

**GENERAL PRESIDENTS' MAINTENANCE COMMITTEE
FOR CANADA**

PROJECT AGREEMENT

FOR

MAINTENANCE BY CONTRACT

IN CANADA

FOR

- o **DOFASCO INC, HAMILTON, ONTARIO**

PROJECT AGREEMENT FOR MAINTENANCE BY CONTRACT
IN CANADA

This Agreement is entered into this 1st day of April 2005 by and between E.S. Fox Ltd. and those individual employers signatory to the Dofasco Site Adherence Agreement, (hereinafter referred to as the "Company"), and those INTERNATIONAL UNIONS OF THE AFL-CIO listed hereunder (hereinafter referred to as the "Unions"), for the purpose of maintenance, repair and renovation work for the following project:

Dofasco Inc, Hamilton, Ontario.

The Unions are composed of the following International Unions of the AFL-CIO:

International Association of Heat and Frost Insulators and Asbestos Workers.

International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers.

International Union of Bricklayers & Allied Craftsmen.

United Brotherhood of Carpenters and Joiners of America.

Operative Plasterers and Cement Masons International Association.

International Brotherhood of Electrical Workers.

International Association of Bridge, Structural and Ornamental Ironworkers.

Laborers International Union of North America.

International Union of Operating Engineers.

International Union of Painters and Allied Trades.

United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada.

Sheet Metal Workers International Association.

International Brotherhood of Teamsters.

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COVENANTS

Whereas, the Company is engaged in the business of plant maintenance, repair and renovations (as defined in Article 6.000) with miscellaneous industries, and this work is of importance to the Unions herein listed, and it being recognized there is an essential difference in the conditions required to perform this type of work, the Unions herein listed with the Company wish to enter into an agreement for their mutual benefit covering work of this nature.

Whereas, the Unions have in their membership throughout the area members competent and qualified to perform the work of the Company.

Whereas, the Company has employed and now employs members of the Unions on maintenance, repair and renovation work recognized by the Unions of the AFL-CIO as being within the jurisdiction of said Unions.

Whereas, in order to ensure relative equity and uniform interpretation and application, the Unions, through the duly appointed and constituted General Presidents' Committee for Maintenance in Canada wish to negotiate and administer the said Collective Agreement in concert, each with the other, and all with the Company.

Whereas, the Company is engaged in the business of Plant Maintenance and as such has the authority to sell its services, within the scope of Article 6.000 "Definitions", under the terms and conditions of this Agreement without prior knowledge or approval of the Committee - conversely - The Company has the responsibility of satisfying the conditions of application (continuous and increasing utilization of Contract Maintenance services for specific Owner) and compliance with terms and conditions of the Agreement.

Whereas, the Company and the Unions desire to mutually establish hours of work and working conditions for the workmen on an area basis to the end that satisfactory conditions and harmonious relations will continue to exist for the benefit of both parties to this Agreement.

Whereas, the Company and the Unions agree that, due to the particular nature of the work covered by this

Agreement, there shall be no lockouts or strikes during the life of the Agreement, and provisions must be made to achieve this end.

Whereas, it is recognized that all employees covered by this Agreement shall have the protection of all existing Federal, Provincial and Local laws applicable to employees in general, and any provisions in this Agreement which are in contravention of any Federal, Provincial, or Municipal regulation or laws affecting all or part of the limits covered by this Agreement shall be suspended in operation within the limits to which such law or regulation is in effect. Such suspension shall not affect the operation of any such provisions covered by this Agreement, to which the law or regulation is not applicable. Nor shall it affect the operations of the remainder of the provisions of the Agreement within the limits to which law or regulation is applicable.

All references in this Agreement to the masculine gender shall also apply to the feminine gender.

It is, therefore, agreed by the undersigned Company and the undersigned Unions that in consideration of the mutual promises and covenants contained herein, the Project Agreement be made as follows:

ARTICLE 1.000 - APPLICATION FOR PROJECT AGREEMENT:

1.100 Any company desiring to enter into a Project Agreement for Maintenance by Contract, must appear before the General Presidents' Committee (hereinafter the "Committee") for purposes of review and orientation and present to the Committee written evidence of the owner's intent to engage that company in the performance of maintenance service for a minimum period of one full year, subject to the usual termination clauses in such contracts.

1.200 It is further understood that the Project Agreement shall not be applicable for "shutdown" or "turnaround" work except when such work is performed within the scope of full or year-round supplementary maintenance contracts. In order to implement this restriction, it is understood that on newly constructed plants or units a shutdown may occur at any time under the terms of the Project Agreement but existing plants employing this service must have been under contract for full or year-round

supplementary Maintenance service for at least four months prior to commencement of the shutdown/turnaround or such work shall be performed under the terms of the local Construction Agreement.

- 1.300 Should the contract for full or year-round supplementary maintenance be terminated during the term of this Collective Agreement for any of projects listed, this Collective Agreement shall be considered null and void as it applies to that project or projects.

**ARTICLE 2.000 - AUTHORITY & RESPONSIBILITY OF THE COMMITTEE
IN ADMINISTERING THE AGREEMENT:**

- 2.100 With the Company, to interpret and administer the terms and conditions set forth in the agreement.
- 2.200 To screen and police each company seeking use of Agreement in order to assure proper application and interpretation.
- 2.300 To review and instruct member Unions and/or the Company in interpretation and application of terms and conditions (subject to Step V of Grievance Procedure) when the Company or employees of any given Union depart from Agreement conditions.
- 2.400 With the Company, through a Sub-Committee, visit the location of each maintenance job prior to commencement or as often as necessary to initiate and maintain the co-operation of the Local Unions.
- 2.500 To prepare and distribute duly negotiated collective agreements for signing.

ARTICLE 3.000 - RECOGNITION:

- 3.100 The bargaining unit under this Agreement shall comprise all employees of the Company, coming under the jurisdiction of the Unions signatory to this Agreement, now employed and employed in the future for maintenance, repair and renovation work at the Owner's plant site.
- 3.200 The Company and the Unions:
- 3.201 Agree that the jurisdiction recognized herein for each Union shall be the jurisdiction recognized by the AFL-CIO,

provided, however, that if they or the Unions are unable to agree upon the Union which is to have jurisdiction over any group of employees, the Company will recognize one as having jurisdiction until such time as the Claimant Unions agree upon another and provided further that work considered within the jurisdiction of any Union which is not represented by the Unions listed herein may be assigned by the Company to the jurisdiction of the most appropriate Union.

3.202 Recognize the Unions as herein duly constituted for the purpose of bargaining collectively and administering this Agreement for the members of their respective Unions. The responsibility for interpretation and administration of this Agreement rest in the Committee.

3.203 Agree to bargain collectively with the Unions and to be governed by the terms of this Agreement and by all lawful settlements of disputes and grievances made pursuant thereto. On maintenance work, the Project Agreement shall govern terms and conditions and take precedence over local construction agreements or area practices.

ARTICLE 4.000 - UNION SECURITY:

4.100 All employees under this Agreement, as a condition of employment, shall be members of or secure membership in a Signatory Union and maintain such membership in good standing.

4.200 The Company will co-operate with the Signatory Unions in providing employment to their members and the Unions agree to assist the Company by all means in their power to secure necessary skilled and competent workers.

4.300 The Company will contact the appropriate Union local first to secure the necessary men. However, when the Union cannot supply men within 48 hours exclusive of Saturday, Sunday and holidays, the Company may secure them from any source and immediately put them to work with advice to men that they are employed subject to Union Agreement of

Membership and/or replacement by Union Members - and advice to the appropriate Business Agent that the men are on the job.

4.400 It will be the Unions' responsibility to provide a referral slip to the man at the Jobsite or supply a satisfactory replacement, who is a member. Men, who are employed under these circumstances (in special trades or skills or who are trained at Company expense for special work) will not be replaced except by written request of the Union within sixty days of the date of hire and approval of the Company.

4.500 When the Union cannot supply qualified men within 48 hours of the date requested, then the Company may secure other qualified men who must apply for membership in the respective Unions.

4.600 In emergency situations, where the Company has two or more Maintenance Projects within the jurisdiction of the same Local Union, the Company shall have the right to transfer employees between projects after the Local Union has been given the opportunity to supply and has failed to do so within four hours.

4.700 E. S. Fox Ltd. agrees to sub-contract work on this project only to employers who are in contractual relationships with the appropriate trades for the work at hand. The terms and conditions of this Agreement shall apply to E. S. Fox Ltd. and to any sub-contractors who are contracted by E. S. Fox Ltd. to perform work which falls within the scope of this Agreement. All sub-contractors are bound by all terms and conditions of this Agreement whether or not they are signatory to it.

4.701 E. S. Fox Ltd. and/or the sub-contractor will contact the appropriate Union hiring hall in order to make arrangements for the supply of workers to the sub-contract work, prior to the commencement of the work.

4.702 The intent of the foregoing sub-contract clause is to allow E. S. Fox Ltd. the ability to sub-contract portions of the

maintenance work to specialty contractors in order to meet the needs of the owner.

4.703 In addition to and pursuant to the conditions in the above articles, E. S. Fox Ltd. may advise the Unions at the direction of the owner, that certain employers have been awarded maintenance work as part of the main maintenance contract. Such employers will sign and be bound to the terms and conditions of this Agreement. It is understood that E. S. Fox Ltd. will be responsible for the coordination, administration and application of this Agreement among those employers.

4.704 It is further understood that the owner may, from time to time, award specific maintenance projects which are of a short duration intermittent nature or longer term in duration to additional employers. For these specific projects, at the owner's request, such employers will sign and be bound to the terms and conditions of the Dofasco site General Presidents' Maintenance Agreement.

ARTICLE 5.000 - SCOPE OF WORK:

5.100 The scope of this Agreement covers all work of a maintenance, repair and renovation nature, assigned by the Owner to the Company and performed by the employees of the Company covered by this Agreement, within the limits of the Owner's plant site.

5.200 The scope of this Agreement does not cover work performed by the Company of a new construction nature which is work required to erect new facilities in which event the work shall be done in accordance with existing building construction agreements.

5.300 The Unions and the Company understand that the Owner may, at his discretion, choose to perform or directly sub-contract work for any part or parts of the work necessary in his plant.

ARTICLE 6.000 - DEFINITIONS:

- 6.100 Maintenance shall be work performed for the repair, renovation, revamp and upkeep of property, machinery and equipment within the limits of the plant property.
- 6.200 All work performed by the company on existing equipment and machinery, including all associated work in a given plant, shall be maintenance. This shall include replacement of existing individual items of machinery and equipment with new units including all associated work, as well as maintaining the facilities to accommodate environmental regulations as required by law. It is understood that this concept would not include replacement of an entire process system in a plant in order to increase production.
- 6.300 Addition of spare machinery or equipment may be done under the Maintenance Agreement. Example: There are two existing pumps. Both pumps are required to run at all times to maintain full production. A spare may be added for the purpose of having one pump down for maintenance.
- 6.400 The word "repair" used within the terms of this Agreement and in connection with maintenance, is work requested to restore by replacement or by revamp of parts of existing facilities to efficient operating conditions.
- 6.500 The word "renovation" used within the terms of this Agreement and in connection with maintenance, is work required to change by replacement or be "revamp" of parts of existing facilities to efficient operating conditions.
- 6.600 Fire restoration work will be administered as follows:
- 6.601 The restoration of a plant completely destroyed by fire is considered construction work.
- 6.602 The restoration of a major part of a plant including several sections which have been destroyed or damaged by fire, shall be governed by the following criteria:

- (a) The removal of damaged equipment and the preparation of the damaged area to make it suitable for new equipment will be Maintenance.
- (b) The installation and erection of new equipment will be Construction.

6.603 When the fire damage is localized to a given operating unit, such as a hotmill, galvanizing line, by product plant and the like, then the restoration of same is to be considered maintenance.

6.700 The administration and interpretation of this Article is the responsibility and prerogative of the General Presidents' Committee for Contract Maintenance in Canada.

ARTICLE 7.000 - GRIEVANCE PROCEDURE:

7.100 It is agreed that it is the spirit and intent of this Agreement to adjust grievances promptly. All grievances, including discharge for just cause, but not those pertaining to jurisdictional disputes that may arise on any work covered by this Agreement must be initiated within fifteen (15) working days of the incident by either the employee in Step I or the Local Union in Step II and shall be handled in the following manner:

7.101 Step I: Between the aggrieved employee and/or his Steward and the Company Supervisor.

7.102 Step II: Between the aggrieved employee, his Steward and/or Local Union Business Representative and his Foreman, the Supervisor and the Project Manager.

If settlement is not achieved at this step, the grievance must be presented in writing to the Company and to the International Representative of the Union involved. Grievance forms will be provided by the Company at the Jobsite.

7.103 Step III: Between the International Union Representative and the Labour Relations Manager or the highest official of the Company.

7.104 Step IV: By negotiation between a committee of the Unions signatory to this Agreement and senior officials of the Company at a meeting to be held at the place of work or a mutually agreeable location.

7.105 Step V: If any dispute or grievance concerning the interpretation, application or violation of this Agreement cannot be settled through the procedure described above within ten (10) working days, the matter may be submitted by a Signatory Union to this Agreement or the Company, to a Board of Arbitration for adjudication. This Board shall consist of three (3) Arbitrators, one appointed by each party to this Agreement and the third, who shall act as Chairman, to be selected by the two so appointed. The party desiring arbitration shall appoint its Arbitrator and shall give notice in writing to the other party together with a written statement of the question to be arbitrated. In the event that the other party does not appoint its Arbitrator within three days the appointment shall be made by the Minister of Labour for the Province in which the grievance occurs.

In the event the two Arbitrators appointed cannot within three days select a third Arbitrator who is willing to serve, the two Arbitrators shall jointly request the Minister of Labour of the Province in which the grievance occurs to designate the third Arbitrator who shall act as Chairman. This Board when selected

or appointed will proceed as soon as practicable to examine into the dispute or grievance and on the basis of the facts, render its judgement. The majority or unanimous decision of the Board of Arbitration shall be final and binding and accepted by both parties for the duration of the Agreement.

In the event that a majority decision is not reached by the Board of Arbitration, the decision of the Chairman shall be deemed to be the decision of the Board and shall be final and binding and accepted by both parties for the duration of the Agreement.

The Arbitration Board shall not be authorized to make any decisions inconsistent with the provisions of this Agreement, nor to alter, modify or amend any part of this Agreement.

In arbitration proceedings, each party shall pay the expenses of its Arbitrator and the expenses of the Chairman shall be shared equally by the parties.

The Company shall provide the necessary facilities for the grievance meetings.

7.200 Grievance forms will be provided by the Company at the jobsite.

ARTICLE 8.000 - JURISDICTION:

8.100 Project maintenance conditions do not always justify adherence to craft lines which, in itself, does not establish precedent or change the appropriate jurisdiction of the crafts involved. Composite crews may be formed where conditions warrant, but this is not to be construed under regular operating conditions as the Company's prerogative to assign men out of their usual skill classification.

- 8.200 The Company may, if it desires, maintain a variety of skills within its group of employees to be prepared to have skills and/or supervision for any type of work that may arise.
- 8.300 It is understood that all employees will work together harmoniously as a group and as directed by the Company.
- 8.400 In the event that any jurisdictional disputes shall rise between two or more Unions represented by this Agreement, an immediate assignment of the work in question shall be made by the Company representative, based upon decisions and agreement of record or other information available. The work is then to continue and, if any of the Unions involved are not satisfied with the assignment, the matter shall be referred to the International Office of the Unions involved for a project decision.
- 8.500 The Company and the Unions agree that such assignment of work involved in a jurisdictional dispute is imperative to the satisfactory operation of this Agreement and the continued operation of the Owner's plant.

ARTICLE 9.000 - UNION REPRESENTATIVES:

- 9.100 Representatives of the Unions shall have access to the job during working hours on Union business. They shall, as regulations of the plant permit, obtain specific authorization from the Company for each visit.

ARTICLE 10.000 - STEWARD:

- 10.100 Each Union signatory to this Agreement may appoint or select one (1) working Steward from among the Company employees to act as a representative of the Union in connection with Union business. Each Union may also appoint an acting Steward for afternoon or midnight shifts. These Stewards shall be allowed reasonable time to conduct Union business related to this project. The Business Manager of the applicable Local Union shall be consulted in advance of the termination of the Steward.

- 10.101 It is established that the Company will notify Job Stewards of lay-offs within their trade on a timely basis.

- 10.200 Steward designations must be confirmed in writing to each job superintendent in order to allow recognition of Steward's privileges.
- 10.300 The Steward shall not be discriminated against and shall receive his fair share of overtime work for which he is qualified. The company will use its best efforts to advise Job Stewards of unscheduled overtime.
- 10.400 At lay-off, the appointed Steward will be one of the last three (3) tradesmen on the job, provided he is qualified to perform the work at hand.

ARTICLE 11.000 - REFERRAL OF MEN:

- 11.100 Maintenance work that the Company performs involves maintaining operating units that in almost all cases must be kept running. This situation means that much of the work is of an emergency nature and therefore, will require at times the acceptance of extreme fluctuations in the labour demands made by the Company on the Unions. The Unions, by this Agreement, completely understand the necessity of these extremes and agree to make every effort to fulfill the manpower requirements of the Company.
- 11.200 When employees are required, the Company shall request that the required number of applicants be referred for employment under the following minimum standards:
- 11.201 The Local Union Business Representative will be contacted by the Company on all occasions when tradesmen are required. The Company shall state that the tradesmen are required for maintenance work. The estimated job duration and hours of work will be defined.
- 11.202 The Company will use its best judgment in advising the Local Business Agent of type of work. (i.e. day rate, shift, etc.).
- 11.203 The Union representative shall, to the best of his ability, supply qualified men to perform the work described under this Agreement.

11.204 For just and sufficient cause, the Company shall retain the right to reject any applicant referred by the Union. Such information will be transmitted to the Union in writing.

11.205 The Company will be allowed the same ratio of name hire as provided for in the respective reference agreements, including provisions such as recall rights as set out in said agreements. Name hire ratios will be respected at lay-off if provided for in the reference agreements.

11.300 The designation and determination of the number of foremen on maintenance work shall be the prerogative of the Company. Foremen may be requested to work with the tools, when in the Company's opinion, it is advisable.

11.400 Men referred to the job by the Local Union Representative, shall report to the Employment Office established for the project.

11.500 The Company may transfer foremen as well as employees with special skills or qualifications to projects where forces are being increased. Transfers are not permitted to displace existing employees.

11.600 When employees are absent from work and do not inform the project supervisor of the reason for their absence such employees may be terminated. The Company will establish reasonable rules with respect to absence within its project rules and will make these rules available on the jobsite.

11.700 The parties to this Agreement recognize the importance of apprenticeship to the maintenance industry. The parties agree to support, wherever practicable, the employment of apprentices on maintenance projects to reflect acceptable reference agreement ratios.

ARTICLE 12.000 - WAGES:

12.100 Wages are to be paid as per the attached Maintenance Rate and Benefit Schedule:

- 12.200 Fringe Benefits will be paid according to the attached Schedule of Wages and Benefits.
- 12.300 Management Association funds, discretionary funds and premiums for high or low work, hazardous work, dirty work, acid work and other similar fringes are excluded from this Agreement.
- 12.400 Wages will be paid weekly by cheque or electronic deposit. The payroll period will generally close at 12:00 midnight on Saturday, however, in order to meet the job requirements the Company may close the payroll earlier. This will be established as a job condition and those affected so notified. Wages will be distributed not later than the following Thursday before the end of the shift except during a week when a Statutory Holiday falls on a Monday, in which case wages will be distributed no later than the following Friday before the end of the shift.
- 12.401 Employees who are laid-off or terminated from the services of the Company shall normally receive their final wages, vacation pay due, and employment insurance record of earnings before they leave the jobsite.
- 12.402 It is recognized that there will be certain occasions when the above procedure is not possible. In these cases final wages, vacation pay due, and employment insurance record of earnings will be mailed within three (3) working days exclusive of Saturdays, Sundays and Statutory Holidays.
- 12.403 Should the wages, vacation pay due and employment insurance record of earnings not be mailed within this time period the Company will pay a penalty of two hours pay per day, exclusive of Saturdays, Sundays and Statutory Holidays, until the mailing is made.
- 12.404 Complaints/grievances with respect to non receipt of wages, vacation pay due and employment insurance record of earnings must be raised on a timely basis, in any event, not more than 10 working days, exclusive of

Saturday, Sunday and Holidays from date of termination.

12.500 In the event that local agreements terminate and no agreement is reached regarding wages, the Company, in order that continuity of work shall be maintained agrees as follows:

12.501 Should a work stoppage occur in negotiating the local Agreement, the employees of the affected Unions will be paid the appropriately adjusted wage rate negotiated in the new Agreement, on a retroactive basis to the date of the work stoppage or the effective date of the new wage rate whichever is the earlier. This is to ensure against any work stoppage on this project which would be caused by a breakdown of local negotiations.

12.502 Should no work stoppages occur in negotiating the local Agreement, the employees of the affected Unions will be paid the appropriately adjusted minimum wage rate negotiated in the new Agreement on the effective date of the new wage rate.

ARTICLE 13.000 - DAY WORK CONDITIONS:

13.100 Eight (8) hours per day shall constitute a standard work day between the hours of 7:00 a.m. and 5:30 p.m. Forty (40) hours per week shall constitute a week's work, Monday to Friday inclusive, or as an option: ten (10) hours per day, Monday through Thursday or Tuesday through Friday. The noon unpaid lunch period will be one-half hour and may be staggered one hour either way to accommodate production schedules and emergencies.

Employees assigned to the residential maintenance work force may have their daily hours of work aligned to those of the client work force. Employees working 9.5 hours daily will be paid overtime for hours worked in excess of 9.5 hours daily and 38 hours weekly.

13.200 All time worked before or after the established work day of eight (8) hours, or ten (10) hours, Monday through Friday, and all time worked on Saturdays,

Sundays and recognized holidays, as listed in Article 18.000 of the Agreement shall be paid for at overtime rates as follows:

13.201 Overtime is to be paid at time and one half for the first three hours per work day, Monday to Friday. Double time is to be paid for overtime worked after three hours per day and on first scheduled day off in a 4 day work week, Saturdays, Sundays and Holidays.

13.300 In no case shall overtime rates exceed double the hourly rate shown on the attached schedule.

13.400 Payment for the Statutory Holidays, as listed in Article 18.000 of this Agreement, shall be in accordance with the attached schedule.

13.500 Overtime meals on day work conditions are as follows:

13.501 When an employee is advised prior to his coming to work that he will work overtime and the employee works more than ten (10) hours, the Company agrees to provide a meal for his second meal break. Subsequent meals will also be provided by the Company as near regular 4 hour intervals as possible.

13.502 When foremen are required to arrive at work up to 1/2 hour prior to the normal starting time of the shift to organize work and obtain permits, they shall not be entitled to a meal or meal break as per Article 13.501 unless they work more than 2 hours beyond the end of their normal shift.

13.503 The second meal break will normally be 6:30 p.m. and subsequent meal breaks each 4 hours thereafter. However it will be the prerogative of the Company, in conjunction with the job stewards to arrange meal breaks for efficiency and convenience of the job.

13.504 The employee will be allowed a thirty (30) minute meal break at straight time pay in which to eat the meal, except that no

payment will be made for the noon break on Saturdays, Sundays and holidays.

ARTICLE 14.000 - SHORT SHIFT CONDITIONS:

14.100 A 'Short' shift system may be established when it is intended to operate the shift for less than sixty (60) calendar days.

14.101 Shift employees may be scheduled on a one-shift basis: afternoons, midnights; two-shift basis: days-afternoons, afternoons-midnights, midnights-days; or on a three-shift basis.

14.102 The establishment of a one, two or three shift system under this Article does not affect the Company's ability to continue to operate regular "Day Work Conditions" as specified in Article 13.000 or "Long Shift Conditions" as specified in Article 15.000 for other employees so assigned.

14.103 Each shift employee must be scheduled for three (3) consecutive work days and may be scheduled for five (5) or seven (7) days per week, except that when Saturdays or Sundays are worked they shall be paid at applicable overtime rates.

14.104 Should the shift be cancelled prior to completion of the three (3) consecutive work days, affected employees will be paid at applicable overtime rates for all hours worked outside the regular work day, as specified in Article 13.200.

14.105 Employees specifically hired to work one or two afternoon or midnight shifts will be paid eight (8) hours at the straight time rate plus the applicable shift premium and the applicable overtime rate for hours worked beyond 8 hours per shift. Existing employees transferred to a short shift of less than a 3 day duration will be paid in accordance with Article 14.104.

14.200 Shift premiums on short shift conditions are as follows:

- 14.201 Employees working a day shift defined as a shift starting at 8:00 a.m. shall work eight (8) hours for eight (8) hours pay.
- 14.202 Employees working an afternoon shift defined as a shift starting after 8:00 a.m. and before 9:00 p.m. shall receive a shift premium of twelve percent (12%) of the hourly base rate for a maximum of eight (8) hours. Shift premium will not be paid on shifts worked on Saturdays, Sundays and recognized holidays, as listed in Article 18.000 of the Agreement.
- 14.203 Employees working a midnight shift defined as a shift starting between 9:00 p.m. and 2:00 a.m. shall receive a shift premium of twenty percent (20%) of the hourly base rate for a maximum of eight (8) hours. Shift premium will not be paid on shifts worked on Saturdays, Sundays and recognized holidays, as listed in Article 18.000.
- 14.204 A one-half hour lunch period with pay will be allowed during each 8 hour shift.
- 14.205 For purposes of this Agreement, Saturday begins at 8:00 a.m. Saturday and Sunday ends at 8:00 a.m. Monday.
- 14.206 Employees working on a second shift of which the major portion of the total hours scheduled falls after midnight shall be paid the midnight shift premium.
- 14.300 All time worked before or after the established work day of eight (8) hours or ten (10) hours, Monday to Friday, and all time worked on Saturdays, Sundays and recognized holidays, as listed in Article 18.000 of the Agreement, shall be paid for at overtime rates as follows:
- 14.301 Overtime is to be paid at time and one half for the first three hours per work day, Monday to Friday. Double time is to be paid for overtime worked after three hours per day and on first scheduled day off in a 4

day work week, Saturdays, Sundays and Holidays.

14.400 Overtime meals on short shift conditions are as follows:

14.401 When an employee is advised prior to his coming to work that he will work overtime, and the employee works more than ten (10) hours, the Company agrees to provide a meal for his second meal break. Subsequent meals will also be provided by the Company as near regular 4 hour intervals as possible.

14.402 When foremen are required to arrive at work up to 1/2 hour prior to the normal starting time of the shift to organize work and obtain permits, they shall not be entitled to a meal or meal break as per Article 14.401 unless they work more than 2 hours beyond the end of their normal shift.

14.403 The second meal break will normally be 6:30 p.m. and subsequent meal breaks each 4 hours thereafter. However, it will be the prerogative of the Company, in conjunction with the Job Stewards, to arrange meal breaks for efficiency and convenience of the job.

14.404 The employee will be allowed a thirty (30) minute meal break at straight time pay in which to eat the meal, except that no payment will be made for the noon break on Saturdays, Sundays and holidays.

14.500 When shift schedules are to be changed, except as noted in Article 14.400 below, such employees will be given twenty-four hours advance notice and if less than twenty-four hours advance notice is given, the first shift worked on the new schedule will be paid at time and one half the straight time hourly rate.

14.600 When shift schedules are being revised to return the employee to his normal work schedule, the twenty-four hours advance notice requirement of 14.500 will not apply. In place, the employee must be notified

at the start of his shift that he is to return to his normal work schedule and he must have an 8 hour break, or rest period between the completion of his shift and the start of his normal work schedule. In the situation where the 8 hour break or rest period does not allow him to return to work at the normal starting time, the provisions of Article 20.200 (specifically Article 20.307) on minimum pay and reporting time apply.

14.700 Payment for the Statutory Holidays, as listed in Article 18.000 of this Agreement, shall be in accordance with the attached Schedule.

ARTICLE 15.000 - LONG SHIFT CONDITIONS:

15.100 A 'Long' shift system may be established when it is intended to operate the shift in excess of sixty calendar days.

15.101 Shift employees may be scheduled on a one-shift basis: days, afternoons, midnights; two-shift basis: days-afternoons, afternoons-midnights, midnights-days; on a three-shift basis: Each shift employee must be scheduled for three consecutive work days and may be scheduled for five or seven days per week.

15.102 The establishment of a one, two or three shift system under this Article shall not affect the Company's ability to continue to operate regular "Day Work Conditions" as specified in Article 13.000, or "Short Shift Conditions" as specified in Article 14.000, for those employees so assigned.

15.103 The above employees are those who are assigned to a scheduled shift unit which will run for a minimum period of sixty days and will be scheduled to cover continuous plant operation for five days or seven days per week.

15.104 Employees engaged under the long shift conditions must complete sixty days on shift except that when an employee is replaced within the shift for any reason (temporarily or permanently) both the replaced employee

and the replacing employee shall be considered as the same for determining pay conditions under this Article.

15.105 In the event that the sixty (60) day conditions are not met, pay conditions will be adjusted to pay conditions for short shifts.

15.200 The above employees will have two (2) consecutive days off per week in lieu of Saturday and Sunday.

15.300 When shift schedules are to be changed such employees will be given twenty-four hours advance notice and if less than twenty-four hours advance notice is given the first shift worked on the new schedule will be paid at time and one-half the straight time hourly rates.

15.400 Shift premium will be one dollar and twenty-five cents (\$1.25) per hour for afternoon shift and one dollar and seventy-five cents (\$1.75) per hour for midnight shift.

15.500 The standard work day shall be eight (8) hours of continuous employment including lunch period. No shift employee shall leave duty until relieved at his regular place of work without the permission of his supervisor.

15.501 Overtime is to be paid at time and one half for the first three (3) hours per work day, Monday to Friday. Double time is to be paid for overtime worked after three (3) hours per day and on first scheduled day off in a 4 day work week, Saturdays, Sundays and Holidays.

15.502 In no case shall overtime rates exceed double the hourly rate shown on the attached Schedule.

15.600 Payment for Statutory Holidays as listed in Article 18.000 of this Agreement, shall be subject to the following:

15.601 Payment for the Statutory Holidays, as listed in Article 18.000 of this Agreement,

shall be in accordance with the attached Schedule.

15.602 All time worked on Statutory Holidays as listed in Article 18.000 of the Agreement shall be paid at the applicable overtime rate, but in no case shall overtime rates exceed double the hourly day rate shown on the attached schedule.

15.603 If a Statutory Holiday as listed in Article 18.000 of this Agreement, falls on Sunday it will be celebrated on the day proclaimed. The day recognized as the holiday by such practice will, for the purpose of computing premium pay be considered a holiday under this Agreement. When this occurs and Sunday is worked by Long-Term shift employees as part of their scheduled work week, they will not receive holiday premium pay for that day.

15.604 Where it is the decision of the Plant Management not to operate on any day(s) which are declared statutory holidays and shift employees are affected, such employees shall be paid in full for any lost time involved, providing they indicate to the Company that they are available for work on their next regular shift.

ARTICLE 16.000 - STARTING TIME AND QUITTING TIME CONDITIONS:

16.100 After notifying the Unions, the starting and quitting times of any shift, including day work, may be changed for all or any portion of a particular job. For the purpose of this Article, the standard work day of eight (8) hours or ten (10) hours for the job or portion thereof to which any such change of starting time applies, shall begin with such new starting time.

Note: The Company agrees under this Article, not to unilaterally move the start of day work unreasonably i.e., more than two (2) hours from the established start time.

ARTICLE 17.000 - COMPRESSED WORK WEEK CONDITIONS:

17.100 A "Compressed Work Week" system may be established when it is intended to operate the system in excess of fourteen (14) calendar days. The system may be arranged to cover continuous plant operation for seven days per week.

ARTICLE 18.000 - STATUTORY HOLIDAYS:

18.100 The following days will constitute the recognized holidays within the terms of this Agreement:

- | | |
|-------------------|---------------------|
| 1. New Year's Day | 6. Labour Day |
| 2. Good Friday | 7. Thanksgiving Day |
| 3. Victoria Day | 8. Christmas Day |
| 4. Canada Day | 9. Boxing Day |
| 5. Civic Holiday | |

18.200 When a recognized holiday falls on a Saturday or a Sunday or the first or second day off, the holiday will normally be celebrated on the following Monday or first following regular work day. However, should the Owner determine another day be recognized for his operating personnel this day will be recognized by the Company forces.

ARTICLE 19.000 - VACATION ALLOWANCE:

19.100 Vacation Pay will be in accordance with vacation pay rates established in the attached Schedule.

19.200 Where applicable Vacation Pay Books for employees engaged on Maintenance work shall be returned to the employee upon termination or by Registered Mail within forty-eight (48) hours of termination. All employees should be requested to give a permanent address at time of "sign on" for such purposes.

ARTICLE 20.000 - MINIMUM PAY AND REPORTING TIME:

20.100 Inclement Weather - The Company retains the right to determine working requirements, number and kind of people required, when only a portion of the work may be performed under protection or may be of an emergency nature. The procedure for review and determination of work and men to remain on the job shall be as follows:

20.101 The Company Superintendent will immediately contact the Foreman and Job Steward(s) of the Craft Union(s) affected and survey:

- (a) Circumstances affecting safety and efficiency of the work.
- (b) Determine degree of urgency of job continuation.
- (c) Determine number and skills of men required to perform the work commensurate with the urgency established.
- (d) Determine and arrange protection for safe efficient performance of the work as required by urgency and inclement condition.

20.102 The Foreman and Shop Steward will then advise the men of the circumstance, provisions being made for their safety and protection and arrange for the necessary men to proceed with assignments.

20.103 If work which can be done under reasonable and safe conditions cannot be found for all the craftsmen, then those who cannot be gainfully employed will be allowed to leave the job. The Company at this point will endeavor to find work for all craftsmen by rescheduling and altering the planned work, if so required.

20.104 If at this stage the craftsmen still refuse to go to work the Superintendent will instruct the Foreman and Steward of the craft that they are to contact the Business Agent or his immediate superior and report that the craftsmen have refused to go to work.

20.105 Subject to above, Article 20.500 of the Agreement shall be applied.

20.106 When an employee reports to work and cannot work because of inclement weather he shall be paid two (2) hours reporting time and the employee must remain on the job for the two-hour period unless otherwise instructed by the Company Supervisor.

20.200 Work Not Available - The following conditions apply:

20.201 When an employee reports to work and is not given the opportunity to work because none is available or was not advised before the completion of the previous day's work, he shall be paid two (2) hours reporting time and allowed to leave the job immediately.

20.202 If an employee has started to work on his regular shift he shall be paid not less than four (4) hours pay. When the employee works more than four hours but less than eight hours on his regular shift he shall be paid a minimum of eight (8) hours pay.

20.203 When an employee is requested to return to work for overtime between work days or on weekends he shall be paid a minimum of 2 hours pay at the appropriate overtime rate.

20.300 Conditions for Call-Ins of employees will be as follows:

20.301 When an employee is called in to work on his scheduled day off or a holiday, he shall be paid a minimum of two (2) hours pay at double (2) the basic hourly rate.

20.302 Employees will receive minimum of two(2) hours pay for all Call-Ins regardless of time or duration except that total call-in pay within a given shift will not exceed normal overtime pay for that given shift.

20.303 "Call-In" pay will be applicable to each call extended to an employee except that total call in pay within a given shift shall not exceed normal overtime pay for that period.

20.304 Call-Ins which immediately precede and become continuous with regular work day will be paid as follows:

(i) Minimum of two (2) hours at double the basic rate.

(ii) Overtime rate for any hours worked in excess of two (2) hours up to starting time of employee's regular work day.

(iii) At normal starting time of employee's regular work day pay shall revert to appropriate pay for that day.

20.305 It is not intended that an employee shall work more than 16 hours in any given twenty-four hour period, therefore, it should be established that a man must have at least eight continuous hours off between regular shifts or he will be paid overtime rates for all hours worked in excess of first eight until such time as the man does have 8 continuous hours off.

This shall be established as a Project Rule and it shall be the Supervisor's responsibility to verify the returning time with any employee working in excess of 16 hours or returning between shifts on "Call-Ins" to ascertain that the employee does receive the 8 hours off or is paid correctly.

20.306 It is the intent of this clause that no employee shall lose pay on a normal shift due to taking the required eight (8) hour break.

20.307 This guarantee does not operate when employees working their regular shift are notified of a change in work hours and required to take an 8 hour break. In such cases, the provisions of the 2-4-8 hour minimum pay provided for in Articles 20.201 and 20.202 will apply.

20.400 Subject to the above, it shall be the Company's prerogative to decide whether work shall be stopped during a day of work.

20.500 If an employee stops work for reasons of his own, and without the approval of the Company, he shall be

entitled to pay only for the hours actually worked in the day and minimum conditions shall not apply.

20.600 Conditions for employees on Stand-By-Duty on scheduled days off will be as follows:

20.601 Whenever an employee is scheduled for stand-by duty he will be reimbursed with two hours pay at double time for each period of duty. Each stand-by period will not exceed twenty-four consecutive hours, and not more than three consecutive stand-by periods will be permitted. Stand-by duty means that an employee agrees to be available on call during the period. The names of persons on stand-by duty will be posted.

ARTICLE 21.000 - TRAVEL:

21.100 During the term of this Agreement, no subsistence, travel allowance, mileage or pay for travel time will be paid to any employee covered by the terms of this Agreement.

ARTICLE 22.000 - MIXED CREWS:

22.100 It is recognized by the parties to this Agreement that the work covered at times requires the use of mixed crews. Where this becomes necessary, the Unions agree to cooperate with the Company in every respect in order that the work be conducted in a most expedient manner.

22.200 In the event that an emergency arises which would warrant the "Call-In" of other men or others could not be reached, the Company shall have the right to assign those on the project to such emergency work as is necessary. The Company agrees that in such cases, it will have due regard where practicable to Union jurisdiction.

22.300 Conditions for emergency work are as follows:

22.301 It is recognized by the parties to this Agreement that the work covered at times requires the use of mixed crews.

22.302 A mixed crew under the terms of this Agreement shall be any group of employees up to and including the entire maintenance

force signatory to this Agreement necessary to meet the emergency situation without regard to classification or craft for that period only.

22.303 An emergency under the terms of this Agreement is defined as any situation of an unexpected nature endangering life, property or normal plant production.

22.304 In the event such emergency continues, a return to craft line operation will be made as soon as contact between the Contractor and Local Business Agent is feasible. In any event the Contractor shall notify any or all Local Business Agents whose craft rights have been affected during the course of such emergency not later than the next regular business day.

ARTICLE 23.000- SUPERVISION:

23.100 The Company reserves the right to send into the area of work as many Supervisors and Professional Engineers, as it deems necessary to supervise the work covered by this Agreement.

ARTICLE 24.000 - TOOL ROOMS:

24.100 The Company and the Unions agree that it shall be the Owner's prerogative to maintain and operate a general centrally located tool room and warehouse. The Unions agree that the manpower required for the operation of the centrally located tool room and warehouse may at the Owner's option be employed directly by them.

24.200 If it is the intention of the Company to establish area tool rooms and warehouses as required for efficient service in the plant, these area tool rooms and warehouses will be manned under the terms of this Agreement.

24.300 Tools issued to employees for use on the job will remain Company property and those employees to whom the tools are issued will be responsible for their safekeeping and return. The Company may issue rules and regulations governing the issue of tools and their return to the Tool Room.

ARTICLE 25.000 - FIRST AID, SAFETY AND PROTECTIVE CLOTHING:

25.100 First Aid - the Company or the Owner will provide first aid services in accordance with applicable Provincial or Federal Legislation and Regulations.

25.200 Safety - the employees covered by the terms of this Agreement shall at all times while in the employ of the Company be bound by the Safety Rules and Regulations as established by the Company and the Owner. These rules and regulations are to be published at conspicuous places throughout the plant. The Company will provide to the employees, such items of safety equipment and apparel as required by these Safety Rules and Regulations.

25.300 Protective clothing for employees will be as follows:

25.301 The Company, on request shall issue up to 2 pairs of coveralls to resident employees each 12 months. Cleaning of these coveralls will be the responsibility of the Company. All such clothing when issued by the Company will be worn during on-the-job activity, will remain Company property and must be returned before leaving the jobsite. Rules and regulations governing the issue, cleaning and return of such clothing will be published at a conspicuous location on the job.

25.302 The Company accepts the responsibility to provide coveralls and all necessary protective clothing required for working conditions which are exceptional or would lead to speedier deterioration of personal clothing, than under normal or usually accepted working conditions.

25.400 Safe Work Incentive Payment:

Maintenance employees with twelve (12) months continuous service as at September 1, 2005 will receive a sixty-five dollar (\$65.00) safe work incentive payment provided they were not subject to

an incident where a WCB Form 7 was issued, during the period April 1, 2005 to August 31, 2005.

Subsequent safe work incentive payments will be paid each twelve (12) months of continuous service provided the employee was not subject to an incident where a Form 7 was completed.

New employees will enter the program upon hire and be eligible for the safe work incentive payment after twelve (12) months of continuous service. The company will post this program on its project site and ensure employees are aware of the intent and rules of the program.

ARTICLE 26.000 - PROJECT RULES:

26.100 Local Union Business Representatives should encourage all members to give employers a permanent mailing address and the name and address of "next of kin" for notice purposes.

26.200 It is recognized that in an operation of this kind, the Company and the Unions have interests in the rules governing the performance of the work under this contract. It is agreed that such project rules and regulations will be prepared and distributed among the men on the job by the Company, provided such rules do not conflict with or contravene terms of this Agreement.

26.300 It is agreed by the Unions that all of the employees covered by this Agreement shall be made aware of these project rules and regulations by the Company at the time of their hire and that they shall be bound by them throughout the duration of their employment.

26.400 It is further agreed that violation of these project rules and regulations is direct and just cause for disciplinary action, including discharge subject to Article 7.000, Grievance Procedure.

ARTICLE 27.000 - PERIODIC CONFERENCE:

27.100 Periodic conferences shall be held by the parties from time to time for the purposes of discussing matters of mutual interest.

ARTICLE 28.000 - WORK STOPPAGES:

28.100 During the term of this Agreement there shall be no lock-out by the Company and no slowdown or work stoppage by any of the Unions.

ARTICLE 29.000 - ADMINISTRATION FUND:

29.100 The employer shall contribute an amount of ten cents (\$.10) per hour earned under this Agreement to the General Presidents' Maintenance Industry Administration Fund.

ARTICLE 30.000 - MANAGEMENT CLAUSE:

30.100 The Company shall have full right to direct the progress of the work and to exercise all function and control, including, but not limited to, the selection of the kind of materials, supplies, or equipment used in the prosecution of the work and the right to discharge or lay-off any employee for just and sufficient cause, provided, however, that no Employee shall be discriminated against. These provisions do not prohibit the Union's right to the peaceful exercise of grievance procedure if in its judgement the spirit and intent of this Agreement has been violated.

ARTICLE 31.000 - DURATION OF AGREEMENT:

30.100 It is understood that this Agreement shall be in full force and effective from April 1, 2005 to March 31, 2008 and shall continue from year to year thereafter unless notice of desire to negotiate changes or termination is given by either party at least sixty days (60) prior to such anniversary date. Changes by mutual consent of the parties, are not excluded during the lifetime of this Agreement.

As Agreed this 1st day of April 2005.

FOR AND ON BEHALF OF E.S. FOX LTD.,
9127 MONTROSE ROAD, NIAGARA FALLS, ONTARIO.

President

FOR AND ON BEHALF OF THE UNIONS

General President
International Association of Heat
& Frost Insulators & Asbestos
Workers

General President
Laborers' International Union
of North America

International President
International Brotherhood of
Boilermakers, Iron Ship
Builders, Blacksmiths, Forgers
& Helpers

General President
International Union of
Operating Engineers

Director, Canadian Operatons
International Union of Bricklayers
& Allied Craftsmen

General President
International Union of
Painters and Allied Trades

General President
United Brotherhood of Carpenters
& Joiners of America

Director of Canadian Affairs
United Association of Journeymen
& Apprentices of the Plumbing &
Pipefitting Industry of the United
States and Canada

Vice President,
Operative Plasterers & Cement
Masons International Association

General President
International Brotherhood of
Teamsters

International President
International Brotherhood of
Electrical Workers

General Vice President
International Association of
Bridge, Structural & Ornamental
Iron Workers

Director of Canadian Affairs
Sheet Metal Workers
International Association

EXAMPLES SECTION

CASE I - A man who works from 8:00 a.m. to 4:30 p.m., and is called in at 1:00 a.m. and works until 3:30 a.m., then resumes his regular shift at 8:00 a.m., would be paid overtime for the hours worked from 1:00 a.m. to 3:30 a.m., but would be on straight time for 8:00 a.m.

He had a continuous 8 hour break between the end of one regular shift (4:30 p.m. to 1:00 a.m.) and the beginning of the next.

CASE II - A man who works from 8:00 a.m. to 4:30 p.m., and is called in at 11:00 p.m. and works until 2:00 a.m., then resumes his regular shift at 8:00 a.m., thus has not had a continuous 8 hour break between the end of one shift and the beginning of the next. He is entitled to overtime from 8:00 a.m. onwards until an 8 hour break occurs, or alternately and preferable the man may be instructed not to report until 10:00 a.m., i.e., so that he has an 8 hour break. In this event the "2, 4, 8 hour" pay clause would apply and the man would receive 8 hours pay for that day even though he reported back to work at 10:00 a.m. For call-ins on Sunday, which precede and may become continuous with regular work day Monday morning, the following rules will apply:

- (1) The employee must have 8 continuous hours off in the 24 hour period immediately preceding 8:00 a.m. Monday morning.
- (2) The employee should not work more than 16 hours without an 8 hour break.

CASE I - Therefore, if a man is called in at 4:00 p.m. Sunday and works until 1:15 a.m., he should report for work at 8:00 a.m. and be paid straight time, as he had an 8 hour break in the 24 hour period preceding 8:00 a.m. Monday.

CASE II - An employee should not work more than 16 hours and must take an 8 hour break before continuing work. Therefore, an employee called in at 7:00

p.m. Sunday could work until 11:00 a.m. Monday, 16 hours. He would be paid doubletime from 7:00 p.m. until 8:00 a.m. He would revert to straight time at 8:00 a.m., until 11:00 a.m. He would then be sent home at 11:00 a.m. and paid 8 hours for Monday (8:00 a.m. to 4:30 p.m.). Employees working long call-ins that approach regular starting time on Monday, should be given the option of remaining at work and taking advantage of the 16 hour rule. In other words, it is unfair to send the employee home at 7:00 a.m. after working 10 hours, and expect him to be back at 8:00 a.m. to be paid straight time.

CASE III - In another case an employee is called in at 2:00 p.m. on Sunday and works until 2:00 a.m. He would be instructed to take an 8 hour break and report at 10:00 a.m. Monday and be paid for the day at straight time, as he did not have a continuous 8 hour break in the 24 hour period from 8:00 a.m. Sunday to 8:00 a.m. Monday.

**ARTICLE 12.100 SCHEDULE
MAINTENANCE RATES AND BENEFITS FORMULA**

The following formula of rates and benefits is included into this Agreement pursuant to Article 12.000.

- 1) Journeyman base rate will continue to be set at \$1.00 below the respective ICI Journeyman base rate. This formula will remain in place until March 31, 2008.
- 2) 100% of Union benefit funds to be paid until March 31, 2008.
- 3) Supervisory premiums and apprentice percentages to be applied as appropriate to the maintenance base rate.
- 4) The employer is responsible for the proper payment of wages and benefits pursuant to the wage formula.

APPENDIX 'A'

GENERAL UNDERSTANDING ARISING FROM 2002 RENEWAL DISCUSSIONS.

- 1) It is understood by the contractors' signatory to this agreement that if an employee is requested and required to work in areas where damage to approved footwear is incurred, as a result of normal duties, such footwear will be replaced by the Company. A ceiling of \$150.00 inclusive of G.S.T. is payable supported by receipts.
- 2) Maintenance employers confirm a minimum of 2 hours notice of lay-off to allow employees to return tools etc., or 2 hours straight time payable in lieu.
- 3) Employers to review and ensure proper remittances to various union funds, including UA Canadian Training Trust Fund, Operating Engineers Advancement Fund. Hamilton maintenance employers to investigate and arrange for payment of I.B.E.W. Local 105 training monies that are included in the ECA fund.
- 4) Employers and the General Presidents' Maintenance Committee will meet with client representatives as appropriate to discuss occurrences of non-union contracting at the various maintenance sites.
- 5) The General Presidents' Maintenance Committee and employers jointly committed to improve communications with Local Unions in all areas. This will include the re-initiation of pre-shutdown meetings and regular experience review meetings as appropriate.
- 6) The parties agree to establish a joint sub-committee to investigate and review the process for the establishment of uniform, appropriate Drug and Alcohol Policies at maintenance sites.

APPENDIX 'B'

List of Employers currently signatory to Dofasco Site
General Presidents' Maintenance Agreement through
Adherence Agreements.

Lancaster Sheet Metal Ltd.
Dayson Industrial Ltd.
Kemp Construction.
Crossby Environmental Ltd.
Aggressive Metals Ltd.
Aker Kvaerner Songer Canada Ltd.
Comstock Canada Ltd.
Inscan Contractors Ltd.
John Kenyon Ltd.
Universal Painting.
Shewfelt Construction Ltd.
Aecon Industrial Ltd.
Jaegan Construction Limited.
The Barclay Construction Group Inc.
The State Group.
Aluma Systems Canada Ltd.
Triple Crown Enterprises.
Black & McDonald Ltd.

BACK COVER

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