii) At the option of the employee, by notification to the supervisor at the beginning of the above noted shift, the employee may elect to receive straight time pay for the five (5) relief hours instead of banking the hours.

(iii) Banked relief hours will be scheduled at times mutually agreeable to the Company and the employee, however, if the parties cannot agree on such a time, the Company retains the right to schedule this time. Banked relief hours shall be taken as paid time off.

(iv) The maximum number of banked relief hours which may be earned each year under this Marginal Paragraph 13.05 is sixty-five (65). At the end of each calendar year, any banked relief hours in excess of eighteen (18) shall be paid out at straight time rates.

(v) The provisions of Marginal Paragraph 17.03 shall not apply to this Marginal Paragraph 13.05 except that overtime worked outside the employee's normally scheduled hours shall be paid at the applicable overtime rates.

13.06 (i) The implementation of a 4 & 4 continuous operation schedule shall be mutually agreed upon by the Company and the Union. The four (4) consecutive days of work shall, in the case of 12/12 shifts, have two (2) consecutive twelve hour day shifts followed by two (2) consecutive twelve (12) hour night shifts, and in the case of 10/14 shifts, have two (2) consecutive ten (10) hour day shifts followed by two (2) consecutive fourteen (14) hour night shifts. The four (4) days of work shall be followed by four (4) rest days.

(ii) The forty (40) hour work week average on the 4 & 4 continuous operation schedule for 12/12 shifts shall be achieved in the following way:

(a) Every forty-two (42) day period in the work schedule, an employee shall work a twelve (12) hour relief day and, in addition, bank nine (9) paid relief hours both of which are at straight time rates for the relief day worked. At the option of the employee, by notification to the supervisor at the beginning of the above noted shift, the employee may elect to receive straight time pay for the nine (9) relief hours instead of banking the hours.

(b) When an employee changes shift at the Company's request, and as a result does not complete a forty-two (42) day period work schedule, he will be credited with 0.4 relief hours for each twelve (12) hour regular shift worked in that period rounded up to the nearest hour.

(c) Subject to the criteria set out below, banked relief hours shall be scheduled at times mutually agreeable to the Company and the employee, however, if the parties cannot agree on such a time, the Company retains the right to schedule this time. Banked relief hours shall be taken in the following order: supplementing Vacations and Floating Statutory Holidays, scheduled Statutory Holidays not worked may be supplemented; and the balance of the banked hours as paid time off.

(d) Employees are required to have 24 paid relief hours banked for supplementing vacations before banked hours can be used for paid time off.

(e) The maximum number of banked relief hours which may be earned each year under this Marginal Paragraph 13.06 (ii) is seventy-eight (78). At the end of each calendar year, any banked relief hours in excess of twenty-four (24) shall be paid out at straight time rates.

(iii) The provisions of Marginal Paragraph 17.03 shall not apply to Marginal Paragraph 13.06 except that overtime worked outside the employee's normally scheduled hours shall be paid at the applicable overtime rates.

(iv) The forty (40) hour work week average on the 4 & 4 continuous operation schedule for 10/14 shifts shall be achieved in the following way.

(a) An employee working each regularly scheduled 10/14 shift in a thirty-two (32) day period will bank ten (10) unpaid relief hours.

(b) Banked relief hours shall be scheduled as time off without pay at times mutually agreeable to the Company and the employee, and may not exceed forty (40) hours except that they may be extended to seventy (70) hours by mutual consent of the employee and the Company.

13.07 Employees shall only accumulate relief hours if employees are at work for all necessary scheduled hours during the qualifying period. Time spent on vacation, relief hours, and union business shall not disqualify an employee for relief hours.

ARTICLE 14. WAGES AND SALARIES

14.01 The Cooperative Wage Study (CWS) Manual for Job Descriptions, Classification and Wage Administration, dated May 1, 1979 ("the CWS Manual") is incorporated into the Collective Agreement as "Appendix A" and its provisions shall apply.

14.02 Each employee's job shall be described and classified and a rate of pay applied to such employee in accordance with the provisions of the Collective Agreement.

14.03 The Company shall pay standard hourly rates to its employees in accordance with the Standard Hourly Wage Scale in Schedule "A" which is attached hereto and forms part of the Collective Agreement.

14.04 Effective on the dates specified in Schedule "A" the employee's rate of pay shall be adjusted as follows:

(i) Employees not receiving an out-of-line differential prior to the dates specified in Schedule "A" shall have their rate of pay adjusted to conform to the standard hourly rate for that employee's job.

(ii) Employees receiving out-of-line differential prior to the dates specified in Schedule "A" shall have their rate of pay increased by the amount by which the rate for Job Class 1 had been increased and the following shall govern:

(a) If the employee's new rate resulting from such increase is greater than the standard hourly rate for the job in Schedule "A", the amount by which it is greater shall become such employee's new out-of-line differential and shall apply in accordance with the provisions of the Collective Agreement.

(b) If the employee's new rate resulting from such increase is equal to or less than the standard hourly rate for the job in Schedule "A", the rate of pay of such employee shall

be adjusted to conform to the standard hourly rate for the job and the former out-of-line differential shall be terminated.

14.05 Employees on incentive jobs shall be guaranteed the standard hourly rate established under Schedule "A" for that job.

14.06 Except as otherwise provided by the Collective Agreement, the established rate of pay for each job shall apply to any employee during such time as the employee is required to perform such job.

14.07 The Company shall furnish to the Union a list agreed to by the Company and the Union of employees who are to be paid out-of-line differentials. Such list shall contain the following information:

- (i) Name of incumbent to whom such out-of-line differential is to be paid;
- (ii) Job title on which out-of-line differential is to be paid;
- (iii) Job classification of such job;
- (iv) Standard hourly rate of such job;
- (v) Amount of out-of-line differential;
- (vi) Date such out-of-line differential became effective.

14.08 Except as such out-of-line differential may be changed by means hereinafter provided, any employee included in the list referred to in Marginal Paragraph 14.07 shall continue to be paid such out-of-line differential during such time as the employee continues to occupy the job for which the differential was established.

14.09 If an employee with an out-of-line differential is promoted, transferred or assigned to a job having a higher standard hourly rate, then the differential shall be reduced by the amount of the increase in the standard hourly rate. An employee who does not take a promotion as outlined in Marginal Paragraph 11.10 shall have his out-of-line differential reduced as if the promotion has taken place.

14.10 If as a result of a crew reduction as provided in Article 11 an employee with an out-of-line differential is moved to a job having a lower standard hourly rate, then the out-of-line differential shall be cancelled.

14.11 If such employee referred to in Marginal Paragraphs 14.09 and 14.10 returns to the job for which the out-of-line differential was established, the out-of-line differential shall be reinstated except as it may have been reduced or eliminated by other means.

14.12 Out-of-line differentials shall terminate when an employee is transferred under the provisions of Marginal Paragraph 11.28.

14.13 When an employee would, in accordance with the terms of the Collective Agreement, be entitled to receive his regular rate, as set out under Marginal Paragraph 14.07 he shall also receive out-of-line differential to which he is entitled.

14.14 Increases in the increment between job classes shall be used to reduce or eliminate out-of-line differentials; the amount shall be the change in increment times the applicable number of job class intervals.

14.15 Except for the application of the out-of-line differential, as called for in Marginal Paragraphs 14.07 and 14.08, the terms of the Collective Agreement governing transfers shall apply.

14.16 An employee who is temporarily transferred at Company request from his regular job shall be paid the standard hourly rate of the job to which he has been transferred provided such rate is not less than that of his regular job. If the rate of the job to which he is temporarily transferred is less than the rate of his regular job, he shall be paid the rate of his regular job during the period of such temporary transfer.

14.17 Except as otherwise provided, no basis shall exist for an employee covered by this Collective Agreement to allege that a wage rate inequity exists.

14.18 Employees who are incumbents in jobs requiring steam certification shall be paid a minimum of Job Class 17 if they hold valid 3rd Class Steam Certificates and a minimum of Job Class 11 if they hold valid 4th Class Steam Certificates.

14.19 There shall be a Union Committee known as the "CWS Committee", consisting of three (3) employees appointed by the Union to represent the Union. The Union may change its representatives from time to time. Meetings of the Union CWS Committee and the Company representatives will be held as frequently as required at mutually agreeable times.

Time off shall be granted to the Union CWS Committee members to perform their responsibilities as outlined in the CWS Manual. This time off shall be considered as time worked and the Company shall reimburse Union CWS Committee members for any loss of earnings at normal straight time standard hourly rates. Absences from work shall be arranged through a person designated by the Company.

14.20 In the event an employee is transferred by the Company from a plant for lead, cadmium or arsenic hygiene reasons, and the employee suffers a loss in earnings as a result of the transfer, the Company will maintain the employee's former standard hourly rate on the job to which he is transferred.

'The employee's former standard hourly rate' shall mean the 'standard hourly rate' on which the employee spent most of his time in the two (2) pay periods prior to his being transferred. If he is a regular contractor (not a relief contractor), his average earnings during the six (6) previous pay periods will be taken into account. The maximum period of time during which this Marginal Paragraph will apply to an employee shall be a period equal to his total service in the plant from which he was transferred. The Company obligation under this Marginal Paragraph

shall cease when the employee is cleared by the Occupational Health Department to return to his original plant, whether he does return or not.

ARTICLE 15. COURT DUTY AND BEREAVEMENT LEAVE

15.01 A regular full-time employee who is required to report for jury duty in Provincial Court, Supreme Court or Coroner's Court or who is subpoenaed by the Crown to appear as a witness at any proceedings in the aforementioned Courts, on a work day on which he would normally have worked, will continue to be paid his normal standard hourly rate of pay according to his existing work schedule during such periods of absence on Court Duty.

An employee who has his pay maintained during his absence on Court Duty under this Article shall claim normal jury duty pay or witness fees from the Court for the period in question and shall upon receipt of such Court Duty pay or fees, reimburse the Company for the full amount of such pay or fees.

Time paid for Court Service will be counted as hours worked for the purpose of qualifying for vacation and Statutory Holidays but will not be counted as hours worked in a work day or work week for the purpose of computing overtime.

15.02 On application by a regular full-time employee, Bereavement Leave with pay shall be granted in the event of death in the employee's immediate family. The maximum period of such leave shall be the first three (3) working days after the day of death. "Employee's immediate family" means the husband, wife, daughters, sons, mother, father, step-mother, step-father, brothers and sisters of an employee. Also Bereavement Leave for one (1) day shall be granted where an employee attends the funeral of the grandparents, grandchildren, mother-in-law, father-in-law, brother-in-law or sister-in-law of the employee where the funeral occurs on an employee's regular work day. While on such leave, an employee will be paid his standard hourly rate for each regularly scheduled work day occurring during the period of such leave. Paid leave under the terms of this Section will not disqualify an employee for Statutory Holidays but will not be regarded as time worked for the purpose of computing overtime on a work day.

ARTICLE 16. SHIFT DIFFERENTIAL AND SATURDAY AND SUNDAY PREMIUM

16.01 For hours worked on the afternoon shift there shall be paid a premium rate of sixty-five (65) cents per hour and for hours worked on the night shift a premium rate of one dollar (\$1.00) per hour. For the purpose of applying these premium rates, the expressions "afternoon shift" and "night shift" shall have the meanings attributed to them by the Company in accordance with present practice.

Employees working on a 4 & 4 continuous operation schedule shall be paid a premium rate of fifty-five (55) cents per hour for all hours worked.

16.02 A premium in the amount of one dollar and fifty cents (\$1.50) per hour shall be paid for all work performed by employees on their regularly assigned shifts between the commencement of the first shift on Saturday and the termination of the last shift commencing on Sunday. The premium shall not be paid for hours worked at overtime or Statutory Holiday rates.

16.03 Employees working on 4 & 4 continuous operation schedules shall be required to "standby" as designated by their shift schedules. Employees on standby must be available to come out to work for a period covering one hour before and one hour after each shift change. Employees designated to be on standby may be replaced by other employees volunteering in writing to be on standby. Employees on standby will be paid two (2) hours at Wage Grade 1 for each calendar day they are on standby, whether or not they are called out to work. An employee on designated standby shall receive the call out if such call out is required by the Company. If such call out is required and the employee is not called out he shall be reimbursed overtime rates for the hours missed. A standby call out will not be necessary if the Company transfers employees from other plants to relieve on the job.

16.04 In order to provide a standard premium for hours worked on the 4x4 day shift schedule, the formula to be used is: 3.5 hours afternoon shift premium and .5 hour night shift premium divided by 12, rounded to the nearest half cent. This premium applies only to those schedules starting between 6:00 a.m. and 8:00 a.m.

ARTICLE 17. OVERTIME RATES AND STATUTORY HOLIDAYS

17.01 The work day is any day an employee is normally at work according to his assigned schedule commencing at the time he is scheduled to start work and ending twenty-four (24) hours later.

17.02 The work period is an employee's complete period of work and rest days starting with his first scheduled work day and concluding with his last scheduled rest day; for example, in a period of four (4) work days followed by four (4) rest days, the work period is eight (8) days.

17.03 Overtime occurs when an employee is required to work more than his normally scheduled hours in any work day, on a scheduled rest day, or on a relief day where such relief days occur on a fixed basis and are not banked. Overtime shall be paid as follows:

(i) For the first six (6) hours of overtime worked during an employee's work period, the rate of pay shall be one and one-half (1½) times the standard hourly rate of the employee.

(ii) For all overtime worked by an employee in excess of six (6) hours during the work period, the rate of pay shall be two (2) times the standard hourly rate of the employee.

17.04 All overtime shall be voluntary except for work of an emergency nature as determined by the Company, such determination to be made in a reasonable manner, or in situations where a qualified replacement is not available. In such cases, employee(s) must remain at work.

17.05 Where the Company changes an employee's work shift resulting in a short change which is not part of a normal work schedule, the employee shall be paid overtime rates for the hours worked on the second shift which are within the same work day as the first shift.

17.06 In the event an employee is required to work night shift(s) on his normally scheduled day shift(s) on the 4&4 schedule, he shall be paid overtime rates for such shift(s). Working more than two (2) straight night shifts in this circumstance shall not be considered a schedule change. An employee required to report to work on day shift rather than his first scheduled night shift shall be paid overtime rates for that shift.

17.07 An employee on contract or incentives shall be paid overtime as follows:

(i) For work performed in excess of eight (8) hours in a day, the employee shall be paid overtime on his standard hourly rate. Any contract or incentive, shift differential or premiums shall not be rolled into the overtime calculation.

(ii) For work performed on a regularly assigned day off, overtime rates shall be paid on both the standard hourly rate and the contract or incentive earned.

17.08 Schedules of work shall average forty (40) hours per week over any complete cycle. Overtime rates shall be paid for hours worked in excess of this average. In the event an employee's schedule is changed, the new schedule will become the employee's regular schedule at the conclusion of the rest days of the schedule of work from which he was changed. When such a change occurs overtime rates shall be paid for work performed on the first occurring rest days of the employee's former schedule, except that when the schedule change is to accommodate an employee's request transfer as provided in Marginal Paragraph 11.29 or when a newly hired or rehired employee is first assigned to a regular shift having just completed a plant induction and training program, overtime rates will not be paid for work performed on the first occurring rest days of the employee's former schedule.

17.09 When an employee works sixteen (16) hours or more in a work day he shall be entitled to an eight (8) hour rest period. If his regular shift is scheduled to commence before the expiration of an eight (8) hour rest period he will be permitted to remain at rest for said period and will be paid his standard hourly rate for the hours of his regular shift which fall within said rest period and for the remainder of his regular shift which he works he will also receive his standard hourly rate of pay. Where an employee is directed by his supervisor to work on that part of his regular shift which falls within the said rest period he shall be paid at overtime rates of his standard hourly rate for all work performed on his said regular shift. If not so directed the employee will remain at rest for an eight (8) hour period.

17.10 All work performed on New Year's Day, Good Friday, Dominion Day, British Columbia Day, Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day, Boxing Day and on an employee's Floating Statutory Holidays shall be compensated for at two and one-half (2½) times the standard hourly rate.

The named Statutory Holidays will be observed in the following manner:

(i) For those employees working on the continuous operation schedule the holidays will be observed on the dates on which the holidays fall.

(ii) For all other employees, when any such holiday falls on a Saturday or Sunday, the Monday immediately following shall be considered as the holiday. When Christmas Day falls on a Saturday or a Sunday, the Monday immediately following shall be considered to be the holiday for Christmas Day and the Tuesday immediately following will be considered to be the holiday for Boxing Day.

(iii) In (i) and (ii) above the New Year's holiday shall be deemed to commence on night shift on December 31 and for purposes of Statutory Holiday pay would continue for the next twenty-four (24) hours.

In addition to the named holidays, each employee shall be entitled to three (3) Floating Statutory Holidays ("floaters") during each calendar year that he is in the Company's employ which shall be taken at a time mutually agreeable to the Company and the employee. This may be accomplished by taking two (2) twelve (12) hour floaters or three (3) eight (8) hour floaters. To qualify for floaters an employee must have had at least one hundred and twenty (120) days continuous service with the Company. Employees must have their floaters scheduled by October 31 or plant supervision may schedule them unilaterally. In the event employees are unable to take floaters by December 31, they shall receive pay in lieu thereof.

17.11 An employee shall qualify for pay on Statutory Holidays that he is not scheduled to work unless:

(i) He is absent on his last scheduled shift before or his first scheduled shift after the holiday and fails to provide a doctor's slip or other documentation upon request.

(ii) He is on an authorized leave of absence which exceeds fourteen (14) calendar days, with the exception of vacations.

An employee shall not be disqualified for pay on a Statutory Holiday if it falls during the three (3) day waiting period for sick benefits.

17.12 When a Statutory Holiday falls during an employee's vacation with pay taken under Articles 20 and 21 and he would have become entitled to pay for such holiday not worked had he not been on vacation, he shall be paid for such holiday.

17.13 An employee who qualifies for pay on a holiday under this Marginal Paragraph and who does not work on such holiday shall receive eight (8) hours pay on the basis of his regular standard hourly rate (exclusive of shift differentials, overtime, bonuses, holiday or other premiums) for the shift worked by him immediately prior to such holiday. An employee so qualifying shall not be entitled to such pay if he does not work on a holiday after being required by the Company to do so. If an employee works on the holiday as required by the Company, he shall receive no pay under this marginal paragraph unless he works only a part of his assigned shift, in which case he shall receive two and one-half (2½) times the standard hourly rate for all hours worked, and straight time for the remaining hours of the shift not worked.

17.14 For those employees working on contract or incentive plans, payment for a Statutory Holiday not worked shall be eight (8) hours at the equivalent average hourly earnings prior to the holiday. Average hourly earnings for such an employee are the sum of his standard hourly rate for the shift worked immediately preceding the holiday plus his average contract or incentive earnings in excess of standard hourly rate over the two (2) pay periods immediately preceding the holiday.

17.15 An employee who works on a Statutory Holiday which is also the employee's regular scheduled rest day shall be entitled to time off with pay at his regular standard hourly rate equal to the number of hours worked on the Statutory Holiday. Such time off shall be taken at a time mutually convenient to the Company and the employee.

17.16 When a Statutory Holiday falls on a regularly scheduled work day of an employee working on the 4 & 4 continuous operation schedule and the employee is instructed to remain at rest on that day, he shall receive eight (8) hours pay at his standard hourly wage rate as provided in Marginal Paragraph 17.13. In addition, he may have his banked relief hours adjusted by the appropriate number of hours, in order to ensure that his normal average work week is maintained. If the employee receives less than twenty-four (24) hours notice then he shall receive twelve (12) hours pay at his standard hourly wage rate as provided in Marginal Paragraph 17.13.

17.17 Provided that an employee or group of employees involved and the Company agree, a Statutory Holiday may be observed on an alternate day. No employee shall be compelled to exchange shifts nor shall any overtime rates be payable as the result of such an exchange. The Union shall be provided with copies of shift exchange slips.

17.18 If an employee is called to report to work, and does so report, at a time other than the beginning of his regular shift, he shall receive a minimum pay of four (4) hours at the standard hourly rate.

17.19 An employee responding to a call-out shall be allowed a minimum five hour rest period immediately preceding the start of his normal shift. If his regular shift is scheduled to commence before the expiration of a five (5) hour rest period he will be permitted to remain at rest for said period and will be paid his standard hourly rate for the hours of his regular shift which fall within said rest period and for the remainder of his regular shift which he works he will also receive his standard hourly rate of pay. Where the employee is directed by his supervisor to work on that part of his shift which falls within the said rest period, he shall be paid at overtime rates of his standard hourly rate for all work performed on his said regular shift. If not so directed the employee will remain at rest for a five hour rest period. This does not apply when the call-out overtime continues into the employee's regular work shift.

ARTICLE 18. RESTRUCTURING

18.01 Workplace Flexibility

(1) This Marginal Paragraph sets out the agreement of the parties respecting the flexible use of employees' skills in the workplace. This Marginal Paragraph does not supersede Marginal Paragraph 26.02. This Marginal Paragraph covers all employees working at the

Company's operations at Trail, and is contingent on Marginal Paragraphs 18.02 (Contracting Out) and 18.03 (Employment Security) continuing in effect.

(2) Guidelines. The Company and the Union agree that employees may perform any work, provided they have the necessary knowledge and skills acquired through appropriate training to perform that work safely.

The Company and the Union agree that Workplace Flexibility will not result in the removal of the primary responsibilities of operation of the plant from operators to tradespersons, nor of the primary responsibility of maintaining the plant from tradespersons to operators.

(a) Safety - All work will be performed in a manner consistent with Article 9, Safety and Health, as well as the Company's safety rules, the Workers' Compensation Board of British Columbia's regulations, and other applicable legislation. It is recognized that some tasks can only be performed by employees who possess certain government certification and, in that instance, the work will only be performed by employees who possess the required government certificate.

(b) Trades - In order to maintain flexibility, tradespersons will assist other tradespersons for the efficient operation of the plant as long as the tradesperson is capable of doing the work in a safe manner and has the necessary qualifications to perform the work in accordance with Marginal Paragraph 18.01(2)(a). Tradespersons will assist operating crews with the efficient operation of the plant so that downtime is reduced.

(c) Operators - In order to maintain flexibility, operators will assist tradespersons and other operators in the efficient operation of the plant as long as the operator is capable of doing the work in accordance with Marginal Paragraph 18.01(2)(a). To this end, operators will make basic adjustments to their own equipment. When available, operators will also be expected to assist maintenance tradespersons when equipment is down.

(d) Training - Training of employees will be specific to the needs of each plant, crew, and employee. The Parties recognize that where training and the use of increased skills will result in increased pay for that employee based on CWS Job Evaluation criteria, where possible, a decision as to which employee shall receive such training will be based upon seniority.

(3) A Joint Committee will be established, consisting of two employees representing the Union and two representatives from the Company. One employee from the Union appointees and one person from the Company appointees will act as Co-Chairs. The Company will reimburse, at straight time rates, employees who lose time from their normal work shift as a result of attending Joint Committee meetings.

The Committee will operate in a manner similar to the Joint Safety and Health Committee, and work to promote flexible work practices, team work, and cooperation so that employees are able to continually increase the efficiency of the operation and to maintain a stable

organization which is able to compete in the world marketplace. Consistent with these objectives, and the guidelines set out above, the specific responsibilities of the Committee will be to:

(a) approve training programs which are designed to provide the employee with the necessary knowledge and skills required to safely perform work required by his or her plant;

(b) provide input and guidance on the implementation of flexible work practises in each plant; and

(c) seek to resolve any disputes which arise as a result of flexible work practises, in order to avoid, if possible, having the dispute resolved by the grievance and arbitration procedures as set out in Article 12 of this Collective Agreement.

18.02 Contracting Out

The Company may only contract out the following work:

(i) construction work which cannot be done within the time frame required by the Company, by a maintenance support group of approximately 80 employees;

(ii) specialty work where employees with the required skills or the required equipment are not readily available;

(iii) (a) Peak work (which may include demolition) is defined as work which cannot be completed by employees who normally perform that work, within the time frame reasonably required by the Company. Where peak work is to be performed by a contractor at the Company's industrial operations in Warfield and Tadanac ("Company's Operations"), such work will have defined scope and duration. The Company will not use a contractor on a continuous basis to do routine maintenance, repair, and service work at the Company's Operations. The Company agrees that employees will not be crew reduced from their seniority unit as a direct result of the use of contractors for peak work.

(b) Recall and return rights contained in the Collective Agreement will not apply where peak work is contracted.

(c) Each Business Area Superintendent will ensure that representatives of available crews in his or her Business Area, who would have ordinarily performed work which the Company has proposed to be contracted out as peak work, will have an opportunity to discuss with the Company proposed peak work contracting out. Whenever reasonably possible, such discussion will occur prior to a contract being awarded. Each Business Area will also appoint one person to ensure that these communications take place;

(iv) warranty work relating to systems, machinery or equipment owned by the Company. This does not include routine servicing nor the repair of damage or normal wear and tear;

(v) work relating to the servicing or repair of leased systems, machinery or equipment. In the case of leased mobile equipment, this does not include routine servicing or the repair of minor damage;

(vi) the acquisition of parts, supplies, systems, machinery, equipment or processes; or

(vii) the repair or overhaul of parts, systems, machinery, equipment or processes which may be performed at a location other than the Company's Operations, recognizing that with the implementation of worker empowerment and flexibility the contracting of this work may be reduced.

(viii) Further to Marginal Paragraph 18.02 (vii), the following trade security will be in effect for the employees defined below, after June 1, 1995. This trade security is contingent on the whole of this section on contracting out being in effect.

(ix) Employees who are employed as a tradesperson on June 1, 1995 will continue to be employed as a tradesperson with the Company. The guarantee of employment in a trade referred to here means any trade and not necessarily the trade the employee is currently working in, and, therefore, the Company reserves the right to assign an employee to another trade and provide the trades training (which may include apprentice training) required to perform the work in that trade, which assignment will be accomplished as follows:

(a) the trade vacancy will be offered on a voluntary basis by seniority, first to all tradespersons in one or more trades selected by the Company; and

(b) if no such tradesperson volunteers for the trade vacancy, the Company may then assign the trade vacancy to the most junior tradesperson in those selected trades.

(c) The Company's right to assign an employee to another trade as set out in this Marginal Paragraph, shall not be construed as limiting the Company's right to otherwise select employees or persons for apprenticeships.

(x) The Company agrees that it will notify the Union of any contractors which perform work at the Company's Operations prior to the contractor arriving on site to do such work. A representative of the Company and a representative of the Union will meet on a monthly basis to discuss any issues relating to contracting out.

(xi) The Company agrees to use its best efforts to ensure that all contractors which work at the Company's Operations will be unionized, provided unionized contractors are available in the time frame required by the Company and, in the Company's opinion, it is economical to do so.

(xii) Effective September 1, 1995, the Company will pay to the Union an amount equal to one (1%) percent of the total straight time wages paid to all employees of any non-Steelworker contractor brought on site to perform 'peak work', as that term is defined in Marginal Paragraph 18.02 (iii)(a).

(xiii) The Company agrees that all contractors which perform work at the Company's Operations will be required to comply with all of the Company's and the Province of B.C.'s safety rules and regulations relevant to the work to be performed.

(xiv) The Company retains the right to award contracts to any qualified bidder depending on the Company's assessment of the bids submitted as long as the selection is not contrary to the provisions of this Collective Agreement.

(xv) Marginal Paragraphs 18.02 (i) through (xiv), inclusively, replace all other prior agreements or understandings related to the Company's right to contract out work, whether or not such agreements or understandings are in writing, or are established by any past practices.

18.03 Employment Security

Permanent employees on the active rolls or on authorized leave of absence on January 1, 1994, will not be laid off from their employment with the Company at its operations in Trail.

(i) The employment guarantee contained in Marginal Paragraph 18.03 is subject to the following exceptions:

(a) temporary layoffs because of temporary shutdown, including but not limited to vacation shutdowns, market conditions, interruption or cessation of feed supply, compliance with government orders, or force majeure;

(b) layoffs resulting from decreased manning levels required because of the closure of the existing (old) Lead Smelter;

(c) layoffs of any employee hired after January 1, 1994;

(d) discharge for cause;

(e) layoffs due to closure or sale, or significant reduction in the operating or manning level which precedes final closure or sale of:

(1) the Company's operations in Trail;

(2) a plant or plants including but not limited to Cadmium, Indium, Germanium, and Copper products within the Company's Trail Operations.

(ii) In the event the Company intends to close or sell a plant pursuant to Marginal Paragraph 18.03(i)(e), the Company agrees that prior to such closure or sale it will:

(a) discuss with the Union the number of employees who may be crew reduced or laid off as a result of the closure or sale, and

(b) consult with the Union to explore alternatives to such crew reductions or layoffs.

(iii) The Company will give the Union a list of employees covered by this Employment Security Section.

ARTICLE 19. TRAINING

19.01 The Company and the Union recognize the importance of assisting employees to improve their knowledge and skills so that they may have the opportunity of advancement to jobs of greater responsibility and pay. The Parties recognize the periodic need to make available to employees opportunities for training or retraining to provide for the Company's requirements of knowledge and skill. Any such training carried out on the employee's regular work schedule shall be paid at the standard hourly rate of the job for which he is being trained, or, if such training is at the Company's request, then the rate of such training will be at the employee's previous standard hourly job rate if such rate is higher.

The Company shall determine when an employee has acquired sufficient knowledge and skill to perform the job. An exception will occur when the job for which the employee is being trained is recognized by the Company as constituting a training step in a job training progression, and in such case the trainee will receive the rate for the designated training step. In training employees for permanent vacancies the Company will endeavour whenever possible to give preference to senior employees in accordance with the principles of Marginal Paragraph 11.08.

If at the end of the training no opening exists in the category for which the employee has completed the required training, the employee shall be placed in accordance with the provisions of the Collective Agreement.

An employee in a training program or in a job training sequence who does not attain the required level of skill, knowledge and proficiency will be removed from such program or job sequence and will be placed in accordance with the terms of this Agreement. The Company shall determine the employee's attained level of skill, knowledge and proficiency in a fair and equitable manner.

19.02 In the event that employees are affected by technological change, job restructuring or an organizational change to the degree that a demotion will result or a regular promotion be missed because of the lack of special training, such employees will be given prior consideration for training in that plant to fill resulting job openings providing that such employees have the necessary ability to do the job and are willing to participate fully in the training. Should the required training not accommodate all employees affected by such change, training will be offered in accordance with the principles of Marginal Paragraph 11.08. On successful completion of training, placement to fill the necessary jobs shall be in accordance with the provisions of this Collective Agreement. The Union will be advised of such training programs prior to their implementation and will have an opportunity for discussion.

19.03 The Company will terminate its present Tradesmen First Class procedure and the Provincial Government Tradesmen Qualification Test will take its place. For those trades in which the Government does not have Tradesmen Qualification tests, the Company and the Union will set up an equivalent procedure and examination and those who qualify and who successfully pass

this test will be designated as Tradesmen First Class. The rate of pay will be the same for holders of Tradesmen Qualification Certificates (T.Q.) and Tradesmen First Class.

19.04 Generally, the Company's Apprenticeship Training Program in effect at the date of signing this Agreement shall be continued. The terms and conditions of apprenticeship contracts shall not be changed unless necessary to comply with relevant statutes or Government regulations.

19.05 In order to resolve problems and questions arising during the course of apprentice training, the apprentices in each trade may form a committee consisting of two (2) apprentices in the trade with or without a journeyman designated by the Union to assist and advise them. Such committee shall draw to the attention of the Superintendent, Employee Development and the appropriate trade supervisor the problems and questions arising in the Apprentice Training Program.

19.06 The Union may designate an Apprenticeship Committee to meet at intervals with the Company's Apprenticeship Advisory Committee in the interest of the Company's apprenticeship program.

19.07 The rates of pay for apprentices shall be in accordance with the following scale and as detailed in Schedule "A":

SCHEDULE OF APPRENTICESHIP TRAINING

Six Month Training Period	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th
Class	Apprentice Job Classes									
23	3	5	7	9	11	13	15	17	18	19
23	3	5	7	9	11	13	15	17		
22	3	5	7	9	11	13	15	17		
22	3	5	9	11	13	16				
21	3	5	7	9	11	13	15	17		
21	3	5	9	11	13	15				

For an apprentice absent from the job due to attendance at the provincial apprenticeship school, the Company will pay the apprentice his standard hourly pay less the allowance paid from Government sources. Should an apprentice fail to pass school term examinations and is permitted to repeat the same, the Company shall not be obligated to pay the apprentice as provided in this Collective Agreement while he is repeating his school term.

19.08 Upon the successful completion of a stationary steam examination under the British Columbia Boiler and Pressure Vessel Act, the Company will reimburse an employee for the cost of an approved steam correspondence course. The Company will pay, on successful attainment of steam certificates, up to one day's pay for Fourth Class and up to two (2) days' pay for Third Class and up to two (2) days' pay for Second Class for time spent in taking such examinations.

This provision will apply to those employees regularly employed on jobs requiring steam certification or those employed on job sequences leading to other jobs in which steam certification is a requirement.

The Company may grant employees leave of absence to attend a vocational school for steam training. During this absence the Company will pay the following rates of pay, less the allowances paid from Government sources;

(i) those trainees taking training leading to a 4th Class steam certificate will be paid at their standard hourly rate for a maximum time of four (4) weeks;

(ii) those trainees taking training leading to a 3rd Class steam certificate will be paid at their standard hourly rate for a maximum time of eight (8) weeks;

(iii) those trainees taking training leading to a 2nd Class steam certificate will be paid at their standard hourly rate for a maximum period of sixteen (16) weeks.

A week shall be limited to forty (40) hours.

Should an employee fail to satisfactorily complete the prescribed course at a vocational school or pass the stationary steam examination, and is permitted to repeat the course, the Company shall not be obligated to pay the employee as provided in this Collective Agreement while he is repeating his training.

19.09 Employees who are enrolled in work related training programs required by the Company, either on their own time or during their regular work schedules, shall have their normal standard hourly rate maintained for the periods taken up by such training.

ARTICLE 20. VACATIONS WITH PAY

20.01 An employee who has been in the service of the Company for less than one year prior to the 1st day of January in any year shall be entitled to a vacation, not exceeding one week, with pay as designated in Marginal Paragraph 20.07, if taken before the succeeding 1st day of January.

20.02 An employee with one or more and less than two (2) years of service with the Company prior to the 1st day of January in any year shall be entitled to a vacation with pay of two (2) weeks, if taken before the succeeding 1st day of January.

20.03 An employee with two (2) or more and less than eight (8) years of service with the Company prior to the 1st day of January in any year shall be entitled to a vacation with pay of three (3) weeks, if taken before the succeeding 1st day of January.

20.04 An employee with eight (8) or more and less than eighteen (18) years of service with the Company prior to the 1st day of January in any year shall be entitled to a vacation with pay of four (4) weeks, if taken before the succeeding 1st day of January.

20.05 An employee with eighteen (18) or more years of service and less than twenty-eight (28) years of service with the Company prior to the 1st day of January in any year shall be entitled to a vacation with pay of five (5) weeks, if taken before the succeeding 1st day of January.

20.06 An employee with twenty-eight (28) or more years of service with the Company prior to the 1st day of January in any one year shall be entitled to a vacation with pay of six (6) weeks, if taken before the succeeding 1st day of January.

20.07 For the purpose of computing such vacation pay, the word "week" shall be considered as constituting forty (40) hours. The word "pay" where used in Marginal Paragraph 20.01, shall mean remuneration amounting to four percent (4%) of the total wages earned by him as an employee as defined in this Agreement during the calendar year prior to the year in which he is entitled to a vacation. Where used in Marginal Paragraphs 20.02, 20.03, 20.04, 20.05 and 20.06, the word "pay" shall mean remuneration for two (2), three (3), four (4), five (5) or six (6) weeks, as the case may require based on the sum of earnings determined as follows:

(i) the rate of vacation pay shall be the standard hourly rate at which an employee worked the majority of shifts in the total of the two (2) pay periods immediately preceding the vacation period and the standard hourly rate so established will be paid for the duration of such vacation;

(ii) the total contract earnings, if any, in excess of the employee's regular standard hourly rate divided by the number of hours actually worked by him whether or not on contract in the four (4) week contract period for which calculations were last made preceding the start of each vacation period;

(iii) when standard hourly rates are increased in accordance with Schedule "A" of this Collective Agreement, an employee shall have his established standard hourly rate increased accordingly on that portion of his vacations taken after the effective date of such increase;

(iv) vacation time for employees working on the 4 & 4 continuous operation schedule shall be complemented by eight (8) hours of earned relief time or unpaid leave as required to make up a forty-eight (48) hour work block.

20.08 For each period of thirty (30) consecutive days an employee is absent from work in the year preceding the 1st day of January in any year, there shall be deducted from the vacation pay to which he would otherwise be entitled in the succeeding year under Marginal Paragraphs 20.02, 20.03, 20.04, 20.05 and 20.06, one-twelfth (1/12) of such vacation pay provided that, as regards employees qualifying under said Marginal Paragraphs 20.02, 20.03, 20.04, 20.05 and 20.06, time spent on vacation which the employee is paid under this Article, or time lost because of sickness or accident to a maximum of twelve (12) consecutive calendar months from the commencement of such absence due to sickness or accident shall be considered as time worked and absence due to time away on Special Vacation will not affect the employee's Regular Vacation.

20.09 In the event an employee takes vacation immediately following a period of absence from his job due to illness, his vacation pay shall be calculated in the same manner as if he had commenced his vacation on the first day of his illness.

20.10 In the year next following those years that an employee first achieves the vacation plateaus for each of two (2), three (3), four (4), five (5) and six (6) weeks of vacation with pay, such employee shall be entitled to a vacation adjustment equivalent to 0.208 days, with pay, for each full one-half (1/2) month of service between his calculated vacation service date with the Company and December 31st of that same year. Although the pay entitlement shall be calculated as outlined above, the time entitlement shall be rounded off to the nearest full day.

20.11 The Company retains the right to schedule all or any vacations afforded under this Article 20.

ARTICLE 21. SPECIAL VACATIONS

21.01 A Special Vacation program has been instituted for employees with greater than fifteen (15) years of service. Those employees who have completed fifteen (15) years or more of service by January 1, 1969, shall be entitled to a Special Vacation of three (3) weeks in addition to their normal vacation entitlement to be taken within the period January 1, 1969, to December 31, 1973.

During each subsequent five (5) year qualifying period, those employees shall become eligible for a further three (3) weeks of Special Vacation. Employees who complete their 15th year of service after January 1, 1969 shall be eligible for this program during the five (5) year period commencing with the January 1st following the year in which they complete fifteen (15) years service and, during each subsequent five (5) year qualifying period, they shall become eligible for a further three (3) weeks of Special Vacation. Effective May 1, 1978 those employees who had completed five (5) years of service on January 1, 1978 shall be entitled to Special Vacations in accordance with this Article.

21.02 Special Vacations shall be governed by the following conditions:

(i) They shall be taken at times which are suitable to both the Company and the employee.

(ii) The allocation of regular vacations with pay shall have priority over the allocation of Special Vacations.

(iii) In determining the length of a Special Vacation, a week shall mean a work week as defined in Marginal Paragraph 13.01, and shall include any holidays falling within the period provided that if a Statutory Holiday as defined herein falls within the period and the employee concerned would have become entitled to pay for such holiday not worked if he had not been on Special Vacation, he shall be paid for such holiday.

(iv) Special Vacation pay shall be computed on the basis of forty (40) hours remuneration per week based on earnings during the four (4) week period immediately preceding the Special Vacation determined as follows:

(a) the rate of vacation pay shall be the standard hourly rate at which the employee worked the majority of shifts in the total of the two (2) pay periods preceding the Special Vacation and the standard hourly rate so established will be paid for the duration of such vacation; and

(b) the total contract earnings, if any, in excess of the employee's regular standard hourly rate divided by the number of hours actually worked by him whether or not on contract in the four(4) week contract period for which calculations were last made immediately preceding the start of the Special Vacation;

(c) when standard hourly rates are increased in accordance with Schedule "A" of this Collective Agreement, an employee shall have his established standard hourly rate increased accordingly on that portion of his vacations taken after the effective date of such increase;

(d) vacation time for employees working on the 4 & 4 continuous operation schedule shall be complemented by eight (8) hours of earned rest time or unpaid leave as required to make up a forty-eight (48) hour work block.

(v) In the event that an employee's Special Vacation cannot be scheduled to be taken during a five (5) year qualifying period, then at the end of such period the employee shall be paid a sum equal to the amount of Special Vacation pay which he would have received if he had taken his Special Vacation at the end of the five (5) year period.

(vi) An employee who retires to pension during a five (5) year qualifying period shall be entitled to a payment equivalent to a full three (3) weeks of Special Vacation pay, provided he has worked a minimum of fifty percent (50%) of the available time or sixty (60) days, whichever is the lesser, during the qualifying period.

(vii) If an employee leaves the service of the Company or his employment is terminated during any five (5) year qualifying period, he shall be paid a sum proportionate to the service he

has completed in the qualifying period. Should such an employee be rehired, upon completion of this qualifying period he will be eligible to receive three (3) weeks special vacation. However, his vacation pay shall be computed on the basis of the balance of the qualifying period for which he has already received a proportionate payment.

(viii) Absence by an employee during a five (5) year qualifying period due to sickness or accident up to a total of twelve (12) months shall not affect his Special Vacation benefits. That portion of absence due to sickness or accident which is in excess of twelve (12) months shall result in a pro-rata reduction in Special Vacation pay. Time spent on vacation for which the employee is paid under Article 20 shall be considered as time worked for purposes of this subsection, but absences for any other reasons during a qualifying period shall result in a pro-rata reduction in Special Vacation pay. The time allowed for Special Vacation shall not be reduced.

(ix) No employee shall receive more than three (3) weeks Special Vacation during any five (5) year period following the date of qualification.

ARTICLE 22. CHECK-OFF

22.01 The Company shall honour a written assignment of wages to the International Union (United Steelworkers of America) for Union dues, initiation fees and those special assessments (excluding fines) set out in this Article. It is agreed that "special assessments", as used in this Article and in the assignment, shall be for the following assessments only:

- (i) Assessments for death benefits under the existing plan to which the Local concerned is a party.
- (ii) International Union assessments not exceeding \$5.00 per year.

22.02 An assignment pursuant to Marginal Paragraph 22.01 shall be substantially in the following form:

"To Cominco Ltd.

Until this assignment is revoked by me in writing I hereby assign to, and authorize you to deduct from my wages and pay to the United Steelworkers of America:

- (i) Union initiation fees in the amount set by the United Steelworkers of America and communicated in writing to the Company by the Union.
- (ii) Monthly Union dues in the amount set by the United Steelworkers of America and communicated in writing to the Company by the Union. These dues shall be pro-rated to conform with the bi-weekly pay system as follows:

(a) Union dues for each employee shall be equal to .923 hours of total gross earnings each two (2) weeks during the reference period (as defined herein) save that the minimum dues during such period shall be \$2.31 and maximum dues as communicated by the United Steelworkers of America in writing to the Company.

(b) The total earnings per hour of each employee shall be calculated by dividing the total earnings in the reference period by the total number of hours in the reference period. The total number of hours shall be deemed to include actual hours worked plus hours of paid vacation plus hours of paid unworked Statutory Holidays.

(c) Total earnings shall be deemed to include standard hourly rate earnings and all premiums (if any) including shift differentials, incentive bonus pay, vacation pay, statutory holiday pay, weekend pay, overtime pay, call-in and reporting pay, but shall not include any Workers' Compensation payments or payments under any benevolent, sickness or accident plans.

(d) The reference period shall be the two week period immediately prior to the pay day in which the dues are deducted. Dues shall be deducted each pay period and remitted to the Financial Secretary of the Union or as otherwise directed in writing by the Union.

(iii) Special assessments (excluding fines) communicated in writing to the Company by the Union."

22.03 Unless the assignment is revoked in writing delivered to the Company, the Company shall remit the dues and initiation fees deducted to the Secretary-Treasurer of the International of the United Steelworkers of America each pay period, together with a written statement of the names of the employees for whom the deductions were made and the amount of each deduction.

22.04 If an assignment is revoked, the Company shall give a copy of the revocation to the Union.

22.05 Notwithstanding any provisions contained in this Article, there shall be no financial responsibility on the part of the Company for fees, dues, or assessments of an employee unless there are sufficient unpaid wages of that employee in the Company's hands.

22.06 During the life of this Agreement, the Company shall deduct, as a condition of each employee's continued employment, a sum equivalent to dues as set by the International of the United Steelworkers of America from each pay period and remit the same within ten (10) days following the pay period in which such deduction is made, to the Secretary-Treasurer of the said International Union. The Company will, at the time of making each such payment name the employees from whose pay such payments have been deducted. No deductions shall be made under this Section from the pay of an employee who has filed with the Company an assignment of Union dues in accordance with Marginal Paragraphs 22.01 and 22.02 while such assignment remains in effect.

22.07 The deductions referred to in Marginal Paragraph 22.06 shall commence, in the case of each employee who is in the employment of the Company at the effective date of this Agreement, with the month of June, 1995, and, in the case of each employee entering the employment of the Company subsequent to the effective date of this Agreement, with the pay period in which his first pay cheque from the Company is received by him.

ARTICLE 23. BULLETIN BOARDS

23.01 The Company agrees that a bulletin board in each plant shall be made available for purposes of posting notices regarding the business affairs, meetings, committee reports and social events of the Union. The boards shall have a common key, and be enclosed with locking glass doors. The Company and Union designate will review the bulletin boards annually for the purposes of new boards required and to assess that all boards are kept in reasonable repair at the Company's expense.

ARTICLE 24. LEAVE OF ABSENCE

24.01 Public Office. An employee who is elected as a member of the Legislative Assembly of British Columbia or to the House of Commons will be granted a leave of absence for a period equal to the time that he continues as an elected member of either body. Upon dissolution of either House by the Crown the leave of absence will be continued if the employee chooses to run for re-election but will terminate thirty (30) days after the election if the employee is not re-elected.

None of the provisions of this Agreement will apply to an employee on leave of absence pursuant to this section save that the employee will continue to accumulate Company service.

24.02 Community-Related Purpose. The Company agrees to grant leaves of absence to employees subject to the requirements of the Operation and the availability of replacements for community related purposes. The granting of such leave shall be at the sole discretion of the Company. Unless the Company otherwise stipulates prior to the commencement of the leave, it shall be without pay but time on such leave shall be considered as time worked for, but only for, seniority and pension purposes and vacation entitlement. The Company shall maintain an employee's benefits under Addendum "E" during the period of such leave. Leaves under this Article shall be limited to a maximum of thirty (30) calendar days.

24.03 Education. Where an employee wishes to further the possibility of his advancement with the Company by taking a full-time course of training, the Company may, subject to the requirements and efficiency of Operations, grant him a leave of absence without pay provided that he has at least five (5) years seniority, and the leave shall be limited to a maximum of ten (10) months. Time spent on such leave shall be considered as time worked for seniority purposes only. Employees granted leave of absence pursuant to this Marginal Paragraph shall be required to first use all regular vacations, outstanding floating statutory holidays, and RD time, and pay the appropriate premiums for medical, dental, and vision care plans, as well as group life insurance. Weekly Indemnity and Long-Term Disability Plans will not be available during the period of such leave.

ARTICLE 25. MATERNITY LEAVE

25.01 An employee who is pregnant shall be entitled upon written application therefore to a leave of absence without pay of twenty (20) weeks or such shorter leave of absence as the employee may request commencing during the period of fourteen (14) weeks immediately preceding the estimated day of her delivery.

25.02 Notwithstanding Marginal Paragraph 25.01, where the actual date of delivery is later than the estimated day of delivery, the leave of absence shall not end before the expiration of six (6) weeks following the actual date of her delivery or such shorter period as may hereafter be permitted under the provisions of the Employment Standards Act.

25.03 The employee shall give the Company two weeks' notice in writing of the day upon which she intends to commence her leave of absence and furnish the Company with the certificate of a legally qualified medical practitioner stating she is pregnant and giving the estimated day upon which delivery will occur, in his opinion.

25.04 An employee who intends to resume employment on the expiration of a leave of absence shall so advise the Company. An employee who elects, if permitted by Statute, to shorten the six (6) week period of leave, shall give the Company one week's notice of her intention to do so and furnish the Company with the certificate of a legally qualified medical practitioner stating she is able to resume work and on her return to work the Company shall reinstate the employee to her previous position or provide her with alternative work at not less than her normal standard hourly rate at the time her leave of absence began.

25.05 The period of such leave shall be considered as Company service for seniority and pension purposes and vacation entitlement (but not vacation pay) only.

25.06 The Company will continue to provide medical, extended health, dental, vision care, basic group insurance, weekly indemnity and long term disability coverage during the period of leave. If the employee so elects, she may continue optional life insurance by paying the appropriate premiums prior to the start of the leave.

Medical certification of disability will be required for any disability claim for periods commencing earlier than two weeks prior to the expected delivery date, and for any disability claim for periods extending longer than six weeks after the actual delivery date.

ARTICLE 26. WORK JURISDICTION

26.01 The Company and the Union agree that any decision as to whether a job is within or without the bargaining unit for which the Union is certified rests with the Labour Relations Board.

Where any situation arises where either the Company or the Union wishes to obtain a clarification of the status of a job pertaining to its being within or without the bargaining unit, the matter shall be the subject of discussion between the Parties. Such discussions will also include matters pertaining to the most practical bargaining unit for any particular job, the status of which may be in doubt.

In any instance regarding the above, the Company and the Union may either jointly or singly apply to the Labour Relations Board for a decision in any particular case or cases.

26.02 Technicians in the development groups will continue to do tasks only while building, developing and testing prototype equipment. When the equipment is handed over to Operations,

the maintenance and repair of the equipment will be taken over by the appropriate employees certified by Local 480.

ARTICLE 27. EMPLOYEE INDUCTION

27.01 The Company will provide each new employee on the date of hire with a list of Union officers, Stewards and Safety Committee members in accordance with information provided by the Union.

ARTICLE 28. ADDENDA

28.01 Addenda "A", "D", "E", "F", "G", and "H", Schedules "A" and "C", and Appendix "A" to this Agreement shall form a part of this Agreement and be binding upon the Parties hereto.

ARTICLE 29. PENSION PLAN

29.01 The Cominco-Union Pension Plan Agreement effective June 1, 1995 shall form part of this Agreement.

29.02 The Pension Committee Agreement, effective June 1, 1995 shall form a part of this Agreement.

ARTICLE 30. TOOL REBATE

30.01 The Company will provide a rebate of fifty percent (50%) on the purchase of tools by and for the use of journeyman tradesmen and apprentices as per the Company regulations.

ARTICLE 31. SAFETY FOOTWEAR REBATE

31.01 The Company will provide a rebate of fifty percent (50%) on the purchase of approved safety footwear for use by employees on the job.

ARTICLE 32. LETTERS OF UNDERSTANDING

32.01 The following Letters of Understanding shall be in effect for the term of the Collective Agreement:

<u>Letter Number</u>	<u>Title</u>
1	Seniority Unit #56 Sub-Groups
2	Sinter Plant Operator Development Program
3	Change of Schedule at Employee's Request

4	Pay for Giving Evidence to Service Tribunal
5	Humanity Fund and Local Charity
6	Pay for Training/Meeting Time Outside of Normal Work Schedule
7	Permanent and Temporary Vacancies
8	Working Schedules
9	Continuous Drossing Furnace
10	Joint Job Evaluation Committee Project
11	Workplace Flexibility (1995)
13	Pension Window
14	Changing an Employee's Normal Work Shift, Within a Plant, from Night
Shift to Day Shift	
15	Steam Certification Upgrade
16	Uniform Revision
17	Employee Empowerment
18	Selective Work Program - Seniority Unit for Permanently Disabled
19	Local 480 Benefits Coordinator
20	Senior Leader Jobs
21	Disability Leave and Pension Service Cominco-Union Pension Plan,
1990	
22	Application of 1974 and 1987 Strike Time
23	Protective Services Officers Transfer to Fire and Protective
Services	
24	Possible Future Return of Johnson Matthey Employees to Cominco
25	Fire-Protective Services
26	Maintenance of Rate - Grandfather Protection
27	Employees on Loan
28	Journeyman Certification Within Specific Trades
29	Acting Supervisors
30	Industrial Warehousing Trade Development Program
31	Job Planner
32	Lead Furnace Operator Development Program "Lower Tier"
33	Pie Time
34	Schedule and Shift Changes
35	Roaster-Acid Operator Development Program
36	Sulphide Leaching Operator Development Program
37	Instructor Rates
38	Apprentice Travel to Provincial Apprenticeship School
39	Lead Furnace Operator Development Program
40	Operator Development Programs
41	Notification - Shift System Change
42	Statutory Holiday Entitlement - Shift Maintenance 4x4 Schedule
43	Block Vacation System
44	Overtime
45	Local 480 Safety Coordinators
46	Silver Refinery Operator Development Program.

THIS AGREEMENT shall be binding upon the parties hereto, jointly and severally, and upon their respective successor and assigns.

INTENDING TO BE LEGALLY BOUND, Cominco Ltd. and the United Steelworkers of America, Local 480 have executed this Agreement the ____ day of _____, 1995.

**COMINCO LTD.
STEELWORKERS OF AMERICA**

**UNITED
LOCAL 480**

D. H. Magoon
General Manager, Trail Operations

J. F. Wurflinger
President

N. M. Byres

R. E. Fox

M. J. Cross

D. R. Harbridge

S. B. Knoerr

G. L. Jorgensen

D. F. McKessock

R. T. Mathews

M. T. Martin

B. B. Onyschak

D. R. Phillips

L. N. Partridge

P. C. Pistner

J. J. Peters

J. A. Utley

**UNITED STEELWORKERS OF AMERICA
(INTERNATIONAL)**

G. R. Ward

R. L. Schmidt

ADDENDUM "A"

SECTION 1 - UNION ACTIVITIES ON COMPANY TIME

The time spent in investigating and settling disputes by employees delegated by Local 480 for that purpose, to be paid for under Marginal Paragraph 7.03, shall be limited to three hundred and fifteen (315) hours per month.

SECTION 2 - LEAVES OF ABSENCE FOR UNION PURPOSES

Leaves of absence for employees for the business purposes of Local 480 or of the International of the United Steelworkers of America as provided in Article 8, shall not exceed one thousand five hundred (1500) working days in any one year.

SECTION 3 - GRIEVANCE COMMITTEE CHAIRMAN

The Company shall cooperate in endeavouring to place the Chairman of each Departmental Grievance Committee of the Local concerned and the Chairman of the General Grievance Committees of the two Locals on steady dayshift where, in the opinion of the Company, such a course is practicable. On the same basis, the Company shall also endeavour to place the Secretary of the Grievance Committee of Local 480 (Trail) on steady dayshift.

ADDENDUM "D"**FORTY-HOUR WEEK PAY**

Eligible employees are ensured that they will receive remuneration equivalent to pay for forty (40) hours employment during a work week (as defined in Article 13 of the Agreement) subject to the following conditions:

- (i) The employee must have completed six (6) months of continuous service since his date of last hire with the Company.
- (ii) Employees must be available for work but because of Company requirements are not required to work for a full forty (40) hours. Employees absent due to sickness, accident, vacation, unauthorized absence, authorized leave of absence from the job for any reason including apprentice or other training will not be eligible for pay under this Addendum "D".
- (iii) Employees will be obliged to perform whatever work is assigned to them if they are not required for their normal work and will be paid the rate for the job they do.
- (iv) Employees who do not work because no work of any kind is assigned to them will be paid the standard hourly rate for their normal job.
- (v) This Addendum will not apply to employees who lose time due to transfers or general reductions in crew or changes in an employee's work shift or work schedule. However, employees who lose time as a result of normal permanent promotions shall be entitled to receive the benefits of this Addendum.
- (vi) If employees work overtime or on their days of rest during the week they will be paid the normal overtime basis for this work.
- (vii) This Addendum "D" will not apply when plants are shut down to provide vacation periods for employees or if the plants are shut down by any cause reasonably beyond the Company's control, including, without limiting the generality of the foregoing, labour disputes, voluntary or involuntary compliance with any order or regulation, act of God, or any other occurrence constituting a force majeure. Any situation that arises that does not have an obvious designation will be the subject of discussion between the Company and Union. The Union Bargaining Council will be empowered to decide each case by mutual agreement with the Company.

ADDENDUM "E"

The benefit plans described in this Addendum "E" shall be in effect during the term of this Agreement. The waiting periods for benefit eligibility shall be as described in each of the Sections below, except that in the case of an employee being recalled from layoff pursuant to Marginal Paragraph 11.18, the employee will be eligible for coverage after being actively at work for one full pay period.

SECTION 1 - MEDICAL

Basic medical coverage will be provided under the overall Medical Services Plan of British Columbia and coverage equivalent to the Extended Health Benefit Plan of the Medical Services Association will also be maintained. The full cost of these Plans will be borne by the Company.

The Company has agreed to provide, through additions to the coverage under the Extended Health Benefits Plan, a provision to pay for acupuncture services to a maximum of one hundred dollars (\$100.00) per family member, per year, for all those employees on the payroll and their families. The acupuncture services must be performed by a physician licensed by the B.C. College of Physicians.

SECTION 2 - BASIC SICK LEAVE PLAN

A. Eligibility - Employees are eligible for coverage under this Basic Sick Leave Plan ("the Plan") on the first day after the employee completes three months of continuous service.

B. Commencement and Duration of Benefits - The Plan will provide employees with benefits during periods of disability commencing with

- (i) the first day in the case of an accident or hospital confinement; and
- (ii) the fourth day of sickness,

continuing for up to 26 weeks. Hospital confinement means a period of at least 18 hours during which an employee must stay in the hospital, or when the employee is in the hospital to undergo procedures which are medically necessary and may only be performed in a hospital and involves a condition which is medically disabling.

Notwithstanding the commencement date for benefits for sickness noted above, employees with at least one year of continuous service with the Company, and who are not on an attendance improvement program, will have an earlier commencement date as set out below:

(i) for employees who have not claimed sick leave benefits nor have taken an unpaid leave of absence in the previous 12 months, the benefits for sickness will commence on the second day of sickness; and

(ii) for employees who have had only one claim for sick leave benefits or one unpaid leave of absence in the previous 12 months, the benefits for sickness will commence on the third day of sickness.

C. Benefit Amount - The benefit amount of the Plan is designed to provide employees with a guaranteed level of disability income. The benefits under the Plan shall be the greater of

- (i) 66-2/3% of the employee's standard hourly rate, or
- (ii) 66-2/3% of the employee's standard hourly rate, calculated as 1/40th of the employee's insurable weekly earnings under the Unemployment Insurance Act as amended to the date of this collective agreement,

multiplied by all regularly scheduled hours of work lost as a result of the disability subject to the requirements outlined in paragraph B above. If an employee's standard hourly rate is increased in accordance with Schedule "A" of the Collective Agreement, the employee shall have his standard hourly rate or hourly rate increased accordingly so that all payments made under this addendum shall be at the new rate after the effective date of such increase. No benefits shall be paid under the Plan for compensable accidents.

D. Claims - An employee shall provide the Company with a written Proof of Claim for benefits, on a form provided by the Company, not later than 5 working days after the onset of the disability. If the nature of the disability prevents the employee from submitting a Proof of Claim within 5 days, the employee or his representative shall inform the Company and submit the Proof of Claim as soon as practicable.

The Proof of Claim confirms the period of disability, and that the employee was or is at the relevant time, under the care of a medical doctor. In the case of a claim for disability, the Company may, at its expense, require medical examinations of that employee. Upon receipt and acceptance of the Proof of Claim, benefits will be paid for the period of disability, subject to the terms of this Basic Sick Leave Plan.

E. The full cost of this Basic Sick Leave Plan will be borne by the Company, provided however, that the employee's share of the reduction in U.I.C. premiums resulting from the registration of the Plan will be used to offset the cost of the Plan. The Company will arrange for the withholding of Income Tax from the benefit payments.

SECTION 3 - LONG TERM DISABILITY

The Company will arrange a Long Term Disability Plan with a commercial insurer. Employees will be eligible for coverage under the Plan after three (3) months of continuous service.

The Plan will provide eligible employees with benefits during periods of disability after an elimination period of twenty-six (26) weeks. The maximum benefit period for the combined Basic Sick Leave Plan described in Section 2 of this Addendum, and this Long Term Disability Plan will be equal to length of service or, if the employee has ten (10) or more years of service, until age sixty-five (65). In any event, all benefits shall cease at the earliest recovery from disability, return to work, retirement or death.

For employees disabled on and after the effective date of this Agreement the level of benefits shall be twelve hundred dollars (\$1,200) per month. For employees disabled on and after May 1, 1989 up to and including the day before the effective date of this Agreement, the level of benefits shall be one thousand one hundred dollars (\$1,100) per month. For employees disabled prior to May 1, 1989, the level of benefits shall be one thousand dollars (\$1,000) per month. Any disability benefits received by the employee from Workers' Compensation, the Canada Pension Plan or other Government plans with respect of such disability will be deductible from the benefits payable under this Plan.

Employees shall pay for the premiums associated with this Plan. The Company shall deduct the premiums from the employee's pay and remit them to the Insurance Carrier on the employee's behalf. The Company will add to the employee's taxable earnings, an amount equivalent to the amount of premiums payable by the employee for this Plan.

SECTION 4 - GROUP ASSURANCE

The Company will establish a Group Life Insurance Plan providing "basic" insurance for each employee in the amount of his previous year's annual earnings from Cominco, rounded to the next highest multiple of one thousand if not already a multiple. The minimum amount of "basic" insurance will be that which would result if any employee worked two thousand and eighty (2080) hours at Job Class 1 in the previous year, and this amount will apply to new employees, from the first of the month following the date of hire. If an employee's earnings are reduced in any year relative to the immediately preceding year as a result of absence from work due to accident or illness, his insurance coverage will be maintained at the level of the preceding year.

The amount of "basic" insurance will be revised April 1 of each year based on the previous year's annual earnings from Cominco. In the event that an employee retires prior to age sixty-five (65) his "basic" coverage will remain constant until age sixty-five (65). All "basic" coverage will be reduced to twenty-five hundred dollars (\$2,500) at age sixty-five (65), and will be reduced three hundred dollars (\$300) per year to a residual one thousand dollars (\$1,000) level at age seventy (70), which amount will remain constant. The full cost of this "basic" insurance will be borne by the Company.

Employees will have the option of purchasing at their own expense additional coverage in an amount equal to their "basic" coverage. Employees who do not purchase the optional coverage at the time of hire may be required to provide medical evidence satisfactory to the insurer. This optional coverage will not be available after retirement.

SECTION 5 - DENTAL PLAN

The Company will provide, at Company expense, a Dental Plan which will provide for payment of eighty percent (80%) of the basic services, commonly referred to as Plan "A", and for the payment of seventy-five percent (75%) of the dental services commonly referred to as Plan "B".

The Company will provide, at Company expense, a Dental Plan which will provide dental services, commonly referred to as Plan "C", to a lifetime maximum of two thousand dollars (\$2,000) per family member. This maximum level shall only apply for dental work carried out on or after the effective date. Employees and their dependents will be eligible for coverage on the first of the month following six (6) months of continuous service. Dependents to be covered are the employee's spouse and unmarried dependent children under age twenty-one (21) residing in British Columbia or unmarried dependent children under the age twenty-five (25), provided they are enrolled in an educational institution on a full-time basis.

Participation in the Plan is compulsory for all employees with the exception of an employee already covered as a dependent under a group dental plan, providing at least equal benefit, through the employee's spouse or parent. In such cases participation shall be waived provided that satisfactory evidence of the other plan is provided to the Company.

SECTION 6. VISION CARE PLAN

The Company will establish a Vision Care Plan which will reimburse each employee and each eligible dependant for his or her expenditure for prescription eye glasses and contact lenses to a maximum reimbursement of one hundred and fifty dollars (\$150.00) every two calendar years. Employees and their dependants will be eligible for coverage on the first of the month following six months of continuous service. Dependants to be covered are the employee's spouse and unmarried dependent children under the age of twenty one (21) residing in British Columbia.

ADDENDUM "F"**MAINTENANCE OF RATE**

Rate protection shall be afforded employees who suffer a reduction in their standard hourly rates of pay for the following reasons:

- (i) Reduction of crew in a plant;
- (ii) Elimination of a job in a plant;
- (iii) Deletion of a plant;
- (iv) Merger of two or more plants;
- (v) Relocation or restructuring of a job to another plant;
- (vi) Technological, mechanization or automation changes which result in demotion.

An employee affected in the above manner shall receive the rate of his regular job at the time of the reduction for a period of eighteen (18) months. For a further period of eighteen (18) months the employee will receive an adjusted rate which will be midway between the rate of his regular job at the time of his reduction and the rate of his new job. At the end of this thirty-six (36) month period the rate of his new regular job shall apply.

The following conditions shall apply to rate protection:

- (i) Standard hourly rate shall be the Job Class rate on which an employee worked the most shifts in the twelve (12) month period immediately preceding the demotion.
- (ii) Rate protection shall only apply to the straight time standard hourly rate.
- (iii) The period of rate protection shall not be extended by illness, accident, leave of absence or any other reason, nor shall an employee receive any payment under this Addendum during such absence.
- (iv) An employee entitled to rate protection shall be obligated to perform whatever work is assigned to him, otherwise rate protection shall terminate and shall not be reimplemented.
- (v) An employee entitled to rate protection must accept any training the Company may require, a refusal disentiing an employee to any further rate protection.
- (vi) In order to qualify for rate protection an employee must have completed at least five (5) years of continuous service with the Company at the time the demotion takes place. In determining the period of continuous service from date of last hire, an involuntary severance and rehire due to a Company implemented layoff will not be considered a rehire date, provided such employee returned to work when called during his or her recall rights, and the combined actual time on rolls (not including the period of the layoff) of the two or more periods of employment total at least five years.

(vii) An employee covered by rate protection shall also have his vacation, special vacation pay, Statutory Holiday pay, Company-Union Pension Plan, and Group Life Assurance protected for the applicable period in this Addendum.

ADDENDUM "G"**OFFICE CLEANERS**

1. Office Cleaners employed at the Company's operations shall work on schedules which provide for a minimum of five (5) hours work per day and twenty-five (25) hours work per week. Overtime for Office Cleaners will be paid for work performed in excess of eight (8) hours in a work day. All work in excess of thirty (30) hours per week shall be voluntary.
2. Office Cleaners shall be entitled to full Medical benefits provided for in Addendum "E".
3. Office Cleaners shall be entitled to the Weekly Indemnity benefits provided for in Addendum "E" save and except that the monetary amount of their entitlement shall be reduced to five eighths (5/8) of the full amount of benefits. In no event will benefits be less than two thirds (2/3) of the employee's insurable earnings under the Unemployment Insurance Act as amended to the date of this Agreement.
4. Office Cleaners shall be entitled to the Long Term Disability benefits provided for in Addendum "E" save and except that the monetary amount of their entitlement shall be reduced to five-eighths (5/8) of the full amount of benefits.
5. Office Cleaners qualifying for Statutory Holiday pay pursuant to Article 17 shall receive five (5) hours pay at their equivalent hourly rate for each such holiday.
6. Office Cleaners entitled to Bereavement or Court Duty leave shall receive five (5) hours pay for each regularly scheduled work day occurring during such leave.
7. Office Cleaners shall be paid the standard hourly rate for Job Class 1. COLA adjustments to be made as per Addendum "H".
8. Office Cleaners shall receive vacations with pay as provided in Article 20 save and except that the amount of vacation pay shall be based on twenty-five (25) hours work per week.
9. Office Cleaners shall receive Special Vacations as provided in Article 21 save and except the amount of Special Vacation pay shall be based on twenty-five (25) hours work per week.
10. For the purposes of Article 11, Office Cleaners shall be deemed to constitute a plant for seniority purposes. Notwithstanding the provisions of Article 11 no Office Cleaner shall have any seniority outside the Office Cleaners' seniority unit and no employee, save and except an employee in the Office Cleaners' seniority unit, shall have any seniority within the Office Cleaners' seniority unit. Nothing in this Clause shall preclude an Office Cleaner from applying for a transfer from any of the Company's Operations to other jobs covered by this Agreement.

If accepted in such job, time spent as an Office Cleaner shall count as time worked for the Company for all purposes.
11. Office Cleaners shall not be entitled to the provisions of Addendum "D".

12. Office Cleaners shall be entitled to the benefits provided for in Cominco-Union Pension Plan, 1995. A year of service as an Office Cleaner shall be considered as a year of service for pension purposes. However, all pension benefits shall be reduced to five-eighths (5/8) of the amounts the Plan provides.

13. Notwithstanding the Group Assurance provisions of Addendum "E", the minimum amount of basic insurance for Office Cleaners will be one times their annual earnings with a minimum of seven thousand dollars (\$7,000). In all other respects the provisions of the Group Assurance in Addendum "E" will apply to Office Cleaners.

14. Where there is a conflict between the provisions of this Addendum and any other provisions in the Agreement, the provisions in this Addendum shall prevail.

ADDENDUM "H"**COST OF LIVING ALLOWANCE**

1. Each employee covered by this Agreement may receive a Cost of Living Allowance (COLA) during the term of this Agreement as hereinafter provided.
2. The Cost of Living Allowance shall be based on the Consumer Price Index (all items---base 1961 equals 100) published by Statistics Canada (hereinafter referred to as CPI).
3. The Cost of Living Allowance shall be equal to one (1) cent for each 0.35 point rise in the CPI as hereinafter determined counting as a full cent any fraction of one-half (1/2) cent or more.
4. The Cost of Living Allowance shall only be paid for hours actually worked and shall not be included in the calculation of overtime rates, vacation and statutory holiday pay, incentive plans or other premiums or benefits. The Company will pay the Cost of Living Allowance to apprentices while they are attending technical training sessions as required by their apprenticeship contracts.
5. For the measuring period commencing April 1, 1992 up to and including June 30, 1992, the amount of COLA will be determined by the difference between the CPI for February, 1992 and the CPI for May, 1992, and shall become payable from July 1, 1992 to September 30, 1992. The COLA will be based only on the percentage amount by which the CPI exceeds six percent annualized for the calculation period defined as the difference between the CPI for February, 1992 and the CPI for May, 1992. The COLA payment will be rolled into the standard hourly rates on September 30, 1992.
6. In the event that the CPI declines, only the Cost of Living Allowances which have not been incorporated into the standard hourly rates will be subject to reduction.
7. In the event that Statistics Canada does not issue the CPI on or before the beginning of the periods referred to in Clause 5, any pay adjustments required shall be made at the beginning of the first pay period after publication of the CPI and shall be retroactive to the commencement of the appropriate period. In the event that a retroactive adjustment is made by Statistics Canada to the CPI it is agreed that the paid allowance to the employees will not be adjusted retroactively.
8. The Parties to this Agreement agree that the continuance of the Cost of Living Allowance will depend upon availability of the monthly Statistics Canada CPI in its present form and calculated on the same basis as the index for November, 1978. If Statistics Canada changes the form or basis of calculating the CPI, the Parties shall attempt to determine an appropriate index figure by agreement. If agreement is not reached the Parties agree to request Statistics Canada to make available for the life of this Agreement a monthly CPI in its present form calculated on the same basis as the index for November, 1978.

SCHEDULE "C"
FIRE DEPARTMENT EMPLOYEES

This Agreement is made between the Company and the Union and constitutes a Schedule to the main Collective Agreement between the Parties.

ARTICLE 1. EMPLOYEES COVERED BY THE AGREEMENT

This Agreement shall apply to all employees employed by the Company in its Fire Department except the Fire Chief, the Fire Captains and employees excluded by the Labour Relations Code of British Columbia. Where the words "Fire Department employees" are used, they shall mean the employees to whom this Agreement is applicable.

ARTICLE 2. APPLICABILITY OF MAIN COLLECTIVE AGREEMENT

All the provisions of the main Collective Agreement shall apply to the Fire Department employees except as set out herein.

ARTICLE 3. SENIORITY

The Company's Fire Department shall be a Plant for seniority purposes and shall be included in the list referred to in Marginal Paragraph 11.03 of the main Agreement. Fire Department employees shall be governed by the provisions of the main Agreement with respect to their Plant and Company seniorities and waiting periods provided therein.

ARTICLE 4. HOURS OF WORK

(a)Article 13 of the main Collective Agreement shall not apply to the Fire Department employees.

(b)The work period of each Fire Department employee shall be the equivalent of forty-two (42) hours per week. There will be four (4) consecutive days of work followed by four (4) consecutive days of rest.

(c)Four (4) consecutive days of work shall be two (2) consecutive day shifts of ten (10) hours each, followed by two (2) consecutive night shifts of fourteen (14) hours each.

ARTICLE 5. WAGES

(a)Marginal Paragraph 14.03 and Article 16 of the main Collective Agreement shall not apply to Fire Department employees. Rates of pay for Fire Department employees shall be on a monthly basis in accordance with Appendix "A" attached hereto and forming part of this Agreement. New employees being trained in the Fire Department shall remain in each classification below 1st Class Fireman for one year, as set out in Appendix "A", and on completion of the training period they shall be promoted to 1st Class Fireman. Promotions above these classifications shall only occur when required by the Company. For the purpose of calculating deductions from pay of employees who are absent from duty without leave or who are granted leave without pay or for

matters of a like nature, a calendar month shall be deemed to contain one hundred and eighty-two (182) working hours.

(b)The C.W.S. job evaluation plan shall apply to Fire Department employees. In the event of re-evaluation of any rates the evaluated rates shall be expressed as monthly rates and shall have added thereto an amount equivalent to a proportion of the shift differential and weekend premium payments as provided in the main Agreement if these are applicable so that those employees whose schedules require shift work or work on the weekends would receive the benefit of the shift differential and weekend premium payments as contained in the main Agreement converted to monthly rates.

ARTICLE 6. STATUTORY HOLIDAYS, OVERTIME

Article 17 of the main Collective Agreement shall not apply to Fire Department employees.

(a)If a fireman is required to work in excess of the hours scheduled by the normal Fire Department work schedules in order to raise the crew complement of any shift to the minimum acceptable level as determined by the Fire Department, such firemen will be paid overtime rates for this work under the following circumstances.

(1) Where the Company has contributed to the crew shortage by assigning one of the regular crew members of that shift to another Operation.

(2) Where the regular crew complement is below normal as the result of a reduction of personnel on a shift by severance, transfer or retirement, etc.

(b) If a fireman is required to work in excess of his normal scheduled hours of work as a result of a call-out of an emergency nature, the employee shall be granted equivalent time off with full pay.

Overtime rates will be paid in accordance with the overtime provisions of the main Collective Agreement.

(c)In lieu of Statutory Holidays, employees of the Fire Department shall be entitled to ninety-six (96) working hours off in each calendar year subject to the following:

(i) Prior to October 31st in each year, employees shall be entitled to request the days which they desire to have off in lieu of statutory holidays and the Company will endeavour to grant such holidays it being understood and agreed that the Company may refuse any request if it considers that it would be inconvenient for the department to grant it.

(ii) After October 31st in each year the Company shall have the right to schedule days off in lieu of statutory holidays for those employees who have not arranged with the Company for such days.

(iii) If, by December 31st in each year, an employee has not taken or been required to take all the days off in lieu of statutory holidays to which he is entitled, he shall be paid one hour's pay for each hour that has not been taken, the amount of such hour's pay to be based on his monthly rate

of pay in effect at the time divided by one hundred and eighty-two (182) (deemed to be the number of working hours in the month).

(iv) If an employee enters the service of the Fire Department during any calendar year, his entitlement in lieu of statutory holiday for that year shall be on the basis of seven (7) hours for each full calendar month remaining in that year.

(v) In lieu of any premiums for work performed on statutory holidays employees shall be entitled to an additional sixty-six (66) working hours off each calendar year, such time off may be scheduled at the mutual convenience of the Company and the employee(s). If it is not scheduled off, such remaining hours will be paid off at the end of the year.

ARTICLE 7. UNIFORMS, TELEPHONES

A. The Company agrees to supply each Fire Department employee with uniforms and personal equipment as follows:

1. If any employee joins the Department on or before July 1st in any calendar year, the employee will receive:

- (i) 1 pair coveralls
- (ii) 2 pair trousers
- (iii) 1 cap
- (iv) 1 fatigue uniform jacket
- (v) 3 uniform shirts
- (vi) 1 pair boots
- (vii) 1 car-coat
- (viii) 1 light rain-coat

2. If an employee joins the Department after July 1st in any calendar year, he will receive item (i) of paragraph 1 during that year and in the following year items (i) to (viii) inclusive. The item (i) to (viii) inclusive shall be in lieu of his entitlement under Clause 3 in that year.

3. In every year after the first calendar year in which an employee joins the Department, he will receive the following:

- (i) 1 pair coveralls
- (ii) 2 pair trousers
- (iii) 3 uniform shirts
- (iv) 1 pair boots.

4. In every second calendar year after an employee joins the Department, he will receive the following:

- (i) 1 uniform cap
- (ii) 1 fatigue uniform jacket

5. In every fourth calendar year, an employee will receive the following:

- (i) 1 car-coat
- (ii) 1 light rain-coat

Recognizing that an employee may not wish to replace his light rain-coat every four years, he may elect to receive instead, the following items:

- (i) 1 black belt every four calendar years,
- (ii) 1 black clip-on tie every two calendar years,
- (iii) 4 pairs of navy blue socks every calendar year.

The employee must make his election at each four calendar year interval.

B. The Company will pay monthly to Fire Department employees:

(i) The sum of four dollars (\$4) in lieu of cleaning and pressing costs of all personal equipment supplied by the Company.

(ii) The basic cost of a two-party telephone line provided the employee has a telephone at his place of residence listed in the Trail exchange under his own name.

C. A Fire Department employee shall, as a condition of employment in that plant, make every effort to obtain a telephone at his place of residence and have same listed under his own name.

ARTICLE 8. VACATIONS WITH PAY

Articles 20 (Vacations with Pay) and 21 (Special Vacations) of the main Agreement shall not apply to Fire Department employees.

(a) An employee who has less than one year of Company service prior to the 1st day of January in any year shall be entitled to a vacation not exceeding forty-eight (48) working hours with pay as designated in Clause (g) of this Article. Such vacation must be taken before the 1st day of the succeeding January.

(b) An employee with one or more, and less than two (2) years of service with the Company prior to the 1st day of January in any year, shall be entitled to a vacation with pay of ninety-six (96) working hours, if taken before the succeeding 1st day of January.

(c) An employee with two (2) or more and less than eight (8) years of service with the Company prior to the 1st day of January in any year, shall be entitled to a vacation with pay of one hundred and forty-four (144) working hours, if taken before the succeeding 1st day of January.

(d) An employee with eight (8) or more and less than eighteen (18) years of service with the Company prior to the 1st day of January in any year, shall be entitled to a vacation with pay of one hundred and ninety-two (192) working hours if taken before the succeeding 1st day of January.

(e) An employee with eighteen (18) or more years of service and less than twenty-eight (28) years of service with the Company prior to the first day of January in any year shall be entitled to a vacation with pay of two hundred and thirty-two (232) working hours if taken before the succeeding 1st day of January.

(f) An employee with twenty-eight (28) or more years of service with the Company prior to the 1st day of January in any one year shall be entitled to a vacation with pay of two hundred and seventy-two (272) working hours.

(g) The vacation pay to which an employee is entitled under Clause (a) of this Article shall be four percent (4%) of the total earnings earned by him as an employee of the Company during the calendar year prior to the year in which he is entitled to a vacation.

(h) An employee who is transferred from another plant to the Fire Department during the calendar year shall have a vacation entitlement during the same year equal to that to which he was entitled under Articles 20 and 21 of the main Agreement and in the calendar year following his transfer his entitlement shall be as in (a), (b), (c), (d), (e), (f), and (g) of this Article, whichever is applicable in accordance with his service.

(i) The vacation pay to which employees are entitled under clauses (b), (c), (d), (e) and (f) of this Article shall mean remuneration for 96, 144, 192, 232 or 272 hours, as the case may require, the hourly remuneration to be determined by dividing the standard monthly pay rate (as set out in Appendix "A" to this agreement) of the employee concerned during the calendar month immediately preceding the vacation by one hundred and eighty-two (182) (deemed to be the number of hours in a month). The allowances set out in Article 9 and Appendix "A" hereof shall continue to be paid to employees while on vacation.

(j) In the year following those years that an employee first achieves the vacation plateaus for each of ninety-six (96), one hundred forty-four (144), one hundred ninety-two (192), two hundred thirty-two (232), and two hundred seventy-two (272) hours of vacation with pay, such employee shall be entitled to a vacation adjustment equivalent to 0.208 days with pay for each full one-half (1/2) month of service between his calculated vacation service date with the Company and December 31st of that same year. Although the pay entitlement shall be calculated as outlined above, the time entitlement shall be rounded off to the nearest full day.

ARTICLE 9. SERVICE PAYMENT

Those employees who have five or more years of service prior to January 1, 1990 will receive an additional payment of \$100 prior to December 31, 1990. Commencing in January, 1991 a payment of \$400 will be made to those employees who have completed a five year qualifying period in the prior year.

APPENDIX "A" to the Fire Department Agreement between Cominco Ltd. and the Union setting out classifications and rates of pay for Fire Department employees:

Standard Monthly Pay Rates

Job Class Position

June 1, 1995

1st Class Fireman with ambulance, air brake, and First Aid qualifications. \$4287/month (\$23.555/hour)

Note: The above rate includes applicable shift differential and weekend premiums.

COLA and new adjustments to rates to be made as per main Collective Agreement.

The training rates for new Fire Department employees from first date of hire up to and including the end of the forty-second month after such date, will be as follows:

<u>Level</u>	<u>Month</u>	<u>Job Class</u>
I	up to and including month 6	5
II	7 up to and including month 12	6
III	13 up to and including month 18	8
IV	19 up to and including month 24	10
V	25 up to and including month 36	14
VI	37 up to and including month 42	18.

SCHEDULE "A"

Job Class	June 1, 1995	June 1, 1996	June 1, 1997	June 1, 1998
1	\$16.437	\$16.930	\$17.269	\$17.614
2	\$16.744	\$17.246	\$17.591	\$17.943
3	\$17.051	\$17.562	\$17.914	\$18.272
4	\$17.358	\$17.878	\$18.236	\$18.601
5	\$17.664	\$18.194	\$18.558	\$18.929
6	\$17.971	\$18.510	\$18.881	\$19.258
7	\$18.278	\$18.826	\$19.203	\$19.587
8	\$18.585	\$19.142	\$19.525	\$19.916
9	\$18.892	\$19.458	\$19.848	\$20.244
10	\$19.198	\$19.774	\$20.170	\$20.573
11	\$19.505	\$20.090	\$20.492	\$20.902
12	\$19.812	\$20.406	\$20.814	\$21.231
13	\$20.119	\$20.722	\$21.137	\$21.560
14	\$20.426	\$21.038	\$21.459	\$21.888
15	\$20.732	\$21.354	\$21.781	\$22.217
16	\$21.039	\$21.670	\$22.104	\$22.546
17	\$21.346	\$21.986	\$22.426	\$22.875
18	\$21.653	\$22.302	\$22.748	\$23.203
19	\$21.960	\$22.618	\$23.071	\$23.532
20	\$22.266	\$22.934	\$23.393	\$23.861
21	\$22.573	\$23.250	\$23.715	\$24.190
22	\$22.880	\$23.566	\$24.038	\$24.518
23	\$23.187	\$23.882	\$24.360	\$24.847
24	\$23.494	\$24.198	\$24.682	\$25.176
25	\$23.800	\$24.514	\$25.005	\$25.505
26	\$24.107	\$24.830	\$25.327	\$25.834
27	\$24.414	\$25.146	\$25.649	\$26.162
28	\$24.721	\$25.462	\$25.972	\$26.491

A Lead Hand shall be paid two Job Classes above the highest Job Class of the employees being led or two Job Classes above the employee's regular Job Class whichever is greater.

ZINC OPERATIONS**ELECTROLYSIS & MELTING****Zinc Melting**

- 2 Cleanup Man E&M Melting
- 8 Lift Truck/Strapper Operator, Cathode Zinc Handling Operator, Billet Caster
- 9 Drosser, C-Cast Operator
- 10 Jumbo Casting Operator, Production Utility Operator
- 11 Slab Casting Operator, Atomizer/Dross Treatment Operator
- 12 Die Casting Operator, Tractor Tanker Operator
- 14 Truck Loading Operator
- 16 Scalehouse Operator, Furnace Operator

Zinc Electrolysis

- 2 Cleanup Man
- 7 Cell Cleaner
- 8 Lift Truck Operator, Filter Changer
- 9 Leadburner Helper, Cathode Servicing Operator, Assistant Cathode Stripping Machine Operator, Utility Service Operator, Cell House Maintenance Operator
- 11 Anode Servicing Operator, Cathode Stripping Machine Operator, Cell Cleaner/Craneman, Cathode Fabrication Operator
- 13 Crane Operator
- 18 Senior Operator

ZPL/OL**Zinc Pressure Leaching**

- 9 Utility Man Pressure Leach
- 17 Zinc Pressure Leach Operator
- 19 Operator Instructor, Zinc Pressure Leaching
- 21 Chief Operator Pressure Leaching

Oxide Leaching

- 5 Floorman
- 6 Kelly and American Filter Tailor
- 7 Floorman/Water Blaster
- 8 Lift Truck Operator
- 9 Residue Filter Operator, Glover Tower Operator
- 10 Fume Leach Slurry Operator, Utility Operator
- 11 Utility Services Operator
- 13 Purification Operator, Pachuca Operator
- 15 Operator-Instructor Zinc Oxide Leaching
- 18 Control Operator Oxide Leaching
- 20 Control Operator-Instructor Oxide Leaching

Indium/Germanium

- 13 Refining Operator Standard Grade, Solvent Extraction Operator
- 14 Operator II - Electronic Materials
- 15 Operator Instructor Indium/Germanium
- 17 Senior Leader

ROASTER ACID**Roaster Acid Services**

- 5 Plant Labourer
- 8 Payloader Operator
- 9 Blaster
- 10 Plant Cleanup Man, Baghouse Serviceman, Plant Service Helper, Utility Service Operator
- 14 Plant Serviceman

Roaster Acid Operating

- 4 Trainee (Probation)
- 7 Trainee
- 9 Unloader
- 11 Operator 1, Trainee (Probation) 4th Class, Trainee 4th Class, Shipper
- 12 Senior Loader
- 13 Operator 2
- 15 Operator 3
- 16 Operator 4
- 17 Trainee (Probation) 3rd Class, Trainee 3rd Class
- 18 Operator 5
- 20 Operator 6
- 24 Operator 7

LEACHING**Sulphide/Cadmium**

- 6 Filter Press Helper, Cleanup Man, American Filter Leaf Changer
- 7 Gas Tester Sulphide
- 8 Payloader Operator
- 9 American Filter Operator, Shriver Operator, Operator I
- 11 Operator II, Liquid Blasting Operator
- 12 Operator III
- 13 Operator IV
- 16 Operator V
- 17 Operator VI
- 18 Operator VII
- 20 Operator VIII

Sulphide /Cadmium

- 7 Assistant Cadmium Caster Operator
- 9 Cadmium Caster
- 10 Cadmium Caster/Scheduler
- 13 Cadmium Plant Operator
- 17 Senior Leader

FERTILIZER**Steam**

- 17 (16) Steam Engineer 3rd Class
- 22 (20) Steam Engineer 2nd Class
- 26 Instructor, 2nd Class Steam

Ammonia Handling

- 8 Tank Car Unloader
- 13 Ammonia Distribution Operator, A.S.U. Operator

Phosphate

- 5 Bag Changer, Fume Duct Cleaner, Toolroom Attendant
- 6 Cleanup Man
- 7 Reject Fines Operator
- 8 Lift Truck/Payload Operator, Utility Operator
- 9 Utility Operator, Granulation Operator
- 10 Plant Utility Person
- 11 Liquid Blasting Operator
- 15 Process Field Operator
- 16 Control Operator Granular Sulphate
- 17 Process Control Operator

Sulphate

- 5 Cleanup Man
- 7 Utility Man
- 12 Sulphate Operator
- 16 Control Operator Sulphate

Storage and Shipping

- 2 Floorman Storage
- 5 Mill Operator Helper Bulk
- 7 Packer Loader Operator
- 8 Equipment Operator, Mixer Operator, Lift Truck Operator
- 9 Mill Operator Bulk
- 10 Crane Operator Storage, Mill Operator Bagging

Fertilizer Trades

- 7 Tool Room Attendant Serviceman
- 9 Oiler/Inspector
- 21 Painting and Decorating Journeyman, Roofer/Insulator Journeyman
- 22 Ironworker, Machinist, Welder, Steel Fabricator, Carpenter, Leadburner, Steamfitter/Pipefitter, Millwright
- 23 Electrician, Instrument Mechanic, Job Planner (Steel Fabricator, Steam/Pipefitter, Millwright)
- 24 Job Planner (Electrician)

Fertilizer - Yards

- 2 Labourer
- 5 Concrete Breaker, Tool Room Attendant, Trades Labourer
- 8 Trades Helper, Truck Driver, Equipment Operator
- 9 Nozzleman Slag, Oiler Inspector
- 11 Craneman Synthesis Ammonia

Zinc Trades

- 9 Oiler Inspector
- 21 Cement Mason, Painter and Decorator Journeyman, Roofer-Insulator Journeyman
- 22 Ironworker, Machinist, Steamfitter/Pipefitter, Carpenter, Steel Fab, Millwright, Welder, Leadburner, Bricklayer, Plastic & Rubber Journeyman
- 23 Job Planner (except Electrician, Instrument Mechanic), Instrument Mechanic Journeyman, Electrician
- 24 Job Planner (Electrician, Instrument Mechanic)

LEAD OPERATIONS

SINTERING

Sintering

- 4 Plant Cleanup Man, Operator I
- 5 Feed Plant Attendant, Watchperson Treaters
- 6 Crushing Plant Attendant, Operator II
- 8 Payloader Operator, Dryer Slimesman, Operator III, Lift Truck Operator
- 9 Residue Handling Operator, Operator IV
- 10 Dryer Operator, Sintering Machine Operator, Operator V
- 11 Crane Operator Feed Plant, 4th Class Steam Engineer, Operator VI
- 13 Sinter Environmental Control Operator, Operator VII
- 18 Control Room Operator
- 19 Production Control Sintering

Sintering

- 2 Labourer
- 4 Plant Cleanup Man
- 5 Tool Attendant and Serviceman
- 8 Impinger Man, Payloader Operator, Truck Driver, Utility Operator

- 9 Crane Operator, Pallet Repairman, Hiab/Utility Operator
- 11 Utility Service Operator
- 12 Tractor Operator Sintering
- 21 Sinter Plant Operator Instructor

FURNACES

Lead Furnaces

- 5 Clay Mill Operator, Hoistman Slag Pond
- 6 Utility Man, Helper Bag Repairman Lead Baghouse
- 8 Lift Truck Operator, Payloader Operator, Operator A
- 9 Operator B
- 10 Operator Lead Baghouse, Bag Repairman Lead Baghouse, Operator C, Versa Hoe Operator, Instructor Payloader & Lift Truck
- 11 Operator D, Utility Services Operator, Button Caster
- 12 Operator I, Tractor Operator Lead Furnaces
- 13 Craneman, Blower Room Operator
- 14 Operator II, Continuous Drossing Operator, Furnaceman Operator
- 16 Operator III
- 17 Operator IV
- 19 Operator IV/Instructor

Slag Furnaces

- 5 Oiler Inspector
- 8 Operator Coal Dryer
- 9 Dust Pump Operator, Bag Repairman Oxide Baghouse, Lancer
- 10 Operator Oxide Baghouse/Fume Leach
- 11 Coal Plant Operator, 4th Class Steam Engineer
- 12 Boiler Operator
- 14 Furnace Operator
- 17 3rd Class Steam Engineer
- 18 Control Operator Slag and Steam
- 20 Control Operator/Instructor Slag and Steam

REFINERIES AND CASTING

Refining and Casting

- 2 Labourer
- 4 Copper Bar Man
- 6 Automatic Scrap Washer Operator
- 8 Lead Loaders
- 9 Starting Sheet Machine Operator, Asphalter-Tank Cleaner, Tin Lead Operator
- 10 Cell Tester, Craneman/Pot Tender
- 11 Lead Casters, Senior Tin Lead Operator
- 12 Slimesman/Centrifuge Operator, Crane Operator Cell Changing, Anode Casting Operator, Caster

14 Operator Instructor

Metal Fabrication

8 Helper, Cadmium Packer/Loader
9 Zinc Billet Caster
12 Extrusion Press Operator (600-ton capacity)
13 Slab Caster-Rolling Mill Operator, Extrusion Press Operator (1300-ton capacity)
15 Metal Fab Instructor
17 Senior Leader

SPECIALTY METAL PRODUCTS

Silver

10 Baghouseman, Silver Refinery, Furnace Operator - Level I
12 Furnace Operator - Level II
15 Furnace Operator - Level III
16 Parting Plant Operator
17 Furnace Operator - Level IV
18 Furnace Operator - Level V
20 Operator Instructor Silver and Alloy

Alloy

10 Arsenic Recovery Operator
11 Pot Tender-Craneman
14 Rotary Furnace Operator
16 Operator Instructor Alloy
18 Senior Leader Alloy
20 Operator Instructor Alloy (Senior Leader)

Silver/Alloy/Copper Products

11 Utility Operator Specialty Metals

Copper Products and Effluent Treatment

10 Shipper Cu Products
12 Thallium Recovery Operator
13 Operator Waste Treatment Plants
15 Copper Products Operator
17 Instructor Copper Products
19 Senior Leader
20 Instructor Copper Products (Senior Leader)

Lead Trades

9 Oiler Inspector
21 Roofer-Insulator, Painting & Decorating
22 Machinist, Ironworker, Millwright, Steamfitter/Pipefitter, Carpenter, Steel Fab, Welder, Leadburner, Heavy Duty Mechanic
23 Job Planner (except Electrician, Instrument Mechanic), Instrument Mechanic, Electrician

24 Job Planner (Electrician, Instrument Mechanic)

ENERGY AND SERVICES

MAINTENANCE SUPPORT

Specialized Equipment

- 9 Vacuum Nozzleman/Truck Driver
- 10 Slag and Sand blaster, Mobile Vacuum System Operator
- 11 Liquid Blasting Operator

Training

- 24 Instructor Burning School, Instructor Basic Rigging, Instructor Scaffolding-Ladders
- 26 Senior Instructor Rigging Course, Senior Instructor Welding and Burning School, Senior Instructor Layout, Senior Instructor Plastic and Rubber, Senior Instructor Mechanical, Senior Instructor Propane Systems

Bricklayers

- 3 Bricklayer's Helper
- 8 Utility Man, Truck Driver
- 22 Bricklayer Journeyman
- 23 Job Planner (Bricklayer)

Projects - Lifting Group

- 9 Trainee
- 15 Lifting Group Operator

Project Trades - Steel Fabricators

- 22 Steel Fabricator

Project Trades - Instrumentation

- 23 Instrument Mechanic

Project Trades - Roofer/Insulators

- 8 Roofer/Insulator Helper
- 21 Roofer/Insulator Journeyman
- 22 Job Planner

Project Trades- Carpenters/Painters

- 21 Painting and Decorating
- 22 Job Planner (Painters), Carpenter
- 23 Job Planner (Carpenter)

Project Trades- Pipefitters

- 22 Steamfitter/Pipefitter
- 23 Job Planner (Pipefitter)

Project Trades - Electricians

- 23 Electrician
- 24 Job Planner (Electrician)

Project Trades - Welder

- 22 Welder
- 23 Job Planner (Welder)

Projects Trades - Millwrights

- 22 Millwright

Project Trades - Cement Masons

- 21 Cement Mason

Project Trades - Ironworkers

- 22 Ironworker (Lifting Group)
- 23 Job Planner (Ironworkers)

Projects - Labourers

- 2 Labourer
- 5 Trades Labourer, Concrete Breaker
- 8 Trades Helper, Payloader Operator, Surveyor's Assistant, Truck Driver
- 9 Hiab Truck Driver
- 10 Toolroom Attendant - Serviceman
- 11 Small Equipment Operator
- 12 Tractor-Trailer Operator
- 15 Maintenance Support Operator

MECHANICAL SUPPORT**Mechanical Support Trades - Plastic and Rubber**

- 8 Helper Plastic and Rubber
- 9 Grit Blaster, Inventory Control Person
- 22 Plastic and Rubber Journeyman
- 23 Job Planner (Plastic and Rubber)

Mechanical Support Trades- Steel Fabricators -

- 3 Sweeper
- 5 Tool Room Attendant, Utility Man
- 8 Material Handling Operator, Threading Machine Operator
- 9 Blacksmith Helper, Inventory Control Person
- 10 Burner Cutting Centre
- 13 Cutting Centre Operator

- 22 Steel Fabricator, Blacksmith, Welder, Steamfitter/Pipefitter
- 23 Job Planner (Steel Fabricator)

Mechanical Support Trades - Machinists

- 3 Sweeper
- 4 Tool Room Attendant
- 9 Shop Helper , Craneman
- 22 Machinist, Steamfitter/Pipefitter, Millwright
- 23 Tool and Die Maker, Job Planner (Machinist), Instrument Mechanic

Mechanical Support Trades - Armature Winding

- 8 Shop Helper Motor Winding Shop
- 22 Armature Winding Journeyman, Machinist
- 23 Electrician, Job Planner (Armature Winder)

Mechanical Support Trades - Carpenters

- 21 Painting and Decorating (Shop)
- 22 Carpenter

INFORMATION AND PROCESS TECHNOLOGY**Electronic Support Trades - Instrumentation/Elect.**

- 23 Instrument Mechanic, Electrician

Plant Support Trades - Instr/Elect/HVAC

- 22 Machinist
- 23 Refrigeration Journeyman, Electrician, Instrument Mechanic

Training

- 8 Truck Driver - Cleanup Man
- 23 Electrician, Instrument Mechanic
- 25 Instructor Control Systems
- 26 Senior Instructor Control Systems

PROTECTIVE SERVICES**Fire and Security**

- 21 Fire and Protective Services Officer
- 23 Fire and Protective Services Officer - Instructor

Water

- 14 Utility Operator

Air Separation Plant

- 18 Air Separation Process Operator

Protective Services Trades/Labourers

- 8 Payloader/Lift Truck Operator, Truck Driver
- 9 Oiler Inspector, Small Equipment Operator, Tireman

- 10 Tool and Equipment Serviceman, Utility Man
- 15 Shop Serviceman
- 21 Automotive Body Repair
- 22 Carpenter, Millwright, Welder, Steamfitter/Pipefitter, Lineman, Heavy Duty Mechanic, Steel Fabricator
- 23 Electrician, Job Planner(Steamfitter/Pipefitter), Job Planner(Millwright), Instrument Mechanic
- 24 Job Planner(Electrician)

Janitors

- 1 Janitor
- 2 Janitor/Coverall Attendant, Serviceman Helper
- 5 Window Cleaner
- 6 Garment Centre Attendant
- 8 Serviceman Repairs, Serviceman
- 9 Truck Driver/Garment Clerk
- 10 Janitorial Services Instructor

Office Cleaners

- 1 Office Cleaners

HUMAN RESOURCES

ADMINISTRATION

Employee Development

- 26 Senior Instructor, Equipment Courses

RESEARCH

ANALYTICAL SERVICES

Plant Services

- 2 Beaker Washer
- 4 Utility Person
- 7 Zinc Plant Sampler, Zinc Laboratories Bucker
- 8 Truck Driver

MATERIALS AND METALLURGY

PROPERTY SUPPORT

Receiving/Sampling

- 3 Parks and Garden Helper
- 8 Bucker
- 9 Mill Operator, Gardener, Road Grader Operator
- 10 Senior Bucker
- 11 Custom Sampler, Receiving Coordinator
- 12 Tractor Operator, Equipment Operator
- 13 Custom Sampler/Instructor, Senior Gardener
- 14 Tractor Operator/Instructor, Equipment Operator/Instructor
- 16 Power Shovel Operator
- 18 Instructor Equipment Operation

TRAIL ADMINISTRATION

PURCHASING

Warehousing/Warehousing Trades

- 8 Taxi Driver, Truck Driver Five-Ton, Warehouse Truck Driver (Light Delivery)
- 9 Field Serviceman, Hiab Truck Driver
- 10 Yardsman Material Control
- 11 Operator Instructor - Warehouse Services
- 12 Tractor-Trailer Operator
- 21 Industrial Warehouseman

Recycling/Landscaping

- 5 Yardsman
- 6 Burner-Shear Operator
- 7 Shredder Operator
- 8 Truck Driver Load Lugger, Road Sweeper Operator
- 9 Crawler Shearer Operator
- 10 Senior Yardsman

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Job Class List

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