

COLLECTIVE AGREEMENT

Between

PHILIPS LIGHTING CANADA LTD.
(the “Company” or “Employer”)

AND

UNIFOR LOCAL 114
(the “Union”)



June 1, 2017 – April 30, 2020

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ARTICLE 1 – RECOGNITION

1.1 Bargaining Recognition

The Company recognizes the Union as the exclusive bargaining agency for its employees as defined in **Clause 1.2** of this agreement, for the purposes of concluding an agreement providing for rates of pay, hours of work and other conditions of employment with the Company.

1.2 Bargaining Unit Defined

The term "employee" under this agreement shall include all employees of the Company employed at its operations as per the bargaining certificate at Langley, British Columbia, who are covered by the terms of this agreement.

1.3 Bargaining Unit Work

Employees whose regular jobs are not in the bargaining unit shall not work on any jobs in the bargaining unit except for the purposes of training and instruction, the testing of new products or processes, or business emergencies of short duration provided no bargaining unit employee is displaced from their regular job by reason of the use of non-bargaining unit personnel. An emergency is defined as "an unforeseen or unexpected circumstance or a combination of circumstances which calls for immediate action in a situation which is out of the Employer's control. This **Clause 1.3** is not intended to interfere with the normal or customary work of Company foremen or supervisors as it relates to bargaining unit functions.

1.4 No Other Agreement

No employee shall be required or permitted to make a written or oral agreement with the Company which may conflict with the terms of this agreement.

ARTICLE 2 – RESERVATIONS TO MANAGEMENT

2.1 Management Rights

The Union recognizes the right of the Company to manage its business, including the right to assign and discipline (for just and reasonable cause) any employee, the right to determine the methods of production and the products to be produced, the right to make and alter reasonable rules and regulations to be observed by the employees, and all other management rights not specified are reserved to the Company except where such rights are expressly modified by the terms of this agreement.

ARTICLE 3 - UNION SECURITY

3.1 Union Dues Deductions

(a) Deductions Forwarded

The Company agrees to deduct once each month, from the earnings of each employee covered by this Agreement such sum by way of monthly dues, fines and assessments or their equivalent, as may be fixed by the Local Union. The total amount so deducted, with an itemized statement of same in duplicate, shall be forwarded to the Union, prior to the fifth (5th) day of the month, immediately following in the manner provided for in **Sub-Section (b)** hereof.

(b) Cheques Made Out to Local

Cheques shall be made payable to the Local Union Secretary-Treasurer and forwarded to the Local Union.

(c) New Employees

All new employees will be required to join the Union as a condition of employment and will be required to complete the Union membership Application Form and Dues Check-off procedures at the point of hiring. The Company shall return the completed membership forms to the Union with the next regular dues check-off. A new employee will be introduced to their respective shop steward within the first week of employment.

3.2 Union Membership

As a condition of employment, each employee in the bargaining unit must maintain membership in good standing in the Union, and each employee shall be required to sign the prescribed authorization form, authorizing the Company to implement the provisions of **Section 3.1 (a)** above, with dues deductions to commence in the month of employment in accordance with local union bylaws.

3.3 Access to Company Premises

The Union Representative(s) shall be allowed access to the Company's premises during the luncheon period on routine matters and for quarterly visits. When it is necessary to hold a meeting or to enter the premises at any other time than the luncheon period, with the exception of posting Union notices, permission shall be first obtained from the Management.

3.4 Shop Steward Recognition

The Union shall notify the Employer of the names of all Shop Stewards. The Employer shall allow reasonable time off during working hours (which will not be unreasonably denied) for the purposes of investigation and discussion of submitted grievances, or issues which may become grievances. Such time will not unduly disrupt the work of the Shop Steward or the members/employees involved.

When the Company finds it necessary to layoff or discharge a Shop Steward the Union shall be notified prior to such layoff or discharge. In the case of a layoff, the Company agrees to give notice to the Union as described in **Clause 12.4**.

Ordinarily no more than three (3) Shop Stewards at a time will attend meetings in the workplace with Union representatives unless otherwise agreed upon by the Company.

3.5 No Discrimination for Union Activity

The Company or person acting on its behalf shall not discharge, suspend, transfer, layoff or otherwise discipline an employee, or discriminate against a person in regard to employment or a condition of employment because of that person's lawful activity in the Union.

3.6 Bulletin Boards

The Union will have the exclusive use of two (2) bulletin board(s), one in the lunchroom and one near the washrooms, provided by the Company, for the purpose of posting official Union notices which may be of interest to Union members. All such material may be posted only upon the authority of the Executive Committee of the Union.

3.7 Address and Phone Lists

The Company agrees to provide the Union with a complete employee list of names, address and telephone numbers (and email addresses if applicable) every three (3) months by request. Changes to these will be noted and provided to the Union on a monthly basis. It is understood that the Company shall not supply unlisted telephone numbers without prior approval of the affected employee. It is the responsibility of employees to update their contact information into the system by contacting Philips HR Services at 1-888-558-6471 or at HRServices.NA@philips.com.

3.8 Paid Education Leave

- (a) The Company agrees to pay into a special fund three cents (3¢) per hour per employee for all hours worked, statutory holidays and vacation hours taken for the purpose of providing paid education leave. Such leave shall be for upgrading

the employee skills in all aspects of trade union functions. Payments should be made on a quarterly basis into a trust fund established by the National Union, Unifor, effective from date of ratification. Cheques shall be made payable to:

Unifor Leadership Training Fund
Unifor
205 Placer Court
Willowdale, ON M2H 3H9

- (b) The Company further agrees a maximum of ten (10) members (unless otherwise agreed by the Employer), selected by the Union to attend such courses, shall be granted a leave of absence without pay for up to twenty (20) days class time, plus travel time where necessary, said leave of absence to be intermittent over a twelve (12) month period from the first day of leave. Employees on said leave of absence shall continue to accrue seniority and benefits during such leave. In no event, shall more than five percent (5%) of a department or one (1) person, whichever is greater, at any one time per shift, be absent from work for such courses. For the purposes of this Section, the departments are identified in Section 6.2 (f).

All such leaves of absence shall be subject to the prior written consent of the Company, which will not be unreasonably withheld.

3.9 Social Justice Fund

- (a) The purpose of this fund would be to provide financial assistance to such entities as food banks, registered Canadian charities, and international relief measures to assist the innocent victims of droughts, famines and other dislocations.
- (b) Subject to the following conditions, the Company will make quarterly contributions to such a fund equal to one cent (1¢) for each straight time hour worked.
- (c) The Company will make these quarterly payments provided that:
- (i) The Union maintains the fund as a non-profit corporation under the Canada Corporations Act, and ensures that all necessary steps are taken to maintain the corporation in proper legal standing and that all requirements of the Act are met.
 - (ii) The Union maintains the registration of the non-profit corporation under the Income Tax Act of Canada in good standing.

- (iii) The Union maintains a favourable Income Tax Ruling from the federal Department of National Revenue that all contributions which the Company makes to the non-profit corporation are tax deductible.
- (iv) The Union provides the Company with annual audited financial statements of, and summaries of each year's donations made by the non-profit corporation.
- (v) The objects, by-laws and resolutions of this non-profit corporation should limit it to making the following types of financial contributions:
 - (1) contributions to other Canadian non-partisan charities that are registered under the Income Tax Act;
 - (2) contributions to non-partisan international relief efforts that are recognized by the Canadian International Development Agency (CIDA), or any successor body that performs like functions;
 - (3) contributions to any Canadian or international non-partisan efforts to which other Canadian charities that are registered under the Income Tax Act are also making contributions;
 - (4) contributions to any non-governmental and non-partisan development group recognized by CIDA and registered as a charity under the Income Tax Act.

3.10 Disclosure of Personal Information to the Union

- (a) Both parties recognize that in order to fulfill its obligations as the exclusive bargaining agent for members of the bargaining unit, the Union may require the disclosure by the Employer of personal employee information. As such, the Employer agrees to release the required information to the Union on the understanding that it will be relevant to a specific issue or grievance covered by the terms of this Collective Agreement. Release by the Employer of personal health information shall require the employee's prior written authorization.
- (b) The Union agrees that it will use such information for the sole purpose of carrying out its duties and obligations as a representative of the employees and that it will use and maintain the information in a manner consistent with the Union's internal privacy policy and any applicable legislation. The Union further agrees to hold the Employer harmless against any claim which may arise in complying with the requirements of this **Clause**.

3.11 Picket Line

Employees covered by this agreement shall have the right to refuse to cross a lawful picket line.

ARTICLE 4 - HOURS OF WORK

4.1 (a) Current Hours of Work

The Union recognizes that the Company operates a variety of shift schedules that are designed to average eighty (80) straight time hours over a two week period.

Any other shift schedules the Company wishes to implement are subject to the mutual agreement of the Union, which agreement shall not be unreasonably withheld.

Hours of Work:

Shift 1 – Sun – Thurs: 11:15 p.m. to 6:45 a.m.

(7.5 hrs. – paid for 8 with 1 -15 min & 1 – 30 min. paid break)

Shift 2 – Mon – Fri: 6:45 a.m. to 3:15 p.m.

(8.5 hrs. paid for 8 with 2 – 15 min. paid breaks)

Shift 3 – Mon – Fri: 3:15 p.m. to 11:45 p.m.

(8.5 hrs. paid for 8 with 2 – 15 min. paid breaks)

Shift 4 – Mon – Fri: 3:15 p.m. to 11:15 p.m.

(8 hrs. – paid for 8 with 1 – 15 min. & 1 – 30 – min. paid break)

Shift 5 – Fri – Mon: 6:45 a.m. to 4:45 p.m.

(10 hrs. – paid for 10 with 2 – 30 min. paid breaks)

Shift 6 – Fri – Mon: 4:45 p.m. to 2:45 a.m.

(10 hrs. – paid for 10 with 2 – 30 min. paid breaks)

The Company agrees that when running both shifts 1 & 2, the afternoon shift 3 will revert to shift 4.

Starting and stopping times may be varied by the Company by one (1) hour.

The Company has the right to change an individual's shift schedules, including starting and stopping times upon notice to the employees affected of a minimum of 72 hours.

No shift schedule shall be construed as providing any guarantee of hours of work per day, days of work per week, or weeks of work per month or year.

The Company agrees to provide the Union with 10 working days' notice of intent to implement the 10-hour shift and further agrees to fill the vacancies in the following manner:

- Request for volunteers
- New hires if required
- Job posting if required
- Assignment by reverse seniority by classification provided the employee(s) has the specific skill set to fulfill the requirements of the job.

All assignments to weekend shifts, including volunteers, are subject to qualifications as set out in **Clause 13.2**.

A ten hour day shall be the basis for calculating statutory holidays and sick leave which occur while employees are working a ten hour shift.

(b) Weekend Shift

The number of employees assigned to a weekend shift shall be limited to two (2) per classification. The number of employees working on a weekend shift shall be limited to six (6) per department. The number of employees assigned or working on a weekend shift may be changed by mutual agreement between the Company and the Union, which agreement shall not be unreasonably withheld.

4.2 Lunch Breaks

All Monday to Friday day shift times are exclusive of a one-half hour unpaid lunch period and no employee shall work his/her designated lunch period of one-half hour. The start of lunch period may be varied by mutual agreement between the Company and the employees.

4.3 Cleanup Time

Prior to the end of their shift, employees will be given time to clean up their work area as instructed by the Employer. Employees will remain at their work station unless otherwise permitted by the Employer.

4.4 Rest Periods

Excluding shifts described in **Clause 4.1(a)**, the Company agrees to grant all employees covered by this agreement two fifteen minute paid rest periods each day during their shift.

4.5 Premiums and Weekend Shift Premium

An employee will only be permitted to change his or her shift with the prior written consent of the Company on the terms and conditions of that consent. The current shift premiums of sixty cents (\$0.60) per hour for afternoon shifts and one dollar (\$1.00) per hour for night shifts shall be maintained during the life of this agreement.

The appropriate shift premium for weekend shift work shall be the premium rate to which a majority of the scheduled shift hours applies.

ARTICLE 5 - OVERTIME

5.1 Definition of Overtime

Time worked outside of an employee's daily or weekly scheduled hours shall be considered overtime, except where an employee commences his daily work later than their normally scheduled starting time in which case the entitlement to daily overtime shall be calculated from the time the employee actually started work, or where an employee has not worked forty (40) hours in a week or eighty (80) hours in a two (2) week period, excluding any daily overtime.

5.2 Overtime Rates

- (a) The Employer must pay an employee who works over eight (8) hours in a day:
 - (i) one and one-half times ($1\frac{1}{2}x$) the employee's regular wage for the time over eight (8) hours, and
 - (ii) double (2x) the employee's regular wage for any time over twelve (12) hours
- (b) The Employer must pay an employee who works over forty (40) hours a week one and one-half times ($1\frac{1}{2}x$) the employee's regular wage for the time over forty (40) hours.

- (c) Paid time off will be counted as time worked for the purposes of calculating overtime.

5.3 Overtime Voluntary

Overtime is voluntary on individual basis provided that if overtime work is necessary and senior employees decline the opportunity, the Company shall be entitled to assign the overtime work to qualified junior employees.

5.4 Calculation of Overtime

Any shift pay differential shall not be pyramided with the rate of pay for the calculation of overtime.

5.5 Overtime Meal and Rest Periods

- (a) Employee(s) requested to work overtime prior to and/or at the end of their regular shift shall receive a ten (10) minute rest break at the end of their regular shift provided the total overtime worked exceeds one and a half (1.5) hours in a day.
- (b) Employee(s) requested to work more than two (2) hours overtime shall be given one-half (1/2) hour on Company time to eat a meal provided by the Company.

5.6 Overtime Distribution

- (a) The Company agrees that opportunities for overtime shall be distributed as equitably, as possible, in seniority order, on a rotation basis, amongst qualified employees in a particular department where practical, it being understood that overtime may be assigned as provided for in **Clause 5.3**.
- (b) Overtime opportunities shall be based on the overtime sign-up sheets that are posted in at designated locations. Employer will endeavor to give reasonable notice of overtime opportunities and when possible by 2pm.
- (c) Employee(s) who agree to work the offered overtime will be required to work the overtime.
- (d) In the event the overtime requirements cannot be filled within the Department, the Company shall offer the overtime to the senior qualified employee(s) who have indicated, in writing, in advance, their availability to work overtime.

5.7 Payment for Overtime and Work on Paid and Statutory Holidays

Employees entitled to payment for overtime or for working on statutory holidays may choose to be compensated in cash or equivalent time off for any period of overtime worked, and further provided that the scheduling of time off will be by mutual agreement and taken within a three (3) month period of the overtime being worked.

5.8 Banking of Overtime

At the written request of an employee, the Employer shall establish a time bank for the employee and credit the employee's overtime wages to the time bank instead of paying them to the employee on his/her regular paycheque.

- (a) Overtime wages must be credited to a time bank at the rates required under **Clause 5.2**.
- (b) If a time bank is established, the employee may at any time request the employer to do one or more of the following:
 - (i) pay the employee all or part of the overtime wages credited to the time bank;
 - (ii) allow the employee to use the credited overtime wages to take time off with pay at a time agreed by the employer and the employee;
 - (iii) close the time bank.
 - The Employer may close an employee's time bank after one month's written notice to the employee.
 - Within six (6) months of closing an employee's time bank under (iii), the Employer must do one of the following:
 - pay the employee all of the overtime wages credited to the time bank at the time it was closed;
 - allow the employee to use the credited overtime wages to take time off with pay;
 - pay the employee for part of the overtime wages credited to the time bank at the time it was closed and allow the employee to use the remainder of the credited overtime wages to take time off with pay.

ARTICLE 6 - VACATIONS

6.1 Entitlement and Percentage

Vacation entitlement is based on years/days of service as of December 31st, calculated from the employee's most recent start date.

For New Employees with less than one year of service, vacation entitlement and pay shall be granted in accordance with the following formula:

1 day per month of completed service to a maximum of 10 days at 4% of gross earnings for the calendar year.

For employees with over one (1) year service, vacation entitlement and pay shall be granted in accordance with the following formula:

1 to 3 years of completed service: 2 weeks vacation at 4% of gross earnings of the previous calendar year.

4 to 8 years of completed service: 3 weeks vacation at 6% of gross earnings of the previous calendar year.

9 to 19 years of completed service: 4 weeks vacation at 8% of gross earnings of the previous calendar year.

20 (plus) years of completed service: 5 weeks vacation at 10% of gross earnings of the previous calendar year.

6.2 Vacation Scheduling Preference by Seniority

- (a) Each calendar year the Employer shall post the vacation planner no later than February 15th.
- (b) Employees, within their department and classification shall have preference in respect to annual vacations in accordance with seniority, subject to the requirements of the business, provided they apply for their vacation in writing before March 31st of each year for vacation requested between April 1st and December 31st. The Employer shall post the approved vacation schedule no later than April 30th.
- (c) Where vacation requests are submitted for time off in January, February, March and/or April or where they are submitted after March 31st, they will be granted on a first come, first serve basis and the Employer shall post on the vacation schedule

within fourteen (14) calendar days as to whether or not the request has been approved.

- (d) Once a vacation request has been approved it will not be altered except upon mutual agreement.
- (e) The vacation schedule planner shall indicate any limitations as to when vacations can be taken and the number of employees permitted off in any given classification or department. Specifically, employees can only be scheduled a total of four (4) consecutive weeks during the peak periods of July, August and December.
- (f) With regards to the administration of (b) and (e) above, employees shall bid for vacation within the following departments or sub-departments:

Final Assembly	Fabrication
Paint	Sub-assembly
Shipping	Packing
Material Handling	Sheet Metal

6.3 Divided Vacations

Where employees divide their vacation time into more than one period, seniority will govern in scheduling with respect to first choices, first, second choices, second etc.

6.4 Vacation Displaced by Disability

Where during his/her vacation an employee is verifiably ill or injured, he/she shall be entitled to take his/her vacation with pay or the portion thereof that has been displaced at another time or at the conclusion of his/her period of convalescence. When an illness or injury occurs during an employee's vacation the Employer shall be notified as soon as is reasonably possible.

6.5 Vacation on Statutory and Paid Holidays

Should a Statutory or Paid Holiday occur on a normal work day while an employee is on annual vacation, he/she shall receive an additional day off with pay or, alternatively, a day's pay in lieu thereof.

6.6 Requirement to Take Vacation

No vacation pay will be paid for vacations not taken unless arranged in accordance with **Clauses 6.7, 6.8 and 6.9.**

6.7 Vacation Pay on Termination

An employee who leaves the employ of the Company shall be paid vacation pay on severance for any vacation pay outstanding in accordance with **Clause 6.1**.

6.8 Vacation Carry Over

- (a) New employees with less than six (6) months completed service as of December 31st shall receive vacation pursuant to **Clause 6.1** (3rd paragraph).
- (b) Effective January 1st, 2015, all employees eligible for two (2) weeks or more vacation must take a minimum of two (2) weeks' vacation each vacation year. Employees with more than two (2) weeks' vacation entitlement may carry over up to three (3) weeks' vacation, which must be scheduled as per **Clause 6.2** and taken by the end of the following vacation year.
- (c) All carried over vacation must be scheduled prior to or at the same time as current vacation.

6.9 Payment of Vacation Pay

Vacation pay required by this Agreement will only be paid out on the normal payroll date applicable when the vacation time is taken and will be determined based on the vacation benefit accrued and the time period taken as vacation.

In the event that an employee presents a case of verifiable hardship, the Company will make reasonable efforts to prepay accrued vacation pay to an employee prior to the employee taking a vacation.

ARTICLE 7 - STATUTORY AND PAID HOLIDAYS

7.1 Holidays Designated

All employees shall receive the following Statutory and Paid Holidays with pay at their regular straight time rate. The designated days shall be:

New Years' Day	Labour Day
Family Day	Thanksgiving Day
Good Friday	Remembrance Day
Easter Monday	Christmas Day
Victoria Day	Boxing Day
Canada Day	
B.C. Day	

in addition to any other day proclaimed by the Provincial or Federal Government.

7.2 Eligibility

- (a) For an employee to be eligible for any Statutory and Paid Holiday pay he/she must have been employed by the Employer for at least thirty (30) calendar days prior to the holiday and must work his/her recognized work day immediately before and immediately after the holiday unless he/she has been approved for authorized leave at least two (2) working days prior to the statutory holiday or on layoff within fourteen (14) days of the said holiday.
- (b) Where a statutory or paid holiday falls during an employee's vacation, the last day of work prior to the start of the vacation and the first day back from vacation shall be deemed to be the day immediately before and immediately after the holiday.

7.3 Statutory Holiday Pay and Calculation

(a) Working on a Holiday

An employee who works on a Statutory Holiday, shall be paid one and one-half ($1\frac{1}{2}$ x) times his/her normal wage rate for any hours worked, up to eleven (11) hours and double time (2 x) for any hours worked over eleven (11) hours, in addition to a day's pay in following with (b) below.

(b) Falling on Day Off

Employees shall receive another day off with pay for any Statutory or Paid Holiday that falls on their regular day off, pursuant to the following:

- (i) if the employee has a regular schedule of hours and the employee has worked or earned wages for at least fifteen (15) of the last thirty (30) days before the holiday, the same amount as if the employee had worked regular hours on the day off;
- (ii) for employees who do not have a regular schedule of hours and who have worked at least fifteen (15) of the last thirty (30) days before a holiday, by dividing the employee's total wages, excluding overtime wages, for the thirty (30) day period by the number of days worked;
- (iii) for employees who have worked less than fifteen (15) of the last thirty (30) days before a holiday, by dividing the employee's total wages, excluding overtime wages, for the thirty (30) day period by fifteen (15).

7.4 Employees on Flexible Shift Schedule

For employees on a flexible schedule, in any pay period where statutory holiday pay results in less than eighty (80) hours pay, the employee shall receive eighty (80) hours straight time pay.

ARTICLE 8 - GRIEVANCE PROCEDURE

8.1 Procedure

Any difference concerning the interpretation, application, administration or alleged violation of the provisions of this agreement which cannot be resolved between the employee and his or her immediate supervisor, with or without the assistance of a shop steward, shall be addressed in the following manner:

- (a) Step 1 The employee concerned or his/her grievance representative may submit a grievance in writing to the Supervisor or his/her designate within fourteen (14) calendar days of the knowledge of the circumstances giving rise to the grievance. The parties shall meet as soon as possible to discuss the grievance. The Manager or his/her designate shall render his/her decision within ten (10) calendar days after the grievance meeting at this step.
- (b) Step 2 Failing settlement at Step 1, the Union's grievance representative may submit the grievance to the Manufacturing Manager or his/her designate within seven (7) calendar days of the Manager's answer at Step 1. The parties shall meet as soon as possible to discuss the grievance. The Manufacturing Manager or his/her designate shall render his/her decision within seven (7) calendar days after the grievance meeting at this step.
- (c) Step 3 Failing satisfactory settlement at Step 2, the Union may refer the matter to arbitration. Such reference must occur within thirty (30) calendar days of the receipt of the Step 2 answer.

8.2 Group, Policy, Suspension or Discharge Grievances

Group, policy, suspension or discharge grievances shall be admitted at Step 2 of the Grievance Procedure.

8.3 Grievor's Right to be Present

The grievor may elect to be present at any stage of the Grievance Procedure. In respect of group grievances, a maximum of three (3) grievors shall be appointed to attend any grievance meetings on behalf of the group.

8.4 Technical Errors or Omissions

No technical error or omission will render a Grievance inarbitrable.

8.5 Time to Process Grievance

It is agreed by the parties that adhering to the time limits in this procedure are mutually important for the order resolution of grievances, and time limits may only be waived by agreement, such agreement to be confirmed in writing. Time limits not adhered to may subject any grievance to a claim of abandonment by the Company.

ARTICLE 9 - ARBITRATION

9.1 Procedure

Any grievance arising out of this agreement which cannot be settled by the Company and the Union, under the grievance procedure as per Article 8 of this agreement, shall be determined in the following manner:

(a) **Single Arbitrator Selection**

The Parties agree that a single arbitrator shall be used as provided for in the Labour Relations Code. The Company and the Union shall make every effort to agree on the selection of the arbitrator within ten (10) working days after the party requesting arbitration has delivered written notice, as required in **Article 1**.

(b) **Failure to Agree**

In the event that the Parties fail to agree on the choice of the arbitrator, they shall forthwith request the Minister of Labour of B.C. to appoint an arbitrator.

(c) **Arbitrator**

The arbitrator shall hear the Parties, and make his/her award within fifteen (15) days from the day of the hearing. This time limit may be extended by the mutual agreement of the Parties.

(d) Decision Final and Binding

The decision of the arbitrator shall be final and binding on both Parties.

(e) Costs

Each Party shall bear half (1/2) the cost of the arbitrator.

(f) Powers of Arbitrator

The arbitrator shall not be vested with power to change, modify or alter any of the terms of this contract.

ARTICLE 10 - DISCIPLINE

10.1 Just Cause

The Company agrees that an employee bound by this Agreement may only be disciplined for just and reasonable cause.

10.2 Right to Representation

The Company agrees that if the Company chooses to implement written discipline, suspension or discharge on an employee, a Shop Steward shall be present.

10.3 Employee and Union Advised of Complaint

No complaint shall be recorded against an employee nor may be used against him/her at any time unless said employee and the Union are advised accordingly in writing within ten (10) working days of the Company's knowledge of the incident or occurrence, giving rise to the complaint.

10.4 Access to Personnel File

The Company agrees that an employee shall have access to view his/her personnel file not more frequently than six (6) months intervals, or for the purpose of processing a grievance or arbitration.

10.5 Signing not Agreement

Whenever an employee signs a document pertaining to discipline, he/she does so only to acknowledge that he/she has been notified accordingly.

ARTICLE 11 - SAFETY

11.1 Safety, Health And Environment Responsibility

- (a) It is the responsibility of the Company to make adequate provision for the safety and health of employees during the hours of their employment and for the protection of the environment. Employees will be expected to observe established safety and environmental regulations and, to immediately report unsafe or environmentally harmful conditions, equipment, or practices to the Manager, who shall arrange to correct the problem as soon as possible. The Company and its employees shall comply with the Workers' Compensation act and its Regulations, the Workplace Act, the Occupational environment Regulations and applicable environmental statutes and regulations.

It is the responsibility of the Company and its employees to notify the appropriate authorities if there is a release of hazardous substances to the air, earth or water systems. No employee may be disciplined for such notification, provided that the Company and the Health, Safety and Environment Committee have first been notified.

- (b) The Company and the Union recognize that the Workers' Compensation Act and the Workplace Act and their regulations in effect on the date of signing of this Agreement.

11.2 Health, Safety And Environment Committee

- (a) The Union Health and Safety Committee consisting of up to three (3) members shall meet with a Company representative or representatives not less frequently than once a month. Should less than three (3) members be available for the meeting, it may proceed by mutual consent. A Chairperson and a Secretary shall be elected from and by the members of the Committee. When the Chairperson is a Company member, the Secretary shall be a Union member and vice-versa.
- (b) The Committee shall assist in creating a safe place to work, shall recommend actions which will improve the effectiveness of the Health, Safety and Environmental program, and shall promote compliance with applicable government regulations. The Company agrees to provide detailed reasons for not implementing any Committee recommendations. Without limiting the generality of the foregoing, the Committee shall:

- (i) At least once a month, inspect all places of employment including buildings, structures, grounds, excavations, tools, equipment, machinery and work methods and practices.
- (ii) Appoint a Union Committee member and a Company Committee member to investigate every injury or near-miss which involved or would have involved a worker going to a doctor or hospital.
- (iii) Recommend measures required to correct hazardous conditions and to attain compliance with applicable government regulations.
- (iv) Consider recommendations from the workforce in respect to industrial health, safety and environmental matters and recommend implementation where warranted.
- (v) Review reports of current accidents or industrial diseases, their causes and means of prevention, and remedial action taken or required.
- (vi) Minutes of such meetings, signed by the Chairperson and Secretary, shall be posted on all bulletin boards, given to Committee members and forwarded to the Local and National Union office.
- (vii) With the consent of the Company, Union staff or Union health and safety advisors shall be permitted to attend Committee meetings on the request of any member of the Committee (where they shall have voice but no vote).
- (viii) Every injury or near miss which involved or would have involved the worker going to a doctor or hospital must be investigated. A Union committee member and an Employer committee member shall investigate the accident. The appropriate governmental inspection agency shall be notified immediately after the accident. Accident investigation reports shall contain:
 - (1) the place, date and time of the accident;
 - (2) the names and job titles of persons injured, if applicable;
 - (3) the names of witnesses;
 - (4) a brief description of the accident;
 - (5) a statement of the sequence of events which preceded the accident;
 - (6) the identification of any unsafe condition, acts or procedures which contributed in any manner to the accident;
 - (7) recommended corrective actions to prevent similar occurrences;
 - (8) the names of the person who investigated the accident.

11.3 Injured Worker Provisions

- (a) An employee who is injured during working hours and who is required to leave for treatment shall immediately go for treatment at the emergency department of a local hospital, his or her personal physician or a walk-in clinic. The employee shall have the attending physician complete the documents required by the Company from time to time including the Light Duties Restriction form and shall make every effort to return the documentation to the Company by the next business day. The Company will pay any fees incurred by the employee for completion of the required Company documents.
- (b) An employee who is injured during working hours and who is required to leave for treatment as a result of such injury shall receive payment for the remainder of the shift at his/her regular rate of pay.
- (c) Such employee shall be provided with transportation to his/her doctor's or hospital and to his/her home.
- (d) An employee who was injured at work shall receive pay for time spent for further medical treatment of the injury during regularly scheduled working hours, subsequent to his/her return to work.

11.4 First Aid Attendants

Designated first aid attendants shall receive a premium of one dollar and fifty cents (\$1.50) per hour. The Company agrees to pay for time off for designated first aid attendants to renew their first aid ticket. An employee who fails the course will not be paid for time off to take the course again.

11.5 Workers' Compensation Board

In the event the Company protests an employee's claim for Workers' Compensation the Company agrees to immediately advise the National Representative in writing with an outline of the reasons for the protests and copies of any correspondence to the Workers' Compensation Board regarding the protest.

11.6 Disclosure of Information

- (a) The Company shall provide the Union and the Committee with written information which identifies all the biological agents, compounds, substances, by-products and physical hazards associated with the work environment. This information shall include but not be limited to the chemical breakdown of trade name descriptions, relevant information of potential hazards, results of testing to

determine levels of contamination, maximum allowable exposure levels, precautions to be taken, symptoms, medical treatment and antidotes.

- (b) The Company shall provide the Committee with the material safety data sheets of all new substances and processes introduced in the plant.

11.7 Confidentiality

The Company shall not reveal any health information in its possession concerning an employee to any third party unless required by law or without the consent of the employee on each occasion the health information is requested.

11.8 Working Alone

No employee will be required to work alone in the plant on any shift.

11.9 Safety Seminars

When the Company approves the attendance of both Company and Union safety representatives at a health and safety seminar sponsored by a government agency, such attendance shall be considered paid time off. The Company is not obliged to send the whole Committee to such seminars.

11.10 Disability Accommodation

The Company agrees to make a reasonable effort, up to an undue hardship, to provide any employee who suffers a permanent disability while on the job with a suitable job, if such is available. The Company is not obliged to create a job for such employees. Seniority may be waived by mutual agreement in certain circumstances to accommodate the disabled employee.

11.11 Right to Refuse Unsafe Work

- (a) A person must not carry out or cause to be carried out any work process or operate or cause to be operated any tool, appliance or equipment if that person has reasonable cause to believe that to do so would create an undue hazard to the health and safety of any person.
- (b) A worker who refuses to carry out a work process or operate a tool, appliance or equipment pursuant to (a) above must immediately report the circumstances of the unsafe condition to his or her supervisor or employer.
- (c) A supervisor or employer receiving a report made under (b) above must immediately investigate the matter and;

- (i) ensure that any unsafe condition is remedied without delay, or
 - (ii) if in his or her opinion the report is not valid, must so inform the person who made the report.
- (d) If the procedure under (c) above does not resolve the matter and the worker continues to refuse to carry out the work process or operate the tool, appliance or equipment, the supervisor or employer must investigate the matter in the presence of the worker who made the report and in the presence of;
- (i) a worker member of the joint committee,
 - (ii) a worker who is selected by a trade union representing the worker, or
 - (iii) any other reasonably available worker selected by the worker.
- (e) If the investigation under (d) above does not resolve the matter and the worker continues to refuse to carry out the work process or operate the tool, appliance or equipment, both the supervisor, or the employer, and the worker must immediately notify a WorkSafe officer, who must investigate the matter without undue delay and issue whatever orders are deemed necessary.
- (f) Temporary assignment to alternative work at no loss of pay to the worker until the matter is resolved is deemed not to constitute disciplinary action.
- (g) No Disciplinary Action

No employee shall be ordered or permitted to work on a job which another worker has refused, until the matter is investigated by the Health and Safety Committee and satisfactorily settled.

ARTICLE 12 - SENIORITY

12.1 Definition

The seniority of each employee covered with this agreement shall be their length of continuous employment with the Company from their most recent start date as a permanent employee.

12.2 Probationary Period

- (a) Newly hired employees shall have a probationary period of sixty-six (66) days worked (partial days worked count as full days) and their seniority shall be

established and backdated to his/her start date within the bargaining unit upon successful completion of the probationary period. It is recognized by the parties that the period of probation is to determine the suitability of an employee to be seniority rated and a lesser standard of cause for termination of employment than applies to a seniority rated employee shall prevail. The probationary period may be extended by mutual agreement.

- (b) If a probationary employee is laid-off and recalled within three (3) calendar months, any days previously worked shall count towards his/her probationary period.

12.3 Seniority Cancelled

Seniority standing will be cancelled and employment terminated if an employee:

- (a) voluntarily leaves the employ of the Company;
- (b) overstays an authorized leave of absence except with the permission of the Company;
- (c) is discharged for cause, including non-culpable cause, and not reinstated under the terms of this agreement;
- (d) is recalled to work and does not report within three (3) working days of the delivery of written notice to return to work by registered mail at the employee's last known address, or fails to pick up the notice sent by registered mail after two (2) attempts by the post office to deliver the registered mail, except for reasons outside the employee's control;
- (e) is absent due to lay off in excess of the following:
 - (i) employees with less than one year seniority – six (6) months;
 - (ii) employees with one year seniority but less than two years seniority – nine (9) months;
 - (iii) employees with two (2) or more years seniority – twelve (12) months;
- (f) is outside the bargaining unit in the employ of the Company for more than one (1) year;
- (g) is on layoff and in receipt of severance pay pursuant to **Clause 12.6(b)**.

12.4 Notice of Layoff

- (a) Employees that have successfully completed their probation shall be given two (2) weeks' notice of a lay-off or pay in lieu of the two (2) weeks' notice (or portion thereof) not given.
- (b) The above notice does not apply where a layoff is caused by events beyond the control of the Company such as fire, explosion, power outage, weather, etc.

12.5 Lay Off Procedure

- (a) When a layoff becomes necessary probationary employees shall be laid off first; thereafter employees shall be laid off in accordance with their seniority provided the remaining employees have the qualifications and ability to do the work available; or the Company and the Union may confer and mutually agree upon a plan for the equitable distribution and sharing of the available work. The Chief Shop Steward shall receive the names of employees to whom lay-off notices are issued at the time they are issued to employees.
- (b) Records of employment will be issued seven days following employees last pay period and automatically sent to Service Canada.

12.6 Alternatives to Layoff

- (a) Bumping (Layoff Only)
 - (i) To avoid lay-off an employee shall be permitted to bump to a position for which he/she has the seniority, has occupied the position within the past three (3) years and has ability to do the available work in that classification, provided always that the employee displaced is the most junior employee in that classification.
 - (ii) The employee shall be paid the applicable rate of pay for the position which he/she has bumped to.
 - (iii) When an employee is given notice of lay-off and options to bump, he/she must first bump within his/her classification, then within his/her department then outside into another department. Employees shall be given a maximum of two (2) choices as to where to bump and shall only option the 2nd choice if unsuccessful in qualifying for his/her 1st choice.
 - (iv) For each bump, an employee shall be given one (1) hour of orientation and instruction and a further one (1) hour in which to demonstrate that he/she has the minimum qualifications and ability to successfully perform the work. A Shop Steward, in consultation with the affected employee, may be

present to observe the orientation and instruction period. The orientation and instruction must be relevant to the position the employee is bumping to.

- (v) The above clauses shall apply regardless of whether the bumping employee remains within their department.

(b) Severance Pay

Employees may, after ninety (90) calendar days of lay-off but not more than one hundred and twenty days (120) calendar days of lay-off, upon written request elect to forgo all recall rights in which case employees shall be entitled to severance pay in the amount of one (1) week's pay for each completed year of service up to a maximum of six (6) week's pay. This severance pay is separate from and on top of what is provided for in **Clause 12.4**. Employees that option to take severance pay shall be considered to have resigned their employment and shall lose all of their seniority.

12.7 No Hiring During Lay Off

Subject to extenuating circumstances, new employees will not be hired in a classification while employees in the same classification are on layoff nor will any employees be transferred into a classification where there are employees on lay-off.

12.8 Recall Procedure

- (a) Laid off employees shall be recalled in accordance with their seniority, provided they are qualified to immediately do the work available. Employees will be notified of recall by telephone or other type of message which will be confirmed by registered mail. An employee being recalled must return to work as soon as reasonably possible after the first notice of recall, as described above, but no longer than three (3) working days after receipt of the registered notice, at the last known address, or after he or she fails to pick up the notice sent by registered mail after two (2) attempts by the post office to deliver the registered mail, except for reasons outside the employee's control. A copy of the notice will be given to the Shop Steward and the Union office.
- (b) Recalled employees will be credited with the seniority they had at the date of layoff in accordance with **Clauses 12.1 and 12.3**.
- (c) It is the responsibility of laid off employees to keep the Company informed of their current address and telephone number, or where they can be reached for the purposes of being recalled to work and by what means they can be reached.

12.9 Seniority Lists

- (a) The Company will prepare seniority lists of all employees and post those lists every three (3) months with copies to the Union, commencing June 1st or the earliest date after ratification. Thereafter posting dates shall be September 1st, December 1st, March 1st and June 1st.
- (b) Once the seniority list has been posted for a period of sixty (60) days, it will establish the seniority of an employee who does not protest his/her status in writing, within the said sixty (60) days. Said lists will commence with the most senior employee, carry on downwards to the most junior employee, and contain the following information:
 - (i) employee's name
 - (ii) employee's start date
 - (iii) employee's regular classification
 - (iv) probationary employees will also be shown on the list
 - (v) an electronic copy will be provided.

12.10 Plant Closure/Technological Change

In the event of a full or partial plant closure for any reason, including technological change as described in **Clause 18.2**, the effected employee shall in addition to any notice requirements as may be applicable under the Employment Standards Act and/or the Labour Relations Code, be entitled to severance pay upon termination of their employment of one (1) weeks pay for each completed year of service from their most recent date of permanent hire to a maximum of twenty (20) weeks pay.

ARTICLE 13 - JOB POSTING

13.1 Posting Provisions

- (a)
 - i) Any permanent vacancies in the bargaining unit which the Company requires to be filled shall be posted on Company bulletin boards for five (5) working days.
 - ii) Any temporary vacancies in the bargaining unit which the Company requires to be filled and are or will be ninety (90) calendar days or more in

duration shall be posted on Company bulletin boards for five (5) working days.

- (b) The posting vacancy will identify the following:
 - i) Number of vacancies to be filled;
 - ii) Title of each position;
 - iii) Rate of pay;
 - iv) Hours of work, if known;
 - v) Assigned days of duty, if known.
- (c) Copies of all job postings and job awards shall be supplied to the Shop Steward and the Union electronically.

13.2 Successful Applicant

- (a) In the event more than one applicant successfully passes testing (seventy percent [70%] or greater) relating to a vacancy, the senior employee shall be given an opportunity to fill the position and shall be deemed the successful applicant. Should no employee pass the test, the minimum score will be reduced by five percent (5%) and the employee with the highest score shall be deemed the successful applicant.
- (b) Where no tests are required, and qualifications of the applicants are relatively equal, the senior employee shall be deemed the successful applicant. Qualifications shall include experience, education and work record with the Company.
- (c) The successful applicant will be informed and all other applicants will be advised that the job has been filled as soon as possible and the Chief Shop Steward will be advised by email of the name of the successful applicant.
- (d) All successful applicants shall be considered in the position on a trial basis for ninety (90) calendar days during which the employee may elect to return to his previous position or the Employer may determine the employee is unsuitable for the position in which event the employee shall be reassigned to their prior position.
- (e) On an ongoing basis during the trial period, the Employer shall meet with the employee to discuss his/her progress and to review issues needing improvement. At least once during the first half of the trial period the employee shall be provided with a written evaluation.

13.3 No Successful Applicant

In the event that none of the applicants pass the test or meet the requirements of the job, the Company may fill the vacancy from outside the bargaining unit.

13.4 Job Posting

An employee who is or will be absent may file an application prior to the date of posting and the application shall be considered as if it were submitted during the posting period. The Company agrees to make forms available for this purpose.

13.5 Job Postings Requiring Testing

The Company will provide appropriate testing for an employee applying for a job posting. The Company agrees to consult with the Union prior to implementation of changed or new tests with regard to content and score requirements.

ARTICLE 14 - GENERAL PROVISIONS

14.1 Work Away From Plant

Employees required to report for work outside the Company's premises shall be paid for all travelling time, plus transportation and incidental expenses.

14.2 "Moonlighting"

No employees shall undertake any work outside the Company premises which could be construed in any way as competitive with the Company. No employee shall undertake any work outside the Company premises which would negatively affect job performance or regular attendance for work. Violations of this **Clause** shall be subject to discipline by the Company or the Union or both. Following investigation, violators may be warned, suspended or terminated. Repeated violations shall result in dismissal from the job and possible suspension from the Union.

14.3 Protective Clothing

- (a) Protective clothing shall be supplied by the Company to all employees whose duties entail work injurious to their clothing. Employees are expected to take reasonable care of clothing and equipment supplied by the Company. Employees will have the option of receiving shop coats, coveralls or aprons.
- (b) The Company will pay a boot allowance of eighty-five percent (85%) of the cost of safety boots or shoes to a maximum of one hundred and twenty-five (\$125.00)

dollars per calendar year if employees in the bargaining unit are required by the Workers' Compensation Board to wear such footwear. Employees shall be permitted to claim eighty-five percent (85%) of two hundred and fifty dollars (\$250.00) once every two (2) calendar years as an alternative to claiming once per calendar year.

- (c) The Company will provide for an allowance of up to two hundred dollars (\$200.00) for CSA/WCB approved prescription safety glasses once every two (2) calendar years. Employee will provide the Company with a copy of the receipt from the retail seller.
- (d) The Company will provide for an allowance of seventy-five percent (75%) of the cost of custom earplugs to a maximum of seventy-five dollars (\$75.00) once every two (2) calendar years.

14.4 Uniforms and Coveralls

All uniforms and coveralls shall be supplied and laundered free of charge to employees by the Company. Employees are expected to take reasonable care of clothing and equipment supplied. Employees acknowledge that uniforms and coveralls are the property of the Company and the cost of which may be deducted from an employee's final paycheque upon termination of employment, should the uniform and/or coveralls not be returned to the Company.

14.5 Washing Facilities

Proper washing facilities shall include hot and cold water, hand cleanser, towels and wash basins. Hand lotion will be available within the facility. These shall be provided by the Company.

14.6 Lockers

Clothes lockers of suitable size shall be provided by the Company for protection of the employees' clothing and personal belongings.

14.7 Lunch Room

The Company agrees to provide lunch space(s) of a sufficient size to accommodate the employees.

14.8 Plant Conditions

The Company agrees that the plant(s) shall be adequately heated, ventilated and lighted.

14.9 Copy of Agreement

The Company and the Union agree to jointly share the cost of printing in Union print shop copies of the collective agreement for all employees in the bargaining unit. Electronic PDF copies will be provided to all shop stewards upon request.

14.10 Training

- (a) Employees in a given classification who are interested in training on new and existing machines/equipment within that classification may advise their supervisor in writing and consideration shall be given to the employee prior to the posting going up or the hiring of new staff.
- (b) Employees who are interested in cross-training on new or existing machines/equipment or new processes in their or other classifications or departments may advise their supervisor in writing of such request.
- (c) The Employer shall provide two (2) evaluations to employees in training; one during the training period highlighting areas requiring improvement and a final evaluation once training is completed.

14.11 Training Outside Normal Scheduled Working Hours

When an employee is asked to come in outside their normal scheduled working hours or on a normal day off for training, the Company agrees to pay the applicable overtime rates as per Article 5 or provide the employee with equivalent in paid time off, i.e. eight (8) hours for training at time and one-half (1/2) days off with pay.

14.12 No Strike, No Lockout

The parties agree that no strikes or lockouts shall occur as long as this Agreement remains in effect.

14.13 Labour Management Committee

The parties agree to establish a labour management committee as required by **Section 53** of the Labour Relations Code.

ARTICLE 15 - LEAVES OF ABSENCE

15.1 Paid Leave – Bereavement Leave

In the event of death of a spouse, mother, father, or child, an employee, upon request, shall be granted five (5) days' with pay for bereavement, such days to be consecutively taken. In the event of a death of a sister, brother, mother-in-law, father-in-law, legal guardians, grandmother, grandfather, brother-in-law and sister-in-law, an employee, upon request, shall be granted three (3) days' with pay for bereavement, such days to be consecutively taken. Requests for additional leave without pay shall be considered on an individual basis and such unpaid leave, not to exceed thirty (30) days, may be granted. All bereavement leave with pay must be taken within one month from the time of death.

15.2 Jury Duty

If an employee is summonsed or subpoenaed for jury selection, jury duty, or as a witness for the Crown, the Company will grant the employee leave of absence and will pay the difference between his/her regular pay and the monies received for jury duty. Employee must show satisfactory proof of such summons or subpoena. This paragraph shall not apply to probationary employees.

15.3 Leave for Union Business

(a) Union Leave

If any employee of the Company should be selected to act as a delegate for the Union, he/she shall be allowed, upon sufficient notification, reasonable leave of absence without pay for the transaction of Union business. To facilitate the administration of this article Union Leave shall be with full pay and benefits and the Company will bill the Union for the costs.

(b) Fulltime Union Leave

If any employee of the Company should be selected to serve the Union on a full time basis, he/she shall be considered upon sufficient notification to be on leave of absence without pay for a maximum period of three (3) years. He/she shall be re-employed at the same type of work which he/she performed prior to his/her leave of absence and with seniority accumulated and provided that not more than one (1) employee is absent under this provision at any one time.

(c) Leave for Union Bargaining Committee

(i) The Union shall select three (3) bargaining unit members who shall be granted, upon reasonable notice, a leave of absence without loss of seniority



or other benefits to attend to all business related to the negotiation of a revised Collective Agreement. The Employer shall continue to pay the Committees' wages for the duration of bargaining and shall invoice the Local Union for fifty percent (50%) of the total lost wages up to a maximum of six (6) days for each of the three (3) Bargaining Committee members. Thereafter the Local Union shall reimburse the Employer for all of the Bargaining Committees' wages when bargaining continues over six (6) days.

- (ii) All time off work under this **Clause** shall be considered time worked for the purposes of statutory holidays, vacation time, seniority, health and welfare benefits and any other applicable benefit or right under the Collective Agreement.

15.4 Leave for Personal Reasons

Leaves of absence are at the discretion of the Company and are without pay. A leave of absence may be granted for compelling reasons approved in advance by the Company, such leaves to be without pay or benefits provided that continued participation in group insurance plans is available for a total of six (6) months upon payment of premiums in advance monthly. Seniority shall not accumulate beyond one hundred and eighty (180) calendar days during periods of personal leave of absence.

15.5 Paid Birth or Adoption Leave

One (1) day with pay leave of absence to be taken on the day of birth or adoption. Further leave may be applied for under **Clauses 15.4 or 15.6**.

15.6 Maternity/Paternity Adoption Leave

- (a) Maternity, paternity and adoption leave shall be granted in accordance with the provisions of the Employment Standards Act. The Employer may fill the position of an employee absent on a pregnancy, parental or adoption leave with a temporary posting. The successful applicant shall return to his/her original position at the completion of the temporary posting, seniority permitting.
- (b) Employees on pregnancy, parental or adoption leave will receive health and welfare benefits as provided for in this agreement.
- (c) The Company will post the relevant statutory rules for maternity, paternity and compassionate care leaves, along with any guidelines that may be published by the government.

15.7 Paid Care Days

Employees with more than one (1) year of service as of any January 1st shall be entitled to four (4) paid care days per year. Such days may be used for personal illness or injury, the care, health or education of a child in the employee's care, or for the care or health of any other member of the employee's immediate family. By December 31st, any unused days shall be paid to the employee. New employees who successfully complete the probationary period but do not have one (1) full year of service as of any January 1st, will accumulate care leave on a prorated basis of one (1) day for every three (3) months worked to a maximum of four (4) days per year.

Effective January 1, 2020, one additional paid care day will be granted to each eligible employee provided that this additional paid care day can only be used in the case of the first temporary plant shutdown in any calendar year and will not be paid out if there is no temporary plant shutdown.

15.8 Doctors Notes

In the event that the Company asks an employee to provide doctor's notes, the Company will reimburse the employee for one hundred percent (100%) of the cost. The employee will provide the Company with a copy of the receipt from the doctor.

15.9 Education Leave

The Company may approve leaves of absences for education courses approved by the Company on the basis that they are related to the employee's job or job prospects with the Company. Such leave will be without pay but benefits may be provided in accordance with **Clause 15.4** above. The Employer shall reimburse the employee for tuition fees, course materials and books upon production of receipts for same and proof of successful completion of the education course.

ARTICLE 16 - HEALTH AND WELFARE BENEFITS

16.1 Group Benefits and Health and Welfare Plans

- (a) The Company's current health and welfare plan available to employees in the bargaining unit shall be maintained during the life of this Agreement provided however that the Company has the right to change insurance carriers during the life of the Agreement so long as equivalent coverage is provided with a new insurer.
- (b) Details of the health and welfare benefits shall be provided upon request to any employee.



(c) It is understood and agreed that where the current benefits are provided by way of third party insurance, the Company's obligation is limited to ensuring the employees are enrolled in the plans in accordance with the plan rules and to pay 100% of the insurance premium (exclusive of Long Term Disability premiums). Any disputes as to eligibility and coverage shall be between the employee and the insurance carrier, and not subject to the Grievance and Arbitration provisions of this Collective Agreement.

(d) Long Term Disability (100% employee paid premium)

Benefit amount - 66.7 percent of your first twenty five hundred dollars (\$2500) of monthly earnings plus fifty (50) percent of any excess amount to a maximum of \$10,000 dollars. Total disability Benefit reduced by any disability benefits received from CPP, WCB.

Subject to the terms of the SunLife Ledalite Hourly Employees Benefits booklet, Long Term Disability payments begin after an employee has been totally disabled for an uninterrupted period of one hundred and nineteen (119) days or after the last day benefits are payable under any other plan, whichever is later.

Long-Term Disability payments end on the earlier of the following dates:

- Date the employee is no longer totally disabled, or
- The last day of the month in which the employee reaches age 65 or retires, whichever is earlier, or
- The last day of the month in which an employee dies.

16.2 Description of Benefit Levels

The following description of benefit levels is for information purposes. For more detail, the employees are referred to the Company Benefit Booklet.

(a) Life Insurance

Two times annual earnings to a maximum of \$200,000 dollars.

(b) Accidental Death and Dismemberment

Two times annual earnings to a maximum of \$200,000 dollars.

Amounts Payable – Loss of Life

One hundred percent.

Loss or Loss of Use of each Arm or Leg

Seventy-five percent.

Loss or Loss of use of each Hand, each Foot, Sight in each Eye

Sixty-six and two thirds.

Loss of Speech

Fifty percent

Loss of Thumb and Index Finger on Same Hand

Thirty three and one third percent

Loss of Hearing in each Ear

Twenty-five percent

(c) Extended Health Care

Covers drugs, hospital care, medical services and supplies and health care professional services in certain out of province and out of Canada emergency, sickness or injury costs.

(d) Dental Care - Benefit Percentage

One hundred percent (100%) for level 1 basic services. One hundred percent (100%) for level 2 supplementary basic services. Seventy-five (75%) percent for level 3 - dentures, fifty (50%) percent for level 4 - major restorative services, fifty percent (50%) for level 5 - orthodontics. Benefit maximums one thousand dollars per calendar year for combined level 1 and level 2 and level 3 and level 4, two thousand dollars per lifetime for level 5.

(e) Eye Glass Coverage

Prescription Glasses to a maximum of two hundred and fifty (\$250.00) every two (2) years. Employees may elect to apply the above provision towards laser eye surgery or contact lenses. The employee will provide the Company with a copy of the receipt from the retail seller.

(f) Long Term Disability

Benefit amount - 66.7 percent of your first twenty five hundred dollars of monthly earnings plus 50 percent of any excess amount to a maximum of \$10,000 dollars. Total disability Benefit reduced by any disability benefits received from CPP, WCB.

(g) Benefit Coverage for Dependents

For two years from date of death.

Please note that the group benefit booklet describes in more detail the specific coverage under the above headings as well as eligibility periods and exclusions from coverage.

16.3 Benefit Continuation

Employees on disability will have their insurance coverage maintained while on disability. Employees on layoff will have their insurance coverage maintained for two (2) months following the month in which they are laid off.

16.4 RRSP

- (a) Employees who have completed their probationary period and completed one year of service as at December 31 of the year, are required to participate in the RRSP program. All contribution percentages will be calculated on the employees previous years gross earnings as stated on their last Philips Lighting T4.
- (b) Employee and Employer contributions will be made to the current financial institution unless another financial institution is chosen by mutual agreement between the Company and the Union. Funds will not be removed from the RRSP account until the employee leaves the employ of the Company or retires.
- (c) The Employer will pay an amount equal to one percent (1%) of gross earnings and the employee will pay an amount equal to one percent (1%) of their gross earnings to their RRSP account.
- (d) The Employer will contribute a matching amount of employee contributions to a maximum employer contribution of three (3.0%) percent. Employees may elect to make additional contributions which will not be matched by the Employer.
- (e) Employees will advise the Employer by December 31st of each year what optional contribution they wish to make for the following year. Employee contributions must be by way of payroll deduction from their cheques and made by payroll deposit. Employer contributions are to be deposited monthly.
- (f) Once every five (5) years, an employee who has contributed in excess of the three percent (3%) annual employee contribution level to his or her RRSP account will be permitted to withdraw the RRSP funds that he or she has contributed in excess of the three percent (3%) annual employee contribution level.

16.5 Benefits for Employees 65 and Over (new)

Subject to the terms of the SunLife Ledalite Hourly Employees Benefits booklet, once an active employee reaches the age of sixty five (65) years, the group benefit coverage is as follows:

1. Life Insurance (coverage reduced to one (1) time of annual basic earnings)
2. Basic AD&D (coverage reduced to one (1) time of annual basic earnings)
3. Dental
4. Extended Health

All the above benefits cease once an active employee reaches seventy (70) years of age.

ARTICLE 17 - WAGES

17.1 Wage Schedule

- (a) The job classifications, effective dates and rates of pay listed in the attached Wage Schedule is agreed upon by both Parties and is part of this Collective Agreement.
- (b) The rates for the classifications set forth in this Agreement, and for any subsequent mutually agreed upon additions thereto, are the agreed upon rates for those classifications, and therefore no employee may perform work within the classifications for a rate, other than the rate set forth in this Agreement.
- (c)
 - (i) Any employee performing work classified at a higher rate of pay shall receive such higher rate while occupying the said classification/level, provided the employee works more than one (1) hour in the higher classification/level.
 - (ii) An employee performing work classified at a lower rate of pay shall receive their regular rate of pay while occupying said classification/level.
 - (iii) The above provisions shall only apply where employees have been temporarily transferred to work outside of their classification.
- (d) Employees who, with the consent of the Company, are working in a higher classification solely for the purposes of training shall have their current wage rate maintained during the period of such training. The Company agrees that it is not the intention of this provision to avoid the provisions of **sub paragraph (c)** above.

17.2 New or Changed Job Classification

- (a) If any new job classifications are established, or if there is a significant change in the job content of any job classification(s) set forth in this Wage Schedule, or if any job classification(s) have been overlooked in this Wage Schedule, the Parties hereto are agreed to negotiate a rate for the job(s) in question.
- (b) If the parties are unable to reach agreement, then the dispute will be settled through the Grievance and Arbitration procedures of this Agreement.

17.3 Pay Days

- (a) Wages shall be paid bi-weekly, by Fridays by direct deposit, with a maximum of five (5) working days' pay held back, in a manner convenient to the Company, but in such a way as to eliminate waiting on the part of the employees.
- (b) Employees will be given a proper statement of all hours, indicating overtime hours, earnings and deductions, and gross net wages covering each pay period.
- (c) Upon request the Employer shall provide information on how much money or how many hours remain in the employee's time bank (vacation, care days and/or banked overtime).
- (d) The Employer will endeavour to provide the above information on employee pay stubs sometime in 2018.

17.4 Pay Guarantee

Company will make every effort to correct payroll errors on the next payroll deposit. Errors involving four (4) or more hours of an employee's bi-weekly income will be dealt with by direct deposit or cheque and the Employer will make every effort to deposit the monies within 2 – 3 working days of being advised of the error.

ARTICLE 18 - TECHNOLOGICAL CHANGE

18.1 Definition

The Parties agree that "technological change" means the introduction or change by the Company in the equipment used in the production of its products which equipment directly results in the loss of employment of employees covered by this agreement.

18.2 Introduction

Where the Company introduces or intends to introduce technological change affecting a significant number of employees in the bargaining unit, the provisions of **Section 54** of the Labour Relations Code shall apply. In the respect of the notice to the Union and the employees, the following data shall be provided:

- (a) the nature of the change;
- (b) the date on which the Company proposes to effect the changes;
- (c) the approximate number, type and location of the employee or employees likely to be affected by the change;
- (d) the effects the change may be expected to have on the employee's or employees' working conditions, terms of employment and security of employment;
- (e) all other pertinent data relating to the anticipated effects on the employee or employees.

ARTICLE 19 - HUMAN RIGHTS AND HARASSMENT

19.1 Definition

- (a) The Company and the Union recognize the problem of harassment in the workplace and are committed to ending it.
- (b) Harassment is defined as a "course of vexatious comment or conduct that is known or ought reasonably be known to be unwelcome", that denies individual dignity and respect on the basis of the grounds such as but not limited to: gender, disability, race, colour, sexual orientation or other prohibited grounds, as stated in the Provincial Human Rights Code.
- (c) Sexual Harassment is defined as any unwanted or conduct that is known or ought reasonably be known as unwanted such as remarks about appearance, personal life, offensive written or visual material including graffiti or degrading pictures, physical contact of any kind or sexual demands.
- (d) Harassment is defined as any action, whether verbal or physical that expresses or promotes racial hatred in the workplace such as racial slurs, written or visually offensive material, jokes or unwanted comments or acts.
- (e) Harassment is not: Harassment does not include appropriate direction, delegation or discipline administered by a member of Management or designate. Nor does it include vents encountered in the performance of legitimate job duties.

- (f) Every employee has the right to work in an environment of mutual respect, free from discrimination and harassment including sexual harassment. Action contravening this policy will constitute grounds for discipline.

19.2 Lodging a Complaint/Grievance

The experience of harassment can be overwhelming for the victim. People often react with shock, humiliation and intense anger. Therefore, the victim of harassment may not always feel comfortable going through the normal channels for resolving such a problem. For this reason, an employee may contact his/her Supervisor and/or Human Resources and/or a Union official to initiate a complaint.

19.3 Investigation

- (a) The complaint will be treated in the strictest confidence. The complaint will be referred to the Plant Manager to be dealt with in accordance with the Workplace Harassment Policy. All complaints will be investigated and conducted jointly with a Management representative and a Union official. The complaint will be dealt with as expeditiously as possible and within ten (10) days of its receipt. Any resolution of a harassment complaint will reflect the serious nature of such act and send a clear message that such behaviour will not be tolerated.
- (b) The Union and the Company will endeavour to resolve all harassment complaints at the local level. However, if the complaint cannot be satisfactorily resolved locally or is of an extremely serious nature, then other steps may be required including the intervention of the Union and/or Company senior management.
- (c) Employees reporting any incident of harassment are guaranteed protection from reprisal due to filing such a complaint.

19.4 Arbitration of Complaint/Grievance

An Arbitrator or Arbitration Board hearing a complaint or grievance under this Article shall have the authority to:

- (a) Dismiss the grievance or complaint;
- (b) Determine the appropriate discipline up to and including dismissal;
- (c) Decide that the alleged harasser be transferred, demoted, or decide to impose other terms or conditions necessary to provide final conclusive settlement of the grievance;
- (d) In no event shall the Arbitrator or Arbitration Board have the authority to alter, modify or amend the Collective Agreement in any respect.

19.5 Transfer Due to Complaint/Grievance

Where sexual harassment is proven and results in the transfer of an employee, it shall be the offender who is transferred. The complainant shall only be transferred with the complainant's consent.

19.6 Human Rights and Harassment Training

The Parties agree to co-operate in establishing harassment training programs for Union representatives, managers and employees in the bargaining unit. The Company shall provide harassment training to all new employees within their first year of employment.

ARTICLE 20 - DURATION OF AGREEMENT

20.1 Duration of the Agreement

This Agreement shall be effective from June 1st, 2017 to and including April 30, 2020.

20.2 Continuation and Bargaining

- (a) During the period when negotiations are being conducted between the parties for the renewal of this Agreement, the present Agreement shall continue in full force and effect until:
 - (i) the Union commences a legal strike; or
 - (ii) the Employer commences a legal lockout; or
 - (iii) the parties enter into a new or further Agreement.
- (b) During the continuation period provided in (a) above, neither party shall attempt to take any action or make any changes in the terms and conditions of this employment, which would be inconsistent with the express terms of this Agreement.
- (c) Notwithstanding **Clauses 20.2(a)** and **(b)** above, it is agreed that either party to this collective agreement may, within four (4) months prior to April 30, 2020, serve notice of the intention to negotiate a renewal collective agreement or a new collective agreement.

20.3 Duration as Agreed Only

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

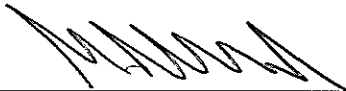
IN WITNESS WHEREOF the parties hereto have hereunto set their hands and seals this 16th day of October, 2017.

SIGNED ON BEHALF OF
THE EMPLOYER:

SIGNED ON BEHALF OF
THE UNION:

PHILIPS LIGHTING CANADA LTD.

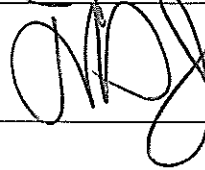
UNIFOR LOCAL 114



Michael Gentile



Anthony Cornacchia



APPENDIX "A"

WAGE INCREASES

The parties agreed to the following wage increases for each Job Grade effective the dates shown.

Effective Date	Wage Increases
June 1, 2017	\$0.34
June 1, 2018	\$0.37
June 1, 2019	\$0.39

WAGE RATES

Job Grade	Classification	Min. Qualifications	Filled Via:	June 1, 2016	June 1, 2017	June 1, 2018	June 1, 2019
1	Sub Assembler	Sufficient manual dexterity.	Posted	\$12.61	\$12.95	\$13.32	\$13.71
2	Senior Sub Assembler	5 years as Sub Assembler.	Auto Progress	\$15.24	\$15.58	\$15.95	\$16.34
3	Final Assembler	Sufficient manual dexterity. Able to meet physical requirements.	Posted	\$13.67	\$14.01	\$14.38	\$14.77
4	Senior Final Assembler	5 years as Final Assembler.	Auto Progress	\$16.29	\$16.63	\$17.00	\$17.39
5	Painter's Helper	Able to meet physical req. Good clerical ability.	Posted	\$14.18	\$14.52	\$14.89	\$15.28
5	Packer	Able to meet physical req. Good clerical ability.	Posted	\$14.18	\$14.52	\$14.89	\$15.28
5	Shipper's Helper	Able to meet physical req. Good clerical ability.	Posted	\$14.18	\$14.52	\$14.89	\$15.28
6	Senior Painter's Helper	5 years as Painter's Helper.	Auto Progress	\$17.34	\$17.68	\$18.05	\$18.44

6	Senior Packer	5 years as Packer.		Auto Progress	\$17.34	\$17.68	\$18.05	\$18.44
6	Senior Shipper's Helper	5 years as Shipper's Helper.		Auto Progress	\$17.34	\$17.68	\$18.05	\$18.44
7	Material Handler	Able to meet physical req. Good clerical ability. Able to pass fork lift test.		Posted	\$15.24	\$15.58	\$15.95	\$16.34
7	Machine Operator Fabrication	Able to meet physical req. Sufficient manual dexterity. Sufficient mechanical aptitude.		Posted	\$15.24	\$15.58	\$15.95	\$16.34
8	Senior Material Handler	5 years as Material Handler.		Auto Progress	\$17.87	\$18.21	\$18.58	\$18.97
8	Senior Machine Opr. Fabrication	5 years as Machine Operator.		Auto Progress	\$17.87	\$18.21	\$18.58	\$18.97
9	Shipper	2 years as Shipper's Helper. Good comm. skills.		Posted	\$21.54	\$21.88	\$22.25	\$22.64
9	Paint Set Up/Opr	2 years as Painter's Helper. Good comm. skills.		Posted	\$21.54	\$21.88	\$22.25	\$22.64
9	Machine Set Up/Opr Fabrication	2 years M/C Opr. Fab. Sufficient mechanical ability through apt. test. Good comm. skills.		Posted	\$21.54	\$21.88	\$22.25	\$22.64
10	Senior Machine/Set Up Opr. Fabrication	2 years as Fab. Set/Up Opr. Sufficient mech. ability through aptitude testing. Good comm. skills.		Posted	\$23.65	\$23.99	\$24.36	\$24.75
10	Senior Set Up/Opr Paint	2 years as Paint Set/Up Opr. Sufficient mech. ability through aptitude testing. Good comm. skills.		Posted	\$23.65	\$23.99	\$24.36	\$24.75

APPENDIX "A" - NOTES TO WAGE SCALE

1) WAGE RATES

- a) Wage rates for new hires beyond the starting rate shall be at the sole discretion of the Company provided that in the event that the wage rate is higher than that of any employee currently in the same classification/pay level, the rate of those employees will be raised. Employees moved to a higher pay level ahead of their normal progression shall be considered as having the minimum service for that pay level.

2) LEADHANDS

- a) Lead hand rates one dollar (\$1.00) per hour if lead hand supervises five (5) or fewer employees.

Lead hand rates two dollars (\$2.00) per hour if lead hand supervises more than five (5) employees.
- b) The number and designation of lead hands shall be at the sole discretion of the Company.
- c) Permanent Lead Hand vacancies shall be announced via the Company memos posted on Company's bulletin boards.
- d) Lead hand differentials shall be considered part of the wage rate for designated lead hands only. Back-up Lead Hands shall only receive Lead Hand premium pay (as per (a) above) when performing Lead Hand duties and only as a premium add-on, not as part of the regular wage.
- e) The Employer will advise the Union in writing when an employee is promoted to Lead Head except when on a short term temporary basis.

LETTER OF UNDERSTANDING #1

BETWEEN: PHILIPS LIGHTING CANADA LTD.
(hereinafter referred to as the "Company")

AND: UNIFOR LOCAL 114
(hereinafter referred to as the "Union")


TEMPORARY PLANT SHUTDOWN

Effective January 1, 2018, the Company may schedule ten (10) days of temporary plant shutdown, in any combination, which shutdown shall not be considered a breach of the Collective Agreement nor a layoff. Employees shall be considered on leave of absence or on vacation, if requested.

Any additional temporary shutdowns will be by mutual agreement between the Company and the Union, which agreement shall not be unreasonably withheld.

Dated this 16th day of October, 2017.

FOR THE COMPANY:

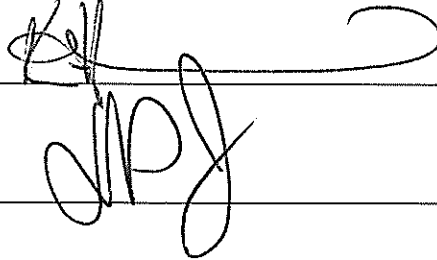


Michael Gentile



Anthony Cornacchia

FOR THE UNION:



LETTER OF UNDERSTANDING #2

BETWEEN: PHILIPS LIGHTING CANADA LTD.
(hereinafter referred to as the "Company")

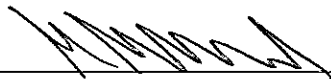
AND: UNIFOR LOCAL 114
(hereinafter referred to as the "Union")

JOB DESCRIPTIONS

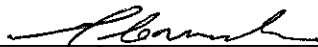
The Company will provide updated job descriptions to the Union as they are revised.

Dated this 16th day of October, 2017.

FOR THE COMPANY:




Michael Gentile



Anthony Cornacchia

FOR THE UNION:





LETTER OF UNDERSTANDING #3

BETWEEN: PHILIPS LIGHTING CANADA LTD.
(hereinafter referred to as the "Company")

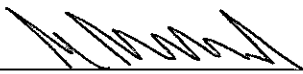
AND: UNIFOR LOCAL 114
(hereinafter referred to as the "Union")

10 HOUR SHIFTS (SHEET METAL)


The Company and the Union agree that the 10 - hour shifts in Fabrication are intended to be temporary to address peak periods and spikes in production.

Dated this 16th day of October, 2017.

FOR THE COMPANY:



Michael Gentile



Anthony Cornacchia

FOR THE UNION:



