

Clause	Finning Proposal	Union Proposal	Memorandum of Agreement
2.03	Termination after 5 years while on disability, due to frustration of contract	No change	Agreed to modified language
2.04	No change	language concerning Duty to Accommodate, reasonable training costs	Agreed to modified language
4.01	Current Seniority list by Lay Off Classification per Facility	No change	Withdrawal
4.04	Seniority shall be held only in the facility where the employee is currently employed	No change	Withdrawal
4.05	Finning asked to extend temporary employees term of employment from 90 days to 12 months	No change	Withdrawal
4.08	change of Top 10% language to grandfather current employees. No top 10% on customer sites	Arbitration, grievance	\$1 premium above nightshift premium for oilsands top 10% members who cannot work dayshift only
5.01	Language concerning postings, removal of bulletin boards, change of Branch to Facility	No change	modified language. Finning will no longer use bulletin boards. Finning will now use HR software to notify employees
5.04	Internal Branch/Facility Applicants, changed to just Facility	No change	Withdrawal
5.06	Seniority of lay-offs to Facility instead of Branch	No change	Withdrawal
5.06 (a)	Lay-off notification to business reps from 3 days to 1	No change	Deleted Clause
5.06 c NEW	No change	Dual Ticket Language to hold members in their original classificaton	withdrawal
5.07	Delete	Extend Oilsands PowerSystems seniority to stay attached for the terms of the agreement	Delayed OilSands seniority seperation until December 2016
5.07 (a)	No change	Removal of language concerning Lloydminister and Rocky Mountain House	Deleted Clause
5.08	Recall of employees to "Branch" changed to "Facility"	No change	withdrawal
5.09	Mandatory Recall Period changed from "12 months" to "6 months"	No change	withdrawal
5.10 (a)	Extention of health care benefits changed from "8 months" to 2 Months, return to work refund 6months vs 1year	No change	withdrawal

5.11	No change	Crossed off redundant language	Agreed to
5.12	Deletion of Posting language for layed Off employees to fill vacancies from other Branches	Add language to support contacting employees on lay off from other Branches	Agreed to Union language proposal
5.13	Temporary call back shortened to 14 days	No change	withdrawal
5.14	changes to existing branch closure language.	Changes to support movement of employees	Agreed to merging of proposals
5.15	Temporary Transfer: Travel first in last out only, no regional wage adjustment length extended to 120 days	increased per diems, added agreement of employer and Union, Temp transfer: 120 days for Ekati only	Agreed to changes
6.00 NEW	shift change explained as, start and stop times, days vs afternoons, days vs nights, Schedule change refers to day of start	No change	Withdrawal
6.02 , 6.02a,	Notice of shift and schedule between Employer and Union, 24hr notice of shift change	7 days notice, overtime will be paid for the days less the appropriate notice	Agreed to merging of proposals. Definition of shift vs schedule
6.03 (b)	If there is lack of work in a facility the employer can send employees home on a rotational basis	No change	Withdrawal
6.04	no change	Remove "wherever possible". Makes the 1-1 rotation more solid	Agreed to Union language proposal
6.08	\$20 Meal allowance with less than 24 hrs notice. Estoppel Letter given to Union for May 1, 2016	No change	Agreed to Company proposal
6.09	No overtime distribution calculation for members on attendance management program. Calculation on an annual basis.	no change	accepted modified proposal. Changed "Branch" to "Facility"
6.11	Changes to Parts standby pay	no proposal	withdrawal
6.12	Changes to other members' standby pay	Union involvement in standby pay for members other than parts personnel	Agreed to Union language proposal. Company proposal withdrawal
6.14	no proposal	Removal of redundant language from CBA	Agreed to Union Proposal
6.15 New	Training will be paid at straight time rates only	no proposal	Withdrawal
7.01	Sundays at 1.5 x regular rate only	no proposal	Withdrawal
7.02	Holidays at 1.5 x regular rate only	no proposal	Withdrawal

8.01	Family day for AB only	Update table from 8.01(a) and move to here	Update table from 8.01(a) and move to here. Family Day for AB only
8.01(a)	no proposal	New table for stat holiday for continuous shifts. Stat credit calculation charts added	New table for 8.01(a). Family Day for AB only. Stat credit calculation charts added
8.04	removed redundant language	removed redundant language	removed redundant language
9.02	no proposal	Limit of one month for management to reply to vacation requests.	merged language
9.03	Removal of "a minimum of" from language. Limits members to 2 weeks of holidays for July and August	Added new language to define "prime vacation period" Moved some language from 9.03 to 9.02	Company proposal withdrawn. Accepted Union proposal
9.05	reduced vacation entitlement for members who started with the company after 1994. Removal of vacation during the first year of employment. Biweekly accrual of vacation vs Preload	no proposal	Agreed on modified language. Mutual agreement language added for members wishing to take holidays at 8 hrs per day. Biweekly accrual of vacation
9.06	no proposal	modify language to make the statement more clear.	Agreed to Union Proposal
9.07	Limiting of Vacation carover from year to year	no proposal	Withdrawal
9.08	vacation adjust limiting	no proposal	withdrawal
9.09	New language	new language	merged language. Some language moved from 15.04
10.01	1.5 hr Minimum for apprentice travel time to qualify for the travel allowance	no proposal	Agreed to modified language. 100km minimum
10.02	apprenticeship language changed. Limitations to Retro pay. Increase of field apprentice terms to 180 days	no proposal	Agreed to modified language. No Retro pay if the employee chooses to not go to school
10.03	Changes to the journeyperson requirements	no proposal	Agreed to modified language. New language for retroactivity and limitations
10.04	added language to limit book purchases. Also allows a leave of absence for the employee to retake schooling should they fail at a level of school. Pay back of wages and books should the employee quit within 24 months	no proposal	Modified language allows a leave of absence for the employee to retake schooling should they fail at a level of school. Pay back of wages and books should the employee quit within 12 months
10.06	New language requiring mechanical apprentices to complete 4 years of training	no proposal	withdrawal
11.03	Removal of "Foremen" from language. Not a term used within Finning	no proposal	accepted Company proposal

11.04	(iii) Field Service uniforms not provided until after 120 days or for those on customer sites	(iv) Winter coveralls shall be expensed if not provided by Sept 30	Elimination of waiting period for field uniforms. One pair of Winter gear can be expensed. Up to \$600
11.06	no proposal	Removal of date from language. New language to allow all members who work outside to expense boots	withdrawal
11.08	Change removal of disciplines from a personnel file up to 2 years	Added "Letter of Expectation"	accepted Union proposal
11.09	Change the time in which an Employee is eligible for tool allowance	Changed name in chart to read "Heavy equipment technician"	merged proposal. 120 days and name change
11.12	None	Meal per diem increase of \$5 per meal	Agreed on meal per diem increases
11.13(a)	Change "Branch" to Facility	renumber from 11.13(a) to 11.13	merged proposals
11.13(b)	no proposal	Laid off employees can get their tools sent home	Laid off employees can get their tools sent home. Maximum \$750.00
11.14	travel time paid only for travel outside the region. Defining of region.	Travel time is considered time worked. Applicable rates for travel.	both proposals withdrawn
12.03	no proposal	update of discrimination language to reflect modern times	accepted Union proposal
12.04	no proposal	Removal of redundant language from CBA	accepted Union proposal
13.01	-4% reduction in pay for all employees except O/S, -10% in Oilsands in year 1, 0%, 0%, 1%	General increase: 0%, 2%	2% reduction in pay, General increase: 0%, 0%, 1%
13.03	Change from twice annually to annually. Remove Class B language	Change "agrees to" to "Will"	accepted Union proposal
13.05	no proposal	New language adding making employees whole if they can substantiate losses	accepted Union proposal
13.07	no proposal	Limits time in premium positions to 90 days. IE: temp leadhand	accepted Union proposal
13.08	deletion of language concerning employees removed from third party sites	Elaboration of language concerning employees removed from third party sites	accepted modified proposal.
14.01	no proposal	no proposal	moved proposed language from the new 14.04 into 14.01. Fair and reasonable
14.04	new	Employer will exercise its' authority fairly	moved to 14.01

15.01	changed language to include "benefit providers"	no proposal	withdrawal
15.01(a)	no proposal	Move Language from 15.03(b) to here.	added to language in 15.02
15.02	no proposal	Add policy numbers to chart. Included LTD in the chart	Added policy numbers, LTD, Language from 15.01(a)
15.03	no proposal	no proposal	New sick plan. 5 days of sick per year. LOU initially tops member up based on term of service (Min 40 hrs),
15.03(a)	New sick leave plan	Language changes to add Short term and WCB benefits, New language for LTD elimination period, WCB top up. Renumber to 15.03	moved to 15.03. New language from 15.03(b) becomes 15.03(a). New STD amount is 80%. WCB top up language added
15.03(b)	Move short term disability language to here. New Percentage of coverage: 70%	move this language into 15.01(a)	Old language Moved to 15.02.
15.03(c)	Move old language from 15.03(b) to here	no proposal	withdrawal
15.04	..."5 <u>Consecutive</u> days" added.	no proposal	New language covering Leave of absence tied to bereavement. Moved and changed leave of absence for any other reason to 9.09
15.05	New personal leave of absence language	no proposal	agreed to move this language with changes to 9.09
16.05	Adding safety glasses language from Finning policy into here	no proposal	withdrawal
16.07	no proposal	3yr driver's abstract only	withdrawal
17.01	no proposal	Introduction of 692 pension	withdrawal
17.03	Immediate vesting language	Immediate vesting language	Agreed to Union Proposal
17.04	no proposal	Introduction of 692 pension	withdrawal
19.03	Limit the number of stewards	no proposal	withdrawal
19.06	Limiting the time stewards can use onsite for Union business	no proposal	withdrawal
19.08	Time off for Union business is to be approved by management	New language allowing executive members all the time off needed. Effort will be made to minimize the time off	accepted Union proposal

19.09	no proposal	Bargaining committee reimbursement structure	dropped the numbers of the committee members, increased the hours paid by Finning
19.1	Change "Branch" to Facility	no proposal	accepted Company proposal
20.03	no proposal	Change grievance timeline step to 30 days in step 1	accepted Union proposal
21.01	Change arbitrators	Change arbitrators	withdrawal
22.01	Severance paid at 2 weeks per year of service to a maximum of 18 months	no proposal	withdrawal
22.02	Severance to be paid only after 6 months of layoff at which point the employee loses their rights to recall	no proposal	withdrawal
22.03	delete the clause	no proposal	withdrawal
22.04	delete the clause	no proposal	withdrawal
22.05	delete the clause	no proposal	withdrawal
22.06	Renumber to 22.03	no proposal	withdrawal
23.01	4 year term	2 year term	3 year term
23.02	Dates to reflect a 4 year term	Dates to reflect a 2 year term	Dates to reflect a 3 year term
Schedule A	Combine and eliminate categories. Wage reductions	Move all related schedules from LOU's to main Schedule A in CBA. Formatting changes. Clarify "Working in a truck"	Formatting corrected, wages corrected to match agreed-upon rates and the term
Schedule B	Lay-off classification - add "within a region" Facility transfer increase from 45 days to 90 addition of: Dual ticket Mech/welder <u>Powerhouse tech, Dual ticket Mech/Elect</u>	no change other than Non-ticket field lubrication service person	Separation of field and shop for layoff purposes only... in Edmonton and Wood Buffalo regions. Lab tech renamed to Lab Clerk. Added Shovels and Drills layoff categories
Schedule C	Reduction of living allowance: High level \$450 - 400 Buffalo \$1350 - 1200 \$700 - 600 High wood NWT	No change	withdrawal
Schedule D	Afternoon/night shift from \$3.50 - 2.50 Dual Ticket Premium from \$3.50 - 2.50 Continuous Shift Premium \$3-50 - 2.50	Added Top 10% continuous-shift night-shift premium. Added facility D11 to midnight shift premium	Withdrawal of both proposals
Letters Of Understanding			

Benefits and Premiums	delete	renew	renew
LOU Banked Overtime	Retroactivity for Bank time change. Time off must equal time banked. 2 withdrawals per year	Renew with changes	renew with changes. Maximum 80 hrs per year eliminated. Prime vacation period definition eliminated
Spousal Allowance	delete	renew	renew
LOA Bob MacKinnon	renew	renew	renew
LOA Kevin Clark	renew	renew	renew
Tuesday to Saturday	renew	Renew with changes	Accepted. Removed "wherever Practical: from Language
Continuous shift	Branch/facility. Language changes. Vacation: 12 hrs off = 12 hrs vacation taken	renew	Renew: "branch to facility"
LOU Regional Wage adjust	10% to Wood Buffalo, Yellow Knife, Inuvik, Hay River and Ekati 2.5% for Peace River, Grand Prairie	No Change	renew with changes: 12% for O/S and Ekati, 5% for Peace River and Grande Prairie
Union, Management Relations	renew	Renew with changes	Renewed with change from 8 hrs to 12 hrs
Customers Working in Employers Shop	renew	renew	renewed
Maintenance	delete	renew	renewed
Gas Comp	renew	Renew with changes	renew with formatting change
Power Generation Electrician	renew	renew	renew
Ticketed Automotive Technician	renew	renew	renew
MSA	Delete	renew	renew
Midnight Shift PDC	Delete	renew	delete
MSA Training	Delete	renew	delete. See LOU 16-04

OilSands LOU	introduction of 5x2 shift, removal of double time overtime, elimination of ICP, elimination of stat credit	Adjustment to application of Stat Credit for last shift, Marshalling point for all field mechanics	Stat credit language moved into CBA, shift additions for field (7 and 7, 14 and 14), D06 Marshalling point, Top 10% night shift on customer sites (with premium paid), change of shift and schedule into CBA, temp transfer info moved into CBA, Bereavement language cleanup, addition of "with employer agreement" for 8hr holiday days, removal of sick time language (in CBA now), ICP reductions, Stat credit chart moved into the CBA
Ekati Mine	Flights marshalling Point changed to Yellow knife,	Changes to language and movement of schedules	RWA language change, removal of location allowance (in Schedule C). Marshalling point and flight language changes, travel time language clean up, flight delay language cleanup. Vacation time language change (in the CBA), Isolation pay change to compensate for payroll tax. Leadhand language removal, Sick time reworded. Addition of MSA as northern hire, rewording of travel allowance, change of shift and schedule language, removal of wage schedule (in CBA)
90-02: FPE	delete		rate increases, wording changes
92-01: Contractor Dues	renew with changes		renewed with changes: remove "Finning Facility" from contracting out language
06-12: Working out of Canada	renew with changes		renew: formatting change
08-04: Employees moving	delete	renew	renew
08-10: 10hr shift for Red Deer			renew with formatting changes
08-12: ThinkBIG and FinnTech	replace	Renew with changes. Remove Finntech references	renew. Removal of FinnTech references. Addition of indenturing apprentices once they are complete. \$600 travel allowance for work terms. Red circling for internal hires. Mutual agreement language added for all terms added.
08-20: CNRL	Employees can either receive housing to reside in Fort Mac or receive compensation for flights	renew	Requirement to stay in Camp if using CNRL's Flights. Grace period language is in place until Dec 31, 2016. Removal of Commuting compensation if flights are not used.
09-09: Compressed work week CSC	Delete	Compressed work week - minor wording changes	renew: minor language changes
10-01: Collicutt Employees	renew	renew	renew

10-05: Oilsands Shift exceptions	renew with changes	renew	renew. Names updated
10-06: Suncor Labourers	renew	renew	renewed
10-07: 12hrs for PM groups	renew	renew	renew with wording changes. Removal of language that it already in the CBA
10-10: Grand Cache Coal	renew	renew	delete. The mine is no longer in production
11-02:HVAC Dual ticket	renew	renew	renew
11-04: Spectra Energy Peace Arch	renew	renew	renew
11-05: ICP for KMC	delete	renew	delete. In the O/S LOU now
11-06: Kidco	delete	delete	delete. No longer used
11-07: Midnight Shift for Calgary W/House	delete	renew	delete. No longer used
11-08: Reciprocity Agreement	renew	delete	pending upcoming meetings with Finning and BC union. Three party agreement
12-01: Sitech	renew	renew	renew
12-02: 2nd and 3rd years in the Field		renew	renew
12-04: Shovels and Drills	delete	renew	delete
12-07: 12 hr shift Teck and Coal Valley	renew with changes	renew	renew with changes. Deletion of Coal Valley reference. Limited numbers (2 employees remaining)
13-01: Rotating shift for Calgary Power	Renew	Calgary Rotating shift agreement - renew with changes	renew with changes. Remove language already in the CBA
13-02: Kearn	renew with changes	renew with changes	renew with changes. Remove reference to the arbitration. Change the name from Kearn Project to Kearn. Removal of Mentoring program. Language cleanup

13-03: Fort Hills	renew with changes	renew with changes	renew with changes. Language cleanup. Fort Hills allowance qualification changes.
13-04: Field Lubrication Serviceperson	renew with changes	renew	renew
14-01: Ekati MSA's	delete	delete	delete. Moved this language into the Ekati letter.
14-03: 4 and 4 Calgary General line	delete	renew	delete. No longer used
14-04: Parts Countersales Standby	delete	delete	delete. No longer used
14-06: Permanent Part time MSA	Renew	renew with changes	renew with changes. Language clean up
14-07: ICP Syncrude Basemine	delete	delete	delete. Moved this language into the O/S letter.
14-08: MSA Grande Prairie	delete	renew	delete. No longer used
14-09: COE afternoon shift Maintenance	Delete	renew	renew with changes: deleted language already in the CBA. Bereavement changes. Formatting changes
14-10: 10 hr Shift for D30	Delete	renew	renew with changes: language cleanup. Removed language already in the CBA.
14-11: 4 and 4 power systems	delete	renew	delete. No longer used
15-01: Shovels and Drills Projects and Assemblies	delete	renew	delete: New LOU created
15-02: Compressed work week Grande Prairie	Delete	Renew	renew with changes: Remove language already in the CBA
15-03: Snap Lake	Renew with changes	Renew with changes	renew with changes. RWA inclusion for temps. Vacation language changes, NWT payroll tax paid by isolation pay. Travel allowance changes. Removed language in the CBA. Remove outdated terms and conditions
15-04: 10 HR shift for D18	Delete	Renew	renew with changes. Minor clean up
15-05: Emergency Manpower transfers	Delete	delete	delete. Will use the reciprocity agreement

15-06: Gahcho Kue	Renew with changes	Renew with changes	renew with changes. RWA inclusion for temps. Vacation language changes, NWT payroll tax paid by isolation pay. Travel allowance changes. Removed language in the CBA. Remove outdated terms and conditions
15-07: LOA Ryan Ermet	renew with changes	renew	renew with changes. Moved into the CBA
16-01: Nuna Logistics	Renew	Renew	renew with changes. RWA inclusion for temps. Vacation language changes, NWT payroll tax paid by isolation pay. Travel allowance changes. Removed language in the CBA. Remove outdated terms and conditions
16-02: Expanded Mining D14	renew	renew	renewed
16-03: First right of refusal D14 Welders	renew	renew	renew
16-04: MSA Training	new	new	new: Transitional LOU to allow MSA's to enter apprenticeships prior to Jan 1, 2017
16-05: Sick Time Preload	new	new	new: Gives members a sick time preload based on tenure with the company.
