

Collective Agreement

between

Viacore Solutions Inc.

of Calgary, Alberta



and the

IAM Union, Local 2583



MARCH 22, 2025 TO MARCH 21, 2028

*RATIFIED AUGUST 1, 2025

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MEMORANDUM OF AGREEMENT
-between-
Viacore Solutions Inc.
(hereinafter referred to as the “Employer”)
-and-
INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS
(hereinafter referred to as the “Union”)

(hereinafter “The Parties”)

The Employer and the Union have concluded a tentative first agreement as established in this Memorandum of Agreement.

The Employer and the Union hereby agree to this collective agreement subject to the following amendments, terms and conditions:

1. This Agreement is subject to ratification by the bargaining unit and upon ratification becomes a valid and binding collective agreement. The Union’s Negotiating Committee unanimously agrees to recommend this Agreement and will convene a ratification meeting as soon as possible.
2. All provisions in this Memorandum of Agreement will become effective on the date of ratification unless specified otherwise.
3. The terms of this Memorandum of Agreement constitute the full settlement of matters in dispute and there are no representations or undertakings not contained herein that form part of the parties’ collective agreement obligations.
4. Any legitimate errors in this Memorandum of Agreement shall be subject to correction by the Parties.

SIGNED AND DATED this _____ day of July, 2025

For the Employer
Viacore

For the Union
IAMAW Local 2583

Jeff Sheppard, Alberta Regional Manager

Kyle Franzen, Directing Business Representative

Gavin Bates, Calgary Branch Manager

Kyle Hosker, Committee Member

Sabrina Wang, HR Business Partner

Oscar Lara, Committee Member

Craig Billett, Committee Member

COLLECTIVE AGREEMENT

BETWEEN: **Viacore Solutions**
Calgary, Alberta
(hereinafter called the "**Company**" or the "**Employer**")

OF THE FIRST PART

AND: **International Association of Machinists and Aerospace Workers, Local No. 2583**
(hereinafter called the "**Union**")

OF THE SECOND PART

ARTICLE 1 – PURPOSE

1.1 – Recognition

It is recognized by this Agreement to be the duty of the Union, the Company and the employees to fully co-operate individually and collectively, for the advancement of conditions of the Company, including a commitment to safety. Supporting the Health and Safety of employees is of paramount importance to the parties. The Company recognizes the Union as the sole bargaining agency for its employees, as duly Certified under the Labour Relations Act of the Province of Alberta, for the purpose of collective bargaining with respect to rates of pay, hours of employment and all other working conditions

1.2 – Union Access

- a) The Employer shall allow the properly authorized representatives of the Union visit the Employer's plant in Calgary. The Employer is entitled to require an individual to substantiate that he/she is an authorized representative of the Union.
- b) When access is required by the Union, the Union representative will notify the Employer a minimum of 24 hours in advance.
- c) Access will not be unreasonably denied by the Employer.
- d) The Union must conduct their business in areas designated by the Employer.
- e) The visit must not result in any disruption with the Employer's operations or affairs, and it must not result in any employee or employees neglecting their work duties and

responsibilities.

- f) Upon arrival, the Union will follow the sign in procedures and safety protocols as outlined by the Employer.

ARTICLE 2 – INTEGRITY OF AGREEMENT

2.1 – Recognition of Bargaining Authority

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 the Province of Alberta must become members of the Union within thirty (30) calendar days of commencing employment and remain members during the life of this Agreement.

2.2 – Work Interruption Prohibited

a.) It is understood that during the term of this Agreement that the Employer will not lockout its employees. It is also understood that during the term of this Agreement the Union will not permit or encourage any strike, slowdown, stoppage of work or otherwise restrict or interfere with the Employer's operation through its members.

ARTICLE 3 – UNION SECURITY

3.1 – Check-Off

All present and new 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 the Province of Alberta shall pay to the Union, as a condition of employment, and not later than thirty (30) days after the commencement of their employment, dues and initiation or 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 Bylaws

Notwithstanding any provisions contained in this Article there shall be no financial responsibility on the part of the Company for fees and dues of an employee. The Union agrees to indemnify and save the Company harmless from any claims which may arise in complying with the provisions of this Article.

3.2 – New Employees – Union Dues

The employer agrees to deduct from the wages of each employee, upon written authorization of the employee (which the employer shall submit to the employee for signature at the time of

hire), such monthly dues or assessments as are provided herein. This authorization will be forwarded to the Union office within thirty (30) days of the employee's first day worked.

3.3 – Deductions

All deductions as required under Article 3 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 (Dues report) listing the names of the employees for whom deductions were made and the amount of each deduction.

3.4 – Definition of Employee

- a) 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 Provincial Government Certification and without restricting the generality of the foregoing shall not include those having authority to hire or discharge employees, office workers, supervisory officials, salespersons, watchpersons or others excluded by the Labour Relations Code.
- b) When it becomes necessary for the Company to use non-bargaining personnel the Company will advise the Union as soon as possible.

3.5 – Election of Shop Stewards

The employees employed in this plant will elect three union members who will be known as Shop Stewards or the Shop Committee and same will be recognized by the Company.

3.6 – Union Notice Board

A noticeboard will be provided for the posting of all official union notices exclusively and not be used for disseminating political propaganda. All such notices shall be submitted to a company official for approval before posting.

3.7 – Picket Lines

It shall not be a violation of this Collective Agreement if members of this Union respect and/or honour a legal picket line.

3.8 – No Discrimination

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, provided that such activity is not allowed to interfere with the work and production of the Company.

ARTICLE 4 - SCHEDULING

4.1 – Straight Time Hours of Work

- a) Normal straight time hours of work shall be:
 - i. not more than eight hours in any one day;
 - ii. not more than five working days in any work week;
 - iii. not more than forty hours in any work week

- b) Any hours which the Employer requires an employee to work more than eight hours in any one day will be paid at time and one half for the first two hours.

- c) Any hours which the Employer requires an employee to work more than ten hours in one day will be paid at double time for any time worked over ten hours during a day.

- d) No overtime will be payable for early start times if the employee does not make every effort to complete their day to the regular scheduled finished time.

- e) Notwithstanding (d) above, double time will be paid for the entire shift if the employee is required to start work at or before 4:00am. This clause does not apply to scheduled afternoon or night shifts.

- f) The Employer agrees to notify and meet with the Union before making a change in the normal hours of work or shift rotation schedules not established by this Agreement. The Employer agrees that sixty (60) calendar days notice will always precede the effective date of any changes of any current agreed shifts or hours in this Agreement. Establishment of a new or different shift, which requires modifications or signing off of any provisions in of this Agreement, shall be subject to mutual agreement between the Union and the Employer. The Union will reasonably consider all requests by the Employer to add new or different shifts.

- g) The Company will make every effort to assign overtime work to employees in an equitable manner, taking into consideration the requirements of the work to be performed.

4.2 – Shift Hours

When requested to work less than three consecutive hours, a minimum of three hours will be paid to the employee.

Normal shift schedules will be:

- a) Monday to Friday – eight hour days between 6am and 6pm

4.3 – Straight Time Hours of Work – Steel Cord Splicing

The following straight time schedule applies only to the installation or splicing, as well as any work completed by Belterra employees that aid in the installation or splicing of Steel Cord:

- a) Double time for all hours worked after eight hours Monday to Friday.
- b) Double time for all hours worked on Saturday or Sunday.

4.4 – Layover Rates for Field Work

If working fieldwork where it is not possible to return to the shop, an employee who shows up for work and there is no work available or if an employee is informed prior to a shift not to report to work the following minimum shifts will be paid:

- a) Eight hours minimum for out of town work; or
- b) Twelve hours, including applicable overtime rates, if working in a remote/fly-in location

4.5 – Night Shift Premiums

If scheduled three or more night shifts, regardless of what day of the week it starts on, the first night shift will be paid at double time for all hours after 6pm. All other night shifts will attract a premium equal to 3% of the employee's straight time rate for all hours worked on the night shift.

If a regular day of work is missed due to switching back from night shift, the switchover (missed) day will be paid at eight hours at the straight time rate.

If only one or two nights shifts are worked during a week, double time will be paid for all hours after 6pm.

4.6 – Travel Time

All travel time will be conducted at straight time rates. Any overtime, including overtime for travel time must be authorized in advance. Notwithstanding any other article, travel time does not attract double time rates. Travel time must be inclusive of the maximum allowable workday. Travel Time is applicable to out-of-town work only. For clarity on in-town travel, when

employees are required to travel during their workday within the city or region, such travel time shall be considered time worked and paid at the applicable straight time or overtime rate, as determined by the total hours worked that day. Travel from an employee's home to the Branch and return is not compensable.

4.7 – Employee Responsibility: Start Time

Employees shall be in their respective assigned working locations, ready to commence work at their designated starting times, and they shall not leave their working locations at times or in a manner inconsistent with the terms of this Agreement. Employees are required to report to the Shop Foreman or Lead for that day after completing a field job.

4.8 – Scheduling

Employees may be scheduled at more than one location, including the Calgary shop, across a week or a day.

4.9 Banking of Overtime

- a) The maximum hours that will be banked shall be unlimited. The rate of pay for such hours shall be the rate the employee was earning at the time the overtime was worked.
- b) All banked overtime hours shall be taken as paid time off or will be paid out as of December 31 of that calendar year, up to 80 hours of banked time will be allowed to carry over to the following year at the employees discretion.
- c) If an employee elects to bank overtime hours worked, any banked overtime shall occur at the same rate as the overtime rate applicable to those hours. Example: If double time is normally paid for the time worked, then two (2) hours will be banked for every one (1) hour worked.

Employees will elect the banking of all overtime hours or elect the banking of half their overtime hours.

Except for illness, requests to take banked time off shall be made with a reasonable notice and mutually agreement upon by the employee and the Company.

- d) All inquiries of banked overtime will be made outside of working hours. All requests to bank overtime or to release banked hours will be processed by payroll, with prior approval by management.

ARTICLE 5 – MEAL ALLOWANCES

A meal allowance of \$23.00 will be paid to those employees who are requested to work at or before 6:00am.

All employees who are not staying overnight to perform work and are requested to work more than two hours of overtime will be provided a meal allowance of \$23.00 for a meal to be eaten on the employee's time. One additional meal allowance of \$23.00 will be paid after four additional hours of overtime.

MEALS-OUT-OF-TOWN - STAYING OVERNIGHT

The following day or days a breakfast allowance of Twenty-Three Dollars (\$23.00) will be paid at the start of the workday and further meal allowances of Twenty-Three Dollars (\$23.00) every four (4) hours worked thereafter with a minimum of three (3) meal per day, to a maximum of four (4) meal per day. Employees on layover will also be provided with three (3) meals per day.

Where workers are working on camp jobs and are supplied the basic three (3) meals, only overtime meals earned after the completion of the regular shift as per the CBA will be paid.

ARTICLE 6 – WORK CLOTHING

6.1 – Boot Allowances

- a) The Company will provide all non-probationary employees a safety boot allowance of up to \$300.00 per year. When claiming reimbursement under this provision, the employee is required to submit a receipt or other proof of purchase. An employee may choose to forgo the \$300.00 allowance in one year and claim – with receipt or other proof of purchase – up to \$600.00 at the end of a two year period.
- b) In addition to the safety boot allowance above, non-probationary employees who require insulated work boots may claim a reimbursement – with receipt or other proof of purchase – of up to \$300.00 every three years.
- c) Employees must work a minimum of 500 hours per year to make any claim in (a) or (b) above.

6.2 – Winter Clothing

The Company will provide employees two sets of winter clothing at the conclusion of the employee's probation period and repair and replace every 48 months on an as needed basis in the Fall of each year.

6.3 – Overalls

All employees required to wear overalls shall have these supplied and cleaned by the Company

at no expense to the employees. Any set of overalls supplied shall be of the proper size to fit the employee. There shall be available each week to the employees involved, sufficient changes as required for each department or job. Field servicepersons going out on calls shall have extra sets of overalls to take with them when they go out on such calls.

6.4 – Prescription Safety Glasses

Prescription safety glasses will be provided at no cost to the employee if required once every two(2) years after the employee completes probation, from an approved product list and approved supplier. Where an employee has to replace their prescription safety glass lenses prior to two (2) years, the employer will pay the cost upon proof of damage.

6.5 – Molded Earplugs

Molded earplugs will be provided at no cost to the employees once every four (4) years after the completion of their probationary period.

Where an employee has to replace their molded earplugs prior to four (4) years, the employer will pay the prorated amount.

(For clarification, if the employee requires replacement after one (1) year, the Company will pay 25% after two years 50% after three years 75%)

6.6 – Personal Protective Equipment (PPE)

Personal protective equipment must be used, and properly worn in accordance with Company policies and procedures, and as per customer requirements while performing work on their sites.

ARTICLE 7 - ADMINISTRATION

7.1 – Probationary Period

When a new employee is hired, it is agreed that they shall be on probation for 600 hours worked or three months, whichever is longer, and during this period seniority will not be applicable. When the probationary period is completed, seniority will commence from the date of hiring. The Employer, with notice to the Union and the affected employee, where the Employer remains unsure of suitability for regular employment, shall have the right to extend the probationary period for up to 90 additional days provided reasons are given to the Union and the affected employee for the extension. There shall be no responsibility on the part of the Company in respect of probationary employees should they be laid-off for lack of work or discharged during the probationary period.

Upon the conclusion of any probationary period, employee's name shall be placed on the seniority list, effective their hire date, and they shall then be entitled to all rights and privileges as provided in this Agreement.

7.2 – Hourly Rates

The regular hourly rates paid shall be those set out in Appendix “A” attached hereto and forming part of this Agreement.

7.3 – Apprenticeship Rates

Apprenticeship Level	% of Journeyperson Wage
Journeyperson	100
4 th Year	90
3 rd Year	80
2 nd Year	70
1 st Year	60

- a) The Company will provide the necessary training and a structured progression plan to assist Employees in advancing through the levels of their job classifications in accordance with the Alberta 4-Year Apprenticeship Training Program. Progression through apprenticeship levels will be based on completion of the required on-the-job hours (1560 hours per period) and successful completion of the required technical training for that period, as outlined by Alberta Apprenticeship and Industry Training standards. Employees are responsible for completing all required tests, assessments, schooling, and applications necessary to meet the progression requirements of their job classifications.

7.4 – Premiums

When assigned by the Company, the Lead Hand premium will be 6% of the Journeyperson rate for hours worked on site. Lead Hand - also known as a LEAD. minimum Crew of 4 inclusive of the Lead Hand. * and customer supplied employees.

When assigned by the Company, the Supervisor premium will be 11% of the Journeyperson rate for hours worked on site. Supervisor - Also known as a Charge Hand. minimum Crew of 8 inclusive of the Charge Hand. * and customer supplied employees.

An isolation premium of 10% of an employee’s regular straight time rate will be paid on hours worked on site at remote fly-in jobsites.

ARTICLE 8 – VACATION

8.1 – Annual Vacation

Length of Service	Annual Vacation Credits
From start date to the 3 rd anniversary of start date	2 weeks of Vacation Time/4% of gross earnings as Vacation Pay
From the 3 rd anniversary of start date to the 6 th anniversary of start date	3 weeks of Vacation Time/6% of gross earnings as Vacation Pay
From the 6 th anniversary of start date to the 14 th anniversary of start date	4 weeks of Vacation Time/8% of gross earnings as Vacation Pay
Starting from the 14 th anniversary of start date and after	5 weeks of Vacation Time/10% of gross earnings as Vacation Pay

8.2 – Vacation Scheduling

- a) All vacation requests must be approved in writing from Management. Vacation requests shall not be unreasonably denied.
- b) Vacation requests must be submitted a minimum of one month in advance of the requested time off. Vacation requests for June, July, August and September must be made a minimum of three months in advance.
- c) Vacation is scheduled in periods of one week increments to a maximum of two weeks, unless the employee requests and is approved for otherwise.

ARTICLE 9 – STATUTORY HOLIDAYS

9.1 – Statutory Holidays

The following shall be considered Statutory Holidays:

New Year's Day	Heritage Day
Family Day	Labour Day
Good Friday	Thanksgiving Day
Victoria Day	Remembrance Day
National Day of Truth and Reconciliation	Christmas Day
Canada Day	Boxing Day

9.2 – Payment for Statutory Holidays

- a) Statutory holiday payment (pay for time not worked) will be as per the Employment Standards Code.
- b) Employees who work on a statutory holiday, shall be double time the employee's wage rate for all hours worked in addition to pay received under (a) above. There shall be no pyramiding of this or any other premium.

ARTICLE 10 – LEAVE OF ABSENCE

10.1 – Leave of Absence

- a)
 - (i) When the requirements of the Company's services will permit, any employee, upon written application to the Company, may, if approved by the Company, be granted a leave of absence in writing for a period of up to thirty calendar days. Under such leaves the employee will retain seniority only.
 - (ii) Unpaid leaves may impact an individual employees' eligibility for:

- a. health and welfare plans;
- b. entitlements and bonuses.

b) The Employer will recognize all leaves under the Employment Standards Code.

10.2 – Bereavement Leave

In the case of death of an immediate family member of an employee, the Employer will grant the employee up to 3 days leave of absence with pay.

Immediate family is defined as the employee's husband, wife, child, mother, father, brother, sisters, grandparents, grandchildren, mother-in-law, father-in-law, son-in-law, daughter-in-law, step-parent or step-children for the purpose of this policy.

10.3 – Jury Duty

- a) All time lost (up to eight hours in any one day, up to two weeks maximum) by an employee due to being called for or selected for Jury Duty and/or called or subpoenaed as a witness for the Company, shall be paid for by the Company at the rate of pay applicable to the employee.
- b) If an employee is called or selected for Jury Duty or is called or subpoenaed as a witness for the Company, they will whenever practical, make themselves available for work before or after the performance of the jury or witness duties, but in no instance will the total time of jury or witness duty and time worked be more than eight (8) hours per day without payment of the applicable overtime requirements.
- c) All payments received by an employee for acting in the capacity of juror or witness will be paid to the Company for the two-week period in which the Company pays the employee.

ARTICLE 11 – MANAGEMENT RIGHTS

11.1 The management and operation of the plant and the direction of the workforce are vested exclusively in the Company.

11.2 The Company has and shall retain the right to select its employees, to hire, discharge, classify, transfer, promote, demote, or discipline them, provided that a claim of discrimination against any employee may be the subject of a grievance.

11.3 Employees shall observe the rules, policies and procedures of the Company, so long as they do not conflict with this agreement, shall perform a fair day's work, and shall be subject to discipline by the Management for failure to do so.

ARTICLE 12 – GRIEVANCE PROCEDURE

12.1 – Grievance Procedure

Whenever any dispute arises between the Company and the Union, or between the Company and one or more employees, the employee(s) shall continue to work and the dispute shall be adjusted in accordance with the following procedures.

Informal Step: Any grievance of an employee shall first be taken up between the employee and their Supervisor within five working days (not including Saturday, Sunday or Statutory Holidays) after the occurrence of the alleged grievance or of the date on which the employee first has knowledge of it.

Step 1: Failing settlement at the informal step, such grievance must be taken up in writing between a representative of the Union and the Employer. Step 1 must be completed within five working days (not including Saturday, Sunday or Statutory Holidays) from the conclusion of the informal step.

Step 2: Failing settlement under Step 1, such grievance and any dispute arising between the Union and the Employer 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 a Step 2 grievance meeting between the Union and the Employer. This meeting must occur within twenty working days (not including Saturday, Sunday or Statutory Holidays) from Step 2 notice.

Step 3: Failing settlement under Step 2, the next step is the selection of an arbitrator, initiated by either party by submitting a list of one or more acceptable arbitrators with its notice of arbitration; the responding party, if they do not agree to the suggested list will provide a list of one or more acceptable arbitrators.

Failure to advance the grievance to arbitration within ten days of the Step 2 meeting will deem the grievance to be abandoned.

The timeline listed above may be extended by mutual agreement of both parties and will not be unreasonably withheld.

12.2 – Appointment of Arbitrator

If the Parties fail to agree upon a neutral arbitrator at Step Three of the grievance procedure, within five days (excluding Saturdays, Sundays and General Holidays) after one Party has served written notice on the other Party of its intention to refer the matter to an arbitrator, the provisions on the Labour Relations Code will apply.

12.3 – Arbitrator's Decision

The arbitrator's 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, and they shall have no authority in any manner to amend, alter or change any provisions of this Agreement.

12.4 – Costs

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

ARTICLE 13 – BENEFITS

13.1 – Benefits Coverage for the Duration of Agreement

The employer will maintain its current comprehensive employee benefits plan (Life Insurance, AD&D, Dental, Extended Health, Group RRSP, EFAP, etc.) for the duration of this agreement.

13.2 – Benefits Coverage While Off Work

- a) If a covered employee is off work due to non-work related injury or illness, the Company will, for six (6) months, pay the premium for the employee's Medical, Extended Health Benefits, Life Insurance, A.D. & D. Insurance and Dental plans, Short Term and Long Term Disability.
- b) If the employee wishes to be covered thereafter until they either return to work or are deemed permanently unable to return to work for the Company, they may do so by paying 100% of the premium through the Company office.
- c) If a covered employee is off work due to a personal reason that is not medical or that qualifies as a Job-Protected Leave under the Alberta Employment Standards Code, their benefits coverage will be suspended during the entire leave period. If an employee wishes to maintain their benefits, with the exception of Short Term or Long Term Disability (not available to employees not actively at work as per insurance provider rule), they may do so by paying 100% of the premium through the Company office.

13.3 Sick Leave

New hires, upon the completion of ninety (90) days of active service, will be entitled to four (4) sick days in their first year of employment.

Existing employees shall be entitled to four (4) sick days per year period (non-accumulative). On Management's discretion a doctor's note will be provided if required. If an employee does not use any of their sick leave within a calendar year, they shall receive two (2) days of regular pay. If an employee uses one (1) day of sick leave within a year, they shall be paid out one (1) day of regular pay.

ARTICLE 14 – GENERAL PROVISIONS

14.1 – Lunchroom and Coffee Breaks

The Company will supply suitable accommodation at the Calgary plant where the employees may eat their lunch. All employees will have a paid fifteen (15) minute rest break in the first half of the shift and a fifteen (15) minute rest break in the second half of the shift.

14.2 – Cell Phone

Without producing a receipt, the Company will pay all employees requested and agreeing to use their personal cellular phones \$50.00 monthly, for the partial payment of their cell phones. Upon request, the Company will provide a T2200 to employees. The provision of the monthly payment is premised on the ongoing commitment of each employee to respond to all communication on the personal cell phone from the Employer in a timely manner.

14.3 – Company Supplied Tools

The Company agrees to make available to each employee, in all classifications, the necessary tools required to carry out the work in the trade. The employees will be responsible for these Company tools and may be charged for any losses, provided a list is supplied by the Company and each employee signs for a complete tool kit.

No employee will be reimbursed until they produce a receipt for any Company-owned tools or equipment which have been issued to them.

Each employee is expected to take reasonable care of tools supplied by the Company and must report to the Company immediately any loss or damage of tools involved, including knives and blades.

14.4 – Moonlighting

The Company and the Union agree in principle to eliminate the practice commonly referred to as "moonlighting". The term "moonlighting" shall refer to an employee who regularly works for two or more employers.

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.

14.5 – Use of Employee Cars

- a) Employee vehicles can be used on Company business only if authorized by the Company.
- b) When an employee's vehicle is used on Company business, the employee will be reimbursed based on the Canada Revenue Agency Automobile allowance rates. (Note that this ensures that the payment is not taxable to the employee).

- c) It will not be a violation of this Agreement for an employee to refuse to use their motor vehicle on Company business.
- d) Employees must provide proof of adequate insurance before using their motor vehicle on Company business. If necessary, and with prior approval, the Company will reimburse the difference between “to and from work” type insurance and “business” type insurance.
- e) Where an employee chooses to drive to a job site rather than driving to the branch first and this has been approved by the supervisor, they will not be eligible for reimbursement under this section.

14.6 – Seniority List

The Company will, every six months provide the Union and the Shop Steward with an up-to-date list of all employees covered by this Agreement showing their classification and the date when each commenced their employment with the Company.

14.7 – Layoff Procedure

In the event of layoffs, Company seniority in the Calgary Branch shall be recognized. The principle of last person on, first person off, shall prevail, subject to job classification, ability and efficiency. Company seniority for the purposes of this clause will be time spent as a bargaining unit member in the Calgary Branch, calculated from the employee’s most recent hire date.

For the purposes of layoff, the classifications at the Calgary Branch will be:

- Belt Technicians
- Red Seal Journeypersons
- Apprentices
- Shop Personnel

The parties agree that the application of seniority in instances of layoffs 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 layoffs 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 in this Collective Agreement.

For the purposes of layoff, non-Red Seal Journeypersons will be grouped with Red-Seal Journeypersons for their first year of employment, after which they will be grouped with Apprentices.

14.8 – Layoff of a Shop Steward

When the Company finds it necessary to lay-off or discharge a Shop Steward, the Business

Representative of the Union shall be notified prior to such lay off or discharge.

14.9 – Recall Procedure

The Company shall recall laid off employees according to their seniority and the principle of last person off, first person on shall prevail, subject to their classification. The Company shall provide recall notice directly to employees via verifiable communication (i.e. text, email, registered mail). It is the employee's responsibility that their updated contact information is with the Employer.

14.10 – Seniority Maintained and Accumulated

Seniority will be maintained and accumulated during absence due to:

- a) A compensable accident. (WCB)
- b) Serving in the non-permanent Armed Forces of Canada.
- c) Temporary illness or non-occupational accident not exceeding 26 weeks. (STD)
- d) Lay off as per 13.07

(This provides accumulation of seniority for vacation eligibility purposes).

14.11 – Seniority Maintained but Not Accumulated

Seniority will be maintained, but not accumulated during absence due to:

- a) Temporary illness or non-occupational accident exceeding 26 weeks. (STD)
- b) Authorized leave of absence.
- c) Lay off in excess of six months (cumulative in a vacation year)

14.12 – Loss of Seniority

An employee will lose all seniority rights where that employee:

- a) Voluntarily quits their employment.
- b) Exceeds authorized leave of absence, unless for legitimate cause.
- c) Fails to report back to work within five business days (not including Saturday, Sunday and Statutory Holidays) after notification to return to work unless failure proved to be unavoidable.
- d) Is discharged and not reinstated under the terms of this Agreement.
- e) Is on lay off more than six consecutive months.
 - i. After six consecutive months of layoff, the Company will pay severance as per the Alberta Employment Standards Code.

ARTICLE 15 – DURATION

This Agreement shall commence effective the date of ratification to and including April 1, 2025 to March 31, 2028. Either party to this Agreement may, within four months immediately preceding the termination of this agreement give to the other Party written notice to commence collective bargaining.

APPENDIX "A" – WAGE SCHEDULE

	July 1, 2025	April 1, 2026	April 1, 2027
	2.5%	3%	3%
Journeyman	\$46.32	\$47.71	\$49.14
Warehouse			
1st six months	\$24.76	\$25.51	\$26.27
2nd six months	\$27.51	\$28.34	\$29.19
Thereafter	\$30.57	\$31.48	\$32.43
Slitter Operator			
1st six months	\$27.74	\$28.57	\$29.43
2nd six months	\$30.81	\$31.74	\$32.69
Thereafter	\$34.24	\$35.26	\$36.32

Note: Any employee above the rates noted above at ratification will receive 50% of future increases until their rate equals collective agreement rates.

CALENDAR **2025**

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CALENDAR 2026

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CALENDAR 2027

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CALENDAR 2028

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