

COLLECTIVE LABOUR AGREEMENT

BEACHCOMBER HOT TUBS INC

AND

TEAMSTERS LOCAL UNION NO. 31

JANUARY 1, 2008 - DECEMBER 31, 2011

Table of Contents

ARTICLE 1 – INTENT & PURPOSE.....	1
Section 1 - Relationship.....	1
Section 2 - Gender	1
ARTICLE 2.....	1
Section 1 – Certificate of Bargaining Authority	1
Section 2 – Bargaining Authority	2
ARTICLE 3.....	2
Section 1 – Posting of Agreement	2
Section 2 – Check-off	2
Section 3 – Union Shop	2
Section 4.....	2
Section 5.....	2
Section 6 – Contracting Out.....	3
ARTICLE 4 – MANAGEMENT RIGHTS	3
Section 1 – Residual Rights	3
Section 2 - Discipline.....	3
ARTICLE 5 – NO STRIKES AND LOCKOUTS.....	3
Section 1 – No Work Stoppages	3
ARTICLE 6 – REPRESENTATION.....	4
Section 1 – Plant Visitations.....	4
Section 2 – Shop Stewards.....	4
Section 3 – Production of Records.....	4
ARTICLE 7 – GRIEVANCE PROCEDURE AND ARBITRATION.....	5
Section 1 – Purpose.....	5
Section 2 – Time Limits.....	5
Section 3 – Grievance Procedure.....	5
Section 4 – Arbitrator's Decision	8
ARTICLE 8 – SENIORITY.....	8
Section 1 – Seniority Defined	8
Section 2 – Probation.....	8
Section 3 – Regular Employee.....	8
Section 4 – Lay-offs.....	9
Section 5 – Bumping.....	9
Section 6 – Recall	9
Section 7 – Loss of Seniority	10
Section 8 – Seniority Lists	10
ARTICLE 9 – JOB POSTINGS	11
Section 1 – New Hires	11
Section 2 – Permanent Job Postings	11
Section 3 – Temporary Job Postings.....	11
Section 4 – Trial Periods in Category III and Production Support	12
ARTICLE 10 – SENIORITY WHILE OUT OF BARGAINING UNIT	12

Section 1 – Promotion to Non-Supervisory Position.....	12
Section 2 – Relief Supervisors.....	12
ARTICLE 11 – LEAVES OF ABSENCE.....	13
Section 1 – General Leave.....	13
Section 2 – Benefit Continuation.....	13
Section 3 – Being Employed Elsewhere.....	13
Section 4 – Compassionate Leave.....	13
Section 5 – Union Leave.....	13
Section 6 – Lay-Off During Leave of Absence.....	14
Section 7 – Pregnancy Leave.....	14
Section 8 – Parental Leave.....	14
Section 9 – Bereavement Leave.....	14
Section 10 – Jury Duty.....	14
ARTICLE 12 - GENERAL.....	15
Section 1 – Injury at Work.....	15
Section 2 – Pay for Time.....	15
Section 3 – Savings Clause.....	15
Section 4 – Negotiations for Replacement of Articles Held Invalid.....	16
Section 5 - Training.....	16
Section 6 – Time off to Vote.....	16
Section 7 - Lockers.....	16
Section 8 – Protection of Rights.....	16
Section 9 – Picket Lines.....	16
Section 10 – No Strike or Lockout.....	17
Section 11 – Filing Cabinet for Union.....	17
Section 12 – Technological Change.....	17
Section 13 – Transfer of Ownership.....	18
ARTICLE 13 – MEDICAL EXAMINATION.....	18
Section 1.....	18
Section 2 – Compensation Sickness Coverage.....	19
ARTICLE 14 - HEALTH AND SAFETY.....	19
Section 1 – Safety Committee.....	19
Section 2 – Sanitary Conditions.....	19
Section 3 – First Aid Supplies.....	19
Section 4 – First-Aid Attendant.....	20
Section 5 – Protective Equipment.....	20
Section 6 - Coveralls.....	20
Section 7 – Boot Allowance.....	20
ARTICLE 15 - VACATIONS.....	20
Section 1 - Vacation Entitlement.....	20
Section 2 - Vacation Shutdown.....	21
Section 3 - Other Vacation Requests.....	21
Section 4 - Vacations Scheduled.....	21
Section 5.....	21
ARTICLE 16 - GENERAL HOLIDAYS.....	22
Section 1 – Entitlement.....	22

Section 2 – Recognized Holidays	22
Section 3 – Holiday falling on a Regular Day of Rest.....	22
Section 4 – Work on a General Holiday	23
ARTICLE 17 - HOURS OF WORK	23
Section 1 – Guarantee of Hours	23
Section 2 – Normal Work Day/Week (8 hour shifts)	23
Section 3 – Normal Work Day/Week (10 hour shifts)	23
Section 4 – Shift Selection.....	23
Section 5 – Shift Premiums.....	24
Section 6 – Lunch Breaks	24
Section 7 – Rest Period	24
Section 8 – Clean-up Period	24
Section 9 – Reporting Allowance	24
Section 10 – Call Back Pay.....	24
ARTICLE 18 - OVERTIME.....	25
Section 1 – Authorization	25
Section 2 – Distribution	25
Section 4 – Overtime on Ten (10) Hour Shifts.....	25
Section 5 – General Holiday	25
ARTICLE 19 – HEALTH & WELFARE.....	26
Section 1 – Eligibility	26
Section 2- Coverage.....	26
Section 3 – Coverage Ceases	26
ARTICLE 20 - WAGES	26
Section 1 – Pay Day.....	26
Section 2 – Working in a Different Category	26
Section 3 – Wage Rates	27
Section 4 – Red Circle Rates	29
Premiums	29
ARTICLE 21 - Term of Agreement.....	30
Section 1 – Term of Agreement.....	30
Section 2.....	30
Section 3.....	30
APPENDIX "A".....	31
TEAMSTERS LOCAL NO. 31 UNION/INDUSTRY ADVANCEMENT FUND.....	31
APPENDIX "B".....	32
TEAMSTERS NATIONAL PENSION PLAN	32
Letter of Understanding.....	34

Collective Labour Agreement

Between

BEACHCOMBERS HOT TUBS
(hereinafter referred to as "the Company" or "the Employer")

and

TEAMSTERS LOCAL UNION NO. 31
(hereinafter referred to as "the Union")

ARTICLE 1 – INTENT & PURPOSE

Section 1 - Relationship

The purpose of this agreement is to establish an orderly collective bargaining relationship between the Employer and the Union with respect to the bargaining unit as defined herein, to secure the prompt and equitable disposition of grievances and to promote the efficient operation of the Employer's business. This Agreement shall be regarded as a complete and specific statement of the relationship between the Employer and the Union.

Section 2 - Gender

For the sake of simplicity, where the masculine term is used throughout this Agreement it is understood to include both male and female genders.

ARTICLE 2

Section 1 – Certificate of Bargaining Authority

The Company agrees to recognize the Union as the sole bargaining agent for:

- (a) Employees and categories of employees referred to in the Certificate of Bargaining Authority held from time to time by the Union.
- (b) It is agreed that neither party to this Agreement will enter into any agreement or contract with employees which conflicts with the terms and provisions of this Agreement.

Section 2 – Bargaining Authority

All members of the Union shall receive a copy of this Agreement which is binding on management, the union and employees. The Union shall be responsible for the printing of the collective agreement and the Company will share the printing costs equally. Copies of the agreement will be available to employees at the successful completion of the probationary period.

ARTICLE 3

Section 1 – Posting of Agreement

The company will provide a glass enclosed locking bulletin board in each Company lunchroom area for such notices as the Union may from time to time wish to post. The said Union notices shall be posted and must be signed by an elected or appointed officer or other authorized representative of the Union. The Union will ensure that a copy of the collective agreement is attached to each board.

Section 2 – Check-off

The Union will supply the Employer with the appropriate forms authorizing the company to deduct union initiation fees, union dues and/or other assessorial charges as levied in accordance with the constitution and bylaws of the Union. All forms will be signed by new hires on the date of hire and returned to the Union with the monthly remittance of dues.

Section 3 – Union Shop

Every employee of the Company covered by this Agreement shall be a member of the Union in good standing during the whole of the term of this Agreement as a condition of employment with the Company.

Section 4

The deduction of Union dues shall be made from every employee including, but not limited to, probationary employees. In the event that a probationary employee fails to complete his probationary period, Union dues will be deducted from his final pay cheque.

Section 5

The employer shall show the yearly Union monthly dues deductions on employees' T-4 slips.

Section 6 – Contracting Out

If the Employer intends to contract out work that is not 'preassembled' but is currently performed by the bargaining unit, the Union shall be given ninety (90) days written notice of such change. There shall not be any direct layoffs as a result of this new contracting out for the term of the collective agreement. This clause does not prevent preassembled work coming into the plant.

ARTICLE 4 – MANAGEMENT RIGHTS

Section 1 – Residual Rights

All matters pertaining to operating the business are reserved to management except as limited by the provisions of this agreement. The employer will make and alter from time to time rules and regulations to be complied with by its employees. These rules and regulations will be filed with the Union.

Section 2 - Discipline

- (a) The employer shall discipline employees only for just cause. Formal reprimands, suspensions and discharge will be in writing to the employee with a copy provided to the the Union. In the event the company intends to terminate a shop steward for cause, the steward will be suspended for twenty-four (24) hours and the union notified.
- (b) An employee who has been suspended or discharged shall be given a reasonable opportunity to meet with his Steward before leaving the employers premises unless it is necessary in the Employer's opinion, because of the circumstances giving rise to his discharge or suspension, to require the immediate expulsion of the employee from the premises.
- (c) Formal reprimands will be removed after twelve (12) months provided there have been no further reprimands entered on the employee's file.
- (d) Employees who believe they have been unjustly reprimanded may appeal such decision through the grievance procedure.

ARTICLE 5 – NO STRIKES AND LOCKOUTS

Section 1 – No Work Stoppages

The Union agrees that during the life of this Agreement neither the Union nor any employee shall take part in or call or encourage any strike, picketing, slowdown or any suspension of or

stoppage or interference with work or production, either complete or partial, which shall in any way affect the operations of the Employer and there shall not be any sympathy strikes. The Employer agrees it will not engage in any lockout of employees.

ARTICLE 6 – REPRESENTATION

Section 1 – Plant Visitations

- (a) The Company shall allow the designated Union Representative unescorted, and free access to the Company's lunchroom(s) during working hours for the purpose of investigating conditions and grievances related to this agreement and shall in no way interrupt the Company's working schedule provided reception is notified at time of arrival.
- (b) When access is required to a production floor for the purposes of an investigation, the designated Union Representative must first obtain permission from the Company's authorized management representative in advance.
- (c) Any investigation or discussions with employees must not result in any disruption of the Company's operations or affairs, and it must not result in any Employees neglecting their work duties and responsibilities.

Section 2 – Shop Stewards

- (a) The Union shall elect or appoint from among its members in the bargaining unit and shall notify the Company in writing forthwith of such appointments and deletions of those employees so elected or appointed. The Company will recognize shop stewards and not discriminate against them for lawful Union activity.
- (b) Grievances shall be processed during the normal working hours of the shop steward. A steward shall receive his regular rate of pay when grievances or pending grievances are processed with the Employer.
- (c) If the Employer representative is unable to meet the steward during the steward's normal working hours, the steward shall be paid at straight time for all hours spent during the processing of the grievances with the Employer.

Section 3 – Production of Records

For the purpose of processing specific grievances or disputes, Business Representatives of the Union and Stewards will, with reasonable prior notice, have time cards and personal disciplinary records made available to them on request during the office hours of the Employer.

ARTICLE 7 – GRIEVANCE PROCEDURE AND ARBITRATION

Section 1 – Purpose

Whenever any dispute arises between the Company and the Union or between the Company and one or more employees, the employees shall continue to work and the dispute shall be adjusted in accordance with the following procedures. The dispute shall first be taken up informally between the employee and the Company supervisor before entering into the formal steps of the grievance procedure.

Section 2 – Time Limits

Time limit to initiate this Grievance Procedure:

- (a) Termination or lay-off – ten (10) calendar days.
- (b) All other grievances – thirty (30) calendar days.

In any dispute over a pay cheque or pay statement or any matter thereon the time limit shall be calculated from the date the employee received the pay cheque or pay statement.

- (c) All time limits referred to in the grievance procedure may be extended by mutual agreement.

Section 3 – Grievance Procedure

An earnest effort to resolve the grievance will be made by all parties at all steps of grievance process.

Step 1:

GRIEVANCE PROCEDURE – Step One

Any grievance of an employee shall first be taken up between such employee and the Company supervisor in writing. The employee will be entitled to be represented by a shop steward or a Union representative.

Step 2:

GRIEVANCE PROCEDURE – Step Two

Failing settlement within 10 days following Step 1, such grievance shall be taken up between a representative of the Union or a shop Steward and the Production Manager. The meeting will be documented and signed by both parties.

**Step 3:
GRIEVANCE PROCEDURE – Step Three**

Failing settlement within 10 days following Step 2, such grievance and any dispute arising between the Union and the Company over the interpretation or application of the provisions of this Agreement, including any dispute as to whether a matter is subject to this grievance procedure shall be referred to two (2) authorized representatives of the Union and two (2) authorized representatives of the Company. The representatives of the Union and the Company shall exchange statements in writing setting forth their respective positions relative to the matter(s) in dispute not later than at their initial meeting.

GRIEVANCE PROCEDURE – Step Four Expedited Arbitration

The parties may if mutually agreed have the matter heard by expedited arbitration as follows:

This expedited arbitration system is intended as an informal and accelerated mechanism to facilitate a speedy and economic resolution of grievances arising out of the interpretation and application of the collective agreement.

1. Grievances that are unresolved via the grievance procedure are eligible for expedited arbitration unless at the point of submission to arbitration, either party states that it requires the grievance to be resolved by formal arbitration. The selection of an arbitrator for formal arbitration will be according to Article 7 Step 5.
2. To the extent possible, hearings will be conducted at the Company to reduce costs. If the hearing is to be held at a neutral site, the Company and Union will share in the costs.
3. The expedited arbitration process is intended to be non-legal, and therefore lawyers will not be utilized as counsel. The process will involve two (2) authorized representatives of the Union and two (2) authorized representatives of the Company.
4. Prior to hearings, the parties shall provide each other with full disclosure of all relevant documents, and shall meet either in person or by telephone to ensure that each side understands the other side's view of the facts of the case and the arguments that will be made.
5. The arbitrator shall have all arbitral powers conferred by the Labour Code, but shall make procedural determinations consistent with the purpose of expedited arbitration.
6. All presentations to the expedited arbitrator shall be as concise as possible. Without calling witnesses, each side will fully narrate its view of the facts of the case and will verbally provide the arbitrator with its argument in summary form. Witnesses will be limited to those points which are contested and which the arbitrator considers to be necessary and relevant.
7. The arbitrator shall have jurisdiction to engage the parties in grievance mediation with a view to settlement of the matter where the parties so mutually agree.
8. Where a decision by the arbitrator is required, and where it is possible to do so, the arbitrator shall give an oral decision at the conclusion of the hearing and will later confirm the decision in writing. Where an oral decision is not given at the conclusion of the hearing, the arbitrator shall publish a decision within seven days of the

conclusion of the hearing. All written decisions shall be concisely expressed, with only such written reasoning as will convey the essential findings.

9. All decisions by the expedited arbitrator shall be without prejudice or precedent, and shall not be referred to by either party in any subsequent proceeding of any kind.
10. The decision of the expedited arbitrator is final and may not be appealed.
11. The expedited arbitrator shall be selected from the list. Each party will choose two (2) names from the list. The parties will meet at the Company to exchange names following the submission to pursue expedited arbitration has been served by either party. If both names of the parties are the same, the parties will draw a name from the two selected. If there is one (1) name in common for the parties that will be the arbitrator. If there are no names in common exchanged by the parties, the arbitrator selected will be the remaining name on the list.
12. The parties shall equally share the fees and expenses of the expedited arbitrator.

Expedited Arbitrator List

- Rick Coleman
- Rod Germaine
- Judi Korbin
- Stan Lanyon
- Vince Ready

Step 5 - Formal Arbitration Process

Either Party may refer the matter to an agreed upon neutral arbitrator who will meet with the authorized representatives of the Union and the Company to hear both sides.

All monetary grievance settlements are to be paid the following pay period on a separate cheque or as otherwise agreed to between the parties.

Selection of Arbitrator

Following the submission of written notice on the other party of its intention to refer the matter to a formal arbitration, the parties agree to select the arbitrator from the list below. Each party will choose two (3) names from the list of arbitrators. The parties will meet at the Company to exchange names. If there is only one (1) name in common, the arbitrator in common is selected. If parties have more than one (1) name in common, the parties will draw a name from the names in common. If there are no names in common, the arbitrator selected will be the remaining name on the list.

- Joan Gordon
- Judi Korbin
- Vince Ready
- Rod Germaine
- Rory McDonald
- Colin Taylor
- John Sanderson

Section 4 – Arbitrator's Decision

The arbitrator shall be required to hand down his decision following completion of the hearing, and his decision will be final and binding on the two Parties to the dispute and shall be applied forthwith.

The decision of the arbitrator shall be specifically limited to the matter submitted to him, and he shall have no authority in any manner to amend, or change any provisions of this Agreement.

The cost of the arbitrator will be borne equally by the Union and by the Company.

ARTICLE 8 – SENIORITY

Section 1 – Seniority Defined

Seniority is the length of service from the last date of hiring of the employee. However, in circumstances where two (2) or more employees are employed by the company on the same date their position on the seniority list shall be determined by the drawing of names.

- (a) First name drawn shall be deemed most senior and will maintain seniority for length of their employment.

Section 2 – Probation

- (a) Newly hired employees accrue no seniority until they have completed sixty (60) days of work. On the successful completion of probation, seniority will be backdated to the original date of hire.
- (b) The probationary period is a trial period during which an employee maybe terminated for any work related reason.

Section 3 – Regular Employee

A regular employee shall be considered as such an employee of the Company when:

- (a) He has completed his probationary period
- (b) He makes himself available to the Company for full time employment as offered by the company
- (c) It shall not be a cause for discipline or discharge for an employee to seek and/or accept gainful employment elsewhere, provided the employee complies with Sub-Section (b) herein.

Section 4 – Lay-offs

The parties agree that job security should increase with the length of service. To that end the following procedure will be followed in the event of a reduction of forces.

- (a) Lay-off notices will be issued to the Junior employees in seniority order in the Production Worker I category.
- (b) If further lay-offs are required lay-off notice will be issued to remaining employees in Production I category.
- (c) Should the curtailment of operations be so significant notices would then be issued to the junior Production Workers in category II and then into category III.
- (d) Should there be a full curtailment of operations all affected employees will receive notice.
- (e) In the event of a production shutdown, employees may be required for specific project work. In this situation the senior qualified employee(s) may be scheduled.
- (f) During a production shutdown employees are encouraged to take their vacation, however consideration will be given to requests for Leave of Absence under special circumstances, which if approved would mean Leave without pay.

Section 5 – Bumping

Although it is unlikely because of the sequence of lay-off, if an employee in Production Worker I category receives notice and they have previously successfully performed the work of a production Worker II and there are junior employees holding Production Worker II positions, the senior laid-off Production Worker I may exercise his/her right to bump such employee(s).

Section 6 – Recall

- (a) Employees recalled must report for work on the date recalled provided they are given seven (7) consecutive days notice and are being recalled for full time work as per Article 8 Section 3.
- (b) Employees on lay-off will be recalled in reverse order of their lay-off i.e. last laid off, first recalled. Employees recalled must report for work and perform the duties of the position as assigned.

- (c) In circumstances where specific skills are required, Employees' may be recalled out of seniority to satisfy the operational requirements of the Company.
- (d) Employees on lay-off must provide the Company with any changes of address or phone number.
- (e) Employees recalled to work following a layoff that were not given a return to work date at time of layoff shall be informed by courier or registered mail and he will be allowed seven (7) consecutive days from receipt or attempted delivery date to report for work.
- (f) Employees who are recalled mid week have the option to waive the seven (7) consecutive days wait period and return at the start of the next work week.
- (g) Recall rights will be effective for six (6) months for those with less than one year's service and twelve (12) months for those with one or more years' service. Employees with more than five (5) years service will acquire an additional month recall per year of service over five (5) to a maximum of eighteen (18) months.
- (h) Employees recalled who do not report will be considered as terminated.

Section 7 – Loss of Seniority

Employees will be struck from the seniority list and be considered as terminated if

- (a) They quit
- (b) They are fired for cause
- (c) Become members without standing with the union
- (d) Fail to return to work after recall
- (e) Fail to return to work after a Leave of Absence
- (f) Accept other employment while on Leave of Absence.

Section 8 – Seniority Lists

The Company will post and maintain seniority listings. Such up-to date listings will be posted as of January and July of each year. Copies of current lists will be provided to the Union. Such lists to state starting date of employee.

In the event that the Company purchases a business or any part thereof, the employees of which are covered by a Collective Agreement with a Local Union of the International Brotherhood of Teamsters, the seniority of such employees shall be computed from the date that they respectively first become employees of the business aforesaid.

If, as and when locations are closed down or partially closed down or amalgamated or moved to another location, the seniority of such employees shall immediately become a subject of discussion and failure of the Parties to agree may be submitted to the grievance procedure hereinafter provided for a final decision.

ARTICLE 9 – JOB POSTINGS

Section 1 – New Hires

All new employees will be hired into the Production Worker I category at a rate of \$2.00 per hour less than the PW 1. Every six (6) months new hires will receive a fifty cent (.50¢) increase reaching the prevailing PW 1 rate after two years. Upon achieving the full PW 1 rate employees will qualify to participate in the Teamster Pension Plan.

Employees in this category may be utilized to fill any position in the Category.

Section 2 – Permanent Job Postings

All vacancies will be posted for five (5) working days for bids. Twenty-five (25) employees in the PW1 category will be posted to the position of floater. Seniority shall prevail for shift preferential, new jobs or vacancies in all categories provided the employee is qualified. When a position is cancelled or discontinued, the affected employee(s) will have the right to bump into a position provided they have seniority and qualifications. In the event the layoff or shift discontinuance is for a period of less than thirty (30) calendar days the employees affected must resume their normal shifts as work becomes available.

Where there is a temporary absence from work of an employee on vacation, sick, or Workers' Compensation he will have the opportunity of bidding on any posting(s) that were posted during his absence. The employee must indicate his/her choice within five (5) working days of their return to work.

In all bids referred to in this Article, the Company will designate the successful bidder or bidders except when the employee is on vacation or on days off or otherwise prevented from bidding and when he returns, he will be given an opportunity to bid or bump. If senior bidders are not assigned, the reasons thereto will be given to such senior employees. If there are no bids on a posting the junior qualified employee will be assigned to the position.

Section 3 – Temporary Job Postings

- (a) Any employee who is awarded a temporary posting in a category grade higher than their current category grade will be paid the higher category grade during the tenure of the temporary posting.
- (b) When the absent employee returns to work, all the employees that changed positions due to the bidding process created by the temporary job posting (absence) will return to the position, category grade and pay structure held prior to the bidding process. In

the event the absent employee does not return to work, the position bid and awarded shall be considered permanent.

Section 4 – Trial Periods in Category III and Production Support

- (a) Employees assigned through the posting procedure to a position in Category III or Support Positions will be on a trial period for a period of 45 work shifts. If they are unsuccessful they will be reassigned to their previous category and the affected employees will revert to their previously held positions.

ARTICLE 10 – SENIORITY WHILE OUT OF BARGAINING UNIT

Section 1 – Promotion to Non-Supervisory Position

When an employee within the bargaining unit covered by this Agreement receives leave of absence in writing with a copy to the Union to take a position within the Company which is beyond the sphere of the bargaining unit, he may retain his seniority for a maximum of ninety (90) calendar days within the bargaining unit.

The starting date of such an appointment shall be posted in the terminal. Notice shall be given to the Union in writing prior to the employee leaving the bargaining unit for any period of time. During this leave of absence such employee shall continue to be covered by the Health and Welfare and the Pension Plan as provided in this Agreement.

Employees who have been granted such a leave of absence must remain a member of the Union and be covered under all benefits of the Collective Agreement but shall not perform any duties covered by the bargaining unit. In such appointments seniority shall be a consideration. The successful appointee shall not have the right to hire and fire during the ninety (90) day leave of absence.

Not later than on the ninetieth (90) calendar day of this period, the employee must exercise his seniority rights by returning to his former unit or relinquish all such seniority rights. Should the employee return or be returned to the bargaining unit for any reason, he must remain within the unit for a minimum period of one hundred and twenty (120) calendar days prior to exercising such privilege again.

Section 2 – Relief Supervisors

The parties recognize that bargaining unit employees may be used as Relief Supervisors for regular Supervisors off on vacations, illness, leave of absence, etc. For the duration of such relief

assignments employees will suffer no loss of seniority. Relief Supervisors will not be required to formally discipline employees.

ARTICLE 11 – LEAVES OF ABSENCE

Section 1 – General Leave

Employees may request a leave of absence. As much advance notice as possible is requested and a minimum of 3 months is required. In considering such requests the operational needs of the plant will be of paramount importance. Requests that fall in the time frame of November through the end of February are the most likely to receive favourable consideration, as will any request for an extension to the thirty (30) calendar days maximum.

Section 2 – Benefit Continuation

Employees on Leave of Absence in excess of two (2) weeks may continue their benefit coverage by paying for the entire premium costs for the duration of the leave.

Section 3 – Being Employed Elsewhere

Any employee hereunder on leave of absence engaged in gainful employment without prior written permission from both the Company and the Union shall forfeit his seniority and his name will be stricken from the seniority list and he will no longer be considered as an employee of the Company.

Section 4 – Compassionate Leave

Any employee requesting leave of absence for compassionate reasons shall not be unreasonably denied such request.

Section 5 – Union Leave

- (a) The Employer agrees to grant one employee an indefinite leave of absence, without pay, to work for the Teamsters Union, retaining and accumulating seniority during such leave. The leave of absence shall be revocable by the employee upon one (1) week's notice.
- (b) When the Union requires an employee on a temporary basis for collective bargaining, as a witness in arbitration, or any other temporary Union business, the Company will

pay the employee his regular rate of pay for this leave and bill the Union for his wages.

Section 6 – Lay-Off During Leave of Absence

An employee on a leave of absence who otherwise would have been subject to lay-off will complete the leave of absence and then be considered as being laid-off.

Section 7 – Pregnancy Leave

An employee who has completed thirteen (13) weeks of employment and who is pregnant will be entitled to pregnancy leave in accordance with the provisions of the Employment Standards Act.

An employee on pregnancy leave will continue to participate in the Employer's benefit plans for the period of their leave unless they elect in writing not to do so, provided that they continue to pay the contributions, if any, for the period of such leave.

Section 8 – Parental Leave

Employees who have worked for the Employer for at least thirteen (13) weeks and are the parents of a natural or adoptive child are eligible for a leave of absence without pay in accordance with the provisions of the Employment Standards Act.

Employees on parental leave will continue to participate in the Employer's benefit plans for the period of their leave unless they elect in writing not to do so, provided that they continue to pay the employee's contributions, if any, for the period of leave.

Section 9 – Bereavement Leave

- (a) In the event of a death in the immediate family of the employee a leave of absence with pay for three (3) days will be granted if the employee attends the funeral. If the employee does not attend the funeral the leave will be for one (1) day. Immediate family includes: spouse, children, father, mother, brothers, sisters.
- (b) The employer shall have the right to request and receive proof of death relating to any such absence.
- (c) Should more time off be required for any reason relating to the death an additional leave of absence without pay may be requested and will not be unreasonably denied recognizing the operational needs of the company are of paramount importance.

Section 10 – Jury Duty

If an employee is called for jury duty or to serve as a Crown Witness on his normal working day, the Employer agrees to pay the employee eight (8) hours straight time or ten (10) hours straight time, less the amount received from the Crown. In order to be paid under this Article an Employee must meet all of the following eligibility requirements.

- (a) The Employee shall have passed his probationary period as of the date of commencement of the Jury Duty.
- (b) The Employee shall have given prior notice to the Company that he has been summoned for Jury Duty by way of providing the Official Summons. The Company shall be provided with a copy of such notice received by the Employee forthwith, upon its receipt by the Employee.
- (c) The employee shall furnish satisfactory evidence to the Company that he reported for Jury Duty or served as a witness on the days for which he claims payment.
- (d) Employees on leave of absence, layoff or on normal days off, will not receive payment.

ARTICLE 12 - GENERAL

Section 1 – Injury at Work

If an employee meets with an accident after starting work, incapacitating him from carrying out his duties, the employee will be paid one (1) day's pay for the day of his injury providing the employee is not receiving Worker's Compensation pay for that day.

The Employer will supply, if necessary, an ambulance service to a hospital or physician's services and then to the employee's residence for the day of the injury.

Section 2 – Pay for Time

All employees covered by this Agreement shall be paid for all time spent in the service of the Company. Rates of pay provided for by this Agreement shall be minimums. Time shall be computed from the time that the employee is required to start work or registers in, whichever is later, until he is effectively released from duty. Employees who punch out late even though they were released from duties on time will not receive overtime unless it was previously authorized.

Section 3 – Savings Clause

If any article or section of this Agreement or any of the riders hereto should be held invalid by operation of law or by any tribunal of competent jurisdiction or if compliance with or enforcement of any article or section should be restrained by such tribunal pending a final determination as to its validity, the remainder of this Agreement and of any rider thereto or the application of such article or section to persons or circumstances other than those as to which it has been held invalid or as to which compliance with or enforcement of has been restrained, shall not be effected thereby.

Section 4 – Negotiations for Replacement of Articles Held Invalid

In the event that any article or section is held invalid or enforcement of or compliance with which has been restrained, as above set forth, the Parties affected thereby shall enter into immediate collective bargaining negotiations upon the request of either Party for the purpose of arriving at a mutually satisfactory replacement for such article or section during the period of invalidity or restraint. If the Parties do not agree on a mutually satisfactory replacement, they shall submit the dispute to an arbitrator as outlined in Article 7.

The Employer will pay the regular hourly rate for all employees compelled to attend Employer's meetings or Health and Safety meetings required by the Employer or by law.

Section 5 - Training

Where the Employer requires an employee to take training, the employee will be paid for all time spent in such training. Training of employees will be conducted by leadhands when possible.

Section 6 – Time off to Vote

Personnel will be allowed time off to vote in Federal, Provincial or Municipal elections in accordance with the appropriate statute.

Section 7 - Lockers

The Employer will supply lockers to employees upon the completion of the probationary period.

Section 8 – Protection of Rights

It shall not be a violation of this Agreement or cause for discharge of any employee in the performance of his duties to refuse to cross a legal picket line recognized by the Union. The Union shall notify the Company as soon as possible of the existence of such recognized legal picket lines.

Section 9 – Picket Lines

It is agreed in the event of a strike among the employees of any other firm with which the Company does business, the Company will not ask its employees to perform any labour they do not ordinarily perform.

Section 10 – No Strike or Lockout

It is mutually agreed that there shall be no strike, lockout, or slowdown whether sympathetic or otherwise during the term that this Agreement shall be in force.

Section 11 – Filing Cabinet for Union

The employer will supply the union stewards with a lockable filing cabinet for filing union related materials.

Section 12 – Technological Change

Definition: Technological and mechanical changes shall be defined to mean the introduction and utilization of other equipment changes which have not previously been used with the bargaining unit by the Company and the use of which results in the termination or the laying off of regular employees.

Recognition by Parties: All Parties to this Agreement recognize that technological and mechanical changes that result in the increased efficiency and productivity must be encouraged and further that all Parties have a direct responsibility to reduce to a minimum the adverse effects that may result from such changes.

Prior Notification: The Company shall advise the Union as far in advance as possible, and not less than thirty (30) calendar days prior to the introduction technological or mechanical changes and the matter shall immediately become the topic of general discussion and consultation between the Company and the Union and particularly in regard to:

- (a) The effect such changes will have on the number of employees within the bargaining unit;
- (b) The probable effect on working conditions; and
- (c) Any changes in job classifications.

Dislocated Employees: In the event technological or mechanical changes result in a reduction in the work force or the demotion or promotion of employees, such reductions, demotions or promotions shall be done in accordance with the provisions of article 8, seniority as contained herein.

Retraining and Upgrading: The parties jointly and individually will undertake with the assistance of Canada Manpower and through recognized provincial or local adult training programs if necessary to re-train and upgrade regular employees to enable them to become qualified and capable of performing new jobs resulting for or created by the technological mechanical changes.

Section 13 – Transfer of Ownership

This Agreement shall be binding upon the Parties hereto, their successors, administrators, executors and assigns. In the event an entire business or any part thereof is sold, leased, transferred or taken over by sale, transfer, lease, assignment, receivership or bankruptcy proceedings, such business or any part thereof shall continue to be subject to the terms and conditions of this Agreement for the life thereof. The Company shall notify the Union in writing, not later than the effective date of the fact of any sale, transfer, lease, assignment, receivership or bankruptcy proceeding, not including financial arrangements thereof.

ARTICLE 13 – MEDICAL EXAMINATION

Section 1

- (a) Any Company or Government required physical or medical examination shall be promptly complied with by all employees provided, however, the Company shall pay for all such physical or medical examinations or for any time lost as a result thereof during his working hours.

Where a regular employee is required by the Company to take a medical outside of his regular hours of work, the Company shall pay, to a maximum of two (2) hours straight time, wages for such time spent excepting in instances where an employee is returning to work or is about to return to work following illness or disability.

- (b) If following a medical examination under (a) of this section, the employee is dissatisfied with the decision of the Company doctor, the employee may seek a decision from his personal doctor. Should the decision of the Company's doctor and the employee's doctor differ, the Company or the Union is entitled to direct that the employee be examined by a medical specialist whose specialty covers the disability. The Company's doctor and the employee's doctor together, shall then select such a specialist.
- (c) An employee who has been absent from work because of illness or accident shall not suffer a reduction in his regular wages only because the Company requires a medical examination prior to the employee resuming work. If such employee is entitled to work under seniority and recall procedures, he will be paid his regular wages for each day or days until he returns to work, provided the Company medical examiner certifies the employee fit to resume work.

Should the Employer require a medical certificate for any reason, the Employer will pay for all cost involved.

Section 2 – Compensation Sickness Coverage

When an employee goes off work ill or on compensation the Company shall continue to pay both his Health and Welfare Plan fees and Union dues so that the employee shall be protected to the utmost provided:

- (a) the employee reimburses the Company for such contributions normally paid by said employee and is at no time more than five (5) months in arrears; and
- (b) the period of such coverage shall exceed twelve (12) months only by mutual agreement of the two Parties.

When an employee returns to work, the Company shall deduct from his earnings any monies the Company has paid out in respect of his contributions.

In the event any employee does not return to work, and the employee refuses or neglects on demand at his last known address to make restitution for such monies paid out, the Union shall then reimburse the Company for said amount.

ARTICLE 14 - HEALTH AND SAFETY

Section 1 – Safety Committee

The Employer and the Union agree that they mutually desire to maintain high standards of health and safety for the employees in order to prevent injury or illness. The Employer and the Union agree to establish a Health and Safety Committee consisting of two (2) Employer and two (2) Union employee representatives. Meetings will be held monthly during working hours. The Employer will pay participating employees at their regular rate of pay for the time required.

Section 2 – Sanitary Conditions

Where possible, and where required, the Company agrees to maintain at its locations adequate, clean, sanitary toilet facilities, lockers, lunchrooms and washrooms having hot and cold running water with proper ventilation. It shall be the responsibility of the employees to use all facilities carefully and considerately without unnecessary damage and dirtiness.

Section 3 – First Aid Supplies

The company shall supply first aid provisions in accordance with the Worker's Compensation Act.

Section 4 – First-Aid Attendant

Any employees holding a first-aid certificate recognized under the Worker's Compensation Board regulations who is designated by the Company to carry out duties of a first-aid attendant, Class C, shall receive in addition to his regular rate as provided in Schedule "A" herein a premium of seventy-five (75) cents per hour. The employer shall be responsible for the cost of maintaining or upgrading the employee's first-aid certificate to the extent that course fees will be paid by the Employer.

Section 5 – Protective Equipment

The Employer will provide protective rainwear for employees who are required to work in inclement weather.

The Employer will provide and pay for the following safety equipment:

- Gloves as required;
- Goggles as required;
- Ear protection as required;
- Respirator as required.

The Employer will also provide at its expense dust masks to all employees as requested.

Section 6 - Coveralls

- a) Upon completion of the probationary period the Employer will provide the employee with three (3) pairs of coveralls. In the interim period employees will be provided with paper or temporary coveralls.
- b) It shall be understood that it is the responsibility of the Employee to return to the Company upon termination any assigned coveralls and/or protective equipment.

Section 7 – Boot Allowance

Where the Employer (or legislation) makes it a condition of employment to wear safety boots, the Employer will pay up to an amount of seventy-five dollars (\$75.00) per year effective January 1, 2008. The Employees must be post-probationary and a receipt must be provided.

ARTICLE 15 - VACATIONS

Section 1 - Vacation Entitlement

Employees who work a minimum of 1600 hours in a year will qualify for the greater of the following:

- (a) Upon completion of one (1) year's service 80 hours vacation at their hourly rate at the time of taking the vacation or 4% of gross earnings.
- (b) Upon completion of three (3) years continuous service 120 hours of vacation at their hourly rate at the time of taking their vacation or 6% of gross earnings.
- (c) Upon completion of nine (9) years of continuous service 160 hours of vacation at their hourly rate at the time of taking their vacation or 8% of gross earnings.
- (d) Upon completion of fifteen (15) years of continuous service 200 hours of vacation at the hourly rate at the time of taking the vacation or 10% of gross earnings.
- (e) Employees who do not complete the 1600 hours will qualify for the percentage of gross earnings only.
- (f) For the purpose of clarification hours worked includes: hours worked, Jury Duty, Paid Bereavement Leave, Vacation Pay, and Statutory Holiday Pay.

Section 2 - Vacation Shutdown

It is the present intention of the employer to continue to schedule a vacation shutdown over the Christmas season. This reflects the slow season in the industry. Employees are encouraged to take their vacation at this time, although consideration will be given for other requests, which if approved would mean the December vacation shutdown would be leave without pay.

Section 3 - Other Vacation Requests

Request for vacations at times other than the vacation shutdown will be considered on the basis of seniority.

Section 4 - Vacations Scheduled

Once a vacation outside the annual vacation shutdown is approved, it cannot be changed except by mutual agreement of the parties.

Section 5

All accrued vacation from the previous calendar year shall be taken on or before the thirty-first (31st) day of December in each and every year.

ARTICLE 16 - GENERAL HOLIDAYS

Section 1 – Entitlement

Employees shall be entitled to general holidays as follows:

- (a) Employees who worked fifteen (15) of the thirty (30) days immediately preceding or following a holiday will receive their normal day's pay on such holiday.
- (b) An employee shall not be entitled to receive pay for any General or Civic Holiday where such Holiday falls while the employee is on expressed leave of absence for any reason whatsoever.
- (c) Regular hourly rated employees will receive eight (8) hours pay at their regular hourly work time job classification for the General Holidays as listed. Those employees, who, prior to a General Holiday, regularly work shifts which entitle them to payment of shift differential, environment premiums, first aid premiums, leadhand premiums, or any other premium will have such shift differential rate included in their General Holiday pay.
- (d) Regular employees working on ten (10) hour shifts will receive ten (10) hours pay. Those employees, who, prior to a General Holiday, regularly work shifts which entitle them to payment of shift differential, environment premiums, first aid premiums, leadhand premiums, or any other premium will have such shift differential rate included in their General Holiday pay.

Section 2 – Recognized Holidays

The recognized holidays are as follows: New Years Day, Good Friday, Victoria Day, Dominion Day, BC Day, Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day and Boxing Day.

Section 3 – Holiday falling on a Regular Day of Rest

If a holiday falls on an employee's regular day of rest they will receive the holiday pay for that day and may request another day off without pay at a mutually agreeable time.

Section 4 – Work on a General Holiday

If an employee works on any of the above-cited holidays, he shall be paid for all hours worked on the holiday at one and one-half (1 ½) times his/her straight time hourly rate of pay in addition to his/her holiday pay as herein provided. A minimum of four (4) hours pay at time and one-half (1 ½) will apply whether the employee is required to remain at work for four (4) hours or not.

ARTICLE 17 - HOURS OF WORK

Section 1 – Guarantee of Hours

- (a) The normal straight time hours of work assigned by the Company shall exclude a meal period, and shall conform with the following guidelines:
- i) All regular Employees who have achieved the full PW1 rate will be guaranteed forty (40) hours of work in a week in which they begin work. The forty (40) hour work week guarantee does not pertain to weeks that include New Years Day, Canada Day, Remembrance Day, Christmas Day or Boxing Day.
 - ii) Regular Employees with full PW1 status or better who are to be laid off will be given notice of such lay-off in the week preceding the lay-off. Other Employees may be given lay-off notice the day before such lay-off is to begin.

Section 2 – Normal Work Day/Week (8 hour shifts)

The normal work day shall consist of eight (8) consecutive hours of work not including a meal period. The normal work week will consist of five (5) consecutive eight (8) hour days. The work week will commence at 12:01 am Monday and terminating at 12:00 midnight Sunday.

Section 3 – Normal Work Day/Week (10 hour shifts)

The normal work day shall consist of ten (10) consecutive hours of work not including a meal period. The normal work week will consist of four (4) consecutive ten (10) hour days paid at straight time followed by three (3) days of rest. The work week will commence at 12:01 am Monday and terminate at 12:00 midnight Sunday.

Section 4 – Shift Selection

For all classifications choice of shift and start time preference, seniority shall prevail.

Section 5 – Shift Premiums

Employees working regular hours on afternoon or night shift will be paid \$0.50 per hour for such hours.

Section 6 – Lunch Breaks

All employees working shifts of eight (8) and ten (10) hours are entitled to an unpaid meal break of one-half (1/2) hour.

Section 7 – Rest Period

On eight (8) hour shifts employees will receive a one-half (1/2) hour paid rest break. Employees working ten (10) hour shifts employees will receive two paid twenty (20) minute breaks.

Section 8 – Clean-up Period

There will be a five (5) minute paid clean-up period at the end of the shift. The supervisor may allow additional time for specialty job functions.

Section 9 – Reporting Allowance

Unless employees have been previously notified not to report for work who report and no work is available will be paid a minimum of four (4) hours pay and maybe assigned any available work. This four (4) hour guarantee does not apply in the event of strikes, power failure or other acts outside of the employer's control.

Section 10 – Call Back Pay

Any regular employee who is called in to work on a sixth (6th) or seventh (7th) shift in a seven day period or General Holiday shall be guaranteed four (4) hours work and/or pay, but after completion of the specific duty he was called for, may book off of his own volition, with a minimum of two (2) hours pay, at overtime rates. For hours worked in excess of four (4) hours, he shall be paid for the time worked.

For those employees working the four (4) ten (10) hour shifts the overtime proviso contained herein will be applicable on the 5th, 6th or 7th shifts in a 7-day period.

ARTICLE 18 - OVERTIME

Section 1 – Authorization

Employees are not to work overtime unless authorization to do so is received from the supervisor.

Section 2 – Distribution

- a) Overtime immediately before and after a scheduled shift will be offered to those employees working in the position on the scheduled shift by seniority on a voluntary basis.
- b) Overtime that is not immediately before or after a schedule production shift will be offered to the most senior qualified employee that requires no additional training to successfully complete the assigned job as directed by the company.
- c) Should no employee be available within a designated shift for overtime work, that work will be offered to the next qualified senior employee.
- d) Should there be no employee(s) available to work overtime the company reserves the right to have non-union personnel perform the work.
- e) All overtime will be allocated on a voluntary basis.

Section 3 – Overtime on Eight Hour Shifts

Time and one half will be paid for all hours over eight (8) in a day and forty (40) in a week. Double time will be paid for all hours over eleven (11) in a day. For the first eight (8) hours of work on a sixth or seventh shift the rate of pay shall be one and one half (1 ½) the hourly rate. Hours in excess of eight (8) on a sixth or seventh shift will be paid at two times (2X) the hourly rate. There shall be a minimum of a four (4) hour guarantee for those that work a sixth or seventh shift.

Section 4 – Overtime on Ten (10) Hour Shifts

Time and one half will be paid for the first hour of daily overtime and double time after the eleventh hour. If an employee works on one of his/her days off, it will be paid at time and one half. If they work a second or third shift on days off they will be paid at double time.

Section 5 – General Holiday

General holidays will be considered as time worked for the purpose of calculating weekly overtime.

ARTICLE 19 – HEALTH & WELFARE

Section 1 – Eligibility

Upon completion of one (1) year's employment, employees are eligible to join the Teamsters' National Benefit Plan A. Employees are eligible to join the BC Medical Plan upon successful completion of the probationary period. The Company agrees to pay one hundred (100%) percent of the employees BC Medical Plan premiums.

Section 2- Coverage

The Company agrees to participate in the Teamsters' National Benefit Plan A, a Health and Welfare Trust, effective January 1, 2009. The Company agrees to pay one hundred percent (100%) of the employees premiums with the following conditions:

1. The Union must notify the employer in writing of details of plan coverage no later than Sept. 1, 2008
2. The total monthly premium paid by the Company per eligible employee shall be \$250.00 effective January 1, 2009.
3. The monthly premium may not be greater than \$260.00 in 2010. The Union shall notify the Company in writing prior to September 1, 2009 of any premium increase (up to a maximum) of \$260.00 per month effective January 1, 2010.
4. The monthly premium may not be greater than \$270.00 in 2011. The Union shall notify the Company in writing prior to September 1, 2010 of any premium increase (up to a maximum) of \$270.00 per month effective January 1, 2011.
5. It is understood that any future changes in the premium are subject to negotiations.

Section 3 – Coverage Ceases

Coverage ceases at the end of the month in which an employee is terminated.

ARTICLE 20 - WAGES

Section 1 – Pay Day

Wages will be paid every second Friday.

Section 2 – Working in a Different Category

If an employee is temporarily transferred to work in a job being paid in a higher pay band, he will be paid the higher rate for the full shift. Employees temporarily assigned to a task in a lower pay band will continue to receive his/her regular rate.

Section 3 – Wage Rates

PW 1

JAN. 1/08	JAN. 1/09	JAN. 1/10	JAN. 1/11
\$12.40	\$12.90	\$13.40	\$13.90

PW2

JAN. 1/08	JAN. 1/09	JAN. 1/10	JAN. 1/11
\$13.40	\$13.90	\$14.40	\$14.90

PW3

JAN. 1/08	JAN. 1/09	JAN. 1/10	JAN. 1/11
\$14.40	\$14.90	\$15.40	\$15.90

MAINTENANCE HELPER

JAN. 1/08	JAN. 1/09	JAN. 1/10	JAN. 1/11
\$12.51	\$12.82	\$13.14	\$13.47

TUB REPAIR TECHNICIAN

JAN. 1/08	JAN. 1/09	JAN. 1/10	JAN. 1/11
\$21.53	\$22.07	\$22.62	\$23.19

MAINTENANCE TECHNICIAN

JAN. 1/08	JAN. 1/09	JAN. 1/10	JAN. 1/11
\$19.47	\$19.96	\$20.46	\$20.97

PROCESS IMPROVEMENT TECHNICIAN

JAN. 1/08	JAN. 1/09	JAN. 1/10	JAN. 1/11
\$19.47	\$19.96	\$20.46	\$20.97

CERTIFIED TRADES

JAN. 1/08	JAN. 1/09	JAN. 1/10	JAN. 1/11
\$29.77	\$30.51	\$31.27	\$32.05

Retroactive pay will be issued by a separate cheque issued on or before September 19, 2008.

Job Band Descriptions are as follows:

Production Worker I

Production Process

- Roll 1&2
- Jetting
- Plumbing
- Skirt mount
- Final plumbing
- Skirt level & support
- Detailing – cleaning
- Wrapping/packaging
- Ozone sub-assembly
- Plumbing sub-assembly (pre-plumbing)
- Panel sub-assembly
- Kick sub-assembly
- Skirt sub-assembly
- PAK sub-assembly
- P2-PAK assembly
- Skin sub-assembly (sewing)
- Step assembly
- In-line skirt repair
- Inner sub-assembly
- Heatshield assembly
- Wrapping & storage
- ACSS sub assy
- Tub assembly

Production Worker 2

- Trimming
- Order picking/packing
- Stockroom
- Fiberglass mixing/roller
- Wood work specialist – ACSS, Protec Interface, P2 Door/Hutch
- Performance / water test
- Detailing – final inspection
- Drilling
- PAK testing
- ACSS/Accessory install

Production Worker 3

- Acrylic Repair/Tub Repair
- Shipping

- Receiving
- Receiving/Stocking
- Thermo-Forming
- Chop 1&2
- Quality Control Technician
- Tack foam
- Fill-cap foam
- Material Cutting
- Stockroom 2 – Safety/production materials coordinator
- Shipping Receiving Leadhand
- Inventory Control Leadhand
- Production Leadhand

Support Positions

- 1) Maintenance Helper
- 2) Tub repair technician
- 3) Maintenance Dept. Technician
- 4) Process improvement technician
- 5) Skilled trades technician (Electrician Maintenance Foreman)

Section 4 – Red Circle Rates

- (a) For the life of this collective agreement employees who are red circled will receive a monthly payment of \$75.00 while they are red circled. Such premium will be retroactive to January 1, 2008.
- (b) At the end of the year red circled employees provided they are on the payroll at November 30 will receive a bonus of \$600 per year payable by January 30 of the following year.
- (c) Red circle employees will keep their rate of pay, premiums and bonuses for the length of the agreement regardless of where he works. The only time a red circle employee will lose this protection is if he voluntarily posts to another position.

Premiums

- (a) Environmental premium is \$1.00 for employees working in the following areas: Rolling, Drilling, Trimming, Chop Operator and Foam Room Operator. Paint Booth employee(s) in the Skirt Assembly area to receive Environmental Premium provided they work two (2) hours or more in the area on any given day.
- (b) Lead Hands – Those designated as Lead Hands will receive \$2.00 per hour above their rate or above PW 3 rate, whichever is higher.
- (c) Shipping and Receiving employee(s) to receive Environmental Premium.

ARTICLE 21 - TERM OF AGREEMENT

Section 1 – Term of Agreement

This Agreement shall be for the period from January 1, 2008 up to and including December 31, 2011. Either Party to this Agreement may, within four months immediately preceding December 31, 2011 give to the other party written notice to commence collective bargaining.

Section 2

After expiry of the term of this Collective Agreement, and subject to the limitations necessarily resulting from the exercise of the rights of the Parties under Part 5 of the Labour Relations Code including the right to strike or lockout the terms and conditions of employment as set out in this Agreement will be observed and not varied except by the Parties mutual consent during the period that the Union remains the bargaining agent for employees identified in this Agreement.

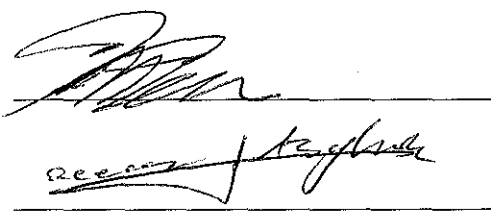
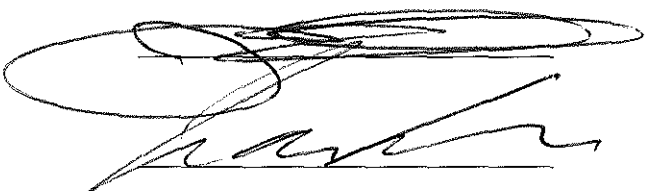
Section 3

It is mutually agreed that the operation of Section 50 of the Labour Relations Code specifically excluded from operation in this Agreement.

SIGNED THIS 18th DAY OF December, 2008.

FOR THE COMPANY

FOR THE UNION



Sunder Reddy

Alan Hennessy

APPENDIX "A"**TEAMSTERS LOCAL NO. 31 UNION/INDUSTRY ADVANCEMENT FUND**

The Employer shall contribute five cents (\$.05) per straight time hour worked by employees into this fund.

Payment of said funds shall be made to the Teamsters Local No. 31 Union/Industry Advancement Fund by the 15th of the month following that to which they refer.

This payment will be independent and separate from any other payment made to Teamsters Local Union No. 31.

APPENDIX "B"

TEAMSTERS NATIONAL PENSION PLAN

Section 1

The Teamsters National Pension Plan is designed to supplement other forms of pension an employee may have.

The Company together with other companies signing a Collective Agreement that is the same or substantially the same as the B.C. Master Freight and Cartage Agreement on the one Part, and the General Truck Drivers and Helpers Union, Local 31 on the other Part, have together established a pension plan to be known and described as:

"Teamsters National Pension Plan

- The Plan will operate under the supervision and guidance of 5 trustees appointed by the Companies and 5 trustees appointed by the Union.
- The Plan and the activities of the Trustees will be governed by a trust agreement aforesaid.

The following eligibility conditions shall apply to the Plan:

- (a) Any member of the Union who is a regular employee in the employ of Beachcomber Hot Tubs Inc. and who has completed two (2) years employment and having worked a minimum of fifteen hundred (1500) hours of work.

Section 2

The Trustees shall establish benefits from time to time in conformity with the sound financial applications of the negotiated contributions.

Section 3

The cost of the Plan shall be borne by the Companies.

The Company shall contribute in respect of each employee at a rate of contribution for each hour worked as follows:

1. All straight time hour worked by (or paid for) an eligible regular employee, not to exceed 40 hours per week or 168 hours per month, except:
 - (a) Any employee working a four day work week shall be entitled to 40 hours per week provided the employee works each day of the stipulated work week.

2. All hours, but no more than 168 hours per month for an employee within the regular bargaining unit on leave of absence by reason of their being appointed or elected to a part-time or full-time position in the Union. (These contributions shall be paid by the Union).
3. The following shall be deemed to be periods of work for which contributions are required to be paid by the Company:
 - Jury Duty
 - Bereavement Leave
 - Vacation Pay
 - Statutory Holiday Pay

No contributions are required to be paid for:

- Change in shift penalty
- Call time - where a call involves a four hour minimum embodying call time and hours worked, only hours worked are contributed for.
- Severance allowance

The following rate of contribution shall apply:

Effective Date	Cents Per Hour
January 1/07	30¢ - for all employees who have completed two years of service.
January 1/08	40¢ - for all employees who have completed two years of service
January 1/09	50¢ - for all employees who have completed two years of service
January 1/10	65¢ - for all employees who have completed two years of service
January 1/11	80¢ - for all employees who have completed two years of service

Employees will receive retroactive pension contributions to January 1, 2008.

Contributions shall be made on a calendar month basis for each regular employee and the companies shall submit the total contribution to the Trust aforesaid, not later than the thirtieth (30th) day of the following calendar month.

In addition, the Company agrees to pay interest on all such contributions which are not postmarked or deposited within thirty (30) days of the last day of the contribution period at the Bank of Canada Prime Rate in effect on January 1st and July 1st of each year from the last day of the contribution period

LETTER OF UNDERSTANDING

Between:

Beachcomber Hot Tubs Inc.

And

Teamsters Local Union No. 31

Re: Assignment of Work

It is understood and agreed that flexibility in assignment of work is required from day to day. The understanding primarily relates to PW 1 positions where same employees are not in posted positions. The understanding is as follows:

1. It is understood that the Employer has the right to assign work and that needs change day to day and throughout each work day.
2. After initial assignment, where there is a shortage of work in a specific work area the junior (qualified) employee shall be assigned to work in a different area where there is work to be performed.
3. When more than one (1) PW 1 is required to move then the senior (qualified) PW 1 who is to be moved will have first choice of work area.

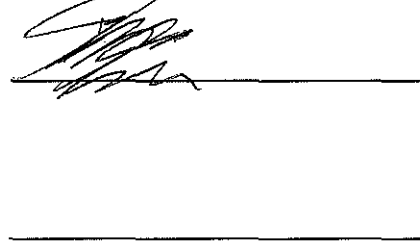
The parties agree to meet no later than October 31, 2008 to review the assignment of PW 1 work.

FOR THE COMPANY

FOR THE UNION



A large, stylized handwritten signature in black ink, written over a horizontal line. The signature is highly cursive and loops around the line.



A handwritten signature in black ink, written over a horizontal line. The signature is less stylized than the company's, appearing as a series of connected loops and strokes.