



COLLECTIVE AGREEMENT

Between

SULZER PUMPS (CANADA) INC.

and

**INTERNATIONAL ASSOCIATION OF MACHINISTS
AND AEROSPACE WORKERS,
VANCOUVER LODGE #692**

JUNE 1, 2025 - MAY 31, 2028

I N D E X

<u>ARTICLE</u>	<u>PAGE</u>
1 <u>Bargaining Agency</u>	4
1.08 Human Rights	5
1.09 Harassment Free Workplace	5
2 <u>Management</u>	5
3 <u>Hours of Work and Overtime</u>	6
4 <u>Working Conditions</u>	10
5 <u>Grievances and Complaints</u>	10
6 <u>Arbitration</u>	12
7 <u>Seniority</u>	13
8 <u>Vacations</u>	15
9 <u>Statutory Holidays</u>	17
10 <u>Wages</u>	18
11 <u>General Provisions</u>	18
12 <u>Medical Care Plan</u>	24
13 <u>Insurance and Dental Plans</u>	24
14 <u>Benefit Coverage While Off Work</u>	25
15 <u>Pension Plans</u>	26
16 <u>Apprentices</u>	26
17 <u>Savings Clauses</u>	27
18 <u>Technological & Administrative Changes</u>	28
19 <u>Severance Pay for Permanent Plant Closure</u>	29
20 <u>Duration of Agreement</u>	29
 <u>Wage Rates</u> - Appendix "A" and Article 10	 31
<u>Apprentices</u> - Appendix "B"	32
<u>Classifications</u> - Appendix "C"	33
 <u>Letter of Understanding #1</u>	 35
<u>Letter of Understanding #2</u>	37
<u>Letter of Understanding #3</u>	38
<u>Letter of Understanding #4</u>	39
<u>Letter of Understanding #5</u>	40

COLLECTIVE AGREEMENT

BY AND BETWEEN:

SULZER PUMPS (CANADA) INC.
(hereinafter referred to as the "Company")

AND:

**INTERNATIONAL ASSOCIATION OF
MACHINISTS AND AEROSPACE WORKERS
VANCOUVER LODGE NO. 692**

(hereinafter referred to as the "Union")

DATE AND REFERENCE

This Agreement is dated for reference **June 1st, 2025**, and named for reference the **SULZER PUMPS (CANADA) INC. - MACHINISTS LODGE NO. 692 AGREEMENT**".

WITNESSETH: That in consideration of the mutual covenants and agreements herein set forth, the Parties hereto, and the affected employees are mutually agreed as follows:

GENERAL PURPOSE:

The purpose of this Agreement is to maintain a harmonious relationship between the Company and its employees; to provide an amicable and equitable method of settling grievances or differences which might possibly arise; to maintain mutually satisfactory working conditions, hours and wages for all employees who are subject to the provisions of this Agreement, and generally to promote the mutual interests of the Company and its employees.

Therefore the Union accepts responsibility to bind its International and District Officers and Local Representatives to the observance of each and all of the provisions and conditions of this Agreement.

Wherever the masculine is used in this Agreement, it shall be construed as if the feminine had been used where the context so requires and the rest of the sentence shall be construed as if the grammatical and terminological changes hereby rendered necessary have been made.

ARTICLE 1 - BARGAINING AGENCY

- 1.01** The Company recognizes the Union as the sole bargaining agency for its employees, as duly Certified under the Labour Relations Code of British Columbia, for the purpose of collective bargaining with respect to rates of pay, hours of employment, and all other working conditions.
- 1.02** The Representatives of the Union may have access to the Company's shops or yards by applying for permission through the office, provided that workers are not caused to neglect their work.
- 1.03** The Company agrees that as a condition of continued employment, all employees who are or may be covered by the Certificate of Bargaining Authority issued to the Union by the Labour Relations Board of British Columbia must become Members of the Union within thirty (30) calendar days of commencing employment and remain Members during the life of this Agreement.
- 1.04** All present and new full-time employees of the Company who are or may be covered by the Certificate of Bargaining Authority issued to the Union by the Labour Relations Board of British Columbia shall pay to the Union, as a condition of employment, and not later than thirty (30) calendar days after the commencement of their employment, dues, initiation and reinstatement fees by payroll deduction, as may from time to time be established by the Union for its Members, in accordance with its Constitution and/or By-Laws.
- 1.05** Notwithstanding the provisions of Article 1.04 preceding, the Company shall deduct from each new employee an amount equal to the Union dues from the employee's first payroll cheque after completion of five (5) days of work in a calendar month and add that employee's name and the said amount to the closest applicable check-off; i.e., if the check-off for that month has not been remitted to that check-off; if the month's check-off has been remitted, it shall be added to the following month's check-off, and shown as the previous month worked.
- 1.06** All deductions as required under Article 1.04 and 1.05 shall be made in each calendar month the employee is employed by the Company.

The monies so deducted shall be forwarded by the Company to the Secretary of the Union not later than the 15th day of the following month, accompanied by a statement listing the names of the employees and their Social Insurance Number, for whom deductions were made and the amount of each deduction.

All other remittances required for medical coverage, Weekly Indemnity, Dental and Pension, or any other coverage required under this Collective Agreement, shall be remitted to the appropriate carrier not later than the 15th of the month following the month in which the coverage is required.

- 1.07** The term "employee" as used in and for the purpose of this Agreement shall include all persons employed in the Company's operations and as covered by the Labour Relations Board Certification and without restricting the generality of the foregoing shall not include foremen and those having authority to hire or discharge employees, office workers, supervisory officials, salespersons, and watchpersons.

1.08 HUMAN RIGHTS

The Parties agree there shall be no discrimination, interference, restriction, coercion, harassment, intimidation, or any disciplinary action exercised or practiced with respect to an employee by reason of age, race, creed, colour, national origin, religious affiliation, sex, sexual orientation, family status, mental or physical disability or membership or activity in the Union. The Company and the Union also recognize the right of employees to work in an environment free from sexual harassment and agree that sexual harassment will not be tolerated in the work place. Should any dispute arise regarding any of the foregoing, the employee shall be entitled to recourse through the grievance procedure in this Agreement.

- a) Any level in the grievance procedure shall be waived if a person hearing the grievance is the subject of the complaint.
- b) If by reason of 1.08 (a) a level in the grievance procedure is waived, no other level shall be waived except by mutual agreement.

1.09 HARASSMENT FREE WORKPLACE

The Company will ensure a harassment free workplace. This includes but is not limited to conduct that substantially interferes with another individual's work performance or creates a hostile, humiliating or offensive environment for other workers, customers, or vendors.

ARTICLE 2 - MANAGEMENT

- 2.01** The management and operation of the Plant and the direction of the working forces are vested exclusively in the company.

It is understood all company rules and policies including the Sulzer Code of Business Conduct shall be reasonable, fair, subject to the grievance procedure and shall not be inconsistent with the provisions of the collective agreement.

All employees are required to read, accept and acknowledge the Sulzer Code of Business Conduct.

- 2.02** The Company has and shall retain the right to select its employees, to hire, discharge, classify, transfer, promote, demote or discipline them; subject to the Grievance and Seniority procedures enumerated in Article 5, 6 and 7 of this Agreement.
- 2.03** The right to hire employees is vested in the Company. In the case of new vacancies, the Union will be notified in advance and will have the opportunity to provide the Company with suitable applicants.

ARTICLE 3 - HOURS OF WORK AND OVERTIME

- 3.01** The starting and stopping time on standard shifts, as well as the meal period shall be mutually arranged by the Company and the Union, it being understood that the meal period shall not be less than thirty (30) minutes and the starting and stopping times will not vary more than one (1) hour within the time indicated in Article 3.02.
- 3.02** The standard work day shall consist of eight (8) hours worked and the standard work week shall consist of forty (40) hours on the first shift, between the hours of 6:30 A.M. to 5:00 P.M.
- 3.03** If a second shift is required due to operational requirements, an employee may elect to work one of the following shifts as their regular schedule, dependent upon availability and a minimum of three (3) employees working the shift.

Seven and one-half (7 ½) hours per shift, for which eight and one quarter (8 ¼) hours will be paid for a five (5) day work week with two ten (10) minute coffee breaks and one thirty (30) minute meal period.

or

A Four (4) Ten hour shift Monday to Thursday or Tuesday to Friday inclusive

Three ten (10) minute coffee breaks will be provided at a time agreeable to both parties and the, lunch break shall be from 8:00 pm to 8:30 pm. The shift starts at 1:30 pm and ends at 11:30 pm. An employee is paid for ten (10) hours for which nine and one half (9.5) hours are worked each day.

When on training courses, etc, the employee on ten (10) hour shifts may revert back to the eight (8) hour shift for the duration of that work week.

Statutory holiday pay will be calculated as follows;

When a statutory holiday falls on a scheduled work day, ten (10) hours at the straight time hourly rate will be paid. If an employee works the statutory holiday, they will be paid overtime rates as per the collective agreement. When the statutory holiday falls on a scheduled day off, such holiday shall be observed on the next scheduled work day.

These shifts are paid at straight time for these hours and no overtime will be paid unless worked outside of these hours.

3.04 If a third shift is employed, the hours of work shall be seven (7) hours per shift for which eight and one quarter (8 1/4) hours will be paid.

3.05 Five (5) shifts, Monday to Friday inclusive or the accepted variations there from shall constitute a regular week's work on all shifts.

3.06 All hours worked in excess of the standard work day shall be considered overtime and shall be paid for at the appropriate overtime rates.

a) All overtime shall be paid for at double time rates.

b) Double time for all work performed on Sundays and on Saturdays in the same week in which the Monday to Friday shift is worked, or on Mondays of the same week in which the Tuesday to Saturday shift is worked.

c) Double time for all work performed on Statutory Holidays as enumerated in Article 9 of this Agreement.

d) Overtime work shall be distributed equally among willing employees who normally perform the work.

Note: If an employee works on a Statutory Holiday as provided for in Article 9.01, they will be paid double rate for the time worked on the Statutory Holiday, and in addition, if they qualify, they will be paid eight (8) hours at their regular straight-time rate for the Statutory Holiday as provided for in Article 9.01.

3.07 Employees called in before the regular starting time shall be paid at double time rates for time worked prior to their regular starting time.

- 3.08 CALL TIME** All employees called in to work after normal shift hours during the week shall be guaranteed three (3) hours' pay at double time rates. Employees called in to work Saturdays, Sundays and Statutory Holidays shall be guaranteed four (4) hours' pay at double time rates, plus any Statutory Holiday Pay that is applicable.

Note: Hours worked in excess of the above guarantee shall be paid for at double time rates.

- 3.09 WORK DURING LUNCH PERIOD** If an employee is required to work during their regular lunch break period, they will receive pay at the rate of double time in the event that they are not allowed within one-half hour their full lunch period to consume their meal.

- 3.10 OVERTIME MEALS** Employees who are requested to work unplanned overtime of more than two (2) hours after completion of their assigned shift will be provided **fifteen dollars (\$15.00)** for a meal to be eaten on Company time which shall count as time worked. The preceding conditions shall apply every four (4) hours of work thereafter. The minimum time for eating a meal shall be one-half (½) hour.

- 3.11 SHIFT BREAK** It is intended that every employee shall have a full shift break between shifts. In the event that an employee is recalled to work before such shift break has elapsed, they shall be considered as still working on their previous shift and shall be paid the appropriate overtime rates for work performed after recall. No employee shall be permitted to resume work of their own accord until a full shift break has elapsed.

Clarification Employees working after midnight reporting for work next shift after an eight (8) hour break will not lose the time taken from the shift to make up the eight (8) hour break.

3.12 MINIMUM DAILY HOURS

- a) Subject to the exceptions set forth in this Section, any employee reporting for work on their regular shift shall receive a minimum of four (4) hours' pay at their regular wage rate.
- b) Any employee completing the first half of their regular shift, and who commences work on the second half of their regular shift, shall receive a minimum of eight (8) hours' pay at their regular wage rate.

PROVIDED THAT if four or eight hours (a) or (b) above is not available at their regular job, the employee shall perform such temporary work as may be assigned to them to qualify for such pay.

The provisions of this Section shall not apply in the event of an emergency such as fire, flood, power failure, etc., beyond the control of the Company, or if:

- A. They voluntarily quit or lays off; or is discharged for cause,
- B. They were previously instructed not to report,

and in any such event or circumstance they shall be paid for the actual time worked at regular wage rate.

3.13 ELIMINATE OVERTIME In order to bring about a stabilization of employment and to provide employees with a greater degree of job security, the Company agrees whenever feasible to eliminate overtime.

3.14 ADDITIONAL SHIFTS If an employee is required to change shift more than once in a calendar week they will be paid at double rate for the balance of the week, unless the second change is to return to their original shift.

3.15 NOTICE OF SHIFT CHANGE The Company will give employees forty-eight (48) hours' notice of shift change or notice of start time except where time will not permit. Example: Company or customer break-downs and repairs, absences requiring the moving of employees to staff a shift. The actual shift or time of shift will not be in conflict with Article 3.03 nor shall it be used to evade the overtime provisions in the agreement.

3.16 TUESDAY TO SATURDAY WORK WEEK For those plants with equipment requirements for a maintenance crew on a Tuesday to Saturday basis, the following shall apply:

- (a) Five (5) consecutive eight-hour day shifts Tuesday to Saturday inclusive shall constitute the regular work week of this shift.
- (b) Sundays and Mondays shall be regular consecutive days off for this shift and any work performed on these days off shall be paid at the overtime rates and conditions as provided for in this Collective Agreement.
- (c) Maintenance employees on Tuesday to Saturday shift, shall not perform on production processes on Saturday.
- (d) The numbers of maintenance crew employed on Tuesday to Saturday work week shall be limited to meet the maintenance of equipment requirements of each Company.
- (e) Employees working the Tuesday to Saturday shift will be paid five per cent (5%) per hour over their regular classification rate for each hour worked on this shift.

3.17 WASH -UP AND TOOL STOWAGE Employees shall be allowed five (5) minutes for personal clean-up and stowage of tools prior to the end of each shift.

3.18 DISTRIBUTION OF OVERTIME Overtime work will be distributed as reasonably as possible among those employees who normally perform the work. Any opportunity which is not worked will be counted as time worked when assessing the distribution. The distribution will be assessed on a quarterly basis. This will be discussed with the Shop Steward. There will be no payment for any bypassed opportunities.

Overtime will be voluntary, however should workforce be required, on a rotational basis the least senior employee in the required classification will be directed to perform the required task.

3.19 SHIFT ROTATION The Company will endeavor to equalize rotating day and afternoon shifts when possible. It is recognized that skill, ability and production requirements will take first precedence in shift assignments.

ARTICLE 4 - WORKING CONDITIONS

4.01 Employees shall take orders from only their respective Supervisor, or from the general management or designate when Supervisors are not immediately available.

4.02 Employees shall observe the rules of the Company and shall perform a fair day's work in the category in which the employee is engaged and shall be subject to discipline by the Management for failure to do so.

4.03 Employees will not absent themselves from work without advising the Management. Employees will not leave the plant during their working hours without permission. Failure to obtain permission shall be cause for discipline.

4.04 VIDEO SURVEILLANCE

A) The Company has the right to utilize surveillance monitoring for the primary purpose of safeguarding property and assets, and maintaining the integrity and security of the workplace. At no time may such systems be used as a means to evaluate the performance of an employee and to gather evidence in support of disciplinary measures unless such disciplinary measures result from a criminal act.

B) No withstanding paragraph (1), no video recording system shall be used directly or indirectly to watch employees inside the workplace. No evidence gathered in violation of this paragraph shall be admissible before an arbitrator.

ARTICLE 5 - GRIEVANCES AND COMPLAINTS

5.01 An honest effort to settle all grievances without stoppage of work shall be made in the following manner:

- a) By the aggrieved party with the Shop Steward and the Supervisor.
- b) Failing settlement within five (5) days, the employee's Shop Steward and/or Business Representative shall endeavour to settle the matter with the Department Head. If the matter is not settled between the parties at this time, the Grievance shall be filed in writing.
- c) Should no satisfactory settlement be reached within seven (7) days, the employee's Business Representative will discuss the grievance with the Management.
- d) When grievances cannot be finally adjusted by the Company and the Union representatives, the matter shall be submitted, within seven (7) days, to an Arbitration Board of three persons appointed as hereafter provided.
- e) The above mentioned time limits may be extended by mutual agreement in writing. Saturdays, Sunday and Statutory Holidays will not be included in the above time limits.

Note: All grievances and complaints not settled by the Supervisor shall be reduced to writing by the employee(s) and filed with the Company through the Shop Steward or Shop Committee within ten (10) days of occurrence. Any grievance or complaint not so filed shall be deemed to have been waived and shall not be entitled to consideration.

5.02 **INVESTIGATION OF GRIEVANCES BY STEWARDS** The Union acknowledges that the Stewards and Union officials will continue to perform their regular duties on behalf of the Company, and that they shall report to their immediate supervisor or Chargehand and obtain approval before leaving their jobs for the purpose of investigating a grievance or to attend a meeting scheduled by the Company.

Such approval shall not be unreasonably withheld.

Stewards and aggrieved employees will be paid at their rate for time during their scheduled work hours for investigation of grievances on the Company premises.

Union Stewards time off the premise will be Union paid unless mutually agreed to by the parties.

5.03 **JOINT ADVISORY COMMITTEE** A Joint Advisory committee will be formed consisting of equal Employer representatives and Business representatives of the Union who

shall meet as required by the Parties. Such Committee shall have the obligation to advance the objectives of the Agreement as stipulated in the General Purpose Provisions.

ARTICLE 6 - ARBITRATION

6.01 The party desiring arbitration shall appoint a member for the Board and shall notify the other party in writing of the name and address of the person so appointed and particulars of the matter in dispute.

6.02 The party receiving the notice shall within five (5) days thereafter appoint a member for the Board and notify the other party of its appointment.

6.03 The two arbitrators so appointed shall confer to select a third person to be Chairperson and failing for three days from the appointment of the second of them to agree upon a person willing to act, either of them may apply to the Honourable, the Minister of Labour, to appoint such third member.

The Arbitration Board shall sit, hear the Parties, settle the terms of the question to be arbitrated, and make its award within ten (10) days from the date of the appointment of the Chairperson, provided the time may be extended by agreement of the parties.

If the Arbitration Board finds that an employee has been unjustly suspended, discharged, or laid-off, that employee shall be reinstated by the Company without loss of pay and with all their rights, benefits, and privileges which they would have enjoyed if the suspension, discharge or lay-off had not taken place,

PROVIDED THAT if it is shown to the Board that the employee has been in receipt of wages during the period between discharge, suspension or lay-off and reinstatement, the amount so received shall be deducted from wages payable by the employer pursuant to this clause,

AND PROVIDED THAT the Arbitration Board shall have authority to order the Employer to pay less than the full amount of wages lost if, in the opinion of the Board, such lesser sum is fair and reasonable.

The Arbitration Board shall have the power to determine whether a particular issue is arbitrable under this Agreement.

If the award of the Arbitration Board is subsequently set aside by a court of competent jurisdiction, the question shall, at the request of either party, be submitted to another Arbitration Board appointed pursuant to and with all the powers provided by this Clause.

The expenses and remuneration of the Chairman shall be paid by the Parties in equal shares.

Without restricting the specific powers hereinbefore mentioned the Arbitration Board shall have all the general powers of an Arbitration Board.

ARTICLE 7 - SENIORITY

- 7.01** Upon request the Company will, every six (6) months provide the Union and the Shop Steward with an up-to-date list of all employees covered by this Agreement showing the date when each commenced employment with the Company.
- 7.02** When a new employee is hired, it is agreed that they shall be on probation for ninety (90) calendar days and during this period seniority will not be applicable. When the probationary period is completed, seniority will commence from the date of hiring, except as provided in the Apprenticeship Article of this Agreement. If requested by the Company, a thirty (30) day extension may be granted.
- 7.03** An employee re-entering the employ of the Company within six (6) months after their right to recall has expired will not be subject to another probationary period.
- 7.04** In the event of lay offs, seniority shall be recognized. Employees shall be laid off and rehired in accordance with their date of posting into the present classification. The principle of last person on, first person off, shall prevail, subject to job classification, ability and efficiency.

The parties agree that the application of seniority in instances of lay offs will be based on the concept that seniority, subject to qualifications described in this Section, will govern, if the senior employee to be retained can perform the work.

Where lay offs or rehiring are not in strict accordance with the seniority list, the Shop Steward and Business Representative of the Union shall meet with the Company to discuss any dispute under the provisions of the Grievance Procedure prescribed under the Collective Agreement.

- 7.05** **SENIORITY RETENTION** A laid-off employee shall maintain and accumulate their seniority and recall rights for three (3) months after which they will retain but not accumulate seniority for the following periods. The three-month accumulation will not bring an employee into a longer retention period.

Period of Seniority:

- | | |
|-----------------------------------|------------------------|
| - less than 12 months | - 6 months' retention |
| - over 12 and less than 48 months | - 12 months' retention |
| - over 48 months | - 24 months' retention |

- 7.06** When vacancies occur, the Company shall rehire laid-off employees according to their seniority, and the principle of last person off, first person on shall prevail, subject to their classification, ability and efficiency. The Company shall make personal contact with laid-off employees and confirm by Registered Mail. It is the employee's responsibility to keep the employer advised of their current address and telephone number.
- 7.07** When a new job is available the company will place a notice of such vacancy on an appropriate notice board. Whenever possible the company will promote an employee to a better paying job seniority, qualifications and ability to be considered. However, nothing in this article shall be construed as any guarantee of such job.
- 7.08** When a member of the bargaining unit is transferred within the Company to a position outside the bargaining unit, they shall maintain but not accumulate seniority for a period of one (1) year after which their seniority will be terminated.
- 7.09** Seniority will be maintained and accumulated during absence due to:
- a) A compensable accident.
 - b) Serving in the non-permanent Armed Forces of Canada.
 - c) Temporary illness or non-occupational accident not exceeding twenty-six (26) weeks.
 - d) Lay-off up to three (3) months (cumulative in a vacation year).
(This provides accumulation of seniority for vacation eligibility purposes.)
- 7.10** Seniority will be maintained, but not accumulated during absence due to:
- a) Temporary illness or non-occupational accident, exceeding twenty-six (26) weeks.
 - b) Authorized leave-of-absence in excess of one (1) week.
 - c) Lay-off in excess of three (3) months (cumulative in a vacation year).
- 7.11** Seniority will be broken by:
- a) Voluntary quitting of job.
 - b) Exceeding authorized leave-of-absence, unless for legitimate cause.
 - c) Failure to report back to work within three (3) days after notification to return to work unless failure proved to be unavoidable.

- d) Discharged and not reinstated under the terms of this Agreement.
- e) Lay-off exceeding the employee's seniority retention period.
- f) An employee who is not available for two (2) weeks duration of work or less shall remain on the seniority list for any subsequent recalls but shall not be entitled on this occasion, to bump the junior employee recalled in their place.
- g) Accepting Severance prior to their recall at a rate of one (1) week's pay for each year of continuous service, to a maximum of fifteen (15) week's pay.

ARTICLE 8 - VACATIONS

8.01 EMPLOYEES WILL RECEIVE VACATIONS AND BE PAID FOR THE VACATION IN ACCORDANCE WITH THE FOLLOWING SCHEDULE:

<u>YEARS OF CONTINUOUS SERVICE</u>	<u>VACATION PERIOD</u>	<u>VACATION PAY</u>
- Less than one year	1 day for each major fraction of month worked (max.10 vacation days to be awarded on the new employee's first anniversary)	4%
- 1 year but less than 3 years	2 weeks	4 1/2% or 2 weeks*
- 3 years but less than 8 years	3 weeks	6 1/2% or 3 weeks*
- 8 years but less than 15 years	4 weeks	8 1/2% or 4 weeks*
- 15 years but less than 20 years	5 weeks	10 1/2% or 5 weeks*
- 20 years and over	6 weeks	12 1/2% or 6 weeks*

* pay at employee's current classified rate whichever is greater at the time the vacation is taken.

An employee in their first year may not draw from their annual Vacation until a completion of six (6) months of employment.

8.02 VACATION ENTITLEMENT An employee working less than 1200 hours per vacation year (cut-off date to cut-off date) will be paid on a percentage of earnings basis.

8.03 VACATION PAY - WHEN PAYABLE 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.

8.04 Two (2) weeks vacation will, as far as practicable, be granted during the period 15th June to 15th September to conform with the wish of the employee concerned and the convenience of

the employer, having regard to the necessity of maintaining production. Within a department, the company will allow one (1) employee off on vacation at one time; within larger departments of six (6) or more employees, this shall be increased to two (2) employees at one time.

- 8.05** Employee(s) will be provided an opportunity to submit written requests for vacation time off. All such requests are to be provided to the employee's Supervisor or their designate for approval by March 1 of each year. Such requests will be responded to by March 31 of each year.

Should there be conflicts regarding the scheduling of vacation, then such employee conflicts will be resolved by classification seniority.

- 8.06** In the event of termination of service with the Company an Employee will be paid all outstanding vacation from the previous and current vacation years owing. The Employee shall receive the applicable vacation payout rate as per Article 8.01 up to their last day of employment.

- 8.07** An employee's scheduled vacation period shall not be changed by the Company within the one-month period immediately preceding the start of the vacation period without the consent of the employee concerned.

- 8.08** When a conflict arises between employees with regard to available vacation time the Company, wherever practical, will recognize seniority.

- 8.09** Each employee shall be required to take their full annual vacation period that they are entitled to under the provisions of this Agreement **within** their **applicable** vacation year.

- 8.10** The vacation allowance shall be drawn on the working day preceding the vacation providing the vacation has been scheduled one week in advance.

- 8.11** Vacation eligibility is resolved on the principle that the employee receives all vacation and vacation pay earned.

- 8.12** Vacation eligibility lists showing the current accumulated service of each employee shall be prepared prior to each vacation period, a copy of which shall be supplied to the Union.

- 8.13** For the purpose of determining an employee's eligibility, the following will apply:

The service for purpose of determining vacations of each employee covered by this Agreement shall be established after a probation period of sixty (60) calendar days from the date of employment and shall be calculated from date of employment.

- 8.14** The Company will pay vacation pay via direct deposit and provide an itemized statement.
- 8.15** When an employee reaches their qualifying anniversary date they will become entitled to the additional week of vacation with pay, in accordance with the current Collective Agreement.

ARTICLE 9 - STATUTORY HOLIDAYS

- 9.01** All employees covered by this Agreement shall receive eight (8) hours' pay at their regular straight time rates for each of the following Statutory Holidays, in addition to any wages which they may be in receipt of as enumerated in Article 3.06, Subsection (c) of this Agreement.

- | | |
|--|--|
| 1. New Year's Day | 9. National Day for Truth and Reconciliation |
| 2. Family Day (2nd Monday in February) | 10. Thanksgiving Day |
| 3. Good Friday | 11. Remembrance Day |
| 4. Easter Monday | 12. Christmas Day |
| 5. Victoria Day | 13. Boxing Day |
| 6. Canada Day | 14. Floating Statutory Holiday |
| 7. B.C. Day | |
| 8. Labour Day | |

and one (1) other Holiday if declared by the Federal or Provincial Government.

- 9.02** The day observed or celebrated by the Nation or Province shall be considered the Holiday, with the provision that when Statutory Holidays fall on a Saturday or a 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.

9.03 FLOATING STATUTORY HOLIDAY

- a) Prior to the start of each calendar year, the Shop Committee and the Employer will mutually agree upon the date that the Floating Statutory Holiday is to be observed.
- b) In the first week of January, a notice for day of preference for the Floating Statutory holiday will be posted for one (1) week for each employees preference.

The most selected day for the Floating Statutory holiday will be posted by January 31 of each calendar year.

- 9.04** In order to qualify for eight (8) hours' pay for a Statutory Holiday as enumerated in Articles 9.01, 9.02, and 9.03, the employee must have:

- a) Thirty (30) calendar days' employment with the Company.
- b) Worked any part of the regularly scheduled work day prior to and the first regularly scheduled work day following the holiday. Exceptions to the foregoing shall be made in cases where the following conditions prevail.
 - i) The employee is off work due to industrial accident or disease for a period not in excess of two (2) calendar months.
 - ii) The employee is prevented from working due to a bona fide illness for a period not in excess of two (2) calendar months. A doctor's certificate shall be submitted as proof.
 - iii) Temporary lay-off not exceeding two (2) weeks and/or termination of services within two (2) weeks of any designated holiday.
 - iv) Where leave-of-absence has been approved and the employee has worked some time during the two (2) calendar weeks preceding the week in which the holiday occurs.
- (c) **If an employee is on a modified work hours schedule, they will be paid for the number of hours reflective of the daily modified work hours for the statutory holiday.**

ARTICLE 10 - WAGES

10.01 Wages and Classifications shall be those agreed upon and set out in Appendixes attached hereto and forming part of this Agreement.

ARTICLE 11 - GENERAL PROVISIONS

11.01 Any employee suffering injury while in the employ of the Company must report immediately to the First Aid Department, or as soon thereafter as possible, and also report to this Department upon returning to work. A copy of the employee's accident report will be supplied to the employee on request. If the injured employee is not able to work the balance of the shift, the Company will pay such employees normal daily earnings for the day of the injury.

- 11.02** Free transportation to the nearest doctor or hospital and to the employee's home if required will be arranged by the Company.
- 11.03** A buzzer or other device to summon a First Aid Attendant will be provided in companies where it is required to have First Aid Services.
- 11.04** Any employee being discharged for disobeying the rules of the Company will only be paid up to the time of discharge. Company rules shall be posted in a conspicuous place within the Plant.
- 11.05** An employee will return Company owned tools and equipment which have been issued to them prior to their end of employment.
- 11.06** A Notice Board will be provided for the posting of all official Union notices exclusively, and not to be used for disseminating political propaganda. All notices shall be submitted to a Company official for approval before posting.

11.07 TRAVEL TIME - LOWER MAINLAND

- a) When an employee is required to work at points outside the City of Vancouver (or outside the limits of the following areas for those shops located in Burnaby, New Westminster and Langley), they shall receive travelling time on the following basis:

Travel time during the employee's regular shift hours, Monday to Friday, inclusive, will be paid for at straight time.

Travel time authorized by the Company or the customer outside the employee's regular shift hours, Monday to Friday, will be paid for at time and one-half up to a maximum of eight (8) hours in any twenty-four (24) hour period.

All travel time for Saturday and Sunday and any Holiday will be paid for at time and one-half to a maximum of eight (8) hours in any twenty-four (24) hour period. The exception to this provision would be where first-class sleeping accommodation is provided. In this instance, time would cease at 9:00 P.M. and commence at 8:00 A.M. the next day.

The employee shall also be provided with fares, suitable accommodation, and board at no cost to the employee.

- b) Employees required to drive vehicles (including employee cars) will be paid double rate for all time spent driving these vehicles outside regular hours of work.

This provision shall not apply when an employee is travelling by a public carrier or to or from a public carrier. Public carriers shall be defined as follows: buses, taxis, aircraft, trains, boats and any vehicles licensed to transport passengers and operated

by a licensed operator. Buses, aircraft or boats that may be chartered or purchased by the Company to transport passengers must be operated by an operator holding a current appropriate license to do so.

- c) In going to work outside the City Limits of Vancouver (or outside the limits of the following areas for those shops located in Burnaby, New Westminster and Langley) and returning daily, employees shall be at such limits at the starting time, and allowed to return to such city limits at the close of the work day. They shall be paid all fares to and from the city limits to place of work, or alternatively be supplied with transportation by the employer.
It is understood that where employees reside in the city where the work is being done, that they shall report to and finish work at the regular starting and stopping time.
- d) **Off-Premises Work** Employees engaged in overhaul and repair work performed off Company premises shall receive a premium five percent (5%) per hour over their regular wage rate for all hours worked off Company premises, except for work done on warranty and guarantee work within six (6) months of commencement of operation of the equipment. When exceptional circumstances exist, the Parties will discuss other arrangements.

11.08 BEREAVEMENT PAY In the case of death in an employee's immediate family specifically, husband, wife, child, mother, father, step-mother, step-father, step child, brother, sister, mother-in-law, father-in-law, grandparents or common-law spouse, spouse's grandparents, the Company will grant the employee two (2) days' leave-of-absence with their regular classification pay if they attend or arrange for the funeral or three (3) days if the funeral is held outside the Lower Mainland. Two additional days with pay will be granted for travel that is required outside of North America, a copy of proof will be required for the two days outside of North America.

11.09 JURY DUTY If an employee is called or selected for Jury Duty and/or called as a subpoenaed witness for the Crown, the Company shall make up the difference of the employee's regular pay and the amount received for such jury duty, and if called as a witness for the Crown, as described above, the employee shall receive their regular pay while absent from work. If an employee is called for jury duty but not selected they will return to work within a reasonable length of time.

11.10 PERSONAL TIME OFF DAYS Employees may use forty (40) hours of banked overtime as Personal Time Off (PTO). The definition of 'Personal Time Off' occasions would be as follows;

- (i) Personal sick days
- (ii) Appointments or other errands scheduled during work hours
- (iii) Attend to sick family members

- (iv) Household emergencies

Banked Overtime is allowed to accrue to eighty (80) hours however only forty (40) hours can be used for PTO. The remaining forty (40) hours is subject to the provisions outlined in Letter of Understanding #1.

The forty (40) hours of PTO is accumulated and used in a twelve (12) month period and is not renewable in a calendar year. The Company will not unreasonably deny a request for a PTO day. PTO days cannot be used as vacation or used in conjunction with scheduled vacation days.

11.11 MOONLIGHTING The Company and the Union agree in principle to eliminate the practice commonly known as "moonlighting". The term "moonlighting" shall refer to an employee who regularly makes a practice of working for two or more employers and for the purpose of this Agreement, the term "moonlighting" shall also refer to employees who take employment of any sort during their annual vacation:

- a) When this practice affects the Company's business or the employee's ability to perform their job, it shall be cause for reprimand or dismissal.
- b) When this practice affects the Union, the Company agrees to cooperate with the Union in reprimand and/or dismissal.

11.12 The employees employed in this plant will elect one Union Member from each shift and each separate shop who will be known as Shop Stewards or Shop Committee, and in no case shall this Committee be comprised of more than three (3) employees. The Union agrees to officially notify the Management in writing of the employees selected as Shop Stewards, and will also notify them promptly when there is any change in representation.

No Shop Steward, Committee or employee shall be discriminated against or jeopardized in seniority standing or suffer any loss of employment on account of membership or activity in the Union, such activity is not allowed to interfere with the work and production of the Company other than the provisions of Article 5.02 and 5.03.

11.13 When the Company finds it necessary to lay off a Shop Steward, the Business Representative of the Union shall be notified prior to such layoff or discharge.

11.14 The Company will supply suitable accommodation where employees may have their lunch. In accordance with WorkSafe BC Health and Safety Regulations, the preparation or consumption of food is absolutely prohibited on the shop floor. Failure to comply to this requirement may result in disciplinary action.

11.15 Wages will be paid via direct deposit, the printing of an employees own pay statements will be provided on company time at no cost if requested by the employee.

11.16 Employees are expected to properly store Company tools, clean-up their work area, following use or at the end of their shift, so that the tools and work area are ready for the next worker on shift. It is understood that Company tools are a shared resource. Willful removal or displacement of tools, equipment, and supplies outside of normal practices without prior approval from a Company designate may be subject to discipline.

11.17 SANITARY FACILITIES Sanitary facilities shall be provided by the Company in accordance with the British Columbia Factories Act and the Regulations to the said Act. Employees will cooperate by observing the simple rules of cleanliness.

- 11.18** A) The Company will supply welders' gloves to those employees working in this classification, at no cost to the employee. Welders' gloves will be replaced on acceptable verification of loss or damage.
- B) **The Employer will reimburse all employees who have completed their probationary period up to two hundred (\$200.00) dollars towards the purchase of CSA approved boots/footwear. The Safety Footwear allowance shall be paid after the employee submits a receipt to the Company. Such allowance shall be paid on the next pay period. Employees shall be expected to wear such footwear while at work.**
- C) All employees required to wear coveralls or smocks shall have these supplied and cleaned by the Company. Employees are expected to take reasonable care of such clothing.
- D) The Company will provide the initial purchase of prescription safety glasses up to a maximum of **one hundred and eighty-five (\$185.00)** dollars. These glasses must be purchased through the Company designated eyewear provider.

Maintenance and replacement of safety prescription eyewear due to damage at work will be provided for and paid for by the Company. The repair or replacement will be through the Company designated eyewear provider and will be limited to **one hundred eight-five (\$185.00)** dollars.

Replacement of prescription safety eyewear due to changes in prescription will be limited to lens replacement and will be provided for by the Company through the designated eyewear provider.

- E) The Company will provide non-prescription safety glasses.

11.19 COURSE TUITION AND TEST FEES The Company will pay tuition fees for courses, and test fees, for those courses and tests pertaining to the trade of the employees covered by this Collective Agreement. The employees shall make a request to the Company for the

Company's approval before taking such course or tests. Such approval shall not be unreasonably withheld.

If an employee is required to take Company related training and or exams including first aid, they shall be given the required time off to attend without loss of pay. Training for Apprentices shall refer to Article 16.

- 11.20 REST PERIODS** Two (2) rest periods of ten (10) minutes for each shift will be maintained at times mutually agreed.

*Note: It is understood that on occasion the rest period may be altered due to production requirements.

- 11.21 EMPLOYEES WORKING ALONE** No employee covered by this Agreement shall be required to operate a machine while alone on any shift or any overtime work.

When machines are being operated, if physical obstructions or other interferences prohibit adequate communications between workers, other arrangements will be made.

- 11.22 LEAVE-OF-ABSENCE** Upon written request of an employee, the Company may grant a leave-of-absence without pay for justifiable reasons. Said leave-of-absence not to exceed three (3) calendar months. Any leave granted hereunder shall be in writing and a copy given to the Shop Steward. During the term of any leave-of-absence granted to an employee, the employee shall not perform work of any nature for wages, and performance of any such work may result in immediate termination of leave-of-absence and employment with the Company. This will not apply to leave-of-absence relating to Union business.

- 11.23 LOSS OF TOOLS** The Company will repair or replace employees' personal tools which have been listed by the employee, the list to be deposited with the Company, in cases where it can be verified that the tools were lost, damaged or stolen other than by employee negligence during, or in connection with the employee's employment duties.

- 11.24 SPRAY PAINTING & SANDBLASTING**

Employees spray painting will be paid thirty (\$0.30) cents per hour in addition to their regular classification rate.

Employees sandblasting will be paid sixty (\$0.60) cents per hour in addition to their regular classification rate.

- 11.25 USE OF EMPLOYEE CARS** Employee vehicles can be used on Company business only if authorized by the Company.

When an employee vehicle is used on Company business the employee will be reimbursed **at the current CRA rate per kilometer.**

Any toll incurred as a result of an employee using their vehicle for company business will be fully reimbursed.

It will not be a violation of this Agreement for an employee to refuse to use their motor vehicle on Company business.

Both parties involved should confirm that adequate vehicle insurance is carried (to and from work for most situations or business coverage for extensive use) before using personal vehicles on Company business.

11.26 METRIC TOOLS The Company will supply metric tools as supplied by past practice for imperial standard tools when required by the Company.

11.27 FIRST AID ATTENDANTS

Effective date of signing:

LEVEL I \$.80 per hour over occupational rate

LEVEL II \$1.00 per hour over occupational rate

The First Aid Certificate requirement of the Workers' Compensation Board for the Company will determine the premium that will be paid.

11.28 DEFINITION OF SPOUSE For the purposes of this collective agreement and attendant benefit plans, the terms "spouse", "wife" and/or "husband" shall mean a person to whom an employee is legally married or a person with whom the employee has lived in a husband and wife manner for a continuous period of at least one year. An employee may not claim to have both a spouse to who they are legally married and a spouse with who they are in a common-law relationship.

ARTICLE 12 - MEDICAL CARE PLAN

The Company shall provide the 100% Provincial covered Medical Plan for all employees.

ARTICLE 13 - INSURANCE AND DENTAL PLANS

13.01 Insurance Plan The Company shall pay the full premium cost of the Machinists, Lodge 692 Insurance Plan to provide the following coverage for all employees. An employee will

become eligible and shall be covered by the Plan on the 1st day of the month following commencement of employment.

Life Insurance	\$100,000.00
A.D. & D. Insurance	\$100,000.00
Weekly Indemnity	(1-4-26) (paid at the current EI maximum for B.C. Lower Mainland)
Long Term Disability	Employee Paid

Extended Health Benefits	Maximum allowable for practitioners to \$500.00 per year Maximum allowable for physio and Massage therapy to \$1,000 per year. Hearing Aids for member/dependant to \$500.00 per 60 months Overall Financial Limit to \$150,000.00 per lifetime
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Vision Care - The Company will pay coverage for prescription eyewear to a maximum of \$350.00 per family member, once every two (2) years.

Dental Plan - LODGE #692 DENTAL PLAN as follows:

Coverage:

Basic Dental	100%
Prosthetic Appliances, Crowns and Bridges	65% to a maximum of \$2,500.00 annually per family member; combined A & B.

Contribution:	the Company shall pay 100% of the premium cost of the Dental Plan.
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Participation: a condition of employment. New employees will become eligible and shall participate in the Dental Plan on the first (1st) day of the month following sixty (60) calendar days of employment.

ARTICLE 14 - BENEFIT COVERAGE WHILE OFF WORK

Sick Days: Each employee will be credited **five (5)** sick days in the first pay period of January of each year. Any unused sick days at the end of the calendar year will be paid out at fifty percent (50%) of the remaining time to the employee in the first pay period of the following year.

For newly hired Employees in their first year of employment their sick day credits shall be prorated as four (4) hours per month accumulation commencing their first day of employment to the end of the current calendar year.

If a covered employee is off work due to injury or illness the Company will, for nine (9) months, pay the premiums for the employee's Medical, E.H.B., Insurance and Dental Plans. If the employee wishes to be covered for an additional three (3) months they may do so by paying 100% of the premium through the Company office.

When an employee is laid off and wishes to be covered for Medical and EHB benefits, they may do so by paying 100% of the premium through the Company office.

ARTICLE 15 - PENSION PLANS

15.01 Contributions shall be paid by the Company to the Machinists Pension Plan, Lodge 692 (formerly referred to as the Machinists Lodge 692 Pension Plan) for all employees of the Company covered by this Collective Agreement on the basis set forth below in this article.

All such employees newly hired shall commence to pay employee contributions to the said Plan immediately after the expiration of three (3) months' employment with the Company.

The contributions shall be as follows for each hour earned:

	Company:	Employee:
Effective June 1, 2025	\$ \$2.80	\$ \$1.50
Effective June 1, 2026	\$ \$2.90	\$ \$1.50
Effective June 1, 2027	\$ \$3.00	\$ \$1.50

In addition, the Company will pay a contribution of \$.10 for each earned hour for each employee who has between 25 years and 29 years of service, and \$.20 for each earned hour for each employee who has 30 or more years service.

ARTICLE 16 - APPRENTICES

16.01 Apprentices on completion of their probationary period of ninety (90) days, shall form part of this Bargaining Unit, and shall be required to become and remain members of the Union while covered under this Collective Agreement.

16.02 Apprentices shall be entitled to all conditions of the Collective Agreement with the exception that:

- a) Apprentices will be placed in their apprenticeship trade classification for the first half of their training, accruing seniority in that apprenticeship classification. Upon commencing the second half of their apprenticeship, the Apprentice will be reclassified to the respective Journeyperson trade and begin to accrue seniority in that trade classification.

Previous seniority will not be carried into the Journeyperson classification.

- b) Apprentice plant seniority for the purpose of vacations, Statutory Holidays, etc., shall be based on their date of hire.

16.03 Apprentice wage rates shall be as set out in Appendix "B".

16.04 When Apprentices attend authorized training classes in their trade during normal working hours, the Company will make up the difference between their regular rate of pay and Government subsidies the Apprentice may be in receipt of.

16.05 Apprentices shall not be required to work alone in the field until the final year of Apprenticeship.

16.06 Apprentices can be required to take orders from the Journeyperson with whom they are working as well as the regular Company Supervisor.

16.07 **APPRENTICE RATIO** The maximum number of Apprentices to Journeypersons in the shop shall not exceed:

4 Journeypersons - 1 Apprentice.

The above Apprentice ratio may be increased only on mutual agreement between the Parties to this Agreement and the Apprenticeship Branch of the Ministry of Labour of British Columbia.

16.08 An Apprentice having served their required time at the trade, and having passed the necessary examinations, will automatically be classified as a Journeyperson and paid rates and conditions as enumerated in this Agreement for the Journeyperson Classification.

16.09 During the term of this Agreement the Parties will meet on a regular basis to discuss and implement improvements to Apprenticeship training.

ARTICLE 17 - SAVINGS CLAUSES

- 17.01** No provision of this Agreement shall be used to remove working conditions or reduce wages presently in force.
- 17.02** **ARTICLE HEADINGS CLAUSE** The Article Headings of this Collective Agreement shall be used for the purpose of reference only, and shall not be used as an aid in the interpretation of this Agreement.
- 17.03** The Company reserves the right to pay higher wages than the minimum provided herein. However, where off-schedule rates are applied it shall be at the discretion of the Company to maintain or cancel as circumstances warrant.
- 17.04** It shall not be a violation of this Collective Agreement if Members of this Union respect and/or honour a legal picket line.
- 17.05** Should any part hereof or any provisions herein contained be rendered or declared invalid by reason of any existing or subsequently-enacted legislation, or by any decree of a court of competent jurisdiction, such invalidation of such part or portion of this Agreement shall not invalidate the remaining portions hereof and such remaining portions shall continue in full force and effect.
- 17.06** **WORK RETENTION AND SUB-CONTRACTING** Where the Company's facilities, space and trained personnel are available, the Company shall endeavour to continue to have all work which is presently performed by employees of the Bargaining Unit, retained and performed by employees of the Bargaining Unit.
- Where work must be performed by others, the Company shall endeavour wherever possible to have its sub-contract work performed by a union shop.
- 17.07** **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, and a copy sent to the Union and the Compensation Board.

ARTICLE 18 - TECHNOLOGICAL & ADMINISTRATIVE CHANGES

In the event the Company proposes the introduction of new equipment in its' operation requiring specialized training, the Company shall notify the Union in writing one (1) month in advance and post such notice on the Bulletin Board.

The Company shall give employees, in order of seniority in the affected classification the opportunity to operate and/or train to operate the equipment provided such employees have the basic qualifications and ability to fill the position.

In cases where the retraining of employees is not practical, the employee shall elect for termination of employment with severance pay or shall elect to be placed on the recall list. An employee on recall under this Section shall receive the severance pay for which they are eligible at the end of the recall period, if the employee has not been recalled to work, or at such earlier time as they may elect to terminate.

Employees terminated as a result of technological or administrative changes shall be eligible for severance pay. Severance will be based on one (1) week's pay for each year of continuous service, to a maximum of fifteen (15) week's pay. Severance pay shall not be applicable under this Article when an employee resigns, retires, is discharged for cause, or is laid off for lack of work. Employees receiving severance prior to the expiry of their right to recall period shall forfeit seniority rights under this Agreement.

ARTICLE 19 - SEVERANCE PAY FOR PERMANENT PLANT CLOSURE

- a) Employees on the seniority list, who have six (6) months or more service with the Company, who are terminated because of plant closure or relocation of the plant out of the Lower Mainland area which would require the employee to move shall be entitled to severance pay.
- b) The Company will pay severance as set out below:
 - from 6 months to 5 years' service - 2 weeks severance for each year and for each additional year - 1 week's severance to a maximum of 25 weeks of service.
- c) An employee receiving severance pay before the end of their right to recall period, shall forfeit all seniority rights accruing to them under this Agreement.
- d) This Article does not apply when an employee retires, resigns, or is discharged for cause.
- e) This will provide total severance payable and is not in addition to Article 18.

ARTICLE 20 - DURATION OF AGREEMENT

20.01 This Agreement shall be in full force and effect from and including **June 1st, 2025**, to and including **May 31, 2028**, subject to the right of either Party to this Collective Agreement, within four (4) months immediately preceding the date **May 31, 2028** or immediately preceding the anniversary date in any year thereafter, by written notice to the other Party, require the other Party to commence collective bargaining with a view to the conclusion of a renewal or revision of the Collective Agreement or a new Collective Agreement.

Should either Party give written notice to the other Party pursuant hereto, this Agreement shall thereafter continue in full force and effect until the Union shall give notice of strike, or the Company shall give notice of lockout and such strike or lockout takes place and/or either Party gives notice of termination, or the Parties shall conclude a renewal or revision of the Collective Agreement or a new Collective Agreement.

- 20.02** a) During the life of this Agreement, or while negotiations for a further Agreement are in progress, there shall be no strikes or stoppage of work on the part of the Members of the Union, or any lockout of employees on the part of the Company.
- b) The parties acknowledge and agree to be bound by section 57 of the Labour Relations Code which provides that neither an employee nor an employer bound by a Collective Agreement shall, during the term of the Collective Agreement strike or lock-out.

20.03 By agreement of the Parties hereto, the provisions of Section 50 (2) and (3) of the Labour Relations Code of British Columbia are specifically excluded.

DATED AT, _____ B.C., this _____ day of _____, 20____.

**INTERNATIONAL ASSOCIATION OF
MACHINISTS AND AEROSPACE WORKERS,
VANCOUVER LODGE NO. 692**

SULZER PUMPS (CANADA) INC.

Mike Ferns
Business Representative

Lisa Jung
Human Resources

APPENDIX "A"

SULZER PUMPS (CANADA) INC. WAGE RATES AND CLASSIFICATIONS:

June 1, 2021 to February 25, 2022 – An additional six hundred and fifty (\$650.00) dollars to each bargaining unit employee to be paid by the following pay period after ratification. Standard employment deductions will be made on all payments.

Effective	<u>June 1/2025</u>	<u>June 1/2026</u>	<u>June 1/2027</u>
JOURNEYPERSON TRADESPERSON (Machinists, Fitters, Inspectors and Welders)	\$ 47.68	\$ 49.11	\$ 50.58
PROBATIONARY JOURNEYPERSON (1 - 3 months)	\$ 42.77	\$ 44.05	\$ 45.37
PRODUCTION MACHINISTS, INSPECTORS	\$ 44.46	\$ 45.79	\$ 47.16
PROBATION RATE	\$ 39.89	\$ 41.09	\$ 42.32
DRILLER	\$ 43.32	\$ 44.62	\$ 45.96
PROBATION RATE	\$ 38.87	\$ 40.04	\$ 41.24
SPECIALIST & SHIPPER/RECEIVER	\$ 41.91	\$ 43.17	\$ 44.47
PROBATION RATE	\$ 37.61	\$ 38.74	\$ 39.90
HELPER, TOOL CRIB ATTENDANT, MATERIAL HANDLER	\$ 34.30	\$ 35.33	\$ 36.39
PROBATION RATE	\$ 30.77	\$ 31.69	\$ 32.64
LABOURER (General Plant Cleanup)	\$ 26.72	\$ 27.52	\$ 28.35
PROBATION RATE	\$ 23.99	\$ 24.71	\$ 25.45
STUDENT	\$ 21.36	\$ 22.00	\$ 22.66
CHARGE HAND (above employee's regular job rate)	7%	"	
LEAD HAND (above employee's regular job rate)	4%	"	

Classification definitions - Appendix "C"

APPENDIX "B"

APPRENTICES

FOUR YEAR APPRENTICESHIP

	Effective	<u>June 1/2025</u>	<u>June 1/2026</u>	<u>June 1/2027</u>
- Start to 12 months	65% of Journeyperson Rate	\$31.00	\$31.93	\$32.89
- 3rd 6 months	70% of Journeyperson Rate	\$33.37	\$34.37	\$35.40
- 4th 6 months	75% of Journeyperson Rate	\$35.75	\$36.82	\$37.92
- 5th 6 months	80% of Journeyperson Rate	\$38.14	\$39.28	\$40.46
- 6th 6 months	85% of Journeyperson Rate	\$40.52	\$41.74	\$42.99
- 7th 6 months	90% of Journeyperson Rate	\$42.89	\$44.18	\$45.51
- 8th 6 months	95% of Journeyperson Rate	\$45.30	\$46.66	\$48.06

The above percentages will remain in effect for the duration of the government subsidy program. If the subsidy program is removed new Apprentices will begin training under the Department of Labour wage scale.

APPENDIX "C"

CLASSIFICATIONS

For the purpose of this Agreement the various Classifications are defined as follows:

1. **A Charge Hand** is an employee who is assigned to instruct others in the performance of their work and may be held responsible for the quality and quantity of the work.
2. **A Lead Hand** is an employee who is able and willing to instruct others in the performance of their work, or who because of exceptional skill and ability or the nature of their work is so recognized by the Company.
3. **A Journeyperson** must possess the ability and qualifications to carry out any work in this trade as required by the Company with the aid of issued drawings or relevant information.

The classification of Journeyperson-Tradesperson shall apply to those employees who are or become certified in their trade, plus those employees who are, in the opinion of the Company, proficient to perform the required work in the trade.

Employees who are not classified as Journeyperson-Tradesperson and who claim they are proficient to perform the work required in the trade may ask and be given a test as arranged in conjunction with the Union, Companies and the Ministry of Labour, PROVIDED they can fulfil the requirements of the International Association of Machinists and Aerospace Workers Constitution and the By-Laws of Vancouver Lodge 692.

4. **A Probationary Journeyperson** is one whose ability and qualifications to carry out any work in their trade are unknown to any employer on the Lower Mainland or Vancouver Island at the time of employment. Three (3) months' probationary period will allow them to train up to Journeyperson standards, during which time they will become a Journeyperson, reclassified or terminated.
5. **A Production Inspector** is one who is qualified to make accurate measurements and inspections of all parts, pumps and equipment. This person shall be fully trained to use all inspection equipment other than that equipment which involves non-destructive testing; i.e. MT, PT and UT equipment. This person may also perform work in the Specialist classification.

Note: Production classified employees shall only be permitted to work outside their classification if there are no employees on layoff recall in the substitute classification.

6. **A Specialist** is an employee who is employed in some branch or subdivision of the Machinist Trade; or an employee who performs some particular line of work commonly recognized as work connected with the Machinist Trade or the metal industry; e.g. repetitious work on turret lathes, drill presses, do-all saws, or other similar machines.
7. **A Helper** is an employee working in the machine or metal industry in any of its branches or subdivisions and assigned to assist a Journeyperson in the Machinist Trade in the performance of their duties.
8. **Students** Students may be employed in the shops during the summer vacation period and will be limited to two students for each shop where practical.

Their duties shall be general clean-up, stock room or crib assistants, or other similar duties.

They shall not displace any Member of the Bargaining Unit nor shall they be employed when any member of the Bargaining Unit is on layoff.

They shall as a condition of employment pay Union dues while so employed.

9. **Labourer** (General Plant Cleanup). Will not be employed to displace Helpers.
10. **Shipper/Receiver** One who has demonstrated to the Company that they have sufficient knowledge of receiving, inventory control, expediting, material tracking, and troubleshooting in a computerized environment. Ships, receives, stores and moves material using motorized and manual equipment.

LETTER OF UNDERSTANDING #1

BETWEEN: **SULZER PUMPS (CANADA) INC.**

AND: **INTERNATIONAL ASSOCIATION OF MACHINISTS
AEROSPACE WORKERS, VANCOUVER LODGE #692**

RE: BANKING OF OVERTIME

Objective: The banking of overtime hours has several advantages to both the employee and the Company. The foremost of which is to give more flexibility to both parties. Presumably, employees will find overtime more acceptable if they can take time off at a later date. Thus, the Company will be able to schedule work loads during peak periods more effectively and be able to give the employee periods of time off during slower periods.

- 1) In Bargaining Units where it is mutually agreed that overtime may be banked, employees shall state on their time card when overtime is to be banked for each full segment of overtime. An employee may bank overtime equivalent to eighty (80) hours straight time maximum and an employee can bank back to eighty (80) hours when they use all or any portion of their banked overtime. All overtime worked thereafter shall be paid at the appropriate rate to said employee.
- 2) Banked overtime will be accrued at the rate earned at the time of banking and will be paid out accordingly.
- 3) Banked overtime pay may be withdrawn by an employee in whole or in part. In the event an employee also wishes equivalent time off, such time will be by mutual agreement and subject to the operating needs and service requirements of the business.
- 4) Working for a second employer during banked time off shall be construed as moonlighting and subject to disciplinary action.
- 5) Banked hours cannot be taken in prime vacation period (June 15th - September 15th) or added to regular holidays and statutory holidays. The one exception to this is during slack time.
- 6) In the event of lay-off, all banked overtime along with any other monies owed to the employee, will be paid out at the time of lay-off as per the current practice.

- 7) All unused banked overtime must be paid out at the end of the company's fiscal year. That is, no banked time can be carried over a fiscal year end.

DATED AT, _____ B.C., this _____ day of _____, 20____.

**INTERNATIONAL ASSOCIATION OF
MACHINISTS AND AEROSPACE WORKERS,
VANCOUVER LODGE NO. 692**

SULZER PUMPS (CANADA) INC.

Mike Ferns
Business Representative

Lisa Jung
Human Resources

LETTER OF UNDERSTANDING #2

BETWEEN: **SULZER PUMPS (CANADA) INC.**

AND: **INTERNATIONAL ASSOCIATION OF MACHINISTS
AND AEROSPACE WORKERS,
VANCOUVER LODGE #692**

Where special dispensation is required to become competitive and should the necessity arise, the parties may mutually agree, in writing, to amend or delete any terms or conditions of the Agreement for a length of time determined by the parties.

DATED AT, _____ B.C., this _____ day of _____, 20____.

**INTERNATIONAL ASSOCIATION OF
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VANCOUVER LODGE NO. 692**

SULZER PUMPS (CANADA) INC.

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Human Resources

LETTER OF UNDERSTANDING #3

BETWEEN: **SULZER PUMPS (CANADA) INC.**

AND: **INTERNATIONAL ASSOCIATION OF MACHINISTS
AND AEROSPACE WORKERS,
VANCOUVER LODGE #692**

Stores Position

Whereas at the current time there is not sufficient full time work for the position of a stores person, yet this work remains in the jurisdiction of the Machinists Union.

Only a machinists union member outside the stores classification will be permitted to perform the work of a stores person. When full time work becomes available an employee will be hired to work in the stores area and become a member of the Machinists Union as outlined in the Collective Agreement.

The provisions of this LOU will be reviewed not less than an annual basis.

DATED AT, _____ B.C., this _____ day of _____, 20____.

**INTERNATIONAL ASSOCIATION OF
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VANCOUVER LODGE NO. 692**

SULZER PUMPS (CANADA) INC.

Mike Ferns
Business Representative

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Human Resources

LETTER OF UNDERSTANDING #4

BETWEEN: **SULZER PUMPS (CANADA) INC.**

AND: **INTERNATIONAL ASSOCIATION OF MACHINISTS
AND AEROSPACE WORKERS,
VANCOUVER LODGE #692**

As workload in the fitting classification has increased due to the production requirements the parties agree to add the former position of Production Fitter as a classification to the bargaining unit of Sulzer Pumps Canada, Burnaby.

If it is understood the duties and tasks performed in previous collective agreements by the Production Fitter will be performed by the newly introduced classification of Production Fitter.

The job description for the Production Fitter shall be as follows:

“A Production Fitter is one who is qualified to assemble piping systems, install equipment and pumps for the purpose of running performance tests. This person may also assist a Journeyman Fitter in the performance of their duties, and perform work in the Specialist Classification. Acceptable examples: cleaning and deburring parts, or assembling wear rings on impellers. It is understood a Production Fitter will not displace a Journeyman Fitter.”

As the previous wage rate was the same for the Production Machinist and Production Inspector the current wage rate of the Production Fitter shall be the same as a current Production Machinist and Production Inspector wage rates as identified below with the understanding the ratified wage increases for 2018 to 2020 will be the same as the Production Machinist and Production Inspector.

SULZER PUMPS (CANADA) INC. WAGE RATES AND CLASSIFICATIONS:

Effective	<u>June 1/2025</u>	<u>June 1/2026</u>	<u>June 1/2027</u>
PRODUCTION MACHINISTS, INSPECTORS AND FITTERS	\$ 44.46	\$ 45.79	\$ 47.16

DATED AT, _____ B.C., this _____ day of _____, 20____.

**INTERNATIONAL ASSOCIATION OF
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VANCOUVER LODGE NO. 692**

SULZER PUMPS (CANADA) INC.

Mike Ferns
Business Representative

Lisa Jung
Human Resources

LETTER OF UNDERSTANDING #5

BETWEEN: **SULZER PUMPS (CANADA) INC.**

AND: **INTERNATIONAL ASSOCIATION OF
MACHINISTS AND AEROSPACE WORKERS,
VANCOUVER LODGE #692**

RE: Flexible Work Arrangement and Retirement

This Letter of Understanding reflects an agreement between the parties for a flexible (part-time) work arrangement for employees approaching and transitioning into retirement. It provides the opportunity to phase in retirement while maintaining continuity of work.

1. **Eligibility and Application:** To be considered for the flexible work arrangement, employees must:
 - i. Provide a formal retirement notice to the Company with an effective date no later than three (3) months in advance of commencing the flexible work arrangement.
 - ii. Is within 24 months of reaching the age of 65, if interested in a reduced work week as part of their gradual transition to retirement.
2. **Approval and Work Schedule:** The Company reserves the right to determine employee eligibility for a flexible work arrangement based on factors such as, but not limited to, business needs and continuity. Approval of the reduced work week schedule is at the discretion of management after consideration of operational needs and the employee's role and responsibilities.
3. **Agreement and Implementation:** The Employee, management (including pay/benefits teams as required), and the Union will agree to the employee's shift schedule, details, and duration in advance of its implementation. The Company may subsequently extend, reduce, or end the work agreement as the employee transitions fully into formal retirement.
4. **Compensation and Benefits**
 - i. In accordance with Article 3 for part-time employees, overtime will be paid after eight (8) hours in a day, forty (40) hours in a week, on Sundays, and on Statutory holidays.
 - ii. Employees shall receive Statutory holiday pay based on their shift hours worked. Vacation dollars will continue to accrue as per the terms of the Collective Agreement.

- iii. Employees who work more than twenty (20) hours per week on a continuous basis are eligible for full coverage on Medical and Dental plans and pro-rated coverage on income continuance (STD). Sick leave will be accumulated on a pro-rated basis based on hours worked.
- 5. **Layoffs and Work Reductions:** If layoffs or work reductions are required due to market or economic conditions, employees working the flexible work arrangement will be the first affected by the ending of the work arrangement and will retire from the Company before any work reduction or modifications of full-time employees. No severance or recall rights will apply as the employee will be a retired employee.

This Letter of Understanding is on a without precedent and without prejudice basis. All other terms and conditions of the Collective Agreement will apply except for what is contained in this Letter of Understanding. The parties shall meet and attempt to resolve any concerns related to this Letter of Understanding, or its intent, in a timely manner.

DATED AT, _____ B.C., this _____ day of _____, 20____.

**INTERNATIONAL ASSOCIATION OF
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VANCOUVER LODGE NO. 692**

SULZER PUMPS (CANADA) INC.

Mike Ferns
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