

**COLLECTIVE AGREEMENT**

**IST-AIM CORPORATION**

Expires: January 26, 2001

## I N D E X

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## AGREEMENT

THIS AGREEMENT entered into this 26<sup>th</sup> day of April, 2000.

BETWEEN:

**IST-AIM CORPORATION**  
(hereinafter called the "Company")

PARTY OF THE FIRST PART;

AND:

**LOCAL UNION 258 OF THE  
INTERNATIONAL BROTHERHOOD OF ELECTRICAL  
WORKERS**  
(hereinafter called the "Union")

PARTY OF THE SECOND PART;

### BASIC PRINCIPLES

The general principles of the Agreement are as follows:

1. To set forth the hours of work, rates of pay, including safe work practices and/or conditions to be observed by the Company and the Union.
2. To provide orderly and harmonious procedures between the Company and the Union.
3. To secure a prompt and fair disposition of grievances.
4. To prevent interruption of work.
5. To promote the efficient operation of the Company's business.

### ARTICLE 1 - EFFECTIVE DATE, TERMINATION, AMENDMENTS AND SUBSTITUTIONS

#### Article 1.01 - Effective Date and Termination

This Agreement shall be in full force and effect from and including April 27, 2000 and shall continue in full force and effect from year to year thereafter subject to the right of either Party to this Agreement within four (4) months immediately preceding the date January 26, 2001 or immediately preceding the anniversary date in any year thereafter, by written notice to the other Party to require the other Party to commence collective bargaining with a view to the conclusion of a renewal or revision of the Collective Agreement or a new Collective Agreement.

#### Article 1.02 - Labour Relations Code of B.C.

The operation of Section 50 (2) and (3) of the Labour Relations Code of B.C. is hereby excluded.

#### Article 1.03 - Legislative Changes, Amendments and Substitutions

Should any provision of this Agreement be declared illegal by any court of competent jurisdiction such provision shall immediately become null and void, leaving the remainder of the Agreement in full force and effect and the Parties shall thereupon seek to negotiate substitute provisions which are in conformity with the applicable laws.

#### Article 1.04 - Past Terms and Conditions

No employee shall suffer a reduction of wages or less favourable conditions as a result of this Agreement.

#### Article 1.05 - Introduction of New Classifications

In the event the Company decides to introduce or the Union considers the Company has introduced a new classification of work, or changes the job content of any existing classification, properly coming within the jurisdiction of the Union, but not now provided for in this wage structure, the Company and the Union shall upon written request, enter into negotiations for the necessary classification of work and shall agree on the wage scale applicable thereto. The effective date of such wage rate shall be the date the work first began.

The Company will give the Union thirty (30) days' written notice of any new classification or changes to existing classifications and these changes shall be resolved within fifty (50) working days from the time of written notice to enter into negotiations unless mutually extended. Failing that, the matter will be resolved under two provisions of Article 4.04. New classifications shall not be put into effect until the above has been observed. Such classification shall then become part of the Agreement. The Company undertakes to provide to each employee, a copy of his or her job description.

#### Article 1.06 - Amendments

Any of the conditions in this Agreement may be amended at any time if both Parties agree such amendment is desirable.

### **ARTICLE 2 - UNION RECOGNITION, MANAGEMENT RIGHTS**

#### Article 2.01 - Union Recognition - Certification

This Agreement shall cover all employees employed by the Employer coming under the jurisdiction of the Union as specified in the "Certification".

#### Article 2.02 - Union Recognition - Membership

- (a) The Company agrees that all employees coming within the jurisdiction of the Union, as a condition of employment shall apply for membership in the Union upon the date of hire and shall sign a Dues Authorization Card.
- (b) All employees shall remain members in good standing throughout the life of the Agreement as a condition of employment, provided however, that the Union shall not request the Company to discriminate against any employee for non-membership in the Union if such membership is not available to the employee on the same terms and conditions generally applicable to other members.

#### Article 2.03 - Initiation Fees and Union Dues Check off

- (a) The Company agrees to honour a written assignment of wages for Union dues, assessments and initiation fees from an employee in favour of the Union.
- (b) The Company agrees to remit the fees, assessments and dues deducted under the above assignment to the Financial Secretary of Local Union 258 normally within fifteen (15), but not later than thirty (30) days from the pay day when deductions are made.

#### Article 2.04 - Management Rights

- (a) The Union acknowledges that the management and the operation of, and the direction and promotion of the working forces is vested exclusively in the Company, subject to the terms of this Agreement.
- (b) Without limiting paragraph (a) above, the Company shall have the right to select its employees, hire in accordance with the terms of this Collective Agreement, layoff, classify new employees, transfer, promote, demote or discipline them provided that a claim of discrimination against any employee, or misinterpretation of this Agreement, may be subject to a grievance and dealt with as hereinafter provided.
- (c) There shall be no restrictions on the Company as to the source of obtaining any and all raw materials, devices or finished apparatus required in the manufacture of goods by the Union, but whenever possible by the Company's determination, union made articles of comparable quality shall be used.
- (d) Company Rules
  - i It is agreed by both Parties that as a condition of employment, the rules and regulations of the Company, as posted on the notice boards, will be strictly obeyed

and that failure to do so shall be cause for discipline, including discharge providing such rules do not contravene the spirit and intent of this Agreement.

- ii The Company agrees that prior to any change in the Company's rules, the Union will be notified.

#### Article 2.05 - Strike/Lockouts/Legal Picket Lines

- (a) The Parties hereto agree that there shall be no lockout, strikes, slow-down or any other stoppage of or interference with work which would cause any interruption in production.
- (b) It is agreed that no part of this Agreement is to be interpreted as requiring members of the Union to work behind recognized legal picket lines where strike, lockout or other conditions detrimental to the interest of the Local Union prevail.

#### Article 2.06 - Union Representative

A Union Representative may, with the permission of the Company, have access to that portion of the Company's premises where Union members are employed. Such permission shall not be unreasonably withheld.

#### Article 2.07 - Bulletin Board

At least one (1) bulletin board shall be maintained for the posting of rules and regulations of the Company and Union Notices to employees represented by the Union.

#### Article 2.08 - No Discrimination

No Shop Steward, Committee or employee shall be discriminated against, intimidated or jeopardized in standing or suffer any loss of employment on account of membership in or legitimate activities on behalf of the Union. The employees and the Union will not engage in any Union activity on the premises during working hours without permission of the Company, such permission not to be unreasonably withheld.

#### Article 2.09 - New Hires

When in need of new employees, the Company will call the Union office. If Union members are not available or acceptable, the Company will be responsible for securing its own employees.

### **ARTICLE 3 - SHOP STEWARDS**

#### Article 3.01 - Shop Stewards

The Company will recognize Shop Stewards who shall be selected by the Business Manager as the representative of the Union and recognizes that the power of appointment and removal thereof is solely vested in the Union. The number of Stewards will normally not exceed one (1) Steward for

every fifteen (15) employees.

#### Article 3.02

The Union will advise the Company of the identity of all Stewards and will also give notice of any new appointment or removal thereof.

#### Article 3.03

Stewards shall report to their immediate manager and request permission to leave the job before leaving work to conduct Union business which shall consist solely of the investigation of complaints that may lead to grievances, or to handle the adjustment thereof, or to attend at any meeting with representatives of the Company or such other Union business as may be authorized by the Company during working hours.

#### Article 3.04

The Company shall allow Stewards to conduct said Union business within their regularly established working hours and within their assigned areas of representation, unless such action would seriously interfere with operations and in such instances, the Manager shall make arrangements for the Stewards to leave the job as soon thereafter as operations will permit.

#### Article 3.05

The Chief Shop Steward shall be given senior seniority in the plant if qualified to do the work. This applies to layoffs only.

#### Article 3.06 - Employee Rates

The Company shall pay employees at their regular rates for Union business conducted during their regular business hours, on the Company's premises. Stewards shall normally have maximum of one (1) hour for each step of the grievance procedure as outlined in Article 4.

### **ARTICLE 4 - GRIEVANCE PROCEDURE AND ARBITRATION**

#### Article 4.01 - Definition

A grievance shall be defined as any dispute or controversy between the Company and the Union, or between the Company and one or more of its employees covered by this Agreement in respect to any matters involving the interpretation, application or administration of any provision of this Agreement, any matter involving the alleged violation of this Agreement or any question as to whether any matter is grievable or arbitrable.

## Article 4.02 - Grievance Steps

### Step 1

An employee having a grievance shall first make an earnest effort to resolve the problem by discussing it with their immediate supervisor, in the presence of a Shop Steward, within three (3) working days of becoming aware of the grievance.

### Step 2

If a satisfactory solution is not reached in Step 1 within three (3) working days, the grievor, with the assistance of his/her Shop Steward, will submit the grievance in writing to the Business Manager of the Union who will take the matter up with the appropriate Company Official within five (5) working days of the Company's reply in Step 1. If agreement is not reached within a further five (5) working days, the matter may be referred to Arbitration as provided in Article 4.06.

## Article 4.03 - Discharge/Discipline/Grievance

- (a) If an employee believes they have been unjustly disciplined, or discharged, the matter will be taken up as a special grievance at Step 2 of the Grievance Procedure, within three (3) working days of the discipline or discharge.
- (b) The Shop Steward will be informed of any formal reports made on employees that may result in disciplinary action.
- (c) An employee shall be accompanied by their Steward in any disciplinary interview if desired by the employees.

## Article 4.04 - Union/Company Grievance

The Employer or the Union may raise a grievance by way of informal discussion or by setting the grievance out in writing and presenting it within three (3) working days after becoming aware of the occurrence of the alleged grievance. If the Parties are unable to resolve the matter within five (5) working days from the time the grievance was initiated, the grievance may be referred to Arbitration.

## Article 4.05 - Time Limits

Time limits as referred to in this Article may be extended by mutual agreement between the Parties.

## Article 4.06 - Arbitration

Any question of interpretation or any dispute arising out of this Agreement which cannot be settled by the Union and the Company shall be determined by Arbitration under the terms of the Labour Relations Code of B.C. and in the following manner.

- (a) Either Party may notify the other in writing by registered mail of questions to be arbitrated

and also the name and address of its chosen representative on the Arbitration Board.

- (b) Within five (5) days after receipt by the Party of the notice, it shall appoint an Arbitrator and give notice in writing of such appointment and the name and address of such appointee.
- (c) If the two Arbitrators appointed by the Parties fail to agree on a Chairman within five (5) days they shall forthwith request the Honourable Minister of Labour to appoint a Chairman.
- (d) The decision of the Arbitration Board shall be by majority vote and shall be final and binding upon both Parties.
- (e) In cases of grievance for discharge, suspension, or other actions of discipline, such grievance may be settled by the Arbitration Board by confirming the Company's decision in discharging, suspending or disciplining the employee, or by reinstating the employee with full or partial compensation for time lost, or by any other arrangement which is just and equitable.
- (f) Each Party shall bear the costs of its own Arbitrator and one-half the cost of the Chairman.
- (g) The Company and the Union reserve the right to use Section 87 of the Labour Relations Code of B.C.
- (h) The Company and the Union reserve the right to have a single Arbitrator settle any question of interpretation or any dispute arising out of this Agreement. If the two Parties to this Agreement cannot agree on a single Arbitrator within five (5) days, they shall forthwith request the Honourable Minister of Labour to appoint a single Arbitrator.

#### Article 4.07 - Jurisdiction Disputes

All disputes arising as to matters of jurisdiction shall be referred to the International President of the Union.

### **ARTICLE 5 - SENIORITY**

#### Article 5.01 - Definition

Seniority as hereinafter referred to shall be based on length of service within the bargaining unit. Seniority lists will be kept up to date by the Company and will be made available to the Union.

#### Article 5.02 - Probationary Period

After an employee has an accumulated period of service of fifty (50) working days with the Company they shall be granted seniority which shall date retroactively to the date they entered the employ of the Company. During this fifty (50) working day period, employees shall be on a probationary basis. An employee's probationary period may be extended with permission from the Union.

Article 5.03

If any employee is assigned to work in a classification at a rate superior to their own, they shall be paid at the closest step of the higher rate for all time worked in excess of thirty (30) minutes.

If any employee is assigned to work in a classification at a rate inferior to their own, they shall maintain their regular rate and progression.

Article 5.04 - Layoff and Recall

When there is a reduction in the workforce, the most junior employee(s) in the job classification being reduced shall be laid off first. However, prior to layoff an employee who either has worked in another active job classification or is able to perform other available work, has the right to displace a more junior employee in these classifications, resulting in the most junior employee(s) being laid off.

Recalls shall be conducted in reverse order of the process by which layoffs are affected.

Article 5.05 - Notice of Layoff

In the event of a layoff, the Company will be required to give notice in accordance with the following:

<u>Years of Service</u>	<u>Working Days</u>
0 - 1 year	1 day
1 - 3 years	5 days
Over 3 years	10 days

If the required notice is not given, the appropriate day's pay will be paid in lieu thereof, except in cases of fire, flood, electrical failure or similar conditions beyond the control of the Company. Where the layoff exceeds twenty-four (24) months, the provisions of the Employment Standards Act apply, this is in addition to the above noted notice.

Article 5.06 - Promotions

Should there be a job vacancy within the bargaining unit, it shall be posted for a period of three (3) working days to allow interested employees the opportunity to apply. The job shall be awarded to the most senior qualified applicant.

This does not preclude the right of the Company to seek applications from other sources during this time period. Such application shall not be given consideration until it is determined that a suitable applicant is not within the bargaining unit. (See Letter of Understanding #1.)

Article 5.07 - Maintain and/or Accumulate Seniority

An employee shall maintain and/or accumulate seniority under the following conditions:

(a) During a layoff an employee shall maintain and accumulate seniority for a period not to exceed twenty four (24) months. It is the employee's responsibility to keep the Company informed of any change in their address or phone number.

(b) Accident and Sickness

During an absence due to accident or sickness, an employee shall maintain and accumulate seniority for a period not to exceed twenty-four (24) months. Upon return from such absence, employees shall be returned to the classification held at the time of absence, or to one of equal rating, provided they are capable of performing former duties and provided the Company has received an acceptable reason for and/or authorized the absence. It shall be the duty of each employee to notify the Company of the reason for absence, to furnish evidence to support the absence and to keep the Company informed of the anticipated date of return to duty.

(c) Leave of Absence

During authorized leaves of absence, an employee shall maintain and accumulate seniority.

Article 5.08 - Termination of Seniority

An employee's name shall be removed from the Company's list of employees and his seniority terminated by:

- (a) Voluntary quitting of job.
- (b) Exceeding authorized leave of absence, unless failure to return to work is unavoidable.
- (c) Discharge for just cause.
- (d) Failure to report for work within five (5) working days and signify intention to return to work within three (3) working days from layoff unless failure is proved to be unavoidable.
- (e) Exceeding twenty-four (24) months on layoff.
- (f) Exceeding twenty-four (24) months off work due to sickness or accident.

Article 5.09 - Severance Pay

An employee who is terminated as a direct result of a closure of the whole or part of the Company's operation in the Greater Vancouver area shall be entitled to severance pay in accordance with the Employment Standards Act.

**ARTICLE 6 - HOURS OF WORK AND OVERTIME**

#### Article 6.01 - Hours of Work/Work Week

The hours of work for day shift shall be eight (8) hours per day forty (40) hours per week, from 7:00 am to 3:00 pm. The work week will be Sunday to Saturday. Employees must be at their work stations and ready to commence work at the start of their shift.

#### Article 6.02 - Second Shift

If a second shift is required it shall start at the end of the first shift, but shall end after seven and one-half (7.5) hours of work, the employee receiving eight (8) hours per pay plus a shift premium of fifty cents (\$0.50) per hour.

#### Article 6.03 - Third Shift

If a third shift if required it shall start at the end of the second shift, but shall end after seven (7) hours of work, the employee receiving eight (8) hours pay plus a shift premium of seventy-five cents (\$0.75) per hour.

#### Article 6.04 - Shift Selections

The most senior employees will have the first selection of shifts. When a shift is to be changed, one (1) week's notice will be required and the shift change will take effect on the Sunday or the first day of the work week following the Sunday. The employer will allow an employee up to two (2) weeks to change shift in extenuating circumstances.

#### Article 6.05 - Shift Schedule

The shift schedule is Appendix "C" and may be amended from time to time with mutual agreement between the Union and Management.

#### Article 6.06 - Overtime

All hours worked in excess of eight (8) hours per day or forty (40) hours per work week will be paid at the overtime rates. Overtime rates will be time and one-half for the first two (2) hours immediately before or after the regular shift as well as for the first four (4) hours on Saturday, and double time for all other hours worked.

Overtime will be divided on a fair and equitable basis. A list of all employees with their overtime hours will be posted and kept up to date by the employer.

#### Article 6.07 - Call Out

Employees shall receive a minimum of four (4) hours' pay at overtime rates if called to work from their homes.

#### Article 6.08 - Overtime Meal Allowance

Whenever an employee is assigned overtime during a regularly scheduled shift, to be worked at the conclusion of that shift and for a period in excess of two (2) hours, the Company agrees to provide a five dollar (\$5.00) meal allowance to be paid prior to the start of overtime, or the Company will provide a prepared meal at the dinner break.

#### Article 6.09 – Rest Periods

Employees will be given two (2) paid fifteen (15) minute break periods.

### **ARTICLE 7 - HEALTH AND SAFETY**

#### Article 7.01 - Safety Rules

Both the employer and the Union hereby declare their intent to conduct a safe operation. Working practices shall be governed by the regulations of the province of British Columbia.

To ensure application of safety matters of the broadest possible experience and to provide for full co-operation there shall be a Safety Practices Committee composed of two (2) representatives of the employer and two (2) representatives of the Local Union. One of these representatives shall act as Chairman, alternating yearly between employer and Local Union representatives. The Chairman shall be entitled to vote on all questions before the Committee. A majority decision of the Committee shall be binding on both Parties to this Agreement. When the Committee fails to obtain a majority decision on any question referred to it, the question shall be resolved through the grievance procedure.

A copy of the Safety Practices Committee Minutes is to be posted on the Notice Board and a copy forwarded to the Union.

#### Article 7.02 - Harassment Free Workplace

It is the intent of the Parties to provide a work environment free of harassment and intimidation. No employee will be subjected to any form of harassment or intimidation by representatives of management or another employee. Alleged instances of harassment and intimidation will be dealt with expeditiously through the grievance procedure, Human Rights Act, Ombudsman, etc.

#### Article 7.03 - On-the-Job Injury

- (a) If an employee is injured to such an extent that they are obliged to cease work, their wages will continue for the balance of the day on which they are injured.
- (b) The Company shall furnish adequate emergency transportation to and from the nearest suitable doctor or hospital for any employee injured or who has become seriously ill while on the Company's premises.

#### Article 7.04 - Protective Clothing

Protective clothing will be supplied to employees whose duties are particularly hard on clothing to be defined and mutually agreed upon by the Union Representative and the Company.

## **ARTICLE 8 - LEAVES OF ABSENCE**

### **Article 8.01 - Leave of Absence - Union**

- (a) The Company, upon receiving four (4) weeks' notice in writing from the Business Manager or delegate of the Union, agrees to grant a leave of absence without pay to not more than one (1) employee for full-time service in the Union. Such leave of absence is not to exceed thirty-seven (37) months at a time, unless there is mutual agreement to an extension.
- (b) The Company, upon receiving two (2) weeks' notice in writing from the Business Manager or delegate of the Union, agrees to grant leave of absence without pay to Union Stewards or Representatives of the members for the purpose of attending to Union business. Such leaves of absence shall not exceed two (2) weeks' duration, nor shall they exceed one (1) member at any one time unless otherwise mutually agreed.

### **Article 8.02 - Leave of Absence - Personal**

Subject to staffing requirements and following six (6) months of employment, the employer may grant an employee a leave of absence without pay, not to exceed three (3) calendar months duration. Employees will be automatically terminated if they accept other employment during this leave. Employees will maintain and accumulate seniority during leave.

During this leave an employee will be responsible for their Health and Welfare premiums.

### **Article 8.03 - Bereavement Pay**

In the case of a death in the family of an employee, the Company will grant to the employee, three (3) days' leave of absence with pay at the employee's regular hourly rate of pay. Family shall mean: Spouse, Father, Mother, Legal Guardian, Son, Daughter, Brother, Sister, Father-in-law, Mother-in-law, Sister-in-law, Brother-in-law, Grandfather, Grandmother and Grandchild.

### **Article 8.04 - Jury Duty Pay**

An employee who is called for jury duty or who is subpoenaed as a witness will continue to receive his/her regular rate of pay and will assign to the Company, the fees received from the Court.

## **ARTICLE 9 - HEALTH AND WELFARE**

### **Article 9.01**

The Company agrees to provide the following health and welfare benefits effective July 1, 1996.

Company Contributions

Medical Services Plan of B.C. 100%  
Extended Health Care Benefits 100%

- (a) Drugs
- (b) Hospital: Ward to Semi-Private
- (c) Supp. Health Care
- (a), (c) and (d) combined - deductible  
\$25.00 per calendar year.

Life Insurance and A.D. & D. 100%  
Member \$25,000.00  
Spouse \$ 5,000.00  
Child \$ 2,500.00 each

Dental 100%  
  
Part A - preventative 100%  
Part B - restoration 50%  
Part C - orthodontics 50%

A and B combined \$2,000.00 maximum in calendar year.  
C \$1,500.00 maximum lifetime for each insured dependent.

Weekly Indemnity Insurance 100%  
  
1-7-17 - 66 2/3% of earnings - maximum  
\$650.00 per week.  
Basic or \$750.00 extended.

\*Long Term Disability Insurance

60% of earnings to a maximum of \$2,500.00  
basic monthly or \$5,000.00 extended monthly.

\*100% Employee paid.

New Employees

Medical Services Plan of B.C.:

First day of the month following thirty (30) calendar days of service

All other benefits:

On the first of the month following completion of three (3) months' employment.

Employees Recalled from Layoff:

All benefits to start on the first of the month following recall.

Upon termination:

Weekly Indemnity and Long Term Disability cease at the end of the working day of layoff. All other benefits cease at the end of the month in which layoff or termination occurs.

Employees off work due to sickness or accident will have dental for six (6) months - all other coverage will be for twenty-four (24) months; at the end of the twenty-four (24) months employees have the option to self-pay for the noted benefits.

Article 9.02 - Sick Days

An employee who has two (2) years of seniority will be entitled to two (2) sick days per year. The employer may require a physician's note to confirm sickness on these days. Any fee charged by the physician for these notes will be paid by the Company.

**ARTICLE 10 - ANNUAL VACATIONS**

Article 10.01 - Annual Vacation Entitlement

Employees will be entitled to annual vacation time and vacation pay in accordance with the following provisions.

<u>Number of Completed Years</u>	<u>Number of days and Vacation Pay</u>
Less than 1 year	1 day per completed month to a maximum of 2 weeks with the greater of 4% of gross income or number of days at current straight-time rate.
1 - 3 years	2 weeks, greater of 4% of gross earnings or 10 days at current straight-time rate.
3 - 8 years	3 weeks, greater of 6% of gross earnings or 15 days at current straight-time rate.
8 - 18 years	4 weeks, greater of 8% of gross earnings or 20 days at current straight-time rate.
18 years or more	5 weeks, greater of 10% of gross earnings or 25 days at current straight-time rate.

Article 10.02 - Annual Vacations

The Employer will grant vacations subject to staffing requirements. Senior employees will have the

first choice of vacation time. An employee changing their vacation time off will not be allowed to bump another employee out of their selected choice. An employee's vacation pay will be paid on the pay period prior to the employee leaving on vacation.

Article 10.03

No employee shall be permitted to accept extra pay in lieu of actual vacation time off.

**ARTICLE 11 - GENERAL HOLIDAYS**

Article 11.01

Employees shall observe the following holidays and will be paid at regular straight time pay provided they have worked at least fifteen (15) days within the prior thirty (30) days immediately preceding the holiday.

New Year's Day	Canada Day	Remembrance Day
Good Friday	B.C. Day	Christmas Day
Easter Monday	Labour Day	Boxing Day
Victoria Day	Thanksgiving Day	Heritage Day

and any other day which might be declared by the federal or provincial governments.

Article 11.02

Employees required to work on any of the above noted holidays shall be paid at double time for all hours worked, in addition to the regular holiday pay.

Article 11.03

Should one of the holidays occur during an employee's vacation, he/she will receive an additional vacation day.

Article 11.04

An employee on excused absence or who is on sickness and accident for two (2) months or Workers' Compensation Board benefits for four (4) months, will be paid for the holidays falling during the benefit period.

Article 11.05

No member of the Union shall be required to work on Labour Day excepting to preserve life or property.

**ARTICLE 12 - PAYMENT OF WAGES AND PREMIUMS**

Article 12.01 - First Aid Premiums

Employees designated as First Aid Attendants shall receive the following payments in addition to their regular wage.

Level III - Certificate \$0.45 per hour.  
Level II - Certificate \$0.35 per hour.  
Level I - Certificate \$0.25 per hour.

Survival Certificate \$0.15 per hour.

Article 12.02

Employees assigned by the Manager to train fellow employees shall receive 05% training differential above their own classification rate for all time spent on training the other employees.

Article 12.03

Wages shall be paid every second Friday before quitting time. Automatic banking of pay cheques will be made available to employees.

Article 12.04

Wages shall be paid in accordance with the rates of pay as listed in Appendix "A", appended hereto.

Article 12.05

Employees who are to be responsible for company-provided tools will be supplied with a suitable tool box and lock to secure tools.

Article 12.06 - Joint Consultation and Adjustment Committee

A joint committee shall be established to discuss issues relating to the workplace that affect the Parties or any employee bound by the Collective Agreement. The Committee will meet at least once every two (2) months as per the Labour Relations Code, Section 53.

IN WITNESS WHEREOF, each of the parties hereto have caused this Agreement to be signed by duly authorized representatives on this \_\_\_ day of \_\_\_\_\_, 2000

SIGNED FOR THE COMPANY:  
IST-AIM CORPORATION

SIGNED BY THE UNION:  
LOCAL 258 OF THE IBEW

\_\_\_\_\_  
Manager of Operations

\_\_\_\_\_  
JOHN E. McGRAW  
Business Manager and  
Financial Secretary

General

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**APPENDIX "A"**

RATES OF PAY

DAY SHIFT

April 26, 2000

Production Worker

Start	0 - 3 months completed	\$ 8.20
	4 - 6 months completed	\$ 9.25
	7 - 9 months completed	\$10.19
	10 - 12 months completed	\$10.20
	Thereafter	\$12.00

AFTERNOON SHIFT

GRAVEYARD SHIFT

April 26, 2000

April 26, 2000

\$	8.70	\$	8.95
\$	9.75	\$	10.00
\$	10.70	\$	10.96
\$	11.21	\$	11.42
\$	12.51	\$	12.76

Lead Hand

The Lead Hands will be paid ten percent (10%) above the highest rate they are to direct.

Foreman

The Foreman will be paid ten percent (10%) above the highest rate available to the Lead Hand.

## APPENDIX "B"

### JOB DESCRIPTIONS

#### LEAD HAND

The Lead Hand will lead, direct, train and organize the employees in their respective areas. They will be responsible for record keeping in their areas. The Lead Hand will report to the Foreman and/or Production Manager.

#### FOREMAN

The Foreman will be responsible for the Lead Hands. They will report to and take direction from the Production Manager.

#### PRODUCTION WORKER

Performs all functions involved in the production of the Company's product. Conducts go-no-go tests on the product. Performs basic record keeping, shipping and receiving functions.

**APPENDIX "C"**

**SHIFT SCHEDULE**

NAME	SHIFT	MON	TUES	WEDS	THU	FRI	SAT	SUN	DAYS
Day 1	D	W	W	W	W	W			5
Day 2	D	W	W	W	W	W			5
Day 3	D	W	W	W	W	W			5
Day 4	D	W	W	W	W	W			5
Day 5	D	W	W	W	W	W			5
Day 6	D		W	W	W	W	W		5
Day 7	D			W	W	W	W	W	5
Day 8	D	W			W	W	W	W	5
Day 9	D	W	W			W	W	W	5
Day 10	D	W	W			W	W		5
Day 11	D	W	W	W			W		5
Day 12	D	W	W	W	W				5
<b>Day Total</b>		10	10	10	10	10	5	5	
Afternoon 1	A	W	W	W	W	W			5
Afternoon 2	A	W	W	W	W	W			5
Afternoon 3	A	W	W	W	W	W			5
Afternoon 4	A	W	W	W	W	W			5
Afternoon 5	A	W	W	W	W	W			5
Afternoon 6	A		W	W	W	W	W		5
Afternoon 7	A			W	W	W	W	W	5
Afternoon 8	A	W			W	W	W	W	5
Afternoon 9	A	W	W			W	W	W	5
Afternoon 10 A	W	W	W			W	W		5
Afternoon 11 A	W	W	W	W			W		5
Afternoon 12 A	W	W	W	W	W				5
<b>Afternoon Total</b>		10	10	10	10	10	5	5	
Graveyard 1	G	W	W	W	W	W			5
Graveyard 2	G	W	W	W	W	W			5
Graveyard 3	G	W	W	W	W	W			5
Graveyard 4	G			W	W	W	W	W	5
Graveyard 5	G			W	W	W	W	W	5
Graveyard 6	G			W	W	W	W	W	5
		3	6	6	6	3	3		
<b>Grand Total</b>		23	23	26	26	26	13	13	

LETTER OF UNDERSTANDING #1

BETWEEN:

IST-AIM CORPORATION

AND:

LOCAL UNION 258 OF THE INTERNATIONAL  
BROTHERHOOD OF ELECTRICAL WORKERS

RE: JOB POSTINGS TO IST-AIM CORPORATION (INDUSTRIAL DIVISION)

1. Job postings from IST-Aim Corporation (Industrial) will be posted at IST-Aim Corporation (Carbon Monoxide Division) to allow interested employees the opportunity to bid on these jobs.
2. Ten percent (10%) of the workforce, to a maximum of two (2) employees, in a sixty (60) day period may be selected to positions at IST-Aim Corporation (Industrial Division).
3. Successful candidates will retain their seniority at IST-Aim Corporation (Carbon Monoxide Division) until they complete the probationary period at IST-Aim Corporation (Industrial Division). Upon successful completion of the probationary period the employee will relinquish all rights to IST-Aim Corporation (Carbon Monoxide Division).

Signed this \_\_\_\_ day of \_\_\_\_\_, 2000

SIGNED FOR THE COMPANY:  
IST-AIM CORPORATION

SIGNED BY THE UNION:  
LOCAL 258 OF THE IBEW

\_\_\_\_\_  
General Manager of Operations

\_\_\_\_\_  
JOHN E. McGRAW  
Business Manager and  
Financial Secretary