

FIRST
COLLECTIVE AGREEMENT

BETWEEN:

PFG GLASS INDUSTRIES LTD.
("Employer")

AND:

TEAMSTERS LOCAL UNION No. 213
("Union")

December 5, 2009 to December 31, 2012

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ARTICLE 1 - PARTIES

1.01 Parties To The Agreement

This Agreement is made and entered into by and between:

PFG GLASS INDUSTRIES LTD.
(hereinafter termed the "Employer")

Party Of The First Part

and

TEAMSTERS LOCAL UNION No. 213
(hereinafter termed the "Union")

Party Of The Second Part

as evidenced by signature(s) of their duly authorized representative(s) hereinafter affixed.

ARTICLE 2 - PREAMBLE

2.01 Purpose Of Agreement

It is the intent of the Parties through this Agreement to:

- (a) Establish and maintain harmonious relations between the Employer and the Union and between the Employer and its Employees represented by the Union;
- (b) Establish and maintain mutually satisfactory terms and conditions of employment for Employees of the Employer who are subject to the provisions of this Agreement;
- (c) Provide an equitable method of resolving disputes and grievances arising out of the terms and conditions of this Agreement;
- (d) Establish and maintain collective bargaining relations between the Employer and the Union;
- (e) Promote the most efficient and productive operation of the Employer's business.

