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COLLECTIVE AGREEMENT

Between:

MacDonald, Dettwiler and Associates Inc. (carrying on business as MDA)
a corporation existing under the laws of the Government of Canada, hereinafter called "the Company"

OF THE FIRST PART

– and –

UNIFOR a voluntary association of employees representing the employees of the Company, through its Local 112,
hereinafter referred to as "the Union"

OF THE SECOND PART

Effective Date: October 2nd, 2023

Expiry Date: October 1st, 2026

Article 1

PURPOSE

The general purpose of this Agreement is to establish and maintain good collective bargaining relations between the Company and its employees, for the prompt and equitable disposition of grievances and to establish and maintain mutually satisfactory working conditions, hours and wages for all employees who are subject to the provisions of this Agreement.

Article 2

SCOPE

- 2.01 The Company recognizes that the Union is the sole and exclusive collective bargaining agency for all its employees in Metropolitan Toronto and those employees who are engaged on work parties outside the Metropolitan Toronto save and except Office Staff, Assistant Foremen, those above the rank of Assistant Foremen, the Health Centre Staff, Security Staff and Service Engineers.

Transfer of Operations

- 2.02 Should the Company, during the life of this Agreement, decide to move from its existing locations in whole or in part, the company agrees to provide:

- (1) The right of existing employees to transfer with the jobs they normally perform
- (2) Protection of the seniority rights of existing employees.
- (3) Extension of the Collective Agreement to cover the new location.

Relocation Pay Plan

- 2.03 An employee whose seniority is transferred to any such new Plant pursuant to Section 2.02 of this clause will be eligible for a relocation allowance up to the maximum amount specified under the provisions of this clause, provided:

- (1) The Plant to which the employee is to be relocated is at least eighty (80) kilometers from its present location, and
- (2) As a result of such relocation of the Plant, the employee's present commuting distance is increased, and

- (3) The employee makes application within six (6) months after commencement of the employment at the Plant to which such employee was relocated in accordance with a procedure to be established.
- (4) In the event an employee who is eligible to receive a relocation allowance under or its equivalent under any present or future Federal or Provincial legislation, the amount of relocation allowance provided, under this clause, when added to the amount of the relocation allowance provided by such legislation, shall not exceed the maximum amount of the relocation allowance the employee is eligible to receive under the provisions of this clause.
- (5) Only one relocation allowance will be paid where two or more employees living in the same residence are located.
- (6) The employee submits to the Company, documentary proof of moving expenditures when making claim for relocation allowance.
- (7) The employee is maintaining a dwelling and finds it necessary, due to relocation of the Plant, to move furniture and contents of such dwelling.

Kilometers Between Plants	Relocation Allowance
80 - 159	\$925
160 - 479	\$1050
480 - 799	\$1,200
800 - 1279	\$1,600
1280 and over	\$1,800

Article 3

SUPERVISORY LIST

The Company will supply the Plant Chairperson with a list of Supervisors and Assistant Supervisors, Managers, Directors, Members of the Management Committee, the Company's nominees on the Safety Committee and any other persons with authority over members of the Bargaining Unit, and will indicate by appropriate job titles, the nature and extent of their authority. The Company will provide the Plant Chairperson with copies of notices of new appointments of personnel in the above positions.

Article 4

INTIMIDATION, COERCION AND DISCRIMINATION

The Parties agree that the Company and the Union and/or any of their respective representatives will not practice any discrimination, coercion or intimidation against employees for any reason.

The Union recognizes that the Company is subject to Federal regulations in regard to security.

Article 5

EXCLUDED PERSONNEL

Employees other than members of the Bargaining Unit shall not perform work, including production work, that comes under the terms of this Agreement, but may do so if:

- (1) Instructing an employee or employees;
- (2) Experimenting; Experimenting, including when trying out new concepts or designs. It is understood and agreed that engineering staff may perform work in order to validate or prove the design of hardware, software, test equipment or test software in the initial integration and test of products and systems of non-production work only. It

is not intended to infringe upon normal bargaining unit work, nor to transfer work from the bargaining unit to non-bargaining unit staff.

(2.01) In the event that experimenting is performed by non-members of the Bargaining Unit, the area Union representative shall be notified and a member of the Bargaining Unit in the classification affected will be present during the period of experimentation and may be called upon to assist in the experimentation.

- (3) An emergency; as a condition that is unforeseen and/or is beyond the control of the Company that requires immediate action and where there is no qualified Bargaining Unit personnel available to perform such emergent work. Generally the action taken is to prevent damage to Company property or injury to personnel.

Provided that the act of performing the aforementioned operations, in itself, does not reduced the hours of work or pay of any employee.

Article 6

RESERVATION OF MANAGEMENT RIGHTS

Within the framework of this Agreement, the Company reserves the right to hire, promote, transfer, retire, demote or lay off employees and to suspend, discharge or otherwise discipline employees for just cause subject to the right of any employee to lodge a grievance in the manner and to the extent herein provided.

Within the framework of this Agreement, the Union further recognizes the right of the Company to operate and manage its business in all respects in accordance with its commitments and responsibilities, to maintain order and efficiency in its Plants, and to determine the location of its Plants, the products to be manufactured, the scheduling of its production and its methods, processes and the means of manufacturing.

Article 7

STRIKES AND LOCK-OUTS

The Company and the Union agree to be bound by the provisions of the Ontario Labour Relations Act in respect to strikes and lock-outs.

The Company and the Union agree that neither shall call, authorize, counsel, procure, support or encourage an unlawful strike or lock-out.

Article 8

UNION AND BARGAINING COMMITTEE

8.01 Union Committee

The Company acknowledges the right of the Union to elect or appoint Union Committee Persons. The number of the Union Committee Persons (UCP) shall be based on the number of employees in the Bargaining Unit as follows:

Number of Bargaining Unit Members	Number of Recognized Union Committee Persons (Including the Plant Chairperson)
Less than 50	1
More than 50	2

A UCP shall only be recognized as such in respect of matters originating in the facility in which the UCP is employed. In the event a UCP ceases to be an employee, that Union Committee Person immediately ceases to be recognized as a UCP. The Union shall notify the Company of the names of the UCP and shall notify the

Company of any changes in members before the effective date of such change.

The Company will recognize and meet with the said Committee on any matter properly arising from time-to-time during the continuance of the Agreement. The President, or in their absence, the Vice-President of the Local will be ex-officio members of the Committee, if not elected thereto. A National Representative or Representatives of the Union may be present and participate in any meeting of the Union Committee and the Company.

Notwithstanding the above chart, or anything else in Article 8, in the event the membership in the bargaining unit falls below 50 members, the Plant Chairperson shall be the only Union Committee Person recognized at the facility where he/she is employed.

8.02 Union Committee Duties

- (1) Union Committee Persons other than the Plant Chairperson will be allowed only such time away from their regular employment duties as is necessary to attend to the business of administering the Collective Agreement at the facility in which they are employed for matters originating in the facility in which they are employed.
- (2) One Union Committee Person described in Article 8.01 shall be known as the Plant Chairperson. The Chairperson of the Union Committee shall be elected or appointed on a MDA UNIFOR Local 112 basis. they shall be allowed such time away from their regular employment duties as is necessary for the purpose of administering the Collective Agreement, however, such time shall not exceed the hours specified in the following table based on the number of Bargaining Unit members:

Number of Bargaining Unit Members	Maximum Weekly Hours for Chairperson to Conduct Union Business
Less than 50	10
50 to 99	20
100 or more	40

When there are less than one hundred (100) Bargaining Unit members the Maximum Weekly Hours specified above does not include the Plant Chairperson's time away from their regular employment duties for: second step grievance meetings with the Company; meetings as per Article 10; meetings with the Company for negotiating the renewal of the Collective Agreement; and arbitration hearings however, should the Plant Chairperson be away from their regular employment duties for eight (8) hours in a day to attend to such union duties, their maximum weekly hours shall be reduced by 20% for the week involved for each such day. In no case will the Chairperson be compensated by the Company for more hours than specified in the table above.

The Plant Chairperson will be provided with office facilities, to be used by them for the purpose of the administration of the Collective Agreement. The office shall include desk, chair, telephone and filing cabinet. Requests by the Chairperson for use of such office for special meetings of UCP's will not be unreasonably withheld. The Plant Chairperson will be supplied with written information concerning starts, surplus declarations, lay-offs, retirements, discharges, releases, recalls and changes in Job Classification. Every six months the Company will supply the Local Union and National Union with a complete mailing list of employees and retirees covered by this Agreement (ie. January and June).

- (3) The Union recognizes and agrees that Union Committee Persons (excluding the Plant Chairperson only when there are more than 50 members) have regular employment duties to perform in connection with their employment and that only such time as necessary will be consumed by such persons during work hours to attend to their respective union duties as described in Article 8.

Before leaving their regular employment duties on behalf of the Company to attend to their respective union duties, the Union Committee Person(s) (excluding the Plant Chairperson only when there are more than 100 members) must obtain the permission of their Supervisor to do so. The UCP must indicate the nature of their union duties and the time anticipated to attend to such union duties. Time in excess of such, may at the Company's discretion, and after notice to the union, be disallowed. The Supervisor will make arrangements as quickly as possible to allow the UCP to attend to such union duties. A Union Committee

Person must notify an employee's Supervisor prior to interrupting an employee in the performance of their employment duties. Only such time as reasonable shall be allowed.

In accordance with this Article, except as provided in Article 12.05, the Company will compensate Union Committee Persons (other than the Plant Chairperson) for the time spent during their regular working hours attending to union duties at their regular rate of pay. The Plant Chairperson shall receive the rate of pay equivalent to the highest straight-time hourly base rate in effect at that time for all hours spent during their regular working hours on Union duties as described in Article 8. They shall be responsible to the Director, Human Resources or their nominee while performing the duties of Plant Chairperson. Any dispute arising from the above may be the subject of the grievance procedure.

Every employee is required to keep on file with the Human Resources Department their current address and telephone number. The Company will continue the present practice of providing Company forms involving transfer of employees (temporary transfers excluded).

The Vice Chairperson of the Union Committee, or because of their unavailability, another designated representative from the Union Committee shall substitute for the Plant Chairperson should they be absent from work. In all cases the substitute Plant Chairperson will only be allowed such time away from their regular employment duties as necessary including when there are more than one hundred (100) Bargaining Unit members.

(4) Off-Shift Union Representation

For the purpose of providing Union representation on off-shifts when there are no Union Committee Persons working on an off-shift, the Union shall be permitted to designate one employee on each off-shift as the Off-Shift Union Representative. The Off-Shift Union Representative will be allowed only such time away from their regular employment duties as necessary to attend to grievances and disciplinary matters related to and arising during the off-shift which require immediate attention and cannot reasonably be administered by a Union Committee Person on the day shift. Before leaving their regular employment duties on behalf of the Company to attend to their Union duties as described in Article 8(4), the Off-Shift Union Representative must obtain the permission of their Supervisor to do so. An Off-Shift Union Representative shall only be recognized on the off-shift, in which they are employed upon notice of such to the Company by the Union.

08.03 Bargaining Committee

For the purpose of negotiating amendments for renewal of the Collective Agreement the Company acknowledges the right of the Union to select a Bargaining Committee from the Bargaining Unit. The Chairperson of the Union Committee shall also be the Chairperson of the Bargaining Committee. Including the Plant Chairperson the Union shall have the right to select the following number of Bargaining Committee Persons based on the number of employees in the Bargaining Unit:

Number of Bargaining Unit Members	Number of Bargaining Committee Members (Including the Plant Chairperson)
Less than 201	2
201 - 500	4
More than 500	5

Bargaining Committee Persons shall be permitted only such time away from their regular employment duties to prepare for and engage in collective bargaining as follows:

- I During the period of six (6) months prior to the expiry date of the Collective Agreement each member of the Bargaining Committee will be allowed up to ten (10) working days leave of absence, without pay, in order to prepare amendments to the Agreement. Reasonable advance notice will be presented to the Company for such leaves of absence.
- II In negotiating with the Company representatives for renewal of the Collective Agreement, the Company shall

pay the Bargaining Committee Persons for time spent during regular working hours for up to one (1) month following the expiry date of the Collective Agreement. All benefit coverage shall also be paid and in effect for such a period. Pay for time spent beyond one (1) month may be made upon mutual agreement between the Company and the Union.

The Company agrees to pay for time spent beyond one (1) month on the condition that an agreement is ratified by Friday September 18th, 2020, and that the bargaining committee will agree to return to work for here days during the week.

Article 9

ATTENDANCE OF NATIONAL REPRESENTATIVE

A National Representative or Representatives of the Union may be present and participate in any meeting of the Union Bargaining Committee and the Company.

Article 10

UNION - COMPANY MEETINGS

- 10.01 The Union Bargaining Committee and the Company Labour Relations Committee shall meet within four (4) working days when there is business which requires their joint consideration. Such time limits may be extended by mutual agreement of the Parties.
- 10.02 Necessity for meeting will be indicated by a letter or note from either Party to the other Party containing an agenda of the subjects for discussion.
- 10.03 The Parties agree that a disposition will be given within ten (10) working days following the meeting, such time limits may be extended by mutual agreement of the Parties.

Article 11

GRIEVANCE PROCEDURE

- 11.01 All grievances arising between the Parties shall be dealt with as speedily and effectively as possible. Necessary information pertinent to the resolution of grievances shall be supplied and discussed and a positive effort made at settlement by the Parties at all stages of the grievance procedure.
- 11.02 The parties will not be under any obligation whatsoever to consider or process any grievance which arose out of any action or conditions within a reasonable period of time after the date the subject of such a grievance became known or should have become known to the grievor.

In no event will the period of time or the Company's financial liability exceed twenty-five (25) working days.
- 11.03 The Company will produce such pertinent production, payroll, attendance records, disciplinary notices and each Party shall supply information pertaining to the employee(s) involved as may be necessary to the settlement of a grievance at each stage of the grievance procedure. During the grievance procedure, the Parties shall have reasonable access to the Plant facilities to view the disputed operations or confer with necessary persons.

Step No. 1

- 11.04 An employee(s) having a grievance shall first submit the same to a Union Committee Person, who shall present the complaint in the prescribed manner to the employee's (employees') Supervisor. It shall be mandatory that the Parties concerned fully discuss the grievance. Either Party may have present any persons necessary to the settlement of the grievance.

The Supervisor shall reply to the Union Committee Person in the prescribed manner no later than the fifth (5th)

working day following the day on which the grievance was discussed or such reasonable time extension as may be mutually agreed.

The date of reply will be established at the time of discussion by the Supervisor and Union Committee Person.

Step No. 2

- 11.05 If the decision of the Supervisor is not satisfactory to the employee(s) concerned and/or the Union, the grievance shall be presented, in writing, to the Manager, Staffing and Employee Relations or their designee by the Union Committee Person within five (5) working days following the decision of the Supervisor. The written grievance shall be on the prescribed form and must contain a statement outlining the nature of the complaint and the relief sought.

The grievance shall be fully discussed at a meeting to be held within ten (10) working days after receipt of the grievance from the Union Committee Person. At the meeting will be the Labour Relations Committee, the Union Committee and any persons necessary to the resolution of the grievance.

If the grievance cannot be resolved in discussion, the Company will provide the Union with its written decision within five (5) working days of the Step No. 2 meeting.

The time limits provided in this Step No. 2 may be extended by mutual agreement.

Group Grievance

- 11.06 A "Group Grievance" which is one concerning more than one employee having the same complaint may be submitted at Step No. 2 of the grievance procedure, and failing settlement, to arbitration in the normal manner. The Union may select no more than two employees to attend such grievance/arbitration hearings.

Policy Grievance

- 11.07 Either Party may file a "Policy Grievance" at Step No. 2 of the grievance procedure. A "Policy Grievance" is defined as one, which alleges a misinterpretation or violation of a provision of this Agreement. Generally because of the nature or scope of the subject matter of a "Policy Grievance", it will be filed by the Plant Chairperson or the President of the Local Union or their designee on behalf of the Union or by the Manager, Staffing and Employee Relations or their designee on behalf of the Company. Failing settlement, it may be referred to arbitration in the normal manner.

- 11.08 Any grievance that is not advanced to the next stage of the grievance procedure within the time limits provided herein shall be considered settled in the grievor's favour, if the failure is on the part of the Company. Upon prior notification to the Union, that the time limits in the grievance procedure cannot be met due to the legitimate absence from the Plant of persons directly involved in the grievance, or for other established legitimate reasons, an automatic extension will be granted, the duration of which will be subject to mutual agreement.

A grievance conceded under this provision will be without precedent or prejudice to any similar grievances.

- 11.09 In the event that a grievance is filed involving safety, it is understood that the Union Safety Representative, or their alternate, will be included in the processing of such grievance.

Article 12

ARBITRATION

- 12.01 Where a party wishes to submit a grievance to arbitration it shall advise the other party in writing within five (5) working days of the date of the decision at Step 2 was or should have been rendered. After which the party seeking arbitration shall within fifteen (15) working days submit in writing to the other party a proposal for a date and arbitrator selected among the list in article 12.07.

The responding party shall then have fifteen (15) calendar days to reply to the selected arbitrator and date.

Should the parties fail to reach agreement on an arbitration date for a particular grievance the first arbitration date following sixty (60) days from the date on the letters requesting arbitration shall be accepted by the parties. The grievance to be heard shall be established by the party requesting arbitration in accordance with Article 12.06, however, both parties will be provided with at least three weeks' notice of the first day of hearing for the grievance to be heard.

12.02 No matter may be submitted to arbitration which has not been considered under Step No. 2 of the grievance procedure and the grievance form and decisions written thereon or attached thereto shall be presented to the arbitrator and the arbitrator's decision shall be confined to deciding the issues therein set out.

12.03 During arbitration, the conferring Parties may have the assistance of the employee(s) concerned and any necessary witnesses.

All reasonable arrangements will be made to permit the conferring parties to have access to the Plant to view the disputed operations or confer with the necessary witnesses.

12.04 When the Parties desire or the grievance is of such a nature that due to the accessibility of the operations and witnesses the arbitration hearing should be held on the premises of the Company, the parties may mutually agree to do so.

12.05 Employees appearing during working hours before an arbitrator on the hearing of the appeal of a grievance shall be paid by the Company at their regular rate, for the time so spent. The same condition shall apply to the Plant Chairperson and up to three (3) other Union Committee Persons.

12.06 Grievances submitted to arbitration shall have the following priority at arbitration:

- | | |
|---------------|------------|
| (1) Discharge | (3) Policy |
| (2) Lay-off | (4) Others |

12.07 It is agreed that disputes, which are carried to the arbitration stage, shall be heard before a single arbitrator. Where requested, two (2) grievances may be heard at the one arbitration hearing provided the first grievance heard is completed by 1:00 p.m. on the day of the hearing. The Company and Union, having expressed confidence in the ability of the undermentioned persons, agree that they shall be called to arbitrate on the basis of their earliest availability.

- | | |
|---------------------|-----------------------|
| (a) Christine Smith | (d) Stephen Raymond |
| (b) Mathew Wilson | (e) Marilyn Silverman |
| (c) W. Kaplan | (f) Kevin Burkett |

12.08 The arbitrator shall not have jurisdiction to alter or change any of the provisions of this Agreement, or to substitute any new provisions in lieu thereof, nor to give any decision inconsistent with the terms and provisions of this Agreement, or to deal with any matter not covered by this Agreement. The arbitrator, however, in respect of the grievance involving a penalty, shall be entitled to modify such penalty as in the opinion of the arbitrator is just and equitable.

12.09 After a grievance has been processed through the grievance procedure and remains in dispute, the Parties to this Agreement agree that the arbitration process is presently THE appropriate method of resolving these differences that arise during the term of this Collective Agreement. Therefore, the Parties agree that the decisions of the arbitrator shall be final and binding on both parties and their expenses shall be borne in equal shares by the Company and the Union.

Article 13

DISCIPLINARY ACTION

13.01 An employee subject to reprimand or disciplinary action shall have their Union Committee Person present. Union representation will not be required during the investigative procedure the Company may undertake in order to determine fault, provided the employee is not removed from their work area.

In the event that disciplinary action results in suspension or discharge of an employee, the matter will be discussed with the Plant Chairperson before such disciplinary action is being taken. The employee may be present if so requested by either Party.

Any disciplinary action taken shall be removed from the employee's record at the conclusion of twelve (12) months. Based on the severity and nature of the incident, the notation may remain on an employee's record for a period greater than twelve (12) months, if mutually agreed upon.

- 13.02 A claim by an employee that they have been unjustly discharged from their employment or improperly laid off shall be treated as a grievance if a written statement of such grievance is lodged with the Manager, Staffing and Employee Relations within three (3) working days after the employee has been notified of their discharge, or twenty (20) working days after notification of lay-off.
- 13.03 In such case, Step No. 2 shall be invoked within five (5) working days thereafter.
- 13.04 In the case of an employee who is discharged while absent from the Plant, the period of three (3) working days shall be extended to ten (10) working days following issue of the Notice of Discharge by registered mail to the last address shown on the Company Human Resources Records.

Article 14

BULLETIN BOARDS

The Company will provide Bulletin Boards at agreed locations throughout the Plant for the convenience of the Union in posting notices of Union activities. All such notices must be signed by the proper officers of the Union and submitted to the Manager, Employee and Industrial Relations or their authorized representative for approval before being posted.

The Union may make distribution of the Union Newspaper "The Aircrafter" on the day of circulation at the time clocks at quitting time.

This authority does not cover distribution of any other material than the "Aircrafter."

Article 15

SENIORITY

- 15.01 There shall be two (2) Seniority Lists as follows:
(1) Skilled Trades Employees
(2) Employees other than Skilled Trades Employees
- 15.02 Seniority rights shall be established in accordance with provisions of Article 16 and 17.
- 15.03 Seniority and Recall lists will be amended and re-issued to the union every month from the effective date of the Agreement. Seniority lists will be posted at one (1) location within the Plants.

The Seniority Lists will stipulate Name, Classification, Employee ID, Department and Seniority Dates.

- 15.04 A complaint by an employee relative to their position on a Seniority List may be dealt with as a grievance at any time.

Article 16

PROBATIONARY PERIOD

Any employee who completes sixty (60) days of work during any twelve (12) month period of employment will be considered as having completed their probation and their name will be added to the appropriate Seniority List. The Company will have the right to discharge an employee who has not completed their probationary period where, in the opinion of the Company, the continued employment of the probationary employee is not in the best interests of the Company. It is agreed that such a standard amounts to a lesser standard than just cause in accordance with the Labour Relations Act. A probationary employee may grieve only on matters relating to normal operating conditions.

A probationary employee will be advised of the reasons for dismissal, if such dismissal is related to work performance. If an employee works a day or part of a day or if a Plant Holiday should fall during the probationary period, such day, part of the day, or Plant Holiday shall be considered as a working day for the purposes of computing the employee's probationary period.

An employee's Seniority Date shall be the date established as sixty (60) working days prior to acquiring seniority.

Article 17

GENERAL PROVISIONS

- 17.01 Wherever in this Agreement the masculine gender is used, it shall also apply to the feminine.
- 17.02 The Company and the Union agree that those with greatest seniority shall be given preference in job vacancies and promotions and that those with least seniority shall be first to be demoted providing that in either case, the employee or employees involved possess the ability and the desire to do the work required. Fundamentally, rules respecting seniority are designed to give employees an equitable measure of job security based on length of service with the Company and subject to the provisions of the Collective Agreement.
- 17.03 Skilled Trades negotiated as Schedule "G".

Article 18

TEMPORARY RE-ASSIGNMENT

The Company may temporarily re-assign employees to other work such as may be necessary to avoid short lay-off and/or short recall and to cover temporary expansion in an operation or operations provided:

- (1) that the Union Committee Person for the facilities affected are advised prior to the assignment of the work conditions and names of employees involved;
- (2) that the temporary period shall in no case exceed fifteen (15) working days unless an increase of this period is arranged by mutual consent of the Company and the Committee Member for the facility to which the employee is temporarily reassigned;
- (3) such employees as may be assigned to the temporary work shall receive the pay of their regular job classification or the top rate of the job classification in which the temporary work occurs whichever is the higher;
- (4) no disciplinary action will be taken against any employee who is assigned work of a temporary nature in another job classification by reason of their failing because of lack of job knowledge to satisfactorily do the work required of them in that classification;
- (5) no employee will be declared surplus while an employee is temporarily assigned to their job classification;
- (6) the Company agrees that it will not use temporary reassignment to circumvent the recall procedure. It is understood that the word "short" as used above shall be deemed to mean fifteen (15) working days or less;
- (7) whenever practical, having regard to the efficiency of the operation, senior employees in the classification affected will be given preference in temporary re-assignments.

Article 19

JOB POSTINGS

When there are openings (vacancies where no employee is eligible for recall) within the Job Classifications covered by the Collective Agreement, the Company will post notices on the Bulletin Boards throughout the Plants. These Notices will remain posted for a period of forty-eight (48) hours before hiring outside help and in the interim, applications from eligible employees will be considered in conjunction with clause 17.02. Notices will remain posted until the end of the shift following the expiry of forty-eight (48) hours after the time of posting.

An employee who has attained seniority is free to apply for any posted job.

The following conditions shall apply to Job Postings for both active and laid off employees:

- (1) An employee accepted on a Job Posting will be notified of their acceptance within ten (10) working days after the posting has been removed and will assume their new duties within thirty (30) working

days after the posting has been removed. An employee so notified will receive the new rate in accordance with Schedule "A", Clause 3, upon their move to the posted job or fifteen (15) working days from the date the posting is removed, whichever is the lesser time, except when the posting is to a lower rated job, in such case the new rate shall apply at the time the employee occupies the lower rated job. The fifteen (15) working days above will be extended in the event there are employees on lay-off with recall rights to the vacant job, the extension shall not exceed ten (10) working days. Vacancies for posted positions not filled within thirty-five (35) working days will be re-posted.

- (2) After fifteen (15) working days, an employee's seniority will be vested in the Job Classification and flow chart to which they have moved under successful application for a posted job.

In the event of a posting calling for more than one opening in the same classification, it is understood that under no circumstances will a successful junior applicant attain vested seniority ahead of a successful senior applicant.

- (3) Laid off employees on recall will be eligible to apply for posted jobs within the forty-eight (48) hour time limit. For this purpose the Company will record posted jobs in the Human Resources Department and it is understood that the Union will list posted jobs in the Local 112 Union Hall.
- (4) Notwithstanding other provisions of the Agreement, an employee who is accepted on the basis of Job Posting and finds themselves unable to perform the duties of the new Job Classification shall be returned to their former category provided they request return within fifteen (15) working days after moving to the new classification.
- (5) In the event that an employee does not exercise the option of returning within fifteen (15) days as described above, and there is a dispute as to their ability to satisfactorily perform the job, the employee shall be returned to their former category within fifteen (15) working days after moving to the new classification and the matter may then be referred to the grievance procedure.
- (6) In the event that an employee is returned to their category under either of the above conditions, the job, if required, shall be re-posted.
- (7) Employees having completed Company-sponsored Skills Training Programs, will be ineligible for job postings for a period of two (2) years from the completion of the training except where the posting is to a higher classification within the same trade. (Applies to skilled trades only).

- 19.01 (a) The Company will accept a pre-application for a specific job posting from an employee going on vacation or an approved leave of absence. The application shall remain in effect for thirty (30) calendar days or the expiry of the vacation leave of absence, whichever occurs first.

(b) The time limits in article 19 (1) shall commence as of the expiry of the pre-application as defined in (a) above.

(c) Pre-application must be filed with the Human Resources Department.

Article 20

LEADHAND

A Leadhand is a Bargaining Unit worker who, because of their extensive job knowledge and experience is qualified to instruct, lead, assist and assign duties to other employees but will not exercise disciplinary action.

Duties and responsibilities include the setting up, changing over and, when necessary, the operating of various machines in their own or related categories.

Should an employee encounter difficulty with a Leadhand in the assignment of work, the matter will be referred to the Supervisor.

A Leadhand will not progress or expedite parts or assemblies throughout the Plant, nor shall they be required to perform clerical duties outside of their normal classification.

In the matter of promotion to Leadhand, where each applicant has the qualifications, then seniority shall prevail.

The Company shall have the sole discretion to determine the number of lead hand positions for each classification, if any.

Premium Rates

20.01 Leadhands shall be paid a premium of five percent (5%) of the job rate per hour for their classification.

Posting For Status Of Leadhand

20.02 It is understood and agreed that when there is an opening for the status of Leadhand, the job posting procedure will be exercised in lieu of recall to the classification affected.

Article 21

LAY-OFF

The Company will provide the Plant Chairperson with and post a list of classification (s) to be surplusd five (5) working days before the surplus becomes effective or, alternatively, the Company will pay any employee laid-off as a result of the surplus five (5) days pay (not applicable if lay-off is due to the provisions of Article 21.01).

21.01 In the event of a major machine breakdown, power failure, water failure, fire or flood, then the Company may lay off the employees affected without regard to seniority and will be permitted up to two (2) working days to determine seniority rights and make proper adjustment of staff, PROVIDED that no employee may be laid off out of seniority for more than three (3) working days in one calendar year. In the case of other similar circumstances, beyond the control of the Company, the action to be taken shall be determined by mutual agreement of the Parties.

21.02 Probationary employees in the job classifications affected will be laid off first.

Then employees working in the classifications affected, who have been accepted by means of Job Posting and whose seniority is not vested in such classifications in accordance with clause 19 (2) will be removed from the classification affected and returned to their former classification in accordance with their seniority.

21.03 Employees with seniority in the Job Classifications affected will be removed from the classification in inverse order of seniority and may exercise bumping rights with the provisions:

- (1) they may accept lay-off rather than exercise their bumping rights, or
- (2) they may displace any probationary employee providing they have the ability to perform the work of the displaced employee, or
- (3) they may displace an employee holding least seniority in any classification at an equivalent wage level or at the next succeeding downward wage levels on their flow chart providing they have the ability to perform the work of the displaced employee. The Parties recognize that the above will be the normal procedure, however, there may be exceptions wherein an employee lacks seniority to bump or declares they cannot perform the job in an equivalent wage level or at the next succeeding downward wage levels on their flow chart in which case, they shall be permitted to displace the employee holding least seniority in any classification at an equivalent wage level or at the next succeeding downward wage level providing that they have proven ability to perform the work of this displaced employee, or
- (4) in the event that they have insufficient seniority to bump within their flow chart, they may elect to bump into the Clearance Pool providing they have more seniority than the employee they displace.

21.04 In no event shall an employee bump another employee who has greater seniority or who is employed in a higher paid job classification.

21.05 A senior employee in a classification may accept lay-off in preference to a junior employee being surplusd from the same classification.

Such senior employee must indicate their desire in writing with the Human Resources Department in advance of any surplus being declared and will be given the opportunity of accepting lay-off or cancelling their written indication at the time their classification is affected by lay - off.

If they accept lay-off under these provisions they will be laid off and their name will be retained on the seniority list and also recorded under their classification temporarily in the last position on the recall list and they will be subject to recall at any time in accordance with their temporary seniority standing. They will be eligible to return to work commencing with the work week following three (3) months of lay-off, or cessation of S.U.B. payments, whichever is the lesser. The initial three (3) month period may be extended for an additional three (3) month period only provided the employee notifies the Human Resources Department in writing by registered mail or by coming into the Human Resources Department at least two (2) weeks prior to the expiration of the initial period of lay-off. Only one such extension shall be granted to an employee during the life of the contract. When they return to work, their name will be recorded in the proper position on the seniority list.

If the employee fails to return to work when recalled or at the above-specified time, their name shall be removed from the recall list and they will forfeit all seniority.

An employee exercising their bumping rights and who subsequently fails on the job that they have chosen shall be allowed their remaining bumping rights under the Collective Agreement.

- 21.06 An employee who exercises their bumping rights shall be permitted up to ten (10) working days (if less than ten (10), then by mutual agreement which shall not be unreasonably withheld) to prove their ability to satisfactorily perform the work of the employee they wish to displace and, if unable to do so, they will be surplus and a displaced employee recalled according to seniority on the Recall List unless the union is notified that no replacement is required.
- 21.07 In the event that two or more employees possess the same seniority date, the Company will proceed with a draw to determine the employee holding the highest seniority unless otherwise provided for in this Collective Agreement.
- 21.08 At the time an employee is removed from their classification as a result of a surplus, the employee will signify (by signing a form supplied by the Company) the eligible classifications to which they elect to be recalled as described in Article 22. A Union Official shall be present.

Article 22

RECALL

22.01 Recall Rights

An employee removed from their classification as a result of a surplus is eligible for recall to:

- all classifications at and below their pre-surplus classification level on their pre-surplus flow chart and;
- all classifications at and below their pre-surplus classification level on any other flow chart for which the employee holds seniority pursuant to Article 22.02 but not above the classification level previously held by the employee on the other flow chart with the following qualifications:
 - I In no case will an employee gain recall rights for a classification on any flow chart above their pre-surplus classification level.
 - II In no case will an employee gain recall rights for a classification at or below their new (post-surplus) classification level unless such recall rights are for the pre-surplus classification held by the employee.
 - III An employee who has accepted lay-off rather than exercise their bumping rights shall only be eligible for recall to the classification from which they were laid off and/or such other eligible classifications within their flow chart which they had not declined to bump into at the time of lay-off.

- IV An employee laid off as a result of a surplus will also be subject to recall to a newly created classification for which they are eligible and which became existent subsequent to their lay-off.

22.02 Retention of Recall Rights

- (1) An employee on the Recall List accumulates seniority while on the Recall List and shall retain recall rights for a period equal to their seniority attained at the time they were removed from a classification as a result of a surplus.
- (2) A laid-off employee who no longer has recall rights as a result of (1) above shall forfeit all seniority rights and their employment with the Company shall be terminated.

22.03 Recall Process

- (1) An employee on the Recall List will be subject to recall in order of their seniority standing to all classifications for which they recall rights as detailed on the Recall List. A notice of recall will be given when there is a vacancy in a classification when there is an employee with recall rights to such a classification; otherwise the vacancy shall be posted.
- (2) An employee who accepts recall to any classification will be subject to a twenty (20) day trial period (as described to the union prior to the initiation of the trial) in order to obtain the required certifications to perform the work and/or to prove their ability to perform the work required by the Company at that time. In the event the employee fails to obtain the required certifications and/or to prove their ability to do the work required, they shall forfeit their recall rights to the classification and shall be allowed to exercise their bumping rights as described in Article 21.03.
- (3) A laid-off employee subject to recall, who finds himself unable to return to work because of illness, shall be returned to work immediately upon proof of fitness for work being presented to the Company. If a junior employee has been recalled in the meantime, they will be subject to a surplus upon the return of the senior employee if such a surplus is necessary (the notice provisions of Article 21 shall not apply in such cases).

22.04 Termination of Recall Rights

An employee shall have their recall rights terminated as follows:

- (1) Recall rights lapse as described in Article 22.02.
- (2) An employee on lay-off (not an active employee) who refuses recall to any classification for which they are eligible as detailed on the Recall List, shall forfeit all seniority rights and their name will be removed from the Recall List with the following exception: If an employee declines recall to a newly created classification as described in Article 22.01(IV) they shall forfeit their recall rights to that classification only.
- (3) An active employee on the Recall List who refuses recall to any classification for which they are eligible as detailed on the Recall List shall forfeit recall rights to the classification they were recalled to and to all classifications at and below the level of the classification for which they declined recall with the following exceptions: Such an employee shall retain recall rights to any other previously held classification for the period described in Article 22.02 at the level of the classification for which they declined recall providing the employee was removed from such a classification as a result of a surplus.
- (4) An active employee shall, in no case, have recall rights to any classification at or below their current classification level with the following exception: An employee shall retain recall rights to previously held classifications at their current classification level for the period described in Article 22.02 provided the employee has not previously refused recall to such a classification.

An employee on lay-off who no longer has recall rights shall lose all seniority rights and their employment with the Company shall be terminated.

Article 23

PHYSICALLY RESTRICTED EMPLOYEES

- 23.01 Any Bargaining Unit employee who has been incapacitated at their work by injury or compensable occupational disease, while employed by the Company, will be employed in other work on a job that is operating in the Plant which they can do without regard to any seniority provisions of this Collective Agreement, except that such employee may not displace an employee with longer seniority.
- 23.02 In the event of a Bargaining Unit employee suffering a disability other than covered in 23.01 above, exceptions shall be made to the provisions of seniority in favour of such employee by agreement between Company and the Bargaining Committee.
- 23.03 The Company will continue the practice of permitting physically handicapped employees the privilege of early clockout where justified, to be determined by the Manager, Employee and Industrial Relations.

Article 24

POSITIONS OUTSIDE THE BARGAINING UNIT

An employee who has been transferred from the Bargaining Unit to a position, which is excluded from the Bargaining Unit, shall retain the seniority that they had while in the Bargaining Unit for a period of 90 days. At management's discretion, employees may be returned to the Bargaining Unit with their seniority acquired at the date of leaving the Bargaining Unit, providing such return does not result in the layoff or bumping of an employee holding seniority. If this employee is not returned to the Bargaining Unit within 90 days from the date of transfer, they will relinquish all seniority in the Bargaining Unit.

Article 25

LOSS OF SENIORITY

Seniority status once acquired will only be cancelled under the following conditions:

- (1) If an employee voluntarily quits employment or is discharged and such discharge is not reversed through the grievance procedure.
- (2) Failure to return to work from lay-off within ten (10) working days after the date of mailing of the Company's notice of recall sent by registered mail to the last address shown on the Company's Human Resources records, unless proof of a disabling illness or injury is submitted to the Company by the employee prior to the expiration of the ten (10) day period. If the employee is unable to report within the ten (10) day recall time limit because of extenuating circumstances beyond their control, the Company will extend this period.

Article 26

RECOGNITION OF UNION OFFICERS

In order that the operations of the Union as authorized on Company premises, will not become disorganized when lay-offs are being made, the Company agrees to the following procedures:

- (1) A member of the Local Union Executive Board and/or the Plant Chairperson shall be the last person who is removed from their classification during their Term of Office so long as they have the ability to perform the work available. Thereafter they will be subject to all bumping provisions and, for such purpose, shall be considered the highest-ranking employee in terms of seniority. In the event the Plant Chairperson is unable to secure a new position through the normal bumping provisions, they shall be allowed plant-wide bumping rights provided they have the ability to perform the work of the employee they wish to displace.
- (2) Subject to (1) above, a Union Committee Person shall be the last person who is removed from their classification in the facility in which they are recognized as holding Union representation so long as they have the ability to perform the work available. Thereafter they will be subject to all bumping provisions, and for such purpose, shall

be considered the highest-ranking employee. In the event the UCP is unable to secure a new position through the normal bumping provisions, they shall be allowed facility-wide bumping rights provided they have the ability to perform the work of the employee they wish to displace.

- (3) Subject to (1) and (2) above, a Union Joint Health and Safety Committee Member shall be the last person who is removed from their classification in the facility in which they are recognized so long as they have the ability to perform the work available. Thereafter they will be subject to all bumping provisions and, for such purpose, shall be considered the highest-ranking employee in terms of seniority in the facility in which they are recognized as a UJHSC Member. In the event the UJHSC member is unable to secure a new position through the normal bumping provisions, they shall be allowed facility-wide bumping rights provided they have the ability to perform the work of the employee they wish to displace.
- (4) In the event of shift operations, the Members of the Union Executive Board, the Plant Chairperson and Union Committee Persons will have a choice of shifts providing it does not affect the efficient operation of the Plant (in such event the matter will be discussed between Company representatives and the Union Committee).
- (5) Union Committee Persons will only be recognized in the facility in which they possess acknowledged jurisdiction. In the absence of a UCP an alternate may be appointed and the respective Director, Human Resources will be notified of the temporary change.
- (6) Advice of the election or appointment, whether temporary or otherwise, of a Union Committee Person or Union Officer may be made by the Plant Chairperson or President of Local 112, and the Company will recognize such Officer from the date of the telephone advice, providing a letter of confirmation is received from the Union within ten (10) working days.
- (7) If the President of Local 112 is on Leave of Absence paid by the Union, they will have access to all Plants of the Company's operation covered by this Agreement, subject to security regulations.
- (8) A Union official, as described in sub sections (1), (2) and (3) who avoids lay-off by virtue of their Union status shall be subject to lay-off immediately upon losing such status if a senior employee in their classification has been laid-off during their term of office. Such laid-off employee will be recalled in accordance with the recall provisions in Article 22.

Article 27

LEAVE OF ABSENCE

- 27.01 The Company will grant a Leave of Absence without pay (retroactive when justified by circumstances) providing the leave is for legitimate reasons and the employee has already used all their vacation or has all their vacation booked and approved. It is agreed that the employee will give as much advance notice as possible. All requests will be submitted in writing unless circumstances make this impossible and will be subject to the Company's ability to adjust the work force satisfactorily during the period of absence.

When more than one (1) week is requested, the employee must submit a written request at least thirty (30) days prior to the commencement of Leave.

- 27.02 An employee with one or more years' seniority who is elected to public office will be granted Leave of Absence upon written request to the Company. Such Leave shall be with accrual of seniority for one (1) term of public office and may be extended upon written application to the Company. If an employee returns to the Bargaining Unit from such Leave of Absence, they shall be returned consistent with their seniority to the job classification or a job classification embracing comparable job duties to that which they held prior to Leave of Absence, providing, such return does not result in a lay-off or bumping of an employee holding greater seniority.

Article 28

PREGNANCY/PARENTAL LEAVE OF ABSENCE

28.01 – Pregnancy Leave

An employee who has attained seniority and who becomes pregnant will on request be granted pregnancy leave.

Pregnancy leave may begin no earlier than seventeen (17) weeks before the expected date of birth. Pregnancy leave will be for seventeen (17) weeks, or where the mother is not entitled to take parental leave, for the greater of seventeen (17) weeks or six (6) weeks after the birth of the child.

An employee who wishes to take pregnancy leave must give MDA no less than two (2) weeks' written notice of the date the leave is to begin and a certificate from her physician stating the expected date of birth. Unless an employee on pregnancy leave gives MDA at least two (2) weeks' written notice that, at the conclusion of her pregnancy leave, she intends to commence parental leave, the employee will be deemed to intend to take the maximum length of her pregnancy leave and return to work immediately thereafter. If an employee on pregnancy leave wishes to return to work without having taken her full entitlement to pregnancy leave, the employee must provide MDA with at least four (4) weeks' written notice of the date on which she wishes to return.

The benefits of an employee on pregnancy leave will be continued by MDA at its own cost.

If an employee returns from an approved maternity leave and is laid off before she has been able to restore all of the weeks of EI entitlement she used during such leave, the Company will pay such employee an amount equal to the EI maximum weekly benefit for each week during such lay-off in which the employee does not receive EI benefit for reason only that she has used up weeks of entitlement during the maternity leave and has not had an opportunity to restore them.

28.02 Parental Leave

An employee who is the parent of a child will be granted a parental leave of up to thirty-five (35) weeks' if the employee also took pregnancy leave and thirty-seven (37) weeks' otherwise. The employee is required to give MDA at least two weeks' written notice of the date the leave is to begin.

An employee who has taken pregnancy leave is required to begin her parental leave when the pregnancy leave ends unless the child has not yet come into the custody, care and control of a parent for the first time. The parental leave of an employee who has not taken pregnancy leave must begin no later than fifty-two (52) weeks after the child is born or first comes into the custody and control of a parent for the first time.

The benefits of an employee on parental leave will be continued by MDA at its own cost.

Unless otherwise advised by the employee, the employee will be deemed to intend to return to work thirty-five (35) weeks after the parental leave began, if the employee also took pregnancy leave and thirty-seven (37) weeks after it began, otherwise. In the event the employee wishes to return to work on an earlier date, the employee is required to give MDA at least four (4) weeks' written notice of that date.

The parties recognize there may be additional provisions contained in other legislation as it pertains to parental leave.

Article 29

UNION LEAVE OF ABSENCE

- 29.01 An employee, who is elected or appointed to a full - time office with the National Union or Local 112, will be granted Leave of Absence upon written application of the National Union or the senior officer of Local 112 as the case may be. Such Leave of Absence shall be with accrual of seniority and extended upon request. It is understood that the Company will receive written notice from the National Union or Local 112, respectively to this effect.
- 29.02 The National Union or Local 112 agrees also to advise the Company in writing once annually of the names of those MDA employees who are engaged in full-time duties with the Union.
- 29.03 Upon similar application, leave will be granted for periods up to fourteen (14) days to permit members of the Bargaining Unit to attend conventions or conferences called by the National Union or other Labour Councils. It is understood that not more than four (4) members will be absent at one time under this clause and that applications for leave will be presented in writing as soon as possible allowing reasonable time in order that the Company may provide replacements, if necessary.

It is further understood that if the present number of employees in the Bargaining Unit should increase and

exceed two hundred (200) in number, then one (1) additional member will be added to the aforementioned total of four (4) and for each subsequent additional one hundred (100) employees in the Bargaining Unit, one (1) additional member will be added.

- 29.04 It is understood that requests, which exceed the numbers quoted above, may be granted providing the individuals can be spared from production.
- 29.05 If an employee returns to the Bargaining Unit from a full-time office with the National Union, the return shall be to the former job classification or to a job classification embracing comparable job duties to that which they held prior to leave of absence providing such return does not result in a lay - off or bumping of an employee holding greater seniority.
- 29.06 When an employee returns to the Bargaining Unit from a full-time office with Local 112, they shall be returned consistent with their seniority and service, to the classification and to the department in which they were employed at the time of their election to such office, or to a job classification embracing comparable job duties to that which they held prior to their election. An employee shall be allowed to accrue seniority and service entitlement.
- 29.07 A request for time-off for an Off-Shift Union Representative employed on an off - shift to attend membership and union official meetings will be granted provided the Union gives at least 24 hours prior notification to the Manager, Employee and Industrial Relations and no cost to the company is involved.

Company Paid Union Education Leave

- 29.08 The Company agrees to pay into a special fund four cents (4) per hour per employee for all compensated hours for the purpose of providing paid Education Leave. Said Paid Education Leave will be for the purpose of upgrading the employee's skills in all aspects of Trade Union functions. Such monies to be paid on a quarterly basis into a trust fund established by the National Union UNIFOR and sent by the Company to the UNIFOR Education Department at:

Unifor Paid Education Leave Program, Unifor-Canada, 115 Gordon Baker Rd., Toronto, ON M2H 0A8

The Company further agrees that members of the Bargaining Unit, selected by the Union to attend the courses, will be granted a leave of absence without pay for twenty (20) days of class time, plus travel time where necessary, said leave of absence to be intermittent over a twelve (12) month period from the first day of leave. Employees on unpaid leave of absence will continue to accrue seniority and benefits during such leave.

- 29.09 The Company agrees to contribute on the following basis to the Aerospace Paid Education Leave fund to be administered identically to the above Paid Education Leave program:

Commencing October 2, 2023 \$0.04 per hour worked.

Article 30

SAFETY

- 30.01 The Company agrees to maintain adequate sanitary safety and health conditions throughout its building and to provide protective clothing where the need is recognized or designated by the Company or Health and Safety Committee. No employee will be disciplined for refusal to use equipment, machines, devices or things and/or for their refusal to work because of the physical condition of the workplace that is likely to endanger the employee.
- 30.02 In order to provide a safe working environment, there will be a Joint Health and Safety Committee established. The Union may appoint or elect one UJHSC Member. The Union member of the Committee shall be an employee who works at this location and shall be known as the Union Joint Health and Safety Committee Member ('UJHSC') and shall be certified in accordance with the Occupational Health and Safety Act (or by attending the Workers' Health and Safety Centre 160 hour Certification Program if such program qualifies for

certification by the Occupational Health and Safety Agency).

In the event an employee under this collective agreement has a complaint concerning safety they shall inform their Supervisor or their designee of the complaint. The Supervisor shall inform the UJHSC member of the complaint and if the member's assistance is required and/or requested by the employee with the complaint, the Supervisor involved in the complaint shall immediately request the UJHSC Member's Supervisor to clear the Member. The Member's Supervisor shall immediately clear the Member to assist in the resolution of the complaint. Time spent during regular working hours by the Member shall be paid time off the job. Only such time as reasonably necessary to resolve the complaint shall be taken by the UJHSC Member and shall be paid time off the job.

In addition to the duties given to Committees under Health and Safety Legislation, the Union Joint Health and Safety Committee Member will, at the location they represent:

- (1) Participate in office/plant monthly tours to check on health and safety hazards as part of the location JHSC monthly meeting. The JHSC committee shall, over each twelve-month period, inspect the entire workplace.
- (2) Meet once a month with the location JHSC to review their findings and make recommendations on the elimination of health and safety hazards.

The Company will provide the Joint Health and Safety Committee with all pertinent injury information in accordance with OHSA.

National Union staff will have access to the facilities upon approval from the Company.

30.03 Personal Protective Equipment (PPE)

All employees must wear company-approved and supplied PPE as designated by the Company or Joint Health and Safety Committee.

Eye Protection

If employees should require prescription safety glasses in order to carry out their normal duties in the workplace, the Company will reimburse employees for the cost of prescription safety glasses every two years as follows:

- I Frames to a maximum of \$175.00
- II Lenses to a maximum of \$250.00 (In the event an employee is unable to purchase lenses for \$250.00 or less, the Company, at its discretion, may pre-approve a lens purchase in excess of \$250.00.)

Lenses and frames must be obtained from a safety optical company of the employee's choice unless the Company designates a supplier during the life of the agreement.

The Company will replace lenses and/or repair or replace frames upon presenting proof of damage or wear.

Foot Protection

If employees require safety shoes to carry out their normal duties the Company will pay up to \$175.00 every 12 months for required safety footwear to be worn during working hours.

General

Receipts will be required for all purchases.

Article 31

SCHEDULES

The following Schedules are included herein and form part of the Agreement:

- Schedule "A": A schedule of Job Classifications, Wages and certain Fringe Benefits.
- Schedule "B": A schedule of the Hours of Work, Overtime Conditions, Shift Premiums, Work Parties, etc.
- Schedule "C": A schedule of Vacations With Pay and payment for Plant Holidays.
- Schedule "D": A schedule of Flow charts and Job Descriptions.
- Schedule "E": A Glossary of Terms in the Agreement.
- Schedule "F": Letters of Intent and Understanding.
- Schedule "G": Skilled Trades.

Article 32

UNION SECURITY

The Parties agree to the following Union security provisions covering all eligible employees:

- (1) As a condition of employment, all present employees shall become and remain members of the Union.
- (2) As a condition of employment, all new employees shall be required to complete an application for membership in the Union upon commencement of employment, and shall remain members of the Union.

The Company will deduct from the pay (including SUB) of each employee covered by this Agreement such initiation fees of new employees, and dues as may be adopted by the National Union. The Union will notify the Company to deduct union dues bi-weekly for all members of the bargaining unit for the term of this Agreement. In the event of monthly dues deductions, such monies are to be deducted from the employee's pay received on the third pay-day of each month and, in the event of weekly dues deductions, such monies are to be deducted weekly from the employee's pay. Dues deductions will be remitted to Local 112 on the Tuesday following such deductions.

Accompanying the submission of deductions will be a list of the bargaining unit employees. On a quarterly basis, the company will provide a membership list of each employee's updated address, telephone number, email, job title, department, and wage rate.

- a) The amount of dues/initiation fees/assessments deducted from each member;
- b) If no sum is deducted for a member the reasons therefore (i.e. Sick, WSIB leave, layoff, resignation)
- c) The aforementioned list will be provided electronically.

All new employees will be required to contribute initiation fees and monthly dues commencing from the first deduction date following date of employment, providing, they have completed forty (40) hours of work at that time. Otherwise deductions will be made from the second deduction date following date of employment. All new employees will be introduced to their Plant Chairperson when reporting for work. The dues check-off shall become null and void should the Union contravene the provisions of Article 7 of this Agreement.

On a quarterly basis, the company will provide a membership list of each employee's updated address, telephone number, email, job title, department and wage rate.

Article 33

TERMINATION OF AGREEMENT

This Agreement will become effective as of October 2nd, 2023 and will remain in effect until October 1st, 2026. Unless either Party gives to the other Party written notice of termination, or of a desire to amend the Agreement, then it shall continue in effect for a further one year period, without change, and so on from year to year thereafter.

Notice of amendments required or that either Party intends to terminate the Agreement shall only be given during the period of not more than ninety (90) days and not less than thirty (30) days prior to the termination date.

If notice of amendment or of Termination is given by either Party, the other Party agrees to meet for the purpose of negotiations; and negotiations shall not continue beyond the expiration date of the Agreement unless the Parties mutually agree to extend the period of negotiation.

THIS AGREEMENT is hereby duly executed by the said parties, this 7th day of June 2024.
FOR THE COMPANY:

M. Popescu – VP Operations
M. Berger – Sr. Director, Operations
N. Hill – Director, Safety & Mission Assurance
V. Alexander – HR Business Partner, RSO

FOR THE UNION:
S. Snyders – UNIFOR National Representative

FOR LOCAL 112:
J. Turner – President
B. Dunn - Plant Chairperson
K. Semple - Bargaining Committee Member

SCHEDULE "A" WAGES, FRINGE BENEFITS AND JOB CLASSIFICATIONS

1. Wage Rates

1.01 Effective October 2, 2023

Wage Groups	Salary Hourly
1	\$ 27.96
2	\$ 28.51
3	\$ 29.09
4	\$ 29.41
5	\$ 30.23
6	\$ 30.80
7	\$ 32.70
8	\$ 34.81
9	\$ 36.78
10	\$ 38.75
11	\$ 40.20
12	\$ 43.27
13	\$ 44.11
14	\$ 44.72
15	\$ 46.63
16	\$ 48.08

2. Future Increases

2.01 Wage Rates Effective June 7, 2024

Wage Groups	Salary Hourly
1	\$ 28.94
2	\$ 29.51
3	\$ 30.11
4	\$ 30.39
5	\$ 31.29
6	\$ 31.88
7	\$ 33.84
8	\$ 36.03
9	\$ 38.07
10	\$ 40.11
11	\$ 41.56
12	\$ 44.78
13	\$ 45.65
14	\$ 46.23
15	\$ 48.26
16	\$ 49.71

2.02 Wage Rates Effective October 2, 2025

Wage Groups	Salary Hourly
1	\$ 29.81
2	\$ 30.40
3	\$ 31.01
4	\$ 31.26
5	\$ 32.23
6	\$ 32.84
7	\$ 34.86
8	\$ 37.11
9	\$ 39.21
10	\$ 41.31
11	\$ 42.76
12	\$ 46.12
13	\$ 47.02
14	\$ 47.57
15	\$ 49.71
16	\$ 51.16

3. Automatic Increases

- 1) A probationary employee's wage shall be the Job Rate from the first day of employment.
- 2) An employee with seniority who successfully applies for and retains a job in a higher wage group, will be paid the next highest rate in such wage group above their current rate. Their wage shall be the job rate in the new position

4. Cost of Living Adjustment

- 1.02 In addition to the wage rates set out in this schedule, any increase in the Cost of Living during the period of this Agreement, shall be paid in accordance with the following:

Basis for Determination

- (1) The amount of Cost of Living Adjustment shall be determined in accordance with changes in the Consumer Price Index (2002 = 100) as published by Statistics Canada, hereinafter referred to as C.P.I.
- (2) In the event that Statistics Canada ceases monthly publication of such C.P.I. in its present form and calculated upon the same basis as the current index, this Section shall be of no further force and effect and the Company shall enter into negotiations with the Union in respect to a substitute Cost of Living Index that will continue to provide for the same basis of adjustments.

Cost of Living Fold-in and Float

- (3) The \$0.80 per hour Cost of Living Allowance generated under the previous Collective Agreement will be folded into the wage rates effective October 2nd, 2023.

Cost of Living Allowance

- (4) The amount of COLA payable shall be calculated on the basis of 1 cent per hour for each full 0.0618 change in the (2002=100) C.P.I. Cost of Living Adjustments shall be calculated quarterly on the basis of

the difference between the most recently published C.P.I. preceding the effective dates of the Cost of Living Adjustments as compared to a base of 158.5 the September 2023 CPI for the 2002=100. Cost of Living Adjustments in excess of eighty (80) cents per hour shall be diverted to the Company to cover the cost of pension increases and the pension 'grow-in' under this Collective Agreement. The Cost of Living Allowance will only be subject to upward adjustments.

Cost of Living Adjustments shall be effective for the pay period commencing December 1, 2023, March 1, 2024, June 1, 2024, September 1, 2024, December 1, 2024, March 1, 2025, June 1, 2025, September 1, 2025, December 1, 2025, March 1, 2026, June 1, 2026 and September 1, 2026.

- (5) The amount of any bonus paid, as Cost of Living Adjustment shall not be incorporated (folded) into the basic wage rates but shall be included in computing overtime, plant holidays, vacation pay, short term disability payments and long term disability payments.

5. Ontario Health Insurance Plan (OHIP) and Group Insurance O.H.I.P.

5.01 The Company agrees to pay the cost of the premium to provide coverage under the Ontario Health Insurance Plan (OHIP) for employees and their eligible dependents.

Group Insurance

- 5.02 The Company shall provide Group Insurance Benefits as set forth in the Group Insurance Booklet, which will remain in effect during the term of this Agreement.
- 5.03 It is understood that future increases in the cost of the items described in 6.01 and 6.02 above shall be borne by the Company.

6. Pensions

The Non-Contributory Pension Plan as outlined in the Plan, shall become and remain a part of this Agreement (See Pension Plan Booklet. Revisions to the Pension formula as contained in the Memorandum of Settlement dated August 27, 2014 will be incorporated into the Plan. Re: Pension Plan Amendments

It is understood and agreed that the present terms and conditions of the Non-Contributory Pension Plan for MDA employees (Local 112, UNIFOR members) will be retained. However the plan will be amended as specified in the Pension Plan. (see Pension Plan Booklet).

7. Jury or Witness Pay

The Company will provide continuation of earnings for employees required to serve on Jury Duty or subpoenaed as witnesses to appear in Court, providing the employee submits to the Company monies received for such services.

8. Bereavement Pay

Pay, at regular day rate, not to exceed four (4) days will be paid to an employee who loses either a grandparent, father-in-law and mother-in-law, including step-parents of the employee or their spouse, brother-in-law, sister-in-law, son-in-law, daughter-in-law, guardian, children in guardianship and grandchildren. Payment is made to the extent of time lost, excluding Saturdays and Sundays.

Pay, at regular day rate, not to exceed five (5) days will be paid to an employee who loses either a wife, husband, son, step-son, daughter, step-daughter, sister, brother, mother, father. Payment is made to the extent of time lost, excluding Saturdays and Sundays.

9. Job Classifications (Employees)

- 9.01 An employee will not be classified in a Job Classification because of their performing isolated or singular duties set forth in a classification but will be classified in the Job Classification in which they regularly performs.
- 9.02 An employee may not necessarily be required to perform all the work operations described under their Job

Classification nor will they have the right to refuse to perform operations which are not described, providing they are related to their particular Job Classification.

- 9.03 If an employee performs the operation or operations of a higher paid Job Classification other than that in which they are classified, they will be paid the Job Rate applicable for all hours so worked.
- 9.04 An employee will only be required to perform the necessary work operations of their classification with the degree of guidance and instruction, which is considered usual or normal. This Clause shall also apply where an employee is surplus and is transferred within their classification.
- 9.05 Certain previously separate Job Classifications have been merged. It is not expected that employees in the amalgamated classifications will be able to immediately perform all the operations required of the classification. It is, therefore, understood that the Company, in rotating employees in such classifications, will permit a reasonable period of familiarization.

10. New Classifications

- 10.01 Prior to a new job being introduced, which is not covered by an existing classification, the Company will discuss such job with the Union and agrees to submit to the Union within thirty (30) days an occupational summary of the job, and the grouping to which it has been assigned. If within fifteen (15) days following notification the Union has not placed an appeal in the manner described hereunder, the Job Classification and its grouping shall be deemed acceptable to the Union.
- 10.02 In order to provide for appeal against a new Job Classification, or its grouping, the following procedure shall be used:
 - (1) The Union shall lodge the appeal in writing to the Manager, Employee and Industrial Relations.
 - (2) The appeal shall outline the reason or reasons for disputing the description and the Job Classification groupings.
 - (3) A Committee shall be appointed to review and decide the disposition of the appeal. The Committee shall be comprised of the Bargaining Committee and members of Management. The Committee shall meet within fifteen (15) working days.
 - (4) Failing a satisfactory disposition of the appeal, either party may refer the matter to arbitration.

11. Supplemental Unemployment Benefit Plan (SUB)

The SUB, Automatic Short Week Benefit and Separation Payment Plan, as provided in the Plan, shall become and remain a part of this Agreement (See SUB Plan Booklet.)

Subject to the provisions of the Plan, a separate Plan and Fund shall be set up for membership of Local 112. The Fund shall be split from the joint Local 112/Local 673 Fund on a per capita basis.

Language shall be inserted within the Plan to eliminate a double penalty because of vacation pay received on lay-off and time-off entitlement for vacation.

12. Benefits Plan

The Company shall provide an Benefits Plan to provide reimbursement for expenses incurred as follows:

- (a) Prescription glasses covered to a maximum of \$375.00 (2021) and \$400.00 (2023) every twenty-four (24) months. For dependent children, age 14 and under, \$212.50 (2021) and \$225.00 (2023) every twelve (12) months with prescription change.
- (b) Hearing aids covered to a lifetime maximum of one thousand dollars (\$1000.00).

SUMMARY OF WAGES RELATED BENEFITS

Life, Accidental Death and Dismemberment and Survivor Income Insurance Before Retirement			Life Insurance After Retirement	Disability Insurance		
				Before Retirement	Before Age 65	Before Age 60
Life	AD & D	Monthly Survivor Income Benefit	Life	Weekly Sickness and Accident Benefit (STD) (26 Weeks)	Monthly Extended Disability Benefit	Monthly Permanent Total Disability Benefit
\$90,000 effective CBA ratification date	50% of Life Ins. Amount to a max of \$45,000 effective CBA ratification date	\$600 per month less CPP benefit. Minimum amount \$300.00/ month or \$150.00/ month re: dependents. Payable for twenty-four (24) months Bridge at \$550.00/ month less CPP.	\$8,000 Current & \$10,000 Future Retirees	Full or partial salary for up to 6 consecutive months.	60% of Basic Monthly Earnings rounded to the nearest \$5.00. less government or employer retirement benefits; WSIB lost time benefits, CPP disability benefits (excluding dependent benefits); earnings or payments made by any employer.	Life Insurance amount paid in 60 consecutive monthly instalments of \$1,000.

Basic Hourly Rate - Excluded Overtime and Shift Premiums and included COLA.

Basic Weekly Earnings - Basic Hourly Rate multiplied by 40 hours.

Basic Annual Earnings - Basic Hourly Rate multiplied by 2080 hours

Basic Monthly Earnings - Basic Annual Earnings divided by 12 months.

Basic Hourly rate on last day worked will determine the amounts of applicable Benefits.

Minimum Life Insurance after retirement shall be \$10,000.00.

Optional Life - Employees may purchase in \$10,000 units to a maximum of \$200,000.

13. Business Travel Accident Insurance

General

Business travel accident insurance coverage as described in general terms herein is provided by the Company for members of the Bargaining Unit.

The benefits provided hereunder are applicable only to accidents which may occur while employees are travelling on Company business.

The master policy between the insurance carrier and MDA specifies in detail the terms, conditions and benefits of such coverage.

Please note that individual short term travel insurance protection which may be purchased independently by an employee, such as flight insurance available at most airports, etc. will be at employee's own expense and reimbursement of premiums is not claimable from the Company.

Eligibility

Benefit coverage is applicable to all full-time permanent employees under age 70.

Description of Hazards

The hazards against which insurance is provided under this policy are all those to which the insured person may be exposed

during travel and sojourn while on Company business, provided such travel is to a point or points located away from the premises of the Company or away from the location of permanent assignment.

- (1) Coverage begins at the actual start of a business trip whether it be from the insured's place of employment, home or other location. Coverage terminates upon insured's return to place of employment, home or such other location, whichever shall first occur.
- (2) Commutation travel is excluded from coverage (daily commuting to and from work).
- (3) Coverage excludes any loss resulting from:
 - (i) Suicide or self-inflicted injuries.
 - (ii) An act of war or service in any Armed Forces.
 - (iii) Air travel as a pilot or crew member.

Death Benefits

Within one (1) year from date of accident, if injuries incurred result in death to the insured, the Principal Sum of \$80,000.00 will be payable to the estate of the insured person.

Limit of Liability

The policy provides for an aggregate maximum limit of liability per accident of \$500,000.00, therefore, in order to ensure that such aggregate total liability per accident is not exceeded, it is advisable that no more than ten (10) employees utilize the same vehicle for business travel purposes.

14. Dental Plan

Eligible expenses will be reimbursed based on the current year Ontario fee Guide for General Practitioners (including Denturist Fee Guide where applicable) recognized under the Plan when the expense is incurred and by the level of reimbursement for the type of expense as indicated below:

- (1) A maximum benefit of \$3, 000.00 during the lifetime of each individual for orthodontic diagnostic procedures and treatment. (for clarification, Orthodontic services covered under the agreement are for persons age 18 and under.)
- (2) A maximum benefit of \$3,000.00 for each individual each calendar year (not including benefits included in (1) above.)

15. Personal Emergency Days

The Company and the Union recognize that employees have family and personal obligations and those emergencies that are unpredictable and beyond their control could lead to absences from work.

An Emergency is considered as:

- Home conditions outside of the employee's control such as flood or fire;
- Personal emergencies such as car accident, theft or burglary;
- Family emergencies (for example: sickness of a dependent, school or daycare closure),
- Urgent medical or dental appointments that cannot be scheduled outside of working hours;
- Transportation issue outside of the employee's control where alternative transportation is not accessible (snow storm);

MDA reserves the right to ask for substantiation, if needed.

Unused emergency days will not be paid out or carried over to the next calendar year.

The Union recognizes that it is the employees' responsibility to find alternatives so as to avoid absences from work and to take the necessary measures in order to return to work as soon as possible.

The Company agrees to grant up to 2 paid days per calendar year.

SCHEDULE "B" HOURS OF WORK, OVERTIME CONDITIONS, ETC.

1. Regularly Assigned Hours

The Regular work week shall be five (5) eight-hour days, Monday through Friday, inclusive, except Stationary Engineers who shall work any five (5) days of the seven (7), Monday through Sunday.

The Union will upon request enter into meaningful discussions with the Company in an attempt to establish irregular work shifts for a specific duration of time in order to support "Program" schedule requirements. Any such change will be made by mutual agreement between the Union and the Company.

2. No Guarantee

The Company does not guarantee to provide work to any employees for the regularly assigned hours or for any other hours.

3. Starting and Stopping Times

3.01 The hours of work will be as outlined below:

Day Shift:

7:30 a.m. to 4:00 p.m.

Afternoon Off Shift:

4:00 p.m. to 12:00 midnight

3-Shift Operations:

8:00 a.m. to 4:00 p.m.

4:00 p.m. to 12:00 midnight (Off-Shift)

12:00 midnight to 8:00 a.m. (Off-Shift)

3.02 The Company may make changes in the starting and stopping time of the shifts noted above, provided such changes do not result in such shift hours being moved up more than one - half (1/2) hour or moved back for more than one-half (1/2) hour. Any change of more than one-half (1/2) hour may only be made by mutual agreement between the Union and the Company. At least six (6) days' notice will be given to the Union by the Company of any change in the starting or stopping time of shifts.

3.03 Shifts starting at midnight or one-half (1/2) hour prior to midnight will be deemed to start on the day the majority of the shift is worked.

3.04 Employees working on the Day Shift will have a one-half (1/2) hour unpaid lunch period. Employees working on either the 3-Shift operation or the Afternoon Shift shall be entitled to a lunch period of twenty (20) minutes which shall be paid for.

3.05 Consistent with work requirements the Company may, wherever necessary, assign employees to a scheduled off - shift, provided that no employee will be required to work more than two (2) weeks on one off-shift before rotating to the next shift with the following exception: in the event the Company requires a group of employees in a classification at a facility to rotate through one or more off-shifts to meet business requirements and, due to the number of employees in the group, it is not possible to achieve such a rotation without having an employee(s) on one off-shift for more than two (2) weeks, employees in such a group, at the Company's discretion, may be required to work up to four (4) weeks on one off-shift before rotating to the next shift. The Company will notify the Plant Chairperson one week in advance of such a shift rotation initiating. In the event the Plant Chairperson has concerns with respect to such, the Company shall meet with the Plant Chairperson to discuss their concerns. In the event the Plant Chairperson's concerns are not resolved, they may file a grievance challenging the reasonableness of the business requirements for such a shift rotation. The Company will equalize the shift rotation among such employees (who have not volunteered for a permanent off-shift) to the extent shift equalization is possible.

(3) Employees shall have the right to volunteer for a transfer to a permanent off-shift and shall receive

preference over junior employees. The Union will be notified of those employees assigned to work on a permanent off-shift basis.

- (4) At least six (6) days' notice will be given to the Union by the Company of any shift change.

Irregular Change of Shift

- 3.06 In the event the Company requires an employee to change their shift at times other than the regular shift change, they shall be given as much advance notice as possible but in no event less than four (4) days' prior notice. Exceptions to the above may only be made when conditions beyond the Company's control made the shift change necessary and providing it is discussed with the Plant Chairperson or their delegate.

4. Flexible working Hours (Flextime)

- 4.01 Employees may voluntarily participate in the flexible working hours program with the agreement of their immediate supervisor, which agreement shall not be unreasonably withheld, subject to the following terms and conditions:

- (a) Each participating employee is required to:
- i) record their starting and stopping times daily as required;
 - ii) be at work for the core hours of 9:00 a.m. to 3.00 p.m. and to work eight (8) hours a day;
 - iii) be at work at such other times as are required by the employee's supervisor for specific business reasons;
 - iv) obtain their supervisor's approval in advance for any time off during core hours;
 - v) notify their supervisor in advance of time off outside the core hours.
- (b) The Company reserves the right to terminate participation by an employee in the flexible working hours program upon two (2) weeks' notice to the employee.
- (c) Overtime is defined as time required and pre-authorized by the employee's supervisor in excess of eight (8) hours in a day or forty (40) hours in a week.

5. Penalty For Lateness

Lateness in reporting for work will be deducted on the following basis:

Under 5 minutes late.	no deduction
5 to 8 minutes late	1-10th hour deduction
9 to 14 minutes late	2-10ths hour deduction
15 to 20 minutes late	3-10ths hour deduction
21 to 26 minutes late	4-10ths hour deduction
- etc. -	

Persistent lateness or absenteeism may be made the reason for disciplinary action.

6. Wash Up Period

A personal wash up period of five (5) minutes before the end of a work shift will be maintained.

7. Break Periods

The Company will continue the present practice of providing refreshment service once during the morning and once during the afternoon.

8. Reporting Allowance

In the event that an employee reports for work on their regular shift without having been previously notified not to report, they will be given at least four hours work at their appropriate rate of pay, or if no work is available, they will be paid the equivalent of four (4) hours at their appropriate rate of pay in lieu of work. Where the Company's inability to provide work is due to fire, flood, power failure, major mechanical breakdown, or work stoppage, the foregoing shall not prevail.

9. Call In Allowance

Any employee, who has completed their shift, and, having clocked out, is then asked to work extra time, shall receive a minimum of four (4) hours pay at appropriate rates for such additional work.

10. Shift Premiums

The Company may operate off-shifts in any or all departments if necessary to comply with work requirements, and will compensate any employees engaged in such off-shifts by the payment of an off-shift premium in the amount of:

- (1) Afternoon Shifts (An Afternoon Shift is a shift which commences between the hours of 12:00 noon and 8:59 p.m.):

Eighty (80) cents/hour

- (2) Night Shift (The Night Shift is a shift which commences between the hours of 9:00 p.m. and 5:59 a.m.):
One dollar five cents (1.05)/hour

Such a premium shall be included in the hourly rate for the calculation of overtime.

When an employee is required to report for work ahead of their normal shift starting time in order to do overtime work, this shall not be regarded as a change in the commencement time of their shift.

The foregoing does not in any way alter the provisions of Schedule "B", section 3.02.

11. Overtime Rates and Conditions

10.01 Any work performed by an employee in excess of eight (8) hours at a stretch, in any day of their regular workweek shall be paid for at the rate of time and one-half (1 1/2). Any work done on Saturday will also be paid for at time and one-half (1 1/2) except for such hours, which may overlap, into Saturday from the preceding day's shift.

10.02 All work performed on Sunday except for those whose workweek is any five (5) of the seven (7) days shall be paid for at the rate of double time.

10.03 Stationary Engineers whose duties require that they work any five (5) of the seven (7) days shall be paid at the rate of time and one-half (1 1/2) for work done on Saturday or Sunday.

10.04 If, by mutual consent of the Company and the Union, Saturday and/or Sunday should become part of the regularly scheduled five (5) day week, then payment of time and one-half (1 1/2) and double (2) time shall be made for the sixth and seventh days following the adopted five (5) day work week.

In the event of urgent or emergency overtime work for which no qualified employee will volunteer, the Union agrees to co-operate with the Company in providing sufficient qualified workers to perform such work.

10.05 For off-shift workers, unless otherwise agreed upon, the shift, which commences on the evening of the holiday, will be considered as the shift for that holiday.

12. Overtime in Lieu Banking

To a maximum of eighty (80) hours in a calendar year, employees have the option of taking time off with pay at their regular hourly rate in lieu of being paid for authorized overtime worked at time and one half (1 1/2) or double (2) time. The amount of such time off will be determined on the basis of time and one half (1 1/2) or double (2) time hours off for each overtime hour worked.

The employee is required to advise the authorizing superior of the desire to exercise this option prior to working the overtime.

Such time off shall be taken in the calendar year in which it is accumulated as mutually agreed to by the employee and the employee's superior, taking into account the operating needs of the Company.

Upon request, an employee will be paid all or some of their overtime in lieu bank during the calendar year. The employee shall be paid for this time at the premium rate in effect at the time the overtime was worked, calculated on the basis of the hourly rate in effect at the time it is paid out to the employee. This payment shall be made to the employee as soon as is practicable and, normally, within one month of the payout request being made.

If it is not possible to schedule such time off by the end of the calendar year due to operating needs of the Company, the employee shall be paid for the accumulated overtime at the premium rate in effect at the time the overtime was worked, calculated on the basis of the hourly rate in effect at the time it is determined to pay for the overtime in lieu of time off. This pay entitlement will be paid on the first (1st) pay date in February of each year.

Should an employee's employment be severed for any reason, any outstanding accumulated overtime credits shall be paid as in the previous paragraph.

13. Out of Town Assignments

13.01 Employees required to work at locations other than the Metropolitan Toronto Plants, which necessitates their living away from home, shall be subject to the following conditions:

- (1) Method, travel and route shall be determined by the Company.
- (2) Cost of travel fares, to locations and return, will be paid for by the Company. If an employee wishes to use an alternate means of transportation than that determined by the Company, they will be reimbursed for actual expenses incurred based on receipts or mileage submitted in accordance with the Company policy, up to the value of the Company selected transportation, provided they report for work at the designated location at the time specified by the Company.
- (3) Travel by means of personal automobile, either with or without passengers, will be the responsibility of the automobile owner.
- (4) Travelling time to location and return will be paid at regular hourly rate of pay, at straight time, to a maximum of eight (8) hours in any twenty-four (24) hour period, if a method of travel is selected by the employee and to a maximum of twelve (12) hours if method of travel is determined by the Company.
- (5) Employees will be paid at their regular hourly rate for the standard hours of work each week, less any deductible lost time. In addition the Company will pay a \$1.25 per hour premium for each regular or overtime hour worked on such location, (subject only to mandatory deductions). Authorized overtime or shift work will be paid in accordance with the provisions of the Collective Agreement.
- (6) If an employee should require an officially recognized government issued passport or Canadian Permanent Residence card in order to carry out their duties relating to an Out of Town Assignment, the Company will reimburse the employee up to the standard Government fee for the passport document fee or the standard government permanent residence card, documentation fee, upon the submission of the original receipt.

- (7) Accommodation and daily meal allowances in accordance with Company policy where food and lodging are not supplied.
- (8) An employee on a work assignment anywhere on the continent of North America will be afforded an opportunity to return home (Company to determine method of travel and assume expenses) during scheduled days off once every four (4) weeks, provided that their out-of-town assignment is expected to continue for at least four (4) weeks beyond the last trip home.

13.02 Overseas Assignments

All conditions relating to work performed by employees outside the limits of Continental North America will be discussed with the parties concerned (includes Union Representative) before such job assignment is initiated.

13.03 It is agreed that in the formation of a work party, the senior qualified employees in the classification required will be given preference. Should the opportunity be declined the employee concerned may be required to sign a form to that effect and will not be permitted to reverse such decision. No employee shall be retained out of seniority because of an out of town or overseas assignment.

In this understanding it is recognized that a senior employee while qualified may not be suitable for assignment on Work Parties.

When it is necessary to return an employee from a work party site, enough advance notice will be given to the individual so that their personal arrangements such as room rental, clothes cleaning, etc., can be taken care of with minimum expense.

14. Offsite Assignments

Where the Company sends an employee for offsite assignments and the employee is required to use their personal vehicle, the Company shall provide a mileage rate in accordance with the company policy. On such occasions, all travel time and in class time shall be considered a part of their workday and paid at the appropriate rate (regular or overtime).

SCHEDULE "C" ANNUAL VACATIONS WITH PAY AND PLANT HOLIDAYS

1. Vacation Scheduling

- 1.01 The Company will require all employees to take a vacation during the vacation year (June 1st to May 31st) and may close the Plant for such purpose for a specified period of time during the months of July or August, or in the alternative, may stagger vacations in order to maintain continuous production or repair facilities.
- 1.02 In the event that the Company should stagger vacations, employees must indicate on their departmental vacation schedule record (available no later than February 1 each year) when they wish to take their annual vacation entitlement. Employee vacation time requests must be completed by April 30 each year for the next vacation year initiating June 1. Until April 30, preference in the departmental scheduling of vacation periods will be given to employees in order of their seniority date with the provision, however, that a sufficient work force in each department is maintained at all times to meet Company requirements. Supervision shall finalize the February 1 vacation schedule record no later than May 15th of each year. Employees must initial the vacation schedule record when scheduling has been finalized by the supervision concerned.
- 1.03 Employees are required to request vacation periods in writing at least two (2) weeks in advance of the first day of any vacation period unless there are extenuating circumstances, in which case an employee's supervisor may, at their discretion, approve a request received less than two (2) weeks in advance. Employees who submit vacation requests after April 30 are not entitled to preference in accordance with their seniority date. Supervisors will determine if such requests can be approved depending on work requirements and previously approved vacation requests within two weeks of the employee's request. In the event the supervisor does not determine such within two weeks, the employee's request shall be deemed approved. A vacation request will be considered scheduled only upon approval by the employee's supervisor.
- 1.04 Where a pre-scheduled vacation period has been determined and recorded but due to unforeseen circumstances it subsequently becomes desirable by either the employee or the supervisor to change the specified vacation period, such change will be subject to mutual agreement between the employee and the supervisor concerned and will be recorded at that time. The Human Resources Department will be notified accordingly by the supervisor concerned.
- 1.05 The Chairperson of the Union Committee will be notified by April 1st of each year in respect to members of the Bargaining Unit who have not taken their full vacation entitlement by that time.
- 1.06 The Company will post a notice advising employees of the vacation program for the following vacation year by February 1st of each year and sooner if possible.

2. Vacation Pay

Employees who are on the Company's payroll will be entitled to a vacation with pay as follows:

- (1) For those employees with less than ten (10) years of service, three (3) weeks' vacation with pay equivalent to 6% of their earnings received from the Company during the previous year of June 1st to May 31st.
- (2) For those employees with more than ten (10) full years of service, and less than twenty (20) years, four (4) weeks' vacation with pay equivalent to 8% of their earnings received from the Company during the previous year of June 1st to May 31st.
- (3) For those employees with more than twenty (20) full years of service, five (5) weeks' vacation with pay equivalent to 10% of their earnings received from the Company during the previous year of June 1st to May 31st.
- (4) Vacation pay entitlement will be paid as vacation hours are taken, there will no longer be a vacation lump sum payout. A maximum of one week's (40 hours) vacation entitlement may be carried over.

3. Service

"Service" as designated above shall mean the total of the periods of time during which:

- (1) The employee has drawn pay from the Company; or

- (2) Periods of absence caused by sickness, injury or lay-offs that are for a period of fifty-two (52) weeks or less except that an employee who was separated from the Company shall forfeit any service time accrued should they later be re-employed. However, employees who have been credited with prior service at the date of signing this Agreement shall not lose such service time accrued.

4. **Earnings**

"Earnings" as designated above shall mean the total amount of wages, overtime payments, vacation pay or cost of living bonus paid by the Company in respect of continuous service during the calendar year ending May 31st plus the amount an employee would have earned on straight time, for standard working hours during any time lost on account of compensable injury due to occupational accident, or illness or accident for which Group Insurance benefits are paid providing that, in neither case shall the period exceed fifty-two (52) weeks.

5. **Vacation Pay Deductions**

All deductions normally made from an employee's pay shall be deducted from the employee's vacation pay.

6. **Vacation Pay Re: Termination of Employment**

Vacation pay in the case of the termination of employees will be provided as herein and based on their appropriate entitlement for service.

7. **Vacation Carry Over**

A maximum of one week's (40 hours) vacation entitlement may be carried over.

The vacation days that are carried over must be used in the year to which they are carried over up to December 31st.

In unusual circumstances, when vacation that is carried over cannot be used, for example, where an employee has been asked to forego vacation for operational reasons, requests for extension to the following year will be considered on a case by case basis by their supervisor/manager.

It is the employee's responsibility to use any vacation days that are carried over.

Employees must submit their requests to carry over vacation in writing or e-mail to their supervisor/manager for approval. Each individual request must be balanced with the operational impact of the employee taking additional vacation the following year.

To facilitate vacation-planning, requests to carry over one week's (40 hours) vacation must be submitted by March 1st.

8. **Payroll Errors**

Any errors in payroll earnings or vacation payout which are hundred dollars (\$100.00) or greater shall be corrected as administratively possible or on the next available pay date. Errors in payroll earnings, which are less than a hundred dollars (\$100.00), will be corrected on the employee's next payroll period.

9. **Payment For Plant Holidays**

9.01 All employees covered by this Agreement shall be paid regular wages at straight time less legal and authorized deductions for the following holidays, providing that the employee is not absent from work on either the work day immediately preceding or the work day immediately following the holiday:

Family Day, Good Friday, Victoria Day, Dominion Day, Civic Holiday, Labour Day, Thanksgiving Day, Christmas to New Year's week Holidays and December 24 through January 1, inclusive.

It is further provided that an employee will be paid for such holiday if they can supply the Company with satisfactory reasons for their absence on either the work day before or the work day after the holiday but absence on both days will be at Company's discretion.

The Company paid holidays will be observed per the following schedule:

	2024	2025	2026
New Year's Day	Jan 1	Jan 1	Jan 1
Family Day	Feb 19	Feb 17	Feb 16
Good Friday	Mar 29	Apr 18	Apr 3
Victoria Day	May 20	May 19	May 18
Canada Day	Jul 1	July 1	July 1
Civic Holiday	Aug 5	Aug 4	Aug 3
Labour Day	Sept 2	Sept 1	Sept 7
Thanksgiving Day	Oct 14	Oct 13	Oct 12
Float	Dec 23	Dec 23	Dec 23
Float	Dec 24	Dec 24	Dec 24
Christmas	Dec 25	Dec 25	Dec 25
Boxing Day	Dec 26	Dec 26	Dec 28
Float	Dec 27	Dec 29	Dec 29
Float	Dec 30	Dec 30	Dec 30
Float	Dec 31	Dec 31	Dec 31

9.02 Such employees who work as authorized on any of the Plant holidays enumerated above shall be remunerated at double time in addition to the compensation provided in Section 7.01 above.

9.03 Holidays falling on a Saturday or a Sunday will be observed on the following Monday unless mutually agreed otherwise.

10. In the event an employee commenced employment with the Company on June 2nd or 3rd of any year because June 1st is a Saturday or a Sunday, such an employee will be deemed to have started on June 1st for the purpose of calculating Vacation Entitlement only.

SCHEDULE "D" TABLES, CLASSIFICATIONS AND JOB DESCRIPTIONS

Functional Job Group
Material Handling
Facilities Maintenance
CNC Programmer & Operator
Electrical Technicians
Electro-Mechanical Technicians
Advanced Electro-Mechanical Technicians (Skilled Trades)

Material Handling – Group No. 1

Job Classifications	Wage Group
Sr. Stores Person	7
Stores Person	6
Shipper/Receiver	1

Facilities Maintenance – Group No. 2

Job Classifications	Wage Group
Sr. Facilities Maintenance	13
Facilities Maintenance	1

CNC Programmer & Operator – Group No. 3

Job Classifications	Wage Group
Spec. CNC Programmer & Operator	10
Sr. CNC Programmer & Operator	7

Electrical Assembly Technician – Group No. 4

Job Classifications	Wage Group
Spec. Electrical Assembly Technician	15
Sr. Electrical Assembly Technician	13
Space Systems Technician	13
Int. Electrical Assembly Technician	9

Electro-Mechanical Assembly & Test Technician – Group No. 5

Job Classifications	Wage Group
Spec. Electro-Mechanical Assembly & Test Technician	15
Sr. Electro-Mechanical Assembly & Test Technician	12
Electro-Mechanical Assembly & Test Technician	10
Jr. Electro-Mechanical Assembly & Test Technician	1

Advanced Electro-Mechanical Assembly & Test Technician – Group No. 6

Job Classifications	Wage Group
Advanced Spec. Electro-Mechanical Assembly & Test Technician	16
Advanced Sr. Electro-Mechanical Assembly & Test Technician	14
Advanced Electro-Mechanical Assembly & Test Technician	11
Advanced Jr. Electro-Mechanical Assembly & Test Technician	4

GROUP NO. 1
MATERIAL HANDLING

SENIOR STORES PERSON
WAGE GROUP 7

STORES PERSON
WAGE GROUP 6

SHIPPER RECEIVER
WAGE GROUP 1

SENIOR STORES PERSON

As a Sr Stores Person, your main responsibility will be to take deliveries and manage stock levels within stores & the warehouse. Replenish stock levels and internal stock transfers.

Duties and Responsibilities:

- May help in shipping/receiving and checking all deliveries
- Ensure all stock is stored in the correct manner
- Inform supplier(s) and the procurement team, of any stock discrepancies on Vendor Managed Inventory (VMI)
- Keep inventory management systems up to date
- Carry out regular inventory counts
- Pick and deliver products from stores and/or warehouses in compliance with company processes and procedures
- Operate appropriate equipment to transport materials
- Organize and deliver goods from the stores to the relevant departments as required
- Replenish Point Of Use (POU) on the production floor
- Working with various departments and tool owners, coordinate assets for calibration and preventative Maintenance
- Creating and maintaining calibration records for measuring equipment
- Supporting tool owners to reconcile OOT (out-of-tolerance) conditions for critical tools
- For failed calibration items, follow the company processes and procedures
- Drives and contributes to continuous improvement by suggesting and/or implementing improvements to safety, costs, education in frustrations, etc

Required Skills/ Abilities:

- Training and capability of operating a forklift or other lifting devices
- Detail orientation
- Demonstrated time management skills and including multi-tasking.
- Ability to meet deadlines.
- Works independently with limited supervision, interacting effectively with and quickly gaining the respect and support of facilities and museum staff.
- Interacts with various levels of staff

Education and Experience:

- Secondary school vocational diploma, high school diploma or equivalent
- Relevant experience is an asset
- Valid credentials
- Ability to retrieve and enter data using a computer system.
- Use of production databases.
- Manual dexterity.

STORES PERSON

As a Stores Person, your main responsibility will be to take deliveries and manage stock levels within stores & the warehouse. Replenish stock levels and internal stock transfers.

Duties and Responsibilities:

- May help in shipping/receiving and checking all deliveries
- Ensure all stock is stored in the correct manner
- Keep inventory management systems up to date
- Assist Sr Stores in regular inventory counts
- Pick and deliver products from stores and/or warehouse in compliance with company processes and procedures.
- Organize and deliver goods from the stores to the relevant departments as required
- When required, assist Sr Stores person in replenishing Point Of Use (POU) on the production floor
- Contributes to continuous improvement by suggesting and/or implementing improvements to safety, costs, reduction in frustrations, etc

Required Skills/Abilities:

- Detail orientation
- Demonstrated time management skills and including multi-tasking.
- Ability to meet deadlines.
- Works independently with limited supervision, interacting effectively with and quickly gaining the respect and support of facilities and museum staff.
- Interacts with various levels of staff

Education and Experience:

- Secondary school vocational diploma, high school diploma or equivalent
- Relevant experience is an asset
- Valid credentials
- Ability to retrieve and enter data using a computer system.
- Use of production databases.
- Manual dexterity.

SHIPPER RECIEVER

The shipper/receiver ships, receives and records the movement of parts, supplies, materials, equipment and stock to and from an establishment.

Duties and Responsibilities:

- For non-hardware, assemble containers and crates, record contents manually or by computer, pack goods to be shipped and affix identifying information and shipping instructions
- Oversee loading and unloading of goods from trucks or other conveyances
- Verify incoming goods against packing slip or other documents and follow Company procedures and documentation regarding shortages and/or damaged goods
- Unpack, code and route goods to appropriate storage areas
- Follow shipping and/or receiving instructions
- May operate forklift, hand truck or other equipment to load, unload, transport and store goods.
- Contributes to continuous improvement by suggesting and/or implementing improvements to safety, costs, reduction in frustrations, etc

Required Skills/Abilities:

- Detail orientation
- Demonstrated time management skills and including multi-tasking.
- Ability to meet deadlines.
- Works independently with limited supervision, interacting effectively with other departments.
- Interacts with various levels of staff

Education and Experience:

- Secondary school vocational diploma, high school diploma or equivalent
- Relevant experience is an asset
- Valid credentials
- Ability to retrieve and enter data using a computer system.
- Use of production databases.
- Manual dexterity.

GROUP NO. 2
FACILITIES MAINTENANCE

SENIOR FACILITIES MAINTENANCE
WAGE GROUP 13

FACILITIES MAINTENANCE
WAGE GROUP 7

SENIOR FACILITIES MAINTENANCE

Senior Facility Maintenance Professionals are responsible for basic to advanced maintenance and repair of the facility, including interior, exterior, and vital systems (HVAC, plumbing, electrical). Individuals should prepare to field work request tickets and respond to the general everyday needs of facilities upkeep.

Duties and Responsibilities:

- Provides general and detailed maintenance (either with direct or indirect supervision), including patching, painting, hardware repairs and other repair/replacement work as required.
- Performs routine facility and equipment maintenance.
- Performs routine daily inspections of assigned buildings and spaces.
- Follows the facilities request system.
- Completes all documentation for work performed, in a timely manner.
- Oversees and performs the duties associated with events, including executing the set-up plan in a timely manner, breakdowns are completed on schedule with spaces returned to normal state.
- Will need to operate a forklift or other lifting device.
- Respond to emergency call-ins (on scheduled days) during storms or natural disasters that require grounds to be cleared of debris, snow or ice.
- Maintains appropriate service and repair records.
- Incumbent is designated as an essential staff member and required to work during periods of extreme weather and in other emergency situations. This may include snow removal and or responding to storm damage.
- Other duties as assigned
- Drives & contributes to continuous improvement by suggesting and/or implementing improvements to safety, costs, reduction in frustrations, etc
- Ability to guide other Facilities Maintenance staff

Required Skills/Abilities:

- Training and capability of operating a forklift or other lifting devices
- Demonstrate the ability to use carpentry, plumbing, painting, and custodial hand and electric powered tools.
- Good verbal and written communication skills, with ability to receive and respond to work assignments in both formats.
- Strong command of the English language both spoken and written.
- Read, comprehend, and work from plans and operating instructions.
- Follow oral and written instructions; maintain cooperative working relationships; demonstrate sensitivity to, and respect for a diverse population.

- Detail orientation
- Demonstrated time management skills and including multi-tasking.
- Ability to meet deadlines.
- Keep computerized records and prepare reports. Access and employ job related computer software (email, work planning, time-keeping) at an effective proficiency level.
- Works independently with limited supervision, interacting effectively with and quickly gaining the respect and support of others
- Interacts with various levels of staff and contractors

Education and Experience:

- High School diploma, GED and/or trades license
- Completion of a private, military or trade school training program that includes theory and on-the-job work is an asset
- Verifiable experience maintaining various building interior and exterior surfaces, including painted and papered walls, baseboards, tiled and carpeted floor surfaces, and brass and stainless steel finishes is an asset
- Experience with HVAC, electrical, and plumbing equipment.

FACILITIES MAINTENANCE

Facility Maintenance Professionals are responsible for basic maintenance and repair of the facility, including interior, exterior, and vital systems (HVAC, plumbing, electrical). Individuals should prepare to field work request tickets and respond to the general everyday needs of facilities upkeep.

Duties and Responsibilities:

- Provides general and detailed maintenance (either with direct or indirect supervision), including patching, painting, hardware repairs and other repair/replacement work as required.
- Performs routine facility and equipment maintenance.
- Performs routine daily inspections of assigned buildings and spaces.
- Follows the facilities request system.
- Completes all documentation for work performed, in a timely manner.
- Oversees and performs the duties associated with events, including executing the set-up plan in a timely manner, break-downs are completed on schedule with spaces returned to normal state.
- Maintains appropriate service and repair records.
- Incumbent is designated as an essential staff member and required to work during periods of extreme weather and in other situations. This may include snow removal and or responding to storm damage.
- Other duties as assigned
- Contributes to continuous improvement by suggesting and/or implementing improvements to safety, costs, reduction in frustrations, etc

Required Skills/Abilities:

- Training and capability of operating a forklift or other lifting devices
- Ability to use basic carpentry, plumbing, painting, and custodial hand and electric powered tools is an asset
- Good verbal and written communication skills, with ability to receive and respond to work assignments in both formats.
- Strong command of the English language both spoken and written.
- Read, comprehend, and work from plans and operating instructions.
- Follow oral and written instructions; maintain cooperative working relationships; demonstrate sensitivity to, and respect for a diverse population.
- Detail orientation
- Demonstrated time management skills and including multi-tasking.
- Ability to meet deadlines.
- Keep computerized records and prepare reports. Access and employ job related computer software (email, work planning, time-keeping) at an effective proficiency level.
- Works independently with limited supervision, interacting effectively with and quickly gaining the respect and support of others
- Interacts with various levels of staff and contractors

Education and Experience:

- High School diploma, GED and/or trades license
- Completion of a private, military or trade school training program that includes theory and on-the-job work is an asset
- Verifiable experience maintaining various building interior and exterior surfaces, including painted and papered walls, baseboards, tiled and carpeted floor surfaces, and brass and stainless steel finishes is an asset
- Experience with HVAC, electrical, and plumbing equipment.

GROUP NO. 3
CNC PROGRAMMER & OPERATOR

SPECIALIST CNC PROGRAMMER & OPERATOR
WAGE GROUP 10

SENIOR CNC PROGRAMMER & OPERATOR
WAGE GROUP 7

SPECIALIST CNC PROGRAMMER & OPERATOR

CNC Operators are highly skilled professionals, able to work with great concentration and precision. They must be responsible and comply with all safety guidelines. A keen eye for detail and great mechanical aptitude are also essential. The goal is to produce high quality parts and materials by programming machines to perform the right operations.

Duties and Responsibilities:

- Inputting the product design into the computer modeling software.
- Prepare and operate CNC machines to perform tasks such as drilling, grinding, milling etc.
- Understand specifications of the task at hand and the desired result by reading blueprints, mechanical drawings etc.
- Translate instructions into computer commands so the machines can perform the correct function
- Prepare and load raw materials and parts onto the machines
- Prepare a test run to check if the machines produce outputs according to specifications
- Set machines to complete full cycles to fabricate number of parts
- Supervise the machines while they execute the tasks and make any necessary adjustments to produce a better result
- Inspect and measure finished products and compare them with requirements to determine if the process has been completed properly
- Check and maintain machinery daily to ensure functionality
- Drives and contributes to continuous improvement by suggesting and/or implementing improvements to safety, costs, reduction in frustrations, etc
- Operation of manual mills, lathes and other machine shop devices
- Guidance to other CNC program/operators
- Ability to assess and contribute to parts' design and manufacturability

Required Skills/Abilities:

- Proven experience as CNC operator
- Skill in operating CNC machinery and tooling as well as precision measurement tools
- Ability to read and interpret mechanical documents and drawings
- Understanding of computer programming and CAD/CAM
- Mechanical aptitude and good math skills
- A keen eye for detail and results-driven approach
- Good communication abilities
- High school diploma or equivalent; certificate or diploma in engineering or relevant discipline is a plus

Education and Experiences:

- Experience as a CNC programmer is an asset
- High school diploma or equivalent; certificate or diploma in engineering or relevant discipline is a plus.

SENIOR CNC PROGRAMMER & OPERATOR

CNC Operators are highly skilled professionals, able to work with great concentration and precision. They must be responsible and comply with all safety guidelines. A keen eye for detail and great mechanical aptitude are also essential. The goal is to produce high quality parts and materials by programming machines to perform the right operations.

Duties and Responsibilities:

- Inputting the product design into the computer modeling software.
- Prepare and operate CNC machines to perform tasks such as drilling, grinding, milling etc.
- Understand specifications of the task at hand and the desired result by reading blueprints, mechanical drawings etc.
- Translate instructions into computer commands so the machines can perform the correct function
- Prepare and load raw materials and parts onto the machines
- Prepare a test run to check if the machines produce outputs according to specifications
- Set machines to complete full cycles to fabricate number of parts
- Supervise the machines while they execute the tasks and make any necessary adjustments to produce a better result
- Inspect and measure finished products and compare them with requirements to determine if the process has been completed properly
- Check and maintain machinery daily to ensure functionality
- Contributes to continuous improvement by suggesting and/or implementing improvements to safety, costs, reduction in frustrations, etc
- Operation of manual mills, lathes and other machine shop devices.

Required Skills/Abilities:

- Proven experience as CNC operator
- Skill in operating CNC machinery and tooling as well as precision measurement tools
- Ability to read and interpret mechanical documents and drawings
- Understanding of computer programming and CAD/CAM
- Mechanical aptitude and good math skills
- A keen eye for detail and results-driven approach
- Good communication abilities
- High school diploma or equivalent; certificate or diploma in engineering or relevant discipline is a plus.

Education and Experiences:

- Experience as a CNC programmer is an asset
- High school diploma or equivalent; certificate or diploma in engineering or relevant discipline is a plus

GROUP NO. 4 ELECTRICAL ASSEMBLY TECHNICIAN

**SPECIALIST ELECTRICAL ASSEMBLY TECHNICIAN
WAGE GROUP 15**

**SENIOR ELECTRICAL ASSEMBLY TECHNICIAN
WAGE GROUP 13**

**SPACE SYSTEMS TECHNICIAN
WAGE GROUP 13**

**INTERMEDIATE ELECTRICAL ASSEMBLY TECHNICIAN
WAGE GROUP 9**

SPECIALIST ELECTRICAL ASSEMBLY TECHNICIAN

Duties and Responsibilities:

- Assemble, repair, rework and/or troubleshoot complex electrical assemblies
- Adhere to all applicable NASA, IPC and MIL standards.
- Maintain proper documentation to demonstrate all tasks are completed correctly to meet a customer's or Engineering's delivery requirements by paper or electronic means
- Generation of Non-Conformance Reports & provide solutions
- Determine Root Cause Corrective Action (RCCA) for NCRs and Corrective Action Requests (CARs)
- Support new product development activities providing feedback to engineering on design for manufacturability, cycle time reduction, lead time reduction and overall design intent
- Performs in-process inspection, final inspection (QC)
- Performs receiving and electrical parts inspection for parts, components etc (QC)
- Help rectify any issues that arise from performing inspections
- Drives and contributes to continuous improvement by suggesting and/or implementing improvements to safety, costs, reduction in frustrations, etc
- Guidance to other Technicians

Required Skills/Abilities:

- Training and certification in polymeric, IPC; J-STD001, 620 including space addendum & 7721/7711
- Training and capability in Root Cause Correction Action (RCCA)
- Strong Electronics and Mechanical background including assembly and troubleshooting Electronic/Mechanical devices
- Familiarity with reading and understanding technical drawings and schematics
- Thorough understanding of techniques in the use of hand tools, soldering, crimping, -measurement equipment, etc.
- Excellent manual dexterity
- Strong interpersonal and communication skills, and the ability to work within a team environment

Education and Experiences:

- Experience in the Electrical field is an asset
- Previous experience working in MIL-STD, AS 9100 environment
- Experience with Lean Manufacturing an asset

SENIOR ELECTRICAL ASSEMBLY TECHNICIAN

Duties and Responsibilities:

- Assemble, repair, rework and/or troubleshoot complex electrical assemblies
- Adhere to all applicable NASA, IPC and MIL standards.
- Maintain proper documentation to demonstrate all tasks are completed correctly to meet a customer's or Engineering's delivery requirements by paper or electronic means
- Generation of Non-Conformance Reports & provide solutions
- Support new product development activities providing feedback to engineering on design for manufacturability
- Performs in-process inspection, final inspection (QC)
- Performs receiving and electrical parts inspection for parts, components etc (QC)
- Help rectify any issues that arise from performing inspections
- Contributes to continuous improvement by suggesting and/or implementing improvements to safety, costs, reduction in frustrations, etc
- Guidance to other Technicians

Required Skills/Abilities:

- Training and certification in polymeric, IPC; J-STD001, 620 including space addendum & 7721/7711
- In depth knowledge & familiarity with IPC 620 including space addendum and 7721/7711
- Strong Electronics and Mechanical background including assembly and troubleshooting Electronic/Mechanical devices
- Familiarity with reading and understanding technical drawings and schematics

- Thorough understanding of techniques in the use of hand tools, soldering, crimping, measurement equipment, etc.
- Excellent manual dexterity
- Strong interpersonal and communication skills, and the ability to work within a team environment

Education and Experiences:

- Experience in the Electrical field is an asset
- Previous experience working in MIL-STD, AS 9100 environment
- Experience with Lean Manufacturing an asset
- College Diploma in Mechanical/Electrical technology, technician or equivalent experience

SPACE SYSTEMS TECHNICIAN

The Company and the Union agree that employees hired into the Aerospace Classifications will be given the opportunity to be trained and mentored by the Skilled Trade staff. The workers will be given the opportunity to apply themselves to the new skills and new technology. This will position the AS staff to be considered for the SST position when posted.

Aerospace Classifications will be given the opportunity to be trained and mentored by the Skilled Trade Staff.

May perform bargaining unit work related to the building, assembly, plastics work, integration and testing, and inspection of developmental, flight and production hardware, electrical ground support equipment and tooling fixtures. Required to assemble components on printed circuit boards. Must possess a NASA or Military Workmanship Standard Certification or have directly related working experience in this field and acquire, through a MDA – approved course, this certification. Must be able to read and interpret blueprints. Performs assembly tasks such as soldering, electro-mechanical processes and ultra-sonic processes on simple to complex units using a variety of assembly instructions, oral and written, to produce a product to company and/or NASA or MIL standards. Uses assembly equipment to crimp, shape, insert components, wire wrap/twist/insert, etc. Operates crimp tools, ovens, scales, cleaners and other related equipment. Manually forms and inserts components into printed wiring boards and modules. Works with colour-coded materials.

The Company and the Union agree to create a new classification at Spar Space Systems: Space Systems Technician - Electrical ST3. The new classification may perform bargaining unit work related to the building, assembly, plastics work, integration and testing, and inspection of developmental, flight and production hardware, electrical ground support equipment and tooling fixtures.

- a) Seniority in the new classification will be the total of both production and skilled trades seniority.
- b) In the event an employee is placed in the new Space Systems Technician classification and is later surplus from such a classification, that employee shall be permitted to exercise their bumping rights using the total of both their production and skilled trades seniority to bump within their skilled trades flow chart and using their shelved production seniority to bump into their previous production flow chart.
- c) The Company and the Union agree that the functions of the classification Engineering Technician Electro- Mechanical ST3 include self-inspection and plastics work.
- d) Employees in the classification Engineering Technician Electro-Mechanical ST3 may be temporarily re-assigned to the new classification of Space Systems Technician - Electrical ST3 for periods in excess of fifteen (15) days as may be required by the specific assignment. The Plant Chairperson will be informed of such re-assignments on a periodic basis.

INTERMEDIATE ELECTRICAL ASSEMBLY TECHNICIAN

Duties and Responsibilities:

- Assemble, repair, rework and/or troubleshoot electrical assemblies
- Adhere to all applicable NASA, IPC and MIL standards.
- Maintain proper documentation to demonstrate all tasks are completed correctly to meet a customer's or Engineering's delivery requirements by paper or electronic means

- Generation of Non-Conformance Reports & provide solutions

Required Skills/Abilities

- Training and certification in polymeric, IPC; J-STD001, 620 including space addendum
- Strong Electronics and Mechanical background including assembly and troubleshooting Electronic/Mechanical devices
- Familiarity with reading and understanding technical drawings and schematics
- Thorough understanding of techniques in the use of hand tools, soldering, crimping, measurement equipment, etc.
- Excellent manual dexterity
- Strong interpersonal and communication skills, and the ability to work within a team environment

Education and Experiences:

- Experience in the Electrical field is an asset
- Previous experience working in MIL-STD, AS 9100 environment
- Experience with Lean Manufacturing an asset
- College Diploma in Mechanical/Electrical technology, technician or equivalent experience

GROUP NO. 5
ELECTRO-MECHANICAL ASSEMBLY & TEST TECHNICIAN

SPECIALIST ELECTRO-MECHANICAL ASSEMBLY & TEST TECHNICIAN
WAGE GROUP 15

SENIOR ELECTRO-MECHANICAL ASSEMBLY & TEST TECHNICIAN
WAGE GROUP 12

ELECTRO-MECHANICAL ASSEMBLY & TEST TECHNICIAN
WAGE GROUP 10

JUNIOR ELECTRO-MECHANICAL ASSEMBLY & TEST TECHNICIAN
WAGE GROUP 1

SPECIALIST ELECTRO-MECHANICAL ASSEMBLY & TEST TECHNICIAN

Duties and Responsibilities:

- Assemble, repair, rework and/or troubleshoot complex electromechanical assemblies
- Adhere to all applicable NASA, IPC and MIL standards.
- Maintain proper documentation to demonstrate all tasks are completed correctly to meet a customer's or Engineering's delivery requirements by paper or electronic means
- Generation of Non-Conformance Reports (NCRs) & provide solutions
- Determine Root Cause Corrective Action (RCCA) for NCRs and Corrective Action Requests (CARs)
- Accountable to execute thermal, thermal vacuum, and vibration testing for Factory Acceptance Test Procedures (all products) once the procedure has passed an Engineering-defined First Article Inspection
- Support thermal, thermal vacuum and vibration testing during FAI process, and where requested by Engineering
- Support new product development activities
- Integration, software tuning and testing of complex electromechanical devices
- Troubleshoot, rework, repairs down to the component level
- Ability to operate the vibration table, thermal chambers and TVAC chambers
- Support new product development activities providing feedback to engineering on design for manufacturability, cycle time reduction, lead time reduction and overall design intent
- Performs in-process inspection, final inspection (QC)
- Performs receiving and machined parts inspection, components etc (QC)

- Help rectify any issues that arise from performing inspections
- Drives and contributes to continuous improvement by suggesting and/or implementing improvements to safety, costs, reduction in frustrations, etc
- Guidance to other Technicians

Required Skills/Abilities:

- Training and capability in Root Cause Correction Action (RCCA)
- Training and certification in polymeric, IPC; J-STD001, 620 including space addendum
- Training and capability in handling Liquid and Gas Nitrogen
- Training and capability in using all capital test equipment (TVACs, thermal chambers, vibe table, Instron, etc)
- Training and maintaining of inspection certifications
- Strong Electronics and Mechanical background including assembly and troubleshooting Electronic/Mechanical devices
- Familiarity with reading and understanding technical drawings and schematics
- Thorough understanding of techniques in the use of hand tools, soldering, crimping, measurement equipment, etc.
- Excellent manual dexterity
- Strong interpersonal and communication skills, and the ability to work within a team environment

Education and Experiences:

- Experience in the Electro-Mechanical field with testing is an asset
- Previous experience working in MIL-STD, AS9100 environment
- Experience with Lean Manufacturing an asset
- College Diploma in Mechanical/Electrical technology, technician or equivalent experience

SENIOR ELECTRO-MECHANICAL ASSEMBLY & TEST TECHNICIAN

Duties and Responsibilities:

- Assemble, repair, rework and/or troubleshoot complex electromechanical assemblies
- Adhere to all applicable NASA, IPC and MIL standards.
- Maintain proper documentation to demonstrate all tasks are completed correctly to meet a customer's or Engineering's delivery requirements by paper or electronic means
- Generation of Non-Conformance Reports & provide solutions
- Accountable to execute thermal, thermal vacuum, and vibration testing for Factory Acceptance Test Procedures (all products) once the procedure has passed an Engineering-defined First Article Inspection
- Support thermal, thermal vacuum and vibration testing during FAI process, and where requested by Engineering
- Integration, software tuning and testing of complex electromechanical devices
- Troubleshoot, rework, repairs down to the component level
- Support new product development activities providing feedback to engineering on design for manufacturability
- Performs in-process inspection, final inspection (QC)
- Performs receiving and machined parts inspection, components etc (QC)
- Help rectify any issues that arise from performing inspections
- Contributes to continuous improvement by suggesting and/or implementing improvements to safety, costs, reduction in frustrations, etc
- Guidance to other Technicians

Required Skills/Abilities:

- Training and certification in polymeric, IPC; J-STD001, 620 including space addendum
- Training and capability in handling Liquid and Gas Nitrogen
- Training and capability in using all capital test equipment (TVACs, thermal chambers, vibe table, Instron, etc)
- Training and maintaining of inspection certifications
- Strong Electronics and Mechanical background including assembly and troubleshooting Electronic/Mechanical devices
- Familiarity with reading and understanding technical drawings and schematics
- Thorough understanding of techniques in the use of hand tools, soldering, crimping, measurement equipment, etc.
- Excellent manual dexterity
- Strong interpersonal and communication skills, and the ability to work within a team environment

Education and Experiences:

- Experience in the Electro-Mechanical field with testing is an asset
- Previous experience working in MIL-STD, AS9100 environment
- Experience with Lean Manufacturing an asset
- College Diploma in Mechanical/Electrical technology, technician or equivalent experience

ELECTRO-MECHANICAL ASSEMBLY & TEST TECHNICIAN**Duties and Responsibilities:**

- Assemble, repair, rework and/or troubleshoot electromechanical assemblies
- Adhere to all applicable NASA, IPC and MIL standards.
- Maintain proper documentation to demonstrate all tasks are completed correctly to meet a customer's or Engineering's delivery requirements by paper or electronic means
- Generation of Non-Conformance Reports & provide solutions
- Accountable to execute, with guidance, thermal, thermal vacuum, and vibration testing for Factory Acceptance Test Procedures (all products) once the procedure has passed an Engineering-defined First Article Inspection
- Support, with guidance, thermal, thermal vacuum and vibration testing during FAI process, and where requested by Engineering

Required Skills/Abilities:

- Training and certification in polymeric, IPC; J-STD001, 620 including space addendum
- Training and capability in handling Liquid and Gas Nitrogen
- Training and capability in using all capital test equipment (TVACs, thermal chambers, vibe table, Instron, etc)
- Strong Electronics and Mechanical background including assembly and troubleshooting Electronic/Mechanical devices
- Familiarity with reading and understanding technical drawings and schematics
- Thorough understanding of techniques in the use of hand tools, soldering, crimping, measurement equipment, etc.
- Excellent manual dexterity
- Strong interpersonal and communication skills, and the ability to work within a team environment

Education and Experiences:

- Experience in the Electro-Mechanical field with testing is an asset
- Previous experience working in MIL-STD, AS9100 environment
- Experience with Lean Manufacturing is an asset
- College Diploma in Mechanical/Electrical technology, technician or equivalent experience

JUNIOR ELECTRO-MECHANICAL ASSEMBLY & TEST TECHNICIAN**Duties and Responsibilities:**

- Assemble, repair and rework electromechanical assemblies
- Adhere to all applicable NASA, IPC and MIL standards
- Maintain proper documentation to demonstrate all tasks are completed correctly to meet a customer's or Engineering's delivery requirements by paper or electronic means
- Generation of Non-Conformance Reports
- General support to all higher level Electro-Mechanical Assembly employees

Required Skills/Abilities:

- Training and certification in polymeric, IPC; J-STD001, 620 including space addendum
- Strong Electronics and Mechanical background including assembly and troubleshooting Electronic/Mechanical devices
- Familiarity with reading and understanding technical drawings and schematics
- Thorough understanding of techniques in the use of hand tools, soldering, crimping, measurement equipment, etc.
- Excellent manual dexterity
- Strong interpersonal and communication skills, and the ability to work within a team environment

Education and Experiences:

- Experience in the Electro-Mechanical field is an asset
- Previous experience working in MIL-STD, AS9100 environment
- Experience with Lean Manufacturing is an asset
- College Diploma in Mechanical/Electrical technology, technician or equivalent experience

GROUP NO. 6
ADVANCED ELECTRO-MECHANICAL ASSEMBLY & TEST TECHNICIAN

SPECIALIST ADVANCED ELECTRO-MECHANICAL ASSEMBLY & TEST TECHNICIAN
WAGE GROUP 16

SENIOR ADVANCED ELECTRO-MECHANICAL ASSEMBLY & TEST TECHNICIAN
WAGE GROUP 14

ADVANCED ELECTRO-MECHANICAL ASSEMBLY & TEST TECHNICIAN
WAGE GROUP 11

JUNIOR ADVANCED ELECTRO-MECHANICAL ASSEMBLY & TEST TECHNICIAN
WAGE GROUP 4

SPECIALIST ADVANCED ELECTRO-MECHANICAL ASSEMBLY & TEST TECHNICIAN

Duties and Responsibilities:

- Assemble, repair, rework and/or troubleshoot complex electromechanical assemblies
- Support rework, repair and/or prototyping of machined parts utilizing the operation of manual mills, lathes and other machine shop devices
- Adhere to all applicable NASA, IPC and MIL standards.
- Maintain proper documentation to demonstrate all tasks are completed correctly to meet a customer's or Engineering's delivery requirements by paper or electronic means
- Generation of Non-Conformance Reports (NCRs) & provide solutions
- Determine Root Cause Corrective Action (RCCA) for NCRs and Corrective Action Requests (CARs)
- Accountable to execute thermal, thermal vacuum, and vibration testing for Factory Acceptance Test Procedures (all products) once the procedure has passed an Engineering-defined First Article Inspection
- Support thermal, thermal vacuum and vibration testing during FAI process, and where requested by Engineering
- Support new product development activities
- Integration, software tuning and testing of complex electromechanical devices
- Troubleshoot, rework, repairs down to the component level
- Ability to operate the vibration table, thermal chambers and TVAC chambers
- Support new product development activities providing feedback to engineering on design for manufacturability, cycle time reduction, lead time reduction and overall design intent
- Performs in-process inspection, final inspection (QC)
- Performs receiving and machined parts inspection, components etc (QC)
- Help rectify any issues that arise from performing inspections
- Drives and contributes to continuous improvement by suggesting and/or implementing improvements to safety, costs, reduction in frustrations, etc
- Guidance to other Technicians

Required Skills/Abilities:

- Training and capability in Root Cause Correction Action (RCCA)
- Training and certification in polymeric, IPC; J-STD001, 620 including space addendum
- Training and capability in handling Liquid and Gas Nitrogen
- Training and capability in using all capital test equipment (TVACs, thermal chambers, vibe table, Instron, etc)
- Training and maintaining of inspection certifications

- Strong Electronics and Mechanical background including assembly and troubleshooting Electronic/Mechanical devices
- Familiarity with reading and understanding technical drawings and schematics
- Thorough understanding of techniques in the use of hand tools, soldering, crimping, measurement equipment, etc.
- Excellent manual dexterity
- Strong interpersonal and communication skills, and the ability to work within a team environment

Education and Experiences:

- Experience in the Electro-Mechanical field with testing is an asset
- Previous experience working in MIL-STD, AS9100 environment
- Experience with Lean Manufacturing an asset
- College Diploma in Mechanical/Electrical technology, technician or equivalent experience
- Experience, apprentice or certified machinist

SENIOR ADVANCED ELECTRO-MECHANICAL ASSEMBLY & TEST TECHNICIAN

Duties and Responsibilities:

- Assemble, repair, rework and/or troubleshoot complex electromechanical assemblies
- Support rework, repair and/or prototyping of machined parts utilizing the operation of manual mills, lathes and other machine shop devices
- Adhere to all applicable NASA, IPC and MIL standards.
- Maintain proper documentation to demonstrate all tasks are completed correctly to meet a customer's or Engineering's delivery requirements by paper or electronic means
- Generation of Non-Conformance Reports & provide solutions
- Accountable to execute thermal, thermal vacuum, and vibration testing for Factory Acceptance Test Procedures (all products) once the procedure has passed an Engineering-defined First Article Inspection
- Support thermal, thermal vacuum and vibration testing during FAI process, and where requested by Engineering
- Integration, software tuning and testing of complex electromechanical devices
- Troubleshoot, rework, repairs down to the component level
- Support new product development activities providing feedback to engineering on design for manufacturability
- Performs in-process inspection, final inspection (QC)
- Performs receiving and machined parts inspection, components etc (QC)
- Help rectify any issues that arise from performing inspections
- Contributes to continuous improvement by suggesting and/or implementing improvements to safety, costs, reduction in frustrations, etc
- Guidance to other Technicians

Required Skills/Abilities:

- Training and certification in polymeric, IPC; J-STD001, 620 including space addendum
- Training and capability in handling Liquid and Gas Nitrogen
- Training and capability in using all capital test equipment (TVACs, thermal chambers, vibe table, Instron, etc)
- Training and maintaining of inspection certifications
- Strong Electronics and Mechanical background including assembly and troubleshooting Electronic/Mechanical devices
- Familiarity with reading and understanding technical drawings and schematics
- Thorough understanding of techniques in the use of hand tools, soldering, crimping, measurement equipment, etc.
- Excellent manual dexterity
- Strong interpersonal and communication skills, and the ability to work within a team environment

Education and Experiences:

- Experience in the Electro-Mechanical field with testing is an asset
- Previous experience working in MIL-STD, AS 9100 environment
- Experience with Lean Manufacturing an asset
- College Diploma in Mechanical/Electrical technology, technician or equivalent experience
- Experience, apprentice or certified machinist

ADVANCED ELECTRO-MECHANICAL ASSEMBLY & TEST TECHNICIAN

Duties and Responsibilities:

- Assemble, repair, rework and/or troubleshoot electromechanical assemblies
- Support rework, repair and/or prototyping of machined parts utilizing the operation of manual mills, lathes and other machine shop devices
- Adhere to all applicable NASA, IPC and MIL standards.
- Maintain proper documentation to demonstrate all tasks are completed correctly to meet a customer's or Engineering's delivery requirements by paper or electronic means
- Generation of Non-Conformance Reports & provide solutions
- Accountable to execute, with guidance, thermal, thermal vacuum, and vibration testing for Factory Acceptance Test Procedures (all products) once the procedure has passed an Engineering-defined First Article Inspection
- Support, with guidance, thermal, thermal vacuum and vibration testing during FAI process, and where requested by Engineering

Required Skills/Abilities:

- Training and certification in polymeric, IPC; J-STD001, 620 including space addendum
- Training and capability in handling Liquid and Gas Nitrogen
- Training and capability in using all capital test equipment (TVACs, thermal chambers, vibe table, Instron, etc)
- Strong Electronics and Mechanical background including assembly and troubleshooting Electronic/Mechanical devices
- Familiarity with reading and understanding technical drawings and schematics
- Thorough understanding of techniques in the use of hand tools, soldering, crimping, measurement equipment, etc.
- Excellent manual dexterity
- Strong interpersonal and communication skills, and the ability to work within a team environment

Education and Experiences:

- Experience in the Electro-Mechanical field with testing is an asset
- Previous experience working in MIL-STD, AS 9100 environment
- Experience with Lean Manufacturing an asset
- College Diploma in Mechanical/Electrical technology, technician or equivalent experience
- Experience apprentice or certified machinist is an asset

JUNIOR ADVANCED ELECTRO-MECHANICAL ASSEMBLY & TEST TECHNICIAN

Duties and Responsibilities:

- Assemble, repair and rework electromechanical assemblies
- Support rework, repair and/or prototyping of machined parts utilizing the operation of manual mills, lathes and other machine shop devices
- Adhere to all applicable NASA, IPC and MIL standards.
- Maintain proper documentation to demonstrate all tasks are completed correctly to meet a customer's or Engineering's delivery requirements by paper or electronic means
- Generation of Non-Conformance Reports
- General support to all higher level Advanced Electro-Mechanical Assembly employees

Required Skills/Abilities:

- Training and certification in polymeric, IPC; J-STD001, 620 including space addendum
- Strong Electronics and Mechanical background including assembly and troubleshooting Electronic/Mechanical devices
- Familiarity with reading and understanding technical drawings and schematics
- Thorough understanding of techniques in the use of hand tools, soldering, crimping, measurement equipment, etc.
- Excellent manual dexterity
- Strong interpersonal and communication skills, and the ability to work within a team environment

Education and Experiences:

- Experience in the Electro-Mechanical field is an asset
- Previous experience working in MIL-STD, AS9100 environment
- Experience with Lean Manufacturing is an asset
- College Diploma in Mechanical/Electrical technology, technician or equivalent experience
- Experience, apprentice or certified machinist

SCHEDULE "E" A GLOSSARY OF WORDS AND PHRASES

The following words and phrases are given definition and meaning to clearly indicate the common and consistent interpretation to be placed on them by all persons using the description:

Ability: A sufficiency of skill or competence to satisfactorily perform the work required of a job.

Assign: To place an employee in a specific Job Classification.

Bumping: The adjustment process by which an employee declared surplus in their Job Classification because of work reduction, may assert their seniority rights to displace an employee in another Job Classification.

Emergency: A condition that is unforeseen and/or is beyond the control of the Company that requires immediate action and where there is no qualified Bargaining Unit personnel available to perform such emergent work. Generally, the action taken is to prevent damage to Company property or injury to personnel.

Experimenting: In the event that experimenting is performed by non-members of the Bargaining Unit (reference Article 5 of this Agreement), the area Union representative shall be notified and a member of the Bargaining Unit in the classification affected will be present during the period of experimentation and may be called upon to assist in the experimentation.

Facility: The location of the Company covered by this Collective Agreement.

Flow Chart: A diagram or chart which indicates the Job Classifications through which an employee may exercise their bumping rights when their job is affected by reduction of the work force.

Grievance: A cause for complaint for which redress is asked.

Lay-Off: The cessation of active employment due to a work reduction and under which an employee possesses specific rights of recall to work. A laid-off employee shall not be considered an active employee.

Non-Production Work: hardware and/or software used as a means of defining design elements, requirements, quantifying performance, cost trade offs and mitigating risk. Such work will not be physically integrated into deliverable work.

Production Work: deliverable hardware and/or software, within the Material Resource Planning (MRP), which may adhere to design documents/drawings and test procedures to meet product, programmatic and/or customer requirements.

Promote: To assign an employee from one Job Classification to another Job Classification bearing a higher rate of pay.

Repair: To restore a part or assembly to its original state or utility after it has been damaged by accident or by wear. This does not have the same meaning as "Rework."

Rework: Means to undo and then do over work previously accomplished in order to correct errors or make it conform to changed specifications. Rework can be simple or difficult according to its nature and variety, therefore, the level of difficulty intended is to be determined from the job assignment. (See Repair.)

Surplus: A situation, which exists when the Company determines that there is an excess in the number of position(s) in a classification(s) which must be reduced accordingly. Surplused employees are eligible for bumping and recall rights in accordance with Articles 21 and 22. A surplused employee shall be considered an active employee while exercising their bumping rights.

Suspend: Temporary termination of an employee's work as a disciplinary measure.

Temporary Tooling (Shop Aid): Means that a worker recognizes the need for, and improvises a mechanical aid of temporary nature, which assists in the completion of work with greater exactness, rapidity and/or facility.

Transfer: To move an employee from one department or division to another without a change in job classification or wage rate.

Wage Group: A number of Job Classifications, which draw the same rate of pay.

SCHEDULE "F" LETTERS OF INTENT AND UNDERSTANDING

Re: Facilities Maintenance Hours of Work

In order to ensure efficiency in the performance of Facilities Maintenance work the parties agree to the following regarding hours of work:

In the event the Company requires the Facilities Maintenance to work on a 5:00 p.m. to 1:00 a.m. shift(s) not outlined in Schedule B, Article 3, the Company shall inform the Plant Chairperson and the affected employees of the hours of work for such an irregular shift(s) at least six (6) days prior to the initiation of such a shift(s). This letter shall supersede the provisions of Schedule B Articles 3.01 and 3.02 only.

Re: Cross-Space Site Mobility

Purpose

With respect to the re-organization of the Space group, the Union and the Company agree that there may be requirements to assign employees covered by this collective agreement to other MDA sites and to assign bargaining unit employees from other MDA sites to the site covered by this collective agreement.

It is the Company's intention to use this letter to:

- a) Ensure continuity of knowledge on a product when products move from one site to another due to facility limitations. In this situation some of the employees working on those products at the originating site will be travelling with the products to the second site to continue their assignments as well as support the activities at the second site on a short-term basis; and/or
- b) Make efficient use of human resources from one site to fill temporary shortages at another site. Therefore it is not the Company's intention to use this letter to:
 - a) Move employees from one site to another to be trained by the second site's employees and thus eliminate long-term employment opportunities at that site; and/or
 - b) To avoid long-term hiring of additional manpower at the site covered by this collective agreement.

In order to meet this requirement, the parties agree to the following:

1. Work Assignments to the Space Site Covered by This Collective Agreement

The Company may assign work that may otherwise come within the scope of this collective agreement to employees covered by another collective agreement who are on assignment from their normal place of work excluding engineers. Such employees shall be covered by the terms of their respective collective agreement and shall perform the type of work they would perform under their respective collective agreement. The application of the provisions of another collective agreement is solely for the purpose of facilitating the re-assignment and does not constitute any recognition of the other union's representation rights at the location.

The assignment of any such employee shall have a maximum duration of six months unless otherwise agreed by the Company and the Union. No such employee will be assigned to the site covered by this Collective Agreement for more than a total of six months in any one calendar year unless otherwise agreed by the Company and the Union.

Notwithstanding the foregoing, an employee will be assigned to the site covered by this Collective Agreement for the purpose of making efficient use of human resources from one site to fill a temporary shortage at another site for not more than a total of three (3) months in any one (1) calendar year, unless otherwise agreed by the Company and the Union.

No employee covered by this collective agreement who is in a classification, which would normally encompass such work, will be laid-off as a direct result of an assignment made pursuant to the application of this Letter. Furthermore, no employee covered by this collective agreement who has recall to a classification which would normally encompass such work will be denied an opportunity to be recalled as a direct result of the application of this Letter when such work assignments are for periods greater than three (3) weeks in duration.

2. Work Assignments to Other Space Sites Not Covered by This Collective Agreement

The Company will equalize the opportunity for work assignments to other Space sites among employees who have the skill set and the familiarity with the product related to the specific assignment. For certainty it is understood

that the Company has no obligation to rotate such employees through a single assignment.

Failure to reach a reciprocating agreement with another bargaining unit at other MDA sites will render this Letter null and void with respect to employees represented by that bargaining unit.

3. Work at the Space Site Covered by This Collective Agreement

The Company intends to overhaul, integrate and test the Canadian arm for the NASA space shuttle program at its Brampton Space Missions site.

The Company also intends - subject to business conditions and Canadian federal and provincial governments' regional distribution rules - to integrate and test the space station remote manipulator arm at the final assembly level (this excludes sub-assemblies such as arm joints, latch end effectors, motor modules, thermal blankets, wire harnesses.... etc.) at its Brampton Space Systems site.

The Company also intends - subject to business conditions - to integrate and test the smart robotic system CanadaArm3 for the Gateway program at the final assembly level (this excludes sub-assemblies such as arm joints, latch end effectors motor modules, thermal blankets, wire harnesses etc.) at its Brampton Facilities. The Company also intends - subject to business conditions and where the Brampton facility is the Original Equipment Manufacturer (OEM) to overhaul the smart robotic system CanadaArm3 for the Gateway program.

Re: Drug Testing

There shall be no employee drug-testing program implemented during the life of this collective agreement.

Should the Company become engaged in work for others which has a requirement for drug testing, those employees who would normally carry out such work will be asked to undergo drug testing on a voluntary basis.

In the event that future Federal or Provincial legislation requires drug testing for MDA employees, the parties agree to re-open this Letter of Understanding.

Re: Elections

The Company agrees that during the term of this Agreement, the annual election of Officers of Local 112 and election of delegates to the Canadian Labour Congress, the UNIFOR Canadian Council and the UNIFOR Constitutional Convention shall be conducted on Company premises under the following conditions:

- (1) Actual voting shall take place during lunch period or prior to commencement of a shift.
- (2) The Chairperson of the Election Committee or their alternate will be allowed time off to arrange, conduct and complete in-plant elections.

It is also understood that upon request the Company will grant time-off for the members of the Election Committee. All time required by the members of the Election Committee shall be at the Union's expense.

- (3) It is understood that all By-Elections will be held by Election Committees. It is further understood that all such elections shall take place out of working hours, e.g. before commencement of shift and during lunch period.

Re: Group Insurance

In the event of the introduction of new or expanded mandatory Provincial or Federal programs providing benefits generally similar to those provided in the Health Care Insurance program, the Company will maintain as is reasonably practicable the current negotiated level of benefits.

Re: Group Insurance Improvements

It is understood and agreed that the Group Insurance Benefit improvements negotiated and becoming effective from September 17, 2020 will reflect the improvements specified on the "Table of Insurance Benefits".

Re: Interpretation Of The Word "Electro"

The Company and Union agree that the word "Electro" means "Electrical" with reference to the classifications.

Re: Machine Shop Work Assignments

It is agreed that model shop or experimental type machine work of a higher level of difficulty than that which is normally assigned to the production machining classifications will be assigned to comparable Skilled Trades classifications.

Re: Micro Computers

The parties agree that microcomputers or terminals are general equipment and may be used by any company employee. The parties also agree that the functions performed will determine appropriateness relative to union or non-union usage.

Re: Movement of Parts and Materials

It is agreed and understood that the movement of parts, material, components and supplies at the Brampton facility is to be performed by the new classification of Material Support Operator. Any dispute regarding the movement of parts throughout the facility that may be in the Company's view – minor and incidental (by personnel other than those mentioned above) – will be first brought to the attention of the "Plant Chairperson" who will discuss the matter with the "Manager, Employee and Industrial Relations" or their designee. If the matter is not resolved to the Union's satisfaction, the Union may file a grievance.

Re: New Technology

The parties agree that with the introduction of new techniques and technologies, it is important that advance planning be made to anticipate skills, needs and training required.

It is agreed that the workers affected by the introduction of new technologies shall have every opportunity to apply themselves to the new skills and the new technology.

The company will assume the cost of offsite seminars, workshops, conferences, regarding latest trends in all job classifications and on the job training to afford Bargaining Unit employees (who have the basic knowledge and ability to be trained) the professional skills to keep current with new methods and new technology affecting their work and job security.

1. All training activities related to skills upgrade and equipment that we use should be scheduled and part of the regular work week and compensated as per Schedule B and Schedule C.
2. In all cases, time to and from any training session will be remunerated according to the Collective Agreement. An employee will not be out of pocket for any reasonable, legitimate expenses incurred while traveling for Company training.
3. Senior employees (who have the basic knowledge and ability to be trained), will be given preference under this clause

Committee on New Technology

There shall be established a committee to be comprised of members of the Bargaining Committee and members of Management to deal with the whole question of New Technology and the introduction of the new techniques through automated equipment.

It shall be the responsibility of the committee to investigate and examine all of the aspects concerned by the introduction of such equipment and its impact on the affected employees.

The committee shall make recommendations to the Company for implementation, concerning the use of affected employees, in the area of the training and these employees who can be used in such work as programming, tape preparation and for numerical control and other functions which could be allocated to such employees.

Any recommendations of the committee, which are agreed to and implemented by the Company, shall be incorporated into the next Collective Agreement.

The Union members of the committee shall include the National Skilled Trades representative or their designee.

The Company members of the committee shall be representatives from the Operations Department and the Human Resources Department.

In the operation of automated equipment as covered by the New Technology Clause, when the equipment is being used for

tooling purposes it will be operated by Skilled Trades personnel.

Re: New Work

With respect to the acquisition of new business contracts (when the Company believes new techniques and/or new technologies are involved) and the necessity to effectively initiate and perform such new work, the parties agree to the following:

- (1) The Company, at its discretion, may select employees within the appropriate classification(s) in the facility involved to be trained in the new techniques and/or technologies associated with such new business in order to perform the work.
- (2) Senior employees in the classification(s) affected not given preference in such training will not be adversely affected in either surplus or recall situations solely because of their lack of such training.
- (3) Senior employees in the facility in the classification(s) affected not given preference in such training will not be adversely affected in promotion situations solely because of their lack of training.

Re: President And Chairperson Visiting Work Parties

The Company has no objection to the President and Chairperson visiting work parties at their own expense. It is understood that advance notice of such visit must be given to the Manager, Employee and Industrial Relations and further that the Company does not always have control of entrance authorizations to the site location and the President and Chairperson will have to follow the regulations of that organization regulating the site location.

Re: Printing Of Collective Agreement

The Company agrees to compile the new CBA and email all employees a copy of same. The Company will also provide the Union with an electronic copy of the CBA. The Company shall provide a copy of the Collective Agreement in booklet form to all employees within sixty (60) days of ratification. The Company shall also provide the Union with ten (10) additional copies.

The Company shall also supply an outlined benefits booklet of all the Company paid benefits such as insurance, visions care, dental plan, pension plans, etc. to all employees.

Re: Production Work Assignments

It is understood that the introduction of production machining classifications will not in any way preclude anyone in the Skilled Trades from producing production work as assigned and required.

Re: Programmable Machines

The Company shall encourage the upgrading of existing skills to meet the technological advances made to the control equipment on the machines.

Where established control programs are available they shall be used by the operator to control the operation of the machine. Where such programs are not available and are produced utilizing the programming equipment at the machine, the operator will do the work required.

The operator will not alter the Data Base or Supplied Programmes even if the programming equipment at the machine becomes part of a distributed control system. In addition, they will operate the machine to produce the required items.

All programming on the shop floor will be performed by members of the Local 112 Bargaining Unit.

Re: Shelf Seniority

It is understood and agreed that when a member of the Bargaining Unit, with seniority, transfers from a Production classification to a Skilled Trades classification, the Production classification seniority they held at time of such transfer will be retained to their credit (Shelf Seniority) in the Production classification. In the event that such employee is subsequently laid off from Skilled Trades, they will be eligible to bump back into the Production classification from which they had transferred providing they do not displace an employee with greater seniority.

Re: Sickness And Accident Benefit Plan – Short Term Disability

Employees absent from work as a result of sickness or accident will be paid for such time off at full or partial salary for up to six (6) consecutive months, the amount paid being related to length of continuous service in accordance with the following schedule:

Continuous Service	Duration of Benefit at Full Salary	Duration of Benefit at 66% and 2/3 of % of Salary
0-3 Months	1 week	3 weeks
3 Months but less than 2 years	1 month	5 months
2 years but less than 3 years	2 months	4 months
3 years but less than 4 years	3 months	3 months
4 years but less than 5 years	4 months	2 months
5 years but less than 6 years	5 months	1 month
6 or more years	6 months	

Where an Employee is entitled to receive benefits intended as income replacement under the Canada Pension Plan, Employment Insurance, Workplace Safety Insurance Board or other Company paid plan as applicable as a result of the Employee's disability, the amount paid will be reduced by the amount of such payment.

The Company may require an Employee to provide a medical certificate for absence due to sickness or accident either to confirm the cause of the absence or to substantiate the Employee's fitness to resume work.

Re: SUB - Automatic Short Week - Separation Payment Plan

It is understood and agreed that the existing SUB, Automatic Short Week and Separation Payment Plans will remain in effect during the duration of the current Collective Agreement and the present contribution by the Company of 5 cents per hour will continue as at present.

Subject to the provisions of the Plan, a separate Plan and Fund shall be set up for the membership of Local 112. The Fund shall be split from the joint Local 673 - Local 112 Fund on a per capita basis.

Language shall be inserted within the Plan to eliminate double penalty because of vacation pay received on lay-off and time off entitlement for vacation.

Re: Subcontractors Facilities

Where there is a need for MDA employees to perform manufacturing workmanship standards at subcontractors facilities, this work will be performed by Local 112 employees.

Re: Subcontract – Maintenance

When any of the Maintenance Tradesmen i.e.:

- GROUP 3 Electrician (Electronics), Heating - Air Conditioning - Pipefitter - Steamfitter and Plumber, Machine Repairman (Electro-Mechanical), Boiler Maker or Stationary Engineer.
- GROUP 2 Maintenance and Construction Electrician, Maintenance and Construction Welder

ARE ON LAYOFF, the Company agrees that the work of the particular laid-off trade shall be performed within the Bargaining Unit except in cases of:

- I. Short completion time requirements when there is no available Tradesman on staff immediately available to perform the work, or
- II. Unavailability of space or of the required equipment, or
- III. Short duration jobs for which it is not practical to recall the appropriate tradesmen, or
- IV. Work performed pursuant to a warranty on equipment purchased, leased or otherwise acquired by the Company.

The Company agrees to give notice to the Union Committee Person or Plant Chairperson to provide an explanation of the sub-contracting of the work of the particular trade when that trade is on layoff. It is agreed and understood that if any of the above mentioned classifications are affected through attrition (terminated retired), the Company will post the job in accordance with Article 19 of the Collective Agreement providing there is a requirement for a full time replacement at the location affected by the attrition.

Re: Training Program

The Company shall establish a Training Program for various Technician Classifications and maintain training schedules within the selected job classifications and qualifications. All functions of the Training Committee will be by mutual consent.

The purpose of the training program shall be to provide the Company with proficient workers and the trainees with proper skills at the conclusion of the training period. In view of the foregoing, the parties recognize that utmost care must be exercised in the selection of trainees and the methods of training must be as uniform and as sound as possible.

The selection of the trainees shall be through the Job Posting procedure.

For any technician classifications the Company agrees that where there are no suitable applicants for posted jobs, the Company will train one (1) employee for each one (1) hired from outside.

The Parties will establish a Joint Training Program Committee. The Committee shall be composed of two members representing the Company and two members of the Bargaining Committee of Local 112 UNIFOR.

Re: "Transfer" - Definition Of The Term

In applying the revised definition of the word 'transfer' the following procedure will be followed:

- (1) Moving an employee outside of their department will constitute a transfer.
- (2) Moving an employee to another division constitutes a transfer.
- (3) Moving an employee within the same department within their current division does not constitute a transfer.

In cases such as (1) and (2) above, the most senior employee will be given preference where possible.

Re: Special Severance

- (1) In the event the Company decides to subcontract or relocate work to other MDA facilities which is currently performed by bargaining unit employees at the Brampton facilities, and the Company anticipates that such action will cause the surplus or layoff of bargaining unit employees, the Company agrees to give at least four (4) weeks' notice to the Union Committee Person or the Plant Chairperson and to provide an explanation and to discuss alternatives to the Company's decision. The Company will post a list of classifications to be surplusd four (4) weeks prior to effecting any such surplus or layoff.
- (2) A senior employee may offer to resign in preference to a junior employee from the same classification who would otherwise be laid off. In return, such senior employee will receive Special Severance Pay. Such a resignation shall take effect four (4) weeks from the date of posting.
- (3) An employee who is laid off as a result of the relocation of their work from the Brampton facilities or as a result of their work being performed by a subcontractor and who elects to receive severance pay rather than retain eligibility for recall shall be entitled to Special Severance Pay.
- (4) Special Severance Pay will consist of two (2) weeks' pay per year of service to a maximum of fifty-two (52) weeks. It is agreed that such payment will satisfy any Employer obligations for notice and severance pay under the Employment Standards Act.
- (5) This Letter of Understanding in no way modifies any rights and is not to be used to interpret any other provision of the Collective Agreement.

Re: S.U.B. Plan Replacement

Subject to the determination that this proposal complies with the Income Tax Act and any other relevant statute or regulation, the Company and Union agree to discontinue the current S.U.B. plan and to administer the S.U.B Benefit Program outlined below. In accordance with the foregoing, the parties agree that existing funds contained in the S.U.B. fund may be used towards this end. The present contribution by the Company of \$0.05 per hour worked will continue, and will be used to fund the plan. The parties agree that the Company will not be required to incur any costs whatsoever in addition to the normal costs of administering but not winding up the S.U.B. plan as a result of this arrangement.

Re: Paid Sick Leave

An employee who has completed their probation will be permitted up to ten (10) days paid sick leave in any calendar year. The Company may require proof of illness for sick days used. Such paid sick leave will not apply to any day or days when WSIB or Short Term Disability are payable. There will no longer be an option to have one (1) paid sick day carried over to the following year.

Re: Social Justice Fund Agreement

Social Justice Funds are used to support workers and communities at home and around the world for development and emergency relief.

The Employer agrees to pay into the Unifor Social Justice Fund on behalf of all employees in the bargaining unit, an amount equivalent to one cent (1 cent) per regular hour worked.

Such monies are to be paid on a quarterly basis into the Unifor Social Justice Fund (SJF), which is a registered charity established by the Unifor National Union. The Employer is to forward the quarterly payment to the following address: Unifor Social Justice Fund, 205 Place Court Toronto, ON M2H 3H9.

The Employer will be issued a charitable receipt for each payment.

Re: Women's Advocate

The parties recognize that female employees may sometimes need to discuss with another women, matters such as violence or abuse at home or workplace harassment. They may also need to find out about specialized resources in the community such as counselors or women's shelters to assist them in dealing with these and other issues.

For this reason the parties agree to recognize the role of Women's Advocate in the workplace. The Women's Advocate will be determined by the Union from amongst the female bargaining unit employees. The Advocate will meet with female members as required, discuss problems with them and refer them to the appropriate agency when necessary.

The Company agrees to provide access to a confidential phone line and voice mail that can be maintained by the Women's Advocate and that is accessible for female employees to contact the Women's Advocate. As well, the Company will provide access to a private office so that confidentiality can be maintained when a female employee is meeting with the Women's Advocate.

The Company and the Union will develop appropriate communications to inform female employees about the advocacy role of the Women's Advocate providing contact numbers to reach the Women's Advocate. The Company will also assign a management support person to assist the advocate in her role.

The Women's Advocate will participate in an initial 40 hour basic training program and an annual three (3) day update training program delivered by the Unifor National Women's Department. The Company agrees to pay for regular hours during this training.

Re: Skilled Trades Apprenticeship Program

Apprenticeship

This apprenticeship program will encompass the skilled trade apprenticeships at MDA and be referred to in this Agreement as the "apprenticeship".

Purpose:

The purpose of this apprenticeship program is to make certain that extreme care is exercised in the selection of applicants and that the methods of training are uniform and sound. The result being that they will be equipped for profitable employment and to further the assurance to the Company of proficient workers at the conclusion of the training period. The apprenticeship program has been developed to cover any classification as required and meets the requirements of the Ontario Ministry of Advanced Education and Skill Development in coordination with Ontario College of Trades.

Committee:

Committee shall mean the Joint Apprenticeship Committee. The Committee shall be composed of two members appointed by the Company and two members from the Local 112 membership. From the Local 112 membership it is proposed that two members be composed of one general member and one mentor. Each apprentice will be assigned a mentor.

The committee may be asked to participate in the candidate interview process. The Company reserves the right to select the final candidates during the hiring process.

Responsibilities of Committee:

The Committee shall be responsible for the establishment of the training schedules, credits for previous experience, standards and the method of administering, monitoring and modifying the program as required.

Applications:

The application for the positions of apprentice will be through the job posting procedure. All qualified applicants (see eligibility requirements) will be decided on for acceptability by the Company.

Eligibility requirement

To be eligible for an apprenticeship, the applicant should be an employee from the Electro-Mechanical Assembly and Test Technician Group or an externally qualified applicant and shall meet the minimum requirements listed below as determined by the Company:

- a) Have a certificate or diploma from a recognized learning institution or have an acceptable level of education and prior work experience.
- b) Pass a mathematics aptitude test as determined by the Company.
- c) Show a competent level of dexterity on an aptitude test.
- d) Must pass a basic job knowledge test to establish that the student has the required theoretical knowledge or practical skills to apply themselves to the training curriculum.
- e) Good knowledge and experience operating different machinery that includes Milling Machine, Lathe, Drill Press, Band Saw, and various hand tools; measuring instruments and their proper and accurate use, e.g. Vernier, Micrometer, Height Gauge etc.
- f) Strong working knowledge of blue print reading and Geometric Dimensioning and Tolerancing.
- g) Ability to build and test electrical, electronic and optical components, mechanical or electro-mechanical mechanisms.

Exceptions to these requirements will be made by the Company upon recommendation of the Committee.

Wages

A current employee entering the Apprenticeship Program from another classification will not receive a reduced hourly rate; the hourly rate will progress once they have the required hours as per the chart below (*Apprentice Levels and Premium Chart*).

An employee entering the Apprentice Program from the *Electro-Mechanical Assembly and Test Technician* group will maintain their current job rate, as per Schedule A, with the Apprentice Premium added; and will be classified with the corresponding Advanced level Job Title.

The Apprentice will also receive cost of living and any improvement factors.

Apprentice Levels and Premium Chart

Apprentice Premium			
Year	Hours	Yearly \$	Hourly \$
Year 1	2000	\$ 603.20	\$ 0.29
Year 2	2000	\$ 1,206.40	\$ 0.58
Year 3	2000	\$ 1,809.60	\$ 0.87
Year 4	2000	\$ 2,412.80	\$ 1.16
Year 5	CFQ	\$ 3,016.00	\$ 1.45

*Year 5 - Upon successful completion of passing their Certificate of Qualification will receive 100% of the applicable skilled trades premium.

Competency Testing

The Apprentice must pass all tests and certifications per the trainee progression test plan before progressing to the next level. In the event the Apprentice fails a test, he/she must wait a minimum of 3 months before being eligible for retesting.

Wage rates will be adjusted on the first full day at the next level.

Seniority

In the case of lay off, the Apprentices will be able to exercise seniority within the apprenticeship levels. The Apprentice that was last laid off shall be the first to be reinstated.

- At the end of the program, the Apprentice will maintain seniority and be fully classified in the classification for which he/she is best suited. The Apprentice's seniority date will be their start date with the Company.
- An Apprentice laid off will maintain recall rights to their apprentice program for a period of 1 year. The Apprentice will not accumulate seniority while being laid off.

The ratio of Apprentices to skilled trade staff shall not exceed one (1) Apprentice to two (2) skilled trade staff. Upon recommendation by the Committee, the ratio may be varied to accommodate classifications without sufficient skilled trade staff to accommodate the number of apprentice required. ie: only one skilled trade staff in a classification.

Employees with skilled trades seniority in the bargaining unit as of February 25, 2013 will not be laid off in order to retain an apprentice. Subject to the latter, the Company has the right to retain at least one apprentice in the program at all times.

Discipline

The Company may take disciplinary action, up to and including dismissal, per the collective agreement but must notify the Committee. The Committee shall have the authority to recommend discipline and/or cancellation of the Apprenticeship agreement of the Apprentice to the Company at any time for cause such as:

- a) inability to learn;
- b) unreliability;
- c) unsatisfactory work;
- d) lack of interest in their education or progression to the next program level;
- e) improper conduct;
- f) failure to attend classroom instruction regularly.

Such disciplinary action and/or cancellation of the apprenticeship agreement will not be subject to the grievance procedure or arbitration.

Academic Training

- a) Each apprentice will be required to attend scheduled training. This training will be:
 - 720 hours of in-school training as per program guidelines

- on Company premise/at local institution/night school,
- training conducted on Company time with full wages, or
- night school, the cost of which will be paid as per Company policy, no wages will be paid unless it occurs during their normal shift.

- b) Ninety percent (90%) training attendance must be maintained. If attendance is less than ninety (90%) due to illness and the Apprentice is able to pass all tests, the Committee may recommend he/she continue in the program.

If a test is required the passing grade will be as outlined in the training schedule.

Course Outline

- a) The Apprentice shall work the normal hours and be subject to off shifts.
- b) Apprentice may work overtime. Only actual hours worked will be credited to their apprenticeship.
- c) Each Apprentice will be given a training curriculum of each function to be covered in their training. This will include Crimping and Soldering
- d) The curriculum for each related occupation as designated by the Committee will outline all the functions that must be performed to be able to do the job in that classification.
- e) The Committee may substitute time from one training function to another based on performance as long as all of the related classifications curriculum have been met and passed.
- f) Oral and written proficiency tests prescribed by the Company must be passed. The test will be based on the training curriculum. Failure to finish all functions and/or a passing grade as outlined in the training curriculum may result in termination of the Apprentice from the program.
- g) Testing will be required at the end of each training stage.

Credit

If the Apprentice has served in more than the one related classification or proven related academic or job experience, the Apprentice can be given up to a 1,000 hours credit against the appropriate level by the Committee. This credit is to be evaluated in the Apprentice's second term.

Program Administration

The Administrator of the Apprenticeship, in agreement with the Committee, shall prepare adequate record forms to be filled in by the Manager, Manufacturing. The reports will be submitted to the Administrator of the Apprenticeship on the work and progress of the Apprentice. These reports shall be submitted to the Committee for review.

The Apprentice shall be under the general direction of the Manager, Manufacturing. The Manager, Manufacturing is authorized to move Apprentice from one work assignment to another, in accordance with the pre-determined schedule of work training.

Apprenticeship Agreement

Apprenticeship Agreement shall mean a written agreement between the Company and the person employed as an Apprentice and their parent or guardian (if he/she is a minor), which agreement shall be approved by the Manager, Manufacturing and the Ontario Ministry of Advanced Education and Skill Development in coordination with Ontario College of Trades.

The following shall receive copies of the Agreement:

1. The Apprentice
2. The Company
3. The Committee
4. The Ontario Ministry of Advanced Education and Skill Development in coordination with Ontario College of Trades
5. The Local Union

Certificate of Completion of Apprenticeship

Upon completion of the Apprenticeship under these Training Standards, the Company will register the successful completion of the program with the Ontario Ministry of Advanced Education and Skill Development in coordination with Ontario College

of Trades. No certificates will be issued by the Ministry unless recommended by the Committee.

Job Classifications

With regard to the skilled trade job descriptions, it is understood between the Company and CAW Local 112 that the language of the collective agreement will be used for such descriptions.

Agreement Review

In order to facilitate the purpose of this program, amendments may be proposed by the Committee, the Company or Unifor Local 112. Any misunderstandings or non-agreement of the Committee on any issues not clarified in this Agreement will be submitted to Human Resources and the Union Bargaining Committee for resolution.

This program may be subject to change based on the requirements of the Ontario Ministry of Advanced Education and Skill Development in coordination with Ontario College of Trades.

Re: Domestic Violence Leave

The Company agrees to recognize that women sometimes face situations of violence or abuse in their personal life that may affect their attendance or performance at work. For that reason, the Company and the Union agree, when there is adequate verification from a recognized professional (ie. Doctor, lawyer, registered counsellor), a woman who is in an abusive or violent situation will not be subjected to discipline if the absence can be linked to the abusive or violent situation. Absences which are not covered by sick leave or disability insurance will be granted as per the Leave of Absence policy.

Re: Movement Between Locals

The parties agree, without prejudice or precedent, to allow UNIFOR members of Local 673 and Local 112 to be temporary assigned on an as needed basis for up to 10 working days, only in the event the position cannot be back filled within the originating bargaining unit.

In the event the company requests an extension to the agreed upon period of time, it will be by mutual agreement.

An employee will not receive a salary adjustment unless their temporary assignment is to a higher salary level.

No disciplinary action reflected to performance will be taken against any employee who is assigned work of the temporary nature in another job.

Whenever practical, having regard to the efficiency of the operation, senior employees within a Department will be given preference on a temporary assignment.

Only bargaining Unit employees may be eligible for this program.

Overtime will be offered to the originating bargaining unit members first, before offering to temporary assigned members.

Re: Progressive Retirement

As per company program.

UNIFOR 112 SUB BENEFIT PROGRAM EFFECTIVE March 16, 2010

This document outlines the eligibility for payment of SUB benefit for UNIFOR 112 employees:

ELIGIBILITY FOR THE BENEFIT:

An employee who has attained seniority shall be eligible for a benefit if he/she

1. received no pay from the Company and was on a qualifying layoff and;
2. provides the Company with proof that he/she is in receipt of employment insurance for the weeks of lay for which a benefit is claimed

Eligibility for benefits will be determined by the UNIFOR 112 chair

ADMINISTRATION:

Maximum number of benefit weeks will be based on years of service at time layoff in accordance with Table "A" below.

Benefit rate shall be \$60.00 per eligible week. Benefit rate is subject to change without notification.

All benefit payments subject to statutory deductions.

Benefit payments will be processed one month in arrears.

SUB BENEFIT TABLE A

Years of Service at date of lay off	<5	5 – 9	10 – 14	15 – 19	20 – 24	25+
Maximum number of benefit weeks	5	10	15	20	30	40

Should the account balance fall below \$100.00, all payments will be suspended.

Re: Required Certifications

The purpose of this letter of understanding is to clarify the meaning of required certification as set out in Article 22.03(2) as it pertains to the following classifications. In addition to training in company policies and procedures, the company will provide training and certification for the applicable job description as listed below:

Shipper/Receiver

- Forklift, pump truck, and other equipment for transporting inventory

Stores

- Forklift, pump truck, and other equipment for transporting inventory

Facilities

- Forklift, Genie lift
- Liquid nitrogen handling

CNC Programmer and Operator

- QC

Electrical Assembly Technician (previously Space Systems Technician/SST)

- Polymerics/PCR Training
- IPC; 620 including Space Addendum, 7721, 7711, etc.
- J-STD001
- Vision
- ESD

- QC
- Root Cause Corrective Action [RCCA]

Electro-Mechanical Assembly Technician (previously Engineering Technician Electro-Mechanical)

- Polymerics/PCR Training
- IPC; 620 including Space Addendum, 7721, 7711, etc.
- J-STD001
- ESD
- Crane Operation
- QC
- Root Cause Corrective Action [RCCA]
- Liquid Nitrogen handling

The above positions require these core certifications in order to execute their position description and remain in good certification standing.

In the event an employee fails to obtain the required core certifications, the Company agrees to provide the employee with an opportunity to practice and submit to one additional re-test no sooner than one (1) week following the failure.

No employee shall be detrimented by the employers' failure to provide the appropriate training to maintain certifications where the employer is responsible for training.

Re: Deleted Classifications

Should the need arise for classifications which exist in the previous Collective Agreement and which have been deleted, it is agreed that such former classification will be used and/or revised for the purpose of writing new job classification. It is also agreed that the work scope defined in deleted classifications remain part of this collective agreement.

RE: Letter of Understanding: Retroactivity

BETWEEN :
MDA INC (the "Company")

AND:
UNIFOR Local (112) (the "Union")

AND WHEREAS the Parties are bound to a collective agreement which will expire on October 1, 2023;
AND WHEREAS the Parties are currently in the process of bargaining the new collective agreement;
AND WHEREAS the Parties wish to enter into this Letter of Understanding (the "Agreement").
AS A RESULT OF THE FOREGOING, THE PARTIES AGREE AS FOLLOWS:

1. The preamble forms an integral part of this Agreement;
2. The Parties agree that all the wage increases will be retroactive to the expiration of the collective agreement, i.e. October 1, 2023;
3. The Parties agree that this Agreement is exceptional and shall not be used as a precedent, is without prejudice and without any admission from the Company.

RE: Production Work

BETWEEN :
MDA INC (the "Company")

AND:
UNIFOR Local (112) (the "Union")

AND WHEREAS the Parties are bound to a collective agreement which will expire on October 1, 2023;
AND WHEREAS the Parties acknowledge that the company Quality Management Processes (BPS) do not align with the language being proposed to define when Certified Operators/Inspectors are require;
AS A RESULT OF THE FOREGOING, THE PARTIES AGREE AS FOLLOWS:

1. The preamble forms an integral part of this Agreement;
2. The Parties agree that the Company will bring the BPS into alignment with the clarified definitions of production and non-production work incorporated into Article 5 of the collective agreement at ratification;
3. The Company agrees to provide a copy of draft BPS documents related to these definitions and mutually review with the Union prior to release;
4. The Parties agree that for the duration of 12 months, the Union will approach Company supervisor for a review of any perceived grievance related to these definition changes prior to raising a grievance;

RE: Company Location

BETWEEN :
MDA INC (the "Company")

AND:
UNIFOR Local (112) (the "Union")

AND WHEREAS the Parties are bound to a collective agreement which will expire on October 1', 2023;
AND WHEREAS the Parties are currently in the process of bargaining the new collective agreement;
AND WHEREAS the Company is planning to move from its current location (9445, Airport Road, Brampton, Ontario, L6S 4J3) to another location in the GTA (Ontario) during the year of 2024;
AND WHEREAS the exact address of the new location is not determined at the time the Parties are entering into this Letter of Understanding (the "Agreement").
AS A RESULT OF THE FOREGOING, THE PARTIES AGREE AS FOLLOWS:

1. The preamble forms an integral part of this Agreement;
2. The Parties agree that the new location will be covered by the collective agreement as soon as the Company will commence its operations;
3. The Parties agree that once the new location address will be known, the Parties will enter into another Letter of Agreement that will replace this Agreement and will indicate the new address that is covered by the collective agreement;

RE: Facility Location

BETWEEN :
MDA INC (the "Company")

AND:
UNIFOR Local (112) (the "Union")

AND WHEREAS the Parties are bound to a collective agreement which has expired on October 1", 2023;
AND WHEREAS the Parties are currently in the process of bargaining the new collective agreement;
AND WHEREAS the Company is planning to move from its current location (9445, Airport Road, Brampton, Ontario, L6S 4J3) to another location in Brampton (Ontario) during the year of 2024;
AND WHEREAS the Union asked the Company to enter into this Letter of Agreement (the "Agreement") regarding the Facility relocation.
AS A RESULT OF THE FOREGOING, THE PARTIES AGREE AS FOLLOWS:

1. The preamble forms an integral part of this Agreement;
2. The Company is confirming that no active member at the date of the signature of this Agreement will be surplus or laid off as a direct result of any delays caused by the movement of the operations from the current Airport Road facility to the new Brampton facilities.

RE: Layoffs

When a shortage of work results in the requirement for staff reductions through layoffs, in addition to the terms outlined in Section 21, the following employees are grandfathered into the following groupings where seniority shall take precedence over job classification. All other bumping rights as outlined in Section 21 shall apply thereafter.

Specialist, Advanced Electro-Mechanical Assembly & Test Procurement	Bryan Dunn, Jonathan Quirino, Iyyakannu Rajan, Richard Moynihan
Senior, Advanced Electro-Mechanical Assembly & Test Procurement	
Advanced Electro-Mechanical Assembly & Test Procurement	
Junior, Advanced Electro-Mechanical Assembly & Test Procurement	

Specialist, Electro-Mechanical Assembly & Test Procurement	Zach Abrahams, Honford Chong, Kaushik Khatri, Dana McLeod, Ronnie Borja, Ulises Chavez, Anoop Singh, Karyn Semple, Monika Sandhi
Senior, Electro-Mechanical Assembly & Test Procurement	
Electro-Mechanical Assembly & Test Procurement	
Junior, Electro-Mechanical Assembly & Test Procurement	

Senior Stores Person	Felix Velacruz, Griffin Lawrence, Jeff Lucchetta
Stores Person	

SCHEDULE "G" SKILLED TRADES

1. The purpose of this Schedule is to define Trades and Classifications, Wage Rates, seniority provisions and all other matters dealing with the Skilled Trades work covered by this Agreement. Work covered by this Schedule shall be performed by the Trades and Classifications listed below.
2. The provisions of the General Agreement shall apply to employees in the recognized trades and classifications listed below, except as altered by the provisions of this Schedule "G".
3. The Skilled Trades covered by this Schedule constitute those trades for which an apprenticeship is usually served together with those classifications, which form a part of an apprenticeable trade. These are as follows:

Group 3

Trades

Heating, Air Conditioning, Pipefitter, Steamfitter & Plumber
Electrician (Electronics)
Machine Repairman (Electro-Mechanical)
General Machinist
Boiler Maker/Stationary Engineer

Classifications

CNC Programmer and Operator
Advanced Electro-Mechanical Assembly & Test Technician
Space Systems Technician – Electrical

4. A Journeyperson in any of the designated Skilled Trades shall mean any person who:
 - (a) has served a bona fide apprenticeship of four (4) years - 8,000 hours - and possesses proof of such apprenticeship service, or
 - (b) holds a recognized UNIFOR Journeyperson Card in the trade in which they claim recognition, or

- (c) has eight (8) years practical and general experience covering all phases laid down in the Apprenticeship course applicable to the trade in which they claim Journeyperson status and possesses ample proof of such experience.
- (d) has completed an approved MDA and UNIFOR Local 112 approved Skilled Trades Training Program or has completed a Training Program under Letter of Intent entitled, "Training Program for Skilled Trades Classifications."
- (e) in the event the above classifications do not cover a particular classification or trade, then the acceptable qualification shall be the academic and experience requirements established by the Company for the position applied for.

5. Entry into the Skilled Trades shall be restricted to persons:

- (a) who qualify as Journeyperson under the provisions set forth in the immediately proceeding paragraphs, or
- (b) who qualify for Journeyperson status through any Apprenticeship Program which may be negotiated by the Parties, or
- (c) who provide documents proving their claim to journeyperson status. The Company will provide such documents to the Plant Chairperson or Union Committee Person forty-eight (48) hours prior to date of hiring. The Company will provide documents for employees being promoted from any classification within fifteen (15) working days of the promotion date. There may be exceptions to the above by mutual agreement of the parties.

6. **Skilled Trades Seniority**

- 6.01 Employees who are in Skilled Trades or have recall rights thereto as at the date of this Agreement shall retain their seniority established at that date and continue to accrue seniority thereafter.
- 6.02 New trade Journeyperson shall have seniority in their trade only as from the date of entry.
- 6.03 There shall be no crossing between Skilled Trades as designated in this Schedule.
- 6.04 An employee already in a classification within a skilled trade who is accepted for promotion to another classification within that trade and finds himself unable to perform the duties of the new job or is found unsatisfactory by supervision shall be returned to their former classification under Clause 19 (4) of this Agreement.
- 6.05 Any Skilled Trades employee who is accepted for promotion into, or who displaces another employee at the time of reduction of the work force from a classification linked by flow lines on their flow chart shall be credited with their accrued skilled trades seniority in their new classification after fifteen (15) working days in such new classification. In the interim their seniority shall remain in the classification from which they had moved.

7. **Lay-Off and Recall for Skilled Trades**

Lay-Off

7.01 In the event of work reduction, lay-off shall be effected in the following manner:

- (1) In the event of a major machine breakdown, power failure, water failure, fire or flood or other similar circumstances beyond the control of the Company, the employees affected may be laid off in accordance with the provisions of Article 21.01 of the General Agreement section of this Collective Agreement.
- (2) Employees on temporary re-assignment covered under Article 18 shall be returned to the job classification in which their seniority rights are vested or, if obtained from outside sources, can elect transfer to a lower classification in accordance with their seniority rights.
- (3) Probationary employees in the Job Classifications affected will then be the first to be laid off.

- (4) Then employees working in the Classifications affected, who have been accepted by means of job posting or bumping and whose seniority is not vested in such classification in accordance with Article 6.05 of Schedule "G", will be removed from the classification affected and returned to their former classification in accordance with their seniority.
- (5) Skilled Trades employees shall be surplus in inverse order of their classification seniority and may exercise their bumping rights in accordance with the flow lines on their respective Flow Chart or may accept lay-off rather than exercise their bumping rights.

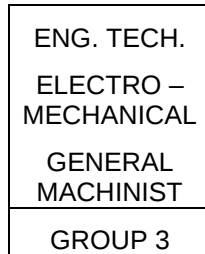
Exceptions:

- (6) In no event shall an employee bump another employee who has greater seniority or who is employed in a higher paid Job Classification.
- (7) An employee who wishes to exercise their bumping rights shall be permitted up to ten (10) working days to prove their ability to satisfactorily perform the work of the employee they wish to displace and, if unable to do so, they will be surplus and a displaced employee recalled according to seniority on the Recall List unless the union is notified that no replacement is required.
- (8) Recall Rights are as described under Article 22 of the general agreement.
- (9) Lay-Off Notice is as described under Article 21 of the general agreement.
- (10) At time of surplus the employee will signify (by signing a form supplied by the Company) the eligible classifications to which they elect to be recalled in the presence of a Union Committee Person.

Recall

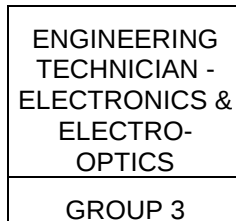
7.02 Recall Rights are as described under Article 22 of the general agreement.

7.03 TOOL ROOM GROUP FLOW CHART

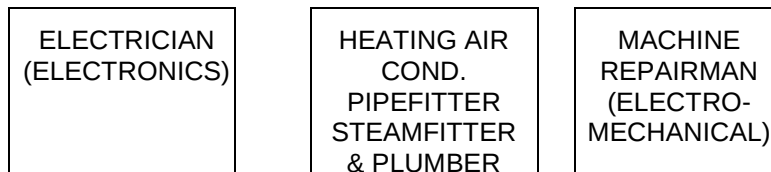


** An employee making any move on the Flow Chart must have the ability to perform the work.

7.04 ELECTRONICS GROUP FLOW CHART



7.05 MAINTENANCE GROUP FLOW CHART



GROUP 3

GROUP 3

GROUP 3

7.06 SPACE SYSTEMS TECHNICIAN

SPACE
SYSTEMS
TECHNICIAN
(ELECTRICAL)

GROUP 3

8. Apprenticeship

The Agreement and Schedule of Work Processes and related Training, as may be amended, are considered a part of this Agreement and shall govern the Apprenticeship Program in the event the Company desires to train Apprentices.

9. Canadian Skilled Trades Council

The Company agrees to deduct the sum as may be authorized by the Canadian Skilled Trades Council and advised by the President of Local 112 as dues to the Canadian Skilled Trades Council upon receipt of individual authorization cards signed by the employees at the time of hire.

First deduction to be made from the employee from the first pay received after completion of the probation period. Future deductions to be made in January of succeeding years.

10. Job Descriptions

10.01 The guidelines for discussion shall be the job descriptions applicable to Skilled Trades, the UNIFOR Book of Job Descriptions of the Skilled Trades and, the Canadian UNIFOR Apprenticeship Standards except where a mutually agreed change has been made in a particular job description. All reference to Numerically Controlled or Tape Controlled machines will be deleted from these guidelines since this is the subject matter for discussion by the Committee on New Technology.

The preparation of Job Descriptions for Skilled Trades shall be the responsibility of the Committee as referred to in the first paragraph of "Lines of Demarcation."

10.02 Detailed job descriptions have been compiled under separate cover which forms part of this Agreement.

"Lines of Demarcation"

10.03 The Plant Chairperson may request the Manager, Employee and Industrial Relations to arrange a special meeting to hear the Plant Chairperson's views concerning problems in connection with work assignments of employees in Skilled Trades classifications and to discuss the matter. Such special conference will be attended by the Plant Chairperson, one other Union Committee Person, a skilled trades employee affected by the subject of the meeting, a representative of the section of the Management organization in charge of Skilled Trades activity involved, and a representative of the Human Resources Department. The Canadian Director of the National Union or their specified staff representative may attend the conference.

If the matter involves the appropriateness of the work assignment of employees in Skilled Trades classifications and is not resolved, the Skilled Trades representatives shall reduce the matter to writing, setting forth all the facts and circumstances surrounding the case and the position taken by the Union representatives. The statement will be presented to the Labour Relations Representative. Within a reasonable period of time thereafter, the Company will give the Union a complete statement of the facts of the case and the reasons for its position. Within 30 days of such delivery the Union shall notify the Company that the case has been withdrawn or that the Company and Union statements have been forwarded to the Canadian Director of the

National Union or their specified representative.

If in its judgement the matter warrants appeal, the National Union shall within 30 days of receipt of the statement request a conference to discuss the matter with the above Skilled Trades Committee by written notice to the Labour Relations Representative of the Company.

The Skilled Trades Committee shall attempt to resolve the matter. If the Committee is unable to resolve the case within a reasonable period of time of the date of appeal to it, the case may be withdrawn without prejudice by the Union or may be appealed to an arbitrator for final and binding decision. Upon the submission of a case to the arbitrator, the parties shall make an effort to provide the arbitrator with a jointly agreed upon set of specific criteria to guide their decision in each case. Such arbitrator shall be a person who is technically competent to deal with such a problem and will be mutually selected by the parties.

11. Skilled Trades Group

Refer to separate classification listing.

12. Training Program

In accordance with the terms and conditions specified under the New Technology Clause of this Agreement and notwithstanding any provision contained elsewhere in this Agreement, it is understood and agreed that the terms and conditions outlined below will apply to employees who accept training in any of the Skilled Trades classifications:

- (1) Requirements for any of the Skilled Trades classifications will be posted in the normal manner and eligible employees may apply in accordance with the terms and conditions of Article 19 (Job Postings).
- (2) The training schedule will consist of up to eight (8) weeks' duration.
- (3) Where feasible, it will be the general intent of the Company to retain an employee on any one phase of the training schedule on an uninterrupted basis.
- (4) During the training schedule an employee will receive the minimum rate of the appropriate Skilled Trades classification. Such rate will be increased to the job rate upon satisfactory completion of the training programme.
- (5) Seniority will not be recognized in the appropriate Skilled Trades classification until the employee has satisfactorily completed the training schedule.

(6) Training Schedule:

- | | |
|---|---------|
| (1) Skilled Trades Machinist-Lathes | |
| NC/Tape Controlled Lathes | 6 weeks |
| Vertical Turret Lathes | 2 weeks |
| (2) Skilled Trades Machinist-Mills and Drills | |
| NC/Tape Controlled Mills and Drills | 4 weeks |
| Machining Centres and Profilers | 4 weeks |
| (3) Skilled Trades Machinist-Grinders | |
| NC/Tape Controlled Grinders | 3 weeks |
| Crush Grinders | 2 weeks |
| External, Internal, Surface, Superfinish Grinders | 3 weeks |
| (4) Skilled Trades Gear Program | 8 weeks |

13. Skilled Trades Seniority

This letter serves to confirm the agreement we have reached with respect to the accrual of seniority for skilled trades employees (UNIFOR Local 112) on lay-off from skilled trades, for further reference see flow chart. That agreement is as follows:

- (1) An employee laid-off from skilled trades who has recall rights to skilled trades and is working in a lower classification will continue to accrue skilled trades seniority (as per article 6.01, schedule "G") and will also accrue production seniority.

- (2) Any skilled trade employee who has accrued skilled trades seniority while in a lower classification will forfeit all seniority upon recall to skilled trades. If the employee declined recall to skilled trades they would retain their production seniority and forfeit their skilled trades seniority.
- (3) An employee laid-off from skilled trades who has recall rights to skilled trades and was working in a lower classification and then laid-off from that classification will continue to accrue seniority on both seniority lists. If the employee declines recall to either classification, they will forfeit all seniority rights for that group and their name will be removed from the respective recall list.

This agreement is intended to address situations as described in the opening paragraph only and serves only to clarify such situations and all rules of recall and seniority apply as detailed in the collective agreement.

NOTES