

COLLECTIVE AGREEMENT

WEST COAST ELECTRIC LTD.

AND

**LOCAL UNION 258 OF THE
INTERNATIONAL BROTHERHOOD OF ELECTRICAL
WORKERS**

June 1, 2001 to May 31, 2004

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June 1, 2001 to May 31, 2004

THIS AGREEMENT entered into this 17th day of July, 2001.

BETWEEN:

WEST COAST ELECTRIC LTD.
(hereinafter called the "Company")

AND:

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

BASIC PRINCIPLES

The general principles of this Agreement are as follows:

1. To set forth the hours of work, rates of pay and 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 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 June 1, 2001 and including May 31, 2004, 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 May 31, 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 - Exclusions

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

Article 1.03 - Legislation 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

The immediate past terms and conditions of employment shall continue to prevail, other than as amended by this Agreement.

Article 1.05 - New Classifications

In the event the Company wishes to introduce, or the Union considers that the Company has introduced, a new classification of work properly coming within the jurisdiction of the Union, but not now provided for in this Agreement, the Company and the Union shall enter into negotiations for the necessary classifications of work and shall agree on the wage schedule applicable thereto. New classifications and wage rates shall then become part of this Agreement, the Company agrees to notify the Union of any such new classification.

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 AND WORK JURISDICTION - COMPANY AND UNION RELATIONS

Article 2.01 - Union Recognition

- (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 within thirty (3) days from the date of hire and shall sign dues authorization and Union membership cards and shall become members in good standing thereof within ninety (90) days from the date of hire.
- (b) All employees hereinafter described under this Article shall remain members in good standing thereof throughout the life of this 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 2.02 - 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) The Company shall have the right to select its employees, hire in accordance with Article 2.03, discharge, transfer, promote, demote or discipline them provided that a claim of discrimination against any employee, or misinterpretation of this Agreement, may be the subject of 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, UNION MADE articles of comparable quality and cost shall be used.

Article 2.03 - New Employees

When in need of new employees, the Company shall call the Local Union office. If Union members are not available, or acceptable, the Company shall then be responsible to secure its own workers. The Company will notify the Union of new hires.

Article 2.04 - Initiation Fees and Union Dues Check off

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

Article 2.05 - Strike, Lockouts and Legal Picket Lines

- (a) The parties hereto agree that there shall be no lockout, strikes, slow down or any other stoppage 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 a recognized legal picket line where strike, lockout or other conditions detrimental to the interests of the Local Union prevail.

Article 2.06 - Union Representative

A Union representative may, with permission from 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 Boards

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. A copy of such notices signed by the authorized representative of the Union (Chief Shop Steward) or Union representative, shall be presented to the Company for their information and approval before posting.

ARTICLE 3 - SHOP STEWARDS

Article 3.01

The Company will recognize Shop Stewards who shall be selected in accordance with Union rules and regulations and hereby recognizes that the power of appointment and removal thereof is solely vested in the Union. The number of Stewards will be consistent with the need, but will not normally 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 give notice of any new appointment or removal thereof.

Article 3.03

Stewards shall report to their immediate supervisors 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 supervisor shall make arrangements for the Stewards to leave the job as soon thereafter as operations will permit.

Article 3.05

No Shop Steward, committee or employee shall be discriminated against or jeopardized in standing or suffer any loss of employment on account of membership in or legitimate activities on behalf of the Union. The employee 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 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 (1) 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 his/her 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 to 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 4.05.

Article 4.03 - Employee Rates

The Company shall pay employees at their regular rates for Union business conducted during regular business hours, on the Company's premises, provided that management is notified.

Article 4.04 - Discharge, Suspension or Other Actions of Discipline

If an employee believes he or she has been unjustly discharged, the matter will be taken up as a special grievance under Article 4.02 of this Agreement. Any such grievance shall be referred to the Manager, within three (3) working days after the employee has been advised that he or she has been discharged from the Company and the matter shall be disposed of within seven (7) working days of the time the Manager received notice of the grievance, except where a case is taken to Arbitration.

Article 4.05 - Arbitration Procedure

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* and in the following manner.

- (a) Either Party may notify the other in writing of question(s) to be arbitrated.
- (b) Within five (5) days after receipt by the Party of the notice, an Arbitrator shall be agreed to by the parties.
- (c) Failing agreement by the parties, a request will be made to the Collective Agreement Arbitration Bureau to appoint an Arbitrator.
- (d) The decision of the Arbitration Board shall be final and binding upon both parties.
- (e) Each Party shall each bear one-half the cost of the Arbitrator.
- (f) The Company and the Union reserve the right to use Section 87 of the *Labour Relations Code*.

Article 4.06 - Jurisdictional Disputes

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

Article 4.07 - Classification Adjustments

In the event that an employee is transferred to a job within another classification or is performing the work of another classification as outlined in Appendix "B" without receiving pay for that classification per Appendix "A", such employee may raise the matter as a grievance.

ARTICLE 5 - SENIORITY

Article 5.01 - Layoff and Rehire

The parties hereto recognize that employees are entitled to a measure of job security based on length of service. It is further mutually recognized, however, that in connection with job security, the skill and efficiency of any employee must also be studied as well as seniority withstanding. It is agreed that, other things being equal, laying off from work and resuming work will be done according to seniority with the Company in the department in which the employee is engaged, except under conditions outlined in Article 5.02, but each of the parties hereto agree that the skill, ability and efficiency mentioned above must also be taken into account, where such layoffs are necessary. The Company however, agrees that, when it is necessary for layoffs to be made which are not strictly in accordance with the seniority list, the Shop Steward will be notified if possible five (5) days in advance and will be fully informed in the matter.

Recall will be conducted in the reverse order of layoff. In circumstances where the employee to be recalled does not have the required skills to perform the job required, the Union and Company will meet to agree who should be recalled.

Article 5.02 - Classification Seniority

In laying off, or rehiring, or abolishing of a classification, the principle of seniority within a classification shall prevail, employees reserve the right to displace less senior employees in previously held classifications. Classification seniority shall consist of total Plant seniority applied to the classification currently held by the employees. Seniority can be claimed for displacement purposes, provided the employee has the requisite qualifications as evaluated by the Company to do the work performed by the person being displaced. The foregoing does not preclude the employees' access to the grievance procedure under Article 4.

Article 5.03 - Probationary Period

New employees will serve a probationary period of fifty (50) working days upon successful completion of probation, such employee will gain seniority starting from their first date of employment with the Company.

Article 5.04 - Maintain and/or Accumulate Seniority

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

(a) Layoff:

- i All employees hired after December 1, 1987 shall maintain and accumulate seniority for a period not to exceed twelve (12) months.
- ii All employees hired prior to December 1, 1987 will 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 to their address or telephone number.

If layoff exceeds lengths set out above resulting in termination of an employee, the employer will pay severance in accordance with Part 8, Section 63 of the *Employment Standards Act*.

(b) Accident and Sickness

During an absence due to accident or sickness, an employee shall maintain and accumulate seniority as provided in Section (a) above. Upon return from such absence, the employee shall return to the position held prior to his or her absence, or to one of equal rating provided he or she is 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 leave of absence, an employee shall maintain and accumulate seniority.

(d) Supervisors

Members of the bargaining unit who are working Supervisors will maintain and accumulate seniority in their basic classification while supervising.

Article 5.05 - Reporting to Work

Any employee in the bargaining unit reporting to work shall be entitled to four (4) hours' work or pay at the prevailing rized leave of absence, an employee shall maintain and accumulate seniority.

(d) Supervisors

ic classification while supervising.

(a) to Work

(b) g to work shall be entitled to four (4) hours' work or pay at the prevailing rate in lieu thereof,

- (c) previously advised not to report, or unless work is not available through circumstances outside the Company's control.

Article 5.06 - Termination of Seniority

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

- (a) Voluntarily terminating employment with the Company.

having a reason acceptable to the Company.

- (a) Failure to report to work within five (5) days after notification by registered mail or telegram to return to work, unless failure is proved to the satisfaction of the Company to be

(b) will be deemed to have been when letter sent to the address on file with the Company, allowing time for normal delivery.

(d) Exceeding layoff as per Article 5.04 (a).

Article 5.07 - Transfers Within Bargaining Unit

(c) s or on a temporary basis and the employee will retain his/her seniority in the classification from which he/she was transferred during the trial or temporary period.

(d) transfer will become permanent after sixty (60) working days unless previously made permanent by a written notice to the employee. At the time a trial or a temporary transfer is made permanent, the employee's seniority shall be transferred.

(c) On a transfer from a higher to a lower paying job, the employee will retain his present

(e) y for the balance of the current pay period, plus one full pay period immediately thereafter.

(d) In the event an employee is transferred to a job within another classification, and fails

nsfer or a leave of absence, the employee will be returned to the job held prior to the transfer or leave

(b) exists.

(e) The principle of returning an employee to his/her previous job, as outlined above in this Section, will not apply when the reason for the initial transfer was because of

e original job.

- Promotions

d.

(a) Seniority.

uirements of the operation and the ability, knowledge, training, skill and physical fitness of the

(a) etween two (2) or more employees, seniority shall govern.

Article 5.9 - Job Vacancies

Vacancies occurring in job classifications covered by this Agreement shall be posted for a period of three (3) working days to allow interested employees the opportunity to apply.

Article 5.10 - Seniority List

(b) by the Company and upon request, copies submitted to the Union.

Article 5.11 - Leave of Absence - Union

(a) The Company upon receiving four (4) weeks' notice in writing from the Executive Officers of the Union, agrees to grant a leave of absence without pay to not more than one (1) employee for full-time service with the Union. Such leave of absence is not to exceed thirty-

to an extension.

mpany, upon receiving two (2) weeks' notice in writing from the Executive Officers of the Union, agrees to grant leave of absence without pay to Union Stewards or representatives of the members for

- (a) exceed two (2) weeks' duration, nor shall they exceed one (1) member at any one time unless otherwise mutually agreed.

ARTICLE 6 - HEALTH, WELFARE AND SAFETY

Article 6.01 - Safety Rules

The Company shall make reasonable provisions for the safety and health of the employees

(b) ed that in the matter of safety practices, the existing rules and regulations of the province of B.C. shall govern.

Article 6.02 - Company Rules

(c) condition of employment, the rules and regulations of the Company as posted on the notice

o do so shall be cause for discipline, including discharge providing such rules do not contravene the

nt of this Agreement.

- (a) In an interview dealing with corrective measures, the employee shall have the right to be represented by his/her Shop Steward, unless the employee requests the Shop Steward not to be present.
- (b) c) The Company agrees that prior to any change in the Company rules, the Union will be notified.

Article 6.03 - Reporting Unsafe Conditions

(c) agrees to notify the Company in writing of any unsafe conditions in the Plant that come to its attention.

Article 6.04 - On-the-Job Injury

(a) If any employee is injured to such an extent that he/she is obliged to cease work

tinue for the balance of the day on which he or she is injured.

red in the shop of the Company.

(d) .

Article 6.05 - Protective Clothing

(f) by the Workers' Compensation Board.

(g) and Welfare

roviding:

- (a) B.C. Medical Plan - 100% Company paid.
- (b) Extended Health Benefits - 100% Company paid.
- (c) Life Insurance - 2 x annual earnings - maximum \$100,000.00 - 100% Company paid.

nity - 1-1-4-52 - 75% of Weekly gross earnings - 100% Company paid.

(f) L.T.D. - 66 2/3% of monthly earnings - 100% Company paid.

(g) Dental Plan - 75% Company paid.
- 25% Employee paid.

Cost Sharing

be reimbursed on an individual basis.

Pension Plan

) per hour paid into the plan on behalf of each employee. Employees will choose the carrier and have the right to change the carrier.

Weekly Indemnity

The Company agrees to provide three (3) days per year sick time off with pay to be used as a bridge during the waiting period for weekly indemnity, employees must be on the Company payroll for

Vision Care

The Company agrees to provide vision care as follows:

\$60.00 per member and/or dependant per each two (2) year period for eyeglasses or contact lenses.

Proof of purchase to be provided prior to payment by the Company.

Article 6.07 - Bereavement Leave

oyee's regular hourly rate of pay. Family shall mean Spouse, Father, Mother, Son, Daughter, Brother, Sister, Father-in-law, Mother-in-law, Grandmother, Grandfather, Grandchild.

Article 6.08 - Jury Duty Pay

An employee who is called for jury duty or who is subpoenaed as a witness will receive for each day of absence, the difference between pay lost, and the amount of the fee received, providing that the

d.

Article 6.09 – Harassment Free Workplace

ent and intimidation. No employee will be subjected to any form of discrimination, harassment or

ry to the above will not be tolerated in the workplace and may result in a requirement for education and /or discipline.

ARTICLE 7 - HOURS OF WORK, OVERTIME, SHIFTS AND HOLIDAYS

Article 7.01 - First Shift

on the first shift.

Article 7.02 - Work Week

Thirty-seven and one-half (37.5) hours of work in a five (5) day period shall constitute a work week, Monday through Friday. Employees shall receive forty (40) hours' pay.

Article 7.03 - Service Employees

Certain service employees, i.e., Janitor, may be required to work other hours of work than those previously stated but in no case shall their hours of work exceed seven and one-half (7.5) hours per

(a) e earlier than 5:00 a.m. and not later than 10:00 p.m.

Article 7.04 - Second Shift

If the second or evening shift is employed, it shall start at the end of the first or day shift, but

(b) receiving eight (8) hours' pay at his regular rate, plus ten percent (10%) per hour. An

(c) notice of change of shift and such notice shall be given prior to the start of the last shift

(a) the week.

Article 7.05 - Overtime

(a) All hours worked in excess of the hours specified for the day and afternoon shifts

(b) e of pay for the first two (2) hours immediately following the shift and double time thereafter.

shift or prior to starting time of any shift, shall be paid at double time the regular hourly rate of pay.

(c) Work performed on Saturday/Sunday shall be paid for at the rate of double time the regular hourly rate of pay.

Article 7.06 - Minimum Overtime Rate

ates if advised to work overtime prior to or immediately after quitting time on days or on evening shift.

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

Article 7.07 - Supper Money

e on any shift, the Company will provide a meal to the employee. When an employee is required to

ithout pay shall be given immediately following the regular shift.

Article 7.08 - Rest Period

The Company agrees to grant all employees covered by this Agreement, two (2) fifteen (15) minute rest periods, each day, one in the morning and one in the afternoon, at a time specified by the Company. Employees called upon to work overtime shall be granted a coffee break every two (2) hours while overtime lasts.

cle 7.09 - Special Rate

- (a) employees while welding a painted or galvanized metal.

Article 7.10 - Outside Work

- (b) Four (4) weeks' vacation at 8% of gross earnings after three (3) years of employment.
- (c) Five (5) weeks' vacation at 10% of gross earnings after nine (9) years of employment.
- (d) Six (6) weeks' vacation at 12% of gross earnings after fifteen (15) years of employment.
- (e) Payment of vacation will be based upon gross earnings in the prior year completed between July 1 and June 30 the following year.
- (f) Payment of vacations will be on a percentage basis, pro-rata up to a maximum of four (4) percent of gross earnings for two (2) weeks, six (6) percent for three (3) weeks, eight (8) percent for four (4) weeks, ten (10) percent for five (5) weeks and twelve (12) percent for six (6) weeks.
- (g) Employees who are off work as a result of job connected injuries covered by Workers' Compensation will be credited for the appropriate percent of what his regular earnings would have been for the period of absence.

Article 7.12 - General Holidays

- (a) Double time in addition to regular general holiday pay shall be paid employees for work performed on the day on which the following general holidays are observed.

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

- (b) If no work is performed on the general holidays enumerated in Article 7.12 (a), employees shall receive straight-time pay.
- (c) Should a paid holiday(s) occur during the period when an employee is taking his or her annual holidays, he or she shall receive an extra day(s) holiday, in accordance with provisions of the Agreement.
- (d) When the aforementioned statutory holidays fall on a Saturday they shall be observed on the previous Friday, and those falling on Sunday shall be observed on the following Monday.
- (e) No member of the Union shall be required to work on Labour Day excepting to preserve life or property.
- (f) Heritage Day shall be designated as the third Monday in February until such time as proclaimed as a Statutory Holiday.

Article 7.13 - Payment of Wages

Wages shall be paid every second Friday before lunch.

ARTICLE 8 - AGREEMENT SIGNATURES

IN WITNESS WHEREOF the parties have hereunto affixed their hands and seals through their respective officers.

SIGNED BY THE COMPANY:

SIGNED BY THE UNION:

WEST COAST ELECTRIC LTD.

LOCAL UNION 258 OF THE
INTERNATIONAL BROTHERHOOD
OF ELECTRICAL WORKERS

JOHN E. MCGRAW
Business Manager and
Financial Secretary

Date

Date

APPENDIX "A"

CLASSIFICATIONS AND WAGE RATES

	<u>June 1, 2001</u>	<u>June 1, 2002</u>	<u>June 1, 2003</u>
Lead Hand:	\$ 23.41	\$ 23.88	\$ 24.36
Improver:	22.59	23.04	23.50
Production Worker:			
First 3 months:	10.93	11.15	11.37
4 – 12 months:	12.02	12.26	12.51
13 – 24 months:	13.88	14.16	14.44
25 – 48 months:	17.65	18.00	18.36
49 – 72 months:	18.87	19.24	19.63
73 – 96 months:	19.54	19.93	20.33
Thereafter:	20.63	21.05	21.47

NOTES:

1. To advance to the 25 – 48 month rate of pay an employee is required to take an employer-approved “course” related to work at West Coast Electric Ltd. (i.e., Industrial First Aid, WHIMIS, WELDING). Upon successful completion the employer will reimburse the employee for receipted costs of the course. Any employee not taking an approved course will remain at the 13 – 24 month rate of pay.
2. The employer may place experienced employees at a rate higher than the starting rates.

SIGNED BY THE COMPANY
WEST COAST ELECTRIC LTD.

SIGNED BY THE UNION
LOCAL UNION 258 OF THE
INTERNATIONAL BROTHERHOOD
OF ELECTRICAL WORKERS

JOHN E. MCGRAW
Business Manager and
Financial Secretary

Date

Date

APPENDIX "B"

CLASSIFICATIONS

LEAD HAND

An employee who is given the responsibility to lead, guide and direct a group of employees, shall be a Journeyman or have the equivalent experience.

IMPROVER

Employees must have had at least five (5) years' experience as a Production Worker. Must be able to read and work from blueprints and fabricate first class work under the supervision of a Journeyman and fabricate smaller custom work without supervision and instruct Production Worker of this type of work. Must be able to work with the tools of the trade and necessary available machines in the Plant. Also shall be expected to do simple arc welding.

PRODUCTION WORKER

Employees who are able to work with the tools of the trade and necessary available machines in the plant, except turret lathe and milling machine, on independent jobs under the supervision of an Improver or a Journeyman. Must be able to read and work from blueprints.