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Agreement

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COLLECTIVE AGREEMENT

THIS AGREEMENT, executed and effective as of January 1, 2018 will continue in effect through December 31, 2022 by, and between



EVRAZ INC NA

P.O. Box 593

Central Park

RED DEER, Alberta

T4N 5G6

(hereinafter referred to as the "Company")

and SHOPMEN'S LOCAL UNION NO. 805
of the INTERNATIONAL ASSOCIATION
OF BRIDGE, STRUCTURAL, ORNAMENTAL
AND REINFORCING IRON WORKERS
(affiliated with the AFL-CIO, CLC)
(hereinafter referred to as the "Union").

Purpose of Agreement

Whereas the parties agree that it is mutually beneficial and desirable to arrange and maintain fair and equitable earnings, labour standards, wage rates and working conditions to obtain efficient operations, to protect the safety and health of employees and to provide machinery for the adjustment of disputes which may arise between the parties hereto. Therefore, the Company and the Union agree as follows:

SECTION 1 BARGAINING UNIT

- 1.01** The terms and conditions set forth in this Agreement shall have full force and effect for all employees in the bargaining unit as described in Section 3.
- 1.02** Persons whose regular jobs are not in the bargaining unit shall not work on any jobs which are included in the bargaining unit except for purposes of instruction or in emergencies when bargaining unit employees are not available or for the purpose of experimenting when bargaining unit employee(s) are present to observe or assist.

SECTION 2 INTERNATIONAL NOT A PARTY TO AGREEMENT:

- 2.01** The International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers, the parent body of the Union (hereinafter referred to as the "International"), is not a party to this Agreement and assumes no responsibility or liability under this Agreement and similarly shall have no right of redress thereunder, against the Company for the breach hereof.

SECTION 3 UNION RECOGNITION

- 3.01** The Company recognizes the Union as the exclusive bargaining agent for all employees of the Company employed in or around the City of Red Deer, Alberta, except office and clerical employees, sales employees and those exercising managerial functions or employed in a confidential capacity in matters relating to labour relations.
- 3.02** All reference to employees in this Agreement designates both sexes and whenever the male gender is used, it shall be construed to include both male and female employees.

SECTION 4 UNION MEMBERSHIP

- 4.01** Each of the Company's employees to whom this Agreement is applicable, as defined in Section 3 hereof, shall, as a condition of employment, be or become a member of the Union not later than the thirtieth (30th) day following the effective date of this Agreement, or not later than the thirtieth (30th) day following the beginning of his employment, whichever is the later. Each employee shall, as a condition of continued employment, remain a member of the Union in good standing in accordance with its Constitution and Bylaws.
- 4.02** If, upon receipt of a written notice from the Union office that an employee has not acquired membership in the Union, or has not maintained his membership in good standing therein as provided for in this Section, and if then the Business Manager of the Union provides the Company with written instructions to do so, the Company shall discharge such employee and such employee shall not be re-employed during the life of this Agreement unless or until he complies with the provisions of this Section. The Union shall and hereby does indemnify, and agrees to defend and hold the Company harmless against any and all claims, demands or suits that shall rise by reason of this action taken by the Company in reliance upon such written instructions.
- 4.03** The Company shall give each newly hired employee and each person rehired or recalled from layoff, a form showing the job classification for which such person has been employed, his straight time hourly rate and social insurance number. For each such new or former employee, the Company shall provide one (1) copy of the above mentioned form to the Chief Shop Steward.
- 4.04** On the date each new employee is hired, the Company shall submit to such employee an application, in duplicate,

for membership in the Union and a Check-Off Authorization which shall be signed by such employee. The duplicate copies of the application for membership and a copy of the Check-Off Authorization shall be promptly transmitted to the Union.

SECTION 5
CHECK-OFF OF UNION DUES –
INITIATION AND/OR REINSTATEMENT FEES

- 5.01** It shall be mandatory that each employee of the Company, who is a member of the Union, sign and deliver to the Company, an authorization directing the Company to withhold from such employee's earnings, Union Dues, Initiation and/or Reinstatement Fees, as hereinafter provided for in this Section. Upon receipt thereof, the Company shall deduct from such employee's earnings, on the first pay day in each month, the amount owed to the Union by each such employee for Union Dues, Initiation and/or Reinstatement Fees. However, should any such employee have no earnings due to him on the first pay day in any month or should such employee's earnings be less than the amount such employee owes the Union for dues, then in that event, the deduction shall be made from the employee's earnings on the next succeeding pay day on which his earnings are sufficient to cover the amount of dues owed to the Union by such employee. By the twenty-sixth (26th) day of the current month, the Company shall mail to the Financial Secretary of the Union, a cheque, made payable to the Union, for the amount of Dues, Initiation and/or Reinstatement Fees the Company has withheld during such month, which shall be accompanied by a list, in duplicate, containing the names of the employee and the amount deducted from each such employee's earnings. Upon receipt of such cheque and list, said Financial Secretary of the Union shall sign one (1) copy of such list, acknowledging receipt thereof, and promptly return such signed list to the Company. The Union

will notify the Company in writing as to the amount of the monthly Union Dues, Initiation and/or Reinstatement Fees as provided for in the Local Union Bylaws.

SECTION 6 MANAGEMENT RIGHTS

6.01 The Union recognizes that it is the function of Management to manage the affairs of the business and to direct the working forces of the Company, subject to the terms of this Agreement.

6.02 Such management function shall be:

- (a) To determine the products and schedules of production, the locations of production, the methods and sequence of manufacturing processes.
- (b) To maintain discipline of employees, including the right to make reasonable rules and regulations, provided however, that any dispute as to the reasonableness of such rules and regulations or any dispute involving claims of discrimination against any employee in the application of such rules and regulations shall be subject to the grievance procedure of this Agreement.
- (c) To discharge, suspend or discipline employees for just and reasonable cause, and also hire, transfer, promote, demote and to assign employees to shifts.

SECTION 7 HOURS OF WORK

7.01 Definition of a Day

A day is a twenty-four (24) hour period beginning with the start of the employee's shift. The basic work day shall consist of consecutive hours established under this Agreement, broken only by the established lunch periods.

7.02 Definition of a Shift Schedule

A standard shift schedule is any shift that is five eight (8) hours days a week. A non-standard shift schedule is any shift that is not five eight (8) hour days a week.

Shift schedules will be posted by Tuesday at 5:00 PM. Any revisions will be posted as soon as finalized but no later than Wednesday at 5:00 PM.

7.03 Hours of work and determination of standard shift schedules will be established solely by the Company.

7.04 A shift starting on or after 6:00 p.m. but before 6:00 a.m. is a first (or night) shift.

7.05 A shift starting on or after 6:00 a.m. but before 10:00 a.m. is a second (or day) shift.

7.06 A shift starting on or after 10:00 a.m. but before 6:00 p.m. is a third (or afternoon) shift.

7.07 Day of Shift – a shift shall be considered as worked on the calendar day on which it begins, with the exception of the first (or night) shift which could begin during the evening before.

7.08 The following non-standard shifts are considered established:

- Twelve hours, 7 day schedule – 2 crews
- Twelve hours, 7 day schedule – 3 crews
- Twelve hours, 7 day schedule – 4 crews
- Eight hours, 7 day schedule – 4 crews

A Shift/Overtime Committee consisting of three union members selected by the Union shall work with management to determine the shift schedules to be worked. When decisions are being contemplated that would create a business need for a non-standard shift, other than what is outlined above, the Shift/Overtime Committee will be

involved prior to any final decision to implement a new non-standard shift. The Committee will have an opportunity to review the factors involved in the decision to implement a non-standard shift and to provide input on creative ways to implement an appropriate shift schedule that will provide maximum efficient utilization of equipment and adequate maintenance coverage at a competitive cost while also being acceptable to management and the majority of employees who will be scheduled to work the non-standard schedule.

Other than the non-standard shifts noted above, the Shift/Overtime Committee will require a review of any non-standard shift schedule previously implemented and have the right to reject re-implementation of such schedule at that time.

Implementation of any new non-standard shift will be for a trial period of reasonable duration agreed upon by the shift committee and management. After the trial period the affected employees will be asked for approval to continue the shift until such time as scheduling requirements change. If, at the end of the trial period, the shift is rejected, the Shift/Overtime Committee and management will implement an orderly transition back to an established shift schedule, or a mutually acceptable alternative, with as little hardship (loss of pay, extra hours), as possible to the employees involved and without disruption to operational requirements.

The implementation or termination of a regular daily work schedule in excess of eight (8) hours shall not result in the payment of any overtime hours or any other premiums which would otherwise be applicable.

7.09 Lunch Periods

- (a) On continuous standard shift operations of eight (8) hours, employees will be granted a twenty (20) minute lunch period paid for by the company.

- (b) For a non-standard twenty-four (24) hour continuous shift operation, there will be an uninterrupted one-half (1/2) hour, paid lunch break to be scheduled between the fourth and eighth hours of the shift.
- (c) For all (Standard or non-standard) non-continuous shift operations, there will be an uninterrupted one-half hour, unpaid lunch break.

SECTION 8 OVERTIME AND ALLOWANCES

8.01 General Provisions

Any employee who misses regular scheduled hours will be paid regular straight time for any overtime shift hours until the regular shift hours have been made up in that scheduled pay period.

Clarification: The following reasons shall be considered in the calculation of regular hours worked for the pay period.

- Daily overtime will not be affected.
- Regular scheduled hours will include the following approved absences:
 - Approved vacation.
 - Bereavement Leave, Jury Duty, Union Leave (Excluding 18.06).
 - Health appointments that have been prearranged with the employee's supervisor and the employee must provide proof of attendance. (The employee will be expected to work the balance of the shift before and/or after their appointment).
 - Any hours cancelled by the Company.

Any employee who has missed time may be called at the Company's discretion or placed at the bottom of the Overtime List as described in 8.08 (a).

8.02 The Company shall give notice of overtime as far in advance

as is practical and such work shall be considered as scheduled. In the application of this provision, the parties will follow 8.08 (a).

8.03 Employees staying beyond the end of their normal scheduled shift shall be paid at the rate of one and one-half (1½) times the standard hourly rate for their first two (2) hours and two (2) times the standard hourly rate for all hours worked thereafter.

8.04 Scheduled Days Off: Should an employee be scheduled to work overtime on his scheduled days off he shall be paid as follows:

Time and one half will be paid for the first overtime shift worked, double time will be paid for the second overtime shift worked, etc. rotating between time and one half and double time in a pay period providing the employee has met the provisions of 8.01

In the event that an employee works a Saturday at time and one half and the consecutive Sunday of a new pay period, the Sunday will be paid at double time and the next overtime shift worked in the pay period will be at time and one half and the overtime rotation continues from there.

Working Statutory Holidays is not included for determining the payment of Double Time if it is part of an employee's regular schedule.

8.05 Shift Changes

(a) An employee who is required to change shifts shall do so for his standard hourly rate provided he has not worked more than twenty (20) days in any twenty-eight (28) day period (for eight (8) hour shifts), or worked more than twenty (20) days in any thirty (30) day period (for eight (8) hour and thirty-five (35) minute shifts). Hours worked in excess of the above shall be paid at the applicable overtime rates.

(b) In the event that an employee is changed from one shift or schedule to another, either by a change in work schedule or by promotions or demotions in the lines of progression, he shall work the schedule he has been changed to for his regular straight time hourly rate, but he shall not work more than one hundred and sixty (160) hours in any twenty-eight (28) day period. Applicable overtime rates for shift changes shall be paid for all hours worked over one hundred and sixty (160).

8.06 Exchanging Shifts: Employees may exchange shifts with other employees upon approval of their Supervisor and they shall receive straight time pay for the changed shifts. A shift exchange shall not be considered in the calculation of overtime or result in overtime pay.

8.07 Pyramiding: There shall be no pyramiding of overtime in the calculation of overtime pay and no employee shall be entitled to more than his standard hourly rate plus applicable overtime payment in accordance with hours worked.

8.08 Overtime Distribution: The Company shall attempt to rotate and spread overtime work as evenly as possible among the qualified employees. On a bi-weekly basis, employees willing to work overtime will place their names on an overtime list. The procedures to be used in the handling of overtime will be outlined in 8.08 (a). Employees making this commitment must be available from two (2) hours prior to the start of the shift(s) to one (1) hour following the start of the shift(s) they have indicated, so that they may be called if necessary. An employee unavailable when contacted or refusing to report shall be treated in the same fashion as an employee failing to report on his regular shift. This in no way jeopardizes the Company's right to schedule overtime. The Vice-Foreman or Supervisor will deal with any overtime problems within their respective departments as they occur governed by the procedures set forth in 8.08 (a).

- (a) The parties agree that the following procedures will be utilized in the handling of overtime with the exception of “Full Crew Scheduling” at the Evraz Red Deer plant:
1. As much as practicable, straight time will be worked before overtime.
 2. When overtime is used, the Company will attempt to rotate and spread overtime work equitably among employees in the department of which the overtime occurs, by utilizing the overtime department signing sheets, and then the plant wide overtime signing sheets.
 3. The Company will not force anyone if there is qualified volunteer signed up for the shift.
 4. Overtime Sheets – Production and Maintenance Employees
 - a) Employees making the commitment to overtime by putting their name in the weekly department overtime sheet will get preference for that date. This involves leaving a contact number and signing the weekly overtime, with what days and shifts they will be available for overtime coverage. Employees who sign up for overtime and refuse to work the offered overtime opportunity two times in a 30 day period will be removed from consideration for overtime for a thirty (30) day period.
 - b) Should the Company need to schedule shift coverage in advance, (vacations, leave of absences, etc.) an employee who has signed the weekly OT sign-up sheet will be deemed available for any scheduling and overtime opportunities which becomes available and they are qualified to perform. The plant-wide overtime sheets will be posted on Tuesday and taken down by 7:00 am Monday on the prior week to meet

weekly scheduling overtime needs in the following week. Overtime sheets will be posted to reflect the date range of overtime opportunities.

- c) The following procedure will be utilized for offering overtime to fill an opportunity which develops prior to the start or during the shift:
 1. The qualified-senior employees on the shift where the vacancy exists will be allowed to promote on shift and paid on a straight-time basis.
 2. The resulting vacancy, if the Company chooses to fill it, will be filled by contacting the qualified employee, and utilizing the overtime department signing sheets and then the plant wide overtime signing sheets.
 3. The vacancy will then be filled voluntarily based on management discretion.
- d) If the Company requires an employee to work overtime, it is the Company's obligation to contact a qualified employee whose name is on the overtime sheet. The supervisor will maintain a written record. If the Company errs and calls in an incorrect employee whose name was not on the overtime sheet, then the Company shall offer the next overtime opportunity that the wronged employee has signed up for.
- e) If the overtime opportunity cannot be filled on a voluntary basis then the Company will have the right to force qualified-junior employees with the least overtime opportunities worked in the plant. After an employee has been forced to work one full shift (8 hours or more) of overtime, if the need arises to work overtime in the next 48 hour period and if no one desires to work the overtime voluntarily then the

next qualified-junior employee based on overtime opportunities worked will be required to work the overtime.

- f) Management shall maintain the overtime sheets. Such sheets shall be accessible to Union Representatives upon request.
- g) Employees cannot dispute overtime assignments if he/she does not sign his/her name to the appropriate overtime sheets.

8.09 Employees staying beyond their shift may stay up to a maximum of sixteen (16) hours worked for that day. Upon the request of the employee, the Supervisor and the employee will make every effort to find another employee willing to work overtime.

8.10 Hours Equalization Shift: Under an averaging agreement an "Hours Equalization Shift" will be designated by Management after consultation with the Shift/Overtime Committee. Payment for an Hours Equalization Shift will be comprised of a combination of straight time and/or applicable overtime rate in accordance with the designated schedule provided the employee has worked the requisite 160 hours in the applicable 28 day period.

8.11 An employee expected to work three (3.0) hours past the end of their scheduled shift, will receive a hot meal. If an employee works three (3.0) hours or more past his scheduled shift and did not receive a hot meal, he will receive an allowance in the amount of \$15.00.

SECTION 9 HOLIDAYS AND HOLIDAY PAY

9.01 (a) The following shall be recognized as statutory holidays:

- | | |
|-------------------|---------------------|
| 1. New Year's Day | 7. Labour Day |
| 2. Family Day | 8. Thanksgiving Day |
| 3. Good Friday | 9. Remembrance Day |
| 4. Victoria Day | 10. Christmas Day |
| 5. Canada Day | 11. Boxing Day |
| 6. Civic Holiday | 12. New Year's Eve |

(b) The New Year's Eve statutory holiday will be split between Christmas Eve and New Year's Eve with the exception of those employees on a straight days shift schedule. In this case, the New Year's Eve statutory holiday will remain 7:00 am December 31st to 7:00 am January 1st.

- Christmas Eve will be observed from 7:00 pm, December 24th to 7:00 am, December 25th.
- The Christmas Day statutory holiday will be observed from 7:00 am, December 25th to 7:00 am, December 26th.
- The Boxing Day statutory holiday will be observed from 7:00 am, December 26th to 7:00 am, December 27th.
- New Year's Eve will be observed from 7:00 pm, December 31st to 7:00 am, January 1st.

During the 36 hour period starting at 7:00 pm December 24th the Company will make all attempts to fulfill the needs of the operations with volunteers selected from a sign up list that will be posted no later than December 1st each year. Normal scheduling practices will remain in effect.

(c) The observance of the holidays may be transferred by mutual agreement to other days than the date proclaimed or provided above.

9.02 Each employee who does not work a Statutory Holiday shall receive Statutory Holiday Pay in accordance with Alberta's Provincial Legislation.

9.03 Employees must meet all of the following eligibility rules to qualify for payment of statutory holidays:

- (a) The employee must have worked a minimum of eight (8) hours his last scheduled working day prior to, and his next scheduled working day after such holiday within the employee's scheduled work week, unless the absence is the result of an approved leave of absence.

9.04 Working Paid Holidays

- (a) Where a paid holiday falls on an employee's scheduled day of work and he works:
 - i. An employee shall be paid a sum equal to his standard hourly wage rate for the normal duration of his shift; and
 - ii. The employee shall be paid on a pro-rated basis for all hours worked on that paid holiday. For example:

<u>Shift (Hours)</u>	<u>Overtime Rate</u>
Less than 10	2.00
At least 10, but less than 12	1.80
12 or more	1.667

- (b) An employee who works on his day off on any of the listed paid holidays shall be paid at the rate of two (2) times his standard hourly rate for the normal duration of his shift in addition to his pay for the listed holiday and will also receive an extra day off without pay on his annual vacation.

9.05 In the event that one of the above-named holidays occurs during the employee's vacation, he shall be paid a sum equal to eight (8) hours straight time pay and be granted one (1) extra day without pay on his annual vacation.

- 9.06** In the event that one of the above-named holidays fall on an employee's scheduled day off, and he does not work, he shall be paid a sum equal to eight (8) hours straight time pay and be granted one (1) extra day without pay on his annual vacation.
- 9.07** In the event that one of the above named holidays falls on an employee's scheduled shift and they do not work, they shall be paid as per legislation.
- 9.08** Where a paid holiday falls on a scheduled shift, an employee may request that day off, providing application is made at least seventy-two (72) hours in advance of the holiday. The Company will advise when paid holidays are to be worked at least seventy-two (72) hours in advance of the holiday, except in cases of unforeseen circumstances. The Company will make an effort to replace the employee requesting the holiday off.

**SECTION 10
WAGES AND PREMIUMS**

10.01 Standard Hourly Wage Table

Classification Title	Jan. 1, 2018	Jan. 1, 2019	Jan. 1, 2020
Vice-Foreman (Production)	37.71	38.09	38.85
Vice-Foreman (Maintenance)	42.00	42.42	43.26
Vice-Foreman (Other)	36.08	36.44	37.17
Tradesman 2	40.00	40.40	41.21
Tradesman 1	36.98	37.35	38.10
Electrical Engineering Tech	36.62	36.99	37.73
NDT Level 2	33.26	33.59	34.26
NDT Level 1	30.98	31.29	31.92
Lab Tech	31.26	31.57	32.20

ERW MILL

Mill Lead Hand	35.54	35.90	36.61
Mill Operator	35.00	35.35	36.06
Mill Crew (Crane, FCO, Uncoiler)	30.16	30.46	31.07
Mill Support (Wash Out/Salvage Operator)	27.99	28.27	28.84
Finishing Lead Hand	30.70	31.01	31.63
Final Inspector	29.07	29.36	29.95
Finishing Operator (Hydro, Beveller, N.Saw)	27.99	28.27	28.84

Classification Title	Jan. 1, 2021	Jan. 1, 2022
Vice-Foreman (Production)	40.01	41.21
Vice-Foreman (Maintenance)	44.55	45.88
Vice-Foreman (Other)	38.28	39.43
Tradesman 2	32.44	43.72
Tradesman 1	39.24	40.42
Electrical Engineering Tech	38.86	40.02
NDT Level 2	35.29	36.35
NDT Level 1	32.87	33.86
Lab Tech	33.17	34.17

ERW MILL

Mill Lead Hand	37.71	38.84
Mill Operator	37.14	38.25
Mill Crew (Crane, FCO, Uncoiler)	32.00	32.96
Mill Support (Wash Out/Salvage Operator)	29.70	30.59
Finishing Lead Hand	32.58	33.55
Final Inspector	30.85	31.77
Finishing Operator (Hydro, Beveller, N. Saw)	29.70	30.59

Classification Title	Jan. 1, 2018	Jan. 1, 2019	Jan. 1, 2020
API			
Threading Mill Lead Hand	35.54	35.90	36.61
Threading Mill Operator 3 (Thread Inspector)	30.70	31.01	31.63
Threading Mill Operator 2	29.63	29.93	30.52
Threading Mill Operator 1	27.99	28.27	28.84
PTL			
Premium Threading Operator 3 (Inspection & CNC)	30.70	31.01	31.63
Premium Threading Operator 2 (Bucker Op.)	29.07	29.36	29.95
Premium Thread Operator 1	27.99	28.27	28.84
YARD/ALL LINES			
Yard Equipment Operator	29.63	29.93	30.52
Yard Lead Hand	30.16	30.46	31.07
Shipping Crew	27.99	28.27	28.84
Yard Crew	25.86	26.12	26.64

Classification Title	Jan. 1, 2021	Jan. 1, 2022
API		
Threading Mill Lead Hand	37.71	38.84
Threading Mill Operator 3 (Thread Inspector)	32.58	33.55
Threading Mill Operator 2	31.44	32.38
Threading Mill Operator 1	29.70	30.59
PTL		
Premium Threading Operator 3 (Inspection & CNC)	32.58	33.55
Premium Threading Operator 2 (Bucker Op.)	30.85	31.77
Premium Thread Operator 1	29.70	30.59
YARD/ALL LINES		
Yard Equipment Operator	31.44	32.38
Yard Lead Hand	32.00	32.96
Shipping Crew	29.70	30.59
Yard Crew	27.44	28.26

* Must complete all certification requirements for Level 1 or 2 and complete all NDT training hours to be eligible for the standard wage rate.

A tradesman who possesses more than one valid Journeyman license required by the Company will be paid the Tradesman 2 rate providing they are willing to work in both trades as and when required.

- 10.02** Effective January 1, 2018, the Standard Hourly Wage Table will be increased by 0.0%.
Effective January 1, 2019, the Standard Hourly Wage Table will be increased by 1.0%.
Effective January 1, 2020, the Standard Hourly Wage Table will be increased by 2.0%.
Effective January 1, 2021, the Standard Hourly Wage Table will be increased by 3.0%.
Effective January 1, 2022, the Standard Hourly Wage Table will be increased by 3.0%.

A bonus of Two Thousand Five Hundred (\$2,500) Dollars will be paid to employees who are currently working upon ratification of the Collective Agreement. Employees on LTD are excluded from receiving this payment.

10.03 Transition Rates:

Any employee hired after ratification (excluding all trades and maintenance positions) will be paid in accordance with the following schedule based on the labour grade held. **(All increases will be effective on the first pay period following the attainment of the required hours per increment)**

- 0 - 1040 hours worked: 70% of the labour grade held **or \$21.00 minimum**
- The first pay period following the accumulation of 1040 hours worked: 75% of the labour grade held **or \$21.00 minimum**
- The first pay period following the accumulation of 2080 hours worked: 80% of the labour grade held
- The first pay period following the accumulation of 3120 hours worked: 85% of the labour grade held
- The first pay period following the accumulation of 4160 hours worked: 90% of the labour grade held
- The first pay period following the accumulation of 5200 hours worked: 95% of the labour grade held

- The first pay period following the accumulation of 6240 hours worked: 100% of the labour grade held

10.04 Shift Premiums

- (a) A shift premium of forty (\$0.40) cents additional to the standard hourly rate shall be paid to each employee for hours worked during a third (or afternoon) shift and forty-five (\$0.45) cents for hours worked during a first (or night) shift. Night shift premiums for twelve (12) hour shifts will be paid at fifty (\$0.50) Cents per hour.
- (b) A Sunday premium of one dollar and twenty-five cents (\$1.25) additional to the standard hourly rate shall be paid to each employee for all straight time hours worked during the twenty-four (24) hour period beginning at the start of the regularly scheduled shift on Sunday.

10.05 Performance Bonus Plan (PBP)

Effective January 1, 2013 Red Deer employees covered by the Collective Agreement will no longer be eligible to participate in the EVRAZ INC NA Red Deer Performance

Enhancement Plan (PEP). Instead, those employees will participate in and be covered by the new Performance Bonus Plan (PBP).

During the year of 2013 the Company will guarantee a minimum payout level of the productivity portion at \$1.65 per hour on the new bonus plan.

Targets

- Reductions are applied to targets from December 31st, 2012.
- API Line Targets – New plan reduces targets by 13% and looks at only prime pieces instead of handled pieces.

- Finishing Line Targets – New plan reduces target by 10% and looks at only prime pieces instead of handled pieces.
- No Target review done on historical levels.
- Review Target if compliance was missed by 20%, high or low.
- FPY Targets fixed on each line, ERW Finishing 90%, API Line 85%, and PTL yet to be set.

In order to reward positive activities at the Red Deer facility the Company is implementing a new Performance Bonus Plan. The PBP has been developed taking into consideration current operating conditions and technologies at the Red Deer Plant. These operating conditions may change in the future, as technological advances are made and new methods, equipment and technologies are introduced. As these changes are introduced, modifications to the PBP may be required. However, no changes will be made to the PBP productivity targets until the technologies that are causing the targets to change have been operationally proven.

(1) **General** – The PBP will consist of four major components:

- Productivity – The calculation of the productivity component of PBP will be locked in no later than 24th of the month following the month being measured, and will be paid out within 7 business days following the lock-in date.
- Quality – After the completion of each quarter and after the Joint Company/Union Committee has determined the number of quality claims that will result in a reduction in the quarterly incentive, the reduction will be made at the end of each month for the current.

- Safety – The Safety component of PBP will be calculated quarterly and will be paid with the following month's PBP payment.
- Attendance – The Attendance component of PBP will be calculated quarterly and will be paid with the following month's PBP payment.

Monthly PBP = Productivity - Quality

Productivity = the weighted average compliance of the lines to the standard for the product being run.

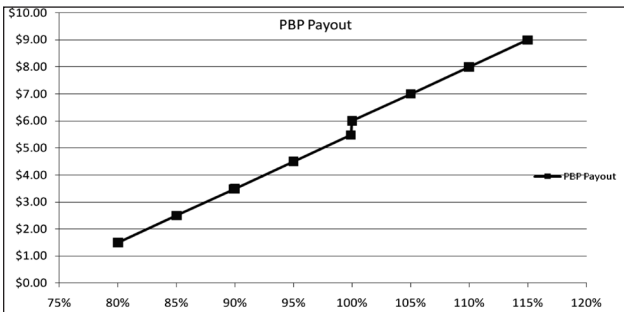
All Union hourly employees at the Red Deer Works who have successfully completed the probationary period will participate in the PBP. The hours accumulated in the period being measured are the sum of all hours worked by an employee in the period. [Straight time hours worked, vacation hours taken, statutory holiday hours and overtime hours based on regular hour equivalent.] The PBP payments will be made to active employees who have maintained their seniority standing at the end of the period being measured. Employees who die or who retire at normal retirement age will receive a PBP payment based on hours worked during the period being measured.

(2) **Performance Bonus Plan:**

A) Productivity Incentive – The hourly rate for the productivity incentive will be a function of how well all three finishing lines perform to their standards. The incentive will be based on a combined performance number derived from the performance of the ERW finishing line, the API threading line, and the Premium Threading Facility as follows:

- Overall ERW finishing line performance %:
Number of prime pieces handled/standard number of prime pieces handled per available hour.

- Overall threading line performance %:
Number of prime pieces handled/standard number of prime pieces handled per available hour.
- Overall PTL line performance %:
Number of prime pieces handled/standard number of prime pieces handled per available hour.
- The Combined overall performance % will be calculated by taking a weighted average of the 3 lines and equals the \$'s per hour based on the scale shown below.



Weighting of the lines is:

- ERW Finishing Line is 25.
- API Threading Line is 50.
- Premium Thread Line is 25.

Please notice that any line not scheduled to operate 60 hours or more in a month, will not be included in the calculation. The weighting of that line will be distributed proportionately to the other lines based on the remaining lines weighting.

Productivity Bonus Payout:

- Combined overall performance equal to or less than 80% = \$0.00/hr

- Each combined overall performance point above 80% = \$0.18/hr

Productivity Threshold Additive:

- Combined overall performance 80% <100% = \$1.50/hour
- Combined overall performance ≥100% or above = \$2.00/hour

Example 1:

ERW Finishing: 80% of standard

API: 99% of standard

PTL: 102% of standard

Weighted Compliance: 95.0%

Normal Production (\$0.18/hr * [95.0-80]) = \$2.70/hr

PBP Threshold additive ≥ 80<100 = \$1.50/hr

Total Production payout \$4.20/hr

Example 2:

ERW Finishing: 108% of standard

API: 111% of standard

PTL: 112% of standard

Weighted Compliance: 110.5%

Normal Production (\$0.18/hr * [110.5-80]) = \$5.49/hr

PBP Threshold additive ≥100 = \$2.00/hr

Total Production payout \$7.49/hr

B) Quality (Customer Claims) – An investigation by a joint Union/Company committee will be conducted into each claim paid to customers relating to product originating from Red Deer Works. Where the source of the problem leading to the claim is attributable to a quality shortfall at the Red Deer plant, the productivity incentive will be reduced by the following schedule:

- Claims of \$15,000 or more will be considered major claims.
- Claims greater than \$2,500 but less than \$15,000 will be considered minor claims.

- Claims less than \$2,500 will not be considered but will also be subject to review by the committee.

Minor Claim: minus \$0.10/hour of the productivity bonus in the quarter.

Major Claim: minus \$0.30/hour of the productivity bonus in the quarter.

- C) Safety Reward** – The hourly rate applied to the safety incentive is a function of the Red Deer facility accident frequency rate in each quarter compared to the Red Deer target for the year.

Payout:

- Quarterly Accident Frequency Rate > Red Deer Target: \$0.00/hr
- Quarterly Accident Frequency Rate < Red Deer Target: \$0.25/hr

Note: Accidents will affect the quarter that they are classified in and not when the accident occurred.

- D) Attendance Reward** – The hourly rate for the attendance reward is a direct function of an individual employee's ability to report on time and remain at work for their scheduled shifts in each quarter. The reward will be used to adjust only the individuals' bonus.

Calculation of the attendance reward:

- Perfect Attendance: Reward = \$0.50/hr
- 1 Occurrence: Reward = \$0.15/hr
- 2 Occurrences : Reward = \$0.00/hr

Note: An occurrence would be the failure to report to work on time, leaving early or absence due to illness that has been properly reported to the Company as per Evraz rules and regulations. If an employee does not follow the Evraz rules for reporting absenteeism,

this will be considered 2 occurrences. The following types of absenteeism are not considered occurrences for the purpose of this attendance incentive:

- Approved vacation.
- Approved leave of absence per Section 18 of the CBA.
- Health appointments that have been prearranged with the employee's foreman (The employee will be expected to work the balance of the shift before and/or after their appointment).

Example monthly bonus:

Using example # 2 from above, with an employee with no absenteeism occurrences, his bonus will be:

Productivity + attendance - quality
(108%, no occurrences, no claims)
 $\$7.49/\text{hr} + \$0.50 - \$0.00 = \$7.99/\text{hr}.$

**SECTION 11
PAYDAYS**

- 11.01** Employees shall be paid on a regular designated pay day every two (2) weeks by direct deposit into their account. When an employee is discharged, he shall be paid in full within the time period specified by the Alberta Labour Code.

**SECTION 12
REPORTING AND CALL-OUT PAY:**

- 12.01** Any employee who is scheduled or required to and does report to work on any day and is not put to work for at least four (4) hours shall be paid at the applicable rate for four (4) hours actual work on that day, except where failure to so put such employee to work is occasioned by non-operation of the plant, or a substantial part thereof, as a result of

fire, Act of God, failure of power or major breakdown of equipment.

- 12.02 Call-Out Pay:** An employee who is recalled to work prior to the start of his regular shift shall be paid double his regular straight time hourly rate for all hours worked on recall up to the starting time of his scheduled shift. If an employee's regular shift does not commence immediately following completion of the overtime period, he shall receive a minimum of four (4) hours pay at regular straight time rates.
- 12.03** An employee who is injured during his hours of employment and who requires the care of a doctor shall be paid any remaining scheduled regular and overtime hours on the day of the injury regardless of whether or not he is able to return to work. If such employee on any subsequent day visits a doctor for treatment of this injury he shall be paid for regular time lost thereby.

SECTION 13 VACATIONS

- 13.01** The vacation year will be defined as the period from May 1st of the previous year to April 30th of the current year.
- 13.02** Vacation pay for an employee with less than one (1) year of service shall be four (4%) percent of his gross earnings to April 30th of the current vacation year. Vacation pay for employees entitled to three (3) weeks vacation, four (4) weeks vacation, five (5) weeks vacation, or six (6) weeks vacation shall be based on six (6%) percent, eight (8%) percent, ten (10%) percent or twelve (12%) percent respectively of their gross earnings in the previous vacation year.
- 13.03** For employees originally re-called to IPSCO Inc., from Ram Steel Corporation Ltd. the actual time worked with Ram Steel shall be used when calculating vacation entitlement.

13.04 Effective May 1, 2002 vacation provisions will be as follows:

- Less than one (1) year service - one (1) work day each month of service up to a maximum of ten (10) work days; four (4%) percent of earnings to April 30th of the current vacation year.
- One (1) to five (5) years of service - three (3) weeks vacation, six (6%) percent of earnings.
- Five (5) to twelve (12) years of service - four (4) weeks vacation, eight (8%) percent of earnings.
- Twelve (12) years to Twenty-Five (25) years of service - five (5) weeks vacation, ten (10%) percent of earnings.
- Twenty-Five (25) years or more of service – six (6) weeks vacation, twelve (12%) percent of earnings.

13.05 The Company agrees to provide employees with their accrued previous year's vacation pay upon receipt of a written request. Upon termination, an employee will be paid his accrued vacation pay, both previous and current years, computed in accordance with their length of service as provided for in the Collective Agreement.

13.06 The use of shifts in excess of eight (8) hours will, if necessary, mean an employee will work some weeks in excess of forty (40) hours and some less averaging out at approximately forty (40) hours duration. Consequently, a vacation week will be calculated to be of forty (40) hours duration.

13.07 Employees will be limited to a maximum of three (3) weeks, which may be consecutive if available during the period that includes the months of May, June, July, August and December. If the allotments are not full after all employees have had the opportunity to book vacation then the remaining weeks will be allotted by seniority.

SECTION 14 WELFARE BENEFITS

14.01 General Provisions: The Company shall furnish each employee with a copy of a booklet or leaflet containing the benefits set forth herein.

When an employee is required to get a signed document from the employee's personal doctor by either the Company or its Insurer, that defines the employee's ability to return to work during and/or after medical absence, the Company shall reimburse the employee for any reasonable physician fee so incurred.

14.02 Eligibility for Benefits: No employee shall be eligible for Company benefits until they have completed their one hundred and twenty (120) calendar day probationary period.

14.03 Termination of Benefits: All benefits terminate on the date of cessation of active work by resignation or dismissal. Should any employee be laid off, his "welfare benefits" will be maintained by the Company to the end of the calendar month in which he is laid off. Thereafter, these coverage's will be maintained by the Company for an additional three (3) month period. After this additional three (3) month period, the employee may, by arrangement with the Human Resources Department, continue his welfare benefits for three (3) more months, (total of six (6) months following the end of the calendar month in which he is laid off) provided the employee makes the required premium payments. For purposes of this section, "welfare benefits" includes Life Insurance, Accidental Death & Dismemberment coverage, Major Medical, and Dental benefits. Benefits terminate at the end of the calendar month in which an employee retires.

14.04 Insurance: The Company agrees to pay the full cost of the Group Life Insurance covering employees in the amount of:

- (a) Life – Fifty Thousand (\$50,000.00) Dollars.
- (b) Accidental Death & Dismemberment – Seventy five Thousand (\$75,000.00) Dollars.

14.05 Weekly Indemnity: The Company agrees to pay the cost of the Weekly Indemnity Insurance Plan in the amount of Eighty (80%) Percent of the maximum EI insurable earnings with a minimum amount of insurable earnings established at Eight Hundred (\$800.00) Dollars per week.

Payments commence on the:

- first day of absence as a result of accident;
- fourth day of absence as a result of sickness; and
- first day of absence if hospitalized.

Benefits are payable up to a maximum of twenty-six (26) weeks of absence.

An employee receiving Weekly Indemnity benefits who returns to work on a reduced work week upon the recommendation of his doctor and the company doctor, will receive pay for hours worked plus a “top up” weekly indemnity payment to bring his total earnings for the week to the equivalent of his normal full weekly indemnity benefit.

14.06 Long Term Disability: All LTD claims initiated after January 1, 2018 will be administered by an Insurance Company selected by the Company with input from the Union. Benefit level of One Thousand two hundred (\$1,200) Dollars per month, or the benefit provided under the individual’s pension calculation, whichever is greater.

14.07 Dental: The Company agrees to pay the premiums for a dental plan. Benefits of the plan shall be as set out in the carrier’s policy. Plan benefits will not be in excess of the minimum fee specified in the current Provincial Dental Fee Schedule. This plan will provide for:

- Basic - One Hundred (100%) Percent
- Major Restorative - Fifty (50%) Percent
- Orthodontia - Fifty (50%) Percent

Maximum Amounts:

- Basic and Major Restorative: Two thousand (\$2,000.00) Dollars per person per calendar year.
- Orthodontia: Per Lifetime Two Thousand Five Hundred (\$2,500.00) Dollars, with an annual maximum of \$1,250.00 (at 50%).

14.08 Health Benefits: The Company agrees to pay One Hundred (100%) Percent of the premiums for the Alberta Hospital and Medical Care Health Care Insurance Plan on behalf of the employees and their dependents.

14.09 Major Medical: The Company agrees to pay the full premium costs of a Major Medical Plan for employees and eligible dependents to cover the following items:

- Prescription Drugs (One Hundred (100%) Percent) of the cost of generic drugs as an alternative to brand name drugs unless it can be demonstrated that the use of brand drug is a medical necessity by a licensed medical professional and provide prescription drug cards;
- Semi-Private Hospitalization (Eighty (80%) Percent);
- Ambulance Service (One Hundred (100%) Percent);
- Specified Appliances (Eighty (80%) Percent);
- Out of Canada Emergency Hospital Medical Care Expenses (Fifteen Thousand (\$15,000.00) Dollars maximum);
- Frames, lenses and the fitting of prescription glasses, sunglasses, including contact lenses up to a maximum of Two Hundred Twenty Five (\$225.00) Dollars in any

two (2) consecutive calendar years or an additional One Hundred (\$100.00) Dollars for prescription glasses only if the prescription changes after one (1) year per family member;

- (g) Hearing aids to a maximum of One Thousand (\$1,000.00) Dollars per family member during any thirty-six (36) month period;
- (h) Massage Therapy from a Registered Massage Therapist or treatment from a Registered Chiropractor - Eighty (80%) Percent to a maximum of Four Hundred (\$400.00) dollars per calendar year;
- (i) Physiotherapy – Eighty (80%) Percent to a maximum of One Thousand (\$1,000) dollars per calendar year

14.10 Conditions:

- Fifty (\$50.00) Dollars annual deductible;
- Fifteen Thousand (\$15,000.00) Dollars per person maximum per calendar year; and
- Thirty Thousand (\$30,000.00) Dollars per person during any 36 month period.

14.11 Pension Plan: The Company agrees to provide a Pension Plan with the following benefits:

- (a) Basic benefit of Fifty-five (\$55.00) dollars for all service rendered subsequent to January 1, 2018. Basic benefit of Fifty-four (\$54.00) dollars for all service rendered subsequent to January 1, 2015. Basic benefit of Fifty-two (\$52.00) Dollars for all service rendered subsequent to January 1, 2013. Basic benefit of Fifty (\$50.00) Dollars for all service rendered between January 1, 2010 and December 31, 2012. Basic benefit of Forty-three (\$43.00) Dollars for all service rendered between January 1, 2006 and December 31, 2009. Basic benefit of Forty (\$40.00) Dollars for all service

rendered between January 1, 2002 and December 31, 2005. Basic benefit of Thirty-four (\$34.00) Dollars for all service rendered prior to January 1, 2002.

- (b) A supplemental pension of Twenty (\$20.00) Dollars per month per year of credited service to the age of Sixty-five (65).
- (c) The Pension Window is extended until August 31st, 2017. Such benefit shall be a basic Fifty (\$50.00) Dollars with a supplemental benefit of Twenty (\$20.00) Dollars for all years of service. Employees choosing to retire under this Pension Window must provide 90 days written notice of their intent to retire and retire by December 31, 2017 in order to remain eligible to retire with such pension window unless otherwise approved by the Company.
- (d) Employees will be required to contribute Twenty-five (\$0.25) Cents per hour for all hours worked, including hours paid for vacation, statutory holiday and Weekly Indemnity, with a maximum contribution of Four Hundred Fifty (\$450.00) dollars in any calendar year subsequent to 2002.
- (e) For any employee who has achieved at least ten (10) years of seniority as of December 31, 2012 and who has lost pensionable service, the Company will give such employee additional Pension service in accordance with the following schedule for each year of additional pensionable service (or prorated for each portion thereof) he earns during the life of the agreement, up to a maximum of one (1) year for each year of employment less one (1).

Lost Years Pick Up Factor for Past Year

- 1. 2 – 4 years 0.5 for one year
- 2. 5 – 10 years 1.0 for one year

- i. The amount of lost pensionable service for an employee will be determined as of December 31, 2012.
 - ii. This is subject to acceptance by Canada Revenue Agency. In the event that this is unacceptable to Canada Revenue Agency, the parties shall meet as soon as possible to develop an alternate solution at an equivalent cost.
- (f) Long Term Disability – Increase benefit for those currently receiving LTD benefits under the Pension Plan to One Thousand (\$1,000.00) Dollars per month.
- (g) Effective January 1, 2013, all new employees will be enrolled into a defined contribution pension plan on the first day of the following month after ninety (90) days of permanent full time employment. Employees will contribute Five (5%) Percent of their earnings for all hours worked and will have an equal amount matched by the Company.

Effective June 6, 2018, all new employees will be enrolled into a defined contribution pension plan on the first day of the following month after one hundred and twenty (120) days of permanent full time employment. Employees will contribute Five (5%) Percent of their earnings for all hours worked and will have an equal amount matched by the Company.

SECTION 15 ERECTION AND FIELD FABRICATION

- 15.01** No employee covered by this Agreement will be permitted to work on field fabrication, installation or erection work coming within the jurisdiction of an outside local union of the International unless granted written permission by the Business Agent or Secretary of the outside local union in

the jurisdiction in which work is to be performed. When such written permission has been obtained, the employee concerned shall receive the hourly wage rate and working conditions applicable to such work.

SECTION 16 APPRENTICESHIP PROGRAM

- 16.01** Evraz INC NA and the Shopmen's Local Union No. 805 recognize the need for continuous training to maintain the high levels of skill and competence demanded in the trades and to provide adequate numbers of skilled workers for our plant.

PURPOSE

The purpose of the Apprenticeship Program is to encourage careful selection of persons entering the trade, to assist with the anticipated demand for skilled tradesmen to meet the Company's future manpower needs. The determination of the Company's future manpower needs and utilization of the Apprenticeship Program to meet those needs will be exclusively determined by management.

ELIGIBLE TRADES

The trades eligible for apprenticeship bids are those Journeyman trades as identified in the Red Deer Agreement.

ELIGIBILITY TO BID ON APPRENTICESHIPS

Employees must pre-qualify by successfully completing the appropriate aptitude testing. To be eligible to bid on an apprenticeship position, the employee must have a grade 12 diploma or equivalent and meet the requirements set out by the Provincial Apprenticeship Branch for the specific trade. Employees will only be allowed to participate in one company-sponsored apprenticeship. Those wishing to bid on a posting must complete a job posting application, following the normal bidding outlined in the CBA.

HOW ARE APPRENTICES SELECTED

Applications are reviewed by management whose decision will be based on the criteria indicated below. The Maximum points that can be received will be 100. Following is the point breakdown:

- 15 Points Maximum For Seniority – The applicant will receive points for seniority based on rating scale described in the Apprenticeship program point system below.
- 25 Points Maximum For Work Related Experience (includes experience gained at Evraz as well as experience gained working elsewhere. The Committee members shall consider experience in the trade and related jobs in the industry including experience gained at Evraz. The applicants will receive points for work related experience based on evaluation.
- 25 Points Maximum For Observed Ability and Potential – Things taken into consideration include the applicant's ability to work with others, ability to follow instructions, dependability, attendance, etc. As this is a subjective rating, all raters will be asked to give their reasons to the other members of the Selection Committee before any of them give their personal rating on this category.
- 35 Points Maximum For Aptitude Test – Applicants will receive points based on test results.

Apprenticeship bids will be filled by the qualified applicant with the greatest combined score on the above four criteria. Applications will be evaluated by the Joint Apprenticeship Committee, which will consist of six members, three Company and three appropriate Journeymen using the Completed Job Posting Application form. Ability and potential weighting criteria and verification and clarification of information contained in the Job Posting Application Form will be determined by a joint interview process conducted by the Committee.

CONTINUITY OF EMPLOYMENT

The Company intends and expects to give the Apprentices continuous employment. However, the Company reserves the right to layoff Apprentices whenever conditions of business make it necessary. If an Apprentice is cut back or laid off because of lack of work, an opportunity will be given for recall to the Apprenticeship Program before any other person is employed as an Apprentice in that trade.

In the event of a cut back or layoff, Management will review how to complete existing apprenticeships, before posting new apprenticeship bids in the same trade.

LAYOFFS

- Journeymen will not be allowed to displace any Apprentices scheduled for any reason except for layoff. Also, Apprentices will not be allowed to displace any other Apprentice as scheduled for any reason. Apprentices will be laid off prior to any Journeyman layoffs in the same trade.
- The Employer will ensure that each employee who is accepted into the Apprenticeship Program and who is unaffected in the above bullet will receive the required work hours as an Apprentice to complete each year of the Apprenticeship Program.

OVERTIME

Apprentices will be allowed to work overtime, for which they are qualified to work, but will not be utilized to displace Evraz Journeymen for overtime.

HOW DOES AN APPRENTICE PROGRESS

Having successfully been accepted into to the Apprenticeship program, the employee enters the Apprenticeship Program as a first year Apprentice, 70% of Tradesman 1. Second Year Apprentice, 75% of Tradesman 1. Third Year Apprentice, 80% of Tradesman 1. Fourth

Year Apprentice, 85% of Tradesman 1. Journeyman, 90% of Tradesman 1. Red Seal Certification, 100% of Classification. Pay rate at every increment will be adjusted on the date proof of attainment is provided to the Company as long as they are in that position. After the Apprentice attains a Red Seal Certification, they will not be assigned as a Tradesperson until an opening or opportunity exists. However, the Company maintains the right to adjust its maintenance work force needs based on business conditions and assign such newly promoted apprentices to production positions they are qualified to perform and be paid the rate of the position assigned if there are no vacancies in their ticketed trade, based on their seniority.

At each stage of the process the Apprentice will be given a regular evaluation of their progress by their Supervisor and Manager, with the input of the Tradesperson they are working under. A copy of each of these regular evaluations will be sent to Human resources. [Note: We will develop an evaluation form specific to apprenticeships.]

Note: A successful bidder on an Apprentice position who qualifies to begin the program at a level higher than the first level, may advance through the program quicker and be placed at the appropriate job class above based on which level of training they just completed.

PROCESS FOR ATTENDING SCHOOL

Employees must request and be granted an unpaid leave of absence to attend the appropriate school term.

REIMBURSEMENT OF COSTS

The Company will reimburse the Apprentice for the cost of tuition and mandatory text books, upon the successful completion of the appropriate school term. Itemized receipts must be presented.

THE APPRENTICESHIP AGREEMENT

Once the employee has been accepted as an Apprentice by management, they will be required to complete an Apprenticeship Agreement. The Apprenticeship Agreement states the length of the apprenticeship term, allowing for any appropriate trade training or experience acquired. It sets forth minimum wages of the Apprentice. The Apprenticeship Agreement is completed by the Apprentice upon notification from the Human Resources Department.

Apprenticeship Program – Points System

Seniority (Maximum of 150 points available)

Points will be added to the overall rating score according to continuous service as follows:

Years of Continuous Service

- 0 but less than 3	= 2 points
- 3 but less than 6	= 5 points
- 6 but less than 9	= 8 points
- 9 but less than 12	= 11 points
- More than 12	= 15 points

Related Work Experience (Maximum of 25 points available)

- Any individual that has prior apprenticeship experience or other relative experience in the trade and related jobs in the industry will be credited work experience points as follows:

- 1 year experience	= 5 points
- 2 years' experience	= 10 points
- 3 years' experience	= 15 points
- 4 years' experience	= 20 points
- 5 years' experience	= 25 points

Ability and Potential (Maximum of 25 points available)

- The applicant deemed to have the best ability/potential to learn and successfully complete the apprenticeship program, as well as ability to work with others, ability to

follow instructions, attitude, dependability, attendance, etc., would receive points up to 25 points based on evaluation.

Aptitude Test (Maximum of 30 points available)

- The applicant will receive points for aptitude based on test results.
 - Less than 70% score
based on test results = Disqualification
 - 70% to 79% score based on test results
= 10 points
 - 80% to 89% score based on test results
= 20 points
 - 90% to 95% score based on test results
= 30 points
 - Greater than 95% based on test results
= 35 points

Two years after the successful completion of their Red Seal Certification and an employee who remains with the company will receive a Retention Bonus of \$2,500.

**SECTION 17
SENIORITY**

- 17.01 (a)** Employees shall be regarded as probationary employees for the first one hundred and twenty (120) Calendar days worked of their employment within the period of twelve (12) months from the first date of employment. Provided that where an employee has been laid off within such twelve (12) months for two (2) months or more, without completing his probationary period, he shall be required to complete the remaining one hundred and twenty (120) Calendar days.
- (b)** Seniority of each employee covered by this Agreement shall be established after a probation period of one hundred and twenty (120) calendar days.

- (c) On satisfactory completion of probation period, seniority shall count from date of most recent hire.

The retention or termination of a probationary employee during this one hundred and twenty (120) calendar day's period, with or without cause, shall be at the sole discretion of the Company. Such retention or termination shall not be subject to the Grievance Procedure.

- (d) The Company shall be under no obligation to re-employ a probationary employee laid off or discharged during his probationary period.

17.02 Temporary employees and students hired for a period that should not exceed four (4) months shall not be eligible for benefits, shall not be permitted to bid on any positions, and shall not accumulate seniority. If employed in a classified position they shall be paid the probationary rate of pay. A separate wage scale established by the Company will be implemented for other positions.

17.03 Loss of Seniority: An employee shall lose his seniority standing and his name shall be removed from all seniority lists for any one (1) of the following reasons:

- (1) If the employee voluntarily quits.
- (2) If the employee is discharged for proper cause.
- (3) If the employee is laid off and fails to return to work within five (5) days after the Company has given notice for him to do so by telephone followed by registered mail to the employee's last known address.
- (4) If the employee is on continuous layoff for a period in excess of his accumulated seniority at the time of layoff, where the employee's accumulated seniority is less than twelve (12) months.

- (5) If the employee is on continuous layoff for a period in excess of his accumulated seniority at the time of layoff, where the employee's accumulated seniority is greater than twelve (12) months but less than three years.
- (6) If the employee is on layoff for a period longer than eighteen (18) consecutive months where the employee's accumulated seniority is equal to or greater than three years.
- (7) Failure of an employee to report to work and return to work immediately following the conclusion of an approved leave of absence.
- (8) If an employee is absent in excess of three (3) working days and fails to notify the Company of such absence, he shall be deemed to have voluntarily terminated employment with the Company except where he can prove communication with the Company was impossible or provide a justifiable explanation.
- (9) If an employee is absent in excess of three (3) working days without reasonable or justifiable cause.
- (10) When an employee has not performed any work for the Company for eighteen (18) consecutive months as a result of illness or injury. It is understood that, by mutual agreement between the Company and the Union, this period may be extended.

17.04 The Union recognizes that the Company is in the best position to assess the respective merits of competing applicants for a promotion, transfer, job vacancy, new position, re-established position, or other increase in the work force. Likewise, the Union recognizes that the Company is in the best position to determine which employee should be affected by a demotion, transfer,

abolition of a position, or other decrease in the work force. In all such cases, preference will be given by the Company to the employee(s) with the greatest skill, ability or experience, as the Company deems appropriate in order to ensure the most efficient operation of the plant. In cases of relative equal skill, ability and experience, preference will be given to the qualified employee with the most seniority. Qualified means completion of applicable training period as specified in the standard hourly wage table. For jobs without specified training periods, plant seniority will prevail with regard to the provisions of this Section.

In situations where a decrease in the work force occurs and an employee is displaced, having bid up to a job with a higher or equal rate of pay, he shall be allowed to bump back to his previously held position if he has already completed at least fifty (50%) percent of the total training period established for that position and the efficient operation of the plant is not jeopardized.

- 17.05** The Company will advise the employees by notice on plant bulletin boards of vacancies (excluding the position of Vice-Foreman). Where practicable for the Company, such notice will be given seven (7) calendar days prior to the occurrence of such vacancy. Applications in writing will be considered by the Company for such openings. Should an applicant prove unsuccessful in qualifying for the new opening, he will be returned to his former classification with no loss of seniority. In addition, the employee shall have the right to return to his previous position within fifteen (15) working days on the bid position without loss of seniority. In this event, the next most senior applicant shall be awarded the bid. All unsuccessful job posting applications will be discarded three (3) months past their closing date and the position re-posted. Employees shall only be allowed to return to his previous position twice in an eighteen (18) month period.

17.06 In all cases of reduction of forces by layoff, the employees affected shall be notified by the posting of a notice of layoff in the plant with a copy submitted to the Union.

Employees with more than one hundred and twenty (120) calendar days but less than two (2) years continuous service as of the date of the intended layoff shall receive seven (7) days notice.

Employees with more than two (2) years continuous service as of the date of the intended layoff will receive fourteen (14) days notice.

The above notice shall not be required with respect to temporary layoffs resulting from: 1) lack of work for a period of twenty (20) days or less; 2) breakdown of machinery, power disruption, or failure in supply of materials; 3) floods, fires, Acts of God or other circumstances unforeseeable or uncontrollable by the Company; or 4) periods of recall shorter in time than the above mentioned notice periods of layoff.

Employees may be held or recalled "out of seniority" to fill the following positions:

- Tradesman 1
- Tradesman 2
- Electrical Engineering Tech
- Mill Operator
- NDT Operator Level 2
- Yard Machine Operator

Employees recalled or held out of seniority will then only perform that job unless operating in a mini-crew or the task assigned would not necessitate the recall of an employee.

17.07 Seniority Lists: The Company shall maintain a seniority list as follows:

- (a)** A Plant Seniority List - this list shall include the name, address, phone number, plant seniority date, employee number and job title for all employees occupying jobs covered by this Agreement and shall be revised quarterly. Copies will be supplied to the Union and posted on plant bulletin boards. In order to facilitate the proper administration of this Agreement, the Union and Chief Shop Steward shall be furnished upon request and/or twice annually, information concerning the employment date, classification, and rate of pay of any employee to whom this Agreement is applicable. Employees with hire dates subsequent to September 27, 1988 shall be placed on the seniority list, with the lower number representing a higher place on the seniority list.
- (b)** There shall be a thirty (30) day period from the date of posting these lists during which period requests for revision may be received. Any seniority standings which were not disputed and have not been changed within such period shall not be subject to protest, except for clerical inaccuracies which might happen from time to time.

17.08 Transfer to Non-Bargaining Unit Position: After ratification of the agreement, any employee who transfers to a supervisory position shall have his/her seniority frozen for the purpose of returning to the bargaining unit (Current employees who are currently transferred out of the bargaining unit are grandfathered). Subsequent to the ratification of the new agreement (June 6, 2018) the seniority status of any Employee shall be terminated after leaving the bargaining unit for a period of three hundred and sixty-five (365) calendar days to work as a salaried Employee for the Company. Employees who return to the Bargaining Unit prior to the expiration of the three hundred

and sixty five (365) calendar days shall not suffer any loss of bargaining unit seniority.

An Employee who returns to the bargaining unit prior to the accumulation of three hundred and sixty-five (365) calendar days and then transfers to a salaried position for the company within a year from returning to the bargaining unit, shall have the previous time served as a salaried employee count toward his three hundred and sixty-five (365) calendar days, for loss of seniority. An employee who remains back in the bargaining unit for a period of one (1) year shall have his accumulated time as a salaried employee return to zero (0).

17.09 In the event of a layoff the Chief Shop Steward, during his term of appointment, will be retained in the employ of the Company as long as there is work available for him which he is qualified to perform, regardless of his position on the seniority list.

17.10 The Company may transfer an employee to any job on a temporary basis. An employee who is temporarily transferred from his regular job for more than an accumulated total of one (1) hour in any one (1) day shall be paid the standard hourly rate of the job to which he has been transferred, provided such a rate is not less than that of his regular job. If the rate of the job to which he is temporarily transferred, but not as the result of layoff, is less than the rate of his regular job, he shall be paid the rate of his regular job during the period of such temporary transfer. The word "temporary" in this Sub-Section (17.10) shall mean a period of up to one (1) month.

SECTION 18 LEAVE OF ABSENCE

18.01 Leaves of absence, without pay, for periods up to thirty (30) days, may be granted by the Company to an employee for cause which the Company in its sole discretion deems reasonable. All requests for leaves of absence will be submitted in writing to the Works Manager for approval.

A leave of absence may be granted for a period greater than thirty (30) days by mutual agreement between the Company and the Union.

After completion of an approved leave of absence or the appointment to Vice-Foreman position and without prejudice to employee's seniority or other rights, the employee will return to his previous classification or equivalent, with all wage increases and benefits in accordance the current collective bargaining agreement.

18.02 Leave for Jury Service: The Company shall pay an employee who is required for jury service or who is subpoenaed as a witness the difference between the amount of straight time earnings he would have received from the Company and the amount of pay received from the Court. In order to qualify for any compensation by the Company under this Section (18.02), the employee shall also present proof of service and the amount of pay received from the Court. However, the Company shall not be required to pay for time lapsed during a postponement or recess if the employee could have returned to work with the Court's consent.

18.03 Bereavement Pay: In the case of death in the immediate family of an employee, the Company shall grant an employee a leave of absence with straight time pay based on the number of regular working hours of such absence. The number of days leave granted shall be determined by the Company based on the time needed by an employee.

The maximum number of days pay (8.0 hours/day) granted shall be:

- Up to five (5) days pay for wife, husband, children and all corresponding common-law equivalents;
- Up to three (3) days pay for mother, father, brother, sister, grandparents, grandchildren, brother-in-law, son-in-law, daughter-in-law, sister-in-law, mother-in-law, father-in-law, and all corresponding common-law equivalents.

It is understood that divorce terminates the “in-law” relationship.

Any such leave of absence must be arranged with the employee’s foreman, if possible, or another Company representative. This provision shall apply if the employee attends the funeral or is required to take an active part in the estate arrangements of the deceased. The amount of leave to be granted under this Section shall be determined by the Company based on the time needed by an employee to attend the funeral or take an active part in estate arrangements. The provisions of this Section do not apply if at the time of bereavement the employee is absent from work due to sickness, accident, vacation, leave of absence, or other cause.

18.04 Compassionate Care: An employee shall be granted a leave of absence for the purpose of Compassionate Care as long as it meets legislative requirements. Said employee will not be required to use any vacation time before the leave of absence commences.

18.05 If the employee furnishes false information regarding a leave of absence request or fails to abide by the terms of the leave of absence, he shall be subject to discipline up to and including discharge.

Any employee who, while on leave of absence, obtains employment with another Company without having obtained prior permission to do so from the Company and the Union shall be subject to discharge.

- 18.06** Any employee elected or appointed as a Union Officer, or as a delegate to any labour activity necessitating a leave of absence, shall be granted such leave without pay, for a period of a single term of office or five (5) years, whichever is the lesser, subject to renewal at the end of such period at the option of the Company.

SECTION 19 UNION COMMITTEES AND SHOP STEWARDS

- 19.01** A Chief Shop Steward and no more than eight (8) additional Shop Stewards shall be appointed by the Union from among its members employed by the Company. Shop Stewards shall not be discriminated against for performing their duties as hereinafter provided.
- 19.02** A Shop Steward will be released from his regular work assignment for the investigation of grievances only. To provide a minimum of interference to production, the parties agree to the following rules of conduct for appointed Shop Stewards:
- (a)** Shop Stewards will be released during working hours only for the investigation of grievances or to attend a meeting scheduled by the Company.
 - (b)** If a Shop Steward wishes to be released to investigate a grievance he must receive permission from his foreman and advise his foreman of the nature and place of the grievance.
 - (c)** Upon entering a department, other than his own, the Shop Steward will inform the foreman of the nature of the grievance he is investigating.

- (d) It is mutually agreed that there will be no abuse or excessive use of the time spent investigating grievances.

SECTION 20 GRIEVANCE PROCEDURE

20.01 Definition of Grievance: A grievance is defined as an alleged violation of a specific Section(s) or sub-Section(s) of this Agreement.

20.02 Step One: An employee who believes that he has a complaint will request a meeting with his supervisor to discuss the complaint with the assistance of a Shop Steward. The employee may submit a grievance within ten (10) calendar days of the date the alleged dispute first arose or the grievance will be deemed for all purposes to be finally and conclusively abandoned.

The grievance shall name the employee involved, state the facts giving rise to the grievance, identify all the provisions of this Agreement alleged to be violated by appropriate reference, state the contention of the employee and the Union with respect to these provisions, and indicate the relief requested. The employee and the shop steward shall sign the grievance.

If the participants are unable to resolve the grievance, the Company shall respond to the grievance stating the decision in writing on the grievance form and submit it to the Union within five (5) calendar days or other time mutually agreed upon between the Company and the Union.

Grievances resolved at Step One shall not be considered precedent setting.

Step Two: If an employee is not satisfied with the Company's disposition of the grievance in Step One above, he may refer the matter on the grievance form to

the Company, within five (5) calendar days from the receipt of the Company's Step One response. The Company and Union will meet within seven (7) calendar days of the receipt of the grievance form to attempt to resolve the grievance or other time mutually agreed upon between the Company and the Union.

If the participants are unable to resolve the grievance, the Company shall respond to the grievance stating the decision in writing on the grievance form and submit it to the Union within seven (7) calendar days or other time mutually agreed upon between the Company and the Union.

Step Three: If an employee is not satisfied with the Company's disposition of the grievance in Step Two above, he may refer the matter on the grievance form to the Company, within five (5) calendar days from the receipt of the Company's Step Two response. If no settlement is reached in Step Two, the Company and Union representatives will meet within thirty (30) calendar days to discuss the grievance. The Company shall provide a written response to the Union within fifteen (15) calendar days of the meeting or other time mutually agreed upon between the Company and the Union. If the grievance is not resolved in Step Three, then at the written request of the Union, the grievance may be referred to arbitration.

If either party fails to abide by the time limits as set out in the grievance procedure, the grievance shall be forfeited in favour of the other party.

20.03 Group Grievances: The Union or the Company shall have the right to initiate a group grievance or a grievance of general nature at Step Three of the Grievance Procedure. Any such grievances shall be in writing and shall identify:

- (a) the employees or group of employees affected;
- (b) the facts giving rise to the grievance;

- (c) the agreement provisions alleged to have been violated;
- (d) the argument or position of the grieving party; and
- (e) the relief sought.

20.04 The Shop Stewards provided for and mentioned in Section 19 shall have and possess power and authority to act for and bind the Union only in connection with those functions, rights, obligations and matters provided for in this Agreement. They shall not have, or be deemed to have, any other authority to act for or bind the Union.

20.05 An employee who believes that his employment has been unjustly terminated or indefinitely suspended may file a grievance in writing at Step Three of the Grievance Procedure. The Union and Company will meet within five (5) calendar days from the issuance of an indefinite suspension and/or termination.

SECTION 21 ARBITRATION

21.01 If a satisfactory disposition of the grievance is not made as a result of the meeting provided for in Step Three, the Company or the Union by written notice to the other shall have the right to place the dispute before an impartial arbitrator. Such notice must be given within ten (10) calendar days from the date of the Company's answer provided for in Step Three.

21.02 Provisions for Selection of Arbitrator: Forthwith after receipt of such notice, the Company and the Union shall agree upon a person to act as arbitrator of the grievance. If the parties are unable to agree on a person to act as the single arbitrator either party may request the Minister in writing to appoint a single arbitrator.

21.03 Powers of the Arbitrator: It shall be the function of the arbitrator to make a decision in cases of alleged violation of the specific Section(s) and sub-Section(s) of this Agreement.

- (a) He shall have no power to add to, subtract from, disregard, alter, or modify any of the terms of this Agreement.
- (b) His powers shall be limited to deciding whether the Company has violated the express Section(s) or sub-Section(s) of the Agreement; and he shall not imply obligations or conditions binding upon the Company from this Agreement, it being understood that any matter not specifically set forth herein remains within the reserved rights of the Company.
- (c) The fees and expenses of the arbitrator shall be shared equally by the Company and the Union. All other expenses shall be borne by the party incurring them, and neither party shall be responsible for the expense of witnesses called by the other.

SECTION 22 DISCIPLINARY PROCEDURE

22.01 Disciplinary action shall be taken within ten (10) calendar days of the date the Company became aware of, or reasonably should have become aware of, the infraction. Formal verbal and written warnings shall be given to the employee with a Union representative present. Any warning and/or penalty (excluding dismissal) shall be cleared from an employee's record after a period of twelve (12) months following the date of the infraction. Nevertheless, progressive discipline always proceeds from the level of the last penalty less than twelve (12) months old imposed for the same offense.

SECTION 23 STRIKES AND LOCKOUTS

23.01 The Company agrees that it will not cause or direct any lockout of its employees for the term of this Agreement. The Union agrees that neither it nor its representatives will, during the term of this Agreement, authorize, call, cause, condone, or take part in any strike, picketing, sit-down, stand-in, slowdown or curtailment or restriction of production, or interference with work in or about the Company's plant or premises. The Union further agrees that any employee or employees participating in, taking part in, instigating or assisting in instigating, in such strike, picketing, sit-down, stand-in, slow-down, or curtailment or restriction of production or interference with work in or about the Company's plant or premises for the duration of this Agreement, shall be subject to discipline or discharge. The term "slowdown" shall mean a condition of willful restriction or reduction of production by an employee which is within such employee's reasonable control. Nor shall there be any strike or interruption of work during the term of this Agreement because of any disputes or disagreements between any other persons (or other employees or Unions) who are not signatory parties to this Agreement, or because of any picket line, informational or otherwise.

SECTION 24 PLANT VISITATION

24.01 Authorized representatives of the Union shall have access to the Company's premises, providing they do not cause workmen to neglect their work, and having first obtained clearance from the Company.

SECTION 25 BULLETIN BOARDS

25.01 The Company agrees to provide the Union with bulletin boards in the plant for the purpose of posting Union notices and official papers. Notices will be posted only by officers of the Union and will be in keeping with the spirit and intent of this Agreement. Notices which are offensive to the Company will be removed by the Union at the request of the Company.

SECTION 26 SAFETY AND HEALTH

26.01 The parties hereto recognize the importance of safety provisions in the plant for the welfare of employees and the protection of the Company's property. The Company agrees to make reasonable provisions for the safety and health of its employees during the hours of their employment. There shall be a permanent Safety Committee consisting of not more than three (3) persons, who shall be employees of the Company, selected by the Union, and an equal number of persons selected by the Company. This Committee shall meet regularly on some one day of each month, to be agreed upon by the members of the Committee, to investigate, discuss and submit recommendations calculated to relieve any unsafe or unhealthy condition that may exist. These recommendations are to be submitted to the Company and it agrees to make reasonable efforts to improve any safety defect or unhealthy condition which the Committee may call to its attention. A copy of the Minutes of the Safety Committee meeting shall be sent to the Union's office.

26.02 The Company agrees to pay the full cost of approved prescription safety glasses, complete with protective side shields, to a maximum of one (1) pair per year. To qualify for this benefit, the employee must obtain a Company requisition from a Company official.

26.03 The Company shall supply each active employee with a pair of coveralls on a quarterly basis each year, effective January 1st 1998. At the employee's option, the Company will pay 50% of the cost of cleaning and repairing fire retardant coveralls, through its contracted cleaning provider, for those employees required by the Company to wear fire retardant coveralls. Those employees who hold outside bid positions who wish to obtain winter coveralls from the Company may once per year obtain one pair of winter coveralls in lieu of two pair of regular coveralls.

26.04 The Company shall provide a subsidy up to two hundred (\$200) dollars to each employee for the purpose of approved safety boots which must be applied to the purchase of new safety boots. A receipt must be provided to receive the reimbursement and will be applied to the next pay period. The employee will be eligible for reimbursement after one year from the date in which they presented the Company with the receipt.

If an employee can demonstrate that their safety boots are in an unsafe condition due to the nature of their work, consideration will be made for reimbursement for replacement prior to their anniversary date, once per 12 month period.

SECTION 27 SAVING CLAUSE

27.01 It is assumed by the parties hereto that each provision of this agreement is in conformity with all applicable Laws of Canada and the Province of Alberta. Should it later be determined that it would be a violation of any laws of Canada or Provincial Order or Statute to comply with any provisions of this Agreement, the parties hereto agree to re-negotiate such provision, or provisions, of this Agreement for the purpose of making them conform to such Provincial Order or Statute, and the other provisions of this agreement shall not be affected thereby.

SECTION 28 INTERIM AMENDMENT

28.01 This Agreement may be amended at any time by an agreement in writing, executed by the parties hereto. The party desiring such an amendment shall submit a proposal thereof in writing to the other party, which shall be entitled "Request for Interim Amendment" and specify that it is given under Section 27, and upon receipt thereof, the other party shall promptly consider such proposal and, if requested to do so, discuss it with the other party proposing the amendment. The giving of such written "Request for Interim Amendment" shall in no way affect or result in a termination or expiration of this Agreement or prevent or obstruct any continuation or renewal thereof.

It is expressly understood that if any disagreement should arise between the parties as to any "Request for Interim Amendment" submitted by either party under this Section 27, such disagreement shall not be reviewable under the grievance procedure set forth in Section 20, nor arbitrable under the arbitration provisions and procedure set forth in Section 21 of this Agreement.

SECTION 29 TERM OF AGREEMENT

29.01 This Agreement shall be effective from ratification and will continue in effect through December 31, 2017, and thereafter from year to year unless written notice of intent to terminate or amend the Agreement is given by either party during the period beginning on September 1st and ending on October 31st of any year after 2016. During the period of negotiations for a renewal Collective Agreement, this Collective Agreement shall continue in full force and effect.

This Contract constitutes the entire Agreement between the parties and supersedes and replaces all previous Agreements and practices both written and oral.

Signed at Red Deer Alberta,

this _____ day of _____ 2019.

SIGNED ON BEHALF
OF THE COMPANY:

Jeff Fox

Jorge Saqui

John DeMarco

Dave Miller

SIGNED ON BEHALF
OF THE UNION:

Bill Mercer

Lee Booth

Bruce Hemmingsen

Aaron Kartzmark

Shane Nederlof

Tim Tiamson

APPENDIX A SHIFT SCHEDULES

The following schedules are recognized as examples only.

SCHEDULE 1

1 CREW – 8.5 HR. – DAYS – Unpaid Lunch

	1	2	3	4	5	6	7	8	9	10	11	12	13	14
	S	M	T	W	T	F	S	S	M	T	W	T	F	S
CREW A		D	D	D	D	D			D	D	D	D	D	
	15	16	17	18	19	20	21	22	23	24	25	26	27	28
	S	M	T	W	T	F	S	S	M	T	W	T	F	S
CREW A		D	D	D	D	D			D	D	D	D	D	

SCHEDULE 2

2 CREWS – 8.5 HR. – DAYS & AFTERNOONS – Unpaid Lunch

	1	2	3	4	5	6	7	8	9	10	11	12	13	14
	S	M	T	W	T	F	S	S	M	T	W	T	F	S
CREW A		D	D	D	D	D			A	A	A	A	A	
	15	16	17	18	19	20	21	22	23	24	25	26	27	28
	S	M	T	W	T	F	S	S	M	T	W	T	F	S
CREW A		D	D	D	D	D			A	A	A	A	A	
	1	2	3	4	5	6	7	8	9	10	11	12	13	14
	S	M	T	W	T	F	S	S	M	T	W	T	F	S
CREW B		A	A	A	A	A			D	D	D	D	D	
	15	16	17	18	19	20	21	22	23	24	25	26	27	28
	S	M	T	W	T	F	S	S	M	T	W	T	F	S
CREW B		A	A	A	A	A			D	D	D	D	D	

SCHEDULE 3

3 CREWS – 8 HR. – DAYS, AFTERNOONS, NIGHTS – Unpaid Lunch

	1	2	3	4	5	6	7	8	9	10	11	12	13	14
	S	M	T	W	T	F	S	S	M	T	W	T	F	S
CREW A		D	D	D	D	D			A	A	A	A	A	

	15	16	17	18	19	20	21	22	23	24	25	26	27	28
	S	M	T	W	T	F	S	S	M	T	W	T	F	S
CREW A		N	N	N	N	N			D	D	D	D	D	

	1	2	3	4	5	6	7	8	9	10	11	12	13	14
	S	M	T	W	T	F	S	S	M	T	W	T	F	S
CREW B		N	N	N	N	N			D	D	D	D	D	

	15	16	17	18	19	20	21	22	23	24	25	26	27	28
	S	M	T	W	T	F	S	S	M	T	W	T	F	S
CREW B		A	A	A	A	A			N	N	N	N	N	

	1	2	3	4	5	6	7	8	9	10	11	12	13	14
	S	M	T	W	T	F	S	S	M	T	W	T	F	S
CREW C		A	A	A	A	A			N	N	N	N	N	

	15	16	17	18	19	20	21	22	23	24	25	26	27	28
	S	M	T	W	T	F	S	S	M	T	W	T	F	S
CREW C		D	D	D	D	D			A	A	A	A	A	

SCHEDULE 4

4 CREWS – 8 HR. – DAYS, AFTERNOONS, NIGHTS – Paid Lunch

	1	2	3	4	5	6	7	8	9	10
	S	M	T	W	T	F	S	S	M	T
CREW A		N	N	N	N	N			A	A

	11	12	13	14	15	16	17	18	19	20
	W	T	F	S	S	M	T	W	T	F
CREW A	A	A	A			D	D	D	D	D

	1	2	3	4	5	6	7	8	9	10
	S	M	T	W	T	F	S	S	M	T
CREW B	A	A			D	D	D	D	D	

	11	12	13	14	15	16	17	18	19	20
	W	T	F	S	S	M	T	W	T	F
CREW B		N	N	N	N	N			A	A

	1	2	3	4	5	6	7	8	9	10
	S	M	T	W	T	F	S	S	M	T
CREW C			A	A	A	A	A			D

	11	12	13	14	15	16	17	18	19	20
	W	T	F	S	S	M	T	W	T	F
CREW C	D	D	D	D			N	N	N	N

	1	2	3	4	5	6	7	8	9	10
	S	M	T	W	T	F	S	S	M	T
CREW D	D	D	D	D			N	N	N	N

	11	12	13	14	15	16	17	18	19	20
	W	T	F	S	S	M	T	W	T	F
CREW D	N			A	A	A	A	A		

SCHEDULE 5

3 CREWS – 12 HR. – DAYS & NIGHTS – Unpaid Lunch

	1	2	3	4	5	6	7	8	9	10	11	12	13	14
	S	M	T	W	T	F	S	S	M	T	W	T	F	S
CREW A	N	N	N				D	D	D		N	N		

	15	16	17	18	19	20	21	22	23	24	25	26	27	28
	S	M	T	W	T	F	S	S	M	T	W	T	F	S
CREW A			D	D	D				N	N				D

	29	30	31	32	33	34	35	36	37	38	39	40	41	42
	S	M	T	W	T	F	S	S	M	T	W	T	F	S
CREW A	D	D		N	N					D	D	D		

	1	2	3	4	5	6	7	8	9	10	11	12	13	14
	S	M	T	W	T	F	S	S	M	T	W	T	F	S
CREW B	D	D		N	N					D	D	D		

	15	16	17	18	19	20	21	22	23	24	25	26	27	28
	S	M	T	W	T	F	S	S	M	T	W	T	F	S
CREW B	N	N	N				D	D	D		N	N		

	29	30	31	32	33	34	35	36	37	38	39	40	41	42
	S	M	T	W	T	F	S	S	M	T	W	T	F	S
CREW B			D	D	D				N	N				D

	1	2	3	4	5	6	7	8	9	10	11	12	13	14
	S	M	T	W	T	F	S	S	M	T	W	T	F	S
CREW C			D	D	D					N	N			D

	15	16	17	18	19	20	21	22	23	24	25	26	27	28
	S	M	T	W	T	F	S	S	M	T	W	T	F	S
CREW C	D	D		N	N					D	D	D		

	29	30	31	32	33	34	35	36	37	38	39	40	41	42
	S	M	T	W	T	F	S	S	M	T	W	T	F	S
CREW C	N	N	N				D	D	D		N	N		

SCHEDULE 6

4 CREWS – 12 HR. – DAYS & NIGHTS – Paid Lunch

	1	2	3	4	5	6	7	8	9	10	11	12	13	14
	S	M	T	W	T	F	S	S	M	T	W	T	F	S
CREW A		D	D				N	N	N			D	D	

	15	16	17	18	19	20	21	22	23	24	25	26	27	28
	S	M	T	W	T	F	S	S	M	T	W	T	F	S
CREW A		N	N		D	D	D					N	N	

	1	2	3	4	5	6	7	8	9	10	11	12	13	14
	S	M	T	W	T	F	S	S	M	T	W	T	F	S
CREW B		N	N				D	D	D			N	N	

	15	16	17	18	19	20	21	22	23	24	25	26	27	28
	S	M	T	W	T	F	S	S	M	T	W	T	F	S
CREW B		D	D				N	N	N			D	D	

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	
	S	M	T	W	T	F	S	S	M	T	W	T	F	S	
CREW C	D				N	N				D	D			N	N

	15	16	17	18	19	20	21	22	23	24	25	26	27	28	
	S	M	T	W	T	F	S	S	M	T	W	T	F	S	
CREW C	N				D	D				N	N			D	D

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	
	S	M	T	W	T	F	S	S	M	T	W	T	F	S	
CREW D	N				D	D				N	N			D	D

	15	16	17	18	19	20	21	22	23	24	25	26	27	28	
	S	M	T	W	T	F	S	S	M	T	W	T	F	S	
CREW D	D				N	N				D	D			D	D

SCHEDULE 7

2 CREWS – 12 HR. – DAYS – Unpaid Lunch

	1	2	3	4	5	6	7	8	9	10	11	12	13	14
	S	M	T	W	T	F	S	S	M	T	W	T	F	S
CREW A		D	D			D	D	D			D	D		

	15	16	17	18	19	20	21	22	23	24	25	26	27	28
	S	M	T	W	T	F	S	S	M	T	W	T	F	S
CREW A		D	D			D	D	D			D	D		

	1	2	3	4	5	6	7	8	9	10	11	12	13	14
	S	M	T	W	T	F	S	S	M	T	W	T	F	S
CREW B	D			D	D				D	D			D	D

	15	16	17	18	19	20	21	22	23	24	25	26	27	28
	S	M	T	W	T	F	S	S	M	T	W	T	F	S
CREW B	D			D	D				D	D			D	D

**LETTER OF UNDERSTANDING
BETWEEN EVRAZ INC NA AND
SHOPMENS LOCAL UNION NO. 805 OF THE
INTERNATIONAL ASSOCIATION OF
BRIDGE, STRUCTURAL, ORNAMENTAL AND
REINFORCING IRON WORKERS**

RE: SHOPMEN'S PENSION PLAN

This will confirm the understanding reached during negotiations that, in the event the Ironworker's Shopmen's Pension Plan becomes of interest to the majority of the bargaining unit, the parties shall meet to discuss its possible implementation. This letter in no way obligates the Company to additional costs.

SIGNED ON BEHALF
OF THE COMPANY:

SIGNED ON BEHALF
OF THE UNION:

Jeff Fox

Bill Mercer

John DeMarco

Lee Booth

Jorge Saqui

Bruce Hemmingsen

Dave Miller

Aaron Kartzmark

Dated this _____ day

Shane Nederlof

of _____, 2019.

Tim Tiamson

**LETTER OF UNDERSTANDING
BETWEEN EVRAZ INC NA AND
SHOPMENS LOCAL UNION NO. 805 OF THE
INTERNATIONAL ASSOCIATION OF
BRIDGE, STRUCTURAL, ORNAMENTAL AND
REINFORCING IRON WORKERS**

RE: PERMANENT SHUTDOWN

This will confirm the understanding reached at negotiations that in the event of the permanent shutdown of the Red Deer Operations, the parties shall negotiate an orderly closure and suitable severance allowance.

SIGNED ON BEHALF
OF THE COMPANY:

SIGNED ON BEHALF
OF THE UNION:

Jeff Fox

Bill Mercer

John DeMarco

Lee Booth

Jorge Saqui

Bruce Hemmingsen

Dave Miller

Aaron Kartzmark

Dated this _____ day

Shane Nederlof

of _____, 2019.

Tim Tiamson

**LETTER OF UNDERSTANDING
BETWEEN EVRAZ INC NA AND
SHOPMENS LOCAL UNION NO. 805 OF THE
INTERNATIONAL ASSOCIATION OF
BRIDGE, STRUCTURAL, ORNAMENTAL AND
REINFORCING IRON WORKERS**

RE: PLANT CLOSURE

In the event of a complete plant closure during any period where a pension "window" is in effect, an employee who is least age 55 and has more than 10 years of service is terminated, shall have his vested benefit determined under the applicable window level in effect at the time of termination.

SIGNED ON BEHALF
OF THE COMPANY:

SIGNED ON BEHALF
OF THE UNION:

Jeff Fox

Bill Mercer

John DeMarco

Lee Booth

Jorge Saqui

Bruce Hemmingsen

Dave Miller

Aaron Kartzmark

Dated this _____ day

Shane Nederlof

of _____, 2019.

Tim Tiamson

**LETTER OF UNDERSTANDING
BETWEEN EVRAZ INC NA AND
SHOPMENS LOCAL UNION NO. 805 OF THE
INTERNATIONAL ASSOCIATION OF
BRIDGE, STRUCTURAL, ORNAMENTAL AND
REINFORCING IRON WORKERS**

RE: BREAKS

The parties hereby agree that the existing practice on the property prior to January 1, 2018 concerning breaks will continue during 2018 bargaining and for the term of the renewal agreement and that this practice, together with Section 7.09 of the Collective Agreement, represent different rest period provisions agreed to pursuant to a collective agreement within the meaning of Section 18(b) of the Employment Standards Code, as amended, and fulfill the requirements of the Code, as amended, respecting rest periods.

In the application of this agreement, employees are not required to wait for a specific time during a shift to obtain coffee, etc., but the employee may in most cases utilize the nearest vending machine or break room for coffee, drink, etc., as long as there is no interruption of operations as a result of the employee's actions.

There will be certain situations or circumstances where the foregoing is not administratively feasible, in which case the Supervisor/Vice Foreman will schedule time for the employee to go to the nearest vending machine or break room for coffee, drink, etc. that will not adversely impact operations.

It is understood by both parties that in the application of this agreement, the number and duration of those breaks will not be abused by the employee and the company will manage the handling of breaks in a fair and reasonable manner.

SIGNED ON BEHALF
OF THE COMPANY:

Jeff Fox

John DeMarco

Jorge Saqui

Dave Miller

Dated this _____ day

of _____, 2019.

SIGNED ON BEHALF
OF THE UNION:

Bill Mercer

Lee Booth

Bruce Hemmingsen

Aaron Kartzmark

Shane Nederlof

Tim Tiamson



Ironworkers' Standards of Excellence

The purpose of the Ironworkers' Standards of Excellence is to reinforce the pride of every Ironworker and our commitment to be the most skilled, most productive and safest craft in the Industry. As Union Ironworkers, we pledge ourselves to uphold our word, as given through our Collective Bargaining Agreement, and display the professionalism expected of our trade and Union in all aspects of our employment as exemplified by the values engrained in our Standards of Excellence. It is a commitment to use our training and skills, each and every day, to produce the highest quality work worthy of our name and consistent with the Collective Bargaining Agreement.

As an Ironworker Member, I agree to:

1. Adhere to my responsibilities under the Collective Bargaining Agreement for start and quit times, as well as lunch and break times.
2. Allow my Representatives to handle any disagreements or breaches by refusing to engage in unlawful job disruptions, slowdowns or any activities that affect our good name.
3. Respect the Customer's and the Employer's rights, property and tools as I do my own.
4. Meet my responsibility to show up every day; outfitted for work and fit for duty without engaging in substance abuse.
5. Cooperate with the Customer and Employer to meet their statutory, regulatory and contractual responsibilities to maintain a safe, healthy and sanitary workplace.
6. Do my best to work in a manner consistent with the quality, productivity and safety of every task that I am assigned.
7. Do my best to help every co-worker return home safe at the conclusion of every shift.

The Ironworker's Standards of Excellence will increase the pride, the productivity and the craftsmanship of every Ironworker throughout North America. This commitment will improve work place conditions, increase work opportunities, and help maintain our wages, benefits and standards of living. In addition, the Standards of Excellence will help our signatory Employers complete their projects on time, on budget with no injuries or accident.

Name (Please Print)

Employee's Signature

Address _____

_____ Date _____, 20__

