

COLLECTIVE AGREEMENT

Between

**LAFARGE CANADA INC.
A MEMBER OF LAFARGEHOLCIM**

And

**INTERNATIONAL BROTHERHOOD of BOILERMAKERS
LOCAL LODGE NUMBER D385**

November 1, 2015 – October 31, 2021



AGREEMENT

Working Conditions
And Wage Schedule

RICHMOND PLANT

As agreed to by:

**LAFARGE CANADA INC.
A MEMBER OF LAFARGEHOLCIM**

AND

CEMENT, LIME, GYPSUM and ALLIED WORKERS' DIVISION,
INTERNATIONAL BROTHERHOOD OF BOILERMAKERS, IRON
SHIPBUILDERS, BLACKSMITHS, FORGERS and HELPERS

A.F.L.-C.I.O.-C.L.C.

LOCAL LODGE NUMBER D385

November 1, 2015 - October 31, 2021

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AGREEMENT ENTERED INTO this 31st day of May, 2016

BETWEEN

LAFARGE CANADA INC.
A MEMBER OF LAFARGEHOLCIM
Richmond Plant
(Western Canada)

having its Regional Office in the City of Calgary, **Alberta**
hereinafter called the "Company"

PARTY OF THE FIRST PART:

AND

CEMENT, LIME, GYPSUM AND ALLIED WORKERS' DIVISION,
INTERNATIONAL BROTHERHOOD OF BOILERMAKERS,
IRON SHIP BUILDERS, BLACKSMITHS, FORGERS AND HELPERS
A.F.L.-C.I.O.-C.L.C.

Local Lodge Number D385, Richmond, B.C.
hereinafter called the "Union"

PARTY OF THE SECOND PART:

WITNESSETH THAT:

The Parties hereto have agreed as follows:

Our Commitment

On a foundation of trust & respect, we the employees of Richmond are committed to communicate, collaborate, plan, execute and follow through on a daily basis to fulfill our people and to be a sustainable, innovative world class plant.

ARTICLE 1 - DEFINITION BARGAINING UNIT

1.01 The term "employee" or "employees" as and wherever used in this Agreement shall include all production, maintenance, stores, including laboratory employees and janitor, but shall definitely exclude the following:

- (a)** All Executive, Engineering, Technical and Supervisory staff; and
- (b)** Personnel working for and paid by Contractors engaged by the Company to carry out construction work.

1.02 It is understood that the Company shall not permit any employee excluded from the Bargaining Unit to do the work customarily performed by a member of this Union, except as outlined in the following Clauses. Any employee excluded from the Bargaining Unit will not take the place nor do the jobs of members of the Bargaining Unit. It is understood that they may instruct, inspect, or in case of emergency, take the action necessary to avoid injury, loss of life, or loss of property, material or machinery, except in these cases, they may not handle or transport materials or operate mobile equipment for operational purposes nor service Company's vehicles, within the Company's operation.

For any violation of the rules described in this Section, the Company shall be required to pay a minimum of four (4) hours at the applicable hourly rate to the employee or employees eligible to be called in accordance with Article 5.08 and/or 5.11, unless such employees were unavailable or declined the work in question.

Note: Engineering, Technical and Supervisory staff will not be restricted from handling, testing and transporting material and equipment during process audit tests that are not part of normal Bargaining Unit work provided hourly employees are involved in such

audits.

Statement of Intent - "Inspect": Excluded employees will be permitted to remove inspection covers and use instruments in the operation of their duties. They are specifically restricted from cleaning and making adjustments, alterations or repairs.

1.03 The Company agrees that no production work required by the Company operation will be contracted out, except where fully adequate production equipment breaks down to the extent that essential material movement necessary to the immediate continuing operation of the plant production process cannot be provided, then the Company may contract the necessary equipment for the "immediate emergency", and provided further that the Company equipment as set forth above shall be immediately made operative and placed back in operation.

1.04 The Company agrees that no maintenance work required by the Company operation will be contracted out except in an "emergency" or during a major maintenance shutdown, or occasional work requiring equipment or abilities not available at **the** plant, and only then providing that this contracting out will not result in a lay-off of members in the Bargaining Unit.

Statement of Intent: Planned Shutdowns

The Company commits to having shutdown meetings with Lead-Hands/Electrical and Mechanical Hourly Representation approximately one (1) month prior to start of Shutdown. The Company's intent is to engage the workforce in the planning, coordination and execution of major maintenance work.

The Parties agree to meet at least once per year to review **the** above process.

1.05 All construction work, which may be contracted out will only be awarded to and performed by Contractors whose employees are all members of a Union.

1.06 Qualifications set by the Company for any job in the Bargaining Unit must be reasonable, necessary, and relevant to the performance of such job.

A seventy (70%) percent passing requirement is deemed to be sufficient achievement to qualify.

- 1.07** As used in this Collective Agreement, all references (e.g., he, his, they, their) shall be deemed to include the feminine as well as the masculine.
- 1.08** In terms of this collective agreement the word “will” takes on the same meaning as “shall”.

ARTICLE 2 – RECOGNITION

- 2.01** The Company recognizes the Union as the sole Collective Bargaining Agency for all employees of Lafarge Canada Inc. at its operations located at Richmond, B.C.
- 2.02** It shall not be a violation of the Agreement or cause for discipline or discharge if an employee refuses to cross a picket line which has not been declared illegal by a Court of Competent Jurisdiction or refuses to handle material produced by a plant at which a legal strike is in progress.
- 2.03** It is the Company’s right to operate and manage its business in all respects in accordance with its responsibilities and commitments provided it does not violate the specific Terms and Conditions of this Agreement, and abides by all applicable Provincial and Federal Statutes including the Human Rights Legislation.

The Company has the right to make and alter from time to time Rules and Regulations to be observed by the employees, provided that they are fair, reasonable and are not inconsistent with this Agreement.

Nothing in the Article shall be interpreted to prejudice other unspecified traditional rights of Management.

ARTICLE 3 – EMPLOYMENT

3.01 (a) The Company retains the right to hire all employees and shall notify the Union in writing of all newly hired employees within one (1) week of hiring, giving the date of hire and the Job Classification to which they have been assigned.

(b) All employees within the Collective Bargaining Unit covered by this Agreement must become members, maintain membership in this Union and pay to the Union an amount equal to the initiation fee and regular monthly dues upon sixty (60) calendar days from the date of employment, or the effective date of the Agreement, whichever is the later.

The Company agrees to deduct Union dues from each student, temporary and casual employee for each day worked in a calendar month.

(c) Employees who are retained for less than thirty (30) calendar days, but for greater than ten (10) calendar days, shall be deducted the sum of twenty-eight (\$28.00) dollars which will be remitted to the Union and applied towards initiation fees.

(d) All newly hired employees not including any employees on the seniority list shall be considered to be on probation for ninety (90) calendar days from the date of hire and shall be subject to termination during such period at the discretion of the Company.

(e) The Company agrees that before hiring temporary employees, because the work force is fully employed, the matter will be discussed with the Union. Upon hiring any temporary employees, the Company shall notify the Union in writing of all newly-hired temporary employees within one (1) week of hiring, giving the date of hire and the Job Classification to which they have been assigned and the expected time frame in days of their employment.

Temporary employees shall not accumulate seniority during their period of employment with the Company, which shall not exceed ninety (90) calendar days in each calendar year unless a longer period is mutually agreed to by the Parties. It is understood that if a

temporary employee exceeds ninety (90) calendar days due to an administrative error, that employee will immediately be terminated without acquiring seniority rights. Should any of them be subsequently hired by the Company on a permanent basis, their seniority will commence as of the date of such permanent hire.

- 3.02 (a)** The Company agrees to deduct from the pay cheque of all employees' initiation fees and dues in accordance with Clause 3.01 (b) and (c). Assessments, as authorized by the Union's Constitution and By-Laws, will also be deducted from the pay cheque of Union members. The Company will remit such deductions monthly to the Financial Secretary of the Union. Employees must individually authorize the Company in writing to make such deductions.
- (b)** The Company agrees that on the official request of the Union it will furnish the Union with full information of the job title and rate of pay of any member of the Bargaining Unit.

ARTICLE 4 - HOURS OF WORK

- 4.01 (a)** Day Employees' Work Week
The standard working week for day employees shall be forty (40) hours in five (5) consecutive days of eight (8) hours each, Monday to Friday.
- (b)** For calculation purposes, the week for day employees shall be considered as the seven (7) consecutive days beginning at 00:01 AM. Monday.
- (c)** Day Employees' Work Day
The standard working day for day employees shall be the eight and one-half (8.5) consecutive hours commencing at 7:00 AM with one-half (1/2) hour unpaid lunch break.
- By mutual agreement with the Union, the regular starting time can be changed from time to time to meet operational requirements.
- (d)** Shift Employees' Work Week
The standard work week for employees' working continuous shifts shall be in accordance with the Shift Schedule attached to this

Agreement, which provides for two (2), twelve (12) hour shifts per day, seven (7) days per week. This Schedule to be effective during the life of this Agreement.

Note: For non-continuous shifts, unless otherwise agreed, shift workers will be assigned to eight (8) hour shifts.

Definition: A non-continuous shift is a shift other than day shift that does not operate twenty-four (24) hours a day, seven (7) days per week.

(e) **Maintenance Employees' Shift Work Week**

The standard work week for employees working maintenance shifts shall be in accordance with the Shift Schedule attached to this Agreement: one (1) twelve (12) hour shift per day, seven (7) days a week, four (4) days on, four (4) days off. There shall be two (2) mechanical tradespersons and two (2) electrical tradespersons on this shift. This Schedule to be effective during the life of this Agreement.

(f) For calculation purposes, the week for continuous shift employees shall be considered as the seven (7) consecutive days beginning at 00:01 A.M. Sunday.

(g) **Shift Employees' Work Day**

The normal shift for continuous shift workers will be six (6:00) AM to six (6:00) PM and six (6:00) PM to six (6:00) AM. This Schedule to be effective during the life of this Agreement and may be changed by mutual agreement.

(h) **Maintenance Shift Employees' Work Day**

The normal shift for maintenance shift workers shall be seven (7:00) AM to seven (7:00) PM from Monday to Friday and six (6:00) AM to six (6:00) PM Saturday, Sunday and Statutory Holidays. This Schedule to be effective during the life of this Agreement and may be changed by mutual agreement.

(i) The Parties mutually agree that the Company shall have the right to employ two (2) Millwrights and two (2) Electricians who will be engaged to form a day shift providing service seven (7) days a week. Any additions to the above Provisions shall be negotiated between the Parties and subject to mutual agreement as per Clause 23.03.

(j) Maintenance Weekend Coverage

The Parties mutually agree that the Company shall have the right to schedule up to two (2) mechanical tradespersons and two (2) electrical tradespersons who will engage to form a day shift providing for weekend coverage.

Intent: The employees shall take any two (2) days off during the week leading up to their scheduled weekend. The employees shall be paid at the rate of one and one half (x1.5) times for working eight (8) hours, seven (7:00) AM to three (3:00) PM on the Saturday, and double (x2) time for working eight (8) hours, seven (7:00) AM to three (3:00) PM on the Sunday. Weekend coverage shall rotate through the respective departments among those employees who wish to participate. This provision allows for a paid lunch break.

4.02 No employee shall receive less than forty (40) hours of straight time pay, in addition to any premium rates that might apply, in any one (1) work week as a result of rearrangement of working hours to suit the Company's convenience.

4.03 Any employee who is required to report for work shall be given at least four (4) hours straight time and shall receive full time pay for all time thereafter that they are required to remain on the premises ready for work. Any employee who is not specifically instructed at least twelve (12) hours before their regular starting time not to report for work shall be considered as having been ordered to report to work and therefore they shall receive four (4) hours pay at their usual rate. Any employee put to work on their regular working day shall receive a full day's pay at their regular rate.

Note: Employees returning to work on Graduated Return to Work Programs from WorksafeBC or WIP Benefits will receive total earnings of no less than the value of their Benefit entitlement.

4.04 Whenever possible, an employee shall give the Company or their Representative twenty (20) hours notice that they will be unable to report for work. When twenty (20) hours notice cannot be given, the employee must notify the Company or their Representative as soon as

possible. Employees will also give the Company or their Representative at least twenty-four (24) hours notice whenever possible that they are available to return to work or to work their regular shift.

- 4.05 (a)** All employees shall be given seventy-two (72) hours notice of change of their regularly scheduled hours, including assignment to shift work, with confirmation in writing.

When the Company is unable to give **the** employee(s) the seventy-two (72) hours notice prior to changing their regularly scheduled hours, the employee(s) shall be paid at the rate of double (x2) time **[one (1) hour straight time plus one (1) hour premium time]** for all hours worked during such period of the seventy-two (72) hours notice.

- (b)** All employee(s) whose regularly scheduled hours are changed due to planned kiln and related equipment shutdowns four (4) per year, will be given seventy-two (72) hours notice prior to such change, with confirmation in writing.

When the Company is unable to give **the** employee(s) the seventy-two (72) hours notice prior to changing their regularly scheduled hours, the employee(s) shall be paid at the rate of double (x2) time [one (1) hour straight time plus one (1) hour premium time] during such period of the seventy-two (72) hours notice.

Note: In the event that personal contact regarding a Shift Schedule is not possible, the next employee on the appropriate list will be contacted.

- (c)** Following maintenance shutdowns, any day-shift employees scheduled to shift work will normally be returned to their regular day shift commencing on the Monday of the week after the date the equipment is returned to normal operation, and in no event later than the end of one (1) full week after the date the equipment is returned to normal operation.

- 4.06** If any employee is requested to remain on the job to work overtime and if the overtime is subsequently cancelled, one (1) hour at the applicable overtime rate shall be paid to such employee.

4.07 In the interest of Safety, the Company recognizes that work in excess of twelve (12) hours in a twenty four (24) hour period shall be deemed excessive and will be minimized as much as practical. Under no circumstances shall any employee work more than sixteen (16) hours in a twenty four (24) hour period.

ARTICLE 5 – OVERTIME

5.01 Overtime pay at the rate of one and one-half (x1.5) times an employee's regular hourly rate of pay shall be paid for work performed under one of the following conditions:

- (a) For day workers, for work in excess of forty (40) hours per week.
- (b) For shift workers, for work in excess of scheduled work week.
- (c) For day workers, for work in excess of eight (8) hours in any one (1) day, or, for work in excess of eight (8) hours in any twenty-four (24) hour period.
- (d) For shift workers, for work in excess of twelve (12) hours in any day, up to fourteen (14) hours.
- (e) For day workers, for work on Saturday.
- (f) For shift workers, for the first eight (8) hours of work performed on any assigned day off, provided such day is not a Sunday.
- (g) For any overtime worked a minimum of one-half (1/2) hour at the applicable overtime rate shall be paid. (This shall in no way interfere with the “call-out” Provisions in Clause 5.03).
- (h) Time and one-half (x1.5) or the applicable overtime rate will be paid for one-half (1/2) hour to a day worker who is directed to work through or part of his/her lunch period (12:00 Noon to 12:30 PM). The lunch period shall be taken later during this normal shift for which time they shall be paid.

- (i) For shift workers, for the final four (4) hours of every scheduled forty-eight (48) hour work week. (This compensates for overtime required to cover the full week).

5.02 Overtime pay at double (x2) an employee's regular hourly rate of pay shall be paid for work performed under the following conditions:

- (a) For day workers, for work in excess of forty-eight (48) hours per week.
- (b) For shift workers, for work in excess of forty-four (44) hours in the thirty-six (36) hour week or fifty-two (52) hours in the forty-eight (48) hour week.
- (c) For day workers, for work in excess of ten (10) hours in any twenty-four (24) hour period.
- (d) For shift workers, for work in excess of fourteen (14) hours in any twenty-four (24) hour period.
- (e) For day workers, for work in excess of eight (8) hours on Saturday and for all overtime worked on a Sunday.
- (f) For shift workers, for work in excess of eight (8) hours on assigned days off and for all overtime worked on a Sunday.

Note: Any twenty-four (24) hour period is defined as any consecutive twenty-four (24) hours and is in no way governed by regular starting times or calendar days.

5.03 "Call-Out" - double (x2) time to be paid for all "call-outs" with a minimum of three (3) hours pay at double (x2) time for each "call-out".

"Call-Out" is defined as:

- (a)(i) Any overtime worked on days off for which less than thirty-six (36) hours of notice has been given, it being of no consequence where the notice was given (at home, at work, or elsewhere); or
- (a)(ii) At any time notice is given to the employee that requests them to work before or after their regular working hours, if the notice is given while the employee is off duty; this includes notice after the whistle has blown or the clock has ended their regular shift; or

- (a)(iii) At any time an employee is required to return to the plant (with less than thirty-six (36) hours notice being given).

Note: A change of shift (change of regularly scheduled hours) will be paid as per Article 4.05 only.

- (b)(i) One (1) hour travelling time at an employee's regular hourly rate will be paid for each such "call-out". Employees will receive a travel time rate that is equal to the rate of the job performed on the "call-out".
- (b)(ii) On notification of a "call-out", the Company will advise the employee of the nature of the work to be done.
- (b)(iii) It is understood that in the event of a "call-out" no duties will be added for the purpose of making up time, except when another "emergency" breakdown occurs after notice has been given or after the employee has started work and before originally specified purpose "call-out" has been completed.
- (c) Double (x2) time will be paid for all overtime and "call-outs" on a Sunday.

5.04 Triple (x3) time will be paid for the following: For scheduled over-time shifts and "call-outs" on a Statutory Holiday in addition to their straight time pay under Clause 6.02.

5.05 (a) Where an employee has been required to work more than four (4) hours of overtime or in excess of fourteen (14) consecutive hours, they shall have a ten (10) hour break before returning to work and commencing their regular shift. Failing this, it is understood that they will remain on the premium rate of pay until such time as they have had a ten (10) hour rest period.

(b) It is understood that when an employee's rest period terminates before the cessation of their normal work day or shift, and provided they report to work at the cessation of this period, they shall be paid for all normal working hours used to complete their rest period.

It is further understood that when an employee's rest period terminates, no more than two (2) hours before the cessation of their

normal work day or shift, they shall be paid for all normal working hours used to complete their rest period without having to report to the plant.

The hours not worked after the termination of the rest period shall not be counted as hours worked and, therefore, regarded as leave with permission.

Any hours paid in accordance with the above to complete a rest period shall be counted as hours worked. It is understood that the rest period Provisions provided for herein do not apply in the case of a change of shift (provided the change of shift is for scheduled shift work as provided under Clause 5.01(c)).

- (c) Notwithstanding the Provisions of this Article, when a continuous production shift employee fails to report to work, their shift may be split by asking the present employee working to remain on the job for up to two (2) hours, then covering the balance of the shift by a “call-out” for the next ten (10) hours.
- (d) Where it is known prior to 11:00 AM that an employee will be required for a job that will extend past 3:30 AM the following day, the employee shall go home at 11:00 AM to return at 7:30 PM.

By mutual agreement, the above hours can be changed.

5.06 No employee will be assigned, requested or scheduled to work overtime as long as an employee is on lay-off, who is available and capable of performing the work required. This Clause does not apply to “emergency call-outs” for breakdown repair or the filling of vacancies caused by an employee’s failure to report without notice.

5.07 Both daily and weekly overtime shall not be paid for the same hours and overtime pay shall not be pyramided, but the highest overtime premium applying to the hours worked shall be paid.

5.08 All overtime hours shall be divided as equally as practicable among the employees in the respective departments and who have completed their probationary period and who are capable of performing the work. Shift work shall be performed in accordance with the Shift Schedule which is attached hereto and made part hereof, to be effective during the life of this Agreement. The Company shall

maintain weekly overtime lists for each department.

Any employee who has been requested to work overtime and refuses to work as requested shall have such overtime credited to them for the purposes of this Section.

5.09 An employee shall be provided with a meal allowance:

- (a)(i) **When overtime is unplanned (less than thirty-six (36) hour notice):** After working one (1) hour of overtime following the completion of their regular shift, with a further meal **allowance** every successive four (4) hours worked thereafter; or
- (a)(ii) **When overtime is planned (more than thirty-six (36) hour notice):** After working two (2) hours of overtime before or following their regular shift, with a further meal allowance every successive four (4) hours worked thereafter.
- (b) When an employee is called out (including prior to the start of their regular scheduled shift) after one (1) hour and every successive four (4) hours thereafter; or
- (c) When working scheduled overtime **on regular days off and with more than thirty-six (36) hour notice**, employees will be provided with a meal **allowance** immediately following four (4) hours of work and every successive four (4) hours thereafter if remaining on overtime.
- (d) Overtime meals to be provided from the cafeteria on day shift if six (6) or more are staying over and on night shift if ten (10) or more are staying over. Both Parties agree to be flexible on this issue. **This article will become void when the current cafeteria operator ceases operations.**

The employee will continue to work until the delivery of the meal at which time they will be allowed one-half (1/2) hour, for which they shall be paid, to eat their meal. **Effective June 1, 2016, a fifteen (\$15.00) dollar meal allowance shall be paid on the employee's pay cheque to those employees who are eligible to an overtime meal.**

5.10 Transportation from the plant to an employee's home will be provided by the Company when due to an “emergency” an employee has been compelled to remain on the job after the completion of their normal shift and thereby misses their normal transportation home.

Note: This does not apply to voluntary overtime.

5.11 When “emergency” overtime is required, the junior employee in the department, based on plant seniority, will be required to work. When such junior employee has already worked twelve (12) hours or more during the twenty-four (24) hour period, commencing with the start of their regular shift, the overtime in question will be offered to, and worked by, the employee(s) next up on the seniority list who has not worked overtime that day.

ARTICLE 6 - STATUTORY HOLIDAYS

6.01 Time and one-half (x1.5) shall be paid for all work performed on the Statutory Holidays appearing below in addition to the eight (8) hours straight time pay received by all employees not working. For the purposes of this Section, the Statutory Holiday shall be defined as a twenty-four (24) hour period beginning with:

Zero (00:00) hours to Zero (00:00) hours.

6.02 Employees will be paid at the rate of eight (8) hours straight time for the following Statutory Holidays when not worked: New Year's, B.C. Family Day, Good Friday, Easter Sunday, Victoria Day, Canada Day, B.C. Day, Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day, Boxing Day, December 31st and any other day proclaimed by the Provincial or Federal Government **which shall then replace the employee's choice as a group of either Easter Monday, Boxing Day or December 31st** provided that an employee shall not be entitled to be so paid.

(a) If they do not work on such Holidays when they have been required or scheduled to do so, it being understood that the Company will give four (4) calendar days notice if they are requested to work said Holiday, except in case of “emergency” breakdown.

- (b) If they are absent without justifiable cause on the scheduled working day immediately preceding or succeeding such Holiday.
- (c) If they shall not have worked within the thirty (30) calendar day period immediately preceding the date of the Holiday. It is understood that if an employee, who has at least one (1) years seniority, is laid off, they shall receive, at the time they are laid off, pay for any of the above named Holidays that fall within the thirty (30) calendar day period immediately following the date of their lay-off.
- (d) If they are in receipt of Group Wage Indemnity Benefits at the time of such Holiday on an established claim.

Statement of Intent (Effective June 12, 2009)

- If a Statutory Holiday falls within the first three (3) days, full Stat pay eight (8) hours shall be paid at the applicable rate for that Statutory Holiday day (one hundred (100%) percent Stat pay only for that day).
- No Statutory Holiday pay after the first three (3) days of an established claim.
- Seventy (70%) percent (1/7 of 70% of weekly wages) to be paid by the Carrier daily for days off of an established claim (days #4, 5, 6, .. of an established claim).

6.03 (a) Where a Statutory Holiday falls on a Saturday and/or a Sunday, it shall be observed instead on the following Monday and/or Tuesday. In such event, the Provision of this Article (6) relating to pay for such Holidays shall apply to the Monday and/or Tuesday and not to the Saturday and/or Sunday.

(b) Statutory Holidays which fall on a weekend will be observed, for operating shift jobs only, on the days that they fall. Operating Shift Jobs: A Operators and B Operators and those Production Support **and Maintenance** Workers assigned to a continuous shift.

6.04 The Company shall post a notice listing those employees who are to work on the day to be observed as a Statutory Holiday at least four (4) calendar days prior to such Holiday. If the Company instructs a listed employee not to work on the Holiday less than four (4) calendar days prior to the Holiday, then the Company shall pay the affected

employee or employees eight (8) hours pay at time and one-half (x1.5) in addition to the straight time pay being received by all employees not working on that Statutory Holiday.

- 6.05 (a)** It is further understood that when the Statutory Holidays listed above in Clause 6.02 occurs during the employee's vacation, they shall receive payment for such Statutory Holiday in addition to the regular vacation pay plus one (1) extra day off without pay added to their vacation. This Clause refers to all employees covered by this Agreement.
- (b)** Holidays and extra day that fall on an employee's regular scheduled work day shall be counted as a day worked for the purpose of computing overtime.

ARTICLE 7 – ANNUAL VACATIONS

- 7.01** After one (1) year's service and up to three (3) years service an employee shall receive two (2) weeks' vacation with eighty (80) hours pay or four (4%) percent, whichever is the greater. After three (3) years service and up to eight (8) years service an employee shall receive three (3) weeks' vacation with one hundred twenty (120) hours pay or six (6%) percent, whichever is the greater. After eight (8) years service up to seventeen (17) years service, an employee shall receive four (4) weeks' vacation with one hundred sixty (160) hours pay or eight (8%) percent, whichever is the greater. After seventeen (17) years service, an employee shall receive five (5) weeks' vacation with two hundred (200) hours pay or ten (10%) percent, whichever is the greater. (Reference point to wages will be the last T-4 slip).
- 7.02 (a)** In no event shall any employee who is on lay-off, be required to take their vacation during periods of plant shutdown or curtailment of operations.
- (b)** An employee may, if they so wish, take their vacation all at one time, at a time to suit the employee, provided that the Company's operations are not adversely affected.

Any Employee may reschedule their pre-approved vacation with two (2) weeks written notice. An employee with pre-approved vacation cannot be displaced as a result of such rescheduling. The newly available time can be filled by any employee within the department who has unscheduled time available. This request shall be on the basis of first come first serve after the 1st of April.

- (c) If a shift employee applies for an additional one (1) day leave of absence at the time they apply for their vacation, they will be granted this extra one (1) day.
- (d) The Company agrees to process reasonable Leave Of Absence requests without pay for shift workers, out of the normal vacation period of July 1st to Labour Day, of up to forty-eight (48) hours, once per year, providing sufficient notice is given and that a trained relief person is available for the period requested.

This would be in addition to and have no bearing on any normal extended L.O.A. requested.

7.03 Employees shall apply to the Company for Annual Vacations not later than the 1st of April and such vacations shall be granted for the periods applied for. When vacation periods conflict, preference shall be given to employees in accordance with their seniority in the Company. The Vacation Schedule shall be posted on the 1st of May. Vacations may be taken collectively at a time agreed to by the Company and the Union. The Company will respond within two (2) weeks of the employee's request for vacation.

Any outstanding annual vacation shall be booked by November 15th, otherwise the Company shall schedule the vacation time to be taken by April 1st of the following year. The Company shall give at least two (2) weeks notice of when the employee is scheduled to take their outstanding vacation.

7.04 Vacation Pay shall be paid to the employee on the pay day preceding their vacation, but not less than two (2) of their working days prior to the beginning of their vacation.

7.05 Provisions of the Annual Holiday Act will apply to all employees leaving the Company's employ after less than one (1) year's service. In case of termination of an employee for any reason after one (1)

year's service, the Company shall pay to them, or in the event of their death, to his Beneficiary designated under the Company's Group Life Insurance Plan, any and all Vacation Pay due to them.

- 7.06** Hourly employees who are entitled to five (5) weeks of vacation will have the option of banking the fifth week for the purpose of early retirement. This banked vacation can only be taken immediately prior to retirement and will be paid at the employee's applicable rate of pay at retirement.
- 7.07** Vacation day(s) taken shall be counted as day(s) worked for the purpose of computing overtime.

ARTICLE 8 – WAGES

- 8.01 (a)** Employees covered by this Collective Agreement shall be paid on alternate Thursdays.
- (b)** The Wage Schedule shall be attached hereto and made a part hereof to be effective on November 1, **2015** and shall remain in effect for the term of this Agreement and each year thereafter unless notice is given in accordance with Article 23.
- (c)** Verified pay errors are to be corrected and the necessary adjustments made within one (1) day.
- (d)** The Company shall furnish a detailed statement with each pay deposit for each employee, showing amount of hours and the rate of pay applicable to all hours worked, details of all deductions, etc. Effective October 31, 2015 employees will receive pay statements via ePayroll or via Canada Post to the employee's home address on file.
- 8.02 (a)** If work of a higher classification is required of any employee, they shall receive the higher rate of pay, but if they are temporarily required to do work of a lower paid classification, their rate of pay shall not be changed.
- (b)** Any employee required to work on two (2) or more jobs having different rates of pay, shall be paid the rate of the highest rated job that day.

8.03 In the event that the content of a job is appreciably changed either by the occurrence of one (1) change or accumulated changes over a period of time, or a new job created during the term of this Agreement, the wage rate of such a job shall be negotiated by the Company and the Union.

Should the Negotiating Committee of the Parties not be able to agree on a rate for such new or changed job, the matter shall be referred to arbitration and the Arbitrator shall have the authority to establish a wage rate for such job.

ARTICLE 9 - PREMIUM RATES

9.01 All hours worked by an employee on a Sunday which are not paid for on a higher premium and/or overtime basis, shall be paid at the rate of two (x2) times the employee's regular straight time hourly rate exclusive of shift differential. For the purpose of this Section, Sunday shall be defined as a twenty-four (24) hour period beginning with the start of the day shift on Sunday and ending with the start of the day shift on Monday.

Note: It is understood that in the case of continuous shift workers, where a Holiday falls on a Sunday, both the Sunday premium and Holiday premium will be paid for hours worked.

9.02 Effective November 1, 2007: Shift workers shall be paid a shift differential of ninety (\$0.90) cents for all hours worked between 4:00 PM and 12:00 Midnight and ninety (\$0.90) cents for all hours worked between 12:00 Midnight and 8:00 AM. These shift differentials shall be paid to day workers in cases of "call-out" when performing a complete shift for which they are paid at premium rates. The premium shall be added to the rate after and not before calculating overtime. Shift differential shall be paid to all shift workers on "call-out".

9.03 The Company agrees to pay to the employee of the Bargaining Unit stipulated by the Company a premium of fifty (\$0.50) cents per hour when training another employee in this Classification as per the Training Schedules (Articles 17.08(e), 17.09(e), 17.10(e) and 17.11)

and all other training deemed necessary by the Company.

Statement of Intent - Training

Employees acting as a Trainer for other training deemed necessary by the Company will receive the training premium without a deduction from the employee(s) being trained.

Examples of training that would be eligible for the premium are:

- Mobile equipment training such as forklift, front-end loader, man-lift, etc.;
- Refresher training for an employee absent for a long duration (i.e. sickness or injury);
- Quality related training (e.g. pack set);
- COH training.

Examples of training that would not be eligible for the premium are:

- A tradesperson who has an indentured apprentice assigned;
- Incidental on-the-job training where learned techniques are passed on to another employee.

9.04 When employees are designated on a temporary basis to replace a Supervisor to supervise Lafarge employees, the Company will pay a premium of **three (\$3.00) dollars** per hour.

Further, if a Supervisor's job is temporarily filled by a permanent Lead-Hand who already receives a fixed rate of **three (\$3.00) dollars** per hour over and above the employee's wage rate (as per Letter of Understanding - Clarification of Lead Hand Concept), no additional premium will be paid.

9.05 In the event that travel is required for purposes such as training programs or visits to other Lafarge locations, employees will be paid in accordance with their regularly scheduled hours. Hours worked (overtime requested by the Company) in excess of regularly scheduled hours will be paid in accordance with this Collective Agreement. Travel hours that may exceed originally scheduled hours will not be paid, however, travel related expenses will be covered.

9.06 (a) Twelve (12) Bargaining Unit employees (two (2) on each of the four (4) shifts and four (4) on day shift) shall be paid a First Aid premium effective November 1, **2015** of **one dollar and ten (\$1.10) cents** for

all hours worked. Attendants will hold a valid Occupational First Aid Level 2 Ticket with Transport Endorsement or a valid Occupational First Aid Level 3 Ticket.

- (b) It is further agreed that the Company will advance the money for the tuition fees, but in the event that the course is not successfully completed, this money must be repaid by the individual. In addition, a travel allowance of fifty-two (\$0.52) cents per kilometer will be paid for such training. Such persons will be selected and/or changed by the Joint Health & Safety Committee in order to meet the Provisions of (a), and their selection will be made known to the Union and posted on the bulletin boards of the plant. The Joint Health & Safety Committee must make this selection without recourse to the grievance procedure.
- (c) However, where on a given shift an hourly shift employee with the appropriate Occupational First Aid Ticket is not on site, a Qualified Salaried Person may cover the shift.

9.07 Each employee who completes one (1) year of service through November 30th of each year and who does not absent themselves from their regular shift when the plant is in operation, except in cases of disability, authorized leave of absence, or acceptable excuse, shall receive on the first pay day in December of each year a Christmas bonus of one hundred (\$100.00) dollars.

ARTICLE 10 - MEETINGS

- 10.01 (a)** Joint meetings of the Union Committee with the Plant Manager, or their Representative, shall be held once per month. Agenda to be submitted by either or both Parties one (1) week in advance of the scheduled meeting. **Welfare and Job Training to be discussed as needed. Union Management Meeting Minutes shall be provided and signed by the two (2) Parties if agreed upon after every meeting. These minutes shall be posted on all Union bulletin boards.**
- (b) When there are grievances to process, meetings shall be held as soon as possible, after the date of request for same by either Company or the Union. In the event of any conferences mutually

agreed upon between any employee who is a member of the Union and the Company that shall occur during working hours, such employee shall be paid their usual rate per hour for the time consumed in any such conference.

- 10.02** The Union agrees to furnish the Company with a list of it's Officers and Grievance Committee and keep this list up-to-date at all times.
- 10.03** It is understood that any time a member of the Bargaining Unit is interviewed by any Management personnel in any matter in which their Rights or Privileges under the Terms of the Collective Agreement are in question, the Shop Steward for the member's department or shift shall be present and in the absence of the Shop Steward, the Chief Shop Steward or a member of the Grievance Committee shall be present. No remuneration will be paid if the Union Representative is off duty.

ARTICLE 11 - UNION ACTIVITIES

- 11.01** The Company agrees that it will not interfere with any legitimate Union activities, or discriminate against employees for such activities, but these are not to be conducted on the premises of the Company during working hours, except by mutual agreement by the Company and the Union Committee.
- 11.02** The Company agrees that excepting an "emergency" endangering life or property, or an "emergency" seriously affecting output, no overtime will be worked on the nights or days scheduled for regular Union meetings, or provided seventy-two (72) hours notice has been given to the Company in writing, on nights or days scheduled for special or extraordinary Union meetings during the times required by members to attend such meetings.

ARTICLE 12 – DISCIPLINE, DISCHARGE and SUSPENSION

- 12.01** The Company reserves the right to **discipline**, discharge or suspend from employment any employee for just cause.

The Company shall notify the employee and the Union of such **discipline**, discharge or suspension in writing within five (5) working days and shall furnish in writing the reason or reasons for such **discipline**, discharge or suspension.

The Union must file an Appeal within five (5) working days of receipt of such written notice of **discipline**, discharge or suspension, or the Right of Appeal is lost. A proper Appeal will be taken through the following procedure:

Step One. The Plant Manager (or his/her Representative) shall have three (3) working days to give further consideration to the Appeal. Should the Union not be prepared to accept the decision arrived at by the Plant Manager at this time or should the Plant Manager fail to give a decision within three (3) days;

Step Two. The Appeal then shall be immediately taken up with the Company **Director-Employee and Labour Relations** or their Representative and a Representative of the United Cement, Lime, Gypsum and Allied Workers' Division, International Brotherhood of Boilermakers, Iron Shipbuilders, Blacksmiths, Forgers and Helpers who shall have five (5) working days to settle this grievance. Should the grievance not be settled at this stage;

Step Three. It shall then be immediately referred to an Arbitrator, which may:

- (a) Uphold the Company's action; or,
- (b) Uphold the Union's Appeal and reinstate the Grievor to their former position without loss of wage rate or seniority and with full pay for all time lost; or,
- (c) Award such lesser penalty as the Arbitrator may deem fair and proper.

It is further understood that the Grievor's Health, Welfare and Pension Benefits will remain in force pending the Board's decision.

12.02 Any disciplinary action placed upon any employee's record shall be removed from the employee's record after a period of two (2) years from the date of the offence. Copies of all disciplinary actions placed

upon an employee's record shall be forwarded to the President of the Local Union.

12.03 Where a difference arises between the Parties relating to individual employee discipline, suspension, or dismissal, a mutually agreed upon person shall, at the request of either Party:

- (a) Investigate the difference; and
- (b) Define the issue in the difference; and
- (c) Make written recommendations to resolve the difference within five (5) days of the receipt of the request. For those five (5) days from the date, time does not run in respect of the grievance procedure.

Written recommendations made under this Provision will be binding upon the Parties, unless either Party refers the grievance to arbitration in accordance with Article 13.01 Step Four, within twenty-one (21) calendar days from the date the recommendations are made.

ARTICLE 13 – GRIEVANCE PROCEDURE

13.01 The intent of both Parties is to settle all grievances in a timely manner as set out in Article 13.01 of the Collective Agreement. The Parties agree by mutual understanding that the time limits shall be extended by written request of either Party. Failing this, the grievance shall be considered settled or abandoned.

Any dispute arising out of this Agreement, or any grievance or misunderstanding involving occupational classifications, wages, hours or working conditions, which any employee or group of employees represented by the Union may desire to discuss with the Company shall be handled as follows:

Step One

The employee, accompanied by Department Shop Steward or a member of the Grievance Committee of the Union, shall go directly to the Supervisor of their department when reporting a complaint or grievance within ten (10) working days of the time that the employee

becomes aware of the alleged grievance. In cases of approved absence, an employee shall have ten (10) working days from the date of return to work to report the grievance. If the grievance is not satisfactorily adjusted by the Supervisor within four (4) working days, the grievance shall then be referred to the Department Head and/or H.R. Manager by the Grievance Committee within ten (10) working days of having received the Supervisor's response to Step One.

Step Two

Within a further four (4) working days of receipt of the written grievance, the Department Head, HR Manager, and/or their Designate shall have met with the Supervisor, Shop Steward and a Grievance Committee Member and issued a written response.

If the grievance is not satisfactorily settled at this stage, in order to advance the grievance to Step Three, the Grievance Committee shall present the grievance in writing to the Plant Manager or their Representative within ten (10) working days of having received the Department Head's written response to Step Two.

Step Three

Within ten (10) working days of having received the grievance, the Plant Manager and/or Designate(s) shall meet with the Grievance Committee to attempt to resolve the grievance. Within four (4) working days following the Step Three meeting, the Company shall submit a written response to the Grievance Committee.

Step Four

If the Parties fail to reach a satisfactory settlement at Step Three, the Representative of the United Cement, Lime, Gypsum and Allied Workers' Division International Brotherhood of Boilermakers, Iron Shipbuilders, Blacksmiths, Forgers and Helpers and the President of the Local Union, or their designated Representative shall have fifteen (15) working days from having received the Company's Step Three response to refer the grievance to the Director of Industrial Relations and the Plant Manager, or their designated Representatives.

A Company Representative shall convene a Step Four meeting within fifteen (15) working days of having received the Union request to meet. The Director of Industrial Relations or their Representative shall respond in writing to the Business Agent for the Union within ten

(10) working days.

Any decision arrived at in accordance with the above procedure shall be final and binding upon the Company and the Union. Should the Representatives of the Company and the Union be unable to adjust the grievance within twenty (20) working days following Step Four the matter shall be referred to arbitration.

- (a) If no written request for arbitration is made within thirty (30) days the grievance will be considered settled or abandoned.
- (b) The Company and Union shall select a single Arbitrator. Should the Company and the Union fail in their efforts to agree to the selection of an Arbitrator, the Minister of Labour for British Columbia shall be requested to name an Arbitrator. The decision of the Arbitrator shall be final and binding on both Parties.
- (c) Either the Company or the Union shall have the right to submit more than one (1) but not more than four (4) unsettled grievances to an Arbitrator, which shall have the right to hear all such grievances at the same hearing; and such grievances need not bear any relation to each other or to any one particular Provision of the Agreement.
- (d) A Policy Grievance filed by either Party shall begin discussions at Step Three of the Grievance Procedure.

ARTICLE 14 - BULLETIN BOARDS

- 14.01** The Company agrees to place bulletin boards for the exclusive Union use in conspicuous places for the purpose of posting notices in the interests of the Union, such notices to bear the signature of a properly authorized Officer of the Union.

ARTICLE 15 – SAFETY

15.01 It is mutually agreed by the Company and the Union that the safety of the employees is of paramount interest to both Parties and that the present safety program shall be continued. The Company agrees that it will at all times maintain all equipment and tools in safe and efficient working order. The Union agrees to co-operate with the Company to enforce the observance of Safety Rules and Regulations.

15.02 The Company further agrees to supply the following protective clothing; gloves, dust masks, goggles, rubber wear, protective suits, (dust coats, coveralls, etc., as presently supplied), as may be required to protect the person and clothing of the employees. Each employee on the seniority list will be issued three (3) pairs of coveralls and the Company will have a supply of good coveralls for those who will require them should they exhaust their supply of clean ones.

Upon submission of an original receipt, the Company will once each calendar year pay up to two hundred fifty-five (**\$255.00**) dollars for the reimbursement of the purchase of a pair of safety shoes to each active employee with at least one (1) year's service on the seniority list. **The amount paid for safety shoes shall be increased by five (\$5.00) dollars in each year of the Collective Agreement to an amount of two-hundred and eighty (\$280) dollars.**

The Company will provide basic prescription safety glasses of approved type to those permanent employees requiring them, and agrees to replace lenses only, if required, and not before one (1) year.

Note: Reimbursement of safety costs will normally occur within thirty (30) days of when receipts are submitted to the Company.

15.03 In cases where an employee believes they have been instructed to work under hazardous conditions, the employee has the right to refuse such work. On refusal, the employee must immediately report the circumstances of the unsafe condition to their Supervisor or Employer who will investigate the matter by following the procedure set out in the WorksafeBC Regulations. No employee shall be penalized for refusing to work under hazardous conditions.

- 15.04 (a)** A Safety Committee is to be set up as required by and in accordance with the WorksafeBC Rules and Regulations, the Committee to number six (6) members, three (3) from the Company and three (3) from the Union, only Committee members to attend (excepting witnesses when required).
- (b)** The Committee shall investigate all accidents and shall hold regular monthly meetings for the purpose of reviewing causes of accidents, and to make suggestions and recommendations to the Company in respect to the health and safety of the employees. If safety and health problems cannot be resolved within the structure of the Committee, or if the Company fails to carry out suggestions of the Committee within a reasonable time, the Union or the Company, as the case may be, may protest such action or inaction by resorting to the grievance procedure including Arbitration.
- (c)** It is agreed that a Union member of the Safety Committee shall accompany the Inspector on all WorksafeBC or Department of Mines Inspections.
- 15.05** Monthly departmental safety meetings must be held with minutes taken and a copy sent to appropriate Safety Committee members.
- 15.06** A lock box will be locked and unlocked by two (2) qualified individuals; where at least one (1) will be a Bargaining Unit member. A list of qualified employees will be maintained in the Control Room and will be updated every three (3) months.
- 15.07** Upon written request from the Union, the Company will allow one (1) yearly visit of the National Boilermaker Health and Safety Representative. The timing of the visit and any additional visits will be by mutual agreement.

ARTICLE 16 – SENIORITY

- 16.01** The Company recognizes the seniority rights of its employees and shall furnish the Union with a seniority list, based upon the last date of employment of all employees. This seniority list, when approved by the Union and the Company, will be recognized as the Official Seniority List under the Terms of this Agreement. The Company

agrees to post every six (6) months in designated departments a seniority list of all employees covered by the Collective Agreement and to up-date this list whenever three (3) or more new employees have been added or removed. Seniority shall be on an individual Company-wide basis.

16.02 The Company agrees that if it should find it necessary to lay off an employee who has been in its service for over five (5) years as per the plant seniority list, such employee shall be given four (4) weeks' notice or shall be paid four (4) weeks wages in lieu thereof and that any employee who has been employed for over two (2) years, as per the plant seniority list, but not more than five (5) years, as per the plant seniority list, shall be given two (2) weeks' notice or paid two (2) weeks wages in lieu thereof, and further that any employee other than one on part time, after thirty (30) calendar days service, shall be entitled to one (1) week's notice or one (1) week's wages in lieu thereof.

In a like manner, any employee other than on part time, after thirty (30) calendar days' service, shall be required to give one (1) week's notice of termination of service to the Company. Provided that the foregoing Provisions concerning notice of lay-off or wages in lieu of notice shall not apply if suspension or partial suspension of the plant operation becomes necessary for reason beyond the control of the Company, such as lack of raw materials, prolonged power failure, damage from fire, damage from earthquake, wind, flood, explosion, etc., until the end of the "emergency" or disruption of service. It is understood, however, that no notice, or wages in lieu of notice, will be given in the case of employees who are discharged for cause.

16.03 Whenever there is a reduction in the work force, employees shall be laid off by inverse order of seniority and in consideration of their ability to perform the required job. When more work is available, employees shall be recalled by seniority. No new employee shall be hired until the list of laid off qualified employees is exhausted. (The Company shall notify the Union when more work is available and furnish the Union promptly with a list of the employees returned to work).

16.04 (a) The Company will give what indications it can as to what its operating and maintenance program will be. After an employee has been laid off, they shall not lose seniority, wage rate or position if they return to work within two (2) weeks after the date the Company mailed them

notice to return to work. The mailing of a notice by Registered Letter (acknowledgement of receipt) to an employee's last known address shall constitute necessary notice.

- (b) Notwithstanding the period of grace defined above, however, the employee must advise the Company as soon as he/she can as to whether they intend to return to work.

16.05 Seniority shall not be affected by temporary lay-offs, sickness or injury and shutdowns of the departments of the plant. Seniority rights shall end when an employee quits or is discharged. An employee temporarily laid off or absent from work due to illness or injury for more than thirty (30) days shall report to the Company and Union once each month in order to retain their seniority.

16.06 (a) An employee whose job is temporarily discontinued for thirty (30) days or more and who has the required seniority may apply in writing for a job in their or any other department. The employee may temporarily replace the regularly classified employee by bumping if they can satisfactorily perform the job without training or after a familiarization period not exceeding five (5) days.

- (b) In case an employee's job is permanently discontinued, they may apply in writing for a job in their or any other department, and they shall be considered for the job in accordance with qualifications set forth in Clause 17.01. An employee must make application for such jobs within ten (10) days from the date of notice that their job will be discontinued or that they will be displaced by another employee.

- (c) A senior employee exercising a permanent bump can displace a junior employee classified as an A Operator or B Operator only if the senior employee performed the relevant job and was classified as such within the preceding eighteen (18) months.

ARTICLE 17 - JOB POSTING

17.01 When there is a vacancy or a new job created, excluding Labourer, those employees who wish the job shall be considered for the job in order of plant seniority ranking, taking into consideration ability. It is understood that in considering application for Lead-Hand, ability and

experience shall be given substantially greater weight and in addition the qualities of leadership will be an important consideration. All vacancies and new jobs created, excluding Labourers, shall be immediately posted seven (7) calendar days on the bulletin boards in order to give any employee an opportunity to make application for such job or jobs. Such application shall be in duplicate, one (1) copy to be sent to the Company, and one (1) copy to the Union. In the event that no application is received for job posting, the Company will determine if the junior employee will be assigned or if the position will be filled by hiring a new employee.

It is understood that in case of emergencies, vacancies and new jobs created, they shall be filled by the Company with members of the Union until such time as applications provided for above shall have been filled and considered, determining by whom such vacancies shall be permanently filled. Job awards shall be made within seven (7) calendar days of closing of bids at which time the job award shall be posted and the Union notified. The successful applicant for a posted job must be put on the job immediately, provided the job is in operation, and in any event as soon as the vacancy their transfer creates has been filled through the normal procedure described in this Article. Any dispute between the Union and the Company over which employee shall fill a vacancy or newly created job, shall be resolved in accordance with the procedure outlined in Article 13. The successful applicant will be given a trial period of up to six (6) weeks commencing with the first shift performed. If the selected applicant proves unsatisfactory during the six (6) week trial period, such applicant shall be returned to their former position and all other employees changed by reason of such promotion shall be returned to their former positions.

17.02 It is understood that all vacancies resulting from authorized leaves of absence and similar circumstances made known in writing to the Company (with a copy to the Union) at least ten (10) days ahead of time which will last for thirty (30) days or more, shall be posted immediately on a temporary basis. Whenever an undue hardship arises because of this restriction, the time limit may be extended by mutual agreement between the Company and the Union.

- 17.03 (a)** Vacancies resulting from unforeseeable circumstances such as sickness and accidents, which exist for thirty (30) days or less, shall be filled by the Company with members of the Union. Such vacancies continuing for more than thirty (30) days shall be posted after said thirty (30) day period and acted upon in the usual manner. Such time limit may be extended by mutual agreement between the Parties. Experience gained by any employee during the first thirty (30) day period of such vacancy shall not be considered in determining the successful bidder.
- (b)** The successful bidder for a job existing because of a vacancy which occurs because of a vacation, leave of absence, sickness or injury extending over thirty (30) days shall have the right to return to their former position. At such time as the employee who previously held the job returns to work, they shall be returned to the position and the successful bidder shall be returned to their former classification.
- (c)** If the job continues after thirty (30) days it shall be posted as a temporary position, said position shall remain temporary for a period not exceeding a total of ninety (90) days.
- (d)** If the job should be discontinued within the ninety (90) day period, it is understood the employee will revert to their former position. Should the job continue beyond ninety (90) days, except as provided under Sub-Section (b) above, it shall be considered a permanent job and posted as such, and if permanently discontinued, an employee may exercise their rights in accordance with Clause 16.06 (b).
- 17.04** Any vacancy in a regular job which has been filled on a temporary basis and which subsequently becomes a permanent vacancy through death, termination or other case connected with the regular job holder, shall be posted and filled in accordance with the Provisions of this Article dealing with filling of regular job vacancies.
- 17.05** If any employee in the Bargaining Unit desires to transfer from one to another Company Operation, they shall notify the Company and the Union and they shall be considered to fill the vacancies and newly created jobs in the other Operations in accordance with their seniority and ability.
- 17.06** The successful applicant to a job they once held, which has a progression of rates, shall start at that rate which applies under this

Agreement to the same stage of progression they had reached when previously performing that job.

17.07 Whenever a Job Classification in the Wage Scale has been filled for a total of thirty (30) working days during a sixty (60) working day period by an employee, such job shall be posted immediately as a vacancy.

17.08 Any vacancies in the “B Operator” Classification will be filled according to the following selection criteria:

- (a)** The Company will give employees an opportunity to prepare for the pre-qualification course by providing, at the employee’s request, self-study guides that parallel the material covered within the pre-qualification course. The self-study guides will be provided at least eight (8) weeks prior to the start of the pre-qualification course. A written test based on the self-study material will be administered following the self-study period. A minimum score of seventy (70%) percent must be met in order to proceed to the prequalification course.
- (b)** The Company will give notice when a five (5) day pre-qualification course will be scheduled. Up to six (6) employees (based on seniority of interested employees) will be given the opportunity to complete the course. At any time there are fewer than three (3) pre-qualified employees, the Company will schedule a course for interested employees.
- (c)** To be awarded a “B Operator” job posting, only those employees who have completed the pre-qualification course and examination set by the Company as per Article 1.06 and achieved an average minimum score of seventy (70%) percent will be considered.
- (d)** When a vacancy exists within the “B Operator” job class, the posting and award will follow the procedure set out in Article 17.01 of this Agreement.
- (e)** The employee(s) awarded the posting will be subject to successful completion of an on-the-job training program of a duration of twenty-six (26) weeks and achievement of a minimum score of seventy (70%) percent on written and practical examinations, set by the Company as per Article 1.06 of the Collective Agreement.

- (f) The training period is a guideline only and can be changed by mutual agreement between the Union and the Company.

17.09 Any vacancies in the “A Operator” Classification will be filled according to the following selection criteria:

- (a) The Company will give employees an opportunity to prepare for the pre-qualification course by providing, at the employee’s request, self-study guides that parallel the material covered within the pre-qualification course. The self-study guides will be provided at least eight (8) weeks prior to the start of the pre-qualification course. A written test based on the self-study material will be administered following the self-study period. A minimum score of seventy (70%) percent must be met in order to proceed to the prequalification course.
- (b) The Company will give notice when a five (5) day pre-qualification course will be scheduled. Up to six (6) employees (based on seniority of interested employees) will be given the opportunity to complete the course. At any time there are fewer than three (3) pre-qualified employees, the Company will schedule a course for interested employees.
- (c) To be awarded an “A Operator” job posting, only those employees who have completed the pre-qualification course and examination set by the Company as per Article 1.06 and achieved an average minimum score of seventy (70%) percent will be considered.
- (d) When a vacancy exists within the “A Operator” job class, the posting and award will follow the procedure set out in Article 17.01 of this Agreement.
- (e) The employee(s) awarded the posting will be subject to successful completion of an on-the-job training program of a duration of twenty-six (26) weeks and achievement of a minimum score of seventy (70%) percent on written and practical examinations, set by the Company as per Article 1.06 of the Collective Agreement.
- (f) The training period is a guideline only and can be changed by mutual agreement between the Union and the Company.

17.10 Any vacancies in the Lab Technician classification will be filled

according to the following selection criteria:

- (a) The Company will give employees an opportunity to prepare for the pre qualification course, by providing, at the employee's request, self-study guides that parallel the material covered within the pre-qualification course. The self-study guides will be provided at least eight (8) weeks prior to the start of the pre qualification course. **A written test based on the self-study material will be administered following the self-study period. A minimum score of seventy (70%) percent must be met in order to proceed to the pre-qualification course.**
- (b) The Company will give notice when a five (5) day pre-qualification course will be scheduled. Up to three (3) employees (based on seniority of interested employees) will be given the opportunity to complete the course.
- (c) To be awarded a Lab Technician job posting, only those employees who have completed the pre-qualification course and examination set by the Company as per Article 1.06 and achieved an average minimum score of seventy (70%) percent will be considered. Within the course material, the Chemistry content will be Grade Twelve (12) equivalent.
- (d) When a vacancy exists within the Lab Technician job class, the posting and award will follow the procedure set out in Article 17.01 of this Agreement.
- (e) The employee(s) awarded the posting will be subject to successful completion of an on-the-job training program of a duration of twelve (12) weeks and achievement of a minimum score of seventy (70%) percent on written and practical examinations, set by the Company as per Article 1.06 of the Collective Agreement.
- (f) The training period is a guideline only and can be changed by mutual agreement between the Union and the Company.

17.11 Training with Normal Operator:

Administrative Clerk	eight (8) weeks
Storeskeeper	eight (8) weeks
Production Support Worker	twelve (12) weeks
A and B Operator	twenty-six (26) weeks

These training periods are guidelines only and can be changed by mutual agreement between the Company and the Union.

ARTICLE 18 – LEAVES

- 18.01** Any employee elected or appointed to a full-time position with the United Cement, Lime, Gypsum and Allied Workers' Division, International Brotherhood of Boilermakers, Iron Shipbuilders, Blacksmiths, Forgers and Helpers, District Council or Local Union, or the A.F.L. - C.I.O. - C.L.C. or any Subordinate Bodies shall be granted an indefinite leave of absence, providing thirty (30) days' notice is given to the Company prior to the beginning of such leave. During such leave seniority shall accumulate, Insurance Benefits shall be suspended after thirty (30) days of such leave, and Annual Vacation Benefits shall be suspended immediately. They will both again be in effect the first day of returning to work. Such employee will be reinstated to their former job, providing they are capable and their job is still in existence; if not, they shall be eligible to apply for any job within the Bargaining Unit by means of the existing bidding procedure.
- 18.02** Any employee shall be granted leave of absence, without loss of seniority, wage rate or position and without pay, to attend conventions or any other duties which their Union may request them for a period in excess of one (1) day, however not to exceed six (6) weeks, provided a minimum of two (2) weeks' notice is given to the Company and that such leave of absence shall not be requested in such number as to interfere substantially with the efficient operation of the plant.
- 18.03** A leave of absence for compassionate reasons will be granted to employees for up to ninety (90) days with a renewal of up to an additional ninety (90) days, provided that they make application for such leave and the renewal of such leave in writing to the Company and the Union and that both the Company and the Union give written approval of such leave of absence. An employee receiving written approval from both the Company and the Union for a leave of absence and returning to work within the specified time limit shall not lose their seniority or pension rights on such account.

- 18.04** Special leaves of absence for both education and military service reasons will be granted in accordance with the Conditions set out in Clause 18.03.
- 18.05** Employees promoted to Supervisory positions outside the Bargaining Unit shall thereafter retain their seniority standing for a period of six (6) months from date of promotion and written notification shall be sent to the Union within five (5) days. If such employees are subsequently returned into the Bargaining Unit, they will revert to Class No. **3** of the Wage Scale. The time spent in the Supervisory position shall be added to such standing, provided that the employee has continued at all times to pay their monthly dues in accordance with the Constitution and By-Laws of the Union and provided further that such employee has not filled a Supervisory position for more than six (6) months.
- 18.06** An employee who is called for Jury service and/or subpoenaed Witness duties shall be excused from work for any day on which they report for Jury service and/or subpoenaed Witness duties and shall receive for each such day on which they otherwise would have worked the difference between eight (8) times their regular hourly rate for day workers and twelve (12) times their hourly rate for shift workers and the payment they receive for Jury service and/or subpoenaed Witness duties. An employee working a fixed or a rotating shift will not be required to report for work on the day or days they are called for Jury service and/or subpoenaed Witness duties. Days paid for such Jury service and/or subpoenaed Witness duties shall be counted as eight (8) hours straight time worked for day workers and twelve (12) hours straight time for shift workers for the purpose of computing weekly overtime.
- 18.07** Should an employee's Mother, Father, Spouse, Child, Step-Child, Sister, Brother, Mother-in-Law, Father-in-Law, Sister-in-Law, Brother-in-Law, Grandparents, or Spouse's Grandparents die, up to three (3) days leave of absence at full pay will be granted upon application, plus an additional two (2) days at the employee's straight time regular classified hourly rate if the employee must leave the area. Should an employee's Half-Brother, Half-Sister, Foster Parent or Step-Parent die the same payment of wages for days lost as outlined above will be

made if the employee attends the funeral or takes an active part in the settling of the Estate.

For shift workers, the three (3) days leave of absence pay is calculated at twelve (12) hours per day and the additional two (2) days pay would not exceed a total of twenty-four (24) hours at the employee's straight time regular classified hourly rate.

ARTICLE 19 - JOB SECURITY

- 19.01 (a)** Whenever the installation of mechanical equipment, change in production methods, the installation of new or larger equipment, the combining of jobs or the elimination of jobs, will have an effect on the job status of one (1) or more employees, the Employer will give the Union reasonable advance notice of same and upon request by the Union, will promptly meet with the Union to review and explore the effects of such installation or installations or change or changes upon the working force.
- (b)** Employees will not be terminated by the Employer as the result of mechanization, automation, change in production methods, the installations of new or larger equipment, the combining of jobs or the elimination of jobs.
- (c)** Whenever an employee is no longer needed on their regular job as a result of circumstances described in Clause 19.01 (a), such employee may apply for any job or jobs within the Bargaining Unit on which an incumbent has less seniority, and for which they could reasonably be expected to qualify within a ninety (90) day on-the-job training period. The rate of pay for such employee shall not be less than ninety-five (95%) percent of the rate for the regular job from which they were displaced irrespective of the rate of the job which they apply for and obtain. The ninety-five (95%) percent of rate protection shall apply for a minimum period of one (1) year, or a period equal to one-third (1/3) of an employee's seniority up to a maximum of five (5) years. Notwithstanding the foregoing, if the affected employee is tendered training for a job for which they could reasonably be expected to qualify within a ninety (90) day on-the-job training period and refuses, they will not be entitled to any rate protection unless they have a bona fide reason for refusing. If the affected employee subsequently bids

on, and is awarded a different job, they will no longer receive the rate protection.

- (d) Employees affected by the application of the foregoing procedure shall have and may exercise the same rights for retention and on-the-job training in accordance with their seniority status and ninety-five (95%) percent rate guarantee shall also be applicable to them.
- (e) Employees who do not apply for and/or obtain a job in accordance with the Provisions of Clause 19.01 (c), including employees displaced from their jobs but whose seniority status does not permit them to utilize job retention rights under the Provisions of Clause 19.01 (c) or 19.01 (d), will be placed on a lay-off status with recall rights in line with their seniority status for job vacancies which may thereafter occur.
- (f) The Provisions of Clause 19.01 (c) do not apply to displacement or lay-off resulting from production curtailment, except that employees laid off and not recalled when production is resumed following curtailment will be entitled to the same rights as employees affected by Clause 19.01 (c).
- (g) Should the Employer permanently close and abandon the present facilities affording employment to the employees comprising the Bargaining Unit and replace such facilities with a new operation in the regular shipping area of the original plant location, affected Bargaining Unit employees may individually select one (1) of the following courses as the result of their involuntary displacement:
 - 1. Transfer to another Operation of the Employer, in accordance with the Provisions of Clause 19.01 (h) or 19.01 (i); or
 - 2. Accept a lay-off; or
 - 3. Accept Termination Benefits; or
 - 4. Retirement under the Pension Plan.

- (h) In the event the Employer constructs a new plant that will affect the employment status of employees in the Employer's plant or plants comprising this Bargaining Unit, such employees shall be given an opportunity to make application for employment in the new plant before it starts operations, and such employees shall be given preferential employment rights for the highest rated job the employee is capable of performing. Such employee shall transfer with them all of their previously accumulated pension and vacation credits. Their seniority rights at the former plant shall terminate upon their establishment of seniority rights in the new plant.
- (i) When an employee has been laid off or displaced because of permanent changes in the working force, they may make written application within fifteen (15) days of lay-off or displacement for employment in another plant of the Employer and they shall be given preference for job openings at such other plants provided such employee is capable of performing the job that may be available at such other plant of the Employer. An employee so transferring from one plant to another of the Employer shall retain their previously accumulated pension and vacation credits. Their seniority rights at the former plant shall terminate upon their establishment of seniority rights in the plant to which they were transferred.
- (j) In the event that the opening of a new plant, silo or warehouse by the Company would affect the employment of an employee in the Bargaining Unit, such employee may apply for employment in such new plant, silo or warehouse prior to its starting operating and his/her application shall receive preference for positions in the Bargaining Unit. Careful consideration will be given by the Parties to applications received in relation to the following qualifications:

 - 1. Seniority.
 - 2. Ability to perform the work in respect to any job, whether skilled or unskilled, and the standard of ability is whether or not the employee can meet the reasonable requirements of the job.
 - 3. When several employees are being considered and two (2) or more of those employees meet the standard of ability as has been defined in (2) above to perform the work required, then seniority shall govern.

When special skills are required, programs will be implemented to train qualified employees for such skills. Training expenses outside of Government-sponsored programs will be paid by the Company.

Employees transferred to a new location under this Agreement, will carry their relative seniority, pension, insurance and vacation credits with them.

- (k) In cases where an employee's application under (j) has not resulted in a job award, their application will receive preferential consideration for two (2) years after commencement of the new plant and should they qualify for a position in the new plant under Provisions (j) 1, 2 and 3, such employee will be awarded same in accordance with Article 17.01.

Such employees will retain their relative seniority, pension, insurance and vacation credits. It is understood that the date of commencement of the new plant is the date the kiln is first fired, and of the silo or warehouse, the date that facility becomes an Operating Entity, and it is further understood that the status of such an employee with regard to Pension and Termination Benefits will be taken as at the date of their final lay-off due to plant closure. The amounts of these Benefits will be calculated and indicated to the employee at time of lay-off. Employees wishing to retain preferential hiring rights must advise the Company in writing prior to lay-off and will not be eligible to receive either Termination Benefits or Pension until expiration of the preferential hiring rights period.

- (l) In the event of a permanent closing (which means ceasing employment by reason of a lay-off of one (1) or more years duration), the Company will pay a Termination Benefit to those employees that are laid-off. Any employee who receives the Benefits noted below shall be deemed to have terminated his/her employment with the Company and shall have no recall rights.

The formula used in determining such Termination Benefit will be:

1. If the employee is ineligible for an immediate Early or Normal Retirement Benefit under the special Pension Arrangement:

(Thirty (30) X employee's seniority X regular S.T. hourly rate); or

2. If the employee is eligible for an immediate Early or Normal Retirement Benefit under the special Pension Arrangement:

(Fifteen (15) X employee's seniority X regular S.T. hourly rate).

ARTICLE 20 - BENEFIT PLAN

20.01 The Company will pay the full cost of Health and Welfare coverage as appended to the signed copies of this Agreement. The above arrangement will govern sickness, disability or lay-off other than termination not exceeding six (6) months. Employees must have six (6) month's service to qualify under this Plan at lay-off.

20.02 (a)(i) Attached to the signed copies of this Agreement as Appendix "B" is a copy of each Policy in Force covering the Group Life Insurance, Sickness and Disability Plan, Extended Health Benefit Plan, Basic Medical Coverage Plan. It is understood and agreed that the Benefit provided thereunder shall not be decreased during the life of this Agreement.

(a)(ii) All information and any change regarding Appendix B including costing shall be provided annually to the Union or by written request of the Union.

(b) Effective June 12, 2009: The Company will provide Group Wage Indemnity Benefits at seventy (70%) percent of an employee's straight time regular classified hourly rate based on forty (40) hours/week for day workers and forty-two (42) hours/week for twelve (12) hour shift workers. Inasmuch as the payment of Benefits for coverage as appended to this Agreement commence on the fourth day of disability due to bodily injury not sustained by accidental means or non-occupational illness, the Company will pay the first three (3) days of an established claim on the basis of 1/7 per day of the employee's weekly rate, however, in no event will this payment exceed one hundred (100%) percent of the employee's regular straight time earnings based on scheduled hours. The Company agrees to pay an employee their W.I.P. claim payment should their claim payment be more than three (3) days late following a regular pay day that they would have missed due to not having worked in that pay period. It is understood that the Claim Payment Cheque from the

Carrier would be signed over to the Company when received.

The Parties agree that the employee's portion of the E.I. premium reduction resulting from the qualification of the Weekly Indemnity Plan will be applied to reduce the premiums payable by the Employer for Benefit Plans contained in this Collective Agreement.

Statement of Intent – Weekly Indemnity

It is understood that the employee will make every effort to establish their claim on a timely basis. Where the establishment of a W.I.P claim has been delayed by the Carrier, the Company agrees to advance funds to the employee equivalent to the Benefit payment in exchange for the employee's written commitment to reimburse the Company on receipt of the W.I.P. payment or the refusal of the claim by the Carrier.

Following the expiry of the Weekly Indemnity Benefits period twenty-six (26) weeks, the Long Term Disability Plan (two (2) year own occupation) will come into effect and provide for a Benefit of sixty (60%) percent of an employee's straight time regular classified hourly rate.

The Company shall reimburse all costs for Weekly Indemnity and Long Term Disability claim forms as well as Company required medical forms, payable upon presentation of a receipt to the Company.

(c) Defined Benefits (DB) Pension Plan

Employees will be covered under the Terms and Conditions of the Lafarge Canada Inc. Pension Plan and will be given past service credit effective January 1, 1974.

Employees hired before October 31, 2015 are eligible to receive benefits under the Defined Benefits (DB) portion of the Lafarge Canada Inc. Non Salaried Pension Plan, subject to the terms and provisions of the Plan, with the exception of tradespersons as outlined in 20.02 (f).

For each period of ten (10) years of continuous employment accumulated after January 1, 1974, an employee at the Richmond

Plant shall receive up to one (1) year of pensionable service to be applied against time lost due to layoff. In addition, if an employee retires from the Company, the years in excess of units of ten (10) shall be credited with up to one-tenth (1/10) of a year of service for each such additional year to be applied against time lost as a result of leaves of absence, strikes or lock-out.

In addition, any part of the one (1) year of pensionable service gained by the above Provision and not used for time lost due to layoff experienced after January 1, 1974, will be applied to service prior to January 1, 1974.

The plan provides pension benefits in accordance with the formula noted below:

1.25% X Credited Service X best sixty (60) consecutive months average earnings less 1/70th of C/QPP X Years of credited service (max. thirty-five (35)).

(d) Defined Contribution (DC) Pension Plan

Employees hired after October 31, 2015, including the tradespersons hired under the Letter of Understanding “Special Agreement for Permanent Temporary Mechanical Tradespersons”, shall be enrolled in the Lafarge Defined Contribution Pension Plan as of May 31, 2016.

Any employee enrolled in the defined contribution plan (DB) shall have the option of ceasing to accumulate additional credited service in the Defined Benefit Plan (DB) and move to the Defined Contribution Plan (DC) described below. This option will be available until October 31, 2021.

Eligibility: Employees who have completed the probationary period and have acquired seniority rights under the Agreement are eligible to participate. Membership in the Core Plan is compulsory. Membership in the Optional Plan is voluntary. The Company will offer information sessions on this plan once

per year as requested by the Union.

Non-Elective Employer Contributions (as a % of Earnings):

<u>Points</u> (age + accredited service)	<u>Lafarge's Contribution</u>
< 35 points	2.25%
35 to 44 points (5-year band)	3.50%
45 to 54 points (5-year band)	4.25%
55 to 64 points (5-year band)	4.50%
65 to 74 points (5-year band)	4.75%
75 points	5.00%

Optional Employer Matching Contributions (as a % of Earnings):
Lafarge shall match Employee contributions as follows:

<u>Employee Contribution</u>	<u>Lafarge's Contribution</u>
0% - 2.5%	100% match
2.51% - 5%	50% match
>5%	No match

- (e) Effective November 1, 2005: Increase to two (\$2.00) dollars per hour for each hour worked and for each hour paid for vacations, Holidays, bereavement, and other paid leaves on behalf of an employee with established seniority to be paid to the IBB Pension Plan.
- (f) Effective December 1, 1987: Employees who retire after December 1st, 1987, will receive the same Health and Welfare Benefits as all other hourly retirees with Lafarge Canada Inc.

Employee Life Insurance: An amount equal to the regular hourly rate of pay multiplied by 4160 hours, reducing to twenty (20%) percent at age sixty-five (65).

ARTICLE 21 - WORKING CONDITIONS

- 21.01** The Company will, during the contract term, provide proper lunch room, washrooms, showers and lockers as **per WorkSafe BC.**

21.02 All tradespersons who supply their own hand tools will furnish the Company with an up-to-date inventory of their tools, verified by the Company, and the Company will replace destroyed, lost or stolen tools within thirty (30) days of the time a claim has been established. It is further agreed that the Company will replace tools that are broken or worn out through fair wear and tear.

The Company agrees to provide metric tools when necessary.

21.03 Every employee shall fill out a work sheet every shift. It is the Company's intent to inform employees of any changes to their time sheet.

ARTICLE 22 – CONCLUSION

22.01 The Parties hereto agree that the Provisions of this Agreement shall be applied to all employees without regard to race, colour, age, sex, religious creed or national origin.

22.02 Both Parties agree to abide by this Agreement and all Mutual Understandings, it being their purpose to settle all differences without disturbance to industrial peace. Consequently, there shall be no slow down or strike authorized or sanctioned by the Union nor lockout by the Company, providing the Terms of this Agreement are adhered to.

22.03 In all cases pertaining to the interpretation of any Part of the Agreement or disputes or any matter not specifically covered by this Agreement, such differences or disputes shall be settled in accordance with the procedure outlined in Article 13 of this Agreement.

ARTICLE 23 – AGREEMENT

23.01 This Agreement shall be for the period from and including November 1, **2015** to and including October 31, **2021** and from year to year thereafter subject to the right of either Party to the Agreement, within

four (4) months immediately preceding the date of expiry of this Agreement (October 31, **2021**), or immediately preceding the last day of October in any year thereafter, by written notice, to require the other Party to the Agreement to commence Collective Bargaining. Should either Party give written notice aforesaid, this Agreement shall thereafter continue in full force and effect and neither Party shall make any change in the Terms of the said Agreement (or increase or decrease rate of pay of any employee for whom collective bargaining is being conducted) or alter any other Term or Condition of employment until:

1. The Union shall give notice to strike (or until the Union goes on strike); or
2. The Employer shall give notice of lockout (or the Employer shall lockout its employees); or
3. The Parties shall conclude a renewal or revision of this Agreement or enter into a new Collective Agreement, whichever is the earliest.

The operation of Section 50 (1) of the Labour Relations Code of British Columbia is hereby excluded.

Both Parties will make every attempt to reach and sign a new Agreement before the expiry date of this Collective Agreement. This Agreement replaces all previous Agreements and other Understandings and contains the full and complete agreement of all Terms and Conditions of employment governing the collective bargaining relationship between the Parties. Any side agreements, Letters of Understanding (whether written or oral), and any past practices which are not expressly included in this Collective Agreement, Appendix "A" hereto, the attached Shift Schedule or the continuing Letters of Understanding which have been included as part of this Agreement, are null and void.

23.02 Each new wage Agreement shall be retroactive to the expiration date of the then existing Agreement.

23.03 Any additions or alterations during the life of this Agreement shall be a matter of negotiation, mutual agreement and shall have to receive

Union approval before becoming effective and shall be in the form of an Appendix to this Agreement.

ARTICLE 24 - SUCCESSOR CLAUSE

24.01 This Agreement shall be binding upon the Parties hereto, their Successors, Administrators, Executors and Assignees. In the event of the Sale or Lease of the Company or in the event the Company is taken over by Sale, Lease, Assignment, Receivership or Bankruptcy Proceedings, such Operations shall continue to be subject to the Terms and Conditions of this Agreement for the life thereof. The Employer shall give notice of the existence of this Agreement to any Purchaser, Lessee, Assignee, etc. Such notice shall be in writing with a copy to the Union no later than the effective date of sale.

ARTICLE 25 - APPRENTICESHIP PROGRAM

25.01 The Company will set up an Apprenticeship Committee consisting of two (2) Tradespersons and two (2) Company Representatives. This Apprenticeship Committee in conjunction with the British Columbia Institute of Technology or other Technical Institute will set standards of acceptance for the Richmond Apprenticeship Program. It is agreed when more than one (1) employee has met the standards of acceptance as set by the Apprenticeship Committee, Company seniority shall determine which candidate proceeds into the Apprenticeship Program.

25.02 The Company will supply one (1) complete set of apprenticeship books, per trade, when required. When not in use, these will be left in the Maintenance Department.

25.03 By accepting the Apprenticeship(s), the successful employee agrees to stay in the trade's position for a time that is at least equal to that spent in the Apprenticeship(s).

NOTES:

Definition of Emergency that applies to all references to 'emergency' within the Collective Agreement: "Any activity that needs to be initiated without undue delay and which will be carried out continuously until completion".

IN WITNESS WHEREOF the Parties hereto have caused this AGREEMENT to be executed this **31st day of May, 2016**

Signed on behalf of the Parties hereto by their authorized Representatives.

Signed this 31st day of May 2016 in the City of Richmond, British Columbia.

Signed for the Company:

Jean Martel
Senior Director -Employee
and Labour Relations

Pascal Bouchard
Plant Manager

David Yam
Production Manager

Franklyn De Dios
Maintenance Manager



Signed for the Union:

Kevin Forsyth
Business Manager D-11

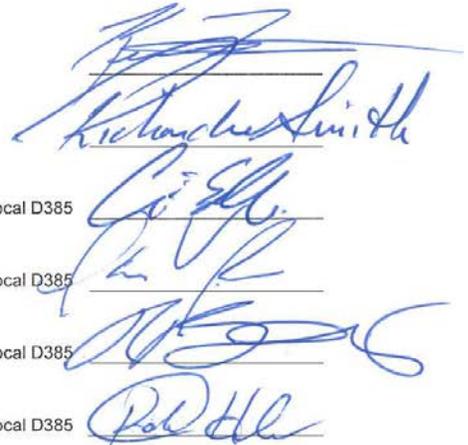
Richard Smith
President Local D385

Chris Edmonds
Bargaining Committee Local D385

Phyllis Van Rhyn
Bargaining Committee Local D385

Ryan Bohonos
Bargaining Committee Local D385

Robert Halmich
Bargaining Committee Local D385



APPENDIX "A"

CEMENT, LIME, GYPSUM AND ALLIED WORKERS' DIVISION,
INTERNATIONAL BROTHERHOOD OF BOILERMAKERS,
IRON SHIPBUILDERS, BLACKSMITHS, FORGERS AND HELPERS,
A.F.L. - C.I.O. - C.L.C.;
LOCAL LODGE NUMBER D385

WAGE SCALE

Job Class	Classification	Nov 1 2015 2.0%	Nov 1 2016 4.0%	Nov 1 2017 3.0%	Nov 1 2018 3.0%	Nov 1 2019 3.0%	Nov 1 2020 3.0%
9	Mechanical Tradesperson Electrical Tradesperson	\$41.90	\$43.58	\$44.88	\$46.23	\$47.62	\$49.05
8	A and B Operator Lab Technician	\$39.88	\$41.48	\$42.72	\$44.00	\$45.32	\$46.68
7	Storekeeper	\$37.30	\$38.79	\$39.96	\$41.16	\$42.39	\$43.66
6	Production Support Worker	\$36.26	\$37.71	\$38.84	\$40.01	\$41.21	\$42.44
5	Administrative Clerk	\$34.73	\$36.12	\$37.20	\$38.32	\$39.47	\$40.65
4	Production Support Worker – Shipping	\$30.00	\$31.20	\$32.14	\$33.10	\$34.09	\$35.12
3	Production Support Worker - Heavy Equipment Operator	\$28.00	\$29.12	\$29.99	\$30.89	\$31.82	\$32.77
2	Labourer	\$24.42	\$24.42	\$24.42	\$25.15	\$25.91	\$26.68
1	Temporary Labourer and Students	\$24.00	\$24.00	\$24.00	\$24.72	\$25.46	\$26.23

Notes:

Administrative Clerk: This classification shall be eliminated once the current incumbent vacates the position.

PSW – Heavy Equipment: front end loader, storage hall crane, forklift, class 1.

Labourer: May perform all PSW tasks and operate all mobile equipment (as of May 31, 2016) except those specific to PSW - Heavy Equipment Operator and PSW – Shipping. A premium of fifty (\$0.50) cents per hour will be paid to Labourers for operating the Vac Truck or Skid Steer.

Should the Company utilize new Mobile Equipment not currently covered in the Collective Agreement, the Company and the Union shall assess and negotiate the appropriate rate that the new Mobile Equipment will fall under.

APPRENTICESHIP PROGRAM

<u>Level</u>	<u>Job Class</u>
Prior to Completion of First Level of Program	6
Successful Completion of First Level of Program	6
Successful Completion of Second Level of Program	7
Successful Completion of Third Level of Program	8
Successful Completion of Fourth Level of Program	8
Successful Completion of Fifth Level of Program	9

APPENDIX “B”

LAFARGE CANADA INC.

Program Summary RICHMOND NON-SALARIED EMPLOYEES OF LAFARGE CANADA INC.

Great West Life Policy GWL Policy 56410/158550 Div 100 Ben Cls 110

Effective Date: 16-May-16

For questions specific to Extended Health and Dental Care coverage or claims, please call Great-West Life directly at

1-800-957-9777 or visit www.greatwestlife.com to register for GroupNet for Plan Members.

Eligibility period: Sixty (60) days from date of hire.

Life & Accident Insurance

- **Basic Life:** Your regular hourly rate of pay multiplied by 4160 hours, reducing to twenty (20%) percent at age sixty-five (65).
- **Accidental Death & Dismemberment:** Your regular hourly rate of pay multiplied by 4160 hours, reducing to twenty (20%) percent at age sixty-five (65), terminates age seventy (70).

Short Term Disability

- **Benefit Amount:** Seventy (70%) percent of your weekly earnings.
- **Waiting Period:** Benefits paid 1st day accident, 1st day injury, 4th day sickness.
- **Coverage Duration:**
 - Twenty-six (26) weeks, recovery, age sixty-five (65), retirement or death (whichever occurs first).
 - STD benefits are payable after the waiting period if disease or injury prevents you from doing your own job. You are not considered disabled if you can perform a combination of duties that regularly took at least sixty (60%) percent of your time to complete.
- **Termination:** At Retirement.

Long Term Disability

- **Benefit Amount:** Sixty (60%) percent of your monthly earnings to a maximum benefit of five thousand (\$5,000) dollars.
- **Waiting Period:** Twenty-six (26) weeks.
- **Coverage Duration:**

- Age sixty-five (65), recovery, retirement or death (whichever occurs first).
- LTD benefits are payable for the first twenty-four (24) months following the waiting period if disease or injury prevents you from doing your own job. You are not considered disabled if you can perform a combination of duties that regularly took at least sixty (60%) percent of your time to complete. After twenty-four (24) months, LTD benefits will continue only if your disability prevents you from being gainfully employed in any job.
- **Termination:** At age sixty-five (65) or retirement (whichever occurs first).

Extended Health Care

- **Annual Deductible and general coverage description:** Twenty-five (\$25) dollars single/ Fifty (\$50) dollars family each calendar year. The individual and family deductibles do not apply to In-Canada Hospital, Chronic Care, Out-of-Country Emergency Hospital, In-Canada Prescription Drugs and Global Medical Assistance expenses.
- **In-Canada Prescription Drugs:** One hundred (100%) percent reimbursement, cost is limited to the cost of the lowest interchangeable drug unless medical evidence is provided to indicate that a drug is not to be substituted.
- **All other Healthcare Expenses (such as Services and Supplies) Reimbursement Level:** Eighty (80%) percent of the first one thousand (\$1,000) dollars of covered benefits incurred in a calendar year and one hundred (100%) percent of the remainder (deductible does apply).
- **Hospital:** Private Room.

Maximums or Limits per Benefit

- **Out-of-Province/Country Coverage:** One hundred eighty (180) days per trip duration.
- **Overall Health Plan Maximum:** unlimited.
- **Paramedical – Current:**
 - Chiropractor & Physiotherapist – One hundred (100%) percent for first fifteen (15) visits each calendar year, eighty (80%) percent remainder of year with a Physician's prescription.
 - Massage Therapist, eighty (80%) percent for the first ten (10) visits each cal year, eighty (80%) percent for the remainder of the calendar year with a Physician's note.
 - All other Practitioners - Eighty (80%) percent.

- Acupuncturist / Speech Therapist / Naturopaths / Dieticians / Osteopaths / Podiatrist - five hundred (\$500) dollars each calendar year.
- Chiropractors: Included, Massage Therapists: Included, Physiotherapists Included.
- Psychologists/Social Workers: One thousand, two hundred (\$1,200) dollars each calendar year.

Vision Care Benefits

- **Eye Exams:** Eye exam one hundred (100%) percent reimbursement to max of seventy-five (\$75) dollars per covered person for every two (2) calendar years.
- **Glasses, Contact Lenses and Laser Eye Surgery:** Two hundred fifty (\$250) dollars every two (2) calendar years.
- **Visual Training & Remedial Therapy:** Ten (\$10) dollars per half (1/2) hour treatment.

Dental Care

- **Basic Services:**
 - \$25 single/ \$50 family each calendar year. The individual and family deductibles do not apply to Accidental Dental Injury and Orthodontic expenses.
 - One hundred (100%) percent for Basic Services; fifty (50%) percent for Major Services - combined three thousand (\$3,000) dollars each calendar year maximum.
- **Dental Fee guide:** Current.
- **Orthodontic:** 100% orthodontics - \$2,000 lifetime maximum (children age 6-21, to 25 if a full time student).

Survivor Coverage: Semi-private hospital room only, provided the survivor pays the premium.

Premiums: Vision: One hundred (100%) percent employee paid premiums.

Although Lafarge Canada Inc. has made every effort to ensure that the information contained in this summary accurately reflects the plans, this summary does not cover every detail. Please note this is not a legal document. If there is any discrepancy between this summary and the actual plan documents or contracts, all rights and interpretations will be governed by the official documents and contracts, government legislation and Company policy. Company policies are posted on the Lafarge Human Resource portal. Lafarge

reserves the right to terminate the plans, or to modify, reduce, or eliminate any future benefits provided under them, at any time, for any reason. The plan administrator will notify you of any material change in the plans. Participation in these plans is not a guarantee of continued employment.

C.O.L.A.

The Cost of Living Allowance (COLA) based on the All Canada Consumer Price Index (CPI) published by Statistics Canada (2002 = 100). All items for October, **2015** shall be triggered when the CPI increases above ten (10%) percent over the October, **2015** figure for the first year twelve (12) months of the Collective Agreement.

Adjustment dates will be as follows:

Year 1	Year 2	Year 3	Year 4	Year 5	Year 6
	Nov 1, 2016	Nov 1, 2017	Nov 1, 2018	Nov 1, 2019	Nov 1, 2020
Feb 1, 2016	Feb 1, 2017	Feb 1, 2018	Feb 1, 2019	Feb 1, 2020	Feb 1, 2021
May 1, 2016	May 1, 2017	May 1, 2018	May 1, 2019	May 1, 2020	May 1, 2021
Aug 1, 2016	Aug 1, 2017	Aug 1, 2018	Aug 1, 2019	Aug 1, 2020	Aug 1, 2021

Once triggered, the COLA shall be paid commencing on the adjustment date next following the month in which the COLA is triggered, calculation at one (\$0.01) cent per hour paid for each full .275 increase in the CPI in excess of ten (10%) percent. Any such adjustments shall be incorporated into the Wage Rates.

For the second twelve (12) months of the Agreement, COLA shall be triggered when the CPI exceeds by ten (10%) percent the figure for October **2016**, whereupon the COLA shall be paid commencing on the adjustment date next following the month in which the COLA is triggered calculated at one (\$0.01) cent per hour for each full .275 increase in the CPI in excess of ten (10%) percent. Any such adjustment will be incorporated into the Wage Rates.

For the third twelve (12) months of the Agreement, COLA shall be triggered when the CPI exceeds by ten (10%) percent the figure for October **2017**, whereupon the COLA shall be paid commencing on the adjustment date next following the month in which the COLA is triggered calculated at one (\$0.01) cent per hour for each full .275 increase in the CPI in excess of ten (10%) percent. Any such adjustment shall be incorporated into the Wage Rates.

For the fourth twelve (12) months of the Agreement, COLA shall be triggered when the CPI exceeds by ten (10%) percent the figure for October 2018, whereupon the COLA shall be paid commencing on the adjustment date next following the month in which the COLA is triggered calculated at one (\$0.01) cent per hour for each full .275 increase in the

CPI in excess of ten (10%) percent. Any such adjustment shall be incorporated into the Wage Rates.

For the fifth twelve (12) months of the Agreement, COLA shall be triggered when the CPI exceeds by ten (10%) percent the figure for October 2019, whereupon the COLA shall be paid commencing on the adjustment date next following the month in which the COLA is triggered calculated at one (\$0.01) cent per hour for each full .275 increase in the CPI in excess of ten (10%) percent. Any such adjustment shall be incorporated into the Wage Rates.

For the sixth twelve (12) months of the Agreement, COLA shall be triggered when the CPI exceeds by ten (10%) percent the figure for October 2020, whereupon the COLA shall be paid commencing on the adjustment date next following the month in which the COLA is triggered calculated at one (\$0.01) cent per hour for each full .275 increase in the CPI in excess of ten (10%) percent. Any such adjustment shall be incorporated into the Wage Rates.

If the Consumer Price Index (2002 = 100). All items published by Statistics Canada is discontinued, the Parties shall negotiate an appropriate adjustment or conversion factor to assure that employees will receive the cost of living adjustment of which they would have been entitled had the Consumer Price Index been published as contemplated by the Parties.

LETTERS OF UNDERSTANDING

Between

LAFARGE CANADA INC. - (Richmond Plant)

And

CEMENT, LIME, GYPSUM AND ALLIED WORKERS' DIVISION,
INTERNATIONAL BROTHERHOOD OF BOILERMAKERS,
IRON SHIPBUILDERS, BLACKSMITHS, FORGERS AND HELPERS
A.F.L.-C.I.O.-C.L.C.
LOCAL LODGE NUMBER D385

Further to our Collective Agreement which runs from **November 1, 2015** to **October 31, 2021**, the following shall be lived up to by both Parties for the term of this Collective Agreement.

CONTRACTING OUT

(a) MAINTENANCE DEPARTMENT

The Union agrees to the Company supplementing its workforce from outside sources to assist in carrying out plant requirements in the following manner:

- (i)** Boilermakers Union Hall - (provided they are paid our agreement rates and the Company is not required to sign the Boilermakers Agreement).
- (ii)** Any other Union hiring hall with the same Provisions as (i).
- (iii)** Canada Manpower.
- (iv)** The Company agrees with the principle of protecting the job security of personnel by minimizing contracting out, and to discuss any proposed contracting out with the Union Committee.
- (v)** It is agreed that **the Company shall not hire temporary working supervisors under this provision.**

Note: The Company will consider using tradespersons from the IBB Union Hall provided there are available tradespersons with the proper skills who have completed the Lafarge Safety Orientation within the previous twelve (12) months. That training shall be offered every six (6) months. Any concerns regarding the performance of the tradespersons from the IBB Union Hall will be communicated to the D385 Union Executive.

The intent is to schedule equipment down days in one (1) week periods, once per month. The Company commits to communicating plans regarding the maintenance down days with the Local Union.

(b) Notwithstanding any other Provisions of the Agreement, including Article 1.03 and 1.04, during periods of normal plant operations (including both production and maintenance), it is agreed that the following jobs may be contracted out pursuant to the above Section (a) (i) through (v), and/or to a Private Contractor, provided that as a direct result of such contracting out, no Bargaining Unit employee is laid off, and no Bargaining Unit position (except those former positions - Janitor and Groundskeeper) i.e. eliminated:

- (i)** All dust collector repairs including bag replacement and associated mechanical or electrical repairs;
- (ii)** Mobile equipment repairs and service;
- (iii)** Use of vacuum truck and high pressure water truck;
- (iv)** Grounds-keeping work;
- (v)** Janitorial work;
- (vi)** Mill liner installation;
- (vii)** Rebuilding of pumps, compressors, gear boxes, thrust rolls, etc. offsite;
- (viii)** Maintenance of miscellaneous inventory supplies (service contracts);
- (ix)** Plant clean up;
- (x)** Kiln brick removal and installation;
- (xi)** New Works - The Company agrees to discuss proposed New Works projects with the Union as early as possible, but in any case prior to

actually awarding the Contract;

Statement of Intent - New Works Committee:

The intent of the New Works Committee is to meet and discuss New Works projects, including the commissioning phase, on a regular, timely basis prior to awarding the Contracts.

Hourly employees shall participate in the commissioning of New Works projects. It is understood that the extent of commissioning will vary from project to project.

The ultimate goal of the Committee shall be to optimize the utilization of Plant resources, skills, and manpower, in a cost-effective manner without setting a precedent for any future projects.

- (xii) All belt conveyor replacement, vulcanizing and associated minor repairs, and;
- (xiii) Maintenance work on scheduled maintenance down days.

Note: In the event that Contractors work overtime on jobs scheduled for the maintenance down days, an equal number of Lafarge permanent employees in the department (mechanical or electrical) where the maintenance work is required, shall be offered an equal number of overtime hours on that day.

The obligation to offer overtime to Lafarge employees does not apply to work that is contracted out under (i) through (xii) of this Section.

Date of Revision: **May 31, 2016**

Pascal Bouchard
Plant Manager



Richard Smith
President Local D385



LETTER OF UNDERSTANDING REDUCTION IN PLANT OPERATIONS

This Letter of Understanding takes precedence over Article 1.03 under the following conditions, effective May 1, 1990.

Should market or economic conditions warrant a change in plant operations, reduced utilization of equipment, or the discontinuance of operating Richmond as a cement producing plant, the Company may utilize a part or all of its facilities in the manner It deems appropriate to supply product to customers or may supply cement to customers from product acquired elsewhere, and utilize plant equipment accordingly.

The Parties agree to meet and attempt to decide how best to reduce and/or reorganize plant personnel in order to more cost effectively operate the facility under these changed conditions.

The following to include those employees who are on the seniority list as of November 1, 1987:

All employees adversely affected by the above changes shall be offered the following options in order of seniority:

- (i) All employees fifty-five (55) years of age or over who qualify for Pension shall be offered the Richmond re-organizational package of December, 1986.
- (ii) Those employees who do not qualify shall receive one (1) month's wages (one hundred sixty (160) hours times his straight time hourly rate), plus forty (40) times his seniority times his regular straight time hourly rate.

This does not in any way nullify the additional payment of Article 19.01 (I).

Richmond Re-organizational Package (December 1986):

- Normal Pension as per Pension Plan;
- Pension Bridge until age sixty-five (65);
- Lump sum payment as follows:
 - (a) If ineligible for retirement, thirty (30x) times seniority x S.T. Rate; or
 - (b) If eligible for retirement (early or normal), fifteen (15x) times seniority x S.T. Rate.

Date of Revision: **May 31, 2016**

Pascal Bouchard
Plant Manager



Richard Smith
President Local D385



LETTER OF UNDERSTANDING
BANKED OVERTIME

The Company agrees to the option of banked overtime as follows:

When an employee works overtime, the employee may, at their discretion, choose to have the time value of those premium hours credited in an "Overtime Bank". Effective with the Date of Ratification of the Collective Agreement on June 12, 2009 an employee may choose to have the time value of Sunday premiums or Statutory Holiday premiums credited to their overtime bank. For the purpose of this Section, premium hours means the equivalent straight time hours earned minus the actual straight time hours earned.

The hours accumulated in an employee's overtime bank may, at the employee's option, be retired as follows:

- (a) The employee may elect to have the full dollar value of the bank paid to them after giving fourteen (14) calendar days notice; or,
- (b) The employee may request to take all, or part of, their accumulated banked time in time off.

Banked time off shall be scheduled at a time which is mutually agreed to between the Company and the employee.

An employee may not have more than one hundred and twenty (120) hours banked at a time for purposes of income leveling.

It is understood that vacations must take precedence over banked time.

Day employees will be entitled to take eighty (80) hours of banked overtime per calendar year. Shift employees will be entitled to take eighty-four (84) hours of banked overtime per calendar year.

Date of Revision: May 31, 2016

Pascal Bouchard
Plant Manager



Richard Smith
President Local D385



LETTER OF UNDERSTANDING
CLARIFICATION OF LEAD-HAND CONCEPT

In order to clarify the present Lead-Hand situation, the Company and the Union agree as follows:

When Lead-Hands are designated on a temporary basis to supervise tradespersons from the Boilermakers or similar Union hall (i.e. maintenance shutdown), the Company will pay a premium of **three (\$3.00) dollars** per hour.

When employees are designated on a temporary basis to replace a Supervisor, or to supervise Lafarge employees, the Company will pay a premium of **three (\$3.00) dollars** per hour.

In the event that a permanent Lead-Hand is designated, the Company will pay the permanent Lead- Hand their regular rate of pay plus an additional fixed rate of **three (\$3.00) dollars** per hour. It is understood that if the permanent Lead-Hand is designated on a temporary basis to replace a Supervisor, no additional premium will be paid.

The Company will replace the Mechanical Trades Lead-Hand for planned absences of a duration of two (2) weeks or more.

All Lead positions referred to in the Agreement are working Lead positions.

The Company has the right to discontinue any temporary or permanent Lead position at any time.

Premiums paid for any temporary Lead position or any replacement of Supervisors will not be pyramided.

This letter constitutes all premiums paid for Lead positions and filling in for a Supervisor(s). No additional premiums will be paid.

Date of Revision: **May 31, 2016**

Pascal Bouchard
Plant Manager



Richard Smith
President Local D385



LETTER OF UNDERSTANDING
RE: ALL LEAD-HANDS

To be eligible for a Lead-Hand assignment the applicant must have successfully completed the applicable departmental Lead-Hand Training Course.

Course topics to include:

- Safety;
- Departmental Specific:
 - Duties & Responsibilities;
 - Performance Expectations;
 - Authority & Leadership;
- Lafarge Policies & Procedures;
- Boilermaker Agreement (as required);
- Collective Agreement (as required).

The purpose of the training and testing will be used to establish whether the individuals have achieved an understanding of the course material as reviewed and discussed by the **Union-Management** Committee. Those not demonstrating the desired level of understanding will receive further opportunities to take the course and demonstrate the required level of understanding of the course material as reviewed and discussed by the **Union-Management** Committee.

PERMANENT LEAD-HANDS

Permanent Lead-Hands will be selected as per Article 17.01.

TEMPORARY LEAD-HANDS

Individuals within the department, that have successfully completed the Lead-Hand Training Course, will indicate their interest in a Lead-Hand position by responding to a written notice (posting). The closing date for such notice (posting) will be dependent on the required start date for the required Temporary Lead-Hand(s) established by mutual agreement by Union & Company.

It is understood that in considering application for Lead persons, ability and experience shall be given substantially greater weight and in addition the qualities of leadership will be an important consideration. Seniority will be used when the above criteria have been met and there are more qualified applicants than needed.

The Company will then notify and discuss its selection with the Union President or their Designate and Shop Steward.

Date of Revision: **May 31, 2016**

Pascal Bouchard
Plant Manager



Richard Smith
President Local D385



LETTER OF UNDERSTANDING
RE: PRODUCTION SUPPORT WORKER – SHIPPING AND HEAVY
EQUIPMENT OPERATOR AND LABOURERS

Employees within the classification of Production Support Worker (PSW) – **Shipping or Heavy Equipment Operator (HEO)** will work one (1) of the following Shift Schedules that will be determined by operational requirements:

- Monday to Friday: 7:00 AM to 3:30 PM. (Day Workers); or
- Four (4) days on (two (2) days/two (2) nights), four (4) days off, twelve (12) hour shifts 6:00 AM to 6:00 PM and 6:00 PM to 6:00 AM; or
- Monday to Thursday: Four (4) ten (10) hour shifts 6:00 AM to 4:00 PM;
or
- **Four (4), twelve (12) hour day shifts, 6:00 AM to 6:00 PM (four (4) days on, four (4) days off); or**
- **Monday to Friday: Day and Afternoon shifts :**
 - **5:00 AM to 1:00 PM followed by 1:00 PM to 9:00 PM; or**
 - **6:00 AM to 2:00 PM followed by 2:00 PM to 10:00 PM; or**
 - **7:00 AM to 3:00 PM followed by 3:00 PM to 11:00 PM****The day and afternoon shifts will be on a two (2) week rotation.**

Shift Selection:

- Shift Schedule preference will be determined by seniority within the group of **PSW-Shipping / HEO** (minimum twice (2x)/ year).

Rescheduling:

- Any rescheduling of **PSW-Shipping / HEO** will initiate a review of the Shift Schedule with preference by seniority.

Should shipping demand require a change in the number of PSW personnel scheduled to each of the **above** shifts, both Parties agree to discuss changes.

If market demands require such shifts, it is agreed that the Parties will discuss:

- Three (3) shift eight, (8) hour/day schedule; and/or
- Tuesday to Friday: Four (4) ten (10) hour shifts 6:00 AM to 4:00 PM in addition to the Monday to Thursday ten (10) hour shift, 6:00 AM to 4:00 PM.

Note: During a week where there is a Statutory Holiday, it is agreed that ten (10) hour shift workers will work ten (10) hour shifts on the non-Holiday days.

Examples:

- Statutory Holiday falls on Monday, the scheduled ten (10) hour days will be Tuesday to Friday.
- Statutory Holiday falls on Wednesday, the scheduled ten (10) hour days will be Monday, Tuesday, Thursday and Friday.
- Statutory Holidays fall on Tuesday and Wednesday, the scheduled ten (10) hour days will be Monday, Thursday and Friday.

Future vacancies, as determined by the Company, will be filled as per Article 17.01.

PSW-HEO – day workers will provide relief as required for the **PSW-HEO / Shipping** with preference given by seniority. If there are no volunteer(s), the junior **PSW-HEO** will be assigned.

Daily job selection for PSW-HEO and labourers day workers shall be chosen by seniority provided that it does not impact business and/or operation needs.

There will be two separate overtime list maintained for PSW-Shipping and PSW-HEO / Labourer.

PSW-Shipping overtime list will be extended at the bottom to include the PSW-HEO / Labourer.

Labourers – Qualified day workers will provide relief as required for the PSW-HEO with preference given by seniority. If there are no volunteer(s), the junior qualified Labourer will be assigned.

The PSW-HEO / Labourer overtime list will be extended at the bottom to include the PSW-Shipping.

Date of Revision: **May 31, 2016**

Pascal Bouchard
Plant Manager



Richard Smith
President Local D385



Letter of Understanding
RE: VISION CARE

It is agreed that at the point where any Operation within the Cement Group of Lafarge Corporation offers Vision Care Benefits to staff or hourly employees, an equivalent Benefit Program will be made available to the Richmond Plant Employees covered under the current Collective Agreement providing the Union agrees to participate and fund the Benefit through a modification in the current Wage Rate or future wage increase.

Date of Revision: **May 31, 2016**

Pascal Bouchard
Plant Manager



Richard Smith
President Local D385



LETTER OF UNDERSTANDING
RE: HOLE WATCH OVERTIME SCHEDULING

In cases where overtime hole watch coverage is required and where it has been determined by the Department that the coverage will not be provided by the crew completing the work, the Union and Company agree that hole watch overtime will be scheduled in the following manner and in line with Article 5.08 of the Collective Agreement.

Day Shift Coverage:

1. Qualified permanent PSW-HEO / **Labourers** day workers will be asked if they would like to work overtime to provide hole watch coverage.
2. **If there is still a need, qualified permanent PSW-Shipping will be asked if they would like to work overtime to provide hole watch coverage.**
3. If there is still a need, qualified permanent Lab Technicians will be asked.
4. If there is still a need, qualified permanent Administration (including Stores) employees will be asked.
5. If there is still a need, qualified permanent Tradespersons (mechanical/electrical) will be asked by lowest accumulated overtime provided that no overtime is required in their own Classification.
6. If there is still a need, qualified off-shift permanent PSW-HEO / **Labourers** shift workers will be asked.
7. **If there is still a need, qualified off-shift permanent PSW-Shipping shift workers will be asked.**
8. If there is still a need, qualified off-shift permanent A Operators and B Operators will be asked.
9. If there is still a need, qualified summer students will be asked.
10. And lastly, qualified temporary employees will be asked.

Night Shift Coverage:

1. Qualified off-shift permanent PSW-HEO / **Labourers** shift workers will be asked.
2. **If there is still a need, qualified off-shift permanent PSW-Shipping shift workers will be asked.**
3. If there is still a need, qualified off-shift permanent A Operators and B Operators will be asked.

Date of Revision: May 31, 2016

Pascal Bouchard
Plant Manager



Richard Smith
President Local D385



LETTER OF UNDERSTANDING
OFFICE WORKERS

The Company and the Union agree as follows:

The Receptionist – Typist and the Accounts Payable Clerk will be consolidated into one (1) classification called Administrative Clerk. The duties of this position will include accounts payable, payroll input, switchboard, receptionist, typing, Benefit Carrier forms and other related clerical duties that may be assigned. These positions will be considered to be interchangeable and will continue to be performed by the two (2) incumbents.

The Union agrees to waive all job bidding rights for all office workers, however bumping rights shall be maintained.

The Parties agree that this does not set a precedent for other non-office employees.

Note: Once current incumbent vacates the position, this LOU is void.

Agreement to be included in 2015 Collective Agreement, dated this 31st day of May, 2016.

Pascal Bouchard
Plant Manager



Richard Smith
President Local D385



LETTER OF UNDERSTANDING
“A” OPERATOR and “B” OPERATOR REORGANIZATION

Each of the four (4) shifts shall consist of two (2) “A” Operators and two (2) “B” Operators.

“A” Operators shall focus on Control Room and Field duties.

“B” Operators shall focus on Lab and Field duties.

Any employee who has currently completed the Process Operator pre-qualification course shall be considered having completed both “A” and “B” Operator pre-qualification.

1. Four (4) crews to be self relieving for vacation, leave, sickness, training etc.
2. Crews will be balanced for seniority and crew strength as practical. No loss of hours for person affected by the change.
3. Annual vacations will be scheduled as per 7.03 and current policy, with the exception that “A” and “B” Operators scheduling will be on a crew basis.
4. No more than one (1) employee from each crew to be off at any time for planned reasons.
5. If unforeseen circumstances (illness, injury, etc.) require additional longer-term coverage on a crew, one (1) of the other crews, at the Company’s choice, will have a junior “A” or “B” Operator temporarily reassigned to the short crew. If a vacancy is less than forty-eight (48) hours, and coverage is required, the Company will attempt to fill the vacancy through a “call out”. Only one (1) person will be moved to accommodate one (1) vacancy.
6. The Company may choose not to fill a temporary vacancy.

Date of Revision: May 31, 2016

Pascal Bouchard
Plant Manager



Richard Smith
President Local D385



LETTER OF UNDERSTANDING
MAINTENANCE CONTINUATION OF WORK

The equalization of overtime must consider the continuation of work being done by the employees, the safety risks and efficiency of the job.

When the Company deems that a maintenance job that is in progress during the shift requires continuing into overtime hours the following will be applied:

1. The overtime will be 1st offered to the employee who has been working on the job and who is the low person on the overtime equalization list amongst those assigned to the job during the shift.
2. When additional manpower is required the Company will offer the other job(s) to the person(s) who is the low person on the Department overtime equalization list.
3. This process will continue for the duration of the Collective Agreement unless either the Company or the Union gives a sixty (60) days written notice of cancellation. Upon receiving the notice the Company and the Union will meet to discuss the issue that necessitated the written notice of cancellation.

The written notice of cancelation shall be triggered solely by a dispute with this Maintenance continuation of working agreement.

Date of Revision: May 31, 2016

Pascal Bouchard
Plant Manager



Richard Smith
President Local D385



LETTER OF UNDERSTANDING
SECTION 2.02 – STRUCK MATERIAL

If the employees exercise their rights under section 2.02 of the Collective Agreement, the Company will consider comparable cost alternatives however, in the event of prolonged work refusals, employees who have exercised their rights will be subject to lay-off.

The Company and the Union agree that when all qualified employees refuse work by exercising their rights under section 2.02 of the Collective Agreement, the Company may use staff employees or contractors to perform the work.

Date of Revision: May 31, 2016

Pascal Bouchard
Plant Manager



Richard Smith
President Local D385





May 16, 2016

Kevin Forsyth
Business Manager
International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmith, Forgers & Helpers,
Cement, Lime, Gypsum and Allied Workers Division.
District Lodge D-11
8737 Milton Drive
Surrey BC, V3S 5G9

RE: AF Heavy Equipment Operators Transition

Sir,

This will confirm our discussions during negotiations on the above noted subject.
It is the Company's intent to have four (4) Heavy Equipment Operators for AF starting no later than April 1, 2017.

It is also agreed that the Nelson Rd. site and AF trailer mechanical maintenance can be done by the Heavy Equipment Operator, with electrical work to be done by electrical tradespersons or others as per Collective Agreement.

Yours truly,
Lafarge Canada Inc.

Jean J Martel
Senior Director - Employee and Labour Relations

cc: Pascal Bouchard
Richard Smith

Memorandum of Agreement

between

Richmond Cement Plant a Division of Lafarge Canada Inc. (the Company)

and

Cement, Lime, Gypsum and Allied Workers' Division, International Brotherhood of Boilermakers, Iron Shipbuilders, Blacksmiths, Forgers and Helpers A.F.L.-C.I.O.-C.L.C. Local Lodge Number D385 (the Union)

Collectively referred to as "the Parties"

Whereas the Parties have renewed a collective agreement and;

Whereas the renewed Agreement has language in Appendix A outlining the duties of Temporary Workers;

The Parties agree to replace the said language with this Memorandum of Agreement.

Temporary Workers under Labourer classification shall be used to supplement the workforce for:

- **Confined space Hole Watch during Major Maintenance Shutdowns**
- **Shutdowns**
- **Absences within the Bargaining Unit pool that results in the shortage of manpower: vacation, sickness and other leaves**
- **Major spills**
- **Projects**
- **Finite contracts (e.g. petcoke transload)**
- **Safety sensitive clean-up such as roofs, silos etc**
- **WSBC and other Legal Orders**
- **Other special circumstances which will be reviewed with the Union**

Signed on this day 31st of the month of May, 2016

For the Company

For the Union



Jean J Martel
Senior Director Employee and Labour Relations



Pascal Bouchard
Plant Manager



Kevin Forsyth
Business Manager - Lodge D11



Richard Smith
President Local D385



May 25, 2016

Kevin Forsyth
Business Manager
International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmith, Forgers & Helpers,
Cement, Lime, Gypsum and Allied Workers Division.
District Lodge D-11
8737 Milton Drive
Surrey BC, V3S 5G9

RE: Contractors for Plant Clean-Up – Letter of Intent
Sir,

This will confirm our discussions during negotiations on the above noted subject.
Contractors will be used to supplement the workforce for:

- Shutdowns
- Major spills
- Projects
- Finite contracts (e.g. petcoke transload)
- Safety sensitive clean-up such as roofs, silos, etc.
- Worksafe BC and other Legal Orders
- Other special circumstances which will be reviewed with the Union

Yours truly,
Lafarge Canada Inc.

Jean J Martel
Senior Director - Employee and Labour Relations

cc: Pascal Bouchard
Richard Smith

SHIFT SCHEDULE 2016

Days	A	A	B	B	C	C	D	D	A	A	B	B	C	C	D	D	A	A	B	B	C	C	D	D	A	A	B	B	C	C	D	D	Days
Nights	D	D	A	A	B	B	C	C	D	D	A	A	B	B	C	C	D	D	A	A	B	B	C	C	D	D	A	A	B	B	C	C	Nights
Dec-15	18	19	20	21	22	23	24	25	26	27	28	29	30	31	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	Jan-16
Jan-16	19	20	21	22	23	24	25	26	27	28	29	30	31	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	Feb-16
Feb-16	20	21	22	23	24	25	26	27	28	29	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	Mar-16
Mar-16	23	24	25	26	27	28	29	30	31	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	Apr-16
Apr-16	24	25	26	27	28	29	30	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	May-16
May-16	26	27	28	29	30	31	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	Jun-16
Jun-16	27	28	29	30	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	Jul-16
Jul-16	29	30	31	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	Aug-16
Aug-16	30	31	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	Sep-16
Oct-16	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	1	Nov-16
Nov-16	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	1	2	3	Dec-16
Dec-16	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	1	2	3	4	Jan-17

SHIFT SCHEDULE 2017

Days	A	A	B	B	C	C	D	D	A	A	B	B	C	C	D	D	A	A	B	B	C	C	D	D	A	A	B	B	C	C	D	D	Days
Nights	D	D	A	A	B	B	C	C	D	D	A	A	B	B	C	C	D	D	A	A	B	B	C	C	D	D	A	A	B	B	C	C	Nights
Dec-16	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	1	2	3	4	Jan-17
Jan-17	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	1	2	3	4	5	Feb-17
Feb-17	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	1	2	3	4	5	6	7	8	9	Mar-17
Mar-17	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	1	2	3	4	5	6	7	8	9	10	Apr-17
Apr-17	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	1	2	3	4	5	6	7	8	9	10	11	12	May-17
May-17	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	1	2	3	4	5	6	7	8	9	10	11	12	13	Jun-17
Jun-17	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	Jul-17
Jul-17	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	Aug-17
Aug-17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	Sep-17
Sep-17	19	20	21	22	23	24	25	26	27	28	29	30	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	Oct-17
Oct-17	21	22	23	24	25	26	27	28	29	30	31	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	Nov-17
Nov-17	22	23	24	25	26	27	28	29	30	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	Dec-17
Dec-17	24	25	26	27	28	29	30	31																									Jan-18

SHIFT SCHEDULE 2018

Days	A	A	B	B	C	C	D	D	A	A	B	B	C	C	D	D	A	A	B	B	C	C	D	D	A	A	B	B	C	C	D	D	Days
Nights	D	D	A	A	B	B	C	C	D	D	A	A	B	B	C	C	D	D	A	A	B	B	C	C	D	D	A	A	B	B	C	C	Nights
Jan-18	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	1	Feb-18
Feb-18	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	26	27	28	1	2	3	4	5	6	Mar-18
Mar-18	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	1	2	3	4	5	6	7	Apr-18
Apr-18	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	1	2	3	4	5	6	7	8	9	May-18
May-18	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	1	2	3	4	5	6	7	8	9	10	Jun-18
Jun-18	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	1	2	3	4	5	6	7	8	9	10	11	12	Jul-18
Jul-18	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	1	2	3	4	5	6	7	8	9	10	11	12	13	Aug-18
Aug-18	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	1	2	3	4	5	6	7	8	9	10	11	12	13	14	Sep-18
Sep-18	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	Oct-18
Oct-18	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	Nov-18
Nov-18	18	19	20	21	22	23	24	25	26	27	28	29	30	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	Dec-18
Dec-18	20	21	22	23	24	25	26	27	28	29	30	31	1	2	3	4																	Jan-19

SHIFT SCHEDULE 2019

Days	A	A	B	B	C	C	D	D	A	A	B	B	C	C	D	D	A	A	B	B	C	C	D	D	A	A	B	B	C	C	D	D	Days
Nights	D	D	A	A	B	B	C	C	D	D	A	A	B	B	C	C	D	D	A	A	B	B	C	C	D	D	A	A	B	B	C	C	Nights
Jan-19	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	1	2	3	4	5	Feb-19
Feb-19	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	1	2	3	4	5	6	7	8	9	Mar-19
Mar-19	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	1	2	3	4	5	6	7	8	9	10	Apr-19
Apr-19	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	1	2	3	4	5	6	7	8	9	10	11	12	May-19
May-19	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	1	2	3	4	5	6	7	8	9	10	11	12	13	Jun-19
Jun-19	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	Jul-19
Jul-19	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	Aug-19
Aug-19	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	Sep-19
Sep-19	18	19	20	21	22	23	24	25	26	27	28	29	30	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	Oct-19
Oct-19	20	21	22	23	24	25	26	27	28	29	30	31	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	Nov-19
Nov-19	21	22	23	24	25	26	27	28	29	30	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	Dec-19
Dec-19	23	24	25	26	27	28	29	30	31	1	2																						Jan-20

SHIFT SCHEDULE 2020

Days	A	A	B	B	C	C	D	D	A	A	B	B	C	C	D	D	A	A	B	B	C	C	D	D	A	A	B	B	C	C	D	D	Days
Nights	D	D	A	A	B	B	C	C	D	D	A	A	B	B	C	C	D	D	A	A	B	B	C	C	D	D	A	A	B	B	C	C	Nights
Dec-19	31	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	Jan-20
Feb-20	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	1	2	3	Mar-20
Mar-20	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	1	2	3	4	Apr-20
Apr-20	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	1	2	3	4	5	6	May-20
May-20	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	1	2	3	4	5	6	7	Jun-20
Jun-20	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	1	2	3	4	5	6	7	8	9	Jul-20
Jul-20	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	1	2	3	4	5	6	7	8	9	10	Aug-20
Aug-20	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	1	2	3	4	5	6	7	8	9	10	11	Sep-20
Sep-20	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	1	2	3	4	5	6	7	8	9	10	11	12	13	Oct-20
Oct-20	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	1	2	3	4	5	6	7	8	9	10	11	12	13	14	Nov-20
Nov-20	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	Dec-20
Dec-20	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	1																	Jan-21

SHIFT SCHEDULE 2021

Days	A	A	B	B	C	C	D	D	A	A	B	B	C	C	D	D	A	A	B	B	C	C	D	D	A	A	B	B	C	C	D	D	Days
Nights	D	D	A	A	B	B	C	C	D	D	A	A	B	B	C	C	D	D	A	A	B	B	C	C	D	D	A	A	B	B	C	C	Nights
Jan-21	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	1	2	Feb-21
Feb-21	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	26	27	28	1	2	3	4	5	6	7	Mar-21
Mar-21	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	1	2	3	4	5	6	7	8	Apr-21
Apr-21	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	1	2	3	4	5	6	7	8	9	10	May-21
May-21	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	1	2	3	4	5	6	7	8	9	10	11	Jun-21
Jun-21	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	1	2	3	4	5	6	7	8	9	10	11	12	13	Jul-21
Jul-21	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	1	2	3	4	5	6	7	8	9	10	11	12	13	14	Aug-21
Aug-21	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	Sep-21
Sep-21	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	Oct-21
Oct-21	18	19	20	21	22	23	24	25	26	27	28	29	30	31	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	Nov-21
Nov-21	19	20	21	22	23	24	25	26	27	28	29	30	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	Dec-21
Dec-21	21	22	23	24	25	26	27	28	29	30	31	1	2	3	4	5																	Jan-22