

# MEMORANDUM OF AGREEMENT

THE NEGOTIATING COMMITTEES REPRESENTING C&C LATH MILL LTD. AND UNITED STEELWORKERS, LOCAL 1-1937 AGREE TO RECOMMEND TO THEIR RESPECTIVE PRINCIPALS ACCEPTANCE OF THE FOLLOWING TERMS AS THE FULL AND FINAL SETTLEMENT OF THE CURRENT ROUND OF NEGOTIATIONS FOR THE RENEWAL OF THEIR COLLECTIVE AGREEMENT. THE ESSENCE OF THE FOLLOWING SPECIFIED CHANGES TO THE COLLECTIVE AGREEMENT AND/OR OTHER PERTINENT DOCUMENTS WILL BE INCORPORATED INTO ALL RELEVANT DOCUMENTS/PRACTICES BETWEEN THE PARTIES. UNLESS OTHERWISE SPECIFICALLY NOTED, THESE TERMS SHALL BE EFFECTIVE FROM THE DATE OF RATIFICATION.

## 1. Article XVIII – Safety Equipment

That the current Safety Equipment Allowance of \$75.00 be increased to provide new totals as follows:

Effective January 1, 2016	\$100.00
Effective January 1, 2017	\$125.00
Effective January 1, 2018	\$150.00

## 2. Article XII – Health and Welfare

That Section 1(a): Insurance Coverage be changed to provide:

Group Life Insurance for each qualified employee in the amount of \$55,000.00 increased to total as follows:

Effective the beginning of the second month following the date of ratification of the renewed Collective Agreement the new total to be:	\$ 60,000.00
Effective January 1, 2017	increased to \$ 70,000.00
Effective January 1, 2018	increased to \$ 80,000.00
Effective January 1, 2019	increased to \$ 90,000.00
Effective January 1, 2020	increased to \$100,000.00

**2. Article XII – Health and Welfare** continued

That Section 1(b): Accidental Death and Dismemberment Insurance coverage be changed to provide:

The principal amount of the Accidental Death and Dismemberment Insurance for each qualified employee of \$55,000.00 increased to total as follows:

Effective the beginning of the second month following the date of ratification of the renewed Collective Agreement the new total to be:		\$60,000.00
Effective January 1, 2017	increased to	\$70,000.00
Effective January 1, 2018	increased to	\$80,000.00
Effective January 1, 2019	increased to	\$90,000.00
Effective January 1, 2020	increased to	\$100,000.00

**3. Article IX – Statutory Holidays and Floating Holiday**

That Section 1 Manufacturing Plants (a) be amended to provide:

Family Day be added to the listed holidays

**4. Article XXVIII – Duration of Agreement**

That (a) be amended to provide the Agreement be effective from and after the date of ratification of the renewal of the Agreement, to midnight the 31<sup>st</sup> day of October 2020.

**5. Article VII – Wages – Category Wage Increases**

That Supplement #1 – Class 10 hourly wage rate be increased by \$0.25 in addition to the General Wage Rate increase effective:

Date of Ratification  
November 1, 2016  
November 1, 2017  
November 1, 2018  
November 1, 2019

**6. Article VII – Wages – Category Wage Increases**

That Section 1: Rates of Pay (b) New Employee Wage Rate – be replaced with a provision that provides that new employees, during their probationary period, shall be paid 80% of the applicable wage rate listed in Supplement 1 and upon attainment of regular employee status shall commence being paid at 100% of said wage rate.

**7. Article VII – Wages – General Wage Increases and Lump Sum Payments**

That Section 1: Rates of Pay (a) be amended to provide the following General Wage Rate Increases to the Hourly Wage Rates in Supplement #1 and the following Lump Sum Payments, less applicable statutory deductions, to eligible employees:

<u>Effective</u>	<u>Wage Increase</u>	<u>Lump Sum Payment</u>
November 1, 2015	4%	\$ 400.00
November 1, 2016	2%	
November 1, 2017	2.5%	\$1,000.00
November 1, 2018	2.5%	\$1,000.00
November 1, 2019	3%	\$1,000.00

For these purposes “eligible employees” are regular employees who:

- (a) are working and receiving pay on the date of ratification of the renewed Collective Agreement, and then on November 1<sup>st</sup> of each subsequent applicable year.
- (b) are on leave who return to work in a full-time capacity after the day of payout or a new employee(s) hired in the previous twelve (12) months shall be paid a pro-rated amount based on whole months worked.
- (c) are employees, other than regular full-time employees, will receive a prorated amount based on their percentage of full-time hours.

## **8. Article III – Union Security – Check-off**

That Section 6: Check-off be changed to read:

The Company shall require all new employees at the time of hiring to execute the assignment of wages form as supplied by the Union, said completed forms to be forwarded to the Union not later than fifteen (15) calendar days following the date of hiring.

This assignment in the case of employees already members of the Union shall be effective immediately, and for those employees not previously members of the Union, it shall become effective thirty (30) days from the date of execution.

The Union shall notify the Company by letter of the amount of back dues owed by new employees and copies of such letter shall be furnished to the employee and the Shop Committee.

The Company shall remit the dues deducted pursuant to such assignment (until and unless said assignment is revoked by the employee) to the Union not less often than once each month, with a written statement of names of the employees for whom the deductions were made and the amount of each deduction.

## **9. Article XXI – Pension Plan**

That the contribution arrangements to the Plan be amended as follows:

Effective the date of ratification of the renewal of the Collective Agreement, an increase to the Company contribution of \$1.00 per hour worked resulting in a total of \$3.95 per hour worked Company contribution for the years 2016 and 2017. For the 2018 contract year the Company contribution adjustment will match the contribution adjustment of the BC Interior employers.

Effective the date of ratification of the renewal of the Collective Agreement, an increase to the employee contribution of \$0.60 per hour worked resulting in a total of \$1.95 per hour worked employee contribution for the years 2016 and 2017. For the 2018 contract year the employee contribution adjustment will match the contribution adjustment of the BC Interior employees.

It is understood that the \$0.275 contributions as provided in the current Article are recognized as permanent.

SIGNED THIS 21<sup>st</sup> day of JANUARY, 2016.

On behalf of:

On behalf of:

**UNITED STEELWORKERS  
LOCAL 1-1937**

**C&C LATH MILL LTD.**









