

COLLECTIVE AGREEMENT

BETWEEN

**HARRIS REBAR
A DIVISION OF HARRIS STEEL LIMITED**

AND

**UNITED STEELWORKERS OF
(ON BEHALF OF LOCAL UNION 2952)**

February 1, 2005 to January 31, 2008

Errors & Omissions Excepted
cope-343

COLLECTIVE AGREEMENT

**BETWEEN: HARRIS REBAR
 A DIVISION OF HARRIS STEEL LIMITED**

(Hereinafter referred to as the "Company")

OF THE FIRST PART

**AND: UNITED STEELWORKERS
 (ON BEHALF OF LOCAL UNION 2952)**

(Hereinafter referred to as the "Union")

OF THE SECOND PART

WITNESSETH:

WHEREAS it is the intent and purpose of the Parties hereto that this Agreement will promote and improve industrial and economic relationships between the Company and the Union, and to set forth herein the basic Agreement covering rates of pay, hours of work, and conditions of employment to be observed between the Parties hereto.

NOW THEREFORE, in consideration of the mutual covenants and agreements herein set forth, the Parties hereto mutually agree as follows:

ARTICLE 1 - BARGAINING AGENCY AND RECOGNITION

- 1.01 The Company recognizes the Union as the sole and exclusive bargaining agency for its employees, as described in the current Certification issued by the Labour Relations Board of British Columbia, for the purpose of collective bargaining with respect to rates of pay, hours of employment and other conditions of employment.
- 1.02 Persons whose regular jobs are not in the bargaining unit will not work on any jobs which are included in the bargaining unit except for the purposes of instruction and experimentation or in emergencies when regular employees are not available.

If a grievance originates from this subsection it will be instituted at Step 2 of the grievance procedure.

ARTICLE 2 - DEFINITION OF EMPLOYEE

- 2.01 The term "employee" as used in and for the purpose of this Agreement shall include all employees of the Company at and from the Company's present or relocated premises, except those employees specified in 2.02 hereof.
- 2.02 The foregoing Section of this Article shall not apply to: foremen, office staff, salesmen and those employees excluded by the Labour Relations Code.

ARTICLE 3 - MANAGEMENT

- 3.01 Management rights exercised by the Company, unless expressly limited by this Agreement, are reserved to and are vested exclusively in the Company. Provided, however, that this Article will not be used in a discriminatory manner against any employee or group of employees.

ARTICLE 4 - UNION SECURITY PROVISIONS

- 4.01 (a) The Company agrees that any present employee of the Company, who at the date of the signing of this Agreement, is a member of the Union, will, as a condition of continued employment, maintain membership in the Union in good standing.
- (b) All new employees after the renewal date of this Agreement will, as a condition of continued employment, join the Union after completing his probationary period, and as a condition of continued employment maintain membership in the Union in good standing.
- 4.02 (a) The Company agrees to deduct once each month from the earnings of every employee covered by this Agreement such dues as may be fixed by the International Union and communicated to the Company by the Union. The total amount so deducted, with an itemized statement of same in duplicate will be forwarded to the Union in the manner provided for in Sub-section (d) hereof.
- (b) The Company agrees to deduct an International Union Assessment or Assessments, when advised to do so by the International Treasurer or his Deputy, from the earnings of every employee covered by this Agreement. The total amount so deducted, with an itemized statement of same in duplicate, will be forwarded to the Union in the manner provided for in Sub-section (d) hereof.

- (c) The Company agrees to deduct an initiation fee in the amount authorized by the employee upon receipt of an authorization, signed by such employee. The total amount so deducted, with an itemized statement of same in duplicate will be forwarded to the Union in the manner provided for in Sub-section (d) hereof.
 - (d) Cheques will be made payable to **Jim English** (or his successor), International Treasurer of the United Steelworkers. Until further notice from the Union, all cheques will be forwarded to the United Steelworkers, Unit D, Box 34223, Vancouver, B.C. V6J 4N1, made payable aforesaid and prior to the 15th of the month next following that in which the deductions apply.
- 4.03 The Company agrees to have all present and future employees covered by this Agreement, as a condition of continued employment, sign a check-off card authorizing the Company to implement the provisions of 4.02 hereof, and the Union agrees to indemnify the Company and hold it harmless against any claim which may arise in complying with the provisions of this Article.
- 4.04 Union members are to be supplied with Union deduction totals for income tax purposes. The Company agrees to show on the employees' T4 slip the total Union deductions for the previous taxation year.

ARTICLE 5 - HOURS OF WORK

- 5.01 **DAY SHIFT** The standard work day will consist of eight (8) hours, worked between the hours of 7:00 a.m. and 3:30 p.m. with a designated thirty (30) minute lunch period.
- 5.02 **AFTERNOON SHIFT** If an afternoon shift is employed, the standard work shift shall be seven and one-half (7 1/2) hours worked between the hours of 3:30 p.m. to 11:30 p.m., with a designated thirty (30) minute lunch period, Monday to Friday inclusive. Employees shall receive eight (8) hours pay plus seventy-five cents (\$.75) per hour premium for each of the eight (8) hours of the second shift.
- 5.03 **NIGHT SHIFT** If a night shift is employed, the standard work shift shall be seven (7) hours, worked between the hours of 11:30 p.m. to 7:00 a.m., with a designated thirty (30) minute lunch period Monday to Friday inclusive. Employees shall receive eight (8) hours pay plus one dollar (\$1.00) per hour premium for each of the eight (8) hours of the third shift.
- 5.04 **CHANGE OF START AND STOP TIMES** By mutual agreement between the Company and the Union the regular starting and stopping times of standard work shifts may be changed.
- 5.05 **REGULAR WEEK** Five shifts, Monday to Friday inclusive, will constitute a regular week's work on all shifts.
- 5.06 **WORK PERFORMED ON SATURDAY, SUNDAY AND STATUTORY HOLIDAYS**
- (a) Double rate will be paid for work performed on:
 - Sundays
 - Statutory Holidays as listed in Article 6.
 - (b) Time and one-half (1 1/2) will be paid for the first four (4) hours on Saturday and doubletime thereafter.
 - (c) Overtime rate will not be paid for work performed:
 - on a night shift, when completing the fifth weekly shift on Saturday after midnight Friday.
 - to complete a night shift after midnight at the start of the Statutory Holiday

5.07 **OVERTIME**

- (a) **OVERTIME - DAILY** The first two hours of daily overtime will be paid at time and one half rate and doubletime thereafter.
- (b) **OVERTIME - VOLUNTARY** The Parties are agreed that all overtime will be voluntary.
- (c) **OVERTIME MEAL** Employees requested to work more than two (2) hours overtime after completion of their regular shift, will be given one-half (1/2) hour on Company time to eat their lunch and will be given seven dollars (\$7.00) meal money.
- (d) **OVERTIME DISTRIBUTION** Overtime will be distributed equitably among the employees in a particular job classification who have signified voluntarily that they will work overtime. The Company will prepare a list, which will be posted, of such employees, commencing with the most senior employee, and the overtime work will be rotated among the employees on that list commencing with the most senior employee. Employees should not be called in to perform work outside their job classification, except when there are no employees in that job classification available to do the work.
- (e) **OVERTIME - WHERE SHIFT PREMIUM PAID** If overtime is worked on a shift where a shift premium is paid, the shift premium will not be included in the rate for calculation of overtime. Where existing contracts include shift premium on overtime, they will be red-circled.

5.08 **REST BETWEEN SHIFTS** Employees will have eight (8) hours rest between shifts. In the event an employee is recalled to work before such eight (8) hours elapse, he will be considered as still working on his previous shift and will be paid the appropriate rate for the hours worked.

5.09 **WORK BEFORE REGULAR SHIFT** Employees called in before their regular starting time will be paid at double rate for time worked prior to their regular starting time except when other arrangements are made by mutual agreement between the Company and the Union.

5.10 **LUNCH PERIOD** The mid-shift lunch period will be mutually arranged between the Company and the Union. If employees are required to work during the mid-shift lunch period they will be given an alternative lunch period but not more than four and one-half (4 1/2) hours from the shift start time or as mutually agreed upon.

5.11 **ADDITIONAL SHIFT REQUIREMENTS**

- (a) When additional shifts are required and do not continue for three (3) consecutive nights then double rate will be paid.
- (b) If an employee is required to change shift more than twice in a calendar week he will be paid at double rate for the balance of the week.
- (c) Shift changes, listing individuals, will be posted four (4) days in advance.

5.12 **GUARANTEED DAY** Subject to the exceptions set forth in this Section and in Section 5.13, any employee reporting for work at the start of the employee's shift, will be guaranteed eight (8) hours work at the employee's regular job, or pay equal thereto, provided that, if there are insufficient hours of work available at the employee's regular job, the employee will perform such other work as may be assigned to the employee to qualify for such pay. This provision will apply only once each day and it will only apply to an employee's regular shift.

The provisions of this Section will not apply in case of shutdowns necessitated by emergencies beyond the control of the Company, or if the employee:

- Voluntarily quits.
- Was previously instructed not to report. In such an event or circumstance the employee will then only be paid for the actual time he worked.
- Does not work a full shift at his own request.
- Reports for work on a shift for which he was not scheduled.

5.13 **CALL TIME** Employees recalled to work after leaving the premises of the Company, after completion of their regular shift, will be paid the overtime rate for all hours worked, with a guaranteed minimum payment of two (2) hours at time and one half, or three (3) hours at straight time rate.

5.14 **WORK SHORTAGE - CREW REDUCTION** In the event of a work shortage or a reduction or discontinuance of operations, the Company will discuss with the Union for the purpose of considering shortening the working hours and/or working week as an alternative to laying off employees.

5.15 **MAINTENANCE SHIFTS - TUESDAY TO SATURDAY** By mutual agreement between the Company and the Union a Tuesday to Saturday maintenance shift may be instituted. Where Tuesday to Saturday shifts presently exist they will continue. Maintenance employees scheduled on a Tuesday to Saturday shift will be paid twenty-five cents (\$.25) per hour in addition to their regular rate for all hours worked.

5.16 **SHIFT ROTATION** Employees on shift work will rotate every two (2) weeks.

ARTICLE 6 - STATUTORY HOLIDAYS

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

- | | |
|-------------------|--|
| 1. New Year's Day | 8. Thanksgiving Day |
| 2. Good Friday | 9. Remembrance Day |
| 3. Easter Monday | 10. Christmas Eve Day |
| 4. Empire Day | 11. Christmas Day |
| 5. Dominion Day | 12. Boxing Day |
| 6. B.C. Day | 13. Floater Day * |
| 7. Labour Day | 14. Any day declared by the Federal and/or Provincial Governments. |

*to be taken at a time mutually agreed to between the parties.

6.02 When Statutory Holidays fall on Saturday or Sunday they will be celebrated on Monday, and when they fall on consecutive Saturday and Sunday or consecutive Sunday and Monday, they will be celebrated on the following Monday and Tuesday.

6.03 Should any of the above holidays occur during an employee's vacation period, he will be given an extra day's vacation with pay for each holiday.

6.04 In order to qualify for eight (8) hours pay for the above Statutory Holidays the employee must have completed thirty (30) calendar days employment with the Company.

6.05 Disciplinary action may be taken in instances where employees fail to work the day before and the day after a Statutory Holiday except where permission was previously obtained or the employee had a justifiable reason for being absent.

6.06 Employees not actively employed because of:

- Lay off
- Unpaid leave of absence
- Illness) and not eligible for W.C.B.
- Injury) payments for the involved Statutory Holiday(s)

and who work sometime within the fourteen (14) day period prior to, or the fourteen (14) day period following the Statutory Holiday(s) in question, will qualify for Statutory Holiday pay for Statutory Holiday(s).

This clause may be waived by mutual agreement between the Company and the Union.

ARTICLE 7 - VACATIONS WITH PAY

7.01	<u>Years of Continuous Service</u>	<u>Vacation Period</u>	<u>Vacation Pay</u>
	Less than 1 yr	1 day for each major fraction of month worked (max. 20 working days)	4%
	1 yr but less than 3	2 weeks	4% or 2 wks*
	3 yrs but less than 7	3 weeks	6% or 3 wks*
	7 yrs but less than 14	4 weeks	8% or 4 wks*
	14 yrs but less than 18	5 weeks	10% or 5 wks*
	18 yrs and over	6 weeks	12% or 6 wks*

*pay at employee's current classified rate, whichever is greater at the time the vacation is taken. In order to qualify for the either/or provisions on holiday pay, an employee must work 1500 hours in the year. Time off for Union Business or vacation shall count as hours worked. If they work less than 1500 hours they shall receive a percentage of earnings.

7.02 **ANNIVERSARY DATE** - The anniversary date of the employee shall be used to determine vacation years of service.

7.03 **VACATION ALLOTMENT - SICKNESS - INJURY - LAYOFF** Authorized leave of absence for sickness or accident or other causes acceptable to the Company, excluding layoff beyond two (2) months, shall not affect the employee's right in respect to vacation with pay.

Eg. Should the employee be on layoff for a continuous period and that period exceeds two months then the time (days) in excess of the two month period shall be deducted from the entitlements agreed under 7.01 on a pro-rata basis in respect to both time and money.

- 7.04 **VACATION PERIOD** Employees will have preference of vacation periods in accordance with their seniority within departments and/or job groupings, to the extent that they will not unduly interfere with production schedules.
- 7.05 **VACATIONS EXCEEDING TWO WEEKS** Vacations with pay in excess of two (2) weeks for which employees may be eligible shall be taken at a mutually agreed upon time, that will not unduly interfere with production schedules.
- 7.06 **VACATION SHUT DOWN** The Company reserves the right to shut down a part or all of an operation, for a part or all of a scheduled vacation, during the period July 1st to August 31st. The date of the shut down period will be announced by April 1st.
- 7.07 **VACATION PAY - WHEN PAYABLE** Vacation pay is only payable on the last working day preceding the vacation. The amount of the vacation payment will relate directly to the portion of the vacation time entitlement which is being taken at that particular time.

Employees may elect to take their vacation pay in lump sums of one week or more by giving the Employer one pay period notice in writing. Accumulated vacation pay will be shown on each employee's pay stub as well as other pertinent information.

- 7.08 **VACATION PAY - ON TERMINATION** Employees who leave the employ of the Company will be paid vacation pay at the time of severance on the following percentage basis on the earnings of the employee for which vacation pay has not been previously paid:

-	Less than 3 years employment	4%
-	3 years but less than 7 years	6%
-	7 years but less than 14 years	8%
-	14 years but less than 18 years	10%
-	18 years and over	12%

ARTICLE 8 – SENIORITY

- 8.01 (a) An employee shall not have any seniority, and shall be considered as a probationary employee until the employee shall have attained seniority status by actually working a total of ninety (90) days worked which may be accumulated over a period of six (6) months. Upon completion of this probation period, an employee shall acquire seniority status, and shall have a seniority date back-dated to his date of original hire.
- (b) The Parties recognize that job opportunity and security shall increase in proportion to length of service. It is therefore agreed that in all cases of vacancy, promotion, demotion, transfer, vacations, layoff, termination and recall after termination, the senior employee shall be entitled to preference.
- (c) In recognition, however, of the responsibility of Management for the efficient operation of the Employer, it is understood and agreed that in all cases referred to in Section 8.01 (a), (b) and (c) Management shall have the right to pass over any employee if it is established with the employee and the union that the employee does not have the ability to perform the work after being given a trial or training period as specified in 18.04.

8.02 SENIORITY WILL BE MAINTAINED AND ACCUMULATED DURING:

- (a) occupational injury
- (b) absence from employment while serving in the non-permanent armed forces of Canada.
- (c) absence due to illness or non-occupational injury.
- (d) jury duty, Union gatherings and collective bargaining negotiations.
- (e) authorized leave of absence

- (f) layoff for the following periods, after which an employee's seniority will terminate:
 - (1) Less than 18 months seniority - 3 months
 - (2) Over 18 and less than 60 months - 12 months
 - (3) Over 60 months seniority - 24 months

8.03 **SENIORITY STANDING WILL BE CANCELLED IF AN EMPLOYEE:**

- (a) voluntarily quits the employ of the Company
- (b) over-stays authorized leave of absence except by reasons of force-majeure
- (c) is discharged and not reinstated under the terms of this Agreement
- (d) is recalled to work and does not report within six (6) working days of receiving notice by registered mail
- (e) is still on lay-off and the seniority retention period has elapsed as described in 8.02(f)
- (f) leaves the bargaining unit for more than twelve (12) months to work in a supervisory capacity.

8.04 **RECALL PROCEDURE** Laid off employees with seniority will be given the first opportunity to be rehired. Employees will be notified of recall by telephone, telegraph, or other type of message which will be confirmed by registered mail. An employee being recalled must return to work as soon as reasonably possible after the first notice of recall as described above, but no longer than six (6) working days after receipt of the registered notice. A copy of the notice will be given to the Shop Steward or Union Committeeman.

It is the responsibility of laid off employees to keep the Company informed of their current address and telephone number.

8.05 (a) **SENIORITY LISTS** The Company will prepare seniority lists of all employees and present to the Union within thirty (30) days of the signing of the Agreement. This list will be posted for a period of sixty (60) days, and will establish the seniority, regular rate and classification of an employee who does not protest his status in writing, within the said sixty (60) days. Said lists will commence with the most senior employee, carry on downwards to the most junior employee, and contain the following information:

- 1. employee's name and clock number
- 2. employee's starting date
- 3. employee's length of service in years and days
- 4. employee's regular classification and regular rate of pay
- 5. probationary employees will also be shown on the list

(b) **SENIORITY LISTS - ADDITIONAL** Additional revised lists will be furnished to the Union as required from time to time. The Union agrees not to request such lists more frequently than once each three (3) months except during the months of April through September when they will be supplied each month if requested.

8.06 **PLANT SENIORITY DURING LAYOFF** During layoff, plant seniority will prevail. Junior employees will be laid off in accordance with Article 8, Seniority.

ARTICLE 9 - SAFETY & HEALTH

9.01 SAFETY AND HEALTH - RESPONSIBILITY

- (a) The Company agrees that it is the responsibility of the Company to make adequate provision for the safety and health of the employees during the hours of their employment.
- (b) The Union and the employees agree to co-operate fully with the Company on all matters of health and safety.

9.02 **SAFETY COMMITTEE** It is mutually agreed that a Safety Committee consisting of employees selected by the Union will meet with a Management representative or representatives not less frequently than once a month. Minutes of such meetings will be posted on the notice board.

9.03 **HOUSEKEEPING AND SANITATION** All employees, as well as the Company, will observe the rules of good housekeeping and sanitation.

9.04 **WASHROOM, LUNCHROOM** Adequate washroom, lunchroom and a place to hang clothing will be provided by the Company and kept in a sanitary condition. The Company will supply towels, soap and other supplies normally found in rest rooms. Employees will co-operate by observing the rules of cleanliness.

9.05 **INJURED EMPLOYEE - REPORTING PROCEDURE** Any employee suffering an injury while in the employ of the Company (performing or engaged in any activity which is covered by Workers' Compensation) must report immediately to the First Aid Department (Attendant) or as soon thereafter as possible, and also report to this Department (Attendant) on returning to work.

9.06 **INJURED EMPLOYEE - TRANSPORTATION** Employees injured on the job will be provided free transportation by the Company to and from a doctor's office or a hospital and will be accompanied by a qualified person with First Aid training, if available on the Company premises.

9.07 **INJURED EMPLOYEE - DAILY EARNINGS** If an employee is injured on the job, the Company will maintain his normal daily earnings for the day of injury.

9.08 **EMPLOYEES WORKING ALONE** Where an employee is employed under conditions where he might be injured and not able to secure assistance, the employer shall devise some method of checking on the well-being of the workman at intervals which are reasonable and practicable under the circumstances.

9.09 SAFETY DEVICES, COVERALLS AND SAFETY BOOTS

- (a) The Company shall provide, free of charge, all those articles of an employee's working apparel which an employee is required to wear, and all safety devices, including protective clothing and Safety Boots which an employee is required to use under the terms:
 - 1. Company orders, rules or regulations, and
 - 2. The provisions of the Workers' Compensation Act and Regulations and Orders pertaining thereto.
- (b) Wearing apparel and protective clothing referred to in this Section shall be furnished on a loan basis, and the employee will be required to sign for same and return them to the Company in good condition (fair wear and tear excepted), as and when the Company so requires.

- (c) The Company will continue to provide Coverall service as per present practice.
- (d) If any of the above items, which have been supplied by the Company are lost, or stolen, it shall be the employee's own responsibility to replace them, if the Company has provided him with a personal locker.
- (e) Protective clothing and equipment to be provided to the employee after he has completed six (6) months employment, the original date to be the employee's date of hire.
- (f) The Company shall reimburse an employee up to one hundred and fifty dollars (\$150.00) per year for safety boots. It is understood that the employee shall present the Company with a proper receipt. After one (1) year new employees will receive the boot allowance.

ARTICLE 10 - GENERAL PROVISIONS

- 10.01 **CONSULTATION WITH UNION PRIOR TO CERTAIN CHANGES** The Company agrees to consult with the Shop Steward or Grievance Committeeman if available on the premises prior to discharging, laying off, transferring, promoting or demoting any employee.
- 10.02 **BULLETIN BOARDS** The Union will have the exclusive use of one (1) Bulletin Board on the premises of the Company and provided by the Company for the purpose of posting official Union notices which may be of interest to Union members. All such material may be posted only upon the authority of the Executive Committee of the Union.
- 10.03 **NOTICES - BETWEEN COMPANY AND UNION** Any notice required to be given to the Company under the terms of this Agreement will be given by registered mail addressed to it at its registered address. Any notice to be given to the Union under the terms of this Agreement shall be given by registered mail addressed to the Secretary of the Union at its registered address.
- 10.04 **UNION ACCESS TO PLANT** Representatives of the Union will have access to the Company's premises by obtaining the permission of the Company's management. Such permission will not be unreasonably withheld.
- 10.05 **BEREAVEMENT PAY** If a death occurs in the family of an employee, the Company will grant three (3) days paid leave of absence. Family will mean parents, parents-in-law, husband, wife, children, sister, brother or common law spouse.
- 10.06 **JURY DUTY** If an employee is summonsed or subpoenaed for jury selection or for jury duty or as a crown witness, the Company will grant the employee leave of absence with pay, which will be the difference between his regular pay and the monies received for jury duty.
- On any day when an employee is called but not chosen for duty he must return to work for the balance of the shift. He must supply the Company with a statement of time of reporting and release when not chosen for duty and an official statement of payment for duty.
- 10.07 **REST PERIODS** Employees will be allowed two (2) coffee breaks of ten (10) minutes each on Company time; one in the first half of each shift and one in the second half.
- 10.08 **INSTRUCTION PROCEDURE** Employees will take orders from the Plant Manager, or Plant Superintendent, only when the employees immediate Foreman or Chargehand is not readily available or in cases of emergency where safety is involved.
- 10.09 **IMMEDIATE SUPERVISORS IDENTIFICATION** The names of all immediate supervisors setting forth their official status will be posted on the Company's Bulletin Board(s).

- 10.10 **CLEAN UP** Employees will be allowed a clean up period of at least five (5) minutes before the completion of their shift for the clean up and stowage of Company equipment and employee's personal tools.
- 10.11 **LAYOFF NOTICE** In respect to layoff notice, three (3) working days notice or three (3) days pay in lieu of notice will be given, after completion of probationary period. In the event of recall from layoff the notice provision may not apply if the Company indicates at the time of recall that there is less than three days work available.
- 10.12 **EDUCATION AND TRAINING FUND**
- (a) Effective January 31, 1999 the Employer shall contribute to the Union the sum of five cents (\$.05) per hour per employee for each hour worked for education and training of Union members.
 - (b) The money shall be made payable to Local Union 2952 Education and Training Fund, 7820 Edmonds Street, Burnaby, B.C. V3N 1B8 and shall be remitted by the 15th of each month for the previous month and the Employer shall provide necessary information regarding amounts paid for each employee.
 - (c) Upon request but no less than once each contract year the Union shall provide the Company with an accounting of the fund disbursements.
- 10.13 a) **Personnel Records**
- (i) A personnel file shall be maintained by the Employer for each Employee in the bargaining unit. Such file shall contain all pertinent records and reports concerning the Employee's employment.
 - (ii) No negative comments or report about any Employee shall be placed in any personnel file unless the Employee concerned is first given a copy of the information.
 - (iii) Personnel files, as referred to in this Agreement, shall include both hard copy and/or any other methods, systems or forms of maintaining such records and files related to Employees as may be implemented by the Employer.
- b) **Employee Access to Personnel File** An Employee shall have the right to read and review his/her personnel file at any time, in the presence of a Company Representative, upon reasonable notice and by written request to the Employer.
- Union Access to Employee Personnel File** A representative of the Union shall have the right to read and review an Employee's personnel file at any time, upon written authorization of the Employee and upon reasonable notice and written request to the Employer. On request, and with the Employee's permission, the Union representative shall be provided with copies of any document or record contained in the Employee's personnel file.
- c) **Discipline**
- (i) The Employer shall only discipline, suspend, discharge or terminate an employee for just cause. The burden of proof of just cause shall rest with the Employer.
 - (ii) Any Employee who is to be interviewed regarding disciplinary action shall be interviewed in the presence of a Shop Steward, grievance Committee member or other Union designee.

- (iii) The Employee, the Shop Steward or grievance Committee member and the Local Union President shall receive a copy in writing of any disciplinary action taken including, but not limited to all written reprimands, or notices involving suspension or discharge and the reasons in full for such action within twenty-four (24) hours of the taken action.

d) **Relief**

All written warnings, reprimands, suspensions, and discharges shall be rescinded, and removed from the Employee's personnel file, after a period of twelve (12) months after the date of issued disciplinary action and shall not be used against the Employee thereafter.

10.14 **Union Representation**

- a) The Employer acknowledges the right of the Union to appoint or otherwise select Shop Stewards for the purpose of representing employees in the handling of complaints and grievances.
- b) The Employer agrees to recognize Shop Stewards, as provided in writing from the Union.
- c) The Employer will be notified by the Union of the names of the Shop Stewards, and any changes made thereto.
- d) The Employer agrees to recognize and deal with a Union Grievance Committee of not more than two (2) Employees plus the Unit President.
- e) When the legitimate business of a Unit President, Grievance Committee Member, Shop Steward or Occupational Health & Safety Committee Member requires such Employees to leave their department, the Employee will first receive permission from their Manager. Such permission shall not be unreasonably withheld.
- f) The Employer agrees that Unit President, Shop Stewards, Grievance Committee Members and Safety Committee members will not suffer loss of pay for time spent in the handling of grievances and any legitimate union business.

10.15 **Negotiating Committee**

- a) The Employer agrees to recognize and deal with a Negotiating Committee of not more than two (2) Employees, who will be regular Employees of the Employer, along with representatives of the International Union.
- b) The Negotiating Committee is a separate entity from other committees, and will deal only with such matters as are properly the subject matter of negotiations, including proposals for the renewal or modification of this Agreement.
- c) The Employer agrees to allow members of the Negotiating Committee the time off work without pay for the purpose of meeting with the Employer in the negotiation of the renewal or modification of this Agreement.
- d) During negotiations for a new Collective Agreement, the Employer shall place employees, members of the Negotiating Committee on the day shift.

- 10.16 **UNION PREFERENTIAL HIRING** The right to hire employees is vested in the Company provided, however, that the Union shall be asked to fill any vacancy or vacancies arising, or any new position or positions before any person is hired.
- 10.17 **PAST PRACTICES** Any rights and privileges of employees now in affect but not specifically mentioned in this Agreement, shall be continued and no changes shall be put into effect unless mutually agreed upon by the Company and the Union.
- 10.18 **WORKING CONDITIONS AND WAGES** No provision of this Agreement shall be used to remove working conditions or reduce wages presently in force.
- 10.19 **UNION ACCESS TO PLANT** Representatives of the Union shall have access to the Company's premises, provided they do not cause employees to neglect their work. For safety reasons, they will first report to the office .
- 10.20 **PICKET LINE** No employee shall be required to cross a legal picket line which has been recognized by the Union.
- 10.21 **Severance Pay** An employee whose services are terminated due to a permanent closure of operations will receive one week's pay for every year of service up to a maximum of twelve (12) weeks, at the rate of pay an employee was receiving on the date of termination.

ARTICLE 11 - GRIEVANCE PROCEDURE

11.01 GRIEVANCES WILL BE PROCESSED AS FOLLOWS:

STEP 1 It is generally understood that an Employee has no complaint or grievance until he, either directly or through the Union, has first given the Employee's Supervisor an opportunity to adjust the complaint.

If, after registering the complaint with the designated Management Representative, and such complaint is not settled within three (3) regular working days or within any longer period which may have been agreed to by the Parties, then the following steps of the Grievance Procedure may be invoked.

STEP 2 The grievance shall be submitted in writing to the designated Management Representative either directly or through the Union. The designated Management Representative will meet with the Employee's Union Steward within three (3) working days of the receipt of the grievance in an attempt to resolve the grievance. The grievor may be present at this meeting, if requested by either Party. The designated management Representative within a further three (3) working days give the Employer's answer on the grievance form, and return it to the Union.

STEP 3 If the grievance remains unsettled at the conclusion of Step 2, the grievance may be submitted to the designated management representative, who shall within three (3) working days, hold a meeting between the Union Grievance Committee (not to exceed three (3) in number) and the appropriate representatives of the Employer, in a final attempt to resolve the grievance. A Staff Representative of the Union and the grievor may be present at this meeting, if requested by either Party. The Employer's representative will within a further three (3) working days give the Employer's decision in writing to the Union on or attached to the grievance form.

If settlement is not reached the grievance will proceed to Step 4.

STEP 4 Arbitration.

11.02 **TIME LIMITS (WORKING DAYS) AND STEPS WILL BE AS FOLLOWS:**

<u>Appeal To</u>	<u>Time</u>	<u>Answer</u>
Step 1	Within 10 days of the grievor's knowledge of the occurrence of the grievance	3 days
Step 2	Within 5 days of answer	3 days
Step 3	Within 5 days of answer	3 days
Step 4	Within 30 days of answer	

The time limits may be extended by mutual consent if there is reasonable need for extension, and a request for extension is made in writing.

11.03 **DISCHARGE CASES** If an employee believes that he has been unjustly discharged he may commence grievance procedure and it will be instituted at Step 2.

11.04 **WARNING - SUSPENSION - DISCHARGE** Employees may only be warned, suspended or discharged for just cause.

11.05 **GROUP OR GENERAL GRIEVANCES** Grievances of a general or group nature will be put in writing and instituted at Step 2.

11.06 **TIME LIMITS - FAILURE TO ACT** If either Party fails to act within any of the time limits, or with an agreed upon extension, it will be deemed that that Party has abandoned its position and that the position of the other Party has been established, except in a case where the Union withdraws the grievance.

11.07 **GRIEVANCE COMMITTEEMEN AND COMPANY REPRESENTATIVES** At each of the three grievance steps the Company and the Union may have equal representation.

11.08 **COMPANY REPRESENTATIVE - STEPS 2 AND 3** If a Company's administrative staff is such that the same Company representative would be involved in Steps 2 and 3, then Step 2 will not be used, except in 11.03 and 11.05.

ARTICLE 12 - EXPEDITED ARBITRATION

12.01 Notwithstanding any other provisions of this Agreement, the following Expedited Arbitration Procedure is designed to provide prompt and efficient handling of routine grievances.

The Expedited Arbitration Procedure shall be implemented in light of the circumstances existing within the collective agreement, with due regard to the following.

12.02 The Parties agree that an Arbitrator chosen by the Parties will hear expedited arbitration cases. Expenses and fees will be borne by the Parties.

12.03 a) Within thirty (30) calendar days after receipt of the Step 3 answer Local Union 2952 shall assess which grievances shall be referred to Expedited Arbitration, and will so notify the Plant Manager, or their designate. Should the representatives of the Company deem that the issue does not meet the criteria of section 12.06 (a) of this Article, Local Union 2952 will nonetheless proceed to Expedited Arbitration for resolution. In this situation, however, the first issue that must be ruled upon by the Arbitrator is whether or not the

subject matter is one that meets the criteria of section 12.06 (a).

If the Arbitrator concludes that the case is not appropriate for the Expedited Arbitration process, the case shall be referred back to the Union for further determination as if at the conclusion of the Third Stage of the grievance procedure.

- b) The date of the hearing shall be within ten (10) calendar days of the appeal unless an extension of time is mutually agreed upon by all three parties.

12.04 Grievances shall be presented in the Expedited Arbitration Procedure by a previously designated representative of Local Union 2952 and a designated representative of the local Plant Management. Attendance of other persons at the Arbitration hearing shall be limited to those who have personal knowledge of the grievance being presented.

12.05 a) The hearing shall be informal

b) No briefs shall be filed or transcripts made

c) There shall be no formal evidence rules

d) The Arbitrator shall have the obligations of assuring that all necessary facts and considerations are brought before him by the representatives of the parties. In all respects, he shall assure that the hearing is a fair one.

e) If the Arbitrator or the parties conclude at the hearing that the issues involved are of such complexity or significance that the case should require further consideration by the parties, the case shall be referred back to the Local Union for final deposition.

f) The Arbitrator shall render his written decision within five (5) workdays following the date of the hearing. Their decision shall be based on the facts presented by the parties at the hearing, and shall include a brief written explanation of the basis for their conclusion. These awards will not be cited as a precedent at any discussion of any other grievances at any stage of the grievance procedure or in any subsequent Arbitration, and will be considered binding by both parties.

12.06 a) Grievances subject to this Expedited Arbitration Procedure must be confined to issues which do not involve novel problems and which have limited contractual significance or complexity.

b) The Arbitrator under this Expedited Arbitration Procedure shall have the same powers as granted to the Arbitrator under Section 13.10 of this Agreement.

ARTICLE 13 - ARBITRATION

13.01 Where a difference arises between the parties relating to the interpretation, application or administration of this Agreement, including any question as to whether a matter is arbitrable, or where an allegation is made that this Agreement has been violated, either of the parties may after exhausting the grievance procedure established by this Agreement, notify the other party in writing of its desire to submit the difference or allegation to arbitration.

- 13.02 Any matter referred to arbitration, as provided in 13.01 hereof, shall be submitted to a single arbitrator selected from the following list:
1. Don Munroe
 2. Vince Ready
 3. Stephen Kelleher
 4. Ron Keras
 5. Rick Coleman
 6. Ken Albertini
 7. Colin Taylor
- 13.03 The arbitrator shall have the authority to act as a mediator/arbitrator upon application of either party and will hear and determine the difference or allegation, and will issue a decision, and the decision is final and binding upon the parties, and upon any Employee affected by it.
- 13.04 The arbitrators will rotate on each subsequent arbitration, but should anyone be unable to act within thirty (30) calendar days, the Arbitrator shall be passed over to the next on the list.
- 13.05 The arbitrator will have the right to enter any premises where work is being done or has been done by the Employee, or in which the Employer carries on business, or where anything is taking place or has taken place concerning any of the differences submitted to the Arbitrator and inspect and view any work material, machinery, appliance or article therein, and interrogate any person respecting any such thing or any of such differences.
- 13.06 If, during the life of this Agreement, one of the Arbitrators named in 13.02 hereof withdraws from the list, the Parties will appoint a replacement by mutual agreement in writing.
- 13.07 Except where otherwise provided for in this Agreement, each of the Parties hereto will bear its own expenses with respect to any arbitration proceedings. The Parties hereto will bear jointly the expenses of the arbitrator on an equal basis.
- 13.08 No matter may be submitted to arbitration which has not first been properly carried through all preceding steps of the Grievance Procedure.
- 13.09 The Arbitrator will have jurisdiction and authority to interpret and apply the provisions of this Agreement insofar as it may be necessary for the determination of a grievance referred to it, but will not have the jurisdiction and authority to alter or amend any of the provisions of this Agreement.
- 13.10 A claim by an Employee that the Employee has been unjustly discharged, suspended or laid-off may be settled by confirming the Employer's decision in discharging, suspending or laying-off the Employee, or by reinstating the Employee with such compensation, either full, partial or such other settlement as may be agreed upon by the conferring parties or determined by the Arbitrator as the case may be.

ARTICLE 14 - INSURANCE AND MEDICAL PLAN

14.01 A medical and insurance plan will be maintained in accordance with the following:

14.02 **MEDICAL** The medical coverage will be equivalent to that supplied by the British Columbia Medical Plan.

EXTENDED HEALTH BENEFITS

INSURANCE COVERAGE

1. **Life Insurance:**

February 1, 2005 - \$45,000

February 1, 2006 - \$50,000

February 1, 2007 - \$55,000

2. **A.D. & D.:**

February 1, 2004 - \$40,000

3. Weekly Indemnity - \$427.00 (1-4-26*)

*Indexed to UIC maximum if amount above exceeded.

4. Sub-sections 2 and 3 above will not apply when Workers' Compensation is payable.

14.03 **GENERAL PRINCIPLES**

1. Premium costs of both the medical and insurance plans will be paid:
Employer.....100%

2. Participation in the Plan will be a condition of employment.

3. Coverage will be portable between Companies.

4. (a) Coverage will be provided during layoff, up to a cumulative maximum of three (3) months, in a calendar year, beyond the current month of layoff.

(b) Coverage during layoff will be supplied without charge to the parties.

14.04 **INSURANCE COVERAGE COMMENCES** Immediately for employees presently covered and on layoff from another Company participating in this Plan.

Three (3) month waiting period for employees first entering the employ of a Company participating in this Plan.

Three (3) month waiting period for employees who have been on layoff beyond their seniority retention period.

14.05 **VISION CARE** Prescription glasses - \$250.00 every 24 months.

ARTICLE 15 - DENTAL PLAN

15.01 The Company will supply a Dental Plan as follows:

15.02 **COVERAGE**

BASIC DENTAL.....100%

PROSTHETIC APPLIANCES AND CROWN AND BRIDGE PROCEDURES.....50%

ORTHODONTICS - 50% to a lifetime maximum of \$2000.00 per insured individual.

15.03 **PREMIUM DIVISION**

Employer.....100%

15.04 **PARTICIPATION** A condition of employment.

15.05 **EFFECTIVE DATE** For new employees dental coverage will commence on the first of the month following three (3) months of employment.

15.06 An annual financial statement will be supplied to any Union whose members are covered under this Plan and a named Union representative may obtain knowledge of the Plan and discuss claims with the underwriter.

ARTICLE 16 - LEAVE OF ABSENCE WITHOUT PAY

16.01 **LEAVE FOR PERSONAL REASONS**

(1) An employee may be allowed a leave of absence without pay for up to thirty (30) days for personal reasons if:

- (a) he requests it from the Company in writing,
- (b) and the Company believes the leave is for a good reason and does not interfere with the Company's operations.

If the employee takes a job elsewhere during this leave of absence without joint approval of the Company and the Union, he will be considered as having terminated his employment.

(2) A leave of absence may be extended up to thirty (30) calendar days if there is a good reason and the Company and the Union committee agree to it. The employee must request the extension in writing before his first leave period has terminated.

(3) The Union will be notified of all leaves granted under this Section.

16.02 **LEAVE TO ATTEND UNION GATHERINGS** Employees who have been elected or appointed by the Union to attend International, National or local gatherings will be granted leave of absence without pay for this purpose. Not more than two (2) employees may take such leave at one time and they must give the Company ten (10) working days notice in writing. This notice must be confirmed by the Union. Leave will not exceed three (3) weeks, plus reasonable travel time.

Leave of absence will be granted on request to employees who have been selected by the Union to attend collective bargaining sessions.

16.03 **LEAVE FOR UNION BUSINESS**

- (1) The Company shall grant an employee a leave of absence of not more than three (3) years to work in an official capacity for the Local or International Union. The employee must request the leave in writing and the Union must approve it. This leave shall be extended for additional three (3) year periods.
- (2) Not more than two (2) employees may be on leave under this Section at any one time and in no instance will two (2) such leaves be granted in any six (6) month period.

ARTICLE 17 - WAGES

- 17.01 (a) The job classifications and rates of pay listed in the attached Wage Schedule is agreed upon by both parties and is a part of this Collective Agreement.
- (b) The rates set forth in the attached Wage Schedule may not be used in any way for the purpose of reducing the wage rate(s) presently received by an employee(s).
- (c) The rates for the classifications set forth in this Agreement, and for any subsequent mutually agreed upon additions thereto, are the agreed upon rates for those classifications, and therefore no employee may perform work within the classifications for a rate other than the rate set forth in this Agreement, subject only to the provisions of daily rate retention. The refusal of any employee to perform work contrary to the provisions of this Section, shall not constitute grounds for any reprimand or any form of disciplinary action, or dismissal by the Company.

- 17.02 (a) **NEW OR CHANGED JOB CLASSIFICATION** If any new job classifications are established, or if there is a significant change in the job content of any job classification(s) set forth in this Wage Schedule, or if any job classification(s) have been overlooked in this Wage Schedule, the Parties hereto are agreed to negotiate a rate for the job(s) in question.
- (b) If the Parties are unable to reach agreement then the dispute will be settled through the Grievance and Arbitration procedure of this Agreement.

- 17.03 (a) **DAILY RATE RETENTION** Employees will be allowed daily rate retention at the rate of the highest rated classification worked by them during each shift, and such rate shall be used as the basis to calculate overtime.
- (b) **RATE RETENTION** All employees who have received a classification rate for twenty-two (22) shifts or more shall, if demoted to a lower rated classification continue to retain and receive the higher rate for sixty (60) calendar days. If the employee reverts to a higher rated job for ten or more shifts during the aforementioned sixty (60) calendar days, he shall commence a new sixty (60) day period of rate retention if subsequently moved to a lower rated job, and an employee shall continue to requalify himself for sixty (60) day rate retention periods each time he reverts to his higher rated job for ten or more shifts.

17.04 **PREMIUMS**

Lead Hand.....\$.50 per hour
Charge Hand.....\$.80 per hour
Shift Charge Hand..... \$1.50 per hour

- a) An employee working as Lead Hand, Charge Hand or Shift Charge Hand will receive the appropriate premium above the highest classification supervised or above his own rate, whichever is greater.

- b) When the Company determines that a Lead Hand, Charge Hand or Shift Charge Hand position is to be filled, the position will be posted in accordance with the procedure specified in 18.01. The Company will fill the position by selecting an individual from among those who indicate a desire to fill the position by bidding on the posting, or the company may elect not to fill the position. However, the Company agrees to consult with the Union and accept suggestions in making these appointments.

17.05 **FIRST AID ATTENDANT** A qualified First Aid Attendant shall be on shift at all times and shall be paid as follows:

Level I – Occupational rate plus \$.50 per hour
Level II - Occupational rate plus \$.75 per hour
Level III – Occupational rate plus \$1.00 per hour

17.06 **RED CIRCLE RATES** It is agreed that where red-circle rates exist they will continue to exist while the employee is employed in that specific job classification and in addition will receive the negotiated wage increases. This clause applied to:

A. Smith

17.07 **APPRENTICESHIPS**

- (a) It is mutually agreed that apprentices may be indentured under the provision of the Apprenticeship Act of the Province of British Columbia.
- (b) The number of apprentices permitted shall be one (1) for the Shop and one (1) additional apprentice for each five (5) qualified journeyman employed therein.
- (c) Employees with previous experience in the trade may be slotted in the appropriate term of apprenticeship consistent with their level of practical experience and theoretical knowledge in the trade. Employees not satisfied with their initial slotting or subsequent reslotting may appeal through the various stages of grievance procedure, except that the Director of Apprenticeship shall act as single arbitrator in the dispute and his decision will be final and binding upon the Parties to this Agreement.
- (d) In the event of a reduction of employment, apprentices shall be laid off in accordance with their Company seniority within the group of apprentices, and in accordance with the limit set in (b).
- (e) Apprentices may "bump" junior employees in other classifications provided they are able to perform the work required in accordance with the terms of 8.01 of the Agreement. The apprentice shall receive the rate of the job he is performing.
- (f) For each trade in which apprenticeship is established:
 - 1. The wage rate for the first term of apprenticeship shall be the base rate.
 - 2. The wage rate for the final term of apprenticeship shall be ninety-five percent (95%) of the Journeyman's wage rate in that trade, and
 - 3. The wage rate for each successive term of apprenticeship, between the first and final terms will be established by a scale increasing in equal increments between the wage rates established for the first and final terms.

4. An apprentice shall be classed as a Journeyman and receive the Journeyman's wage rate for that trade immediately at the conclusion of the completion of his apprenticeship.
- (g) Each term of apprenticeship shall be for a period of six (6) months and the total number of terms of apprenticeship in any particular trade shall be that established by the Apprenticeship Branch of the Department of Labour.
- (h) New employees initially employed as Term 1 Apprentices shall be on probation for three (3) calendar months in conformity with the Apprenticeship Act.

ARTICLE 18 - JOB POSTING

- 18.01 All job openings (not temporary) in the bargaining unit, will be posted on the Bulletin Board for three (3) working days. In operations where department seniority exists job openings will be posted on a departmental basis. If no applications are received the job will be posted on a plant basis for two (2) working days.
- 18.02 Preference will be given to applications from the most senior employees in accordance with the principles established in Section 8.01(a) of this Agreement.
- 18.03 If an employee is not at work, for the following reasons, when a job is posted, he may apply for the job, if he does so within three (3) working days of his return to work.
 1. Vacation
 2. Authorized leave of absence not exceeding thirty (30) days
 3. Absence resulting from accident or illness not exceeding thirty (30) days.
 4. Absence on Workers' Compensation not exceeding thirty (30) days.
- 18.04 The successful applicant may be entitled to up to thirty (30) working days and not less than five (5) working days trial period.
- 18.05 In the event that an employee is promoted in accordance with the provisions of this Article and within thirty (30) days of such promotion he is not performing efficiently, or the employee wishes to do so, he will revert to his immediately previous job, without loss of seniority.
- 18.06 In the event that none of the applicants meet the requirements of the job in relation to Section 8.01(a) of this Agreement, the Company may fill the vacancy from any available source.
- 18.07 The name of the successful applicant will be posted the day after the selection. It will remain posted for at least three (3) working days.
- 18.08 Job openings not subject to the job posting procedure shall mean those job openings resulting from absences allowed under the terms of this Agreement up to a maximum of thirty (30) days. These job openings shall be filled in accordance with the principles established in 8.01(a) and (b) of the Collective Agreement.

ARTICLE 19 - TECHNOLOGICAL CHANGE

- 19.01 In the event that the Company introduces a technological change which results in:
 - (a) Displacement of employees from employment with the Company. The Company will cooperate with Canada Manpower training facilities to train such employees, if there are job openings with the Company, and such employees have the necessary potential to fill the positions.

- (b) An employee being terminated will receive one (1) weeks pay for each year of seniority in excess of five (5) years seniority.

ARTICLE 20 - REGISTERED RETIREMENT SAVINGS PLAN

- 20.01 The Company agrees to contribute four dollars and sixty cents (\$4.60) per worked hour to be withheld and remitted monthly to a Group R.R.S.P. Carrier to be designated by the bargaining unit. Employees hired after September 1, 1996 shall not be eligible for R.R.S.P. plan until they have achieved two (2) years of service.
- 20.02 Worked hours for purposes of RRSP Contribution are defined as actual worked hours plus paid vacation time.
- 20.03 Employees become eligible for payment of the RRSP contribution after they have achieved two (2) years of service.
- 20.04 Company will remit one monthly cheque together with a list of contributions by man for the period on or before the 15th of the month following for the contributions respecting a fiscal monthly payroll period.
- 20.05 The payment of the contribution and the withholding thereof will be shown on the weekly cheque stub. Disputes respecting amounts of contribution by week are to be resolved with payroll by the end of the current month or will be deemed to be correct.

ARTICLE 21 - HUMANITY FUND

- 21.01 The Company agrees to deduct once a year the amount of \$20.80 from the wages of all employees in the bargaining unit for all hours worked and, prior to the 15th day of the month following and to pay the amount so deducted to the "Humanity Fund" and to forward such payment to United Steelworkers, National Office, 234 Eglinton Avenue East, Toronto, Ontario M4P 1K7, and to advise in writing both the Humanity Fund at the aforementioned address and the local union that such payment has been made, the amount of such payment and the names of all employees in the bargaining unit on whose behalf such payment has been made.

The first "Humanity Fund" deduction as aforementioned shall be for the fifth week following ratification of this agreement.

It is understood and agreed that participation by any employee in the bargaining unit in the program of deductions set forth above may be discontinued by any employee in the bargaining unit after the receipt by the Company and the Local Union of that employee's written statement of his/her desire to discontinue such deductions from his/her pay which may be receive during the four weeks following ratification of this agreement or at any time thereafter.

ARTICLE 22 - HARASSMENT

- 22.01 The Company shall maintain a working environment which is free from sexual and/or racial harassment.
- 22.02 For the purpose of this clause, "sexual harassment" includes:
 - (a) unwanted sexual attention of a persistent or abusive nature, made by a person who knows or ought reasonably to know that such attention is unwanted; or
 - (b) implied or expressed promise of reward for complying with a sexually oriented request; or

- (c) implied or expressed threat or reprisal, in the form either of actual reprisal or the denial of opportunity, for refusal to comply with a sexually oriented request; or
- (d) sexually oriented remarks and/or behaviour which may reasonably be perceived to create a negative psychological and/or emotional environment for work and study.

22.03 For the purpose of this clause, "racial harassment" includes:

engaging in a course of comment or conduct that is known or ought reasonably to be known to be unwelcome where such comment or conduct consist of works or action by the Company, Supervisor or a co-worker in the bargaining unit, which disrespects or causes humiliation to a bargaining unit employee because of his or her race, colour, creed, ancestry, place of origin or ethnic origin.

22.04 Where an arbitrator concludes that section 1 has been breached the arbitrator may direct:

- (a) that the aggrieved employee (the complainant) not be required to continue work in proximity to any person (respondent) found to have engaged in any sexual or racial harassment conduct: and
- (b) that any employee who is found to have engaged in sexual or racial harassment conduct be reassigned to another location or time of work without regard to the respondents' seniority; and;
- (c) that the Company pay the aggrieved employee compensation for all losses flowing from and reasonably connected to the sexual or racial harassment conduct complained of.

22.05 In any arbitration case arising out of or relating to sexual or racial harassment conduct, where an arbitrator finds that sexual or racial harassment has occurred the arbitrator shall impose a remedy which is designed to only affect the perpetrator insofar as that is possible and where there is any classification, seniority, wages, etc., such detriment shall fall upon the perpetrator and not upon other bargaining unit employees. The arbitrator may direct a transfer of the perpetrator without regard to his/her seniority.

ARTICLE 23 - DURATION OF AGREEMENT

- 23.01 This Agreement will be effective from **February 1, 2005 to and including January 31, 2008** and thereafter from year to year unless written notice of intent to terminate or amend the Agreement at the expiration of any yearly period is given by either Party to the other within the four (4) month period prior to the termination date.
- 23.02 Within ten (10) days after receipt of any notice given pursuant to this Article by either Party, the Parties to this Agreement will commence negotiations. During the period of negotiations, this Agreement will continue in full force and effect.
- 23.03 By agreement of the Parties hereto, the provisions of Section 50 (2) and (3) of the Labour Relations Board of British Columbia are specifically excluded.

IN WITNESS WHEREOF the Parties hereto have executed this Agreement this _____day of 2005.

**HARRIS REBAR
A DIVISION OF HARRIS
STEEL LTD.**

**UNITED STEELWORKERS
(ON BEHALF OF LOCAL UNION 2952)**

APPENDIX "A"
HARRIS REBAR, A DIVISION OF HARRIS STEEL LIMITED
WAGE SCHEDULE

<u>CLASSIFICATION</u>	<u>FEB 1/2005</u>	<u>FEB 1/2006</u>	<u>FEB 1/2007</u>
	<u>2%</u>	<u>2%</u>	<u>2%</u>
Maintenance	26.16	26.68	27.21
Rod Bender	23.90	24.38	24.87
Epoxy Coat Operator	23.90	24.38	24.87
Rod Bender Trainee (1 Year)	23.35	23.82	24.30
Shear Operator	23.35	23.82	24.30
Crane Operator Helper	22.15	22.59	23.04
Cable Machine Operator	22.15	22.59	23.04
Lenton Machine Operator	22.15	22.59	23.04
Shear Operator Trainee (6 mos)	21.85	22.29	22.74
*Helper	20.86	21.28	21.71

SHIFT CHARGE HAND One dollar fifty cents (\$1.50) per hour above highest classification supervised, including Shift Charge Hand's own classified rate.

The senior employee on the afternoon or graveyard shift in the Black Bar Section shall receive the appropriate lead hand premium.

*Present employees to receive Helper rate as marked.

SIGNING BONUS

One time signing bonus of \$500.00 (cash or deposit into RRSP) for current employees at signing time.

APPENDIX "A-2"
NEW EMPLOYEES

WAGE SCHEDULE

For employees hired after April 1, 2005 rates will be as follows:

	<u>Feb 1/05</u>	<u>Feb 1/06</u>	<u>Feb 1/07</u>
	R6	R6	R6
Bender	23.44	23.91	24.39
Shearman	22.89	23.35	23.81
Crane Operator	21.70	22.13	22.57
P/T	21.70	22.13	22.57
Lenton	21.70	22.13	22.57
Helper	17.69	18.04	18.40
	R5	R5	R5
Bender	21.11	21.54	21.97
Shearman	20.60	21.02	21.44
Crane Operator	19.53	19.92	20.32
P/T	19.53	19.92	20.32
Lenton	19.53	19.92	20.32
Helper	16.83	17.17	17.51
	R4	R4	R4
Bender	19.25	19.25	19.25
Shearman	18.75	18.75	18.75
Crane Operator	17.65	17.65	17.65
P/T	17.65	17.65	17.65
Lenton	17.65	17.65	17.65
Helper	16.20	16.20	16.20
	R3	R3	R3
Bender	18.00	18.00	18.00
Shearman	17.50	17.50	17.50
Crane Operator	16.80	16.80	16.80
P/T	16.80	16.80	16.80
Lenton	16.80	16.80	16.80
Helper	15.90	15.90	15.90
	R2	R2	R2
Bender	17.00	17.00	17.00
Shearman	16.50	16.50	16.50
Crane Operator	16.10	16.10	16.10
P/T	16.10	16.10	16.10
Lenton	16.10	16.10	16.10
Helper	15.60	15.60	15.60

	R1	R1	R1
Bender	16.00	16.00	16.00
Shearman	16.00	16.00	16.00
Crane Operator	15.75	15.75	15.75
P/T	15.75	15.75	15.75
Lenton	15.75	15.75	15.75
Helper	15.30	15.30	15.30

In order to progress from R1 to R6 an employee must have 1000 hours of actual time worked in the classification to move up. eg. After 1000 hours in R1 an employee moves to R2 and after another 1000 hours he moves to R3 and so on until he reaches top rate.

Afternoon Shift	\$.75
Graveyard Shift	\$1.00
Survival F.A.	\$.50
I.F.A.	\$1.00

LETTER OF UNDERSTANDING

BETWEEN: HARRIS REBAR, A DIVISION OF HARRIS STEEL LIMITED

OF THE FIRST PART

**AND: UNITED STEELWORKERS
(ON BEHALF OF LOCAL UNION 2952)**

OF THE SECOND PART

The following rates apply to men on R-rates hired prior to April 27, 2005 being Souphone Phommaviset, Brent Leupen and Tony Gillies.

	<u>Feb 1/05</u>	<u>Feb 1/06</u>	<u>Feb 1/07</u>
	R4	R4	R4
Bender	19.64	20.03	20.43
Shearman	19.13	19.51	19.90
Crane Operator	18.00	18.36	18.73
P/T	18.00	18.36	18.73
Lenton	18.00	18.36	18.73
Helper	16.52	16.85	17.19
	R3	R3	R3
Bender	18.36	18.73	19.10
Shearman	17.85	18.21	18.57
Crane Operator	17.14	17.48	17.83
P/T	17.14	17.48	17.83
Lenton	17.14	17.48	17.83
Helper	16.22	16.54	16.87
	R2	R2	R2
Bender	17.34	17.69	18.04
Shearman	16.83	17.17	17.51
Crane Operator	16.42	16.75	17.09
P/T	16.42	16.75	17.09
Lenton	16.42	16.75	17.09
Helper	15.91	16.23	16.55
	R1	R1	R1
Bender	16.32	16.65	16.98
Shearman	16.32	16.65	16.98
Crane Operator	16.07	16.39	16.71
P/T	16.07	16.39	16.71
Lenton	16.07	16.39	16.71
Helper	15.61	15.92	16.24

IN WITNESS WHEREOF the Parties hereto have executed this Agreement this _____ day of
2005.

**HARRIS REBAR
A DIVISION OF HARRIS
STEEL LTD.**

**UNITED STEELWORKERS
(ON BEHALF OF LOCAL UNION 2952)**

