

ARTICLES OF AGREEMENT

BETWEEN

**EDMONTON EXCHANGER & MANUFACTURING
LTD.**

(Hereinafter referred to as the Employer)

And The

**INTERNATIONAL BROTHERHOOD OF
BOILERMAKERS, IRON SHIP BUILDERS, BLACKSMITH,
FORGERS AND HELPERS LOCAL LODGE 146**

(Hereinafter referred to as the Union)

Effective: October 1, 2015 - September 30, 2018

This agreement, governing wages and working conditions in the Employer's Fabrication Shop shall govern the relations between the Union and the Employer.

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ARTICLE 1 RECOGNITION, SCOPE AND PURPOSE OF AGREEMENT

- Section 1 The Employer recognizes the Union as a sole bargaining agent for all of his production and maintenance employees in the performance of all fabrication and repair work in the employer's shop. Provided, however, that the employer is free to conduct research or development of new products or to install and test new equipment. Provided, however, that bargaining unit employees are trained and operate this new equipment.

- Section 2 The Union agrees to cooperate with and assist in every legitimate way the employer to conduct a successful business, bearing in mind that both parties must give service to the public.

- Section 3 This agreement shall cover all hourly paid employees as listed under Article 9 - "WAGES".

- Section 4 All references to days or hours as time periods are to be considered as working days or working hours unless a contrary intention is expressed.

ARTICLE 2 MANAGEMENT

- Section 1 It is the employer's right to operate and manage its business in all respects in accordance with its responsibilities and commitments. The location of jobs, the choice of equipment, the schedules of manufacture, the methods and means of manufacture, are solely and exclusively the responsibility of the employer.

- Section 2 The employer has the right to make and alter from time to time rules and regulations to be observed by the employees, provided that they are not inconsistent with this agreement.

- Section 3 It is an exclusive function of the employer to hire, promote, demote, transfer, suspend, discipline or discharge for cause, employees in the bargaining unit subject to provisions of this agreement.

- Section 4 A bulletin board for the benefit of the shop employees shall be provided in the lunch room. A listing of shop floor supervisory personnel shall be periodically posted on this bulletin board. Supervisory personnel will be listed on the bulletin board as supervision.

- Section 5 Nothing in this Article shall be interpreted to prejudice other unspecified traditional Rights of Management.

ARTICLE 3 RESPONSIBILITIES OF EMPLOYEES

Section 1 The employee must accept reasonable responsibility for the tools furnished by the employer and must report the loss of any of these tools, immediately to his supervisor.

Section 2 An employee found deliberately misusing company equipment or property, may be subject to discipline which may include dismissal. Responsibility for normal wear and tear of tools supplied by the employer is accepted by the employer on return of broken or worn tools. Adequate protection is to be provided by the employer for all tools and equipment.

Section 3 Employees shall adhere to all duties, conditions, responsibilities, and terms of employment posted or published from time to time as may be the case by the employer, providing they are not inconsistent with this collective agreement.

ARTICLE 4 UNION SECURITY

Section 1 The Employer agrees to employ only members in good standing with the Union, who will at all times assist the employer to secure competent shop boilermakers and helpers. Should the Union find it impossible to secure the necessary boilermakers and helpers, within forty-eight (48) hours, the employer may hire such boilermakers and helpers as are available, with the understanding that the new employee will become a member of the Union within fifteen (15) days. The employer will assist in assuring that the new employee will become a member of the Union. The employer shall deduct, in accordance with the Labour Relations Code, the amount of dues or levies as may be authorized by the employee. Such dues shall be deducted from the first pay period of each month and forwarded to the Secretary Treasurer of Lodge 146 before the fifteenth (15th) day of the month.

Section 2 All new employees must report to the union office and sign an Application for Membership and Checkoff Dues before going to work.

Section 3 When any shop employees are required to work on any boilermaker, field, or maintenance work, they shall be paid their wages and conditions according to the Boilermakers' Construction or Maintenance Agreement in effect at that time.

Section 4 Should an employee solicit work in field construction or maintenance, the employee shall lose seniority rights after sixty (60) days of continuous field work.

If the Employer solicits the employee to go to the field on new construction or maintenance, his seniority shall continue in the shop.

Section 5 Disciplinary action may take place for just cause. The steward will be present at any meeting of a disciplinary nature between the company and the employee. The steward shall be notified prior to any written warning being issued and shall receive a copy of said warning.

Excluded from this section are all NCR's under the Edmonton Exchanger ISO 9002 Program.

ARTICLE 5 HOURS OF WORK

Section 1 Eight (8) hours per day shall constitute a regular day's work. Forty (40) hours per week, Monday through Friday inclusive, shall constitute a regular week's work. The foregoing shall not be interpreted as a guarantee to provide work to any employee for regularly assigned hours or any other hours.

- OR -

The majority of the bargaining unit employees of this bargaining unit or the bargaining agent and the employer may establish a compressed work week in which case ten (10) hours per day shall constitute a regular day's work. Forty (40) hours per week shall constitute a regular week's work, Monday to Thursday inclusive or Tuesday to Friday inclusive.

Section 2 The normal hours of work shall be between 7:30 a.m. and 4:00 p.m.

Section 3 The majority of the bargaining unit employees of this bargaining unit or the bargaining agent, and the employer may change the foregoing starting time by one (1) hour either way. The Union and the shop steward shall be notified in writing of a change in the starting time at least twenty-four (24) hours before implementing the change. Article 7, Section 1, shall be interpreted to reflect the new starting time.

Section 4 Employees shall be entitled to two (2), ten (10) minute coffee breaks in an eight (8) hour shift.

- OR -

Employees shall be entitled to two (2) fifteen (15) minute coffee breaks in a ten (10) hour scheduled shift.

ARTICLE 6 SHIFT WORK

Section 1 Where two (2) or three (3) shifts are working, the first or day shift shall be paid at the applicable rate, as set out in Article 9. The afternoon shift shall immediately follow the day shift unless otherwise agreed. The afternoon shift shall be paid for eight (8) hours work for a total shift time of 8.5 hours.

The midnight shift shall work 7 hours for eight (8) hours pay. The evening shift may overlap with the afternoon shift up to one-half (1/2) hour.

Section 2 In those plants where 12 years seniority permits the employee to refuse to work other than day shift, the practice shall continue for those employees who have five (5) or more years' seniority upon execution of this agreement.

Section 3 Employees will be given a minimum of two (2) working days' notice, exclusive of Saturday and Sunday, prior to any change in his shift except in cases of emergency or work force realignments necessary because of employee absenteeism. The employer reserves the right of placement of personnel on various shifts. Shifts shall rotate with two (2) weeks on each shift unless the employee was hired for a specific shift.

Section 4 Employees will be paid a minimum of four (4) hours at the applicable rate if they show up and are unable to work due to circumstances beyond their control.

Section 5 The shift premium shall be paid on all hours worked. The shift premium shall not be compounded on overtime hours worked.

ARTICLE 7 OVERTIME AND GENERAL HOLIDAYS

Section 1 All hours worked before and after any shift in excess of those provided shall be termed overtime. When such unscheduled overtime is expected to exceed one hour employees shall be entitled to a ten (10) minute rest period.

Section 2 All hours beyond eight (8) hours of work per day or forty (40) hours per week are overtime.

The first two (2) hours of overtime Monday to Friday shall be at 1.5 times the regular rate of pay. The first eight (8) hours of work on Saturday shall be at 1.5 times the regular rate of pay. Overtime hours

worked in addition to the above mentioned shall be paid at two (2) times the regular rate.

Section 3 It is the employer's right to schedule overtime. The Employer shall request the employees to work overtime in order of seniority sequence in a classification to ensure a fair distribution of overtime. Such request to work overtime shall not be unreasonably refused.

Section 4 When an employee is required to work unscheduled overtime of more than two (2) hours beyond quitting time of his regular shift, a hot meal shall be provided immediately after the conclusion of the two (2) hour time period and every four (4) hours thereafter, with twenty (20) minutes at double time to consume the meal. In lieu of the hot meal, a \$20.00 allowance may be paid at the option of the majority of employees working the overtime. Unscheduled overtime shall be defined for the purposes of this section as being overtime for which the employee receives no notice thereof until the last regularly scheduled shift which the overtime follows.

When the employee is working scheduled overtime of more than two (2) hours, he shall be given 20 minutes at double time to consume the meal at the end of the first two (2) hours of overtime.

Section 5 The period of time recognized as a holiday is the twenty-four (24) hour period beginning at the start of the regular day shift (7:30 a.m.) on the day which is recognized as the holiday.

Section 6 When a holiday occurs during a 4 x 10 work week, the maximum of thirty hours per week shall form the basis of maximum straight time rate, or during a 5 x 8 work week, the maximum of thirty-two (32) hours per week shall form the basis of maximum straight time rate.

General holidays are: New Year's Day, Family Day, Good Friday, Victoria Day, Canada Day, Civic Holiday, Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day, Boxing Day and any other general holiday proclaimed by the Federal or Provincial Governments.

Section 7 General Holiday pay is to be calculated and paid each pay period at 4.5% of gross earnings.

Section 8 No work shall be performed on Labour Day, except for the preservation of life and property.

Section 9 The day before Christmas Day and the day before New Year's Day, shall be a day off without pay and may be worked by mutual consent.

Section10 When a holiday falls on a Saturday, Sunday or recognized day off, the holiday shall be observed on either the workday prior to the holiday or the first workday following the holiday.

If the holiday is worked the day will be paid at double time.

ARTICLE 8 VACATIONS

Section 1 Vacation pay is to be calculated and paid at the time of vacation or on each pay period as per the following schedule:

Length of Continuous Employment	% of Regular Pay	Vacation Time
0-12 months	4%	10 regular work days
13-60 months	6%	15 regular work days
61-120 months	8%	15 regular work days
121-80 months	10%	20 regular work days
181 months - longer	10%	20 regular work days

Section 2 As far as possible employees shall be granted their choice of vacation periods according to their seniority, but the right to allocate vacation periods is reserved by the employer in order to insure efficient and continuous operations of the plant. Unless mutually agreed an employee will not take more than fifteen (15) working days of vacation time consecutively.

Section 3 It shall be mandatory for the employees to take vacations after one (1) full year of continuous employment.

ARTICLE 9 WAGES

Section 1 Wages as set out in the Addenda shall remain in effect from ratification.

The wage classifications as shown in Addenda are identical to the seniority classifications referenced in other sections of this agreement.

Payment of wages will be made by direct debit into the bank of the employee's choice.

ARTICLE 10 BEREAVEMENT LEAVE

Section 1 Three (3) days off with pay for the death of a member of the immediate family, which includes: mother, father, sister, brother, daughter, son, wife, husband, and common-law spouse, mother-in-law, father-in-law, son-in-law, daughter-in law and step-parents.

ARTICLE 11 BOILERMAKER'S SHOP HEALTH AND WELFARE PLAN

Section 1 The employer will provide a plan with benefits which are set out in the addenda.

Section 2 The employer shall provide, at no cost to the employees, medical insurance available from Alberta Health Care at the monthly rate for family or for single, but shall not pay for duplication or be held responsible for arrears.

Employees transferring from one shop to another within the group benefit program shall serve a thirty (30) calendar day probation period.

Section 3 The employer shall contribute on behalf of each employee to the C.E.F.A.P.

ARTICLE 12 PENSION/RETIREMENT PLAN

Section 1 The employer shall contribute at the rate stipulated in the Addenda for each hour worked to a registered retirement savings plan designated by the employee.

Employees will qualify for contributions after completion of 60 calendar days of employment.

Section 2 The current month's contributions shall be remitted by the 15th of the following month and must be accompanied by a report showing each employee's name, social insurance number, hours worked and the amount of the contribution.

ARTICLE 13 EDUCATIONAL TRAINING FUND

Section 1 The employer shall contribute ten (10¢) cents per regular hour worked by all employees covered by this agreement. This ten (10¢) cent rate will continue until the total cash and investments of the fund

reach \$50,000.00 at which time the rate will be reduced to five (5¢) cents. The employer also agrees that should the total cash and investments of the fund drop below \$30,000.00 the contribution shall revert back to ten (10¢) cents.

Section 2 The current month's contribution shall be remitted by the twentieth (20th) day of the following month to the Edmonton Boilermaker Shop Educational Training Trust Fund in care of Local Lodge 146 of the International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forger and Helpers, 15220 - 114 Avenue, Edmonton, Alberta, T5M 2Z2.

The contributions must be accompanied by a report showing each Employee's name, social insurance number, hours worked, and the amount of contribution.

Section 3 The Edmonton Shop Educational Trust Fund and Programme are to be administered by the Trustees of the Edmonton Shop Educational Trust Fund and Programme in accordance with the signed Trust Document, and if there is any conflict between the terms of the Trust Document and this article, then the terms of the Trust Document shall prevail.

ARTICLE 14 WORK CLASSIFICATIONS

Section 1 WELDERS, FITTERS AND BURNERS

Welders, fitters and burners shall perform work within the trade claims of the International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forger and Helpers of the International Constitution, Article XI.

Section 2 APPRENTICES

(a) Apprentices shall perform work as in Article XI of the International Constitution. An apprentice will be given ample opportunity to cover all sections of his trade. The ratio of apprentices shall be one (1) to three (3) boilermakers. The same ratio to apply when lay-offs occur. It is recognized that there may be situations in which the above ratio would be impractical. In order to obtain relief, the employer must consult with the Business Manager or Business Representative to reach a mutually acceptable solution.

(b) The employer agrees to pay indentured apprentices an amount which, when added to the weekly government grant, will amount to 90% of his base pay calculated at his straight time hourly rate

multiplied by forty (40) hours, while attending technical school.

Apprentices to be paid one-third (1/3) of the amount owing on the first pay period upon returning to work after attending school. The second one-third (1/3) shall be paid on the second pay period and the final one-third (1/3) on the third pay period upon returning to work after attending school.

- (c) Tuition for apprenticeship training shall be reimbursed fifty (50%) percent by the employer, if the apprentice achieves between eighty-five and one hundred percent (85 - 100%) on his apprenticeship course.

Section 3 HELPERS, PRODUCTION WORKERS AND MATERIAL HANDLERS

Helpers, production workers and material handlers shall perform work such as power brush operation, power grinding, cleaning, assisting welders or fitters in the performance of work referred to in Article XI of the International Constitution and such other work as is generally recognized as production worker's, helper's and material handler's work.

Section 4 STUDENT LABOUR

Student labour classification shall apply between the period of May 1st and September 15th. No permanent employees shall be replaced by the employment of student labourers.

Section 5 BEGINNERS

Notwithstanding Article 4, Section 1, beginners' classification shall apply to those employees that have no work experience in the industry and whose intent it is to enter into the apprenticeship program. The individual must be indentured as an apprentice within six (6) months or employment is terminated. The employer has the right to hire such individuals as are available to him providing the Union has no unemployed first year apprentices with shop experience.

ARTICLE 15 WORKING CONDITIONS

Section 1 A change and lunch room shall be provided. Location of these facilities is at the discretion of management. Change and lunch room facilities shall meet environmental standards.

The employer is responsible for the destruction by fire on the

employer's premises of personal effects owned by the employee to a maximum of \$200.00.

Section 2 The foreman shall sign a safe slip before any employee proceeds to work on any vessel or tank which has contained explosive or hazardous material.

Section 3 If any employee meets with an accident during working hours and his physician deems it not safe for him to continue his shift, he shall be paid at his regular pay for the full shift.

Section 4 The employer shall provide the following:

(a) Supply coveralls on an exchange basis, or an exchange service for coveralls on a weekly basis at no cost to the employees within thirty calendar days of start of employment;

(b) When an employee is required to work outside (plateland, outside cutting, shipping and the outside head press) for two (2) consecutive weeks or more between October 15th and March 15th, a cash payment of two hundred and fifty dollars (\$250.00) will be provided annually for the purchase of winter apparel to the employee in a timely manner. Should the employee terminate their employment within three (3) months, one hundred and twenty five (\$125.00) will be reimbursed to the employer off the employee's final pay cheque.

(c) Winter coats will be provided to employees who are required to work outside.

It is the onus of the employee to purchase appropriate wearing apparel and maintain the apparel equivalent to the maintenance that is supplied by the exchange service.

Gloves are to be supplied by the employer as required on an exchange basis.

Section 5 When practical, spray painting shall be conducted at the best place, time and location that causes the least hazard to the employees

Section 6 When employees are called back to work after completion of their regular shift, they shall receive a minimum of two (2) hours show-up time to be calculated at double the employee's regular rate of pay.

Section 7 The employer shall provide plug-ins for all regular employees.
Where plug-ins are not available and the temperature is -15C or colder, employees shall be permitted to start their vehicles fifteen (15) minutes prior to the end of their shift and then return to their work.

Section 8 Employees shall be allowed a five (5) minute personal clean-up time prior to the end of their shift.

Section 9 The employer shall provide rules and safety equipment information to all employees.

Section 10 **TRAINING/SAFETY TRAINING**

When an employee is required to take training/safety training such training shall be given during normal work hours. Should the employees be required to take such training after his normal hours of work the employee shall receive the applicable overtime rate. (i.e.: forklift, overhead crane training)

The employer shall not pay wages to an employee for taking First Aid training (i.e. St. John's).

ARTICLE 16 WELDING TESTS

Section 1 A welder who has served his apprenticeship with the employer, upon taking his initial "B" Pressure Test shall receive six (6) hours regular pay for taking his test. If the employee works for the employer less than thirty (30) days after receiving six (6) hours regular pay for his initial "B" test, he shall have deducted from his final pay an amount equal to six (6) hours pay at his regular rate.

Section 2 Any "B" Pressure Welder that is new to the Company shall, upon successful completion of a qualification test, be paid for the test time to a maximum of four hours.

ARTICLE 17 SENIORITY

Section 1 The principle of seniority in a classification shall govern layoffs and recalls. Consideration shall be given to retain sufficient employees in each job classification to suit the nature of the work remaining. A new employee shall not be entitled to seniority until he has been employed continuously for a period of 60 calendar days, and then his seniority shall date back to the time of his hiring.

- Section 2 Employees laid off shall retain their seniority accumulated to time of layoffs, providing the layoff does not exceed one month for each year of employment after which the employee will lose all seniority rights. A laid-off employee must make arrangements with the employer to return to work within five (5) days after receiving a notice of recall, in order to preserve his seniority.
- Section 3 Separate seniority lists shall be kept for each category as per the wage listing. In the case of layoffs, each list shall be considered a separate unit. The employer will supply seniority lists.
- Section 4 Lay-offs must comply with the Employment Standards Code.
- Section 5 An employee's seniority shall be maintained for a maximum of one (1) year for his absence as a result of sickness covered by a medical certificate, or an accident recognized by the Workers' Compensation Board.

ARTICLE 18 SHOP COMMITTEE

- Section 1 The importance of the Union maintaining at all times a shop committee, consisting of qualified employees of the employer familiar with plant conditions, is recognized.
- Section 2 The selection of the shop committee is recognized as a function of the Union. The committee shall consist of not less than one (1) nor more than three (3) employees. The chairman of this committee shall be the shop steward. Owing to the nature of his work on this committee, it is deemed important that seniority does not affect his lay-off, therefore, in the event of a lay-off he shall be the second last man off the job, provided there is work available for which he is qualified. The shop steward shall work only on days and not be required to work either the second or third shifts. In the event the shop steward is to be laid off the Business Manager or Business Representative will be notified in time to appoint a successor. The shop steward shall be given a reasonable length of time to perform his duties.
- Section 3 At least one (1) member of the shop committee shall act on the safety committee, preferably the shop steward
- Section 4 Safety committee meetings shall be held at least once per month, or as required by the committee.

ARTICLE 19 GRIEVANCE MACHINERY

Section 1 GRIEVANCE PROCEDURE

It is the mutual desire of the parties hereto, that complaints of employees shall be adjusted as quickly as possible. Grievance shall mean any difference of dispute concerning the interpretation, application, administration or alleged violation of the collective agreement. Any of the time limits contained herein are mandatory, however, they may be extended if mutually agreed to in writing.

Step 1:

The foreman or supervisor shall be given the opportunity to adjust a complaint. When a complaint is reduced to writing, it shall be termed a grievance and shall be advanced to Step 2.

Step 2:

The written grievance shall be submitted to the employer representative within ten (10) working days from the incident giving rise to the complaint.

Step 3:

The employer representative shall hear the grievance within fifteen (15) working days from the incident giving rise to the complaint. The grievance shall be presented by the Business Manager or his representative and the shop steward. The written decision of the employer representative shall be submitted to the Business Manager and the shop steward within eighteen working days from the incident giving rise to the complaint.

Step 4:

If the employer's answer in Step 3 is unacceptable, the grievance shall then be discussed within twenty-eight (28) working days from the incident giving rise to the complaint at a meeting of the Plant Manager or his designated representative and the International Vice-President or his designated representative. If the matter is not resolved in Step 4, the union may advise in writing within thirty-three (33) working days from the incident giving rise to the complaint that it wishes to submit the matter to arbitration.

Section 2

ARBITRATION

The union and the employer will establish a list of four (4) acceptable arbitrators. Arbitrators will be chosen shortly after ratification. The single arbitrator will be selected in rotation from the list. Any of the time limits contained herein are mandatory, however, they may be extended if mutually agreed to in writing.

Step 1:

Once the arbitrator has been named he shall convene a hearing into the grievance within forty-five (45) working days from the incident giving rise to the complaint

Step 2:

The arbitrator shall render his decision no later than sixty (60) working days from the incident giving rise to the complaint. The decision of the arbitrator shall be final and binding on the parties.

- (a) The arbitrator shall be governed by the terms of the collective agreement and he shall not alter, amend or change the terms of the agreement. If an employee has been dismissed or otherwise disciplined by the employer for cause and the collective agreement contains no specific penalty for the infraction that is the subject matter of the arbitration, the arbitrator may substitute any penalty for the dismissal or discipline that seems just and reasonable in all the circumstances.
- (b) Each of the parties to this collective agreement shall bear their own expenses for arbitration. The fees and expenses of the arbitrator shall be shared equally by the parties.

ARTICLE 20

UNION LABEL

Section 1

The company agreement to accept the Union Label as per the attached Memorandum of Agreement.

ARTICLE 21

DURATION OF AGREEMENT

Section 1

This agreement shall become effective October 1, 2015 and shall remain in full force and effect until September 30, 2018 and from year to year thereafter, unless either party shall, at least sixty (60) days prior to the anniversary date thereof, notify the other party to this

Agreement of a desire to modify or terminate this Agreement. In the event that such notice is given, the parties shall meet not later than fifteen (15) days after receipt of such notice.

If an agreement is not reached on or before the expiry date of the existing contract, then terms and conditions of this contract shall remain in effect until a new agreement is concluded or strike or lockout commences.

IN WITNESS THEREOF the parties hereto have executed this Agreement the

fifth day of November, 2015.

Edmonton Exchanger &
Manufacturing Ltd.

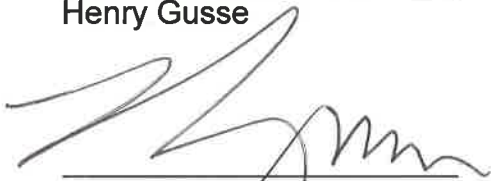
International Brotherhood of
Boilermakers, Iron Ship Builders, Blacksmiths,
Forgers and Helpers Local Lodge 146



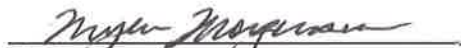
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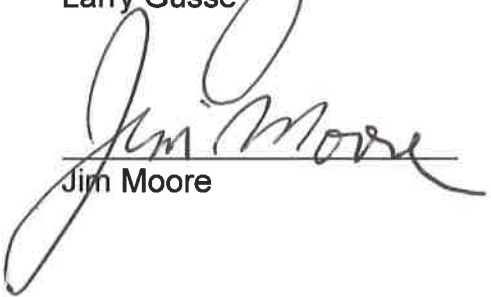
Dean Milton



Larry Gusse



Myles Morgensen



Jim Moore



Dallas Bartel

Addendum I

Edmonton Exchanger & Manufacturing Ltd.

Wage Page

Classification	October 1, 2015	October 1, 2016	October 1, 2017*
Foreman	\$46.77	\$46.77	\$46.77
Lead hand	\$44.90	\$44.90	\$44.90
B Welder	\$43.58	\$43.58	\$43.58
Journeyman Welder/Journeyman Burner/Journeyman Fitter	\$39.35	\$39.35	\$39.35
Vessel Layout Fitter	\$43.58	\$43.58	\$43.58
Mobile Crane Operator with Ticket (capacity 15 tons and over)	\$40.52	\$40.52	\$40.52
Production Worker	\$28.03	\$28.03	\$28.03
Labourer	\$22.41	\$22.41	\$22.41
Beginner	\$19.95	\$19.95	\$19.95
Student Labourer	\$17.42	\$17.42	\$17.42

Apprentices - As a percentage of the Journeyman rate for a Welder and Steel Fabricator.

First Year	(60%)	\$23.61	\$23.61	\$23.61
Second Year	(75%)	\$29.51	\$29.51	\$29.51
Third Year	(90%)	\$35.42	\$35.42	\$35.42
R.R.S.P.		\$.75	\$.75	\$.75

- Shift Premium**
- Day Shift - applicable rate listed above
 - Afternoon Shift - applicable rate listed above plus one dollar and seventy-five cents (\$1.75) per hour
 - Midnight Shift - shall work 7 hours but receive the applicable rate listed above for 8 hours plus one dollar and fifty cents (\$1.50) per hour

* Rates are subject to an additional annual adjustment as per the 2017 Wage Adjustment. (Page 19)

Addendum II

Edmonton Exchanger & Manufacturing Ltd.

2017 WAGE ADJUSTMENT

On October 1, 2017 rates shall increase by "CPI Alberta Rate" increase for the year as of August 2017 up to a maximum of 3% but not to be less than 0%.

Where the "CPI Alberta Rate" increase for a particular year is used in this article, it shall mean the rate of change between the Consumer Price Index published for August of the year of the wage adjustment, and that for August of the year prior. The indices referenced shall be those published by Statistics Canada on the web page "Consumer Price Index, by province (monthly) (Alberta)" (e.g. <http://www.statcan.gc.ca/tables-tableaux/sum-som/l01/cst01/cpis01j-eng.htm>) "All Items" index.

Addendum III

BENEFITS PLAN (Effective: March 1, 2009)

The employer will provide booklets with all information required to inform employees of the Group Benefit Program.

The program will include the following:

Benefit	Benefit Level
Life	\$50,000
AD & D	\$50,000
Weekly Indemnity (Short Term Disability)	\$435/Week E.I. Integrated.
Long Term Disability	\$1,500/Month (CPP offsets).
Extended Health Care	Deductibles: \$25.00/\$50.00 100 % Coverage for Generic Drugs or a brand name drug only when medically required or no generic drug is available.
Vision Care (Employee)	\$375.00/Year for lenses. \$100.00 every 2 years for frames. \$250.00/Year Industrial Safety Glasses.
(Dependents)	\$140. 00/24 Months for lenses. \$60.00 /4 Months for frames.
Dental	Deductibles \$25.00/\$50.00.
Basic Major Orthodontics	100% \$2,000/Year maximum. Basic and Major combined 50%. \$2,000 lifetime maximum.

MEMORANDUM OF AGREEMENT

BOILERMAKERS UNION LABEL

The INTERNATIONAL BROTHERHOOD OF BOILERMAKERS, IRON SHIP BUILDERS, BLACKSMITHS, FORGER S AND HELPERS, AFL-CIO, CLC recognizes the undersigned EMPLOYER as a BOILERMAKER UNION LABEL EMPLOYER who has signed and approved agreement with this BROTHERHOOD under which skilled workers and members of our craft enjoy a high standard of wages, hours, fringe benefits and other conditions of employment

In consideration thereof the INTERNATIONAL BROTHERHOOD now authorizes this EMPLOYER to affix the BOILERMAKER UNION LABEL to products fabricated under the terms of this agreement in his shop or plant The EMPLOYER agrees to be bound by the following procedures for affixing the Label:

- 1) The BROTHERHOOD'S UNION LABEL is the property of the BROTHERHOOD and shall only be affixed to the EMPLOYER'S product by the UNION'S duly authorized UNION LABEL STEWARD, Such steward shall be designated to the Employer in writing by the Union.
- 2) This Memorandum of Agreement shall be valid only so long as the EMPLOYER'S LABOUR AGREEMENT with this BROTHERHOOD is approved and in full force and effect.

All the foregoing was agreed to this date 05/11/2015 at Edmonton, Alberta, by and between the

INTERNATIONAL BROTHERHOOD OF BOILERMAKERS IRON SHIP BUILDERS, BLACKSMITHS, FORGERS AND HELPERS, AFL-CIO, CLC and

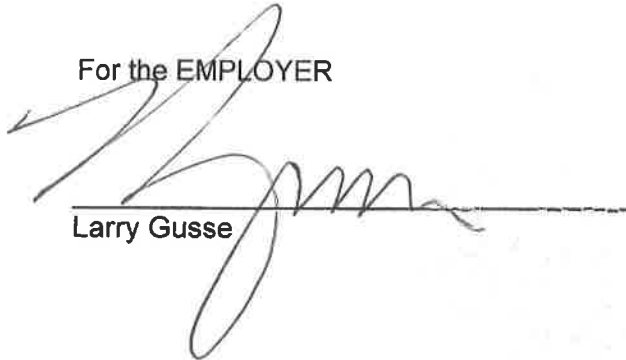
EDMONTON EXCHANGER
AND MANUFACTURING LTD.
(Company)

For the INTERNATIONAL BROTHERHOOD

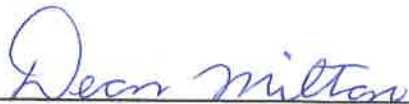


Joseph Maloney, Int'l. Vice-President
Western Canada Section

For the EMPLOYER



Larry Gusse



Dean Milton
Business Manager/Secretary-Treasurer Boilermakers
Local Lodge 146

MM/bb/cope #458