

# Contract Negotiations

IAMAW Local 99

And

Finning Canada

## Memorandum of Agreement

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- 2.03 An Employee shall not be discharged during the first sixty (60) months while absent on approved leave or while covered by Worker's Compensation or Long Term Disability benefits. ~~for a period of up to sixty (60) months, except where~~ After the sixty (60) months, where the prognosis of the Employee suggests his/her return to the workplace is imminent and therefore he/she shall not be terminated from employment, except that layoff due to lack of work is excluded from this provision. Where the prognosis of the Employee suggests his/her return to the workplace will not be possible, the Employer will notify the Union prior to termination.

It is the parties' intention and position that the sixty (60) months is to be applicable on a go forward basis for those Employees currently on Long Term Disability and those that transition from Short Term Disability to Long Term Disability after January 1, 2014.

- 2.04 The Employer and the Union recognize that there exists a duty to accommodate An Employee who has become incapacitated by injury or illness which causes him/her to be unable to perform his/her present job. Employees will be given preference for a position for which he/she can do or can reasonably be trained to do. The Employer, Union and Employee will meet to discuss possible positions, modifications, training and any other requirements. Upon return, if the Employee does not work in the position he/she held prior to the injury or illness, their wage will be red circled at the time they are permanently accommodated.

- 4.08 Employees listed in the top 10% of the Union seniority list, not holding a position normally defined as day shift, shall have the option of working straight day shift. Adjustments to the number of Employees who are so entitled shall be made on May 1st and November 1st of each year.

However, on customer mine sites within the Wood Buffalo Region that are unable to offer straight day shift positions, employees listed in the top 10% will not have the option to work straight day shift and will be compensated with the applicable premium as per Schedule "D" when required to work night shift.

Employees who ~~currently~~ enjoyed the entitlement of Article 4.08, top 10% at the conclusion of the 2005 Collective Agreement Negotiations, will be grandfathered by name so as to continue to enjoy the top 10% entitlements.

- 5.01 Where a vacancy occurs or a new job is created, notice will be posted on ~~the bulletin boards~~, Intranet and Internet sites for a minimum of fifteen (15) working days. The notice shall set out the job classification, location, branch, facility, shift schedule, and qualification required. When the manpower level is not being increased, a posting will

include the notation "Restricted to applicants from within the Branch." If a posting is not awarded within ninety (90) calendar days, then the posting will be expired.

5.02 Applications for vacancies shall be directed to the Human Resources Department and the applicant must notify their immediate Supervisor. The Employer may reject an application for a posting from an Employee who has less than one (1) year seniority or from an Employee who has been in their current position less than one (1) year prior to the posting. Once the application has been received, a confirmation will be provided to the applicant. An Employee may also check with their immediate supervisor and/or ~~Branch~~-HR contact if they have any questions on the status of their application.

~~5.06 (a) The parties agree that in the event of a layoff or termination for cause of a member of the bargaining unit, the Employer will notify the Business Representatives in writing one ~~three (13)~~ working days prior to the event. The names and classifications of the affected employees will be provided to the Union. The Union will maintain confidentiality.~~

5.07 Employees in the Edmonton, Calgary, and Oil Sands / Wood Buffalo Power Systems Divisions will be separated from the main shops for the purpose of lay-off.

Furthermore, Power Systems Division Employees currently in the Oil Sands will have their seniority attached to the main Oil Sands / Wood Buffalo Region seniority list until the end of ~~the term of this Collective Agreement. December 2016. This will give employees the opportunity to post to other oil sands positions if they choose.~~

~~5.07 (a) Employees hired after the signing of this Collective Agreement in Lloydminster and Rocky Mountain House will be treated separately for the purposes of layoff. In the event of the elimination of a complete classification in these locations or a complete facility closure, Employees in these locations will be integrated into the Edmonton or Red Deer seniority lists respectively.~~

5.11 Job classifications for the purpose of layoffs, and job transfers allowed within those classifications due to a lack of work, are identified in Schedule "B" ~~which is attached hereto.~~

5.12 If there are no Employees on lay-off status at a Branch where a vacancy occurs Employees on lay-off status at other Branches will be notified and given an opportunity to fill the vacancy, provided the Employee has the qualifications and demonstrated ability to perform the job ~~(of which the Employer shall be the sole judge)~~, before the Employer hires from outside.

5.14 Branch Closure

3.03(i) Employer will advise Union Executive.

4.03(ii) Employer will advise affected Employees.

5.03(iii) Employer will advise all other Branches.

~~6.03(iv)~~ Employer will ~~make a reasonable effort to~~ place affected Employees in vacancies in other Branches within their job classification. If there are no vacancies in other Branches, lay off and recall rights for the Employee will continue as per article 5.

~~7.03(v)~~ The Union will waive the posting requirements of this Collective Agreement for any affected Employees of the Branch that closed.

~~8.03(vi)~~ If affected employees are offered positions within their job classification and decline, Employees may elect to take they will receive severance as per Article 22 and end recall rights rather than accepting another position as per ~~(ivB)~~ above.

## 5.15 Temporary Transfers

Any active Employee who accepts a temporary transfer to another Branch will receive transportation, travel time at applicable rates and accommodation for the duration of the assignment. The Employer will also pay \$~~7060~~.00 per diem (\$~~2015~~.00 breakfast, \$~~2015~~.00 lunch, \$30.00 dinner) to cover the costs of meals, except when an Employee is provided with camp accommodations. The ~~living expenses~~, hours of work and rates of pay will be as per the facility assigned. Regional Wage Adjustment is not payable on temporary transfer. Living expenses and any other requirements of the transfer will be discussed and agreed to by the Employer and the Union prior to the start of the assignment. When the temporary transfer assignment is completed the Employee will return to the position from which he/she left. The above is applicable unless specifically identified in a letter of understanding.

Employees that are temporarily transferred to a ~~facilityBranch~~ that has a continuous shift schedule will be placed on the shift schedule of that ~~facilityBranch~~ and will receive the appropriate Branch wages. If Employees are required to work prior to a full shift schedule break upon return to their home Branch it will be at overtime rates, as required.

The Union will be notified in writing of all Temporary Transfers. Temporary transfers will not extend past 90 days without Union approval.

Ekati only: Temporary transfers will not extend past one hundred and twenty (120) days without Union approval.

## 6.02 **A shift change will be defined as any change related to start and end times.**

Twenty-Four (24) hours' notice shall precede the effective date of any shift change. If twenty-Four (24) hours is not provided, applicable overtime rates will be paid for four (4) hours.

**A schedule change will be defined as any change to the rotation start/end day of the week, days to afternoon shifts, or days to nights shift.**

The Employer agrees ~~to notify and meet with the Union before making a change in the normal hours of work or shift rotation schedules, and further agrees that seven (7) days~~ adequate notice shall precede the effective date of any schedule changes.

Adequate notice will be the length of an employee's regular work schedule to a maximum of 7 calendar days. (Examples: employees on a Monday to Friday shift – 5 days' notice, employees on 6x6 schedule – 6 days' notice, etc.) If adequate notice is not provided, applicable overtime rates will be paid for the days less the appropriate notice.

Establishment of a new or different shift, which requires modification or signing-off of any provision in this Agreement, shall be subject to mutual agreement between the Union and the Employer. The Union will reasonably consider all requests by the Employer to add new or different shifts.

6.04 A day shift shall be considered any shift commencing between the hours of 6:00 AM and 9:00 AM; an afternoon shift will be any shift commencing between the hours of 9:01 AM and 5:00 PM. The ratio of day shift versus afternoon shift worked shall be no less than 1 to 1, respectively, ~~wherever possible.~~

~~6.08~~ When overtime work of four (4) hours is to be performed, immediately before or after a regular shift, the Employee shall be given a thirty (30) minute unpaid rest break adjacent to the shift.

~~If the employer does not provide at a minimum twenty-four (24) hours of notice to Employee of the overtime opportunity to be worked, W~~where practical the Employee will be provided a meal and beverage without charge and if not practical or possible the Employee will be eligible to claim \$20.00. ~~The intent of a meal or meal allowance is when Employees could not prepare meals for an extended shift.~~ -The Employee will also be given a fifteen (15) minute paid rest break and a beverage after each consecutive two (2) hours of overtime work.

6.09 Overtime shall be distributed as equitably as possible first among all Employees within the department and then amongst Employees capable of performing the work within the ~~Branch~~ facility or division. Any opportunity which is not worked will be counted as time worked when assessing the distribution. The distribution will be assessed on a quarterly basis. This will be discussed with the Shop Steward, who shall be provided a copy of the overtime records upon request.

6.12 No other Employee shall be scheduled or required to be on standby. Where standby may be agreed to by the Employee, ~~the Union,~~ and the Employer, the Employee shall receive standby pay at \$5.00 per hour for each hour of standby.

~~6.14 A limited banking of overtime hours will be permitted. The terms and conditions of this will be covered in a letter of understanding between the Employer and the Union.~~

~~8.01~~ All holidays currently recognized in the Collective Agreement will be taken as follows:

~~9.03 If the holiday falls on a normally scheduled workday, then it will be taken on that day.  
If the holiday falls on a scheduled day off, it will be taken on the next scheduled workday.~~

~~Holidays will be observed on the following dates:~~

**Statutory Holiday Schedule for non-continuous shifts:**

- ~~(i) If the holiday falls on a normally scheduled workday, then it will be taken on that day.  
(ii) If the holiday falls on a scheduled day off, it will be taken on the next scheduled workday.~~

Statutory Holiday-Schedule	<u>2016</u>	<u>2017</u>	<u>2018</u>	<u>2019</u>
<b>New Years Day</b>	<u>Friday</u> – Jan 1	<u>Monday</u> – Jan 2	<u>Monday</u> – Jan 1	<u>Tuesday</u> - Jan 1
<b>Family Day (AB only)</b>	Monday – Feb <u>15</u>	Monday – Feb <u>20</u>	Monday - Feb <u>19</u>	<u>Monday</u> - Feb 18
<b>Good Friday</b>	Friday – Mar <u>25</u>	Friday – Apr <u>14</u>	Friday – <u>Mar 30</u>	<u>Friday</u> – Apr 19
<b>Victoria Day</b>	Monday – May <u>23</u>	Monday – May <u>22</u>	<u>Monday</u> - May 21	<u>Monday</u> – May 20

<b>Aboriginal Day (NWT only)</b>	<u>Tuesday – Jun 21</u>	<u>Wednesday– Jun 21</u>	<u>Thursday Jun 21</u>	<u>Friday – Jun 21</u>
<b>Canada Day</b>	<u>Friday– Jul 1</u>	<u>Monday– Jul 3</u>	<u>Monday – Jul 2</u>	<u>Monday Jul 1</u>
<b>Citizens Day</b>	Monday – Aug <u>1</u>	Monday – Aug <u>7</u>	<u>Monday - Aug 6</u>	<u>Monday Aug 5</u>
<b>Labour Day</b>	Monday – Sep <u>5</u>	Monday – Sep <u>4</u>	<u>Monday - Sept 3</u>	<u>Monday – Sep 2</u>
<b>Thanksgiving</b>	Monday – Oct <u>10</u>	Monday – Oct <u>9</u>	<u>Monday – Oct 8</u>	<u>Monday Oct 14</u>
<b>Remembrance Day</b>	<u>Friday– Nov 11</u>	<u>Monday– Nov 13</u>	<u>Monday – Nov 12</u>	<u>Monday – Nov 11</u>
<b>Christmas Eve</b>	<u>Monday– Dec 26</u>	<u>Monday– Dec 25</u>	<u>Tuesday – Dec 24</u>	<u>Tuesday - Dec 24</u>
<b>Christmas Day</b>	<u>Tuesday – Dec 27</u>	<u>Tuesday – Dec 26</u>	<u>Wednesday – Dec 25</u>	<u>Wednesday – Dec 25</u>
<b>Boxing Day</b>	<u>Wednesday– Dec 28</u>	<u>Wednesday– Dec 27</u>	<u>Thursday – Dec 26</u>	<u>Thursday – Dec 26</u>

**8.01 (a)** Statutory Holiday Schedule and Credit Calculation Charts For Continuous Shifts and 12 Hour Shift Letters of Understanding:

- (i) When a Statutory Holiday falls on an Employee’s scheduled day off and they do not work the Statutory Holiday, the Employee shall be paid twelve (12) hours at their hourly rate for the holiday and these hours will count as eight (8) hours worked towards the work week.
- (ii) When a Statutory Holiday falls on an Employee’s normally scheduled workday and the Employee does not work the Statutory Holiday, the Employee shall be paid twelve (12) hours at their hourly rate.
- (iii) When the Employee works a Statutory Holiday on an Employee’s normally scheduled workday and the Employee works, they shall receive twelve (12) hours pay at their hourly rate for the Statutory holiday, and in addition, shall be paid double time their hourly rate for all hours worked that day.
- (iv) When the Employee works a Statutory Holiday on an Employee’s normally scheduled day off and the Employee works, they shall receive twelve (12) hours pay at their hourly rate for the holiday; these hours will count as eight (8) hours worked towards the work week. In addition, the Employee shall be paid double their hourly rate for all hours worked that day.

<u>Statutory Holiday Schedule</u>	<u>2016</u>	<u>2017</u>	<u>2018</u>	<u>2019</u>
<b><u>New Years Day</u></b>	<u>Friday – Jan 1</u>	<u>Sunday– Jan 1</u>	<u>Monday– Jan 1</u>	<u>Tuesday - Jan 1</u>
<b><u>Family Day (AB only)</u></b>	<u>Monday – Feb 15</u>	<u>Monday – Feb 20</u>	<u>Monday - Feb 19</u>	<u>Monday - Feb 18</u>
<b><u>Good Friday</u></b>	<u>Friday – Mar 25</u>	<u>Friday – Apr 14</u>	<u>Friday – Mar 30</u>	<u>Friday – Apr 19</u>
<b><u>Victoria Day</u></b>	<u>Monday – May 23</u>	<u>Monday – May 22</u>	<u>Monday – May 21</u>	<u>Monday – May 20</u>
<b><u>Aboriginal Day (NWT only)</u></b>	<u>Tuesday – Jun 21</u>	<u>Wednesday– Jun 21</u>	<u>Thursday – Jun 21</u>	<u>Friday – Jun 21</u>
<b><u>Canada Day</u></b>	<u>Friday– Jul 1</u>	<u>Saturday– Jul 1</u>	<u>Sunday – Jul 1</u>	<u>Monday Jul 1</u>
<b><u>Citizens Day</u></b>	<u>Monday – Aug 1</u>	<u>Monday – Aug 7</u>	<u>Monday – Aug 6</u>	<u>Monday Aug 5</u>
<b><u>Labour Day</u></b>	<u>Monday – Sep 5</u>	<u>Monday – Sep 4</u>	<u>Monday – Sep 3</u>	<u>Monday – Sep 2</u>
<b><u>Thanksgiving</u></b>	<u>Monday – Oct 10</u>	<u>Monday – Oct 9</u>	<u>Monday – Oct 8</u>	<u>Monday Oct 14</u>
<b><u>Remembrance Day</u></b>	<u>Friday– Nov 11</u>	<u>Saturday– Nov 11</u>	<u>Sunday – Nov 11</u>	<u>Monday – Nov 11</u>
<b><u>Christmas Eve</u></b>	<u>Saturday– Dec 24</u>	<u>Sunday – Dec 24</u>	<u>Monday – Dec 24</u>	<u>Tuesday - Dec 24</u>

<b><u>Christmas Day</u></b>	<u>Sunday – Dec 25</u>	<u>Monday – Dec 25</u>	<u>Tuesday – Dec 25</u>	<u>Wednesday – Dec 25</u>
<b><u>Boxing Day</u></b>	<u>Monday– Dec 26</u>	<u>Tuesday – Dec 26</u>	<u>Wednesday – Dec 26</u>	<u>Thursday – Dec 26</u>

### **Statutory Holiday Credit Calculations**

When a statutory holiday falls on an Employee's normally scheduled day off it will be treated as if they had worked 8hrs for the purposes of calculating overtime for that rotation, it is considered hours worked towards the work week. As illustrated below these hours worked towards the work week are subtracted from the total number of straight time hours worked in a work rotation for the calculation of overtime. These hours are to be subtracted from the straight time hours at the end of the work rotation.

The following charts show examples of Statutory Holiday credit calculations for continuous shifts.

#### **Normal Rotation (no Statutory holidays on days off)**

<b><u>7 x 7 Shift</u></b>	<b><u>Day 1</u></b>	<b><u>2</u></b>	<b><u>3</u></b>	<b><u>4</u></b>	<b><u>5</u></b>	<b><u>6</u></b>	<b><u>7</u></b>	<b><u>8</u></b>	<b><u>9</u></b>	<b><u>10</u></b>	<b><u>11</u></b>	<b><u>12</u></b>	<b><u>13</u></b>	<b><u>14</u></b>
<u>S/T</u>	<u>11.5</u>	<u>11.5</u>	<u>11.5</u>	<u>11.5</u>	<u>11.5</u>	<u>11.5</u>	<u>11.5</u>	<u>Off</u>	<u>Off</u>	<u>Off</u>	<u>Off</u>	<u>Off</u>	<u>Off</u>	<u>Off</u>
<u>O/T</u>	<u>0.5</u>	<u>0.5</u>	<u>0.5</u>	<u>0.5</u>	<u>0.5</u>	<u>0.5</u>	<u>0.5</u>	-	-	-	-	-	-	-
<u>No Stat Credit application</u>	-	-	-	-	-	-	-	-	-	-	-	-	-	-

#### **Statutory Holiday Falls on Days Off**

<b><u>7 x 7 Shift</u></b>	<b><u>Day 1</u></b>	<b><u>2</u></b>	<b><u>3</u></b>	<b><u>4</u></b>	<b><u>5</u></b>	<b><u>6</u></b>	<b><u>7</u></b>	<b><u>8</u></b>	<b><u>9</u></b>	<b><u>10</u></b>	<b><u>11</u></b>	<b><u>12</u></b>	<b><u>13</u></b>	<b><u>14</u></b>
<u>S/T</u>	<u>11.5</u>	<u>11.5</u>	<u>11.5</u>	<u>11.5</u>	<u>11.5</u>	<u>11.5</u>	<u>3.5</u>	<u>Off</u>	<u>Off</u>	<u>Off</u>	<u>Off</u>	<u>Off</u>	<u>Stat Holiday</u>	<u>Off</u>
<u>O/T</u>	<u>0.5</u>	<u>0.5</u>	<u>0.5</u>	<u>0.5</u>	<u>0.5</u>	<u>0.5</u>	<u>8.0 + 0.5</u>	-	-	-	-	-	<u>12 Hrs Stat Pay</u>	-
<u>Stat Credit application</u>	-	-	-	-	-	-	<u>8 hrs of Stat Credit is applied on this day</u>	-	-	-	-	-	<u>8 Hrs Stat Credit</u>	-

#### **More than one statutory holiday falls on days off**

<b><u>7 x 7 Shift</u></b>	<b><u>Day 1</u></b>	<b><u>2</u></b>	<b><u>3</u></b>	<b><u>4</u></b>	<b><u>5</u></b>	<b><u>6</u></b>	<b><u>7</u></b>	<b><u>8</u></b>	<b><u>9</u></b>	<b><u>10</u></b>	<b><u>11</u></b>	<b><u>12</u></b>	<b><u>13</u></b>	<b><u>14</u></b>
<u>S/T</u>	<u>11.5</u>	<u>11.5</u>	<u>11.5</u>	<u>11.5</u>	<u>11.5</u>	<u>7</u>	<u>0</u>	<u>Off</u>	<u>Off</u>	<u>Off</u>	<u>Off</u>	<u>Stat Holiday</u>	<u>Stat Holiday</u>	<u>Off</u>
<u>O/T</u>	<u>0.5</u>	<u>0.5</u>	<u>0.5</u>	<u>0.5</u>	<u>0.5</u>	<u>4.5 + 0.5</u>	<u>11.5 + 0.5</u>	-	-	-	-	<u>12 Hrs Stat Pay</u>	<u>12 Hrs Stat Pay</u>	-

<u>Stat Credit application</u>	-	-	-	-	-	<u>The remaining 4.5 hours of Stat Credit is applied on this day</u>	<u>11.5 hrs of Stat Credit is applied on this day</u>	-	-	-	-	<u>8 Hrs Stat Credit</u>	<u>8 Hrs Stat Credit</u>	-
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When more than one stat holiday occurs on an Employee's scheduled days off, the hours credit is added together and is applied to the last days worked in the Employee's regular work schedule. The resultant overtime is to be paid at the applicable rate for the day of the week.

- Sick Time for the Entire "Days On" Period = No Stat Hours Counted
- Sick or Vacation on Last Day of "Days On" = 8 hours Stat Credit will be applied to the last regular work day worked
- Vacation - 12 Hours per day Taken = 8 hours Stat Credit will be applied to the next regular work day (even if in the next rotation)

All continuous shift configurations would apply the same as above based on their respective days on/off shift schedule.

All Overtime as a result of the Stat Credit is at Applicable rates

~~8.04 A limited banking of overtime hours will be permitted. The terms and conditions of this will be covered in a letter of understanding between the Employer and the Union.~~

~~9.02 Preference for vacation shall be based on seniority, provided that in order to maintain an efficient Branch the Employer may change scheduling of vacation periods if necessary.~~

Vacation requests submitted prior to April 15th of the current vacation year will be governed by seniority preference. All vacation requests will be responded to by May 15 of the current vacation year. Requests after April 15th will be considered on a first come first serve basis. All vacation requests will be responded to within 30 days of submission of the request. In order to maintain an efficient Branch, the Employer may change scheduling of vacation periods if necessary.

Vacation period requests of less than five (5) days are subject to workload conditions and require express approval of the Supervisor.

~~9.03 During the prime vacation period months of July and August a minimum of two (2) weeks continuous scheduled vacation is available. Longer periods may be approved at the Supervisor's discretion if the workload allows. During the remaining months all entitled vacation may be scheduled in a continuous period.~~

~~Vacation requests submitted prior to April 15th of the current vacation year will be governed by seniority preference. Requests after April 15th will be considered on a first come first serve basis.~~

~~Vacation period requests of less than five (5) days are subject to workload conditions and require express approval of the Supervisor.~~

- 9.05 Employees who have been employed continuously for specified periods are eligible for paid vacation as specified in the table below. ~~However, new Employees may request accumulated vacation after six (6) months. Any time taken will be considered part of the following year's vacation:~~

Employment Period	Vacation Entitlement	
1 year or more	2 weeks	4.0% of gross earnings
2 years or more	3 weeks	6.0% of gross earnings
7 years or more	4 weeks	8.0% of gross earnings
13 years or more	5 weeks	10.0% of gross earnings
18 years or more	6 weeks	12.0% of gross earnings
25 years	6 weeks + 1 day	12.4% of gross earnings
26 years	6 weeks + 2 days	12.8% of gross earnings
27 years	6 weeks + 3 days	13.2% of gross earnings
28 years or more	6 weeks + 4 days	13.6% of gross earnings
30 years or more	7 weeks	14.0% of gross earnings

For continuous shift employees vacation time will be converted to an hour entitlement (i.e. 1 week – 40 hours). Vacation will be taken at 12 hours per day, however with mutual agreement employees may choose to have vacation paid at 8 hours per day.

Effective October 2016 hourly member's vacation entitlement will be accrued on a bi- weekly basis vs a yearly vacation entitlement hours being loaded at the start of the year.

- 9.06 Where an Employee is absent from work ~~for any reason, on an approved leave of absence other than STD, LTD, Maternity/Paternity Leave or WCB,~~ for a period exceeding ninety (90) consecutive days, vacation credit accumulation will cease between the ninety first (91) day to the date when the Employee returns to work. Employees who are off work on STD, LTD, Maternity/Paternity Leave or WCB will continue vacation credit accumulation for up to one year only.

#### 9.09 Leave of Absence

When an Employee requests time off without pay or an extended personal leave of absence without pay, the Employer, taking into consideration the needs of the business, may grant the leave. The Employee will provide the reasons for the requested leave. Before an extended leave of absence can be taken, the employee will be required to utilize their vacation and/or banked time.

- 10.01 Apprentices attending school shall be paid at their normal rate of pay (8 hours per day straight time) while attending apprenticeship technical training. In addition to their normal rate of pay, Apprentices that are required to go to school away from their normal place of residency will receive a living subsidy from the Employer for up to \$250.00/week to assist in covering living and travel and weekend expenses while the apprentice attends school. The apprentice will be required to travel a minimum of one hundred (100) km to qualify for the living subsidy. -The Apprentice is required to provide receipts and submit an expense report to the Apprenticeship group.



- 10.02 Apprenticeship rates based upon the Journeyperson rate for the applicable trade will apply as follows:

Year of Apprenticeship	Four Year Program	Three Year Program
1 <sup>st</sup> Year	60%	65%
2 <sup>nd</sup> Year	70%	75%
3 <sup>rd</sup> Year	80%	85%
4 <sup>th</sup> Year	90%	N/A

If the Employer does not allow the Apprentice to attend school, the normal increased rates of pay will be paid to that Apprentice retroactively to the anniversary date, upon successful completion of the test for the applicable year. Should the Employee decide not to attend school when scheduled, they will no longer be eligible to receive retro pay. If an apprentice is assigned to work in the Field, the % of pay rate will reflect that of a Journeyperson Field Rate.

Apprentices cannot be assigned on a temporary basis to the field for any period longer than one hundred eighty (180) days. After one hundred eighty (180) days they must have received a posting or return to the shop they came from.

- 10.03 An Apprentice having met all requirements the required number of (hours, months and passed government examination) will be classified within the Journeyperson or applicable class "A" rate for his/her respective trade.

If the Employer does not allow the Employee to attend school, the normal increased rates of pay will be paid to that Employee retroactively to the anniversary date, upon successful completion of the test for the final year. Should the Employee decide not to attend school when scheduled, they will no longer be eligible to receive retro pay.

- 10.04 The Employer will cover the costs of tuition, books and normal rate of pay for the first attempt at each appropriate apprenticeship schooling level or red seal endorsement, and if required, one additional attempt to pass the necessary exams (considered the second attempt). If the Apprentice fails at any level of the apprenticeship program or red seal endorsement, a joint discussion with the Apprentice, Union Business Representative and the manager will be arranged by the Employer. If it is determined that more schooling is required, the apprentice will be responsible for those costs and Finning will grant the Employee an approved leave of absence except in the case of proven extenuating circumstances agreed to by both parties.

In the event that an employee who has been hired into an Apprenticeship Program voluntarily terminates employment within twelve (12) months following the completion of any apprenticeship training, the employee will be required to reimburse the Employer for tuition fees, textbooks, and normal rate of pay for attending apprenticeship school on a pro-rated basis for the previous year of schooling.

If an Employee chooses to challenge any level of the Apprenticeship or red seal certification, the Apprentice or Journeyperson will be responsible for all costs and lost time. If the Apprentice or Journeyperson is successful on his/her first attempt at challenging the exam the Employer will reimburse the Employee for costs and normal rate of pay. If an Apprentice is unsuccessful on challenging an exam, they will not be permitted to challenge any other Apprenticeship level.

11.03 ~~Foremen~~, Supervisors and other Employees outside the bargaining unit shall not perform bargaining unit work, except in the case of instruction or emergency.

11.04 Service Department Protective Clothing:

- (i) Coveralls will be supplied and cleaned without charge to those who normally wear coveralls. There will be sufficient number to ensure clean coveralls are available.
- (ii) Immersion suits and fireproof coveralls will be made available as a tool room item for those required to wear them on job assignments.
- (iii) Field Serviceperson Uniforms. For those Employees in this classification ~~for sixty (60) days or more~~ uniforms will be issued, upon request. Field Serviceperson uniforms will not be provided to employees permanently working on a customer mine site
- (iv) Field servicepersons will be provided without charge three pairs of ~~Aarctic~~ Arctic coveralls (or pants and jacket) and cold weather protective gloves. These items shall be supplied to the employee by September 30th of the year. Should winter protective gear not be provided by September 30<sup>th</sup> of the year, an Employee will be reimbursed for the purchase of one (1) pair of Arctic coveralls (or pants and jacket) to a maximum of \$600.00 to provide the required Personal Protective Equipment until the Employer can provide the subsequent pairs. Replacement coveralls (or pants and jacket) and gloves will be supplied upon surrender of an unserviceable pair of coveralls (or pants and jacket) and gloves.
- (v) Arctic coveralls (or pants and jacket) and cold weather protective gloves will be available in each Branch for other servicepersons on temporary field assignments. Upon agreement between the shop steward and branch management other arrangements may be made as appropriate.
- (vi) Welders will be provided, without charge, protective gloves and a fresh air welding helmet. Employees will be encouraged to wear fresh air helmets for welding work. Replacement will require surrender of unserviceable items.
- (vii) Arc Flash personal protective equipment of proper rating (cal/cm<sup>2</sup> or joules/cm<sup>2</sup>) and size will be available to any Employee required to work with high voltage / amperage electricity and will be maintained and inspected by the Employer as required.

11.08 If an Employee chooses, he/she may review their ~~Branch~~ personnel file with their Supervisor on an annual basis.

Any disciplinary notice or Letter of Expectation older than one (1) year will be removed from the file provided there has been no further discipline imposed during the period.

11.09 A tool allowance will be paid to Employees who are required to supply personal hand tools for their position, in the groups listed below, in the event that the Employer provides all tooling, the allowance will not be paid:

Tool Allowances:

<del>Heavy Equipment Technician</del> <del>Field Serviceperson</del> , Mechanic, Electrician, Refrigeration and Air Conditioning Mechanic (HVAC), Millwright, Apprentices	\$650.00
Welder, Machinist, Apprentices	\$450.00
Licensed / Unlicensed Maintenance Person / Trackpress Operator	\$200.00

In the event that an Employee transfers to or from a ~~Branch~~/Facility where all tools are supplied by the Employer, the tool allowance will be paid out on a pro-rated monthly basis (any partial month worked will be considered a full month worked).

All employees must either be active or on STD/WCB at the time of payout. However, if an employee is on LTD or layoff status, they will be paid one payment of this allowance upon return to work.

This will be provided to Employees through the payroll effective May 1<sup>st</sup> of each year. This will be a taxable benefit where the Employee has the ability to purchase any brand of tools. To qualify, the Employee must have completed their probationary period of one-hundred and twenty (120) days.~~three (3) months of employment.~~

The Employee will take their personal air and/or battery operated tools home and the Employer will supply an Employer owned tool. However, it will be at management's discretion whether an air or battery operated tool will be provided. If required for business purposes, the Employee may bring their own personal air and/or battery operated tool to work. Prior to the Employee bringing in their own air and/or battery operated tool, they must have management approval. Employees responsible for tools provided by the Employer must ensure that the tools are returned to the Employer in event of layoff or termination.

- 11.12 Employees will submit expense reports for any expenses other than those outlined below, within one (1) week of incurring expenses when possible and payment of expenses will then be made within two (2) weeks of submission of the report.

~~10.03(i)~~ \$70.00~~\$60.00~~ per diem (~~\$15.00~~ \$20.00 breakfast, ~~\$15.00~~ \$20.00 lunch, \$30.00 dinner) for employees who are away from their home branch for training (when meals are not provided) or overnight on a field assignment.

~~11.03(ii)~~ \$80.00~~\$70.00~~ per diem (~~\$15.00~~ \$20.00 breakfast, ~~\$20.00~~ \$25.00 lunch, ~~\$35.00~~ \$40.00 dinner) for NWT Field Serviceperson away from their home branch overnight on a field assignment.

11.13 ~~(a)~~ Tool Insurance:

The Employer will reimburse Employees for lost or stolen tools with a minimum value of two hundred dollars (\$200.00) and no maximum on any loss. The Employee shall be responsible for maintaining a written up-to-date tool list, which will be kept on file at the ~~Branch Facility~~. The exact amount of loss will be based on the evaluation of a claim by insurance adjusters based on the Employee tool list that must be on file. Theft must show forced entry on a locked vehicle, toolbox or storage area, or non-negligence on the Employee's behalf.

11.13 ~~(a)~~ (b) Tool Boxes:

Employees will be reimbursed for damaged or stolen tool boxes to a maximum value of three thousand dollars (\$3,000.00).

Employees who suffer a layoff from a facility outside of their permanent residence will be eligible, once in a twelve (12) month period, to have their tools boxes shipped to their home address at the employer's expense, to a maximum of \$750.

12.03 ~~The Employer and the Union agree that~~ There will be no discrimination, intimidation or coercion exercised or practiced by the Employer or by the Union, or by any of the representatives, with respect to any person because of race, colour, religious beliefs, gender, gender identity and gender expression~~sex~~, age, family status, marital status, ancestry, or place of origin of that person, source of income, sexual orientation, or to a person having a mental disability or physical disability~~handicap~~.

12.04 ~~The parties agree that h~~ Harassment is not tolerated in the workplace. Every reasonable effort will be taken to assure no employee is subject to harassment in any form. Both parties will jointly co-operate in resolving and investigating complaints relating to bargaining unit employees in a confidential and appropriate manner.

13.01 The Employer agrees that during such times as this Agreement is in force it will pay all persons covered by the terms of this Agreement who are hourly Employees the rates set forth in Schedule "A" - WAGE CATEGORIES, which is attached hereto and made part of this Agreement, and if any Employee is receiving a wage rate in excess of the rates herein contained such wage shall not be reduced by reason of the signing of this Agreement.

The rates in the Collective Agreement will reflect the increase listed below.

<del>2.00%</del> <del>3.00%</del> General <del>Decrease</del> <u>Increase</u>	Effective May 1, <del>2016</del> <del>2013</del>
<del>0.00%</del> <del>3.50%</del> General Increase	Effective May 1, <del>2017</del> <del>2014</del>
<del>1.00%</del> <del>3.75%</del> General Increase	Effective May 1, <del>2018</del> <del>2015</del>

13.03 The Employer ~~agrees to will~~ hold job discussions ~~twice~~ annually ~~prior to January 1st and July 1st~~ for all Employees who are covered by this Agreement ~~and are Class "B" rate in any category~~.

13.05 Payday shall be every second week on Friday. All accumulated earnings and work hours reported in a two (2) week period shall be remitted on the payday of the week following the pay period. Any errors or omissions shall be paid within 7 working days of the Employer being notified of the error. If the Employee can substantiate any losses as a result of these errors, the Employer agrees to make the Employee whole in all respects. The Employee must submit details of the error in writing to their Supervisor or designate. The Employer will provide pay notifications in compliance with Employment Standards.

13.07 All Parts and Service Employees filling in a premium position get the premium rate of pay for the number of hours spent in that position. This would not apply to Apprentices on rotation.

Parts persons scheduled to cover for counter sales will receive the premium wage rate for the time spent in the position.

The maximum duration of any Employee filling in a premium position will be ninety (90) days. After ninety (90) days, the premium position will be posted.

13.08 The ~~Union~~ IAMAW Lodge 99 Business Representative and the Employer will meet and discuss each individual situation where an employee is removed from a third party site within fifteen (15) days of the removal-as-it-occurs.

14.01 The Union recognizes the right of the Employer to exercise the functions of management including, without limiting the generality thereof, the right to hire new Employees and to direct the working force, to promote and demote, transfer, lay-off due to lack of work, suspend or otherwise discipline or discharge for just cause any Employee, subject to the right of the Employee to lodge a grievance in the manner and to the extent herein provided. The Employer agrees to give to the Union reasonable notice of discharge for cause of any Employee.

The employer will exercise its' authority and discretion under the Collective Agreement in a fair and reasonable manner.

The parties agree to add this language to the language in 15.02

~~15.01 (a)15.03 (b) The Employer agrees to continue to maintain the Long Term Disability plan for hourly Employees and the Employee shall pay the total premium cost thereof. The maximum benefit amount will be five thousand (\$5,000) per month.~~

~~It is agreed that in addition to continue to provide plan benefits the Employer and the Union agree that an objective of the plan is to encourage an early a return to a workplace assignment based on medical documentation.~~

~~The parties agree to meet to explore some plan options which may include consideration of the plan dealing with limited retraining or educational alternatives.~~

15.02 Group Insurance:

Coverage	Employer Pays	Employee Pays
Provincial / Territorial Health Care Insurance Coverage	100% of current premiums	
Extended Health Insurance Plan ( <u>SunLife #25243</u> )	75% of current premiums	25% of current premiums
Dental Plan ( <u>SunLife #25243</u> )	75% of current premiums	25% of current premiums
Life Insurance Plan ( <u>SunLife #56243</u> )	Employer maintains and pays the premium costs thereof.	Employee pays premium assessed for Dependent Life Insurance.
Accidental Death & Dismemberment Plan ( <u>AIG Assurance - 9029958</u> )	Employer maintains and pays total premium cost thereof.	
<u>Long-term disability</u> ( <u>SunLife #56243</u> )		<u>100% of current premiums</u>

\*Policy numbers are for reference purposes only. The Union will be notified of any replacement policy providing the same benefits.

NOTE: Any Premium arrears for Provincial / Territorial Health Care Insurance coverage prior to employment with the Employer will be the Employee's responsibility.

Dental Plan - The Employer agrees to maintain a Dental benefits program providing coverage with limits and conditions set forth in the plan for group dental insurance.

Unless modified by mutual agreement between the Employer and the Union, the plan shall cover dental expenses in accordance with the current Sun Life Alberta Dental Reimbursement Guide.

The Employer has established an Employee Assistance Program to assist Employees in dealing with personal and family issues. Information on the program may be obtained at each Branch.

The Employer agrees to continue to maintain the Long Term Disability plan for hourly Employees and the Employee shall pay the total premium cost thereof. The maximum benefit amount will be five thousand (\$5,000) per month.

It is agreed that in addition to continue to provide plan benefits the Employer and the Union agree that an objective of the plan is to encourage an early a return to a workplace assignment based on medical documentation.

The parties agree to meet to explore some plan options which may include consideration of the plan dealing with limited retraining or educational alternatives.

### **15.03 Sick Leave benefits**

Sick leave will be allowed on the following basis and subject to the following provisions:

After working two (2) consecutive months, an employee will have earned four (4) hours ~~one-half (1/2) day~~ of sick leave credits, and will accumulate four (4) hours ~~one-half (1/2) day~~ per month thereafter to a maximum of ~~five (5) days~~ (equivalent to forty (40) hours). On January 1st of each year thereafter, employees will receive credit for forty (40) hours' ~~five (5) days~~ Sick Leave to apply to the current years' service. Sick Leave credit will be maintained but not accumulated during lay-off. Sick Leave credit will be accumulated while on Short-Term Disability, Long-Term Disability or WCB.

Employees who report sick during any day will have their Sick Leave allotment reduced by the number of hours not worked during that day.

Sick Leave is not to be used for any purpose other than legitimate illness and/or for Doctor and Dentist appointments (can be taken in one (1) hour increments). Sick Leave as described above, can also be used if an employee's spouse or children is/are sick or injured.

All absence due to illness of more than five (5) consecutive days' duration shall require a Doctor's certificate to the employee's Department Supervisor.

It is the employee's responsibility to notify his or her Department Supervisor of absence due to illness prior to the start of their shift.

All sick days not used can be accumulated to a maximum of two hundred (200) hours ~~twenty-five (25) days~~. This maximum is inclusive of the current year's eligibility. Accumulated sick leave may only be used after the current year's annual ~~five (5) days~~ forty (40) hours sick leave has been used up. The employee may also choose to delay STD payments with the use of accumulated sick leave, however the STD process must still be followed.

Any employee with ten (10) or more years' service shall be paid all accumulated sick time when the employee retires.

15.03 (a) Short-Term Disability Benefits:

The Employer agrees to maintain an Employer paid Short Term Sickness plan, and all Employees covered by this Agreement shall be entitled to benefits subject to the following provisions and conditions:

After completion of the probationary period (120 days) employees will be eligible to participate in the company paid Short Term Disability plan.

Sickness or Disability lasting more than five (5) consecutive work days must be substantiated with a third party Short-Term application form completed by a qualified doctor indicating that the claimant is unable to work.

Short Term disability Disability Benefits shall be eighty (80%) percent of the employees' current base wage rate. Coverage is contingent upon both the employee and the doctor providing the required claim form information showing total disability to the satisfaction of the benefits carrier for a period not to exceed twenty-six (26) weeks.

If it is necessary for the Employee to provide additional written information to satisfy the claims adjudicator with respect to the Employee's claim and there is a charge for obtaining that information, the Employer agrees it will pay for all costs.

Occupational illnesses and/or injuries will be paid by WCB and the Employer will top up the WCB payment to the STD amount eligible to the employee.

When an Employee is able to return to work to full or modified duties, the time worked will not be considered sick time and the Employee's entitlement to Short-Term Disability shall remain. When an Employee has exhausted their Short-Term Disability entitlement and/or the Long-Term Elimination period has passed, the Employee's claim will be processed in accordance with Long-Term Disability plan provisions.

15.04 Bereavement Leave:

Without loss of pay will be provided upon the death of a member of an Employee's immediate family. The maximum amount of bereavement leave with pay allowed will be five (5) days. The Employee's immediate family shall be defined as an Employee's spouse, parents, grandparents, spouse's grandparents, mother-in-law, father-in-law, brother-in-law, sister-in-law, plus sons, daughters, brothers, sisters, or their spouses, and any relative residing permanently with an Employee.

Employees must make contact with their immediate supervisor prior to taking bereavement leave.

Under extenuating circumstances, Employees who need more time off to attend a funeral will be allowed to take the extra required days off, without pay, in conjunction with the five (5) paid bereavement days.

If bereavement occurs on days off work, bereavement may start, if required, on the next scheduled day of work.

~~When If an Employee requests requires a personal leave of absence without pay additional time off as a result of the loss of a family member, the Employer, taking into consideration the needs of the business, may grant the leave time off without pay. The Employee will provide the reasons for the requested leave.~~



- 17.03 Eligibility for Pension Plan membership will commence upon date of hire. Vesting will be immediate upon date of hire. The vesting period will be twenty-four (24) months until such time that the Alberta Pension legislation is amended and mandates immediate vesting. An annual statement by March 31<sup>st</sup> of the following year shall be given to each Employee participating in the pension plan stating the value of the pension credits earned. Booklets describing benefits provided under the plans shall be made available from the Branch Human Resources contact. The official Pension plan document provides a full description of the governing terms and conditions.
- 19.08 ~~The Employer agrees to permit Union representatives a reasonable amount of time off, without pay, to attend to the necessary business of the Union.~~  
IAMAW Lodge 99 Executive members will be granted all time off necessary for them to carry out their duties. The Union will make every reasonable effort to minimize this time away from work.
- 19.09 Members of the bargaining committee, not to exceed four (4) five (5) in number, shall be paid at regular rates for a period of time not to exceed one hundred and sixty (160) twenty (120) hours per person. This would only apply on years where negotiations were held.  
IAMAW Lodge 99 Bargaining Committee members will be granted all time off necessary, for them to carry out their duties.
- 19.10 Lockable 24" x 36" Bulletin boards will be supplied on Employer premises for the purpose of posting official Union notices and papers. The Union agrees that such notices and papers will not contain references detrimental to the maintenance of a harmonious relationship between the Employer and the Union. The keys to the bulletin board will be held by the Steward(s) and a Branch-Facility Management representative/designate.  
This will apply on third party sites with the customer's agreement.
- 20.03 Unless a grievance of an Employee or a policy grievance is presented to the Employer within thirty (30) ten (10) working days of the grievor from the date when the grievance first arose, or in the case of dismissal of Employees within thirty (30) ten (10) working days of notification to the Union of such dismissal, the grievance is waived and the Employee or the Union shall not be permitted to present the same to the Employer thereafter. Failure of the Employer to respond within its allotted times indicates that it is in agreement with the grievor.
- 23.01 It is understood and agreed between the parties hereto that they will commence bargaining for a new Collective Agreement to follow this one on or about January 31, 20196 and if they fail to conclude a new Collective Agreement before April 30, 20196 the Employer agrees to pay the Employees the hourly rates of pay (Schedule A including Regional Wage Adjustment) and premiums (Schedule D) established by the new Agreement for all actual hours worked from April 30, 20196 until the date of the ratification of the new Collective Agreement provided there is no Strike. All retroactivity on other proposals will be determined upon signing of a Memorandum of Agreement.



23.02 This Agreement shall be effective from May 1, 201~~63~~ until April 30, 201~~96~~ and thereafter to the date when a new Collective Agreement comes into force or until a strike or lockout occurs, whichever is first.

## **Schedule A**

## Certified Trades Service Department

	-	2016	2017	2018
	Field Serviceperson			
	Resident	\$51.37	\$51.37	\$51.89
	Leadhand	\$48.97	\$48.97	\$49.46
	Journeyperson: Welder, Power Generation Electrician, Millwright, Machinist, Heavy Equipment Technician (HET)	\$46.71	\$46.71	\$47.17
	Journeyperson: Heavy Duty Equipment Mechanic (Off-Road), Journeyperson Truck & Transport Mechanic (On-Hwy, Power Systems only), Power Generation Electrician (EGS Technician / Motor Rewind Technician)	\$45.20	\$45.20	\$45.65
	Probationary	\$45.05	\$45.05	\$45.50
-				
	Shop Servicepersons			
	Machinist, Non Destructive Testing (NDT) Technician	-		
	Leadhand	\$46.55	\$46.55	\$47.02
	Journeyperson	\$44.31	\$44.31	\$44.75
	Probationary	\$42.80	\$42.80	\$43.22
-				
	Journeyperson	-		
	Chargehand*	\$48.25	\$48.25	\$48.73
	Leadhand	\$46.10	\$46.10	\$46.56
	Journeyperson: Heavy Equipment Technician (HET), Welder, Warranty Technician, Power Generation Electrician, Estimator, Millwright, Gas Compression Technician (With HET)	\$43.91	\$43.91	\$44.35
	Journeyperson: Heavy Duty Equipment Mechanic (Off-Road), Journeyperson Truck and Transport Mechanic (On-Hwy, Power Systems Only), Gas Compression Technician (Automotive / Millwright), Power Generation Electrician (EGS Technician / Motor Rewind Technician)	\$42.64	\$42.64	\$43.07
	Probationary	\$41.74	\$41.74	\$42.16
-				
	Apprentice: Power Generation Electrician, Millwright, Machinist	-		
	4th Year	\$39.53	\$39.53	\$39.93
	3rd Year	\$35.15	\$35.15	\$35.50
	2nd Year	\$30.76	\$30.76	\$31.07
	1st Year	\$26.35	\$26.35	\$26.62

-				
	<u><b>Apprentice: Heavy Equipment Technician (HET)</b></u>			
	<u>4th Year: Journeyperson Heavy Duty Equipment Mechanic (Off-Road) or Journeyperson Truck and Transport Mechanic (On-Hwy, Power Systems Only), Registered in 4 year (HET) program)</u>	<u>\$42.64</u>	<u>\$42.64</u>	<u>\$43.07</u>
	<u>3rd Year</u>	<u>\$35.15</u>	<u>\$35.15</u>	<u>\$35.50</u>
	<u>2nd Year</u>	<u>\$30.76</u>	<u>\$30.76</u>	<u>\$31.07</u>
	<u>1st Year</u>	<u>\$26.35</u>	<u>\$26.35</u>	<u>\$26.62</u>
-				
	<u><b>Apprentice Welder</b></u>			
	<u>3rd Year</u>	<u>\$37.34</u>	<u>\$37.34</u>	<u>\$37.71</u>
	<u>2nd Year</u>	<u>\$32.94</u>	<u>\$32.94</u>	<u>\$33.27</u>
	<u>1st Year</u>	<u>\$28.56</u>	<u>\$28.56</u>	<u>\$28.84</u>
-				
	<u><b>Electronic Repair Technician</b></u>			
	<u>Class A</u>	<u>\$36.79</u>	<u>\$36.79</u>	<u>\$37.16</u>
	<u>Class B</u>	<u>\$30.92</u>	<u>\$30.92</u>	<u>\$31.23</u>
	<u>The "*" positions include Employees hired prior to May 1, 2002 and are grandfathered at the rate for the position. It is not intended to use these categories after this date.</u>			

## Maintenance Department

	<u>Maintenance Person - Licensed</u>	-		
	<u>Leadhand</u>	<u>\$47.78</u>	<u>\$47.78</u>	<u>\$48.25</u>
	<u>Journey person</u>	<u>\$45.50</u>	<u>\$45.50</u>	<u>\$45.96</u>
	<u>Probationary</u>	<u>\$42.52</u>	<u>\$42.52</u>	<u>\$42.95</u>
-				
	<u>Maintenance Person - Unlicensed</u>			
	<u>Class A</u>	<u>\$35.89</u>	<u>\$35.89</u>	<u>\$36.25</u>
	<u>Probationary</u>	<u>\$33.56</u>	<u>\$33.56</u>	<u>\$33.89</u>

## Parts Department

-	<u>2016</u>			<u>2017</u>			<u>2018</u>		
	<u>Categories</u>	<u>#1</u>	<u>#2</u>		<u>#1</u>	<u>#2</u>		<u>#1</u>	<u>#2</u>
	<u>Certified Parts Trades:</u>								
	<u>Chargehand*</u>	<u>\$42.62</u>	<u>\$39.65</u>		<u>\$42.62</u>	<u>\$39.65</u>		<u>\$43.05</u>	<u>\$40.05</u>
	<u>Leadhand</u>	<u>\$40.69</u>	<u>\$37.83</u>		<u>\$40.69</u>	<u>\$37.83</u>		<u>\$41.10</u>	<u>\$38.21</u>
	<u>Journey person</u>	<u>\$38.72</u>	<u>\$36.04</u>		<u>\$38.72</u>	<u>\$36.04</u>		<u>\$39.11</u>	<u>\$36.40</u>
	<u>Probationary</u>	<u>\$34.53</u>	<u>\$31.84</u>		<u>\$34.53</u>	<u>\$31.84</u>		<u>\$34.87</u>	<u>\$32.16</u>
-									
	<u>Parts Apprentice:</u>								
	<u>3rd Year</u>	<u>\$32.91</u>			<u>\$32.91</u>			<u>\$33.24</u>	
	<u>2nd Year</u>	<u>\$29.05</u>	-		<u>\$29.05</u>			<u>\$29.34</u>	
	<u>1st Year</u>	<u>\$25.18</u>			<u>\$25.18</u>			<u>\$25.43</u>	
-									
	<u>Materials Supply Assistant</u>		<u>#2</u>	<u>#3</u>		<u>#2</u>	<u>#3</u>		<u>#2</u>
	<u>Leadhand</u>		<u>\$32.39</u>	<u>\$30.89</u>		<u>\$32.39</u>	<u>\$30.89</u>		<u>\$32.71</u>
	<u>Warehouse person</u>		<u>\$30.85</u>	<u>\$29.42</u>		<u>\$30.85</u>	<u>\$29.42</u>		<u>\$31.16</u>
	<u>19-24 Months</u>		<u>\$29.04</u>	<u>\$27.71</u>		<u>\$29.04</u>	<u>\$27.71</u>		<u>\$29.33</u>
	<u>13-18 Months</u>		<u>\$27.28</u>	<u>\$25.94</u>		<u>\$27.28</u>	<u>\$25.94</u>		<u>\$27.56</u>
	<u>0-12 Months</u>		<u>\$25.47</u>	<u>\$24.24</u>		<u>\$25.47</u>	<u>\$24.24</u>		<u>\$25.72</u>
-									
	The "*" positions include Employees hired prior to May 1, 2002 and are grandfathered at the rate for the position. It is not intended to use these categories after this date.								
-									
	<u>Parts Department Categories:</u>								
	<u>1. Instore / Counter sales, Service Supply Clerk 1.</u>								
	<u>2. Warehouse person (includes used parts warehouse, can perform all parts functions except those in category #1).</u> <u>(Note: Category 2 Journey person will only include those grandfathered Employees and temporary apprentice graduates).</u>								
	<u>3. Parts Picker/Stocker.</u>								

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<b><u>Used Parts Department Categories:</u></b>
<b><u>1. Instore/Counter Sales.</u></b>
<b><u>2. Used Parts Warehouse</u></b>

**Customer Support Centre:**

<b><u>Partsperson:</u></b>	<b><u>2016</u></b>	<b><u>2017</u></b>	<b><u>2018</u></b>
<b><u>Leadhand</u></b>	<b><u>\$43.36</u></b>	<b><u>\$43.36</u></b>	<b><u>\$43.79</u></b>
<b><u>Journeyperson</u></b>	<b><u>\$41.36</u></b>	<b><u>\$41.36</u></b>	<b><u>\$41.77</u></b>
<b><u>Probationary</u></b>	<b><u>\$36.90</u></b>	<b><u>\$36.90</u></b>	<b><u>\$37.27</u></b>
-			

**Skilled / Semi Skilled:**

	<b><u>2016</u></b>	<b><u>2017</u></b>	<b><u>2018</u></b>
<b><u>Category A: Painter, Heavy Truck Driver (Over 3 Ton), Track Press Operator, Auto-Welding Machine Operator</u></b>			
<b><u>Leadhand</u></b>	<b><u>\$38.00</u></b>	<b><u>\$38.00</u></b>	<b><u>\$38.38</u></b>
<b><u>Class A</u></b>	<b><u>\$36.20</u></b>	<b><u>\$36.20</u></b>	<b><u>\$36.56</u></b>
<b><u>Class B</u></b>	<b><u>\$34.83</u></b>	<b><u>\$34.83</u></b>	<b><u>\$35.18</u></b>
<b><u>Probationary</u></b>	<b><u>\$33.57</u></b>	<b><u>\$33.57</u></b>	<b><u>\$33.91</u></b>
<b><u>Category B: Hydraulic Hose Press Operator, Yardperson, Tool Room Attendant, Shipper/Receiver (Service Dept.)</u></b>			
<b><u>Leadhand</u></b>	<b><u>\$37.32</u></b>	<b><u>\$37.32</u></b>	<b><u>\$37.69</u></b>
<b><u>Class A</u></b>	<b><u>\$35.54</u></b>	<b><u>\$35.54</u></b>	<b><u>\$35.90</u></b>
<b><u>Class B</u></b>	<b><u>\$34.20</u></b>	<b><u>\$34.20</u></b>	<b><u>\$34.54</u></b>
<b><u>Probationary</u></b>	<b><u>\$32.96</u></b>	<b><u>\$32.96</u></b>	<b><u>\$33.29</u></b>
<b><u>Category C: Washbay Attendant</u></b>			
<b><u>Class A</u></b>	<b><u>\$30.00</u></b>	<b><u>\$30.00</u></b>	<b><u>\$30.30</u></b>
<b><u>Class B</u></b>	<b><u>\$28.81</u></b>	<b><u>\$28.81</u></b>	<b><u>\$29.10</u></b>
<b><u>Probationary</u></b>	<b><u>\$27.38</u></b>	<b><u>\$27.38</u></b>	<b><u>\$27.66</u></b>
<b><u>Category D: Labourer, Janitor</u></b>			
<b><u>Class A</u></b>	<b><u>\$25.05</u></b>	<b><u>\$25.05</u></b>	<b><u>\$25.30</u></b>
<b><u>Class B</u></b>	<b><u>\$23.74</u></b>	<b><u>\$23.74</u></b>	<b><u>\$23.97</u></b>
<b><u>Probationary</u></b>	<b><u>\$22.41</u></b>	<b><u>\$22.41</u></b>	<b><u>\$22.64</u></b>
<b><u>Oil Lab</u></b>			

	<u>Chargehand*</u>	<u>\$39.12</u>	<u>\$39.12</u>	<u>\$39.51</u>
	<u>Leadhand</u>	<u>\$37.32</u>	<u>\$37.32</u>	<u>\$37.69</u>
	<u>Interpreter</u>	<u>\$37.82</u>	<u>\$37.82</u>	<u>\$38.20</u>
	<u>Lab Technician - Certified</u>	<u>\$35.54</u>	<u>\$35.54</u>	<u>\$35.90</u>
	<u>Probationary: Lab Technician Certified</u>	<u>\$32.55</u>	<u>\$32.55</u>	<u>\$32.87</u>
	<u>Lab Technician - Uncertified</u>	<u>\$32.55</u>	<u>\$32.55</u>	<u>\$32.87</u>
	<u>Probationary: Lab Technician Uncertified</u>	<u>\$29.29</u>	<u>\$29.29</u>	<u>\$29.59</u>
	-			
	<b><u>Benchhand CRC</u></b>			
	<u>Benchand **</u>	<u>\$35.15</u>	<u>\$35.15</u>	<u>\$35.50</u>
	<b><u>Field Lubrication Serviceperson ***</u></b>			
	<u>Field Lubrication Serviceperson - Non-Ticketed</u>	<u>\$38.37</u>	<u>\$38.37</u>	<u>\$38.75</u>
	<u>Probationary: Field Lubrication Serviceperson - Non-Ticketed</u>	<u>\$35.61</u>	<u>\$35.61</u>	<u>\$35.97</u>
	<u>*** These positions include Employees hired prior to May 1, 2002 and are grandfathered at the rate for the position. It is not intended to use these categories after this date.</u>			
	<u>*** These positions include Employees hired prior to May 1, 1990. It is not intended to use this category after this date.</u>			
	<u>*** It is agreed that these positions are not to replace or displace any mechanical position in the bargaining unit. It is agreed that this position will not to be used within Power Systems.</u>			

### **2016 Grande Prairie / Peace River Certified Trades Service Department:**

	<u>RWA included for information purposes only</u>	<b><u>2016</u></b>	<b><u>5% RWA</u></b>
	<b><u>Field Serviceperson</u></b>		
	<u>Resident</u>	<u>\$51.37</u>	<u>\$53.94</u>
	<u>Leadhand</u>	<u>\$49.04</u>	<u>\$51.49</u>
	<u>Journeyperson: Welder, Power Generation Electrician, Millwright, Machinist, Heavy Equipment Technician (HET)</u>	<u>\$46.71</u>	<u>\$49.04</u>
	<u>Journeyperson: Heavy Duty Equipment Mechanic (Off-Road), Journeyperson Truck &amp; Transport Mechanic (On-Hwy, Power Systems only), Power Generation Electrician (EGS Technician / Motor Rewind Technician)</u>	<u>\$45.20</u>	<u>\$47.46</u>
	<u>Probationary</u>	<u>\$45.05</u>	<u>\$47.30</u>
	<b><u>Shop Servicepersons</u></b>		
	<b><u>Machinist</u></b>		
	<u>Leadhand</u>	<u>\$46.55</u>	<u>\$48.88</u>
	<u>Journeyperson</u>	<u>\$44.31</u>	<u>\$46.52</u>
	<u>Probationary</u>	<u>\$42.80</u>	<u>\$44.94</u>
	-		
	<b><u>Journeyperson</u></b>	-	-
	<u>Chargehand*</u>	<u>\$48.25</u>	<u>\$50.66</u>
	<u>Leadhand</u>	<u>\$46.10</u>	<u>\$48.40</u>
	<u>Journeyperson: Heavy Equipment Technician (HET), Welder, Warranty Technician, Power Generation Electrician, Estimator, Millwright, Gas Compression Technician (With HET)</u>	<u>\$43.91</u>	<u>\$46.11</u>

<u>Journeyperson: Heavy Duty Equipment Mechanic (Off-Road), Journeyperson Truck and Transport Mechanic (On-Hwy, Power Systems Only), Gas Compression Technician (Automotive / Millwright), Power Generation Electrician (EGS Technician / Motor Rewind Technician)</u>	<u>\$42.64</u>	<u>\$44.77</u>
<u>Probationary</u>	<u>\$41.74</u>	<u>\$43.83</u>
-		
<u>Apprentice: Power Generation Electrician, Millwright, Machinist</u>		
<u>4th Year</u>	<u>\$39.53</u>	<u>\$41.51</u>
<u>3rd Year</u>	<u>\$35.15</u>	<u>\$36.91</u>
<u>2nd Year</u>	<u>\$30.76</u>	<u>\$32.30</u>
<u>1st Year</u>	<u>\$26.35</u>	<u>\$27.67</u>
-		
<u>Apprentice: Heavy Equipment Technician (HET)</u>		
<u>4th Year: Journeyperson Heavy Duty Equipment Mechanic (Off-Road) or Journeyperson Truck and Transport Mechanic (On-Hwy, Power Systems Only), Registered in 4 year (HET) program)</u>	<u>\$42.64</u>	<u>\$44.77</u>
<u>3rd Year</u>	<u>\$35.15</u>	<u>\$36.91</u>
<u>2nd Year</u>	<u>\$30.76</u>	<u>\$32.30</u>
<u>1st Year</u>	<u>\$26.35</u>	<u>\$27.67</u>
-		
<u>Apprentice Welder</u>		
<u>3rd Year</u>	<u>\$39.53</u>	<u>\$41.51</u>
<u>2nd Year</u>	<u>\$32.94</u>	<u>\$34.58</u>
<u>1st Year</u>	<u>\$28.56</u>	<u>\$29.99</u>
-		
<u>Electronic Repair Technician:</u>		
<u>Class A</u>	<u>\$36.79</u>	<u>\$38.63</u>
<u>Class B</u>	<u>\$30.92</u>	<u>\$32.46</u>
-		
<u>Maintenance Person - Licensed</u>		
<u>Leadhand</u>	<u>\$44.49</u>	<u>\$46.72</u>
<u>Journeyperson</u>	<u>\$42.38</u>	<u>\$44.49</u>
<u>Probationary</u>	<u>\$39.60</u>	<u>\$41.58</u>
-		
<u>Maintenance Person - Unlicensed</u>		
<u>Class A</u>	<u>\$35.89</u>	<u>\$37.68</u>
<u>Probationary</u>	<u>\$33.56</u>	<u>\$35.23</u>

### 2017 Grande Prairie / Peace River Certified Trades Service Department:

<u>RWA included for information purposes only</u>	<u>2017</u>	<u>5% RWA</u>
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<b><u>Field Serviceperson</u></b>			
	<u>Resident</u>	<u>\$51.37</u>	<u>\$53.94</u>
	<u>Leadhand</u>	<u>\$49.04</u>	<u>\$51.49</u>
	<u>Journeyperson: Welder, Power Generation Electrician, Millwright, Machinist, Heavy Equipment Technician (HET)</u>	<u>\$46.71</u>	<u>\$49.04</u>
	<u>Journeyperson: Heavy Duty Equipment Mechanic (Off-Road), Journeyperson Truck &amp; Transport Mechanic (On-Hwy, Power Systems only), Power Generation Electrician (EGS Technician / Motor Rewind Technician)</u>	<u>\$45.20</u>	<u>\$47.46</u>
	<u>Probationary</u>	<u>\$45.05</u>	<u>\$47.30</u>
<b><u>Shop Servicepersons</u></b>			
<b><u>Machinist</u></b>			
	<u>Leadhand</u>	<u>\$46.55</u>	<u>\$48.88</u>
	<u>Journeyperson</u>	<u>\$44.31</u>	<u>\$46.52</u>
	<u>Probationary</u>	<u>\$42.80</u>	<u>\$44.94</u>
<b><u>Journeyperson</u></b>			
	<u>Chargehand*</u>	<u>\$48.25</u>	<u>\$50.66</u>
	<u>Leadhand</u>	<u>\$46.10</u>	<u>\$48.40</u>
	<u>Journeyperson: Heavy Equipment Technician (HET), Welder, Warranty Technician, Power Generation Electrician, Estimator, Millwright, Gas Compression Technician (With HET)</u>	<u>\$43.91</u>	<u>\$46.11</u>
	<u>Journeyperson: Heavy Duty Equipment Mechanic (Off-Road), Journeyperson Truck and Transport Mechanic (On-Hwy, Power Systems Only), Gas Compression Technician (Automotive / Millwright), Power Generation Electrician (EGS Technician / Motor Rewind Technician)</u>	<u>\$42.64</u>	<u>\$44.77</u>
	<u>Probationary</u>	<u>\$41.74</u>	<u>\$43.83</u>
<b><u>Apprentice: Power Generation Electrician, Millwright, Machinist</u></b>			
	<u>4th Year</u>	<u>\$39.53</u>	<u>\$41.51</u>
	<u>3rd Year</u>	<u>\$35.15</u>	<u>\$36.91</u>
	<u>2nd Year</u>	<u>\$30.76</u>	<u>\$32.30</u>
	<u>1st Year</u>	<u>\$26.35</u>	<u>\$27.67</u>
<b><u>Apprentice: Heavy Equipment Technician (HET)</u></b>			
	<u>4th Year: Journeyperson Heavy Duty Equipment Mechanic (Off-Road) or Journeyperson Truck and Transport Mechanic (On-Hwy, Power Systems Only), Registered in 4 year (HET) program)</u>	<u>\$42.64</u>	<u>\$44.77</u>
	<u>3rd Year</u>	<u>\$35.15</u>	<u>\$36.91</u>
	<u>2nd Year</u>	<u>\$30.76</u>	<u>\$32.30</u>
	<u>1st Year</u>	<u>\$26.35</u>	<u>\$27.67</u>
<b><u>Apprentice Welder</u></b>			
	<u>3rd Year</u>	<u>\$39.53</u>	<u>\$41.51</u>
	<u>2nd Year</u>	<u>\$32.94</u>	<u>\$34.58</u>
	<u>1st Year</u>	<u>\$28.56</u>	<u>\$29.99</u>
<b><u>Electronic Repair Technician:</u></b>			
	<u>Class A</u>	<u>\$36.79</u>	<u>\$38.63</u>



	<u>Class B</u>	<u>\$30.92</u>	<u>\$32.46</u>
-			
	<u>Maintenance Person - Licensed</u>		
	<u>Leadhand</u>	<u>\$47.78</u>	<u>\$50.16</u>
	<u>Journeyperson</u>	<u>\$45.50</u>	<u>\$47.78</u>
	<u>Probationary</u>	<u>\$42.52</u>	<u>\$44.65</u>
-			
	<u>Maintenance Person - Unlicensed</u>		
	<u>Class A</u>	<u>\$35.89</u>	<u>\$37.68</u>
	<u>Probationary</u>	<u>\$33.56</u>	<u>\$35.23</u>

### **2018 Grande Prairie / Peace River Certified Trades Service Department:**

	<u>RWA included for information purposes only</u>	<b><u>2018</u></b>	<b><u>5% RWA</u></b>
	<u>Field Serviceperson</u>		
	<u>Resident</u>	<u>\$51.89</u>	<u>\$54.48</u>
	<u>Leadhand</u>	<u>\$49.53</u>	<u>\$52.01</u>
	<u>Journeyperson: Welder, Power Generation Electrician, Millwright, Machinist, Heavy Equipment Technician (HET)</u>	<u>\$47.17</u>	<u>\$49.53</u>
	<u>Journeyperson: Heavy Duty Equipment Mechanic (Off-Road), Journeyperson Truck &amp; Transport Mechanic (On-Hwy, Power Systems only), Power Generation Electrician (EGS Technician / Motor Rewind Technician)</u>	<u>\$45.65</u>	<u>\$47.93</u>
	<u>Probationary</u>	<u>\$45.50</u>	<u>\$47.78</u>
	<u>Shop Servicepersons</u>		
	<u>Machinist</u>	-	-
	<u>Leadhand</u>	<u>\$47.02</u>	<u>\$49.37</u>
	<u>Journeyperson</u>	<u>\$44.75</u>	<u>\$46.99</u>
	<u>Probationary</u>	<u>\$43.22</u>	<u>\$45.39</u>
-			
	<u>Journeyperson</u>	-	-
	<u>Chargehand*</u>	<u>\$48.73</u>	<u>\$51.16</u>
	<u>Leadhand</u>	<u>\$46.56</u>	<u>\$48.89</u>
	<u>Journeyperson: Heavy Equipment Technician (HET), Welder, Warranty Technician, Power Generation Electrician, Estimator, Millwright, Gas Compression Technician (With HET)</u>	<u>\$44.35</u>	<u>\$46.57</u>
	<u>Journeyperson: Heavy Duty Equipment Mechanic (Off-Road), Journeyperson Truck and Transport Mechanic (On-Hwy, Power Systems Only), Gas Compression Technician (Automotive / Millwright), Power Generation Electrician (EGS Technician / Motor Rewind Technician)</u>	<u>\$43.07</u>	<u>\$45.22</u>
	<u>Probationary</u>	<u>\$42.16</u>	<u>\$44.26</u>
-			
	<u>Apprentice: Power Generation Electrician, Millwright, Machinist</u>	-	-
	<u>4th Year</u>	<u>\$39.93</u>	<u>\$41.92</u>
	<u>3rd Year</u>	<u>\$35.50</u>	<u>\$37.28</u>
	<u>2nd Year</u>	<u>\$31.07</u>	<u>\$32.62</u>

	<u>1st Year</u>	<u>\$26.62</u>	<u>\$27.95</u>
-			
	<u>Apprentice: Heavy Equipment Technician (HET)</u>	-	-
	<u>4th Year: Journeyperson Heavy Duty Equipment Mechanic (Off-Road) or Journeyperson Truck and Transport Mechanic (On-Hwy, Power Systems Only), Registered in 4 year (HET) program)</u>	<u>\$43.07</u>	<u>\$45.22</u>
	<u>3rd Year</u>	<u>\$35.50</u>	<u>\$37.28</u>
	<u>2nd Year</u>	<u>\$31.07</u>	<u>\$32.62</u>
	<u>1st Year</u>	<u>\$26.62</u>	<u>\$27.95</u>
-			
	<u>Apprentice Welder</u>	-	-
	<u>3rd Year</u>	<u>\$39.93</u>	<u>\$41.92</u>
	<u>2nd Year</u>	<u>\$33.27</u>	<u>\$34.93</u>
	<u>1st Year</u>	<u>\$28.84</u>	<u>\$30.28</u>
-			
	<u>Electronic Repair Technician:</u>	-	-
	<u>Class A</u>	<u>\$37.16</u>	<u>\$39.01</u>
	<u>Class B</u>	<u>\$31.23</u>	<u>\$32.79</u>
-			
	<u>Maintenance Person - Licensed</u>	-	-
	<u>Leadhand</u>	<u>\$44.94</u>	<u>\$47.18</u>
	<u>Journeyperson</u>	<u>\$42.80</u>	<u>\$44.94</u>
	<u>Probationary</u>	<u>\$40.00</u>	<u>\$42.00</u>
-			
	<u>Maintenance Person - Unlicensed</u>	-	-
	<u>Class A</u>	<u>\$36.25</u>	<u>\$38.06</u>
	<u>Probationary</u>	<u>\$33.89</u>	<u>\$35.59</u>

**2016 Grande Prairie / Peace River**  
**Parts Department:**

<u>RWA included for information purposes only</u>	<u>2016</u>			<u>5% RWA</u>		
<u>Certified Parts Trades:</u>	-			-		
<u>Categories</u>	<u>#1</u>	<u>#2</u>	-	<u>#1</u>	<u>#2</u>	-
<u>Chargehand*</u>	<u>\$42.62</u>	<u>\$39.65</u>		<u>\$44.75</u>	<u>\$41.63</u>	
<u>Leadhand</u>	<u>\$40.69</u>	<u>\$37.83</u>		<u>\$42.72</u>	<u>\$39.72</u>	
<u>Journeyperson</u>	<u>\$38.72</u>	<u>\$36.04</u>		<u>\$40.66</u>	<u>\$37.85</u>	
<u>Probationary</u>	<u>\$34.53</u>	<u>\$31.84</u>		<u>\$36.25</u>	<u>\$33.43</u>	
-	-	-		-	-	
<u>Parts Apprentice</u>	-	-		-	-	

	<u>3rd Year</u>	<u>\$32.91</u>			<u>\$34.55</u>		
	<u>2nd Year</u>	<u>\$29.05</u>			<u>\$30.50</u>		
	<u>1st Year</u>	<u>\$25.18</u>			<u>\$26.44</u>		
	-						
	<u>Materials Supply Assistant</u>		<u>#2</u>	<u>#3</u>		<u>#2</u>	<u>#3</u>
	<u>Leadhand</u>		<u>\$32.39</u>	<u>\$30.89</u>		<u>\$34.01</u>	<u>\$32.43</u>
	<u>Warehouseperson</u>	-	<u>\$30.85</u>	<u>\$29.42</u>	-	<u>\$32.39</u>	<u>\$30.89</u>
	<u>19-24 Months</u>		<u>\$29.04</u>	<u>\$27.71</u>		<u>\$30.49</u>	<u>\$29.10</u>
	<u>13-18 Months</u>		<u>\$27.28</u>	<u>\$25.94</u>		<u>\$28.65</u>	<u>\$27.24</u>
	<u>0-12 Months</u>		<u>\$25.47</u>	<u>\$24.24</u>		<u>\$26.74</u>	<u>\$25.45</u>
	-						
	The “*” positions include Employees hired prior to May 1, 2002 and are grandfathered at the rate for the position. It is not intended to use these categories after this date.						
	-						
	<b>Parts Department Categories:</b>						
	<u>1. Instore / Counter sales, Service Supply Clerk 1.</u>						
	<u>2. Warehouse person (includes used parts warehouse, can perform all parts functions except those in category #1).</u> <u>(Note: Category 2 Journeyperson will only include those grandfathered Employees and temporary apprentice graduates).</u>						
	<u>3. Parts Picker/Stocker.</u>						
	-						
	<b>Used Parts Department Categories:</b>						
	<u>1. Instore/Counter Sales.</u>						
	<u>2. Used Parts Warehouse</u>						

**2017 Grande Prairie / Peace River**  
**Parts Department:**

	<u>RWA included for information purposes only</u>	<b><u>2017</u></b>			<b><u>5% RWA</u></b>		
	<b><u>Certified Parts Trades:</u></b>	-			-		
	<u>Journeyperson</u>	<u>#1</u>	<u>#2</u>		<u>#1</u>	<u>#2</u>	
	<u>*Chargehand*</u>	<u>\$42.62</u>	<u>\$39.65</u>		<u>\$44.75</u>	<u>\$41.63</u>	
	<u>Leadhand</u>	<u>\$40.69</u>	<u>\$37.83</u>		<u>\$42.72</u>	<u>\$39.72</u>	
	<u>Journeyperson</u>	<u>\$38.72</u>	<u>\$36.04</u>		<u>\$40.66</u>	<u>\$37.85</u>	
	<u>Probationary</u>	<u>\$34.53</u>	<u>\$31.84</u>		<u>\$36.25</u>	<u>\$33.43</u>	
-				-			-
	<b><u>Parts Apprentice</u></b>	-			-		
	<u>3rd Year</u>	<u>\$32.91</u>	-		<u>\$34.55</u>	-	
	<u>2nd Year</u>	<u>\$29.05</u>			<u>\$30.50</u>		
	<u>1st Year</u>	<u>\$25.18</u>			<u>\$26.44</u>		

-						
	<u>Materials Supply Assistant</u>		<u>#2</u>	<u>#3</u>		<u>#2</u>
	<u>Leadhand</u>		<u>\$32.39</u>	<u>\$30.89</u>		<u>\$34.01</u>
	<u>Warehouseperson</u>	-	<u>\$30.85</u>	<u>\$29.42</u>	-	<u>\$32.39</u>
	<u>19-24 Months</u>		<u>\$29.04</u>	<u>\$27.71</u>		<u>\$30.49</u>
	<u>13-18 Months</u>		<u>\$27.28</u>	<u>\$25.94</u>		<u>\$28.65</u>
	<u>0-12 Months</u>		<u>\$25.47</u>	<u>\$24.24</u>		<u>\$26.74</u>
	The "*" positions include Employees hired prior to May 1, 2002 and are grandfathered at the rate for the position. It is not intended to use these categories after this date.					
	<b>Parts Department Categories:</b>					
	<b>1. Instore / Counter sales, Service Supply Clerk 1.</b>					
	<b>2. Warehouse person (includes used parts warehouse, can perform all parts functions except those in category #1). (Note: Category 2 Journeyperson will only include those grandfathered Employees and temporary apprentice graduates).</b>					
	<b>3. Parts Picker/Stocker.</b>					
	<b>Used Parts Department Categories:</b>					
	<b>1. Instore/Counter Sales.</b>					
	<b>2. Used Parts Warehouse</b>					

**2018 Grande Prairie / Peace River  
Parts Department:**

	<u>RWA included for information purposes only</u>	<u>2018</u>			<u>5% RWA</u>			
	<u>Certified Parts Trades:</u>	-						
	<u>Journeyperson</u>	<u>#1</u>	<u>#2</u>		<u>#1</u>	<u>#2</u>		
	<u>Chargehand*</u>	<u>\$43.05</u>	<u>\$40.05</u>		<u>\$45.20</u>	<u>\$42.05</u>		
	<u>Leadhand</u>	<u>\$41.10</u>	<u>\$38.21</u>		<u>\$43.15</u>	<u>\$40.12</u>		
	<u>Journeyperson</u>	<u>\$39.11</u>	<u>\$36.40</u>		<u>\$41.06</u>	<u>\$38.23</u>		
	<u>Probationary</u>	<u>\$34.87</u>	<u>\$32.16</u>		<u>\$36.61</u>	<u>\$33.77</u>		
-		-	-	-		-	-	
	<u>Parts Apprentice</u>				-			-
	<u>3rd Year</u>				<u>\$33.24</u>			<u>\$34.90</u>
	<u>2nd Year</u>				<u>\$29.34</u>			<u>\$30.80</u>
	<u>1st Year</u>				<u>\$25.43</u>			<u>\$26.70</u>
-		-	<u>#2</u>	<u>#3</u>		<u>#2</u>	<u>#3</u>	
	<u>Materials Supply Assistant</u>				-			-
	<u>Leadhand</u>							<u>\$32.71</u>

	<u>Warehouseperson</u>		<u>\$31.16</u>	<u>\$29.71</u>		<u>\$32.72</u>	<u>\$31.20</u>
	<u>19-24 Months</u>		<u>\$29.33</u>	<u>\$27.99</u>		<u>\$30.79</u>	<u>\$29.39</u>
	<u>13-18 Months</u>		<u>\$27.56</u>	<u>\$26.20</u>		<u>\$28.93</u>	<u>\$27.51</u>
	<u>0-12 Months</u>		<u>\$25.72</u>	<u>\$24.48</u>		<u>\$27.01</u>	<u>\$25.70</u>
-							
The "*" positions include Employees hired prior to May 1, 2002 and are grandfathered at the rate for the position. It is not intended to use these categories after this date.							
-							
<b><u>Parts Department Categories:</u></b>							
<u>1. Instore / Counter sales, Service Supply Clerk 1.</u>							
<u>2. Warehouse person (includes used parts warehouse, can perform all parts functions except those in category #1).</u> <u>(Note: Category 2 Journeyperson will only include those grandfathered Employees and temporary apprentice graduates).</u>							
<u>3. Parts Picker/Stocker.</u>							
-							
<b><u>Used Parts Department Categories:</u></b>							
<u>1. Instore/Counter Sales.</u>							
<u>2. Used Parts Warehouse</u>							
-							

### **2016 Grande Prairie / Peace River Skilled / Semi Skilled:**

	<i><u>RWA included for information purposes only</u></i>	<b><u>2016</u></b>	<b><u>5% RWA</u></b>
<b><u>Category A:</u></b>		-	-
<b><u>Painter, Heavy Truck Driver (Over 3 Ton), Track Press Operator, Auto-Welding Machine Operator</u></b>		-	-
	<u>Leadhand</u>	<u>\$38.00</u>	<u>\$39.90</u>
	<u>Class A</u>	<u>\$36.20</u>	<u>\$38.01</u>
	<u>Class B</u>	<u>\$34.83</u>	<u>\$36.57</u>
	<u>Probationary</u>	<u>\$33.57</u>	<u>\$35.25</u>
-			
<b><u>Category B:</u></b>		-	-
<b><u>Hydraulic Hose Press Operator, Yardperson, Tool Room Attendant, Shipper/Receiver (Service Dept.)</u></b>		-	-
	<u>Leadhand</u>	<u>\$37.32</u>	<u>\$39.18</u>
	<u>Class A</u>	<u>\$35.54</u>	<u>\$37.32</u>
	<u>Class B</u>	<u>\$34.20</u>	<u>\$35.91</u>
	<u>Probationary</u>	<u>\$32.96</u>	<u>\$34.61</u>
-			
<b><u>Category C: Washbay Attendant</u></b>		-	-
	<u>Class A</u>	<u>\$30.00</u>	<u>\$31.50</u>
	<u>Class B</u>	<u>\$28.81</u>	<u>\$30.25</u>
	<u>Probationary</u>	<u>\$27.38</u>	<u>\$28.75</u>

-		
<u>Category D: Labourer, Janitor</u>		-
Class A	<u>\$25.05</u>	<u>\$26.30</u>
Class B	<u>\$23.74</u>	<u>\$24.92</u>
Probationary	<u>\$22.41</u>	<u>\$23.53</u>
-		
<u>Benchhand CRC</u>	-	-
Benchhand**	<u>\$35.15</u>	<u>\$36.91</u>
-		
<u>Field Lubrication Serviceperson***</u>		-
Field Lubrication Serviceperson - Non-Ticketed	<u>\$38.37</u>	<u>\$40.29</u>
Probationary: Field Lubrication Serviceperson - Non-Ticketed	<u>\$35.61</u>	<u>\$37.39</u>
-		
** These positions include Employees hired prior to May 1, 2002 and are grandfathered at the rate for the position. It is not intended to use these categories after this date.		
*** These positions include Employees hired prior to May 1, 1990. It is not intended to use this category after this date.		
**** It is agreed that these positions are not to replace or displace any mechanical position in the bargaining unit. It is agreed that this position will not to be used within Power Systems.		

### 2017 Grande Prairie / Peace River Skilled / Semi Skilled:

	<i>RWA included for information purposes only</i>	<u>2017</u>	<u>5% RWA</u>
<u>Category A: Painter, Heavy Truck Driver (Over 3 Ton), Track Press Operator, Auto-Welding Machine Operator</u>		-	
Leadhand	<u>\$38.00</u>	<u>\$39.90</u>	
Class A	<u>\$36.20</u>	<u>\$38.01</u>	
Class B	<u>\$34.83</u>	<u>\$36.57</u>	
Probationary	<u>\$33.57</u>	<u>\$35.25</u>	
-			
<u>Category B: Hydraulic Hose Press Operator, Yardperson, Tool Room Attendant, Shipper/Receiver (Service Dept.)</u>		-	
Leadhand	<u>\$37.32</u>	<u>\$39.18</u>	
Class A	<u>\$35.54</u>	<u>\$37.32</u>	
Class B	<u>\$34.20</u>	<u>\$35.91</u>	
Probationary	<u>\$32.96</u>	<u>\$34.61</u>	
-			
<u>Category C: Washbay Attendant</u>		-	
Class A	<u>\$30.00</u>	<u>\$31.50</u>	
Class B	<u>\$28.81</u>	<u>\$30.25</u>	
Probationary	<u>\$27.38</u>	<u>\$28.75</u>	
-			

	<u>Category D: Labourer, Janitor</u>	-	
	<u>Class A</u>	<u>\$25.05</u>	<u>\$26.30</u>
	<u>Class B</u>	<u>\$23.74</u>	<u>\$24.92</u>
	<u>Probationary</u>	<u>\$22.41</u>	<u>\$23.53</u>
-			
	<u>Benchhand CRC</u>	-	
	<u>Benchhand**</u>	<u>\$35.15</u>	<u>\$36.91</u>
-			
	<u>Field Lubrication Serviceperson***</u>	-	
	<u>Field Lubrication Serviceperson - Non-Ticketed</u>	<u>\$38.37</u>	<u>\$40.29</u>
	<u>Probationary: Field Lubrication Serviceperson - Non-Ticketed</u>	<u>\$35.61</u>	<u>\$37.39</u>
	-		
	<u>“*” These positions include Employees hired prior to May 1, 2002 and are grandfathered at the rate for the position. It is not intended to use these categories after this date.</u>		
	<u>“**” These positions include Employees hired prior to May 1, 1990. It is not intended to use this category after this date.</u>		
	<u>“***” It is agreed that these positions are not to replace or displace any mechanical position in the bargaining unit. It is agreed that this position will not to be used within Power Systems.</u>		

### 2018 Grande Prairie / Peace River Skilled / Semi Skilled:

	<u>RWA included for information purposes only</u>	<u>2018</u>	<u>5% RWA</u>
	<u>Category A: Painter, Heavy Truck Driver (Over 3 Ton), Track Press Operator, Auto-Welding Machine Operator</u>	-	
	<u>Leadhand</u>	<u>\$38.38</u>	<u>\$40.30</u>
	<u>Class A</u>	<u>\$36.56</u>	<u>\$38.39</u>
	<u>Class B</u>	<u>\$35.18</u>	<u>\$36.94</u>
	<u>Probationary</u>	<u>\$33.91</u>	<u>\$35.61</u>
	-		
	<u>Category B: Hydraulic Hose Press Operator, Yardperson, Tool Room Attendant, Shipper/Receiver (Service Dept.)</u>	-	
	<u>Leadhand</u>	<u>\$37.69</u>	<u>\$39.58</u>
	<u>Class A</u>	<u>\$35.90</u>	<u>\$37.70</u>
	<u>Class B</u>	<u>\$34.54</u>	<u>\$36.27</u>
	<u>Probationary</u>	<u>\$33.29</u>	<u>\$34.95</u>
	-		
	<u>Category C: Washbay Attendant</u>	-	
	<u>Class A</u>	<u>\$30.30</u>	<u>\$31.81</u>
	<u>Class B</u>	<u>\$29.10</u>	<u>\$30.56</u>
	<u>Probationary</u>	<u>\$27.66</u>	<u>\$29.04</u>
	-		
	<u>Category D: Labourer, Janitor</u>	-	

	<u>Class A</u>	<u>\$25.30</u>	<u>\$26.56</u>
	<u>Class B</u>	<u>\$23.97</u>	<u>\$25.17</u>
	<u>Probationary</u>	<u>\$22.64</u>	<u>\$23.77</u>
	-		
	<u>Benchhand CRC</u>		-
	<u>Benchhand**</u>	<u>\$35.50</u>	<u>\$37.28</u>
	-		
	<u>Field Lubrication Serviceperson***</u>		-
	<u>Field Lubrication Serviceperson - Non-Ticketed</u>	<u>\$38.75</u>	<u>\$40.69</u>
	<u>Probationary: Field Lubrication Serviceperson - Non-Ticketed</u>	<u>\$35.97</u>	<u>\$37.77</u>
	-		
	<u>“*” These positions include Employees hired prior to May 1, 2002 and are grandfathered at the rate for the position. It is not intended to use these categories after this date.</u>		
	<u>“**” These positions include Employees hired prior to May 1, 1990. It is not intended to use this category after this date.</u>		
	<u>“***” It is agreed that these positions are not to replace or displace any mechanical position in the bargaining unit. It is agreed that this position will not to be used within Power Systems.</u>		

### 2016 Oilsands Certified Trades Service Department:

	<u>RWA included for information purposes only</u>	<u>2016</u>	<u>12% RWA</u>
	<u>Field Serviceperson*</u>		
	<u>Leadhand</u>	<u>\$56.81</u>	<u>\$63.63</u>
	<u>Journeyperson: Welder, Power Generation Electrician, Millwright, Machinist, Heavy Equipment Technician (HET)</u>	<u>\$54.17</u>	<u>\$60.68</u>
	<u>Journeyperson: Heavy Duty Equipment Mechanic (Off Road), Truck and Transport Mechanic (On-Hwy, Power Systems Only), Power Generation Electrician (EGS Technician / Motor Rewind Technician)</u>	<u>\$52.86</u>	<u>\$59.20</u>
	<u>Probationary</u>	<u>\$52.86</u>	<u>\$59.20</u>
	-		
	<u>Apprentice: Heavy Equipment Technician (HET)</u>		-
	<u>4th Year [Journeyperson: Heavy Duty Equipment Mechanic (Off-Road) or Journeyperson: Truck and Transport Mechanic (On-Hwy, Power Systems Only), registered in 4 year HET program]</u>	<u>\$52.86</u>	<u>\$59.20</u>
	<u>3rd Year</u>	<u>\$43.34</u>	<u>\$48.54</u>
	<u>2nd year</u>	<u>\$37.93</u>	<u>\$42.48</u>
	<u>1st year</u>	<u>\$32.51</u>	<u>\$36.41</u>
	<u>Shop Serviceperson</u>		
	<u>Machinist, Non Destructive Testing (NDT) Technician</u>		-
	<u>Leadhand</u>	<u>\$52.34</u>	<u>\$58.62</u>
	<u>Journeyperson</u>	<u>\$49.86</u>	<u>\$55.85</u>
	<u>Probationary</u>	<u>\$48.16</u>	<u>\$53.94</u>
	-		
	<u>Journeyperson</u>		-



	<u>Chargehand**</u>	<u>\$54.38</u>	<u>\$60.91</u>
	<u>Leadhand</u>	<u>\$51.92</u>	<u>\$58.15</u>
	<u>Journeyperson: Heavy Equipment Technician (HET), Welder, Warranty Technician, Power Generation Electrician, Estimator, Millwright, Gas Compression Technician (With HET)</u>	<u>\$49.42</u>	<u>\$55.35</u>
	<u>Journeyperson: Heavy Duty Equipment Mechanic (Off-Road), Journeyperson: Truck and Transport Mechanic (On-Hwy, Power Systems Only), Gas Compression Technician (Automotive / Millwright), Power Generation Electrician (EGS Technician / Motor Rewind Technician)</u>	<u>\$48.16</u>	<u>\$53.94</u>
	<u>Probationary</u>	<u>\$47.22</u>	<u>\$52.88</u>
-			
	<u><b>Apprentice: Heavy Equipment Technician (HET)</b></u>	-	
	<u>4th Year [Journeyperson: Heavy Duty Equipment Mechanic (Off-Road) or Journeyperson: Truck and Transport Mechanic (On-Hwy, Power Systems Only), registered in 4 year HET program]</u>	<u>\$48.16</u>	<u>\$53.94</u>
	<u>3rd Year</u>	<u>\$39.56</u>	<u>\$44.31</u>
	<u>2nd Year</u>	<u>\$34.59</u>	<u>\$38.75</u>
	<u>1st Year</u>	<u>\$29.66</u>	<u>\$33.22</u>
-			
	<u><b>Apprentice: Power Generation Electrician, Millwright, Machinist</b></u>	-	
	<u>4th Year</u>	<u>\$44.49</u>	<u>\$49.83</u>
	<u>3rd Year</u>	<u>\$39.56</u>	<u>\$44.31</u>
	<u>2nd Year</u>	<u>\$34.59</u>	<u>\$38.75</u>
	<u>1st Year</u>	<u>\$29.66</u>	<u>\$33.22</u>
-			
	<u><b>Apprentice Welder</b></u>	-	
	<u>3rd Year</u>	<u>\$42.02</u>	<u>\$47.07</u>
	<u>2nd Year</u>	<u>\$37.08</u>	<u>\$41.53</u>
	<u>1st Year</u>	<u>\$32.13</u>	<u>\$35.99</u>
-			
	<u><b>Maintenance Person - Licensed</b></u>	-	
	<u>Leadhand</u>	<u>\$53.77</u>	<u>\$60.23</u>
	<u>Journeyperson</u>	<u>\$51.21</u>	<u>\$57.36</u>
	<u>Probationary</u>	<u>\$49.33</u>	<u>\$55.25</u>
-			
	<u><b>Maintenance Person - Unlicensed</b></u>	-	
	<u>Class A</u>	<u>\$40.40</u>	<u>\$45.24</u>
	<u>Probationary</u>	<u>\$37.77</u>	<u>\$42.30</u>
-			
	<u>*Oilsands Field Serviceperson working on a customer site but not working in a Field Truck will not be eligible for Field Premium.</u>		
	<u>*** These positions include Employees hired prior to May 1, 2002 and are grandfathered at the rate for the position. It is not intended to use these categories after this date.</u>		

### **2017 Oilsands Certified Trades Service Department:**

	<i>RWA included for information purposes only</i>	<b>2017</b>	<b>12% RWA</b>
	<b><u>Field Serviceperson*</u></b>		
	<u>Leadhand</u>	<u>\$56.81</u>	<u>\$63.63</u>
	<u>Journeyperson: Welder, Power Generation Electrician, Millwright, Machinist, Heavy Equipment Technician (HET)</u>	<u>\$54.17</u>	<u>\$60.68</u>
	<u>Journeyperson: Heavy Duty Equipment Mechanic (Off Road), Truck and Transport Mechanic (On-Hwy, Power Systems Only), Power Generation Electrician (EGS Technician / Motor Rewind Technician)</u>	<u>\$52.86</u>	<u>\$59.20</u>
	<u>Probationary</u>	<u>\$52.86</u>	<u>\$59.20</u>
-		-	
	<b><u>Apprentice: Heavy Equipment Technician (HET)</u></b>		
	<u>4th Year [Journeyperson: Heavy Duty Equipment Mechanic (Off-Road) or Journeyperson: Truck and Transport Mechanic (On-Hwy, Power Systems Only), registered in 4 year HET program]</u>	<u>\$52.86</u>	<u>\$59.20</u>
	<u>3rd Year</u>	<u>\$43.34</u>	<u>\$48.54</u>
	<u>2nd year</u>	<u>\$37.93</u>	<u>\$42.48</u>
	<u>1st year</u>	<u>\$32.51</u>	<u>\$36.41</u>
	<b><u>Shop Serviceperson</u></b>		
	<b><u>Machinist, Non Destructive Testing (NDT) Technician</u></b>		-
	<u>Leadhand</u>	<u>\$52.34</u>	<u>\$58.62</u>
	<u>Journeyperson</u>	<u>\$49.86</u>	<u>\$55.85</u>
	<u>Probationary</u>	<u>\$48.16</u>	<u>\$53.94</u>
-		-	
	<b><u>Journeyperson</u></b>		-
	<u>Chargehand**</u>	<u>\$54.38</u>	<u>\$60.91</u>
	<u>Leadhand</u>	<u>\$51.92</u>	<u>\$58.15</u>
	<u>Journeyperson: Heavy Equipment Technician (HET), Welder, Warranty Technician, Power Generation Electrician, Estimator, Millwright, Gas Compression Technician (With HET)</u>	<u>\$49.42</u>	<u>\$55.35</u>
	<u>Journeyperson: Heavy Duty Equipment Mechanic (Off-Road), Journeyperson: Truck and Transport Mechanic (On-Hwy, Power Systems Only), Gas Compression Technician (Automotive / Millwright), Power Generation Electrician (EGS Technician / Motor Rewind Technician)</u>	<u>\$48.16</u>	<u>\$53.94</u>
	<u>Probationary</u>	<u>\$47.22</u>	<u>\$52.88</u>
-		-	
	<b><u>Apprentice: Heavy Equipment Technician (HET)</u></b>		-
	<u>4th Year [Journeyperson: Heavy Duty Equipment Mechanic (Off-Road) or Journeyperson: Truck and Transport Mechanic (On-Hwy, Power Systems Only), registered in 4 year HET program]</u>	<u>\$48.16</u>	<u>\$53.94</u>
	<u>3rd Year</u>	<u>\$39.56</u>	<u>\$44.31</u>
	<u>2nd Year</u>	<u>\$34.59</u>	<u>\$38.75</u>
	<u>1st Year</u>	<u>\$29.66</u>	<u>\$33.22</u>
-		-	
	<b><u>Apprentice: Power Generation Electrician, Millwright, Machinist</u></b>		-
	<u>4th Year</u>	<u>\$44.49</u>	<u>\$49.83</u>
	<u>3rd Year</u>	<u>\$39.56</u>	<u>\$44.31</u>
	<u>2nd Year</u>	<u>\$34.59</u>	<u>\$38.75</u>
	<u>1st Year</u>	<u>\$29.66</u>	<u>\$33.22</u>
-		-	

	<u>Apprentice Welder</u>	-	
	<u>3rd Year</u>	<u>\$42.02</u>	<u>\$47.07</u>
	<u>2nd Year</u>	<u>\$37.08</u>	<u>\$41.53</u>
	<u>1st Year</u>	<u>\$32.13</u>	<u>\$35.99</u>
-		-	
	<u>Maintenance Person - Licensed</u>	-	
	<u>Leadhand</u>	<u>\$53.77</u>	<u>\$60.23</u>
	<u>Journeyperson</u>	<u>\$51.21</u>	<u>\$57.36</u>
	<u>Probationary</u>	<u>\$49.33</u>	<u>\$55.25</u>
-		-	
	<u>Maintenance Person - Unlicensed</u>	-	
	<u>Class A</u>	<u>\$40.40</u>	<u>\$45.24</u>
	<u>Probationary</u>	<u>\$37.77</u>	<u>\$42.30</u>
-		-	
<u>*Oilsands Field Serviceperson working on a customer site but not working in a Field Truck will not be eligible for Field Premium.</u>			
<u>*** These positions include Employees hired prior to May 1, 2002 and are grandfathered at the rate for the position. It is not intended to use these categories after this date.</u>			

### 2018 Oilsands Certified Trades Service Department:

	<u>RWA included for information purposes only</u>	<u>2018</u>	<u>12% RWA</u>
	<u>Field Serviceperson*</u>		
	<u>Leadhand</u>	<u>\$57.38</u>	<u>\$64.26</u>
	<u>Journeyperson: Welder, Power Generation Electrician, Millwright, Machinist, Heavy Equipment Technician (HET)</u>	<u>\$54.72</u>	<u>\$61.28</u>
	<u>Journeyperson: Heavy Duty Equipment Mechanic (Off Road), Truck and Transport Mechanic (On-Hwy, Power Systems Only), Power Generation Electrician (EGS Technician / Motor Rewind Technician)</u>	<u>\$53.39</u>	<u>\$59.80</u>
	<u>Probationary</u>	<u>\$53.39</u>	<u>\$59.80</u>
-		-	
	<u>Apprentice: Heavy Equipment Technician (HET)</u>	-	
	<u>4th Year [Journeyperson: Heavy Duty Equipment Mechanic (Off-Road) or Journeyperson: Truck and Transport Mechanic (On-Hwy, Power Systems Only), registered in 4 year HET program]</u>	<u>\$53.39</u>	<u>\$59.80</u>
	<u>3rd Year</u>	<u>\$43.77</u>	<u>\$49.02</u>
	<u>2nd year</u>	<u>\$38.31</u>	<u>\$42.90</u>
	<u>1st year</u>	<u>\$32.83</u>	<u>\$36.77</u>
	<u>Shop Serviceperson</u>		
	<u>Machinist, Non Destructive Testing (NDT) Technician</u>	-	
	<u>Leadhand</u>	<u>\$52.87</u>	<u>\$59.21</u>
	<u>Journeyperson</u>	<u>\$50.36</u>	<u>\$56.40</u>
	<u>Probationary</u>	<u>\$48.64</u>	<u>\$54.48</u>
-		-	
	<u>Journeyperson</u>	-	

	<u>Chargehand**</u>	<u>\$54.92</u>	<u>\$61.51</u>
	<u>Leadhand</u>	<u>\$52.44</u>	<u>\$58.73</u>
	<u>Journey person: Heavy Equipment Technician (HET), Welder, Warranty Technician, Power Generation Electrician, Estimator, Millwright, Gas Compression Technician (With HET)</u>	<u>\$49.92</u>	<u>\$55.91</u>
	<u>Journey person: Heavy Duty Equipment Mechanic (Off-Road), Journey person: Truck and Transport Mechanic (On-Hwy, Power Systems Only), Gas Compression Technician (Automotive / Millwright), Power Generation Electrician (EGS Technician / Motor Rewind Technician)</u>	<u>\$48.64</u>	<u>\$54.48</u>
	<u>Probationary</u>	<u>\$47.69</u>	<u>\$53.41</u>
-		-	
	<b><u>Apprentice: Heavy Equipment Technician (HET)</u></b>	-	
	<u>4th Year [Journey person: Heavy Duty Equipment Mechanic (Off-Road) or Journey person: Truck and Transport Mechanic (On-Hwy, Power Systems Only), registered in 4 year HET program]</u>	<u>\$48.64</u>	<u>\$54.48</u>
	<u>3rd Year</u>	<u>\$39.96</u>	<u>\$44.75</u>
	<u>2nd Year</u>	<u>\$34.94</u>	<u>\$39.13</u>
	<u>1st Year</u>	<u>\$29.96</u>	<u>\$33.56</u>
-		-	
	<b><u>Apprentice: Power Generation Electrician, Millwright, Machinist</u></b>	-	
	<u>4th Year</u>	<u>\$44.94</u>	<u>\$50.33</u>
	<u>3rd Year</u>	<u>\$39.96</u>	<u>\$44.75</u>
	<u>2nd Year</u>	<u>\$34.94</u>	<u>\$39.13</u>
	<u>1st Year</u>	<u>\$29.96</u>	<u>\$33.56</u>
-		-	
	<b><u>Apprentice Welder</u></b>	-	
	<u>3rd Year</u>	<u>\$42.44</u>	<u>\$47.54</u>
	<u>2nd Year</u>	<u>\$37.45</u>	<u>\$41.95</u>
	<u>1st Year</u>	<u>\$32.46</u>	<u>\$36.35</u>
-		-	
	<b><u>Maintenance Person - Licensed</u></b>	-	
	<u>Leadhand</u>	<u>\$54.31</u>	<u>\$60.83</u>
	<u>Journey person</u>	<u>\$51.73</u>	<u>\$57.93</u>
	<u>Probationary</u>	<u>\$49.83</u>	<u>\$55.81</u>
-		-	
	<b><u>Maintenance Person - Unlicensed</u></b>	-	
	<u>Class A</u>	<u>\$40.80</u>	<u>\$45.70</u>
	<u>Probationary</u>	<u>\$38.15</u>	<u>\$42.72</u>
-		-	
	<u>*Oilsands Field Service person working on a customer site but not working in a Field Truck will not be eligible for Field Premium.</u>		
	<u>*** These positions include Employees hired prior to May 1, 2002 and are grandfathered at the rate for the position. It is not intended to use these categories after this date.</u>		

## 2016 Oilsands Parts Dept. Trades:

	<u>RWA included for information purposes only</u>	<u>2016</u>			<u>12% RWA</u>		
	<u>Field Department</u>	-					
	<u>Journey</u> <u>person Parts Categories</u>	<u>#1</u>	<u>#2</u>		<u>#1</u>	<u>#2</u>	
	<u>Leadhand</u>	<u>\$48.47</u>	<u>\$45.16</u>		<u>\$54.29</u>	<u>\$50.58</u>	
	<u>Journey</u> <u>person Parts Technician /</u> <u>Counter</u> <u>salesperson</u>	<u>\$46.16</u>	<u>\$42.98</u>		<u>\$51.70</u>	<u>\$48.14</u>	
	<u>Probationary</u>	<u>\$41.15</u>	<u>\$37.99</u>		<u>\$46.09</u>	<u>\$42.55</u>	
-							
	<u>Parts Apprentice</u>	-	-		-	-	
	<u>3rd Year</u>	<u>\$39.25</u>			<u>\$43.96</u>		
	<u>2nd Year</u>	<u>\$34.62</u>			<u>\$38.78</u>		
	<u>1st Year</u>	<u>\$30.01</u>			<u>\$33.61</u>		
-							
	<u>Materials Supply Assistant (Albian Site Only)</u>	-	<u>#2</u>	<u>#3</u>	-	<u>#2</u>	<u>#3</u>
	<u>Warehouse</u> <u>person</u>		<u>\$36.75</u>	<u>\$35.05</u>		<u>\$41.16</u>	<u>\$39.26</u>
	<u>19-24 Months</u>		<u>\$34.63</u>	<u>\$33.01</u>		<u>\$38.79</u>	<u>\$36.97</u>
	<u>13-18 Months</u>		<u>\$32.51</u>	<u>\$30.98</u>		<u>\$36.41</u>	<u>\$34.70</u>
	<u>0-12 Months</u>		<u>\$30.40</u>	<u>\$29.23</u>		<u>\$34.05</u>	<u>\$32.74</u>
		-					
	<u>RWA included for information purposes only</u>	<u>2016</u>			<u>12% RWA</u>		
	<u>Shop Department</u>	-					
	<u>Journey</u> <u>person Parts Categories</u>	<u>#1</u>	<u>#2</u>		<u>#1</u>	<u>#2</u>	
	<u>Leadhand</u>	<u>\$45.72</u>	<u>\$42.58</u>		<u>\$51.20</u>	<u>\$47.69</u>	
	<u>Journey</u> <u>person</u>	<u>\$43.55</u>	<u>\$40.55</u>		<u>\$48.78</u>	<u>\$45.42</u>	
	<u>Probationary</u>	<u>\$41.99</u>	<u>\$38.93</u>		<u>\$47.03</u>	<u>\$43.60</u>	
-							
	<u>Parts Apprentice</u>	-	-		-	-	
	<u>3rd Year</u>	<u>\$37.02</u>			<u>\$41.47</u>		
	<u>2nd Year</u>	<u>\$32.66</u>			<u>\$36.58</u>		
	<u>1st Year</u>	<u>\$28.31</u>			<u>\$31.71</u>		
-							
	<u>Materials Supply Assistant</u>	-	<u>#2</u>	<u>#3</u>	-	<u>#2</u>	<u>#3</u>
	<u>Leadhand</u>		<u>\$36.42</u>	<u>\$34.74</u>		<u>\$40.79</u>	<u>\$38.91</u>
	<u>Warehouse</u> <u>person</u>		<u>\$34.68</u>	<u>\$33.09</u>		<u>\$38.84</u>	<u>\$37.07</u>
	<u>19-24 Months</u>		<u>\$32.68</u>	<u>\$31.13</u>		<u>\$36.60</u>	<u>\$34.87</u>
	<u>13-18 Months</u>		<u>\$30.67</u>	<u>\$29.21</u>		<u>\$34.35</u>	<u>\$32.72</u>
	<u>0-12 Months</u>	<u>\$28.67</u>	<u>\$27.29</u>	<u>\$32.12</u>	<u>\$30.57</u>		
-							
	<u>Parts Department Categories:</u>						

	<u>1. Instore / Counter sales, Service Supply Clerk 1.</u>
	<u>2. Warehouse person (includes used parts warehouse, can perform all parts functions except those in category #1).</u>
	<u>(Note: Category 2 Journeyperson will only include those grandfathered Employees and temporary apprentice graduates).</u>
	<u>3. Parts Picker/Stocker.</u>
-	
	<b><u>Used Parts Department Categories:</u></b>
	<u>1. Instore/Counter Sales.</u>
	<u>2. Used Parts Warehouse</u>

### 2017 Oilsands Parts Dept. Trades:

	<u>RWA included for information purposes only</u>	<u>2017</u>			<u>12% RWA</u>		
	<u>Field Department</u>						
	<u>Journeyperson Parts Categories</u>	<u>#1</u>	<u>#2</u>		<u>#1</u>	<u>#2</u>	
	<u>Leadhand</u>	<u>\$48.47</u>	<u>\$45.16</u>		<u>\$54.29</u>	<u>\$50.58</u>	
	<u>Journeyperson Parts Technician / Countersalesperson</u>	<u>\$46.16</u>	<u>\$42.98</u>		<u>\$51.70</u>	<u>\$48.14</u>	
	<u>Probationary</u>	<u>\$41.15</u>	<u>\$37.99</u>		<u>\$46.09</u>	<u>\$42.55</u>	
-		-	-		-	-	
	<u>Parts Apprentice</u>	-	-	-	-	-	
	<u>3rd Year</u>	<u>\$39.25</u>	-	-	<u>\$43.96</u>	-	
	<u>2nd Year</u>	<u>\$34.62</u>	-	-	<u>\$38.78</u>	-	
	<u>1st Year</u>	<u>\$30.01</u>	-	-	<u>\$33.61</u>	-	
-		-	-	-	-	-	
	<u>Materials Supply Assistant (Albian Site Only)</u>	-	<u>#2</u>	<u>#3</u>	-	<u>#2</u>	<u>#3</u>
	<u>Warehouseperson</u>	-	<u>\$36.75</u>	<u>\$35.05</u>	-	<u>\$41.16</u>	<u>\$39.26</u>
	<u>19-24 Months</u>	-	<u>\$34.63</u>	<u>\$33.01</u>	-	<u>\$38.79</u>	<u>\$36.97</u>
	<u>13-18 Months</u>	-	<u>\$32.51</u>	<u>\$30.98</u>	-	<u>\$36.41</u>	<u>\$34.70</u>
	<u>0-12 Months</u>	-	<u>\$30.40</u>	<u>\$29.23</u>	-	<u>\$34.05</u>	<u>\$32.74</u>
	<u>RWA included for information purposes only</u>	<u>2017</u>			<u>12% RWA</u>		
	<u>Shop Department</u>						
	<u>Journeyperson Parts</u>	<u>#1</u>	<u>#2</u>		<u>#1</u>	<u>#2</u>	
	<u>Leadhand</u>	<u>\$45.72</u>	<u>\$42.58</u>		<u>\$51.20</u>	<u>\$47.69</u>	
	<u>Journeyperson</u>	<u>\$43.55</u>	<u>\$40.55</u>		<u>\$48.78</u>	<u>\$45.42</u>	
	<u>Probationary</u>	<u>\$41.99</u>	<u>\$38.93</u>		<u>\$47.03</u>	<u>\$43.60</u>	
-		-	-		-	-	
	<u>Parts Apprentice</u>	-	-	-	-	-	
	<u>3rd Year</u>	<u>\$37.02</u>	-	-	<u>\$41.47</u>	-	

	<u>2nd Year</u>	<u>\$32.66</u>			<u>\$36.58</u>		
	<u>1st Year</u>	<u>\$28.31</u>			<u>\$31.71</u>		
-							
	<b><u>Materials Supply Assistant</u></b>		<b><u>#2</u></b>	<b><u>#3</u></b>		<b><u>#2</u></b>	<b><u>#3</u></b>
	<u>Leadhand</u>		<u>\$36.42</u>	<u>\$34.74</u>		<u>\$40.79</u>	<u>\$38.91</u>
	<u>Warehouseperson</u>	-	<u>\$34.68</u>	<u>\$33.09</u>	-	<u>\$38.84</u>	<u>\$37.07</u>
	<u>19-24 Months</u>		<u>\$32.68</u>	<u>\$31.13</u>		<u>\$36.60</u>	<u>\$34.87</u>
	<u>13-18 Months</u>		<u>\$30.67</u>	<u>\$29.21</u>		<u>\$34.35</u>	<u>\$32.72</u>
	<u>0-12 Months</u>		<u>\$28.67</u>	<u>\$27.29</u>		<u>\$32.12</u>	<u>\$30.57</u>
-							
	<b><u>Parts Department Categories:</u></b>						
	<u>1. Instore / Counter sales, Service Supply Clerk 1.</u>						
	<u>2. Warehouse person (includes used parts warehouse, can perform all parts functions except those in category #1).</u>						
	<u>(Note: Category 2 Journeyperson will only include those grandfathered Employees and temporary apprentice graduates).</u>						
	<u>3. Parts Picker/Stockler.</u>						
-							
	<b><u>Used Parts Department Categories:</u></b>						
	<u>1. Instore/Counter Sales.</u>						
	<u>2. Used Parts Warehouse</u>						

### **2018 Oilsands Parts Dept. Trades:**

	<u>RWA included for information purposes only</u>	<u>2018</u>			<u>12% RWA</u>						
	<u>Field Department</u>										
	<u>Journeyperson Parts</u>	<u>#1</u>	<u>#2</u>		<u>#1</u>	<u>#2</u>					
	<u>Leadhand</u>	<u>\$48.96</u>	<u>\$45.61</u>		<u>\$54.83</u>	<u>\$51.08</u>					
	<u>Journeyperson Parts Technician / Countersalesperson</u>	<u>\$46.62</u>	<u>\$43.41</u>		<u>\$52.21</u>	<u>\$48.62</u>					
	<u>Probationary</u>	<u>\$41.56</u>	<u>\$38.37</u>		<u>\$46.55</u>	<u>\$42.98</u>					
-		-	-		-	-		-			
	<u>Parts Apprentice</u>										
	<u>3rd Year</u>										
	<u>2nd Year</u>										
	<u>1st Year</u>										
-		-	#2	#3	-	#2	#3				
	<u>Materials Supply Assistant (Albian Site Only)</u>										
	<u>Warehouseperson</u>							<u>\$37.12</u>	<u>\$35.41</u>	<u>\$41.57</u>	<u>\$39.65</u>
	<u>19-24 Months</u>							<u>\$34.98</u>	<u>\$33.34</u>	<u>\$39.18</u>	<u>\$37.34</u>

	<u>13-18 Months</u>		<u>\$32.83</u>	<u>\$31.29</u>		<u>\$36.77</u>	<u>\$35.04</u>
	<u>0-12 Months</u>		<u>\$30.70</u>	<u>\$29.53</u>		<u>\$34.39</u>	<u>\$33.07</u>
	-						
	<u>RWA included for information purposes only</u>	<u>2018</u>			<u>12% RWA</u>		
	<u>Shop Department</u>	-					
	<u>Journeyperson Parts</u>	<u>#1</u>	<u>#2</u>		<u>#1</u>	<u>#2</u>	
	<u>Leadhand</u>	<u>\$46.17</u>	<u>\$43.01</u>		<u>\$51.72</u>	<u>\$48.17</u>	
	<u>Journeyperson</u>	<u>\$43.99</u>	<u>\$40.96</u>		<u>\$49.27</u>	<u>\$45.87</u>	
	<u>Probationary</u>	<u>\$42.41</u>	<u>\$39.31</u>		<u>\$47.50</u>	<u>\$44.03</u>	
-							
	<u>Parts Apprentice</u>	-	-	-	-	-	-
	<u>3rd Year</u>	<u>\$37.39</u>			<u>\$41.88</u>		
	<u>2nd Year</u>	<u>\$32.99</u>			<u>\$36.95</u>		
	<u>1st Year</u>	<u>\$28.60</u>			<u>\$32.03</u>		
-							
	<u>Materials Supply Assistant</u>	-	<u>#2</u>	<u>#3</u>	-	<u>#2</u>	<u>#3</u>
	<u>Leadhand</u>		<u>\$36.78</u>	<u>\$35.09</u>		<u>\$41.19</u>	<u>\$39.30</u>
	<u>Warehouseperson</u>		<u>\$35.03</u>	<u>\$33.43</u>		<u>\$39.23</u>	<u>\$37.44</u>
	<u>19-24 Months</u>		<u>\$33.01</u>	<u>\$31.45</u>		<u>\$36.97</u>	<u>\$35.22</u>
	<u>13-18 Months</u>		<u>\$30.98</u>	<u>\$29.51</u>		<u>\$34.70</u>	<u>\$33.05</u>
	<u>0-12 Months</u>		<u>\$28.96</u>	<u>\$27.57</u>		<u>\$32.44</u>	<u>\$30.87</u>
-							
	<u>Parts Department Categories:</u>						
	<u>1. Instore / Counter sales, Service Supply Clerk 1.</u>						
	<u>2. Warehouse person (includes used parts warehouse, can perform all parts functions except those in category #1).</u>						
	<u>(Note: Category 2 Journeyperson will only include those grandfathered Employees and temporary apprentice graduates).</u>						
	<u>3. Parts Picker/Stocker.</u>						
-							
	<u>Used Parts Department Categories:</u>						
	<u>1. Instore/Counter Sales.</u>						
	<u>2. Used Parts Warehouse</u>						

### 2016 Oilsands Skilled / Semi Skilled:

	<u>RWA included for information purposes only</u>	<u>2016</u>	<u>12% RWA</u>
	<u>Category A: Painter, Heavy Truck Driver (Over 3 Ton), Track Press Operator, Auto-Welding Machine Operator</u>	-	
	<u>Leadhand</u>	<u>\$42.74</u>	<u>\$47.87</u>
	<u>Class A</u>	<u>\$40.69</u>	<u>\$45.57</u>



	<u>Class B</u>	<u>\$39.17</u>	<u>\$43.87</u>
	<u>Probationary</u>	<u>\$37.76</u>	<u>\$42.29</u>
-		-	
	<u>Category B: Hydraulic Hose Press Operator, Yardperson, Tool Room Attendant, Shipper/Receiver (Service Dept.)</u>		
		-	
	<u>Leadhand</u>	<u>\$41.99</u>	<u>\$47.03</u>
	<u>Class A</u>	<u>\$39.98</u>	<u>\$44.78</u>
	<u>Class B</u>	<u>\$38.49</u>	<u>\$43.11</u>
	<u>Probationary</u>	<u>\$37.07</u>	<u>\$41.52</u>
-		-	
	<u>Category C: Washbay Attendant</u>		
		-	
	<u>Class A</u>	<u>\$33.75</u>	<u>\$37.80</u>
	<u>Class B</u>	<u>\$32.39</u>	<u>\$36.28</u>
	<u>Probationary</u>	<u>\$30.82</u>	<u>\$34.52</u>
-		-	
	<u>Category D: Labourer, Janitor</u>		
		-	
	<u>Field Labourer (Suncor Site Only)</u>	<u>\$29.85</u>	<u>\$33.43</u>
	<u>Class A</u>	<u>\$28.17</u>	<u>\$31.55</u>
	<u>Class B</u>	<u>\$26.71</u>	<u>\$29.91</u>
	<u>Probationary</u>	<u>\$25.21</u>	<u>\$28.23</u>
-		-	
	<u>Field Lubrication Serviceperson***</u>		
		-	
	<u>Field Lubrication Serviceperson - Non-Ticketed</u>	<u>\$43.13</u>	<u>\$48.31</u>
	<u>Probationary: Field Lubrication Serviceperson - Non-Ticketed</u>	<u>\$38.82</u>	<u>\$43.48</u>
		-	
<u>*** It is agreed that these positions are not to replace or displace any mechanical position in the bargaining unit. It is agreed that this position will not to be used within Power Systems.</u>			

### 2017 Oilsands Skilled / Semi Skilled:

	<u>RWA included for information purposes only</u>	<u>2017</u>	<u>12% RWA</u>
	<u>Category A: Painter, Heavy Truck Driver (Over 3 Ton), Track Press Operator, Auto-Welding Machine Operator</u>		
		-	
	<u>Leadhand</u>	<u>\$42.74</u>	<u>\$47.87</u>
	<u>Class A</u>	<u>\$40.69</u>	<u>\$45.57</u>
	<u>Class B</u>	<u>\$39.17</u>	<u>\$43.87</u>
	<u>Probationary</u>	<u>\$37.76</u>	<u>\$42.29</u>
-		-	
	<u>Category B: Hydraulic Hose Press Operator, Yardperson, Tool Room Attendant, Shipper/Receiver (Service Dept.)</u>		
		-	
	<u>Leadhand</u>	<u>\$41.99</u>	<u>\$47.03</u>
	<u>Class A</u>	<u>\$39.98</u>	<u>\$44.78</u>

	<u>Class B</u>	<u>\$38.49</u>	<u>\$43.11</u>
	<u>Probationary</u>	<u>\$37.07</u>	<u>\$41.52</u>
-		-	
	<u>Category C: Washbay Attendant</u>	-	
	<u>Class A</u>	<u>\$33.75</u>	<u>\$37.80</u>
	<u>Class B</u>	<u>\$32.39</u>	<u>\$36.28</u>
	<u>Probationary</u>	<u>\$30.82</u>	<u>\$34.52</u>
-		-	
	<u>Category D: Labourer, Janitor</u>	-	
	<u>Field Labourer (Suncor Site Only)</u>	<u>\$29.85</u>	<u>\$33.43</u>
	<u>Class A</u>	<u>\$28.17</u>	<u>\$31.55</u>
	<u>Class B</u>	<u>\$26.71</u>	<u>\$29.91</u>
	<u>Probationary</u>	<u>\$25.21</u>	<u>\$28.23</u>
-		-	
	<u>Field Lubrication Serviceperson***</u>	-	
	<u>Field Lubrication Serviceperson - Non-Ticketed</u>	<u>\$43.13</u>	<u>\$48.31</u>
	<u>Probationary: Field Lubrication Serviceperson - Non-Ticketed</u>	<u>\$38.82</u>	<u>\$43.48</u>
-		-	
<u>*** It is agreed that these positions are not to replace or displace any mechanical position in the bargaining unit. It is agreed that this position will not to be used within Power Systems.</u>			

### 2018 Oilsands Skilled / Semi Skilled:

	<u>RWA included for information purposes only</u>	<u>2018</u>	<u>12% RWA</u>
	<u>Category A: Painter, Heavy Truck Driver (Over 3 Ton), Track Press Operator, Auto-Welding Machine Operator</u>	-	
	<u>Leadhand</u>	<u>\$43.17</u>	<u>\$48.34</u>
	<u>Class A</u>	<u>\$41.10</u>	<u>\$46.03</u>
	<u>Class B</u>	<u>\$39.56</u>	<u>\$44.31</u>
	<u>Probationary</u>	<u>\$38.14</u>	<u>\$42.71</u>
-		-	
	<u>Category B: Hydraulic Hose Press Operator, Yardperson, Tool Room Attendant, Shipper/Receiver (Service Dept.)</u>	-	
	<u>Leadhand</u>	<u>\$42.41</u>	<u>\$47.50</u>
	<u>Class A</u>	<u>\$40.38</u>	<u>\$45.23</u>
	<u>Class B</u>	<u>\$38.88</u>	<u>\$43.54</u>
	<u>Probationary</u>	<u>\$37.44</u>	<u>\$41.94</u>
-		-	
	<u>Category C: Washbay Attendant</u>	-	
	<u>Class A</u>	<u>\$34.09</u>	<u>\$38.18</u>
	<u>Class B</u>	<u>\$32.71</u>	<u>\$36.64</u>

	<u>Probationary</u>	<u>\$31.13</u>	<u>\$34.86</u>
-		-	
	<u>Category D: Labourer, Janitor</u>	-	
	<u>Field Labourer (Suncor Site Only)</u>	<u>\$30.15</u>	<u>\$33.77</u>
	<u>Class A</u>	<u>\$28.45</u>	<u>\$31.86</u>
	<u>Class B</u>	<u>\$26.97</u>	<u>\$30.21</u>
	<u>Probationary</u>	<u>\$25.46</u>	<u>\$28.51</u>
-		-	
	<u>Field Lubrication Serviceperson***</u>	-	
	<u>Field Lubrication Serviceperson - Non-Ticketed</u>	<u>\$43.56</u>	<u>\$48.79</u>
	<u>Probationary: Field Lubrication Serviceperson - Non-Ticketed</u>	<u>\$39.21</u>	<u>\$43.91</u>
-		-	
<p>*** It is agreed that these positions are not to replace or displace any mechanical position in the bargaining unit. It is agreed that this position will not to be used within Power Systems.</p>			

### 2016 Ekati

	<u>RWA included for information purposes only</u>	<u>2016</u>	<u>12% RWA</u>
	<u>Certified Trades in Service Department: Field Servicepersons</u>	-	-
	<u>Mechanical Trades</u>	-	
	<u>Leadhand</u>	<u>\$49.04</u>	<u>\$54.92</u>
	<u>Heavy Equipment Technician (HET)</u>	<u>\$46.71</u>	<u>\$52.31</u>
	<u>Heavy Duty Equipment Mechanic (Off-Road)</u>	<u>\$45.20</u>	<u>\$50.62</u>
	<u>Probationary</u>	<u>\$45.05</u>	<u>\$50.46</u>
-		-	
	<u>Journeyman Welder, Power Generation Electrician</u>	-	
	<u>Journeyman</u>	<u>\$46.71</u>	<u>\$52.31</u>
	<u>Probationary</u>	<u>\$45.05</u>	<u>\$50.46</u>
-		-	
	<u>Apprentice Mechanic</u>	-	
	<u>4th Year</u>	<u>\$42.05</u>	<u>\$47.10</u>
	<u>3rd Year</u>	<u>\$37.37</u>	<u>\$41.85</u>
	<u>2nd Year</u>	<u>\$32.69</u>	<u>\$36.62</u>
	<u>1st Year</u>	<u>\$28.03</u>	<u>\$31.39</u>
-		-	
	<u>Apprentice Welder</u>	-	
	<u>3rd Year</u>	<u>\$39.71</u>	<u>\$44.47</u>

	<u>2nd Year</u>	<u>\$35.04</u>	<u>\$39.24</u>
	<u>1st Year</u>	<u>\$30.37</u>	<u>\$34.01</u>
	-	-	-
	<u>Tool Room Attendant</u>	-	-
	<u>Class A</u>	<u>\$37.66</u>	<u>\$42.18</u>
	-	-	-
	<u>Certified Trades: Parts Department</u>	<u>#1</u>	<u>#1</u>
	<u>Journeyperson</u>	-	-
	<u>Leadhand</u>	<u>\$43.13</u>	<u>\$48.31</u>
	<u>Journeyperson A</u>	<u>\$41.03</u>	<u>\$45.96</u>
	<u>Journeyperson B</u>	<u>\$39.56</u>	<u>\$44.31</u>
	<u>Probationary</u>	<u>\$36.59</u>	<u>\$40.98</u>
	-	-	-
	<u>Parts Apprentice</u>	-	-
	<u>3rd Year</u>	<u>\$34.84</u>	<u>\$39.02</u>
	<u>2nd Year</u>	<u>\$30.78</u>	<u>\$34.48</u>
	<u>1st Year</u>	<u>\$26.69</u>	<u>\$29.89</u>
	-	-	-
	<u>Material Supply Assistant</u>	-	-
	<u>Warehouseperson #2</u>	<u>\$32.70</u>	<u>\$36.62</u>
	<u>19-24 months</u>	<u>\$30.78</u>	<u>\$34.47</u>
	<u>13-18 months</u>	<u>\$28.93</u>	<u>\$32.40</u>
	<u>0-12 months</u>	<u>\$27.00</u>	<u>\$30.24</u>

### 2017 Ekati

	<u>RWA included for information purposes only</u>	<u>2017</u>	<u>12% RWA</u>
	<u>Certified Trades: Service Department Field Servicepersons</u>	-	-
	<u>Mechanical Trades</u>	-	-
	<u>Leadhand</u>	<u>\$49.04</u>	<u>\$54.92</u>
	<u>Heavy Equipment Technician (HET)</u>	<u>\$46.71</u>	<u>\$52.31</u>
	<u>Heavy Duty Equipment Mechanic (Off-Road)</u>	<u>\$45.20</u>	<u>\$50.62</u>
	<u>Probationary</u>	<u>\$45.05</u>	<u>\$50.46</u>
	-	-	-
	<u>Journeyperson Welder, Power Generation Electrician</u>	-	-
	<u>Journeyperson</u>	<u>\$46.71</u>	<u>\$52.31</u>
	<u>Probationary</u>	<u>\$45.05</u>	<u>\$50.46</u>
	-	-	-
	<u>Apprentice Mechanic</u>	-	-
	<u>4th Year</u>	<u>\$42.05</u>	<u>\$47.10</u>
	<u>3rd Year</u>	<u>\$37.37</u>	<u>\$41.85</u>

	<u>2nd Year</u>	<u>\$32.69</u>	<u>\$36.62</u>
	<u>1st Year</u>	<u>\$28.03</u>	<u>\$31.39</u>
	-	-	-
<u>Apprentice Welder</u>		-	-
	<u>3rd Year</u>	<u>\$39.71</u>	<u>\$44.47</u>
	<u>2nd Year</u>	<u>\$35.04</u>	<u>\$39.24</u>
	<u>1st Year</u>	<u>\$30.37</u>	<u>\$34.01</u>
	-	-	-
<u>Tool Room Attendant</u>		-	-
	<u>Class A</u>	<u>\$37.66</u>	<u>\$42.18</u>
	-	-	-
<u>Certified Trades: Parts Department</u>		<u>#1</u>	<u>#1</u>
	<u>Journeyperson</u>	-	-
	<u>Leadhand</u>	<u>\$43.13</u>	<u>\$48.31</u>
	<u>Journeyperson A</u>	<u>\$41.03</u>	<u>\$45.96</u>
	<u>Journeyperson B</u>	<u>\$39.56</u>	<u>\$44.31</u>
	<u>Probationary</u>	<u>\$36.59</u>	<u>\$40.98</u>
	-	-	-
<u>Parts Apprentice</u>		-	-
	<u>3rd Year</u>	<u>\$34.84</u>	<u>\$39.02</u>
	<u>2nd Year</u>	<u>\$30.78</u>	<u>\$34.48</u>
	<u>1st Year</u>	<u>\$26.69</u>	<u>\$29.89</u>
<u>Material Supply Assistant</u>		-	-
	<u>Warehouseperson #2</u>	<u>\$32.70</u>	<u>\$36.62</u>
	<u>19-24 months</u>	<u>\$30.78</u>	<u>\$34.47</u>
	<u>13-18 months</u>	<u>\$28.93</u>	<u>\$32.40</u>
	<u>0-12 months</u>	<u>\$27.00</u>	<u>\$30.24</u>

### 2018 Ekati

	<i><u>RWA included for information purposes only</u></i>	<u>2018</u>	<u>12% RWA</u>
<u>Certified Trades:Service Department Field Servicepersons</u>		-	-
<u>Mechanical Trades</u>		-	-
	<u>Leadhand</u>	<u>\$49.53</u>	<u>\$55.47</u>
	<u>Heavy Equipment Technician (HET)</u>	<u>\$47.17</u>	<u>\$52.83</u>
	<u>Heavy Duty Equipment Mechanic (Off-Road)</u>	<u>\$45.65</u>	<u>\$51.13</u>
	<u>Probationary</u>	<u>\$45.50</u>	<u>\$50.96</u>
	-	-	-
<u>Journeyperson Welder, Power Generation Electrician</u>		-	-

	<u>Journeyperson</u>	<u>\$47.17</u>	<u>\$52.83</u>
	<u>Probationary</u>	<u>\$45.50</u>	<u>\$50.96</u>
	-	-	-
	<u>Apprentice Mechanic</u>	-	-
	<u>4th Year</u>	<u>\$45.65</u>	<u>\$51.13</u>
	<u>3rd Year</u>	<u>\$37.74</u>	<u>\$42.27</u>
	<u>2nd Year</u>	<u>\$33.02</u>	<u>\$36.98</u>
	<u>1st Year</u>	<u>\$28.31</u>	<u>\$31.71</u>
	-	-	-
	<u>Apprentice Welder</u>	-	-
	<u>3rd Year</u>	<u>\$40.11</u>	<u>\$44.92</u>
	<u>2nd Year</u>	<u>\$35.39</u>	<u>\$39.63</u>
	<u>1st Year</u>	<u>\$30.67</u>	<u>\$34.35</u>
	-	-	-
	<u>Tool Room Attendant</u>	-	-
	<u>Class A</u>	<u>\$38.04</u>	<u>\$42.60</u>
	-	-	-
	<u>Certified Trades: Parts Department</u>	<u>#1</u>	<u>#1</u>
	<u>Journeyperson</u>	-	-
	<u>Leadhand</u>	<u>\$43.56</u>	<u>\$48.79</u>
	<u>Journeyperson A</u>	<u>\$41.44</u>	<u>\$46.42</u>
	<u>Journeyperson B</u>	<u>\$39.96</u>	<u>\$44.75</u>
	<u>Probationary</u>	<u>\$36.96</u>	<u>\$41.39</u>
	-	-	-
	<u>Parts Apprentice</u>	-	-
	<u>3rd Year</u>	<u>\$35.19</u>	<u>\$39.41</u>
	<u>2nd Year</u>	<u>\$31.09</u>	<u>\$34.82</u>
	<u>1st Year</u>	<u>\$26.95</u>	<u>\$30.19</u>
	-	-	-
	<u>Material Supply Assistant</u>	-	-
	<u>Warehouseperson #2</u>	<u>\$33.02</u>	<u>\$36.99</u>
	<u>19-24 months</u>	<u>\$31.09</u>	<u>\$34.82</u>
	<u>13-18 months</u>	<u>\$29.22</u>	<u>\$32.72</u>
	<u>0-12 months</u>	<u>\$27.27</u>	<u>\$30.55</u>

All rates of pay in this Collective Agreement are to be adjusted according to article 13.01.

## SCHEDULE "B"

### LAYOFF AND TRANSFER CLASSIFICATIONS

Lay-off due to a lack of work is determined by the criteria set out in Clause 5.06, and job classifications for the purpose of lay-off and transfer of Employees are as described in this Schedule.

Transfers between ~~an area of a department or a~~ facility within a branch when there is a shortage of work or a short-term increase in workload ~~in one area of a department or facility;~~ the Employer may transfer an Employee to another area within that department or facility in the same job classification.

Transfers will first come from volunteers from the ~~area or~~ facility where there is a shortage of work then from volunteers in the rest of the branch. However, if there are insufficient volunteers, the Employee with the shortest length of service in the areas or facility with the shortage of work shall be transferred first, provided the Employee has the qualifications and demonstrated ability to perform the job. These transfers are not to exceed ~~forty-five~~ ~~(45)ninety (90)~~ days without Union approval.

Parts and Service Employees must have been in the classification for a minimum of ninety (90) days in order to qualify for lay-off in that classification. If less than ninety (90) days the previously held position will be used. This would include posted positions where applicable.

SERVICE DEPARTMENT LAYOFF CLASSIFICATIONS	
A.	Apprentice Heavy Equipment Technician
B.	Auto Weld Machine Operator, Track Press Operator
C.	*G/F Chargehand*, Field Serviceperson****, Journeyperson Heavy Equipment Technician (HET), Journeyperson Heavy Duty Equipment Mechanic (Off Road), Journeyperson Truck and Transport Mechanic (On Hwy), Warranty Technician, Estimator
D.	Lab <del>Clerk Technician (Uncertified)</del>
E.	Lab Technician and Interpreter (Certified)
F.	Labourer, Janitor, Wash Bay Attendant
G.	Machinist and Machinist Apprentice
H.	Maintenance Technician Licensed
I.	Maintenance Technician Unlicensed
J.	Painter
K.	Power Generation Electrician,
L.	Resident Field Serviceperson
M.	Toolroom Attendant
N.	**Power Generation Electrical Apprentice**
O.	Welder and Welder Apprentice
P.	Yardperson
Q.	Gas Compression Technician
R.	Electronics Repair Technician
S.	Non Destructive Testing Technician
T.	Millwright and Millwright Apprentice
U.	Field Lubrication Serviceperson <del>(non-ticketed)</del>
V.	***Benchhand***

\*\*\*\*\* For the Regional Municipality of Wood Buffalo and Edmonton regions: the classification will be split for the purposes of layoff only.

CABLE SHOVELS & DRILLS LAYOFF CLASSIFICATION	
CSA	Heavy Equipment Technician Apprentice
CSB	Heavy Equipment Technician
CSC	Millwright and Apprentice Millwright

<u>CSD</u>	<u>Welder and Apprentice</u>
<u>CSE</u>	<u>Electrician Apprentice</u>
<u>CSF</u>	<u>Electrician</u>
<u>CSG</u>	<u>Machinist and Apprentice</u>

<b>PARTS DEPARTMENT LAYOFF CLASSIFICATIONS</b>	
A.	*G/F Chargehand*, <u>Parts</u> Countersalesperson <u>Journey</u> person, Service Supply Clerk 1, <u>Shop</u> Parts Journeyperson, <u>Special Duty Warehouse</u> , Apprentice
B.	Hydraulic Hose Press Operator
C.	Material Supply Assistant
<u>CABLE SHOVELS &amp; DRILLS PARTS DEPARTMENT LAYOFF CLASSIFICATION</u>	
<u>CPA</u>	<u>Parts Journey</u> person and Apprentice

***_These positions include Employees hired prior to May 1, 2002. It is not intended to use this category after this date.	
****_Current Employees who hold their Motor Rewind Technician or EGS certification as of May 1 2013, will be classified as SVK. Employees that are hired after May 1 2013, who hold their Motor Rewind Technician or EGS certification, will be hired into the SVN Classification.	
*****_These positions include Employees hired prior to May 1, 1990. It is not intended to use this category after this date.	
***** <u>For the Regional Municipality of Wood Buffalo and Edmonton regions: the classification will be split for the purposes of layoff only.</u>	

### *CLASSIFICATION "B"*

#### Parts Skilled Position Transfers

- (i) If it is necessary to transfer Employees due to work shortage, transfers will be made to their previously held position.
- (ii) The transferring Employee must have more experience in the position than any Employee currently holding the position.
- (iii) If bumping occurs this procedure will apply progressively to other affected positions.
- (iv) It is understood that Leadhand positions are included in each of the above classifications.

### **Letter of Understanding**

#### *Reference: Benefit and Premiums*

This constitutes a Letter of Understanding between Finning (Canada) A Division of Finning International Inc. and the Associational Association of Machinists and Aerospace Workers, Lodge 99.

The Union and the Employer agree that if benefit premiums are found to be insufficient the Employer shall approach the Union's Executive to request premium increases. The union Executive reserves the right through consultation with the Employer and the Insurance Company to refuse the increase if the Union does not agree with the reasons for the increased premium. Documentation to justify the increase, as previously agreed, will be supplied at no charge to the Union.

### LETTER OF UNDERSTANDING

#### Reference: Banked Overtime



This constitutes a Letter of Understanding between Finning (Canada) A Division of Finning International Inc. and the International Association of Machinists and Aerospace Workers, Lodge 99.

Overtime hours may be paid in wages or accumulated as follows:

For time off during slow periods a maximum of one hundred and sixty (160) hours may be banked. ~~A maximum of eighty (80) These~~ hours may be used in any calendar year under terms set out below. ~~The additional eighty (80) hours may be used in the event of an Employer instigated layoff.~~

- a. Banked hours cannot be taken in the prime vacation period or added to regular holidays during the prime vacation period. Under no circumstances can banked time be used as sick pay. ~~The prime vacation period is defined as June 15th to September 15th and December 15th to December 31st.~~
- b. Working for a second Employer at any time during banked time off will be construed as moonlighting and will be subject to disciplinary action or dismissal.
- c. Banked hours can only be taken at a time acceptable to both Management and Employee. If the Employer and an Employee cannot agree on a mutually acceptable time, either party may demand payout of the amount owing and close out the banked account.
- d. Banking of overtime may be inappropriate in locations of high overtime on a constant basis. In these cases, Management should advise the Finning (Canada) A Division of Finning International Inc. Human Resources Department who will advise the Union.
- e. Banked overtime cannot be accumulated on temporary transfers.
- f. Banked time will be one hour banked at straight-time pay for each overtime hour worked, with the balance of the appropriate overtime (1/2 or 1 hour) rate to be paid on current paycheck.
- g. All shift, field and isolation differentials will be paid to the Employee on the paycheck for the pay periods during which the hours were actually worked.
- h. Retroactive pay adjustments for hours banked during retroactive period will be made in a lump sum on one paycheck. The hours and amounts in the bank will not change.
- i. If the hours in the bank are at a rate that was last used two (2) years ago all the hours at that rate will be paid out.
- j. Straight time cannot be banked, only overtime can be banked.
- k. Banked time may be used for appointment time when pre-arranged with their supervisor.
- l. Monetary (as opposed to hours banked out) withdrawals from bank can only be done a maximum of two (2) times / year – if there is a third (3rd) request the entire bank will be withdrawn.

LETTER OF UNDERSTANDING

Reference: Spousal Assistance

All Resident Field Service Persons will receive a \$150/month spousal assistance paid as an expense. The Employee must submit, to their direct supervisor, a monthly invoice to receive payment.

#### LETTER OF UNDERSTANDING

Reference: Leave of Absence: Bob MacKinnon

Bob MacKinnon will continue his leave of absence, continue to accrue seniority (has been accruing since his leave and since his start date) while on leave and will have the right to his same or similar position (Journeyman H.E. Technician) when he returns to work.

He will have all the rights and privileges the Collective Agreement provides for someone who has the same seniority he will have from his start date.

There will be no discrimination or discipline for the Union activity he has been involved in.

#### LETTER OF UNDERSTANDING

Reference: Leave of Absence: Kevin B. Clark

Both parties agree that Kevin B Clark will take a leave of absence commencing September 1, 2008. His seniority will continue to accrue while on leave. He will have the right to return to his same or similar position (Journeyman A HET) upon his return to Finning International Inc.

He will have all the rights and privileges the Collective Agreement provides for a person who has the same seniority.

All holidays, bank time, vacation adjust and any other applicable benefits owing, will be paid out on the first pay period in September, 2008.

#### LETTER OF UNDERSTANDING

Reference: Tuesday to Saturday Shift

This constitutes a Letter of Understanding between Finning (Canada) A Division of Finning International Inc. and the International Association of Machinists and Aerospace Workers, Lodge 99 effective January 1, 1991.

The parties agree that a Tuesday to Saturday shift will be implemented and the following conditions apply.

- (i) A premium will apply to Employees while working this shift, for all hours worked as outlined in Schedule "D".
- (ii) All Employees hired up to and including December 31, 1990 are not required to work this shift. However, Employees may volunteer or post to this shift if they choose.
- (iii) New hires on or after the effective date will be required to work this shift, where required, and will be informed at the time of hire.

- (iv) Job postings will reference a Tuesday - Saturday shift only where the shift is currently in place or where the Employer has the need to implement the shift, within sixty (60) days.
- (v) Where there are four (4) or more Employees in a department on this shift, the ratio of Tuesday - Saturday vs. Monday - Friday shifts will be no less than 2 - 1 respectively ~~7~~ *wherever practical*.
- (vi) This Tuesday - Saturday shift is currently a dayshift position. Should the Union and Employer agree an afternoon shift may be required in a department, both the Tuesday to Saturday and afternoon premiums will apply.

#### *LETTER OF UNDERSTANDING*

Reference: For Continuous Shifts

This constitutes a Letter of Understanding between Finning (Canada) A Division of Finning International Inc. and the International Association of Machinists and Aerospace Workers, Local Lodge 99.

This agreement only applies to facilities ~~branches~~ where a continuous shift Letter of Understanding does not exist.

The parties recognize that certain circumstances, may warrant continuous shift hours of work, working 12 hours per day and with equal number of days on as days off. A continuous shift would be a shift configuration to either satisfy customer requirements where the customer operates twenty-four (24) hours per day, seven (7) days per week, less scheduled maintenance, if applicable or to allow for increased shop utilization and provide flexible work schedules for Employees.

Guidelines for this shift are listed below:

#### **Customer Sites:**

- 1:** (i) The Union will be provided with any shift requirements on a customer site in writing as soon as the Employer is aware of the customer request. The explanation will include a contractual commitment on a customer's site. The Union will meet with the Employer to discuss the circumstances and agree upon terms and conditions that will address the needs of the situation in a timely fashion.
- (ii) The classifications required to fulfil the contract will be included in the notification to the Union.
- (iii) All positions will be posted and the shift configuration will be explained on the posting.

#### **Finning Shops/Facilities**

- 2:** (i) Mutual agreement between the Union and the Employer will be required prior to any shift implementation. The Union will reasonably consider all requests by the Employer to add new or different shifts.
- (ii) The Employer will outline any new shift configuration in writing, which will include the business rationale for requiring the continuous shift. The Union will meet with the Employer to discuss the requirements and terms and conditions.

(iii) The classifications requested and areas of the business will be included in the business case submitted to the Union.

(iv) All positions will be posted and the shift configuration will be explained on the posting. Where shift configurations may need to be changed, mutual agreement between the Employer and the Union will be required prior to the establishment of a different shift configuration.

**3.** The continuous shift premium as outlined in Schedule "D" of the current Collective Agreement will apply to all shift Employees for all hours worked. These premiums allow for working scheduled shifts in excess of eight (8) hours per day and Saturday and Sunday at straight time rates up to a maximum of 2080 hours per year.

**4.** The shift schedule shall result in an averaging above forty (40) hours per week. An Employee working on such a schedule shall be paid eleven and one half (11 ½) hours straight time, and one half (1/2) hour overtime at the base (including RWA) rate for that shift worked per day. Any deviations will be noted in the Letter of Understanding for that shift / site (i.e. Ekati).

**5.** The calculation for entitlement to vacation, sick leave, other benefits etc. will be made using an hourly equivalent; e.g. vacation, if entitled to 2 weeks' vacation X 40 hours = 80 hours equivalent; sick leave, if entitled to 10 days X 8 hours = 80 hours equivalent, etc. It is intended that Employees neither gain nor lose any benefit entitlement while working on a continuous shift.

## LETTER OF UNDERSTANDING

Reference: Regional Hourly Wage Adjustment

This constitutes a Letter of Understanding between Finning (Canada) A Division of Finning International Inc. and The International Association of Machinists and Aerospace Workers, Local Lodge 99.

The parties agree that a "Regional Hourly Wage Adjustment" apply to all Employees covered by the Collective Agreement, at the designated locations.

It is understood that the purpose of the adjustment is an attempt to attract and retain qualified Employees at the location. The Regional Hourly wage adjustment is not payable for temporary transfers.

The adjustment to be ~~12~~15% of the hourly rate and apply to both standard and overtime hours.

Designated locations: Fort McMurray (Municipality of Wood Buffalo), Inuvik, Hay River, Yellowknife and Ekati, including employees attached to these branches.

The adjustment to be 5% of the hourly rate and apply to both standard and overtime hours.

Designated locations: Peace River and Grande Prairie, including employees attached to these branches.

As such, the Regional Hourly Wage Adjustment will be in force for the duration of the Collective Agreement.

## LETTER OF UNDERSTANDING

Reference: Union Management Relationship

This constitutes a Letter of Understanding between Finning (Canada) A Division of Finning International Inc. and the International Association of Machinists and Aerospace Workers, Local Lodge 99.

As part of our joint understanding to work to improve the quality of the relationship between the Union and the Employer, it is agreed to hold quarterly meetings with agreed upon agendas and pre-determined dates. The topics for the agendas will be provided to each other no later than 1 week prior to the meeting. Generally it is intended for each party to have one-half of the one day session to cover their agenda. The meetings will commence within three (3) months after the signing of the Collective Agreement and will take place in Edmonton.

The objective is to provide both the Union and the Management with a better understanding of current business conditions. Examples of agenda items could be, economic conditions in the workplace, a review of strategic plans, employment relationship issues, the Employer operating results update, Branch Employee requirement updates and potential technological change, etc.

The Employer agrees to pay for the time lost from work for up to four (4) employees as committee members to a maximum of twelve (12)<sup>8</sup> hours on the day of the meeting.

The management group individuals attending will be available to provide information and make commitments for their area of responsibility.

The minutes of the meeting will be taken and distributed by the Union.

#### LETTER OF UNDERSTANDING

Reference: Customers Working in FINNING (Canada) A Division of Finning International Inc. Shops or Adjoining Yards

This constitutes a Letter of Understanding between Finning (Canada) A Division of Finning International Inc. and the International Association of Machinists and Aerospace Workers, Lodge 99.

To provide guidelines for the above, we provide the following:

- (i) Customer Employees working in Employer shops will be employed by the customer on a permanent basis.
- (ii) The ratio of Finning (Canada) A Division of Finning International Inc. Employees to Customer Employees will not exceed one to one per machine or major component.
- (iii) The time period for a Customer Employee working in Employer premises would not exceed ninety (90) days.
- (iv) Customer Employees must provide their own tools.
- (v) Customer Employees must be under the direction of a Finning (Canada) A Division of Finning International Inc. Employee.
- (vi) Customer Employees will not displace Finning (Canada) A Division of Finning International Inc. Employees.
- (vii) Customer Employees will adhere to Finning (Canada) A Division of Finning International Inc. Health and Safety Policies.
- (viii) A log book will be maintained and available for Union review. The log book will record the hours worked by Customer Employees on a machine or major component covered by this Letter of Understanding.

#### *LETTER OF UNDERSTANDING*

Reference: Maintenance Personnel

This constitutes a Letter of Understanding between Finning (Canada) A Division of Finning International Inc. and The International Association of Machinists and Aerospace Workers, Local Lodge 99.

Recently many of the facility assets have been sold to a financial institution and are now being leased. Finning (Canada) A Division of Finning International Inc. remains responsible and obligated to maintain and operate these facilities as we have in the past. This financial transaction will not adversely affect any of those maintenance personnel located in Calgary, Mildred Lake or Edmonton at the time of the transaction. Finning (Canada) A Division of Finning International Inc. will continue to employ maintenance personnel to carry-out maintenance and support activities where the amount of work and skills requirements are such that full-time positions are required.

#### *LETTER OF UNDERSTANDING*

Reference: Gas Compression Classification

This constitutes a Letter of Understanding between Finning (Canada) A Division of Finning International Inc. and the International Association of Machinists and Aerospace Workers, Local Lodge 99.

Nothing in this Letter of Understanding shall be construed as altering the existing terms and conditions of the Collective Agreement. The parties agree to the following principles to guide the use of the Gas Compression (SVQ) classification moving forward:

1. The Employer will endeavour to hire Heavy Equipment Technicians (HET) into Gas Compression openings. However, it is understood that due to the nature of this industry that Millwrights and Automotive Technicians are also qualified to work in the Gas Compression trade and as a result may also be hired into Gas Compression openings.
2. The following will outline the agreement between the parties when a Millwright or Automotive Technician is hired into a Gas Compression position:
  - (i) Employees will be encouraged to enrol in the HET program;
  - (ii) Should a Millwright or Automotive Technician not want to enrol in the HET program, the Union will be notified in writing and the employee will be informed of the implications of that decision:
    - a. Lower rate of pay (see ~~"d"~~ "iv" below);
    - b. Inability to move to other classifications;
    - c. Possibilities of layoff during slow periods;
  - (iii) Employees hired into Gas Compression will be classified as Gas Compression technicians, layoff classification SVQ, and will hold seniority in that classification as of their date of hire;
  - (iv) Employees without HET qualifications, will be paid appropriate rates as outlined in Schedule A, until such time they achieve the HET certificate;
3. Gas Compression mechanics, who hold their HET or are HET apprentices, may work in general line operations only if no-one is on layoff at the branch in the (SVC) layoff classification; and vice versa.
4. The terms of this letter will be in effect as of the date of signing, any employees previously hired into this classification will be grandfathered.
5. Any other issues arising out of this classification will be discussed in a timely manner between the parties.

#### *LETTER OF UNDERSTANDING*

Reference: Power Generation Electricians

This constitutes a Letter of Understanding between Finning (Canada) A Division of Finning International Inc. and the International Association of Machinists and Aerospace Workers, Local Lodge 99.

Nothing in this Letter of Understanding shall be construed as altering the existing terms and conditions of the Collective Agreement. The parties agree to the following principles to guide the hiring of alternative trades into the Power Generation Electrician classification (SVK) moving forward.

It is understood that due to the nature of this industry, and current training availability through apprenticeship programs, that Electric Generator Systems (EGS) Technicians and Motor-Rewind Technicians are also qualified to work in the Power Systems at Finning and as a result may also be hired into Power Generation Electrician classification.

The following will outline the agreement between the parties when an EGS Technician or Motor Rewind Technician is hired into a Power Generation Electrician position:

Employees will be required to enrol in the Electrical Apprenticeship program to attain their Electrical certification.

Employees will be classified as Power Generation Electrician Apprentice, layoff classification (SVN) and will hold seniority in that classification as of their date of hire.

Employees without Electrical certification will be paid appropriate rates as outlined in Schedule A, until such time they achieve the Electrical certification.

Employees who currently hold their Motor Rewind Technician or EGS certification at the time of ratification and are currently employed with Finning and classified as (SVK) shall continue to hold their current layoff classification and not be forced into the (SVN) classification.

All other terms will be as per the Collective Agreement.

*LETTER OF UNDERSTANDING*

Reference: Ticketed Automotive Technicians

This Letter of agreement is attached to and forms part of the collective agreement between the parties, these are additional agreements, the Collective Agreement shall apply in every situation as well as this agreement herein.

This Agreement is made Without Prejudice and Precedent.

The employer can employ Certified Automotive Technicians to perform work the Heavy Equipment Technician apprentices would normally perform, under the following conditions:

- (i) All Certified Automotive Technicians shall be employed as a third (3rd) Apprentice Mechanic and will be paid at that rate in the collective agreement.
- (ii) The Technicians shall be paid at the third (3rd) year Apprentice Mechanic rate in the Collective Agreement until they complete the required hours and technical trade school training at the third (3rd) year level, at which time they shall move to the Heavy Duty Equipment Mechanic or Truck and Transport Mechanic rate in Schedule A of the collective agreement.
- (iii) Upon completion of all the aspects of the Heavy Equipment Technician Trade requirements they shall move to the Heavy Equipment Technician rate in the collective agreement.

- (iv) The Technicians shall be required to attend 1st, 3rd, 4th year technical training in the trade and acquire their Journeyman Certification in the Heavy Equipment Technician (HET) trade.
- (v) If these employees are employed at, or transferred (temporarily, or permanently on a posting) to any branch that pays higher rates than Schedule A, (i.e.: Regional Wage Adjustment Letter of Understanding (page 67 2002-2005 C/A) such as a branch that has Continuous Shifts (i.e.: Oil sands or Ekati) they will receive all the premiums, bonuses and higher rates of pay for apprentices in those branches.

*LETTER OF UNDERSTANDING*

Reference: Material Supply Assistant

This constitutes a Letter of Understanding between Finning (Canada) A Division of Finning International Inc. and the International Association of Machinists and Aerospace Workers, Local Lodge 99.

During the 1992 negotiations it was agreed by the Employer and the Union that the classification of Material Supply Assistant would be included in the layoff and wage classifications. This is a position in the Parts Department which is considered a non-ticketed position.

It is agreed between the parties that any Employees employed before May 1, 1992 by the Employer as ticketed Journeymen or indentured Apprentices will not be displaced by any Employees hired to work as Material Supply Assistants.

*LETTER OF UNDERSTANDING*

Reference: Midnight Shift - P.D.C. Edmonton

The parties agree to delete LOU: Reference Midnight Shift – P.D.C. Edmonton

*LETTER OF UNDERSTANDING*

Reference: Material Supply Assistant (training)

The parties agree to delete LOU Reference MSA training. A transitional LOU (16-04) has been created to replace and eliminate this LOU.

*LETTER OF UNDERSTANDING*

Reference: Twelve-Hour Shift Agreement for Municipality of Wood Buffalo, Oil Sands Operations:

Nothing in this Letter of Understanding shall be construed as altering the existing terms and conditions of the Collective Agreement. This Letter of Understanding is specific to Employees in the Oil Sands/Wood Buffalo Region. It is recognized by the Employer and the Union that in order to enhance service to our customers in the Oil Sands/Wood Buffalo Region there is a need to provide continuous coverage. In that regard, the parties agree as follows:

Employees employed in the Oil Sands/Wood Buffalo Region operations will receive the Oil Sands Rates, as per Schedule "A" and Regional Wage Adjustment as per the Regional Hourly Wage Adjustment Letter of Understanding within the Collective Agreement.

The Continuous Shift Premium as outlined in Schedule "D" will be paid for all hours worked – application is restricted to the Employees covered by this Agreement in the Municipality of Wood Buffalo.

A Nightshift Premium as outlined in Schedule "D" will be paid while working the hours recognized as the nightshift, depending on actual shift start/stop times.



## 1. **SHIFTS:**

The twelve (12) hour shift scheduling formats will apply as follows:

### (i) **CUSTOMER SITES**

Employees working at a customer site will be assigned schedules based on customer needs.

Schedules will follow one of the scheduled formats below:

- a. 7 days on and 7 days off, 14 days on and 14 days off; OR as outlined in a Letter of Understanding specific to a customer site (i.e. Kearl)

The facility/site shift schedule will be included on all postings. However, Employees will also be advised that shift schedules may change upon customer request and or workload.

### (ii) **FINNING OPERATIONS**

Employees working in Finning shops, parts and service will be scheduled as follows:

- a. ~~All~~ Field: 6 on and 6 off, in order to comply with National Safety Code (NSC) regulations, 7 on and 7 off, 14 on and 14 off;
- b. Town Shop ~~/Power Systems~~: 7 on and 7 off, and/or 14 on and 14 off (as well as Grandfathered 12 on and 12 off);
- c. Mildred Lake: 7 on and 7 off and/or 14 on and 14 off.
- d. Fort McKay: 7 on and 7 off and/or 14 on and 14 off.

The facility/site shift schedule will be included on all postings. If other scheduling formats are necessary, they will be developed in advance through discussion between the Employer and the Union. The Union will reasonably consider all requests by the employer to add new or different shifts. Prior to implementation a minimum of 30 days' notice will be given to Employees.

D06 field Employees will be marshalled from their facility unless placed on a customer site for more than 6 consecutive shifts.

A list of Employees requesting a different shift option will be kept by Human Resources. When openings are available on that shift within a facility, internal Employees ~~will~~ be given preference, in seniority order, over external new hires.

Employees listed in the top 10% of the seniority list (as per Article 4.08) have the option of working "twelve (12) hour dayshifts" on the shift schedule of their ~~facility-branch~~. On customer mine sites only, if the top ten privilege is unable to be honoured, Employees will receive an additional premium (above the night shift premium in schedule "D") of one (1) dollar per hour for all hours worked.

Straight day positions identified by the Employer will be posted.

## 2. **HOURS OF WORK:**

- (i) A day shall be the twenty-four (24) hour period commencing with the start of the Employee's regular scheduled shift. A week shall be the seven (7) day period between 7:00 a.m. Monday and 7:00 a.m. on the succeeding Monday, or the nearest start/stop times to the above.
- (ii) The twelve (12) hour shift schedule requires an equal number of days on followed by days off.
- (iii) A shift is defined as the hours of work within a twenty-four (24) hour period.
- (iv) A schedule is defined as days of work and the associated days of rest. Days of rest follow the days of work.

## 3. **SHIFT TIMES:**

The first twelve (12) hour shift times will begin between the hours of 5:30 a.m. and 8:00 a.m., and the second shift will begin between the hours of 5:30 p.m. and 8:00 p.m.

#### **4. ~~STATUTORY HOLIDAYS:~~**

~~All holidays currently in the Collective Agreement will be taken as follows:~~

- ~~(i) When a Statutory Holiday falls on an Employee's scheduled day off, the Employee shall be paid twelve (12) hours at their hourly rate for the holiday and these hours will count as eight (8) hours worked towards the work week.~~
- ~~(ii) When a Statutory Holiday falls on an Employee's normally scheduled workday and the Employee is not scheduled to work, the Employee shall be paid twelve (12) hours at his hourly rate.~~  
~~When the Employee works a Statutory Holiday, he shall receive twelve (12) hours pay at his regular hourly rate, and in addition, shall be paid double time his hourly rate for all hours worked that day.~~

#### **45. REST BREAKS:**

For twelve (12) hour shifts, an Employee shall commence and cease his/her shift at the designated stopping time and place. The Employee shall be provided with three (3) paid lunch/rest periods (2 x 15 minutes and 1 x 30 minutes) at the Employee's designated lunch place between the third (3rd) and fifth (5th), the fifth (5th) and the seventh (7th), and the eighth (8th) and the tenth (10th) hours of the shift. The total lunch/rest period shall not exceed 60 minutes. Flexibility in scheduling rest breaks may be necessary to meet urgent customer needs.

#### **56. OVERTIME:**

The twelve (12) hour shift schedule shall result in an average above forty (40) hours per week. An Employee working on such a schedule shall be paid eleven and one-half (11 ½) hours straight time, and one-half (½) hour overtime at the base rate for that shift worked.

The appropriate overtime rates will apply for all hours worked on a regularly scheduled day off.

Double time will be paid for all overtime hours worked on a Sunday or on a Statutory Holiday.

#### **67. OVERTIME MEAL:**

When Employees are required to work extended hours in excess of thirteen (13) hours the Employee will be eligible to claim \$20.00 in lieu of a meal and beverage.

#### **87. CHANGE OF SCHEDULE AND SHIFT:**

~~A minimum of one full shift schedule's notice shall precede the effective date of any permanent changes to Employee schedules.~~ Employees will only be given notice of a schedule and/or shift change on scheduled days on and every attempt will be made to keep Employees on the same shift schedule wherever possible. All reasonable incremental costs incurred to change flights due to temporary or permanent schedule/shift changes, initiated by the employer, will be reimbursed by the employer, for up to three (3) shift schedules, if required with receipts.

~~Employees temporarily reassigned due to workload, increase or decrease, to another shift schedule shall be give seven (7) days notice, prior to a change in schedule, as per Schedule B. If 7 days is not provided, overtime will be paid for the days less the appropriate notice.~~

#### **8. RATES OF PAY:** As per Schedule A – Oil Sands

~~10. Temporary transfers will receive the Oil Sands rates as outlined herein. Temporary transfers from another branch are not eligible for the Regional Hourly Wage Adjustment and Housing Allowance.~~

~~911. Bereavement leave will be paid at calculated on a twelve (12) hours/day basis to a maximum of sixty (60) hours. Qualification remains as per 15.04 the Collective Agreement.~~

~~1012. Vacation time shall be converted to an hourly entitlement (e.g. each week vacation entitlement equals forty (40) hours) and will be taken off in blocks of hours at twelve (12) hours per day (e.g. 6 on / 6 off requires seventy-two (72) hours vacation entitlement). With Employer agreement,~~

Outside of the prime vacation period of July and August, Employees may take the same number of twelve (12) hour vacation days as they would have received on eight (8) hour days (e.g. two (2) weeks' vacation entitlement provides ten (10) work days absent from a twelve (12) hour schedule). Pay for this option can be supplemented with banked overtime, subject to approval, which will not be unreasonably denied. For Example, Employees on 12 on / 12 off with less than four (4) weeks' vacation can take a full work block off provided they use all vacation entitlement at once. Vacation pay entitlement will be based on forty (40) hours per week. Normal vacation approval processes will apply to this section.

~~13. Twelve (12) hours per day will be paid while on sick leave or disability and be governed by Clause 15.03.~~

**~~1114.~~ INCONVENIENCE PAY (ICP):**

- (i) ~~\$17.00~~~~35.00~~ for each day of work shall be paid to Employees who ride the bus from Fort McMurray to Suncor; ~~\$17.00~~~~35.00~~ for each day of work shall be paid to Employees who travel from Employer or Customer supplied Camp offsite PTI Camp (Athabasca and/or Beaver River Lodge) to Suncor or Syncrude Base Mine.
- (ii) ~~\$22.00~~~~45.00~~ for each day of work shall be paid to Employees who are required to travel with the use of their personal vehicle from Fort McMurray to the Mildred Lake shop and Syncrude Base Mine and back unless transportation is supplied. In addition, ~~\$22.00~~ 45.00 Inconvenience Pay shall also be paid for unscheduled call-outs from Fort McMurray to the Mildred Lake shop.
- ~~(ii)~~~~(iii)~~ Employees travelling from Fort McMurray to any permanent worksite North of Mildred Lake will be paid receive Inconvenience Pay of ~~\$27.00~~ 55.00 per day for each day worked on-site or at a Finning Facility, unless noted in a specific site LOU.
- ~~(iii)~~~~(iv)~~ Kearl site – Employees travelling to and from the Kearl site to camp will be paid Inconvenience Pay of ~~\$17.00~~ 35.00 per day until such time that the onsite camp at Kearl is available. ~~\*\*Without prejudice to the existing Arbitration.\*\*~~
- ~~(iv)~~~~(v)~~ Any new site added to the Oilsands region will follow this LOU.

**~~1215.~~** When a travel delay occurs due to RCMP road closures or mechanical issues on Finning supplied transportation, the Employer will review any impact on a case by case basis.

**~~1316.~~** The Union and the Employer will meet as required to discuss any issues that arise.

**~~1417.~~ CAMP ACCOMMODATIONS**

- (i) Journeypersons and Apprentices will be eligible to live in the Camp Facilities provided by the Employer at no cost. In addition, camp rooms may be open to non-journeyman hourly employees who have not previously or are not currently residing in Fort McMurray, upon management discretion and availability.
- (ii) Employees residing in camp may be subject to taxable benefits costs for provided Camp Facilities as determined by Canada Revenue Agency guidelines.
- (iii) A thirty (30) day notice period is required if an Employee wishes to leave the camp. The notice shall be provided in writing to the Camp Co-Coordinator.
- (iv) As openings in the camp occur, vacancies for current Employees will be filled on a seniority basis dependent on availability.
- (v) No bumping for camp accommodations will take place. Should a senior employee wish to enter the camp they will be eligible to do so upon the next room availability.
- (vi) Employees staying in currently provided camp situations, with the exception for those at Kearl (Noted in #11)~~noted in #14 above~~, will not receive Inconvenience Pay. Any changes to camp accommodations, I.E.: distance/time from camp to worksite, which negatively impact Employees will be discussed and agreed to by both parties.
- (vii) All Employees staying in the Camp will receive the Regional Wage Adjustment, however, Employees will not receive the Location Allowance. However, where camp accommodations

- are compulsory and the Employee continues to maintain a permanent residence in Fort McMurray, they will be eligible to receive the Location Allowance.
- (viii) Finning (Canada) will provide transportation to and from work and the camp daily where required, and for overtime days as well.
  - (ix) All Employees staying in the Camp will be subject to all rules and regulations of the Camp provider.
  - (x) If an Employee is removed through no fault of their own from a Customer Site Camp, the Employee will be provided alternative camp accommodations.
  - (xi) The Employer and the Union agree to meet on a quarterly basis (or sooner if required by either party) to discuss any issues arising out of the Camps

**Scenario Tables for Application of Statutory Holidays: 12 hours STAT Pay—8 Hours Credit to Workweek**

<b>7 x 7 Shift</b>	<b>Day 1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>
<b>S/T</b>	11.5	11.5	11.5	11.5	11.5	11.5	3.5	Off	Off	Off	Off	Off	12 Hrs Stat Pay	Off
<b>O/T</b>	0.5	0.5	0.5	0.5	0.5	0.5	8.5						STAT Pay	

<b>10 x 10 Days</b>	<b>Day 1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>	<b>18</b>	<b>19</b>	<b>20</b>
<b>S/T</b>	11.5	11.5	11.5	11.5	11.5	11.5	11.5	11.5	11.5	3.5	Off	Off	12 Hrs Stat Pay	Off	Off	Off	Off	Off	Off	Off
<b>O/T</b>	0.5	0.5	0.5	0.5	0.5	0.5	0.5	0.5	0.5	8.5	5		STAT Pay							

<b>10 x 10 Nights</b>	<b>Day 1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>	<b>18</b>	<b>19</b>	<b>20</b>
<b>S/T</b>	11.5	11.5	11.5	11.5	11.5	11.5	11.5	11.5	11.5	3.5	Off	Off	12 Hrs Stat Pay	Off	Off	Off	Off	Off	Off	Off
<b>O/T</b>	0.5	0.5	0.5	0.5	0.5	0.5	0.5	0.5	0.5	8.5			STAT Pay							

Sick Time for the Entire "Days On" Period — No Stat Hours Counted

Sick or Vacation on Last Day of "Days On" — 8 hours stat will be applied to another regular work day

Vacation — 12 Hours per day Taken — 8 hours will be applied to the next regular work day (even if in the next rotation)

Vacation — 8 Hours per day Taken — No Stat Hours Counted

6 x 6 shift, 14 x 14 shift would apply the same as above.

## LETTER OF UNDERSTANDING

Reference: Ekati Mine Operation

This Agreement deals with the specific conditions and adds to and modifies the Collective Agreement for those Employees who are employed to work on site at the Ekati Diamond Mine.

- The Employees assigned to work at the mine site will be on a separate seniority list.
- The shift schedule for the site will be 2 weeks in / 2 weeks out working twelve (12) hour shifts based on the Agreement with the NWT government. Overtime rates will apply to all hours worked beyond the one hundred and sixty (160) hours in a four (4) week schedule. There may be an opportunity to work other shifts as agreed between the union and management.
- Employees living in the Northwest Territories and working at the Ekati site will receive the Yellowknife location allowance as outlined in Schedule "C". All Employees working at the Ekati Mine Site, including temporary transfers, will receive the Regional Hourly Wage adjustment as outlined in the Regional Wage Adjustment Letter of Understanding of 15%.

All Employees who live in the NWT will receive a \$300.00 per month fuel subsidy per household and will be entitled to one trip out per year per family member to a maximum of \$750.00 per family member (taxable).

~~Ekati Employees who reside in NWT locations, including Inuvik, shall receive a location allowance of \$700.00 / Month.~~

The current practice for all Field Employees working at Ekati with respect to the provision of CSA approved winter footwear will not be altered as a result of ~~the new~~ article 11.06 of the Collective Agreement.

4. The marshalling points will be Yellowknife, ~~and Hay River, and Edmonton.~~ All ~~other~~ Employees will report to the marshalling points at their own expense. All Employees working at the Ekati Mine Operation will be provided flights to and from the marshalling points at no charge to the Employee. ~~In the event that the Customer terminates this program the Employer shall provide immediate notice to the Union and Employees. The Employer will allow for a flight expense to be claimed to a maximum amount of \$250 each way for a period not to exceed 90 days.~~
5. Travel time paid at straight time rates will be provided for as follows: ~~Edmonton Employee's residence~~ to Yellowknife – 2.5 hours; Hay River to Yellowknife – 1 hour; Yellowknife to Ekati – 2 hours. Return time will be the same. ~~Any Employee travelling beyond Edmonton, the Edmonton travel time shall apply.~~

Temporary Employees to Ekati will have their full travel time paid as per Clause 5.15 for the first trip in and last trip out. All trips in between will be paid as per above.

6. When weathered into site, Employees will be paid at applicable Overtime rates for extra hours worked in excess of the Overtime Averaging Permit. When weathered out at the marshalling points in Yellowknife, ~~and Hay River, and Edmonton or the origin of the Customer paid for flight,~~ meal and accommodation expenses, if needed, will be paid by the Employer. The Employee will be paid their straight time hourly rate for the normal shift schedule of that particular day based on the flight manifest, up to a maximum of twelve (12) hours per day (including the travel time). This time will be classified as time worked. Employees who are weathered in at the site are paid for time worked as per the Collective Agreement to a maximum of twelve (12) hours per day.

All reasonable incremental costs incurred to change flights due to weather/mechanical delays will be reimbursed by the employer, including one (1) days accommodation and meals, if required.

7. All statutory holidays worked will count as twelve (12) hours worked towards the work week. All statutory holidays not worked will be paid at twelve (12) hours and will count as eight (8) hours worked toward the work week.
8. Employees will be paid the appropriate overtime rates for working on a statutory holiday as per the Collective Agreement.
9. ~~Vacation time will be converted to hour entitlement and they Employees will have the option of taking vacation in blocks of hours vs. weeks (1 week 1 week vacation time = 40 hours) only with mutual agreement between the Employee and the Company.~~ The parties recognize the distinct nature of working at this remote site on a continuous shift arrangement. As a result, the parties agree that Employees may have the opportunity of utilising their vacation time on their 2 weeks out time. This option must be discussed and agreed upon with the manager in advance of utilising the opportunity. This time will not count as time worked for the purposes of applying overtime for the shift schedule. A request form must be signed off by the Employee and the manager.

~~Vacation weeks can be taken as weeks paid at forty (40) hours (with mutual agreement between the Employee and the Company) or eighty\_ four (84) hours in a one week period.~~

Employees are entitled to a minimum of two (2) weeks continuous vacation during the prime vacation ~~period~~months of June, July, August and September.

The Employer may limit the exercise of the entitlement to 25% of the crew on any shift compliment. For example: ~~at~~ the current time Crew "A" has a compliment of fourteen (14) mechanics on day shift and fourteen (14) mechanics on night shift. Crew "B" also has fourteen (14) mechanics on day shift and fourteen (14) mechanics on night shift. The vacation entitlement of 25% of the crew means that seven (7) of the "A" crew may be away on vacation during any two (2) week period and similarly seven (7) of the "B" crew. Over the June to September prime vacation period on the above crew compliment ~~fifty-six~~fifty-six (56) mechanics shall be entitled to a minimum two (2) weeks continuous vacation during June to September prime vacation period. The 25% limit shall be calculated separately for the Parts Personnel, Tool Crib, Welders, and Powerhouse Operators (Mechanics and Electricians). Where the number of Employees in the crew is 4 or less, 1 Employee may exercise their vacation entitlement at a time.

- 10.** Those Employees assigned on a permanent basis to the Ekati site will receive an isolation ~~travel~~ allowance while working at the mine to compensate for the additional NWT payroll tax. The allowance of \$1.00 per hour will apply to Employees who have completed their probationary period and will be paid twice per year. The payment will be made in November and May of each year and will be made on a separate deposit and an explanation of how it is calculated will be provided.
- ~~11. Lead hand rate will be provided to Employees covering for temporary periods.~~
- ~~1112. Twelve (12) hours per day will be paid while on site. Sick hours paid while on site leave or STD will counting towards 160 hour total while on site. If an Employee becomes sick or injured while off site, all hours will be paid twelve (12) hours/day at straight time rates, and sick hours paid will not count towards the one hundred and sixty (160) hour total.~~
- ~~1213. Bereavement will be paid at twelve (12) Hours / Day as per 15.04.~~
- ~~1314. It is understood by both parties that all future tool room attendants, Material Supply Assistants, and apprenticeship positions will be deemed "northern hire" positions and filled from residents of the Northwest Territories only.~~
- ~~1415. The Employer agrees that the Heavy Equipment Technician Apprentice and Journeyperson Heavy Equipment Technician layoff classifications are combined for the Ekati site only.~~
- ~~1516. A Travel Allowance for a portion of airfare, parking and meals for Employees to travel from home to the marshalling point and from the marshalling point to home will be processed based on the legislated tax deductions for any given year. Employees will be expected to evidence "reasonable" expenses in transit from home to Edmonton Yellowknife, or (Hay River). This allowance is reflected on an Employees pay stub under gross pay, but is not part of an Employee's taxable income.~~
- 1617. CHANGE OF SCHEDULE AND SHIFT:**

~~A minimum of one full shift schedule's notice shall precede the effective date of any permanent changes to Employee schedules. Employees will only be given notice of a schedule and/or shift change on scheduled days on and every attempt will be made to keep Employees on the same shift schedule wherever possible.~~ All reasonable incremental costs incurred to change flights due to temporary or permanent schedule/shift changes, initiated by the employer, will be reimbursed by the employer, for up to three (3) shift schedules, if required with receipts.

Clause 6.02 will apply, however Employees already on overtime pay, who are temporarily reassigned due to workload, increase or decrease, to another shift schedule shall be give seven (7) days' notice. If 7 days' notice is not provided, double time~~overtime~~ will be paid for the days less the appropriate notice to a maximum of two (2) days.



- 17.** The parties agree to meet to discuss and resolve any issues that have not been anticipated herein.

**SCHEDULE "A"**

**WAGE CATEGORIES – EKATI SITE**

**Move this schedule into the main schedule "A".**

**LETTER OF UNDERSTANDING**

**BETWEEN**

**INTERNATIONAL ASSOCIATION OF MACHINISTS AND  
AEROSPACE WORKERS LOCAL LODGE 99 (the "Union")**

**And**

**FINNING  
INTERNATIONAL INC.  
(Finning)**

**(90-02) RE: Finning Parts  
Express**

There are approximately ~~four (4)~~<sup>20</sup> drivers in total operating trucks that pick up and deliver at Finning/~~Angus~~ operations.

These drivers will perform work coincident with the loading and unloading of the vehicles. This does not include handling individual parts in and out of bins.

~~We agree to pay one (1) hours pay (\$12.15 per month) to each Union at the current B.C. labour rate for the twenty drivers per month commencing January 1, 1991.~~

~~The Employer will pay Contractor dues at the rate of two-point-two-five (2.25) times the Heavy Truck Driver rate in Schedule "A" of the Alberta Collective Agreement to Local Lodge 99 on a monthly basis for the four (4) trucks performing these tasks.~~

~~Upon request, the Employer will provide to the Union a summary of this payment.~~

~~They will also receive a letter if required confirming by the Machinists Union that they are recognized carriers of Finning material.~~

**LETTER OF UNDERSTANDING**

**BETWEEN**

**INTERNATIONAL ASSOCIATION OF MACHINISTS AND  
AEROSPACE WORKERS LOCAL LODGE 99 (the "Union")**

**And**

**FINNING  
INTERNATIONAL INC.  
(Finning)**

**(92-01) RE: Contractor  
Dues**

The Employer agrees to collect and pay to the Union any dues, equivalent from any contractors doing work at or for any Finning Ltd. Premises/Facility, for work normally performed by the bargaining unit.

~~This letter is outside of the Collective Agreement and does not form part of it.~~

## **LETTER OF UNDERSTANDING BETWEEN**

**INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE  
WORKERS LOCAL LODGE 99 (the "Union")**

**And**

**FINNING INTERNATIONAL INC. (Finning)**

### **(06-12) RE: Working Out of Canada**

In an effort to enhance customer service in the International Market place, the Parties agree without prejudice or precedent to other similar and/or identical matters to the following provisions for Journeyman Heavy Duty Technicians who accept international assignments:

- 1) Journeyman Heavy Equipment Technicians will be paid Heavy Equipment Technician field rate while on assignment.
- 2) The Working out of Country Allowance will be applied for any work outside of Canada. This allowance will be paid at \$120 /day for all days out of the country. This allowance will not attract any premiums.
- 3) Prior to any employee leaving on assignment the branch manager will make reasonable effort to determine the Working & Accommodation Conditions at the customer site. From the information provided by the customer a determination as to Normal and Extreme change-out will be applied. Employees will be made aware of expected Working & Accommodation Conditions for the assignment. Upon arrival at the assignment, if the Working or Accommodation Conditions are not as expected, the employee is required to contact their Branch Management and provide the details of the Conditions. Management will be responsible for initiating a discussion with the customer and determining if the Extreme Conditions Charge-out Rate for the assignment is applicable.
- 4) The Extreme Conditions Allowance will be applied for any work outside of Canada where extreme conditions exist. Extreme Conditions may include: Political Unrest (as defined by the International SOS Benefit website, [www.internationalsos.com](http://www.internationalsos.com)), Travel with Military Guard, and Poor Accommodations and/or Poor mode of Transportation (as assessed by Finning (Canada) shown through the charge out rate of the Extreme Conditions Rate Sheet). The Extreme Conditions Allowance will be paid at ~~\$240~~**\$240**/day for all days where the extreme conditions exist. This allowance will not attract any premiums, and is not pensionable. Employees will be on a 12 hour/day 7 days/week shift schedule for the length of the assignment. Monday to Friday will be paid as 8 hours regular time and 4 OT, Saturday will be paid as 12 hours OT and Sunday will be paid as 12 hours double time OT. All stats will be paid at triple time (as per article 7.02 of the C/A).
- 5) Employees on International Assignment will have access to the International SOS Benefits program. An International SOS access card will be supplied prior to travel. Contact HR Business partner for details.
- 6) All expenses incurred on assignment will be submitted to Finning (Canada) for repayment. Expenses should be submitted by email /fax every four weeks (technician's discretion) and paid upon submission. Expense reports will be audited against the employee's receipts upon return to Canada. Any adjustments to the expense reports will be made at that time. The employee will be reimbursed for certain gratuities without receipt, provided an explanation is made about where and to whom they were paid.
- 7) All assignments will be on a volunteer basis.



- 8) The employee will submit time cards on a weekly basis, by email or fax. In situations where it is not possible to submit timecards for the week, the employee will be required to submit two weeks' time cards the following week.
- 9) Upon returning to Canada, all Employees will be required to take a recover/rest period prior to returning to work. The length of time off will be discussed between the employee and their supervisor and agreed to by Branch Management at their branch. This time will be unpaid; however, banked time and/or vacation time may be used.
- 10) This LOU is effective as of the date signed.
- 11) The Parties will meet as required to discuss any issues that arise.

## **LETTER OF UNDERSTANDING**

### **BETWEEN**

**INTERNATIONAL ASSOCIATION OF MACHINISTS AND  
AEROSPACE WORKERS LOCAL LODGE 99 (the "Union")**

**And**

**FINNING INTERNATIONAL INC. (Finning)**

**(08-04) RE: Employees Moving**

Nothing in this letter of understanding shall be construed as altering the existing terms and conditions of the collective agreement except as specified below.

This letter of understanding is specific to the transition of Edmonton Employees affected by Finning (Canada) moving the New Equipment Prep and Used Equipment Prep to Red Deer, and moving the Rental Division Shop to the old used Equipment Shop and any Employees affected by the Ag move or CCE move to Medicine Hat.

The parties hereby agree to the following:

1. Edmonton Employees, who are placed in a different classification with a lower rate of pay, will have their wage rate grandfathered until such time as they vacate that position. Edmonton Employees, who have been placed in a different classification due to this transition, will be placed back in their original position should the Employer determine that their original classification of work is required on a permanent basis.
2. Edmonton Employees, who post for and acquire a position of a higher rate of pay, will be placed in that position with that appropriate rate of pay and will move to that classification for the purposes of layoff.
3. All Edmonton Employees currently being accommodated will continue to be accommodated even if they have to be moved to other work. And they too will keep their grandfathered status as well
4. All Edmonton Employees, who received retention and relocation monies, will be subject to a two (2) year payback instead of the required three (3) year payback.
5. All ticketed Journeypersons who are transitioned to different branches, will be placed at the same pay rate and layoff classification that they are currently in.
6. All Edmonton Employees affected by this transition will continue to remain on the greater Edmonton Seniority list.

**LETTER OF UNDERSTANDING BETWEEN**

**INTERNATIONAL ASSOCIATION OF MACHINISTS AND  
AEROSPACE WORKERS LOCAL LODGE 99 (the "Union")**

**And**

**FINNING INTERNATIONAL INC. (Finning)**

**(08-10) RE: 10 Hour Shift (Afternoon) Shift Agreement for Red Deer Facilities D31,  
D39, D40, D41**

The parties agree that a 4 day 10-hour shift schedule may be worked in the Red Deer Branch as listed above on the following basis. This agreement will commence on Monday June 23, 2008.

1) Hours of Work and Shift Times

This afternoon shift will consist of Monday to Thursday, 10-hour shift.

2) Statutory Holidays

- a) When a statutory holiday falls on an Employee's scheduled day off it shall be taken either the day before or the next scheduled work day. The day will be mutually agreed by the parties and communicated to the members sixty (60) days prior the stat day.
- b) When a statutory holiday falls on an Employee's scheduled workday and the Employee is not required to work the stat day, the Employee shall be paid ten (10) hours at his hourly base rate.
- c) When the Employee works a statutory holiday, he shall receive ten (10) hours pay at his regular rate, and in addition, shall be paid double time his hourly rate for all hours worked that day.
- d) For ten (10) hour shift workers, statutory holidays as listed in the Collective Agreement shall be observed.

3) Rest Breaks

The Employee shall be provided with three (3) paid fifteen (15) minutes rest periods and one (1) thirty (30) minutes unpaid lunch period.

4) Overtime

The normal workday consists of 10 hours straight time. Hours worked in excess of the 10 straight time hours per day will be paid at applicable overtime rate. The normal work week will be 4 consecutive 10-hour afternoon shifts.

5) Vacation

The Employee ~~will may choose to~~ have vacation paid at straight time rates for 10 hours per vacation day for a total of 40 paid hours per week when on vacation ~~or as per the Collective Agreement.~~

6) Sick Time

Sick time will be paid at 10 hours' straight time per day of sick leave as per the Collective Agreement. STD will be paid as per the Collective Agreement ~~and STD plan,~~ based on 40 hours.

All other conditions of employment are as per the Collective Agreement

## LETTER OF UNDERSTANDING BETWEEN

**INTERNATIONAL ASSOCIATION OF MACHINISTS AND  
AEROSPACE WORKERS LOCAL LODGE 99 (the "Union")**

**And**

**FINNING INTERNATIONAL  
INC. (Finning)**

**(08-12) ThinkBIG and  
FINNTech Programs**

Employment opportunities for the ThinkBIG program (or the Apprenticeship Program) will be posted online two (2) times per year to identify and pre-screen interested employees.

The Think-BIG ~~and FINNTech-Programs~~ are is intended to **supplement** the traditional apprenticeship program. ~~This~~These programs may be expanded over time while still providing current employees opportunities to enroll.

Grande Prairie Regional College (GPRC) is responsible for and free to accept students into the ThinkBIG program located at the Fairview Campus in Fairview, Alberta, and to monitor and determine the progress of the students through the Program, including expelling students from the Program. ~~Likewise, Keyano College (Keyano) in Fort McMurray is responsible for and free to accept students into the FINNTech program located in Fort McMurray, Alberta.~~

Finning will have the discretion, according to its operational requirements to provide all students of these programs, work experience at any given time. Such assignments will not be subject to the posting requirements of the Collective Agreement. These work experience terms will not be longer than three (3) months each.

All openings for these programs will be posted on the Employers job-posting board (online and in the branches). Prior to a current Finning Employee being accepted into the ThinkBIG program a discussion with the facility management, Employee and the Apprenticeship Group will be conducted to determine whether a traditional apprenticeship program or the ThinkBIG program is most suitable at the time.

- 1) The terms of the ThinkBIG ~~and FINNTech~~ programs for **current** Finning employees accepted into the program are as follows:
  - A. They will become indentured apprentices with the Alberta Apprenticeship and Industry Training program (AIT) upon completion of; ~~enrolled in~~ the ThinkBIG or FINNTech programs.
  - B. They will be entitled to the provisions outlined in Article 10, and all other terms and conditions of the Collective Agreement, not including the living subsidy.
  - C. While engaged in their work experience terms will be paid first year apprentice rate in their respective locations, including any applicable regional wage allowance for the first four (4) work terms. Apprentices will be paid the second year apprentice rate for their final, fifth (5) work term. Should an—Employees entering the a program from an existing higher paid position ~~Clause 10.05 of the collective agreement will apply.~~ will

never be paid less than the base rate he/she earned immediately prior to transitioning into the program.

~~C.D.~~ Work terms may be in any Finning facilities and apprentices will be entitled to expense up to \$600 (with receipts) for travel costs associated to travel to and from work term placements. Temporary transfer provisions outlined in 5.15 will not be applicable;

~~D.E.~~ Current employees (including those on layoff) who qualify based on program requirements will be accepted into the programs within twelve (12) months.

~~E.F.~~ Should the Employee require any academic upgrading to enter the programs, the Employer will assist in getting whatever courses are necessary to facilitate entry to those programs.

2) The terms of the Think-BIG ~~and FINNTech~~ programs for **external** applicants accepted into the program are as follows:

A. External Applicants will be hired on and indentured as Apprentices, with the Alberta Apprenticeship and Industry Training program (AIT) upon completion of if enrolled in the ThinkBIG or FINNTech Programs;

B. These Apprentices will not be paid wages or allowances while attending school; however, they will have their tuition and books paid by the Employer;

C. While engaged in their work experience terms will be paid the same hourly rate as first year apprentices in their respective locations, including any applicable regional wage allowance for the first four (4) work terms. Apprentices will be paid the second year apprentice rate for their final, fifth (5) work term;

~~C.D.~~ Work terms may be in any Finning facilities and apprentices will be entitled to expense up to \$600 (with receipts) for travel costs associated to travel to and from work term placements. Temporary transfer provisions outlined in 5.15 will not be applicable;

~~D.E.~~ All other terms and conditions of the Collective Agreement will be applied based on whether the apprentice is in a work term or in a school term.

Employees who have successfully completed the requirements of the ThinkBIG ~~Big or FINNTech~~ Program shall be confirmed as Apprentices beginning as Year 2 Apprentices (if not qualified for an even higher level.)

This Letter of Understanding, unless altered or amended by agreement, will continue unless and until the Finning involvement in the ThinkBIG ~~or FINNTech~~ Programs is ended and the enrolled students have completed the program.

Should either the ThinkBIG ~~or the FINNTech~~ program be expanded, modified, or any other similar program implemented, the Employer agrees to reach mutual agreement ~~meet~~ with the Union ~~and discuss the on all~~ terms and conditions affecting Employees one hundred twenty (120) days prior to implementation. Both parties agree to meet quarterly and discuss issues or concerns that are related to the implementation of this program.

## LETTER OF UNDERSTANDING BETWEEN

## INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS LOCAL LODGE 99 (the "Union")

And

**FINNING INTERNATIONAL INC. (Finning)**

**(08-20) RE: CNRL (Canadian Natural Resources Ltd. Horizon Site) in Fort McMurray**

a) Employees can choose to live in town and use the CNRL bus, which will entitle them to all the allowances applicable to Employees living in Ft McMurray as per the collective agreement and the applicable letters of understanding.

b) CNRL provides flights at no cost to the Employee. The marshalling points for these flights are Calgary and Edmonton. Employees can also choose to fly commercially~~commute~~ to Ft McMurray in which case Finning will allow for an expense to be claimed to a maximum amount of \$250 one way (\$500 return). Any expenses in addition to \$250 one way (\$500 return) or in addition to a flight concurrent with the start and end of a regular scheduled shift shall be the Employee's responsibility. These employees will be required to stay in customer provided camp. Employees who currently maintain a residence in FtMcMurray and utilize the flight program will be compensated for their Housing Allowance until Dec 31, 2016

e) This LOU is based upon the current commercial relationship with CNRL which includes Finning compensation for flight expenses. In the event that CNRL discontinues ~~their compensation for~~ flights the Employer shall provide immediate notice to the Union and Employees of the cancellation of compensation for flight expenses. From the date of Union notification, The ~~E~~employer will allow for a flight expense to be claimed to a maximum amount of \$250 each way for a period not to exceed ninety (90) days.

Nothing in this letter of understanding shall be construed as altering the existing terms and conditions of the Collective Agreement except as specified above.

**LETTER OF UNDERSTANDING BETWEEN**

**INTERNATIONAL ASSOCIATION OF MACHINISTS AND  
AEROSPACE WORKERS LOCAL LODGE 99 (the "Union")**

And

**FINNING INTERNATIONAL  
INC. (Finning)**

**(09-09) RE: Compressed work week, 10 hours a day 4 days a week for Customer Support Center  
Edmonton**

The Parties agree that a 4 day 10-hour compressed work week will be introduced to the current shift schedules in place at CSC. On average an Employee will work this rotation once every 15 weeks.

The terms and conditions for Employees scheduled for that week are as follows:

- 1) Hours of work and shift times  
The shift will consist of Monday to Thursday, 10-hour shift

- 2) Statutory Holidays

- a) When a statutory holiday falls on an Employee's scheduled day off it shall be taken either the day before or the next scheduled work day. The day will be mutually agreed by the parties and communicated to the members sixty (60) days prior the stat day.
- b) When a Statutory Holiday falls on an Employee's scheduled workday and the Employee is not required to work that stat day, the Employee shall be paid ten (10) hours at his hourly base rate.
- c) When the Employee works a Statutory Holiday, he shall receive ten (10) hours pay at his regular rate, and in addition, shall be paid double time his hourly rate for all hours worked that day.
- d) For ten (10) hour shift workers, Statutory Holidays as listed in the Collective Agreement shall be observed.

### 3) Rest Breaks

The Employee shall be provided with three (3) paid fifteen (15) minute rest periods and one thirty (30) minute unpaid lunch period.

### 4) Overtime

The normal workday consists of ten (10) hours straight time. Hours worked in excess of the ten (10) straight time hours will be paid at ~~applicable overtime rates, one and one half (1 1/2) the straight time rate.~~ The normal work week will be four (4) consecutive ten (10) hour shifts.

### 5) Vacation

The Employee ~~will~~ ~~may choose to~~ have vacation paid at straight time rates for ten (10) hours per vacation day for a total of forty (40) paid hours per week when on vacation ~~or as per the collective agreement.~~

### 6) Sick Time

Sick time will be paid at ten (10) hours straight time per day of sick leave as per the collective agreement. STD and LTD will be paid as per the Collective Agreement, ~~and STD and LTD plan~~ based on a forty hour work week.

### 7) All other conditions of employment are as per the Collective Agreement.

**LETTER OF UNDERSTANDING BETWEEN  
INTERNATIONAL ASSOCIATION OF MACHINISTS AND  
AEROSPACE WORKERS LOCAL LODGE 99 (the "Union")**

**And**

**FINNING INTERNATIONAL INC. (Finning)**

**(10-01) RE: Collicutt Employees**

Nothing in this letter of understanding shall be construed as altering the existing terms and conditions of the Collective Agreement except as specified below. It is understood by both parties that for clarity this letter is a compilation of the three current letters of understanding marked as 08-03 / 09-01 / 09-05. These three letters will be held by both parties for reference. This letter is specific to the transition of Collicutt Energy Services Ltd employees to Finning (Canada).

The Company and the Union thereby agree to the attached pertaining to: Article 4; Seniority  
Article 9; Vacation Article 13; Rates of pay Article 15; Sick Benefits

**Article 4 -Seniority**

Provided they are transitioned to Finning (Canada) between March 1, 2008 and August 31, 2008, all Collicutt Energy Services Ltd. employees will have a standard seniority date of February 11, 2008. The employees will then be ranked based on their original hire date with Collicutt Energy Services Ltd.

Should Collicutt Energy Services Ltd. employees transition to Finning (Canada) on or after September 1, 2008 their seniority date will be the date they are transitioned to Finning (Canada) without ranking for their original date of hire with Collicutt Energy Services Ltd.

Any Collicutt Energy Services Ltd. employee who transitions to Finning (Canada) will not be required to serve a ninety

(90) day probationary period. With no probationary period requirement, the probationary rate of pay will not be applicable.

**Article 9 -Vacation with pay**

For the purposes of calculating vacation entitlement, all Collicutt Energy Services Ltd. employees who transition to Finning (Canada) will utilize their original hire date with Collicutt Energy Services Ltd. for the purposes of vacation entitlement.

**Article 13 - Rates of pay**

In an attempt to recruit and retain Collicutt Energy Services Ltd. Employees already possessing Journey person certification, the parties agree that if their current rate of pay is higher than the Journey person 'B' rate of pay in the Collective Agreement they will be hired at the Journey person 'B' rate of pay until such time that they achieve therequired certification for Finning (Canada). Upon certification they will be placed at the appropriate Journey person pay rate.

In the event that a Collicutt Energy Services Ltd employee possesses Journey person certification and their current rate of pay is lower than a third (3<sup>rd</sup>) year Apprentice Mechanic, they will then be hired at the third (3<sup>rd</sup>) year Apprentice Mechanic rate and will move through the pay range upon achieving the required certification.

Should a Collicutt Energy Services Ltd. employee possess a Journey person certification and be earning a rate of pay which falls between that of a third (3<sup>rd</sup>) year Apprentice Mechanic and a Journey person rate of pay, they will be hired at the appropriate Probationary rate outlined in the Collective Agreement until such time as they achieve the required certification for Finning (Canada). Upon certification they will be placed at the appropriate Journey person pay rate.

#### **Article 15 – Sick Benefits**

For the purpose of calculating Sickness and Short Term Disability Benefits, all Collicutt Energy Services Ltd employees who transition to Finning (Canada) will utilize their original hire date with Collicutt Energy Services Ltd for the purpose of calculating Short Term Disability Benefits.

### **LETTER OF UNDERSTANDING**

#### **BETWEEN**

**INTERNATIONAL ASSOCIATION OF MACHINISTS AND  
AEROSPACE WORKERS LOCAL LODGE 99 (the "Union")**

**And**

**FINNING INTERNATIONAL INC. (Finning)**

#### **(10-05) RE: Letter of Understanding– Oilsands/ Wood Buffalo Operations– Shift Exceptions**

This Letter of Understanding is on a "without prejudice or precedent" basis.

The shifts are outlined in the Twelve-Hour Shift Agreement for the Municipality of Wood Buffalo, Oil Sands Operations. However, it is understood that the following Employees have alternate shift arrangements:

5 x 2 Monday to Friday shift due to former top 10% privileges

- Feyyas Ginse

5 x 2 Monday to Friday shift previously agreed to between the parties

- Fred Van De Reep

4 – 10 hour shifts, Monday to Thursday, previously agreed to between the parties

- Wes Lastiwka

~~Wendy Lastiwka~~

No other exceptions will be made to the shifts as outlines in the Twelve-Hour Shift Agreement, without mutual agreement. The parties will meet to discuss any issues arising out of this Letter of Understanding.



**LETTER OF UNDERSTANDING BETWEEN**

**INTERNATIONAL ASSOCIATION OF MACHINISTS AND  
AEROSPACE WORKERS LOCAL LODGE 99 (the "Union")**

**And**

**FINNING INTERNATIONAL INC. (Finning)**

**(10-06) RE: Labourers – Suncor Site**

This Letter of Understanding is on a "without Prejudice or precedent" basis.

The conditions herein are agreed to on a one time basis at the Suncor Site only.

The Parties agree that Labourers may be assigned to the Suncor Site, through the posting process, and will be assigned only Labourer duties. They will not perform duties normally performed by Apprentices and mechanical trades.

Labourers at the Suncor Site will attract a field rate of pay 6% above the Oilsands shop labourer rate (see schedule A), plus the Regional Wage Adjustment and will attract all future general increases. They will also be eligible for the Field Premium.

**LETTER OF UNDERSTANDING BETWEEN**

**INTERNATIONAL ASSOCIATION OF MACHINISTS AND  
AEROSPACE WORKERS LOCAL LODGE 99 (the "Union")**

**And**

**FINNING INTERNATIONAL INC. (Finning)**

**(10-07) RE: Twelve Hour Shift Agreement for Preventative Maintenance Groups**

This Agreement deals with the specific conditions and adds to and modifies the Collective Agreement for those Employees who are employed to work on this shift.

This Agreement will only apply to the Journeyperson Field Mechanic and / or Field Lubrication Serviceperson – Non Ticketed that post into the Preventative Maintenance Group within either the Calgary Field Service Department or the Edmonton Field Service Department. It is agreed that this position will not be used within Power Systems.

The intent of this LOU is to schedule the Journeyman Field Mechanics and/or Field Lubrication Serviceperson – Non Ticketed on a four (4) days on and four (4) days off twelve (12) hour shift. It is agreed that these positions are not to replace or displace any mechanical position in the bargaining unit.

1. The Company has the option of scheduling work as per the Collective Agreement or on twelve (12) hour shifts. For full day shift coverage, this shift will consist of four (4) days on, followed by four (4) days off.

**a-2. Hours of Work:**

- (A) A day shall be the twenty-four (24) hour period commencing with the start of the Employee's regular scheduled shift. A week shall be the seven (7) day period between 6:00AM - 9:00AM Monday and 6:00AM -9:00AM on the succeeding Monday.
- (B) The twelve (12) hour shift schedule shall result in an average of forty-two (42) hours per week over an eight (8) week cycle. An Employee working on such a schedule shall be paid eleven and one-half (11.5) hours straight time, and one-half (0.5) hour at the- applicable overtime rate ~~of time and one half at the base rate~~ for that shift worked.
- (C) A shift is defined as the hours of work within a twenty-four (24) hour period.
- (D) A schedule is defined as days of work and the associated days of rest. Days of rest follow the days of work.

**2- Shift Times:**

~~The shift times will begin between 6:00AM and 9:00AM.~~

**3. Statutory Holidays:**

- i. ~~When a Statutory Holiday falls on an Employee's scheduled day off, the Employee shall be paid twelve (12) hours at their hourly rate for the holiday and these hours will count as eight (8) hours worked towards the work week.~~
- ii. ~~When a Statutory Holiday falls on an Employee's scheduled workday and the Employee does not work the statutory holiday, the Employee shall be paid twelve (12) hours at their hourly base rate.~~
- iii. ~~When the Employee works a Statutory Holiday, they shall receive twelve (12) hours pay at their regular hourly base rate, and in addition, shall be paid double time their hourly base rate for all hours worked that day.~~

- (i) ~~For twelve (12) hour shift workers, Statutory Holidays as listed in the current Collective Agreement shall be observed in conjunction with the customer schedule.~~

**4. Rest Breaks:**

The Employee shall be provided with three (3) paid lunch/rest periods that will be as follows:

- ~~(ii)•~~ After the first 3 hours of work, a 15 minute break;
- ~~(iii)•~~ After 6 hours of work, a 30 minute break;
- ~~(iv)•~~ After 9 hours of work, a 15 minute break.

The total lunch/rest period shall not exceed 60 minutes.

**5- Travel Time:**

As per current Collective Agreement.

**6- Overtime:**

~~The normal workday consists of eleven and one-half (11.5) hours straight time and onehalf (0.5) hour at the applicable Overtime rate, for a total of 12 hours.~~

~~Hours worked in excess of the eleven and one half (11.5) hours per day will be paid at applicable Overtime rates. The normal workweek will be four (4) consecutive twelve (12) hour days followed by four (4) consecutive days off.~~

**7.5. Overtime Meal:**

When Employees are required to work extended hours in excess of thirteen (13) hours, The Company will pay the cost of a meal of \$20.00.

If an Employee chooses not to take a meal break, they will be paid \$20.00. The time required to consume the meal shall not be less than one-half (0.5) hour.

**8. Change of Shift:**

~~(A) When it is necessary for the Company to change an Employee's shift, the Employee shall be provided seven (7) days notice, as per the current Collective Agreement. In the event that the seven (7) day notice is not given, the Employee shall be paid at applicable overtime rates for all hours worked for the days less the appropriate notice.~~

~~(B) Twelve (12) hour Employees given seven (7) days notice of a change to their shift cycle shall have the appropriate time off (based on the 4X4 shift cycle) without any loss in wages.~~

**9. Change of Schedule:**

~~When a change to an Employee's work schedule takes place, after seven (7) days notification, the effective date of the new schedule will commence after the seven (7) days notification. Where the Employee works his scheduled days of rest, the applicable overtime rates will apply.~~

**10. Training:**

~~Training will be paid based on the twelve (12) hour work day. If any changes to the schedule are necessary to accommodate training, then any changes will be by mutual agreement between management and the Union.~~

**b. Vacation:**

~~The Employee may choose to have vacation paid at straight time rates for 12 hours per vacation day for a total of 48 paid hours per set when on vacation, or as per the Collective Agreement. A minimum of 32 hours of vacation must be taken if a full set of 4 days is taken off of work.~~

**11. Sick Time:**

~~Sick time will be paid at twelve (12) hours straight time per day off sick. The schedule of number of days covered and all other conditions will be followed as per the current Collective Agreement.~~

**12.6. Twelve (12) Hour Continuous Shift Premium:**

The continuous shift premium as outlined in Schedule "D" will be paid for all hours worked while on this shift. The premium will not attract overtime rates.

**LETTER OF UNDERSTANDING BETWEEN**  
**INTERNATIONAL ASSOCIATION OF MACHINISTS AND**  
**AEROSPACE WORKERS LOCAL LODGE 99 (the "Union")**

**And**

**FINNING INTERNATIONAL INC. (Finning)**

**(10-10) RE: Twelve Hour Shift Agreement Specific to Grande Cache Coal Corporation**

Delete

**LETTER OF UNDERSTANDING**  
**BETWEEN**  
**INTERNATIONAL ASSOCIATION OF MACHINISTS AND**  
**AEROSPACE WORKERS LOCAL LODGE 99 (the "Union")**

**And**

**FINNING INTERNATIONAL INC. (Finning)**

**(11-02) RE: HVAC Certification Eligible for Dual Ticket Program**

The company has identified growth opportunities in the sale and rental of temperature control units within Power Systems. In order to provide a higher level of customer service, it is agreed that the parties will recognize the Refrigeration and Air Conditioning Mechanic (HVAC) certification as a qualified second trade for the dual ticket program.

This agreement will commence on the date which both parties agree to the terms and sign this Letter of Understanding (LOU).

1. Opportunity to pursue an apprenticeship in the HVAC trade, for a Journey person in the Heavy Equipment Technician, Electrical or Welding trade, will be posted and awarded as per Article 5 of the Collective Agreement.
2. The posting will clearly state that it is a dual ticket position, requiring that the successful candidate already possess one of the following tickets:
  - a. Journey person Heavy Equipment Technician (J/HET);
  - b. Journey person Electrician (J/Electrician); or
  - c. Journey person Welder (J/Welder)
3. The successful candidate will receive the Dual Ticket Bonus, as listed in Schedule "D" of the current Collective Agreement only once they have completed all requirements of the HVAC certification.
4. For the purposes of layoff, candidates who successfully post into a dual ticket HVAC apprenticeship will retain the layoff classification of their primary ticket. Their layoff classification will be as per Schedule B of the current Collective Agreement.

5. The employee currently identified as a dual ticket technician, holding a ticket in the HVAC and Electrical trades, will fall under this agreement

This letter does not replace anything in the current Collective Agreement. It is an addition to the current Collective Agreement. All other conditions of employment are as per the Collective Agreement

## **LETTER OF UNDERSTANDING**

### **BETWEEN**

**INTERNATIONAL ASSOCIATION OF MACHINISTS AND  
AEROSPACE WORKERS LOCAL LODGE 99 (the "Union")**

**And**

**FINNING INTERNATIONAL INC. (Finning)**

### **(11-04) RE: Spectra Energy Peace Arch Project**

This agreement will be on a without prejudice or precedent basis. Nothing in this letter of understanding shall be construed as altering the existing terms and conditions of the Collective Agreement except as specified below.

The purpose of this letter is to summarize the understanding reached between the Company and the Union regarding Spectra Energy gas compression sites in the area around Dawson Creek, BC. These customer application sites exist on both sides of the BC/AB provincial boundary.

The parties agree that the customer application sites will be serviced by a qualified Resident Field Mechanic located in Dawson Creek, BC.

The terms and conditions of this agreement are as follows:

1. Facility D52, Fort St. John, will hire a qualified mechanic for the Dawson Creek Resident position in order to support this contract and maintain the customer sites on both sides of the provincial boundary.
2. The customer has requested a lone, specialized technician dedicated to the preventive maintenance and service work at these sites. Dedicating the work to a single technician will ensure consistency, continuity, competency and responsiveness when servicing the customer application.
3. This employee will be a member of the IAM 692, and the term of their employment will be governed by the BC Collective Agreement.
4. This member will be working inside the Alberta boundary on a regular basis: therefore, Facility D52 will be responsible for remitting monthly union dues to IAM 99. The name of the employee will be disclosed to IAM 99 and union dues will be calculated as per the Alberta Collective Agreement.
5. While working on sites located in Alberta, this employee will be paid for all hours worked

as per the Alberta Collective Agreement.

6. There is a considerable amount of training, experience, skill and competency required to support this customer application, and the employer concedes that no current member at the Grande Prairie Branch meet these qualifications. Facility D11 will continue to recruit for a Gas Compression Mechanic, and will ensure that the successful candidate meets the requisite qualifications, in order to support to the Dawson Creek Resident Mechanic, if/when required.
7. In the event of a work shortage impacting either the BC or the Alberta membership, the employer agrees to cooperate with the Union Locals to determine which members, qualified to perform the work, will be utilized for this customer application. This will be done in such a manner to mitigate any impact on the customer, the service contract and the membership

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INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS  
LOCAL LODGE 99 (the "Union")  
And  
FINNING INTERNATIONAL INC. (Finning)**

**(11-05) RE: Inconvenience Pay for Finning KMC Group Working at both Syncrude and Suncor Site**

**Delete**

**LETTER OF UNDERSTANDING  
BETWEEN  
INTERNATIONAL ASSOCIATION OF MACHINISTS AND  
AEROSPACE WORKERS LOCAL LODGE 99 (the "Union")  
And  
FINNING INTERNATIONAL INC. (Finning)**

**(11-06) RE: Twelve Hour Shift Agreement for Calgary Field Services –  
Kidco Operations**

**Delete**

**LETTER OF UNDERSTANDING**

**BETWEEN**

**INTERNATIONAL ASSOCIATION OF MACHINISTS AND  
AEROSPACE WORKERS LOCAL LODGE 99 (the "Union")**

**And**

**FINNING INTERNATIONAL INC. (Finning)**

**(11-07) RE: Midnight Shift for Calgary D34 Warehouse**

Delete

**LETTER OF UNDERSTANDING BETWEEN  
INTERNATIONAL ASSOCIATION OF MACHINISTS AND  
AEROSPACE WORKERS LOCAL LODGE 99 ("Local 99")**

**And**

**INTERNATIONAL ASSOCIATION OF MACHINISTS AND  
AEROSPACE WORKERS LOCAL LODGE 692 ("Local 692")**

**And**

**FINNING INTERNATIONAL INC (Finning)**

**(11-08) Letter of Understanding Reciprocity Agreement**

Based on the three-party agreement between IAMAW Local 99, IAMAW Local 692 and Finning International and the upcoming meetings that have been arranged, The Union is withdrawing their position on the Reciprocity Agreement.

**LETTER OF UNDERSTANDING BETWEEN**

**INTERNATIONAL ASSOCIATION OF MACHINISTS AND  
AEROSPACE WORKERS LOCAL LODGE 99 (the "Union")**

**And**

**FINNING INTERNATIONAL INC. (Finning)**

**(12-01) RE: Sitech Employees**

Nothing in this letter of understanding shall be construed as altering the existing terms and conditions of the Collective Agreement except as specified below. This letter is specific to the integration of Sitech Western Canada Solutions Ltd. ("Sitech") into Finning (Canada), effective September 1, 2011.

Sitech will employ a J/Field Serviceperson- Sitech Commissioning and a J/A Countersalesperson #1, which will remain within the Edmonton Branch.

The parties agree to establish a position distinct from any within the current Collective Agreement, and the details are as follows:

**Sitech - Electronic Repair Technologist**

- a. Possessing a technical school diploma or post-secondary degree in electrical or

- electro-mechanical discipline, this position will be responsible for the repair, calibrating and testing of electronic components and equipment.
- b. This position will be identified in a unique classification for the purpose of layoff. The classification will be "R" in the Service Department.
  - c. Rate of pay will be dependent on the qualifications held by the successful candidate.
    - i. Electronics Repair Technician (SVR) - Class A-
      - 1. Must possess required education, have completed all requisite Trimble product and repair training, and be in good standing.
    - ii. Electronics Repair Technician (SVR) - Class B-
      - 1. Employee not possessing the requisite education and/or requisite Trimble product and repair training will be provided two (2) years to achieve these qualifications.
      - 2. Employee will remain in this classification for maximum of two (2) years, at which time they will qualify for Class A.

All other terms will be as per the Collective Agreement.

### **LETTER OF UNDERSTANDING**

#### **BETWEEN**

**INTERNATIONAL ASSOCIATION OF MACHINISTS AND  
AEROSPACE WORKERS LOCAL LODGE 99 (the "Union")**

**And**

**FINNING  
INTERNATIONAL INC.  
(Finning)**

#### **(12-02) RE: Permitting of Second and Third Year HET Apprentices doing Preventative Maintenance in the Field**

This agreement will be on a without prejudice or precedent basis. This agreement will commence on the date which both parties agree to the terms and sign this Letter of Understanding (LOU). This agreement will expire on April 30, 2016.

The purpose of this agreement is to address the following issues:

- 1) The challenges currently faced by Preventative Maintenance (PM) in terms of meeting recruitment needs and requirements.
- 2) Provide a second and third year Heavy Equipment Technician (HET) apprentices with an opportunity of obtaining PM experience.

#### **Guidelines:**

- Second and Third Year apprentices will have the option of posting into PM positions for a minimum of 6 months and up to a maximum of ten (10) months. Details of the position including timelines and expectations will be discussed in the job interview.
- Second and Third Year apprentices can accrue time credit towards their apprenticeship in



the PM role for up to a maximum of ten (10) months. Any additional time spent beyond ten (10) months will not count towards time credited in the apprenticeship.

- After completion of time in the PM role, the apprentice will be allowed to return to his/her home facility without having to post into their original position. For apprentices starting in a PM role, a position will be made available for them in the region they are currently working in.

This letter does not replace anything in the current Collective Agreement. It is an addition to the current Collective Agreement. All other conditions of employment are as per the Collective Agreement.

#### **LETTER OF UNDERSTANDING BETWEEN**

**INTERNATIONAL ASSOCIATION OF MACHINISTS AND  
AEROSPACE WORKERS LOCAL LODGE 99 (the "Union")**

**And**

**FINNING INTERNATIONAL INC. (Finning)**

**(12-04) RE: Finning Shovels and Drills**

**DELETE**

#### **LETTER OF UNDERSTANDING BETWEEN**

**INTERNATIONAL ASSOCIATION OF MACHINISTS AND  
AEROSPACE WORKERS LOCAL LODGE 99 (the "Union")**

**And**

**FINNING INTERNATIONAL INC. (Finning)**

**- (12-07) RE: Twelve Hour Shift Agreement Specific to Tech Coal & Coal Valley**

This Agreement deals with the specific conditions and adds to and modifies the Collective Agreement for those Employees who are employed to work on this shift.

This agreement will be on a without prejudice or precedent basis. The purpose of this agreement is to address the following issues:

- a) The customer has requested an increase in manpower to support 7 day per week continuous day shift coverage from Finning (Canada) in the area of Field service for Tech Coal & Coal Valley.

This agreement is strictly for Tech Coal & Coal Valley Employees on a voluntary basis. The branch will post for the requisite number of positions (4). The shifts will either be 6 days on and 6 days off or 12 days on and 12 days off. The option for overtime, if available and approved, will be at the mechanic's discretion on days off.

#### **•1) Hours of Work:**

The Company has the option of scheduling work as per the Collective Agreement or on twelve (12) hour shifts. For full day shift coverage 6 days on, followed by 6 days off or 12 days on, followed by 12 days off.

⊖a) ~~\_\_\_\_\_~~ A day shall be the twenty-~~four~~ (24) hour period commencing with the start of the Employee's regular scheduled shift. A week shall be the seven (7) day period.

⊖b) ~~\_\_\_\_\_~~ A schedule is defined as days of work and the associated days of rest. Days of rest follow the days of work.

**•2) ~~\_\_\_\_\_~~ Current Employees:**

The ~~two~~~~four~~ (24) current Employees (listed below) working the continuous day shift who are presently listed as resident mechanics, will remain in the Resident classification but paid Field Serviceperson rate of pay once the LOU is agreed upon. All new hires into these posted positions will remain in the field classification.

» Eugene Laboucane  
» Dan Gottert  
» ~~Rick Vigneron~~  
» ~~Bryan Wright~~

**•3) ~~\_\_\_\_\_~~ Shift Times:**

The shift start times will coincide with the customer's requirements. Any start time outside from the normal hours of the commencement of "dayshift" (6.00am- 9.00am) will be paid at the applicable rates in the Collective Agreement and agreed upon by the Union.

**• ~~Statutory Holidays:~~**

⊖ ~~When a Statutory Holiday falls on an Employee's scheduled day off, the Employee shall be paid twelve (12) hours at their hourly rate for the holiday and these hours will count as eight (8) hours worked towards the work week.~~

⊖ ~~When a Statutory Holiday falls on an Employee's scheduled workday and the Employee does not work, the Employee shall be paid twelve (12) hours at his hourly base rate. When the Employee works a Statutory Holiday, he shall receive twelve (12) hours pay at his regular base rate, and in addition, shall be paid double time his hourly base rate for all hours worked that day.~~

**•4) ~~\_\_\_\_\_~~ Rest Breaks:**

The Employee shall be provided with three (3) paid lunch/rest periods (2 x 15 minutes and 1x30 minutes) at the Employee's designated lunch place.

**•5) ~~\_\_\_\_\_~~ Overtime:**

The normal workday consists of eleven and one-half (11.5) hours straight time and one-half (0.5) hour at time and one half the straight time rate for a total of twelve (12) hours. Hours worked in excess of the eleven and one-half (11.5) hours per day will be paid at the applicable Overtime rate. All hours worked past the normal work day (12 hours) when working on a Sunday will be paid at double time rate.

**•6) ~~\_\_\_\_\_~~ Overtime:**

Meal: When Employees are required to work extended hours in excess of thirteen (13) hours, the Company will pay the cost of a meal, to a maximum of \$20.00. If an Employee chooses not to take a meal break, they will be paid \$20.00. The time required to consume the meal shall not be less than one-half (0.5) hour.

**•7) ~~\_\_\_\_\_~~ Bereavement Leave:**

Bereavement leave will be paid at twelve (12) hours per day to a maximum of five (5) days. Qualification remains as per the collective agreement.

**•8) Training:**

It is agreed that when the Employees are required to take training, the Employee will be paid their regular rate of pay for their days in training if the days fall on a normal day of work. If the training days fall on a day off, then applicable overtime rates will apply for the full 12 hours ~~with the exception of Sunday where double times rates apply~~. The schedule will be arranged with the Employee's direct supervisor to allow for some time off upon return from training so that the Employee has the appropriate time off in relation to his shift (6 x 6 or 12 x 12). If the Employee is required to return to work before the required rest break is completed, then applicable overtime rates will apply until the commencement of his normal days of work.

**• Vacation:**

~~The Employee may choose to have vacation paid at straight time rates for twelve (12) hours per vacation day for a total of forty eight (48) paid hours per set when on vacation, or may choose to take the days in 8 hour blocks to enable more consecutive days off (with less pay) as per the Collective Agreement. A minimum of forty (40) hours of vacation must be taken if a full set of seven (7) days is taken off of work.~~

**• Sick Time:**

~~If an Employee becomes sick or injured while on site, all hours will be paid at twelve (12) hours per day at straight time rates to Sickness and Short Term Disability maximum outlined in the current Collective Agreement.~~

**•9) Shift Premiums:**

Continuous shift rate as per Schedule "D" will be paid for all hours worked along with field rate and field premium, plus applicable shift premiums as per Schedule "D" of the Collective Agreement

**•10) Living Accommodations:**

For those not maintaining a residence in Hinton/Edson, the company or customer will provide and pay for accommodations

Either party may request a meeting to discuss and resolve any issues arising from this Letter of Understanding. ~~This letter must be agree to be renewed by both parties at its' expiration at the end of this Collective Agreement.~~

**LETTER OF UNDERSTANDING BETWEEN**

**INTERNATIONAL ASSOCIATION OF MACHINISTS AND  
AEROSPACE WORKERS LOCAL LODGE 99 (the "Union")**

**And**

**FINNING INTERNATIONAL INC. (Finning)**

**(13-01) RE: Rotating Shift for D37 Calgary Power Systems**

This agreement will be on a without prejudice or precedent basis.

The parties agree that a four (4) day, ten (10) hour compressed work week will be introduced to the current shift schedules at D37. The employer has identified that the introduction of this shift will enhance customer service offered to our customers.

The intent of this LOU is to schedule the members of the Parts and Service Department at D37 Calgary Power Systems on the following rotating schedule:

- During a six (6) week rotation, the Parts Department will have a Monday to Friday, eight (8) hour shift schedule for five (5) weeks; followed by a Monday to Thursday, ten (10) hour shift schedule

for a period of one (1) week.

- During a six (6) week rotation, the Service Department will have a Monday to Friday, eight (8) hour shift schedule for four (4) weeks; followed by a Monday to Thursday, ten (10) hour shift schedule for a period of two (2) weeks.

This agreement will commence on the date in which both parties agree to the terms and sign this LOU, and will be readdressed at the end of the current Collective Agreement and renewed with mutual consent by both parties.

**1) Hours of Work and Shift Times:**

- a) The Company has the option of scheduling work as per the Collective Agreement or on ten (10) hour shifts. This shift will consist of four (4) days on, followed by three (3) days off.
- b) The shift times will be as per the Collective Agreement.

**2) Statutory Holidays:**

All conditions of Statutory Holidays and pay entitlement will comply with the Collective Agreement, or as follows when the Statutory Holiday falls within the compressed ten (10) hour shift schedule:

- a) When a statutory holiday falls on an Employee's scheduled day off it shall be taken either the day before or the next scheduled work day. The day will be mutually agreed by the parties and communicated to the members sixty (60) days prior the stat day.
- b) When a Statutory Holiday falls on an Employee's scheduled workday and the Employee does not work, the Employee shall be paid ten (10) hours at his hourly base rate.
- c) When the Employee works a Statutory Holiday, he shall receive ten (10) hours pay at his regular base rate, and in addition, shall be paid double time his hourly base rate for all hours worked that day.
- d) Statutory Holidays as listed in the current Collective Agreement shall be observed in conjunction with the scheduled rotation. Statutory pay will reflect either ten (10) or eight (8) hours on the day that is taken off in lieu.

**3) Rest Breaks:**

The Employee shall be provided with three (3) paid fifteen (15) minute rest periods and one thirty (30) minute unpaid lunch period.

**4) Rate of Pay:**

Hourly rates of pay will be as per Schedule "A" of the Collective Agreement. Premium entitlement will be as per Schedule "D" of the Collective Agreement.

**5) Overtime:**

The normal workday consists of either eight (8) hours straight time or ten (10) hours straight time dependent on the rotation schedule in which the shift falls. Hours worked in excess of eight (8) hours; ten (10) hours per day will be paid at applicable overtime rates as per the Collective Agreement. The normal work week will consist of forty (40) hours.

**~~6) Change of Shift:~~**

~~When it is necessary for the Company to change an Employee's shift, the Employee shall be provided seven (7) days notice (as per 6.02) prior to the commencement of the effective date of the change. If 7 days is not provided, overtime will be paid for the days less the appropriate notice.~~

**~~7) Change of Schedule:~~**

~~When a change to an Employee's work schedule takes place, the effective date of the new schedule will commence after the Employee's previously scheduled days of rest. Where the Employee works his scheduled days of rest, the applicable overtime rates will apply.~~

**8)6) Vacation:**

The Employee will have vacation paid at straight time rates for eight (8) hours or ten (10) hours per vacation day, dependent on the rotation in which the shift falls, for a total of forty (40) paid hours per week when on vacation.

**9)7) Sick Time:**

Sick time will be paid at either eight (8) hours or ten (10) hours, dependent on shift rotation, at straight time rates per day as per the Collective Agreement. Short Term and Long Term Disability will be paid as per the Collective Agreement ~~and STD and LTD plans~~, based on a forty (40) hour work week.

Either party may request a meeting to discuss and resolve any issues arising from this Letter of Understanding. This letter does not replace anything in the current Collective Agreement. It is an addition to the current schedules in the Collective Agreement. All other conditions of employment are as per the Collective Agreement.

**LETTER OF UNDERSTANDING BETWEEN**

**INTERNATIONAL ASSOCIATION OF MACHINISTS AND  
AEROSPACE WORKERS LOCAL LODGE 99 (the "Union")**

**And**

**FINNING INTERNATIONAL INC. (Finning)**

**(13-02) RE: Kearn Site**

This Letter of Understanding is on a "Without Prejudice or Precedent" basis and is specific to Finning (Canada) operations at the **Kearn SiteProject (Imperial Oil Resources or IOR)** in the Regional Municipality of Wood Buffalo, Fort McMurray, Alberta. ~~Furthermore, Agreement on this letter of Understanding is specifically without prejudice to the Union's position on the interpretation of the Camp LOU and the "Travel Allowance" specified in the Twelve Hour Shift Agreement for the Municipality of Wood Buffalo, Oil sands Operations LOU in the 2012-2013 Collective Agreement.~~

Nothing in this letter of understanding shall be construed as altering the existing terms and conditions of the Collective Agreement except as specified below. This Letter of Understanding deals with the specific conditions and modifies the Collective Agreement specifically, the Twelve Hour Shift Agreement for the Municipality of Wood Buffalo, Oil Sands Operations for those Employees who are employed to work on site at ~~the Kearn Project.~~

The Company and the Union thereby agree to the following:

~~1)1.~~ **1.)** The shift schedule for the Kearn ~~Project~~ site will be 10 days on and 10 days off; however, the day shift will operate on a split shift. This results in the shift starting midday, first day in, and finishing midday last day out. The company recognizes that this results in 11 starts instead of 10 while on day shift. Therefore, the company is prepared to compensate those Employees working the ~~full-scheduled split~~ shift by paying eleven and one half hours (11.5) straight time and one half hour (0.5) at applicable Overtime rate on day 1, and overtime for all hours worked on day 11, at applicable rates.

~~2) Sick time is paid at straight time rates.~~

~~3)2.~~ **2.)** If a statutory holiday falls on day one (1) of the shift rotation, Employees will be paid for the statutory Holiday and applicable overtime rates for the day. When a Statutory Holiday falls on ~~an~~ Employee's scheduled day off day eleven (11) of the Employee's schedule, they ~~Employee~~ shall be

paid twelve (12) hours at their hourly base rate for the holiday and these hours will count as eight (8) hours worked towards the work week. In addition, the employee will be paid for any hours worked on day 11, at applicable rates

~~4) All Leadhand/Journey persons will be required to successfully complete the three (3) day mentoring workshop as part of their normal job duties.~~

~~5)3.~~ Tool allowance will not be paid to Employees ~~as of May 1, 2013~~ since it is expected that all tools will be supplied by either the Customer or Finning Canada. In the event that this provision is discontinued, Finning (Canada) shall provide notice to the union and Employees ASAP, that the tool allowance tooling program will be reinstated as per the collective agreement.

~~6)4.~~ All Employees working at the Kearl siteProject will be provided flights to and from site at no charge. In the event that the Customer terminates this program the Employer shall provide immediate notice to the Union and Employees. The Employer will allow for a flight expense to be claimed to a maximum amount of \$250 each way for a period not to exceed ninety (90) days. Should the Customer provided flights be terminated, the Kearl Allowance will require renegotiation between the Employer and the Union.

~~7)5.~~ The current marshalling points will be Calgary, Edmonton, Fort McMurray, and Fort Chipewyan. Employees will report to the marshalling point at their own expense. Employees who are weathered in or experience aircraft mechanical delays at the site will be paid applicable rates for time worked as per the Collective Agreement to a maximum of twelve (12) hours per day. When weathered out at any of the marshalling points, meal and accommodation expenses, if needed, will be paid by the Employer. The Employee will be paid their straight time hourly rate for the normal shift schedule of that particular day based on the flight manifest, up to a maximum of twelve (12) hours per day. This time will be classified as time worked.

~~8)6.~~ Camp accommodations will be provided to all Employees at no charge. Should this practice ever cease, Finning (Canada) shall provide notice to the union ASAP and revert to the current collective agreement costing model.

~~9)7.~~ Finning (Canada) will pay housing allowance to all Employees working at the Kearl site who maintain a permanent residence in Municipality of Wood Buffalo.

~~10)8.~~ As part of the access to Kearl site requirements (IOR) will require the following from all Employees:

- ~~a)•~~ Valid Operator's License
- ~~b)•~~ Drug and Alcohol Test (Pre-Site Access)
- ~~c)•~~ Confidentiality Agreement (IOR)

~~11)9.~~ In the event that the contractual agreement with IOR changes during the term of the contract, the Union will be advised immediately of any issues that will change the terms of this LOU.

10. Kearl Allowance: Employees will be paid a Kearl allowance of \$300.00 per month that they are employed at the Kearl site and take the customer provided flights.  
The parties agree to meet to discuss and resolve any issues that have not been anticipated herein.

**LETTER OF UNDERSTANDING  
BETWEEN  
INTERNATIONAL ASSOCIATION OF MACHINISTS AND  
AEROSPACE WORKERS LOCAL LODGE 99 (the "Union")  
And  
FINNING INTERNATIONAL INC. (Finning)  
(13-03) RE: Fort Hills Site**

This Letter of Understanding is on a "Without Prejudice or Precedent" basis and is Nothing in this letter of understanding shall be construed as altering the existing terms and conditions of the Collective

Agreement except as specified below. This Letter of Understanding is specific to Finning (Canada) operations at Fort Hills (Suncor) in the Regional Municipality of Wood Buffalo, Fort McMurray, Alberta.

This Letter of Understanding is intended for the Fort Hills site construction Power Generation requirements. ~~The project term is estimated at this time to be two (2) years, with a possibility of extension. The scheduled commencement date for the project is tentatively set for Mid-June 2013.~~ Should a Mining mobile maintenance agreement be reached for this site, the Employer will notify the Union and the parties will reach a mutual agreement and create ~~meet to discuss in advance~~ a new Letter of Understanding.

~~12.03(A)~~ This LOU will cover employees working at the Suncor Fort Hills Site. There will be a total of four (4) employees – two (2) Field Mechanics & two (2) Field Electricians required. One (1) per shift, day and night. Additional Employees may be required based on customer demand and will be posted in accordance with this Letter of Understanding.

~~13.03(B)~~ The shift rotation at Suncor Field Operations Fort Hills, as requested by the Customer, will be a 14 days on and 14 days off rotation. Shift start times will be within the terms and conditions of the current collective agreement.

~~14.03(C)~~ Employees will have the option to live in Fort McMurray, or stay in camp at no charge. Employees will be provided camp accommodations initially at Barge Landing and then will be transitioned to Fort Hills Site Camp once it becomes available.

~~15.03(D)~~ Employees who travel from Fort McMurray to site ~~daily~~ will receive applicable Travel Allowance/Inconvenience Pay as per the Collective Agreement.

~~16.03(E)~~ Employees who maintain a permanent residence in Fort McMurray will attract the Location Allowance as per the Collective Agreement.

~~17.03(F)~~ Fort Hills Allowance: Employees will be paid a Fort Hills allowance of \$75.00 per month that they are employed at the Fort Hills site and staying in Camp take the customer provided flights.

~~18.03(G)~~ The Customer provides flights at no cost to the Employee. The marshalling points for these flights are Calgary and Edmonton. In the event that the Customer terminates this program, the Employer shall provide immediate notice to the Union and Employees, the Employer will allow for a flight expense to be claimed to a maximum amount of \$250 each way for a period not to exceed ninety (90) days.

~~Nothing in this letter of understanding shall be construed as altering the existing terms and conditions of the Collective Agreement—except as specified above.~~

## **LETTER OF UNDERSTANDING BETWEEN**

**INTERNATIONAL ASSOCIATION OF MACHINISTS AND  
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**And**

**FINNING INTERNATIONAL  
INC. (Finning)**

**(13-04) RE: Field Lubrication  
Serviceperson**

During the 2013 negotiations it was agreed to by the parties that the position of a "Field Lubrication Serviceperson – Non Ticketed" will be added to the current collective agreement.

The terms and conditions of the collective agreement will apply to this position. It is agreed to that the duties of this position will be as follows:

- Perform scheduled oil sampling and change fluid filters as per contract agreement.
- Perform maintenance as per machine specific checklists, and conduct visual machine condition reports.
- Coordinate ordering parts, maintain, and stock service truck.
- Will be fluent in electronic communications and service reporting.
- Must be able to make first customer contact for PM scheduling.
- Environmentally responsible in sensitive work areas.

The parties agree to meet and discuss the terms, conditions, and duties contained within this letter as needed.

**LETTER OF UNDERSTANDING**

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**INTERNATIONAL ASSOCIATION OF MACHINISTS AND  
AEROSPACE WORKERS LOCAL LODGE 99 (the "Union")**

**And**

**FINNING INTERNATIONAL INC. (Finning)**

**(14-01) RE: Ekati MSA position**

Merge with the Ekati LOU

**LETTER OF UNDERSTANDING**

**BETWEEN**

**INTERNATIONAL ASSOCIATION OF MACHINISTS AND  
AEROSPACE WORKERS LOCAL LODGE 99 (the "Union")**

**And**

**FINNING INTERNATIONAL INC. (Finning)**

**(14-03) RE: Shift Rotation 4 on and 4 off – Calgary General Line**

**DELETE**

**LETTER OF UNDERSTANDING**

**BETWEEN**

**INTERNATIONAL ASSOCIATION OF MACHINISTS AND  
AEROSPACE WORKERS LOCAL LODGE 99 (the "Union")**

**And**



**FINNING INTERNATIONAL INC. (Finning)**  
**(14-04) RE: Parts Countersales Employees Scheduled for Standby**  
**duties**

**Delete**

**LETTER OF UNDERSTANDING**

**BETWEEN**

**INTERNATIONAL ASSOCIATION OF MACHINISTS AND  
AEROSPACE WORKERS LOCAL LODGE 99 (the "Union")**

**And**

**FINNING INTERNATIONAL INC. (Finning)**

**(14-06) RE: Permanent Part Time Material Supply Assistants, ~~Branch 45~~Edmonton**  
**Distribution Center, Parts Department**

This agreement will be on a without prejudice or precedent basis. Nothing in this letter of understanding shall be construed as altering the existing terms and conditions of the Collective Agreement except as specified below. The purpose of this Letter of Understanding is to summarize the understanding reached between the Employer and the Union regarding the application of holiday pay, premium pay, and vacation with pay. As such, the parties agree as follows:

**Paid Holidays:**

When a Statutory Holiday falls on ~~your an Employees'~~ regular scheduled workday and if ~~they are~~ ~~you are~~ not required to work the Statutory Holiday, ~~you they~~ shall be paid the regularly scheduled hours (eight (8) hours) for ~~their your~~ shift.

If the Statutory Holiday falls on a day when ~~the Employee is you are~~ not regularly scheduled to work, ~~they you~~ are entitled to Holiday Pay; ~~they you~~ shall be paid the regularly scheduled hours (eight (8) hours) for ~~their your~~ shift.

If ~~you are an Employee is~~ required to work on a Statutory Holiday ~~they you~~ will be paid for the Statutory Holiday and, in addition, ~~they you~~ shall be paid double time for all hours worked that day.

In the event ~~an Employee you works~~ in excess of eight (8) hours per day or forty (40) hours per week, ~~you they~~ will be paid at the applicable over time rates. ~~of one and a half (1.5) times the regular rate. Overtime hours worked on Sunday and General Holidays will be paid at two (2) times the regular hourly rate.~~

### **Weekend Premium Pay:**

Employees are eligible for the Weekend Shift Premium as outlined in "Schedule D" provided they meet the following criteria:

- Hold a permanent part time position as a Material Supply Assistant
- Saturday is a regular scheduled shift

### **Vacation with Pay:**

Employees shall earn and receive vacation with pay subject to terms and conditions set out in Article 9- Vacation with Pay

The parties agree to meet and discuss and resolve any issues that have not been anticipated herein.

**LETTER OF UNDERSTANDING  
BETWEEN  
INTERNATIONAL ASSOCIATION OF MACHINISTS AND  
AEROSPACE WORKERS LOCAL LODGE 99 (the "Union")  
And  
FINNING INTERNATIONAL INC. (Finning)  
(14-07) RE: Inconvenience Pay (ICP) for Employees Working at  
Syncrude Base Mine (BR 41)**

[Delete](#)

**LETTER OF UNDERSTANDING  
BETWEEN  
INTERNATIONAL ASSOCIATION OF MACHINISTS AND  
AEROSPACE WORKERS LOCAL LODGE 99 (the "Union")  
And  
FINNING INTERNATIONAL INC. (Finning)  
(14-08) RE: Material Supply Assistants (MSA's) Grande Prairie (DII)**

**DELETE**

**LETTER OF UNDERSTANDING  
BETWEEN  
INTERNATIONAL ASSOCIATION OF MACHINISTS AND  
AEROSPACE WORKERS LOCAL LODGE 99 (the "Union")  
And**

**FINNING INTERNATIONAL INC. (Finning)**  
**(14-09) RE: Afternoon Shift Red Deer COE Maintenance**

This agreement will be on a without prejudice or precedent basis. Nothing in this letter of understanding shall be construed as altering the existing terms and conditions of the Collective Agreement except as specified below. The purpose of this Letter of Understanding is to summarize the understanding reached between the Employer and the Union regarding the operational need for the Maintenance group in the Red Deer COE (D39) to have some of the Maintenance persons working a combination of both or just a five (5) days on Monday to Friday, eight (8) hour shifts and/or work four (4) days on Monday to Thursday, ten (10) hour shifts such as identified below. As such, the parties agree as follows:

The following alternate shift arrangement will be observed:

- 21 Positions: Straight day shift 06:00am-2:30pm Monday to Friday
- 1 Position: Straight afternoon shift 11:00am-9:30pm Monday to Thursday
- ~~2 Positions: Alternate four (4) weeks straight day shift 06:00am-2:30pm (Monday to Friday) and one (1) month straight afternoon shift 11:00am-9:30pm (Monday to Thursday)~~

When working four (4) days on Monday to Thursday ten (10) hour shifts, the following provisions will apply:

All applicable premiums will be paid as outlined in Schedule "D" will be paid for all hours worked.

Vacation: The employee may choose to have vacation paid at straight time rates for ten (10) hours per vacation day for a total of forty (40) paid hours per set when on vacation.

Bereavement Leave: will be calculated on a ten (10) hour per day basis to a maximum of ~~five~~ four (4) ~~(5)~~ shifts.

Statutory Holidays:

a) \_\_\_\_\_ When a Statutory Holiday falls on an Employee's scheduled day off it shall be taken either the day before or the next scheduled work day. The day will be mutually agreed by the parties and communicated to the members sixty (60) days prior to the stat day

b) \_\_\_\_\_ When a Statutory Holiday falls on an Employee's scheduled workday and the Employee does not work the statutory holiday, the Employee shall be paid ten (10) hours at their hourly base rate.

c) \_\_\_\_\_ When the Employee works a Statutory Holiday, they shall receive ten (10) hours pay at their regular hourly base rate, and in addition, shall be paid double time their hourly base rate for all hours worked that day.

d) \_\_\_\_\_ For ten (10) hour shift workers, Statutory Holidays as listed in the current Collective Agreement shall be observed.

~~Training: will be paid calculated on a ten (10) hour per day basis.~~

The Union and the Employer agree to meet and discuss any concerns which may arise from the implementation of this shift schedule. Either party has the right to cancel this agreement with thirty (30) days' notice.

**LETTER OF UNDERSTANDING  
BETWEEN  
INTERNATIONAL ASSOCIATION OF MACHINISTS AND  
AEROSPACE WORKERS LOCAL LODGE 99 (the "Union")  
And  
FINNING INTERNATIONAL INC. (Finning)  
(14-10) RE: 10 Hour Shift (Afternoon) Shift Agreement for Red Deer  
Facilities D30 and D32**

The parties agree that a 4 day 10-hour shift schedule may be worked in the Red Deer Branch as listed above on the following basis:

This agreement will commence on Monday November 10, 2014.

**1) Hours of Work and Shift Times**

This afternoon shift will consist of Monday to Thursday, 10-hour shift.

**2) Statutory Holidays**

- a) When a statutory holiday falls on an Employee's scheduled day off it shall be taken either the day before or the next scheduled work day. The day will be mutually agreed by the parties and communicated to the members sixty (60) days prior the stat day.
- b) When a statutory holiday falls on an Employee's scheduled workday and the Employee is not required to work the stat day, the Employee shall be paid ten (10) hours at his hourly base rate.
- c) When the Employee works a statutory holiday, he shall receive ten (10) hours pay at his regular rate, and in addition, shall be paid double time his hourly rate for all hours worked that day.
- d) For ten (10) hour shift workers, statutory holidays as listed in the Collective Agreement shall be observed.

**3) Rest Breaks**

The Employee shall be provided with three (3) paid fifteen (15) minutes rest periods and one (1) thirty (30) minutes unpaid lunch period.

**4) Overtime**

The normal workday consists of 10-hours straight time. Hours worked in excess of the 10 straight time hours per day will be paid at applicable overtime rate. The normal work week will be 4 consecutive 10-hour afternoon shifts.

**5) Vacation**

The Employee ~~will may choose to~~ have vacation paid at straight time rates for 10 hours per vacation day for a total of 40 paid hours per week when on vacation ~~or as per the Collective Agreement.~~

**6) Sick Time**

Sick time will be paid at 10-hours straight time per day of sick leave as per the Collective Agreement. STD will be paid as per the Collective Agreement ~~and STD plan~~, based on 40 hours.

All other conditions of employment are as per the Collective Agreement.

~~If both Letter of Understanding 08-10 and Letter of Understanding 14-10 are renewed, it is agreed, one Letter of Understanding will be devised to encompass the Red Deer Branch.~~

**LETTER OF UNDERSTANDING**

**BETWEEN**

**INTERNATIONAL ASSOCIATION OF MACHINISTS AND  
AEROSPACE WORKERS LOCAL LODGE 99 (the "Union")**

**And**

**FINNING INTERNATIONAL INC. (Finning)**

**(14-11) Reference: Shift Rotation 4 On / 4 Off Edmonton Power Systems  
for Edson/Hinton Customer Support**

**~~DELETE~~**

**LETTER OF UNDERSTANDING**

**BETWEEN**

**INTERNATIONAL ASSOCIATION OF MACHINISTS AND  
AEROSPACE WORKERS LOCAL LODGE 99 (the "Union")**

**And**

**FINNING INTERNATIONAL INC. (Finning)**

**(15-01) RE: Shovels and Drills- Project and Assemblies (known here after  
as SDPA Project)**

**~~Delete~~**

**LETTER OF UNDERSTANDING**

**BETWEEN**

**INTERNATIONAL ASSOCIATION OF MACHINISTS AND  
AEROSPACE WORKERS LOCAL LODGE 99 (the "Union")**

**And**

**FINNING INTERNATIONAL INC. (Finning)**

**(15-02) RE: Compressed Work Week for Grande Prairie D11**

This agreement will be on a without prejudice or precedent basis. Nothing in this letter of understanding shall be construed as altering the existing terms and conditions of the Collective Agreement except as specified below. The purpose of this Letter of Understanding is to summarize the understanding reached between the Employer and the Union regarding the agreement to add a four (4) day ten (10) hour/day compressed work week will be introduced in addition to the current shift schedules in place for the shop in Grande Prairie (D11). If required, to change schedules from a standard schedule to a compressed schedule, the Employer will provide the Employee with fourteen (14) days' notice.

The terms and conditions for Employees working the compressed work week will be as follows:

The following alternating shift arrangement will be observed:

- Two (2) weeks of Monday- Thursday- ten (10) hours/day followed by;
- Two (2) weeks of Wednesday-Saturday- ten (10) hours/day

As per schedule D, the Tuesday to Saturday premium will be paid for all hours worked on the Wednesday to Saturday shift set.

**Vacation:**

The employee ~~will may choose to~~ have vacation paid at straight time rates for ten (10) hours per vacation day for a total of forty (40) paid hours per set when on vacation ~~or as per the collective agreement~~.

### **Statutory Holidays:**

- ~~(A) When a Statutory Holiday falls on an Employee's scheduled day off, the Employee shall be paid ten (10) hours at their hourly rate for the holiday.~~
- ~~(B) When a Statutory Holiday falls on an Employee's scheduled workday and the Employee does not work the statutory holiday, the Employee shall be paid ten (10) hours at their hourly base rate.~~
- ~~(C) When the Employee works a Statutory Holiday, they shall receive ten (10) hours pay at their regular hourly base rate, and in addition, shall be paid double time their hourly base rate for all hours worked that day.~~
- ~~(D) For ten (10) hour shift workers, Statutory Holidays as listed in the current Collective Agreement shall be observed.~~
- a) When a statutory holiday falls on an Employee's scheduled day off it shall be taken either the day before or the next scheduled work day. The day will be mutually agreed by the parties and communicated to the members sixty (60) days prior the stat day.
- b) When a statutory holiday falls on an Employee's scheduled workday and the Employee is not required to work the stat day, the Employee shall be paid ten (10) hours at his hourly base rate.
- c) When the Employee works a statutory holiday, he shall receive ten (10) hours pay at his regular rate, and in addition, shall be paid double time his hourly rate for all hours worked that day.
- d) For ten (10) hour shift workers, statutory holidays as listed in the Collective Agreement shall be observed.

### **~~Training:~~**

~~Will be paid calculated on a ten (10) hour per day basis.~~

All other conditions of employment are as the Collective Agreement and the Union and the Employer agree to meet and discuss any concerns which may arise from the implementation of this shift schedule.

**LETTER OF UNDERSTANDING  
BETWEEN  
INTERNATIONAL ASSOCIATION OF MACHINISTS AND  
AEROSPACE WORKERS LOCAL LODGE 99 (the "Union")  
And  
FINNING INTERNATIONAL INC. (Finning)  
(15-03) RE: Snap Lake Diamond Mine Operation**

1. This Letter of Understanding is to address the Employees who are employed to work on site at the Snap Lake Diamond Mine. Nothing in this letter of understanding shall be construed as altering the existing terms and conditions of the Collective Agreement except as specified below.
2. The Employees assigned to work at the mine site will be placed on the Yellowknife seniority list.
3. The shift schedule for the site will be 2 weeks in / 2 weeks out working twelve (12) hour shifts based on the Agreement with the NWT government. Overtime rates will apply to all hours worked beyond the one hundred and sixty (160) hours count in a four (4) week schedule.
4. Employees living in the Northwest Territories and working at the Snap Lake site will receive the Yellowknife location allowance. All Employees, working at the Snap Lake Mine Site, including temporary transfers, will receive the Regional Hourly Wage adjustment as outlined in the Regional Wage Adjustment Letter of Understanding of 15%. All Employees who live in the NWT will receive a \$300.00 per month fuel subsidy per

household and will be entitled to one trip out per year per family member to a maximum of \$750.00 per family member (taxable).

5. Applicable provision will be paid as per Schedule "C" and applicable premiums as per Schedule "D".
6. The marshalling points will be Yellowknife, Hay River and Edmonton. All Employees will report to the marshalling points at their own expense. All Employees working at the Snap Lake Mine Operation will be provided flights to and from the marshalling points at no charge to the Employee. In the event that the Customer terminates this program the Employer shall provide immediate notice to the Union and Employees. The Employer will allow for a flight expense to be claimed to a maximum amount of \$250 each way for a period not to exceed ninety (90) days.
7. Travel time paid at straight time rates will be provided for as follows: ~~Edmonton~~Employee's residence to Yellowknife - 2.5 hours; Hay River to Yellowknife - 1 hour; Yellowknife to Snap Lake 2 hours. Return time will be the same. ~~Any Employee travelling beyond Edmonton, the Edmonton travel time shall apply.~~
8. Temporary transfers to Snap Lake will have their full travel time paid as per Clause 5.15 for the first trip in and last trip out, all in between trips will be paid as per above.
9. When weathered into site, Employees will be paid at applicable Overtime rates for extra hours worked in excess of the Overtime Averaging Permit. When weathered out at the marshalling points in Yellowknife, Hay River and Edmonton or the origin of the Customer paid for flight, meal and accommodation expenses, if needed, will be paid by the Employer. The Employee will be paid their straight time hourly rate for the normal shift schedule of that particular day based on the flight manifest, up to a maximum of twelve (12) hours per day (including the travel time). This time will be classified as time worked. Employees who are weathered in at the site are paid for time worked as per the Collective Agreement to a maximum of twelve (12) hours per day.
10. All reasonable incremental costs incurred to change flights due to weather/mechanical delays will be reimbursed by the employer, including one (1) days accommodation and meals, if required.
- ~~(11.)~~ 11. All statutory holidays worked will count as twelve (12) hours worked towards the work week. All statutory holidays not worked will be paid at twelve (12) hours and will count as eight (8) hours worked toward the work week.
12. Employees will be paid the appropriate overtime rates for working on a statutory holiday as per the Collective Agreement.
13. ~~Vacation time will be converted to hour entitlement and they will have the option of taking vacation in blocks of hours vs. weeks (1 week vacation time = 40 hours).~~ The parties recognize the distinct nature of working at this remote site on a continuous shift arrangement. As a result the parties agree that Employees may have the opportunity of utilizing their vacation time on their 2 weeks out time. This option must be discussed and agreed upon with the manager in advance of utilizing the opportunity. This time will not count as time worked for the purposes of applying overtime for the shift schedule. A request form must be signed off by the Employee and the manager.  
  
~~—Vacation weeks can be taken as weeks paid at forty (40) hours or eighty four (84) hours in a one week period.~~
14. Employees are entitled to a minimum of two (2) weeks continuous vacation during prime vacation ~~months period~~ of ~~June, July and, August and September.~~
15. Those Employees assigned on a permanent basis to the Snap Lake site will receive an isolation ~~travel~~ allowance while working at the mine to compensate for the additional NWT payroll tax. The allowance of \$1.00 per hour will apply to Employees who have completed their probationary period and will be paid twice per year. The

payment will be made in November and May of each year and will be made on a separate deposit and an explanation of how it is calculated will be provided.

16. If an Employee becomes sick or injured while on site (hours will count towards the 160 count), sick time will be paid at twelve (12) hours, at straight time rates, eligibility as per the Collective agreement. If an Employee is sick or injured while off site, hours will not count towards the 160 count.

17. Bereavement will be paid at twelve (12) Hours / Day as per 15.04.

18. A Travel Allowance for a portion of airfare, parking and meals for employees to travel from home to the marshalling point and from the marshalling point to home will be processed based on the legislated tax deductions for any given year. Employees will be expected to evidence "reasonable" expenses in transit from home to Edmonton/Hay River/Yellowknife. This allowance is reflected on an Employees pay stub under gross pay, but is not part of an Employee's taxable income.

19. ~~Change of Schedule and Shift: A minimum of one full shift schedule's notice shall precede the effective date of any permanent changes to Employee schedules. Employees will only be given notice of a schedule and/or shift change on scheduled days on and every attempt will be made to keep Employees on the same shift schedule wherever possible.~~ All reasonable incremental costs incurred to change flights due to temporary or permanent schedule/shift changes, initiated by the employer, will be reimbursed by the employer, for up to three (3) shift schedules, if required with receipts.

20. Clause 6.02 will apply, however Employees already on overtime pay, who are temporarily reassigned due to workload, increase or decrease, to another shift schedule shall be give seven (7) days' notice. If 7 days' notice is not provided, double time~~overtime~~ will be paid for the days less the appropriate notice to a maximum of two (2) days.

~~The following two (2) Employees will have their current pay provisions grandfathered until February 1, 2016. Effective February 1, 2016, the terms and conditions of this Letter of Understanding will apply to ALL Employees working on site at the Snap Lake Diamond Mine.~~

~~The two (2) Employees are:~~

- ~~• Lincoln Edward EE#3625~~
- ~~• Marty Peters EE#10453~~

21. The Union and the Employer agree to meet and discuss any concern from the implementation of this shift schedule.

**~~Terms and Conditions until February 1, 2016~~**  
**~~Reference: Snap Lake Diamond Mine Operation~~**

~~The following two employees working at the Snap Lake Diamond Mine will observe the existing terms and conditions until February 1, 2016:~~

~~The two employees are:~~

- ~~19.03 — Lincoln Edward EE#3625~~
- ~~20.03 — Marty Peters EE#10453~~

~~Terms and Conditions:~~

~~14x14 Rotation / Twelve Hours / Per Day~~



~~Monday to Friday: 8 Hours Straight Time/ 4 Hours Overtime Saturday: 12 hours at Overtime (Time and a half)~~

~~Sunday: 12 hours at Overtime (Double time)~~

~~Bereavement, Training, Stats, and Sick time will be paid at 12 Hours/day as per the eligibility requirements in the CBA.~~

~~Base rates of pay will include the 15% Regional Wage Adjustment~~

**LETTER OF UNDERSTANDING  
BETWEEN  
INTERNATIONAL ASSOCIATION OF MACHINISTS AND  
AEROSPACE WORKERS LOCAL LODGE 99 (the "Union")  
And  
FINNING INTERNATIONAL INC. (Finning)  
(15-04) ~~RE: RE: 10 Hour Shift (Afternoon) Shift Agreement for D18 (WEB)~~  
West Edmonton Facility**

The parties agree that a 4 day 10-hour shift schedule may be worked in the West Edmonton facility (D18) on the following basis.

This agreement will commence in June, 2015.

**1) Hours of Work and Shift Times**

This afternoon shift will consist of Monday to Thursday, 10-hour shift.

**2) Statutory Holidays**

- a) When a statutory holiday falls on an Employee's scheduled day off it shall be taken either the day before or the next scheduled work day. The day will be mutually agreed by the parties and communicated to the members sixty (60) days prior the stat day.
- b) When a statutory holiday falls on an Employee's scheduled workday and the Employee is not required to work the stat day, the Employee shall be paid ten (10) hours at his hourly base rate.
- c) When the Employee works a statutory holiday, he shall receive ten (10) hours pay at his regular rate, and in addition, shall be paid double time his hourly rate for all hours worked that day.
- d) For ten (10) hour shift workers, statutory holidays as listed in the Collective Agreement shall be observed.

**3) Rest Breaks**

The Employee shall be provided with three (3) paid fifteen (15) minutes rest periods and one (1) thirty (30) minutes unpaid lunch period.

**4) Overtime**

The normal workday consists of 10 hours straight time. Hours worked in excess of the 10 straight time hours per day will be paid at applicable overtime rate. The normal work week will be 4 consecutive 10 hour afternoon shifts.

**5) Vacation**

The Employee will may choose to have vacation paid at straight time rates for 10 hours per vacation day for a total of 40 paid hours per week when on vacation ~~or as per the Collective Agreement.~~

**6) Sick Time**

Sick time will be paid at 10 hours straight time per day of sick leave as per the Collective Agreement. STD will be paid as per the Collective Agreement ~~and STD plan~~, based on 40 hours/week.

All other conditions of employment are as per the Collective Agreement

The Union and the Employer agree to meet and discuss any concerns which may arise from the implementation of this shift schedule

**LETTER OF UNDERSTANDING  
BETWEEN  
INTERNATIONAL ASSOCIATION OF MACHINISTS AND  
AEROSPACE WORKERS LOCAL LODGE 99 (the "Union")  
And  
INTERNATIONAL ASSOCIATION OF MACHINISTS AND  
AEROSPACE WORKERS LOCAL LODGE 692 (the "Union")  
And  
FINNING INTERNATIONAL INC. (Finning)  
(15-05) RE: Letter of Understanding Emergency Manpower Transfers**

Delete

**LETTER OF UNDERSTANDING  
BETWEEN  
INTERNATIONAL ASSOCIATION OF MACHINISTS AND  
AEROSPACE WORKERS LOCAL LODGE 99 (the "Union")  
And  
FINNING INTERNATIONAL INC. (Finning)  
(15-06) RE: Gahcho Kue Mine Operation**

1. This Letter of Understanding is to address the Employees who are employed to work on site at the Gahcho Kue Mine. Nothing in this letter of understanding shall be construed as altering the existing terms and conditions of the Collective Agreement except as specified below.
2. The Employees assigned to work at the mine site will be placed on the Yellowknife seniority list.
3. The shift schedule for the site will be 2 weeks in / 2 weeks out working twelve (12) hour shifts based on the Agreement with the NWT government. Overtime rates will apply to all hours worked beyond the one hundred and sixty (160) hours count in a four (4) week schedule.
4. Employees living in the Northwest Territories and working at the Gahcho Kue Mine site will receive the Yellowknife location allowance. Employees working at the Gahcho Kue Mine Site, including temporary transfers, will receive the Regional Hourly Wage adjustment as outlined in the Regional Wage Adjustment Letter of Understanding of 15%. Employees who live in the NWT will receive a \$300.00 per month fuel subsidy per household and will be entitled to one trip out per year per family member to a maximum of \$750.00 per family member (taxable).
5. Applicable provision will be paid as per Schedule "C" and applicable premiums as per Schedule "D".
6. The marshalling points will be Yellowknife, Hay River and Edmonton. All Employees will report to the marshalling points at their own expense. Employees working at the Gahcho Kue Mine Operation will be provided flights to and from the marshalling points at no charge to the Employee. In the event that the Customer terminates this program the Employer shall provide immediate notice to the Union and Employees. The Employer will allow for a flight expense to be claimed to a maximum amount of \$250 each way for a period not to exceed ninety (90) days.

7. **Travel time** paid at straight time rates will be provided for as follows: ~~Edmonton-Employee's residence~~ to Yellowknife -2.5 hours; Hay River to Yellowknife - 1 hour; Yellowknife to Gahcho Kue Mine site-2 hours. Return time will be the same. ~~Any Employee travelling beyond Edmonton, the Edmonton travel time shall apply.~~
8. Temporary transfers to Gahcho Kue Mine will have their full travel time paid as per Clause 5.15 for the first trip in and last trip out, all in between trips will be paid as per above.
9. When weathered into site, Employees will be paid at applicable Overtime rates for extra hours worked in excess of the Overtime Averaging Permit. When weathered out at the marshalling points in Yellowknife, Hay River and Edmonton or the origin of the Customer paid for flight, meal and accommodation expenses, if needed, will be paid by the Employer. The Employee will be paid their straight time hourly rate for the normal shift schedule of that particular day based on the flight manifest, up to a maximum of twelve (12) hours per day (including the travel time). This time will be classified as time worked. Employees who are weathered in at the site are paid for time worked as per the Collective Agreement to a maximum of twelve (12) hours per day.
10. All reasonable incremental costs incurred to change flights due to weather/mechanical delays will be reimbursed by the employer, including one (1) days accommodation and meals, if required.
11. All statutory holidays worked will count as twelve (12) hours worked towards the work week. All statutory holidays not worked will be paid at twelve (12) hours and will count as eight (8) hours worked toward the work week.
12. Employees will be paid the appropriate overtime rates for working on a statutory holiday as per the Collective Agreement.
13. ~~Vacation time will be converted to hour entitlement and they will have the option of taking vacation in blocks of hours vs. weeks (1 week vacation time = 40 hours).~~ The parties recognize the distinct nature of working at this remote site on a continuous shift arrangement. As a result the parties agree that Employees may have the opportunity of utilizing their vacation time on their 2 weeks out time. This option must be discussed and agreed upon with the manager in advance of utilizing the opportunity. This time will not count as time worked for the purposes of applying overtime for the shift schedule. A request form must be signed off by the Employee and the manager.
- ~~Vacation weeks can be taken as weeks paid at forty (40) hours or eighty four (84) hours in a one week period.~~
14. Employees are entitled to a minimum of two (2) weeks continuous vacation during prime vacation ~~months~~ period of June, July and August and September.
15. Those Employees assigned on a permanent basis to the Gahcho Kue Mine site will receive an isolation travel allowance while working at the mine to compensate for the additional NWT payroll tax. The allowance of \$1.00 per hour will apply to Employees who have completed their probationary period and will be paid twice per year. The payment will be made in November and May of each year and will be made on a separate deposit and an explanation of how it is calculated will be provided.
16. If an Employee becomes sick or injured while on site (hours will count towards the 160 count), sick time will be paid at twelve (12) hours, at straight time rates, eligibility as per the Collective agreement. If an Employee is sick or injured while off site, hours will not count towards the 160 count.
17. Bereavement will be paid at twelve (12) Hours / Day as per 15.04.

18. A Travel Allowance for a portion of airfare, parking and meals for Employees to travel from home to the marshalling point and from the marshalling point to home will be processed based on the legislated provincial tax deductions for any given year. Employees will be expected to evidence "reasonable" expenses in transit from home to Edmonton/Hay River Yellowknife. This allowance is reflected on an Employees pay stub under gross pay, but is not part of an Employee's taxable income.

19. ~~Change of Schedule and Shift: A minimum of one full shift schedule's notice shall precede the effective date of any permanent changes to Employee schedules. Employees will only be given notice of a schedule and/or shift change on scheduled days on and every attempt will be made to keep Employees on the same shift schedule wherever possible.~~ All reasonable incremental costs incurred to change flights due to temporary or permanent schedule/shift changes, initiated by the employer, will be reimbursed by the employer, for up to three (3) shift schedules, if required with receipts.

20. ~~Clause 6.02 will apply, however~~ Employees already on overtime pay, who are temporarily reassigned due to workload, increase or decrease, to another shift schedule shall be give seven (7) days' notice. If 7 days' notice is not provided, ~~double time overtime~~ will be paid for the days less the appropriate notice to a maximum of two (2) days.

21. The Union and the Employer agree to meet and discuss any concerns which may arise from the implementation of this shift schedule.

**Letter of Understanding  
Between  
Finning International Inc. (the Employer)  
And  
International Association of Machinist and Aerospace Workers Local Lodge 99  
(the Union)**

**15-07**

**Leave of Absence: Ryan Ermet**

Both parties agree that Ryan R Ermet will take a leave of absence from Finning International Inc. commencing November 16<sup>th</sup> 2015. His seniority will continue to accrue while on leave.

He will return to Finning International Inc. based on the occupational requirements of Finning International Inc. ~~a~~At the time of ~~his return. Finningreturn, Finning~~ International Inc., in consultation with the Union will determine; if Ryan will return to his home ~~Facilitybranch~~ as either:

1) A HET ~~a~~Apprenticeship (second year) - wages to be paid at the applicable Journey-person rate as per the Collective Agreement; in place at the time of ~~his-Ryan's~~ return to Finning International Inc.

Or;

2) A Journeyperson ~~W~~welder - wages to be paid as per the Collective ~~Bargaining~~-Agreement in place at the time of Ryan's return to Finning International Inc.

At the union's request, Finning International Inc. is prepared to review other opportunities available outside Ryan's home ~~branch-facility~~ upon his return to Finning International Inc.

RyanHe will have all the rights and privileges the Collective Agreement provides for a person who has the same seniority, and there will be no discrimination or discipline for the Union activity he has been involved in.

~~All holidays, bank time, vacation adjust and any other applicable benefits owing, will be paid out on the first pay period in December, 2015.~~

~~\*\*It is the intention of both parties to add this LOU to the main body of the Collective agreement after the completion of the 2016 Negotiations\*\*~~

**Letter of Understanding  
Between**

**Finning International Inc. (the Employer)**

**And**

**International Association of Machinists and Aerospace Workers Local Lodge 99 (the Union)  
16-01**

**Reference: Nuna Logistic Project at Ekati Mine**

This Letter of Understanding is to address the Employees who are assigned to work on the Nuna Logistic Project at the Ekati Mine Site. This project is estimated to run for a period of nine (9) to twelve (12) months with an estimated completion on or before April 2017. Nothing in this letter of understanding shall be construed as altering the existing terms and conditions of the Collective Agreement except as specified below.

1. The Employees assigned to work at the mine site will remain on the Yellowknife seniority list
2. The shift schedule for the site will be 2 weeks in / 2 weeks out working twelve (12) hour shifts based on the Agreement with the NWT government. Overtime rates will apply to all hours worked beyond the one hundred and sixty (160) hours count in a four (4) week schedule.
3. Employees living in the Northwest Territories and working at the Ekati Mine for Nuna Logistic, will receive the Yellowknife location allowance and will receive a \$300.00 per month fuel subsidy per household and will be entitled to one trip out per year per family member to a maximum of \$750.00 per family member (taxable).
4. Employees working at the Ekati Mine for Nuna Logistic, including temporary transfers, will receive the Regional Hourly Wage adjustment as outlined in the Regional Wage Adjustment Letter of Understanding of 15%.
5. Applicable provision will be paid as per Schedule "C" and applicable premiums as per Schedule "D".
6. The marshalling point will be Yellowknife. All Employees will report to the Yellowknife at their own expense. Employees working at the Ekati Mine for Nuna Logistic will be provided flights to and from the marshalling points to Ekati Mine site at no charge to the Employee. ~~In the event that the Customer terminates this program the Employer shall provide immediate notice to the Union and Employees. The Employer will allow for a flight expense to be claimed to a maximum amount of \$250 each way for a period not to exceed 90 days.~~

7. Travel time paid at straight time rates will be provided for as follows: Yellowknife to Ekati Mine site-2 hours. Return time will be the same.
8. Yellowknife employees working at the Ekati Mine for Nuna Logistic will have their full travel time paid as per Clause 5.15 for the first trip in and last trip out, all in between trips will be paid the terms identified in this document.
9. When weathered into site, Employees will be paid at applicable Overtime rates for extra hours worked in excess of the Overtime Averaging Permit. When weathered out at the marshalling points in Yellowknife ~~or the origin of the Customer paid for flight~~, meal and accommodation expenses, if needed, will be paid by the Employer. The Employee will be paid their straight time hourly rate for the normal shift schedule of that particular day based on the flight manifest, up to a maximum of twelve (12) hours per day (including the travel time). This time will be classified as time worked. Employees who are weathered in at the site are paid for time worked as per the Collective Agreement to a maximum of twelve (12) hours per day. All reasonable incremental costs incurred to change flights due to weather/mechanical delays will be reimbursed by the employer, including one (1) days accommodation and meals, if required.
10. All statutory holidays worked will count as twelve (12) hours worked towards the work week. All statutory holidays not worked will be paid at twelve (12) hours and will count as eight (8) hours worked toward the work week.
11. Employees will be paid the appropriate overtime rates for working on a statutory holiday as per the Collective Agreement.
12. ~~Vacation time will be converted to hour entitlement and they will have the option of taking vacation in blocks of hours vs. weeks (1 week vacation time = 40 hours).~~ The parties recognize the distinct nature of working at this remote site on a continuous shift arrangement. As a result, the parties agree that Employees may have the opportunity of utilizing their vacation time on their 2 weeks out time. This option must be discussed and agreed upon with the manager in advance of utilizing the opportunity. This time will not count as time worked for the purposes of applying overtime for the shift schedule. A request form must be signed off by the Employee and the manager. ~~Vacation weeks can be taken as weeks paid at forty (40) hours or eighty four (84) hours in a one week period.~~ Employees are entitled to a minimum of two (2) weeks continuous vacation during prime vacation ~~period months~~ of June, July, August and September.
13. Those Employees assigned on a permanent basis to the Ekati Mine for Nuna Logistic will receive an isolation travel allowance while working at the mine to compensate for the additional NWT payroll tax. The allowance of \$1.00 per hour will apply to Employees who have completed their probationary period and will be paid twice per year. The payment will be made in November and May of each year and will be made on a separate deposit and an explanation of how it is calculated will be provided.
14. If an Employee becomes sick or injured while on site, ~~the ( ) hours paid while onsite~~ will count towards the 160 ~~hour total count~~, ~~sick time will be paid at twelve (12) hours, at straight time rates, eligibility as per the Collective agreement.~~ If an Employee is sick or injured while off site, hours will not count towards the one hundred and sixty (160) count.
15. Bereavement will be paid at twelve (12) Hours / Day as per 15.04.
16. A Travel Allowance (Travel Assist) for a portion of airfare, parking and meals will be processed based on the legislated provincial tax deductions for any given year. Employees will be expected to evidence "reasonable" expenses in transit from home to Yellowknife. This allowance is

reflected on an Employees pay stub under gross pay, but is not part of an Employee's taxable income.

17. ~~Change of Schedule and Shift: A minimum of one full shift schedule's notice shall precede the effective date of any permanent changes to Employee schedules. Employees will only be given notice of a schedule and/or shift change on scheduled days on and every attempt will be made to keep Employees on the same shift schedule wherever possible.~~ All reasonable incremental costs incurred to change flights due to temporary or permanent schedule/shift changes, initiated by the employer, will be reimbursed by the employer, for up to three (3) shift schedules, if required with receipts.
18. Clause 6.02 will apply, however Employees already on overtime pay, who are temporarily reassigned due to workload, increase or decrease, to another shift schedule shall be give seven (7) days' notice. If 7 days' notice is not provided, ~~double time~~overtime will be paid for the days less the appropriate notice to a maximum of two (2) days.

Please note, that if there is memorandum ratified before the end of this project, these terms and conditions may be adjusted.

This LOU is without prejudice and precedent to the current grievances regarding Ekati flights.

The Union and the Employer agree to meet and discuss any concerns which may arise from the implementation of this shift schedule.

### **Letter of Understanding Between**

**Finning International Inc. (the Employer)**

**And**

**International Association of Machinists and Aerospace Workers Local Lodge 99 (the Union)  
16-02**

### **Reference: Expanded Mining Field Division (D14)**

Nothing in this Letter of Understanding (LOU) shall be construed as altering the existing terms and conditions of the Collective Agreement. This LOU is specific to Employees in the Expanded Mining Field Division (D14). The purpose of this Letter of Understanding is to summarize the understanding reached between the Employer and the Union in providing the ability to service our customers by providing continuous coverage for Field Assemblies work as well as supporting the employees during possible work slowdowns. It is recognized by both parties, that although D14 is housed in D17, the work of D14 will remain segregated from the Edmonton Branch.

Field Premium as outlined in Schedule "D" will be paid for all hours worked.

If working a continuous shift (working twelve hours per day with the equal number of days on as days off), the continuous shift premium as outlined in Schedule "D" will be paid for all hours worked.

If working a night shift, the Nightshift Premium as outlined in Schedule "D" will be paid while working the hours recognized as the nightshift (depending on actual shift start/stop time).

All travel will be paid at applicable rates. Employees will be eligible for travel pay from the marshalling point (Edmonton Branch) to the job site. The amount of travel time will be determined by the location of the job site and will be established by Finning (Canada) prior to the start of the assignment.

### **Shifts:**

Schedules will follow the scheduled format below:

- a) 7 days on and 7 days off (12 hours) (pay will be based on 11.5 hours and .50 at OT- subject to change based on 2016 Negotiations)

Effective May 2016, the Employees working for the Expanded Mining Field Division (D14) will follow the 7 days on and 7 days off (12 hours) (pay will be based on 11.5 hours and .50 at OT- subject to change based on 2016 Negotiations) schedule. In advance of the 5 days on and 2 days off (8 hours) schedule being required, the Employer and the Union will meet to determine how the Employee's will transition from the 7 days on and 7 days off rotation to the 5 days on and 2 days off rotation.

### **Seniority:**

Seniority shall be considered as time employed (from date of hire) in the bargaining unit. Cat Mining (Bucyrus) Employees seniority date will be the date they transitioned to Finning (Canada). These Employees will then be ranked on their hire date with Cat Mining (Bucyrus). Cat Mining (Bucyrus) Employees will be treated separately for the purposes of layoff. Laid off D14 Employees will be provided recall to D14 vacancies prior to Employee on Layoff Status at other Branches.

### **Banked Time:**

As the Expanded Mining Field business is driven by a cycle requiring work to be completed in a designated period of time, employees assigned for the duration of the project may bank a maximum of three hundred and twenty (320) hours with the understanding these hours are to be used during periods of slow down.

Banked hours can only be taken at a time acceptable to both Management and Employee. If the Employer and an Employee cannot agree on a mutually acceptable time, either party may demand payout of the amount owing and close out the bank account.



If a work slowdown extends beyond twenty eight (28) days, Employees will be severed in accordance to the Severance provisions in the CBA (subject to change based on 2016 Negotiations).

**Vacation:**

Vacation requests during specific work assignments may not be granted. Where possible, vacation requests should be submitted prior to the commencement of the work assignment in which the vacation request would fall.

Vacation requests for Temporary Transfers working for the Expanded Mining Field Division will not be granted.

At the expiration of six (6) months following the implementation of this LOU, the parties will meet to discuss any issues arising out of this Letter of Understanding and where required renegotiate required terms.

**Letter of Understanding  
Between**

**Finning International Inc. (the Employer)**

**And**

**International Association of Machinists and Aerospace Workers Local Lodge 99 (the Union)  
16-03**

**Reference: Welders/Machinists D14 Recall Rights to the COE**

Nothing in this Letter of Understanding (LOU) shall be construed as altering the existing terms and conditions of the Collective Agreement. This LOU only applies to the Welders and Machinists from D14 who are laid off no later than June 30, 2016. The purpose of this Letter of Understanding is to summarize the understanding reached between the Employer and the Union in providing the first right of refusal for future Welding and Machinists positions required at the COE. The Parties have agreed to the following:

- Time frame: June 30, 2016 to June 30, 2017. This LOU will expire on July 1, 2017.
- If there are COE Welders and Machinists on the recall list, they will be recalled to the COE prior to D14 EE's being considered. However, D14 Welders and Machinists will be provided the first right of refusal over EE's on recall from all other Branches.

**Letter of Understanding  
Between**

**Finning International Inc. (the Employer)**

And

**International Association of Machinists and Aerospace Workers Local Lodge 99 (the Union)**  
**16-04**

**Reference: Material Supply Assistance (Training)**

**LETTER OF UNDERSTANDING**

**Reference: Material Supply Assistant (training)**

This is a transitional a Letter of Understanding between Finning (Canada) A Division of Finning International Inc. and the International Association of Machinists and Aerospace Workers, Local Lodge 99.

Current Material Supply Assistants can apply until December 31, 2016 and will be allowed an unpaid leave of absence (with adequate notice) to attend parts apprenticeship school providing:

- (i) They have completed two (2) years' service as a full-time Employee,
- (ii) They have the current Finning (Canada) A Division of Finning International Inc. prerequisites for the Parts Apprenticeship Program upon completion of year two of the Apprentice, prior to commencement of year three.

It is understood that they will remain at the Material Supply Assistant rates until a vacancy exists for an Apprentice/Journeyperson Countersales.

It is understood that work schedules may need to be adjusted to make certain the needs of the business and the individuals may be accommodated. This may mean limiting the number of people who can attend apprenticeship school at any one time from any one location.

Finning (Canada) A Division of Finning International Inc. is prepared to assist the Employees to obtain the necessary prerequisites through the Educational Assistance Program.

This apprenticeship program for the Material Supply Assistant is conditional upon an application to the Apprenticeship Branch for any necessary variance from the Act and appropriate approvals being received.

This application will be supported by both the Employer and the Union.

In December, the union will be provided a list of all Material Supply Assistants who have applied and are undergoing Parts Apprenticeship Schooling under the terms and conditions of this Letter of Understanding.

This Letter of Understanding will expire January 1, 2017

**LETTER OF UNDERSTANDING  
BETWEEN  
INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS  
LOCAL LODGE 99 (the "Union")  
And  
FINNING INTERNATIONAL INC. (Finning)**

**16-05**

As part of the 2016 negotiations the parties agree to the following Letter of Understanding (LOU) that will be implemented within 30 days of ratification of the new collective agreement.

Employees who were active employees at the conclusion of the 2013 – 2016 Collective Agreement will also be entitled to a 2016 initial balance of sick time as follows:

<u>Years of service</u>	<u>Shift schedule</u>	<u>Number of hours for preload</u>
<u>5 years or less</u>	<u>8 hours/day</u>	<u>40 hours</u>
<u>5 years or less</u>	<u>10 hours/day*</u>	<u>50 hours</u>
<u>5 years or less</u>	<u>12 hours/day</u>	<u>60 hours</u>
<u>6 years or more</u>	<u>8 hours/day</u>	<u>40 hours + 8 hours per year of service over 5 years</u>
<u>6 years or more</u>	<u>10 hours/day*</u>	<u>50 hours + 8 hours per year of service over 5 years</u>
<u>6 years or more</u>	<u>12 hours/day</u>	<u>60 hours + 8 hours per year of service over 5 years</u>

\*=permanent 10-hour shifts

Employees working a rotating 8/10-hour shift will be compensated so that they suffer no loss of wages should they need to utilize sick days while working the 10-hour portion of their rotation during this transitional period.

This LOU will expire December 31, 2016 ~~once implemented.~~

IAMAW Local 99  
101-10471 178st NW Edmonton AB T5S-1R5

Finning Canada  
16901-109 Ave NW Edmonton AB T5P 4P6

Ryan Ermet [Local 99 Business Representative]

Kelly-Ann Cordner [HR General Manager]

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Signed at .. [ Please enter signing Location and Date ]