

ARTICLES OF AGREEMENT

BETWEEN

DACRO INDUSTRIES INC.

(Hereinafter referred to as the "Employer")

And the

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

(Hereinafter referred to as the "Union")

Effective: April 1, 2020 – March 31, 2023

This Collective 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 the sole bargaining agent for all of its production and maintenance Employees in the performance of all fabrication and repair work in the Employer's shop location. Provided, however, that the Employer is free to conduct research or development of new products or to install and test new equipment and that bargaining unit Employees are trained to operate this new equipment.
- Section 2 The Union agrees to cooperate and assist in every legitimate way with the Employer to conduct a successful business, bearing in mind that both parties must provide service to the public.
- Section 3 This Collective 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 otherwise indicated.

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.
- The Employer agrees to be fair and reasonable in the interpretation and application of this Collective Agreement.
- 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 Collective Agreement.
- Section 3 It is an exclusive function of the Employer to hire, promote, demote, transfer, suspend, discipline or discharge for cause, Employees within the bargaining unit subject to provisions of this Collective Agreement.
- Section 4 A bulletin board shall be provided in the lunch room for the benefit of the shop Employees.
- A listing of shop floor supervisory personnel shall be periodically posted on this bulletin board.

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

Section 6 The Employer shall have the right to name hire six (6) Employees on an annual basis. In no case shall this number be exceeded unless mutually agreed upon by the Employer and the Union. Name hires shall apply to Journeymen only who are members in good standing with the Union.

ARTICLE 3 RESPONSIBILITIES OF EMPLOYEES

Section 1 The Employee shall accept reasonable responsibility for the tools furnished by the Employer and must report the loss of any of these tools immediately to their supervisor.

Section 2 An Employee found to have deliberately misused the Employer's equipment or property, may be subject to discipline that may include dismissal.

Responsibility for normal wear and tear of tools supplied by the Employer is accepted by the Employer upon return of broken or worn tools. Adequate protection shall be provided by the Employer for all tools and equipment.

Section 3 Employees shall adhere to all of the Employer's policies, procedures, duties, conditions, responsibilities, and terms of employment posted or published, from time to time 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 shall at all times assist the Employer to secure competent shop Boilermakers and Helpers.

To this end, the Employer retains the right to employ members in good standing with the Union and to recall previous Employees with unique skills as is required by the Employer. The Union shall contact the Employer with the names of Employees who have been dispatched within twenty-four (24) hours of the manpower being dispatched. 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's shall become a member of the Union after ninety (90) calendar days of employment. The Employer shall assist in assuring that all new Employees become members 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 Local Lodge 146 before the fifteenth (15th) day of the month.

Section 2 All new Employees must report to the Union office and complete the Membership Application Forms prior to reporting to work.

Section 3 When Shop Employees are required to work in the field on any Boilermaker, New Construction or Maintenance work site, they shall be paid their wages and conditions according to the Boilermakers' Construction or Maintenance Agreements in effect at that time. (Addendum 3)

ARTICLE 5 HOURS OF WORK

Section 1 Eight (8) hours per day shall constitute a regular day of work. Forty (40) hours per week (Monday through Friday inclusive) shall constitute a regular week of work.

- OR -

The majority of the Employees within this Bargaining Unit or with the Bargaining Agent and the Employer may establish a compressed work week where ten (10) hours per day shall constitute a regular day of work. Forty (40) hours per week shall constitute a regular week of work (Monday to Thursday inclusive or Tuesday to Friday inclusive).

The foregoing shall not be interpreted as a guarantee to provide work to any Employee for regularly assigned hours or any other hours.

Section 2 The normal hours of work shall be:

Day Shift – 7:00 a.m. to 5:30 p.m.

Night Shift – 5:30 p.m. to 4:00 a.m.

Section 3 The majority of the Employees within this Bargaining Unit or with the Bargaining Agent and the Employer may change the foregoing start time by one (1) hour either way. The Union and the Shop Steward shall be notified in writing of any change to the start time at least twenty-four (24) hours prior to implementing the change. Article 7, Section 1, shall be interpreted to reflect the new start time.

Section 4 Employees shall be entitled to two (2) paid ten (10) minute coffee breaks per eight (8) hour scheduled shift.

- OR -

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

Section 5 Employees have a responsibility to the Employer to report to work on a regular basis for their full shift. Employees shall be ready to begin their duties at the commencement of the shift. It is the intent of this clause to ensure Employees are at their work stations at the start of their 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 of work for a total shift time of eight and one half (8.5) hours.

The evening or night shift shall work seven and one half (7.5) hours for eight (8) hours of pay. The evening shift may overlap with the afternoon shift up to one half (1/2) hour.

Section 2 Employees will be given a minimum of two (2) working days notice, exclusive of Saturday and Sunday, prior to any change in their shift except in cases of emergency or work force realignments necessary due to 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 3 Employees will be paid a minimum of four (4) hours at the applicable rate if they report to work and are unable to work due to circumstances beyond their control.

Section 4 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 (1) hour, Employees shall be entitled to a ten (10) minute paid coffee break.

Section 2 All hours beyond forty (40) hours per week are overtime. All overtime shall be paid at one and one half (1.5) times the Employee's regular rate of pay.

- OR -

In the case of a compressed work week, all hours beyond forty (40) hours per week are overtime. All overtime shall be paid at one and one half (1.5) times the Employee's regular rate of pay.

Notwithstanding the preceding paragraphs in Article 7, Section 2; all work on Sundays shall be paid at two (2) times the Employee's regular rate of pay.

Section 3 It is the Employer's right to schedule overtime. Such requests 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 the quitting time of their regular shift, a hot meal shall be provided immediately at the conclusion of the two (2) hour time period and every four (4) hours thereafter, with a twenty (20) minute time period paid at the applicable overtime rate of pay to consume the meal. In lieu of the hot meal and at the option of the majority of Employees working the overtime, a \$20.00 meal allowance per Employee shall be paid.

Unscheduled overtime shall be defined for the purposes of this section as being overtime that the Employee receives no notice thereof until the last regularly scheduled shift that the overtime follows.

The Employer shall request an Employee to work overtime in order of seniority sequence in a classification to ensure a fair distribution of overtime. When the Employee is working scheduled overtime of more than two (2) hours, they shall be given a twenty (20) minute time period paid at the applicable overtime rate of pay to consume the meal at the end of the first two (2) hours of overtime.

- Section 5 The period of time recognized as a General Holiday is the twenty-four (24) hour period beginning at the start of the regular day shift (7:00 a.m.) on the day that is recognized as the General Holiday.
- Section 6 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 shall be calculated and paid each pay period at five percent (5%) of the total gross earnings.
- Section 8 No work shall be performed on Labour Day, with the exception of the preservation of life and property.
- Section 9 Christmas Eve and New Year's Eve, shall be a day off without pay and may be worked by mutual consent.
- Section 10 When a General 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 General Holiday is worked the shift will be paid at one and one half (1.5) times the Employee's regular rate of pay.

ARTICLE 8 VACATIONS

Section 1 Vacation pay is to be calculated and paid 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 - 180 months	10%	20 regular work days
181 months or- longer	10%	25 regular work days

Section 2 As much 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 ensure efficient and continuous operations of the Shop. Unless mutually agreed upon, an Employee will not take more than fifteen (15) working days of vacation time consecutively.

Section 3 It shall be mandatory for an Employee to take vacation time after one (1) full year of continuous employment.

ARTICLE 9 WAGES

Section 1 Wages as set out in Addendum 1 shall remain in effect from the date of ratification.

The wage classifications as shown in Addendum 1 are identical to the seniority classifications referenced in other sections of this Collective Agreement.

ARTICLE 10 BEREAVEMENT LEAVE

Section 1 Three (3) days off with pay shall be granted to an Employee with a death of an immediate family member that is defined as:

Mother, father, sister, brother, daughter, son, wife, husband, grandmother, grandfather, mother-in-law, father-in-law, common law spouse and step parents.

ARTICLE 11 HEALTH AND WELFARE BENEFITS

Section 1 The Employer is a member of the Edmonton Pressure Vessel Employer Organization (EPVEO). The Employer will provide a benefit plan as set out in Addendum 2 that shall remain in effect for the duration specified. The Employees shall bear no cost of this benefit for the duration of this Collective Agreement.

Section 2 All Employees and their dependents shall be fully covered by the benefits set forth herein beginning the first day of the month following the completion of sixty (60) days of employment with the Employer. Participation is mandatory.

Section 3 Employees transferring from one employer to another within the EPVEO group benefit program shall serve a thirty (30) calendar day probation period.

Section 4 Benefit premiums for leave-of-absence exceeding one (1) month:

- For leaves exceeding one (1) month, the Employer will stop paying the Employee's benefit premiums and the Employee's benefits will be suspended.

- If the Employee is on Short Term Disability, Long Term Disability or Worker's Compensation, the Employer will continue to pay the premiums.

Section 5 EMPLOYEE ASSISTANCE PROGRAM

The Employer shall contribute on behalf of each Employee to the Boilermaker Contractors' of Alberta Employee Assistance Program (B.C.A.B.E.A.P.) each month no more than two cents (\$0.02) per hour worked after completion of ninety (90) calendar days of employment. The service is offered through Boilermaker Contractors' Association of Alberta. Through the program, confidential counselling services are available to Employees twenty-four hours per day, seven days per week related to family, marriage, relationships, addiction, anxiety, stress, depression, life changes and bereavement.

Section 6 The Employer shall provide, at no cost to the Employees, medical insurance available from Alberta Health Services at the monthly family rate or for a monthly single rate but shall not pay for duplication or be held responsible for arrears.

ARTICLE 12 PENSION/RETIREMENT PLAN

Section 1 The Employer shall contribute at the rate stipulated in Addendum 1, for each hour worked to a Registered Retirement Savings Plan (R.R.S.P.).

Employees will qualify for R.R.S.P. contributions after the completion of sixty (60) calendar days of employment.

ARTICLE 13 WORK CLASSIFICATIONS

Section 1 WELDERS, FITTERS AND BURNERS

Welders, Fitters and Burners shall perform work within the trade claims in Article 11 of the Constitution of the International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers.

Section 2 APPRENTICES

(a) Apprentices shall perform work as stated in Article 11 of the Constitution of the International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers. Apprentices will be given ample opportunity to cover all sections of their trade. The Apprentice ratio shall be one (1) Apprentice for every three (3) Boilermakers. The same ratio shall apply when layoffs 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 ninety percent (90%) of their base pay calculated at their straight time hourly rate multiplied by forty (40) hours, while attending technical school when added to the Employment Insurance benefits from Service Canada.

Apprentices shall be paid upon completion of a passed mark and proof of Employment Insurance benefit receipt 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) shall be paid on the third pay period upon returning to work after attending school.

(c) Fifty percent (50%) of the tuition for apprenticeship training shall be reimbursed by the Employer if the Apprentice achieves a grade of seventy five per cent (75%) or more on their apprenticeship course.

Section 3 HELPERS, PRODUCTION WORKERS AND MATERIAL HANDLERS

Helpers and Production Workers shall perform work such as power brush operation, power grinding, cleaning, assisting Welders or Fitters in the performance of work referred to in Article 11 of the Constitution of the International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers and such other work as is generally recognized as Production Worker's and Helper's work.

Material Handlers shall perform work such as shipping, receiving and transporting of materials and products in and around the Shop as well as such other work as is generally recognized as Material Handlers work.

Section 4 STUDENT LABOUR

Student Labour classification shall apply between the periods of May 1st and September 15th. No permanent Employees shall be replaced by the employment of Student Labour.

Section 5 BEGINNERS

Notwithstanding Article 4, Section 1, the Beginner classification shall apply to those Employees who have no work experience in the industry and whose intent it is to enter into the apprenticeship program. The individual will become either a Helper or an Apprentice within six (6) months. The Employer has the right to hire such individuals as are available to them.

ARTICLE 14 WORKING CONDITIONS

Section 1 A change room, lunchroom and washroom shall be provided by the Employer and kept in a sanitary condition. Location of these facilities is at the discretion of management. 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 Employer shall maintain a Safety Program that includes Safety Procedures and Practices. It is mandatory for all Employees to adhere to this Safety Program at all times. Every Employee shall have access to the Employer's Safety Program Manual.

Section 3 If any Employee has an accident during working hours and a Physician deems it not safe to continue working their shift, the Employee shall be paid their current rate of pay for the full shift.

Section 4 The Employer shall provide coveralls on an exchange basis, or an exchange service for coveralls on a weekly basis at no cost to the Employees within thirty (30) calendar days of start of employment. Insulated coveralls shall be provided per the exchange service as outdoor conditions require.

The onus is on the Employee to purchase appropriate under apparel and to maintain the apparel equivalent to the condition of the apparel that is supplied by the exchange service.

Gloves are to be provided by the Employer as required on an exchange basis. Winter gloves are to be provided by the Employer on an exchange basis as outdoor conditions require.

Section 5 When practical, spray painting shall be conducted at the 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 one and one half (1.5) times the Employee's regular rate of pay.

Section 7 The Employer, where practical, shall provide vehicle plug-ins for all regular Employees. Where not practical to provide vehicle plug-ins, a boosting service will be supplied.

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

ARTICLE 15 WELDING TESTS

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

Section 2 Any "B" Pressure Welder who is new to the Employer shall, upon successful completion of a qualification test, be paid for the test time to a maximum of four (4) hours for one (1) test, six (6) hours for two (2) tests. Payment is conditional upon the Employee working for the Employer for a minimum of thirty (30) calendar days unless their employment has been terminated prior to the thirty (30) calendar days.

ARTICLE 16 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 they have been employed continuously for a period of sixty (60) calendar days, and then their seniority shall date back to the time of their hiring.
- Section 2 An Employee laid off shall retain the seniority they accumulated to the time of their layoff, providing the layoff does not exceed one month for each year of employment (limited to one (1) year maximum) 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) working days after receiving a notice of recall in order to preserve their seniority.
- Section 3 Separate seniority lists shall be kept for each category as per the wage page. In the case of layoffs, each list shall be considered a separate unit. The Employer will supply current seniority lists monthly to the Union.
- Section 4 Layoffs must comply with Employment Standards Codes.
- Section 5 An Employee's seniority shall be maintained for a maximum of one (1) year for their absence as a result of sickness covered by a medical certificate, or an accident recognized by the Workers' Compensation Board (WCB).
- Section 6 If the Employer solicits the Employee to work in the Field on a New Construction or Maintenance job, their seniority shall continue in the Shop.

ARTICLE 17 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 their work on this Committee, it is deemed important that seniority does not affect their lay off, provided there is work available for which they are qualified; otherwise, the Business Manager/Secretary Treasurer 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 their duties. The Shop Steward shall work the day shift only.

Section 3 At least one (1) member of the Shop Committee shall act on the Safety Committee, preferably the Shop Steward.

ARTICLE 18 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 or dispute concerning the interpretation, application, administration or alleged violation of this 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 notified and shall have an opportunity to respond to the complaint. When a complaint is not settled, it shall be put in writing and shall be termed a grievance.

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 thirteen (13) working days from the incident giving rise to the complaint. The grievance shall be presented by the Business Manager/Secretary Treasurer or their Representative and the Shop Steward. The written decision of the Employer Representative shall be submitted to the Business Manager/Secretary Treasurer and the Shop Steward within fifteen (15) working days from the incident giving rise to the complaint.

Step 4:

If the decision of the Employer Representative is satisfactory, the Business Manager/Secretary Treasurer will sign the written decision. If the grievance is not settled to the satisfaction of either party in steps one (1) through three (3) the grievance shall then be discussed within twenty (20) working days from the incident giving rise to the complaint at a meeting of the Shop Manager or their designated Representative and the International Vice-President Canada, International Brotherhood of Boilermakers or their designated Representative. If the grievance is not settled to the satisfaction of either party at this meeting, the grievance shall be referred to arbitration pursuant to the Alberta Labour Relations Code for a final and binding decision.

Section 2 ARBITRATION

The Arbitrator shall not have the jurisdiction or authority to alter or modify any of the provisions of this Collective Agreement or substitute any new provisions in lieu thereof, or to give any decision inconsistent with the terms and provisions of this Collective Agreement. The decision of the Arbitrator will be final and binding upon the parties and Employees affected by it.

Each party shall bear an equal share of the fee and expenses of the Arbitrator.

Probationary Employees shall not be permitted to file a grievance nor shall the dismissal of probationary Employees be the subject of a grievance.

ARTICLE 19 UNION LABEL

Section 1 The Employer agrees to accept the Union Label as per the attached Memorandum of Agreement (Addendum 4).

ARTICLE 20 DURATION OF AGREEMENT

Section 1 This Collective Agreement shall become effective April 1, 2020, and shall remain in full force and effect until March 31, 2023, 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 Collective Agreement of a desire to modify or terminate this Collective 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 a new Collective Agreement is not reached on or before the expiry date of the existing Collective Agreement, then terms and conditions of this Collective Agreement shall remain in effect until a new Collective Agreement is concluded or strike or lockout commences.

IN WITNESS THEREOF the parties hereto have executed this Collective Agreement the 11th day of August, 2020.

Dacro Industries Inc.



Brian Purnell
President



Justin MacNeil
Director, Operations

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



Hugh MacDonald
Business Manager/Secretary Treasurer



Darcey Kooznetsoff
Business Representative



Bruce Hutton
Shop Steward



Daryl Gerigk

**ADDENDUM 1
DACRO INDUSTRIES INC.
WAGE PAGE**

Classification	Apr. 1, 2020	Apr. 1, 2021	Apr. 1, 2022
	3%	0%	0%
Prep Department			
Prep Layout	36.90	36.90	36.90
Plate Roll Operator A	41.09	41.09	41.09
Plate Roll Operator B	37.05	37.05	37.05
Machine Operator A	35.70	35.70	35.70
Machine Operator B	28.96	28.96	28.96
Prep Foreman	45.28	45.28	45.28
Prep Assistant Foreman	42.94	42.94	42.94
Prep Lead Hand	42.02	42.02	42.02
Seam Department			
Seam Welder A	41.69	41.69	41.69
Seam Welder B	41.09	41.09	41.09
Seam Welder C	38.95	38.95	38.95
Seam JW/Sub Arc	36.90	36.90	36.90
Seam Foreman	45.28	45.28	45.28
Seam Assistant Foreman	42.94	42.94	42.94
Seam Lead Hand	42.02	42.02	42.02
Components Department			
Component Welder A	41.69	41.69	41.69
Component Welder B	41.09	41.09	41.09
Component Welder C	39.08	39.08	39.08
Component Fitter	39.00	39.00	39.00
Component Foreman	45.28	45.28	45.28
Component Assistant Foreman	42.94	42.94	42.94
Component Lead Hand	42.02	42.02	42.02
Assembly Department			
Assembly Welder A	41.69	41.69	41.69
Assembly Welder B	41.09	41.09	41.09
Assembly Welder C	39.08	39.08	39.08
Assembly Journeyman Welder	36.90	36.90	36.90
Assembly Vessel Fitter	39.00	39.00	39.00
Assembly Journeyman Fitter	36.90	36.90	36.90
Assembly Layout	41.09	41.09	41.09
Assembly Foreman	45.28	45.28	45.28
Assembly Assistant Foreman	42.94	42.94	42.94
Assembly Lead Hand	42.02	42.02	42.02
Completion Department			
Completion Worker A	28.96	28.96	28.96

Completion Assistant Foreman	36.90	36.90	36.90
Other			
Burner	36.90	36.90	36.90
Production Worker	25.96	25.96	26.96
Helper - A	22.43	22.43	22.43
Helper - B	18.90	18.90	18.90
Material Handler - A	22.43	22.43	22.43
Material Handler - B	18.90	18.90	18.90
Beginner	18.04	18.04	18.04
Student Labour	15.65	15.65	15.65
Maintenance – A	33.01	33.01	33.01
Maintenance – B	24.92	24.92	24.92
Apprentices			
First Year (60%)	22.17	22.17	22.17
Second Year (75%)	27.70	27.70	27.70
Third Year (90%)	33.22	33.22	33.22
Pension/Retirement Plan	2.75	3.00	3.25
Shift Premium (Afternoon & Night)	2.00	2.00	2.00

*NOTE: Due to the termination of the Educational Training Fund, \$0.05 per hour has been applied to the wages starting the first year of this Collective Agreement.

**ADDENDUM 2
DACRO INDUSTRIES INC.
BENEFITS PLAN**

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

The program will include the following:

EPVEO – BENEFITS PLAN

Represented companies: Alberta Custom Pipe Bending & Mfg. (2010) Ltd., Alberta Exchanger Ltd., Altex Industries Inc., CESSCO Fabrication and Engineering Ltd. & Dacro Industries Inc.

The Employer is part of Edmonton Pressure Vessel Employer Organization (EPVEO).

- Benefits are offered as per the EPVEO Agreement. The Benefits carriers are Canada Life (formerly known as Great West Life) and Wello. The benefits contracts apply from September 1, 2019 to August 31, 2022.
- The Benefits Summary represents only a summary of the design of your group insurance plan. You should review the insurer's booklet for a thorough understanding of your plan's principal features.
- The Employer will provide and fund Canada Life Policy 177229 and Wello at no cost to the Employees.
- The Employee shall bear no cost of this increased benefit for the duration of the Collective Agreement.
- Participation Status: Mandatory
Waiting Period: 90 Days of continuous employment applies to Cessco, Dacro Non-Union and Altex Industries
Waiting Period: 60 Days of continuous employment applies to Dacro, AB Custom Pipe and AB Exchanger
- The Employer will offer Optional Life Insurance (Canada Life Policy 177230)
The Employee elects the amount of optional coverage for themselves and their spouse and submits to Canada Life with medical evidence. If approved by Canada Life, the monthly premiums will be deducted from the Employee's pay.

BENEFITS SUMMARY		CANADA LIFE: EPVEO GROUP POLICY 177229
Life Insurance		
Schedule Amount		\$75,000
Reduction		Life Insurance reduced by 50% at age 65
Termination of Benefits		Earlier of termination, retirement or age 70
Dependent Life		
Spouse/Child		Spouse \$10,000 / Child \$5,000
Termination of Benefit		Earlier of Employee's termination, retirement or age 70
Accidental Death & Dismemberment		
Schedule Amount		\$75,000
Reduction		AD&D reduced by 50% at age 65
Termination of Benefit		Earlier of termination, retirement or age 70
Short Term Disability		
Schedule Amount		67% of weekly earnings
Tax Status		Taxable
Maximum Benefits Period		Equivalent to the Employment Insurance (EI) max – yearly update
Waiting Period – Accident/Hospital		0 Days (minimum 24-hour hospital stay)
Waiting Period – Illness		7 Days
EI Integration		Weeks 2 through 17 covered by EI (if eligible)
Maximum Benefits Period		26 Weeks
CPP Offset		All source
Termination of Benefits		Earlier of termination, retirement or age 65
Long Term Disability		
Schedule Amount		67% of monthly earnings
Tax Status		Taxable
Maximum/Non-Evidence Maximum		\$2,400/\$2,400
CPP Offset		All source
Elimination		26 Weeks
Definition of Disability		2 Year own occupation, any occupation thereafter
Termination of Benefit		Age 65
Health Care		
Deductible		Nil
Coinsurance/ Reimbursement Level		100%
Covered Expenses Amounts		Will not exceed reasonable and customary charges
Hospital Accommodation		Semi-Private

BENEFITS SUMMARY Continues	CANADA LIFE: EPVEO GROUP POLICY 177229
Health Care Paramedical Calendar Year Maximum Paramedical Practitioners Coverage Includes Paramedical Calendar Year Maximum Paramedical Practitioners Includes Hearing Aids Coverage Outside Canada Coverage (Trip Duration)	\$300 per person per practitioner type Audiologist, Chiropractor, Homeopath, Massage Therapist, Naturopath, Occupational Therapist, Osteopath, Podiatrist/Chiropodist, Speech Therapist \$1,000 per person per practitioner type Physiotherapy / Psychologist / Social Worker / Psychotherapist combined \$1,500 per lifetime 90 Days
Health Care – Second Opinion Service Diagnostic & Treatment Support	Included – Best Doctors Ask the Expert, Best Doctors 360, FindBestCare, FindBestDoc, InterConsultation Support that connects seriously ill plan members with an array of resources that confirms correct diagnosis and treatment.
Health Care – Drugs Submission Type Coinsurance/ Reimbursement Level Formulary Lifestyle Drug Coverage Dispensing Fee Cap Maximum Termination Age	Pay Direct Drug Card 100% Drugs legally requiring a prescription – lowest cost generic Fertility, Anti-Obesity and Erectile Dysfunction Drugs excluded Vaccines are included Smoking Cessation drugs – lifetime maximum \$200 per person None Unlimited Earlier of termination or retirement – no age limit
Health Care – Vision Maximum Benefit – Employee Maximum Benefit – Dependents Eye Exam Coverage Termination Age	Per rolling 24 months (24 months per last reimbursement date) Lenses - \$800 per 24 months, frames - \$150 per 24 months Prescription Safety Glasses - \$400 per 12 months Laser Eye Surgery - \$1,900 lifetime maximum Lenses - \$550 per 24 months, frames - \$150 per 24 months Laser Eye Surgery – \$1,400 lifetime maximum Adults: 1 per 24 months, dependent children under 19 – 1 per 12 months Earlier of termination or retirement – no age limit
Dental Care Basic Coinsurance/ Reimbursement Level Major Restorative Coinsurance/ Reimbursement Level Combined Annual Maximum per Calendar Year Orthodontic Coinsurance/ Reimbursement Level Lifetime Maximum Recall Exam Units of Scaling Fee Guide Termination Age	100% 100% \$2,500 60% (dependent children between age 6 and 18 only) \$2,000 6 Months (fluoride for children up to 21 only) 12 per 12 months Current general guide Earlier of termination or retirement – no age limit
Survivors Benefits	1 Year coverage for dependents – Health, Dental, Drugs, Vision

BENEFITS SUMMARY	
Optional Life Insurance Employee and/or Spouse	CANADA LIFE: EPVEO GROUP POLICY 177230 Units of \$10,000 to a maximum of \$500,000 The employee elects the amount of optional coverage for themselves and their spouse and submits evidence of good health. If approved by Canada Life, the monthly premiums will be deducted from the Employee's pay. Termination of Benefits Earlier of termination, retirement or age 65
BENEFITS SUMMARY	
Virtual Healthcare Service Termination Age	WELLO: EPVEO POLICY Nurse Practitioners available over video, phone or messaging Book appt online via Member Portal; 24-7 On Call Urgent Care Diagnose & treat conditions, help to manage acute & chronic illnesses, health coaching, order & interpret tests, write & renew prescriptions, make specialist referrals, etc. Earlier of termination or retirement – No age limit

**ADDENDUM 3
DACRO INDUSTRIES INC.
LETTER OF UNDERSTANDING**

Letter referred to in Article 4 – Union Security, Section 3

When any Shop Employee is required to work on a Boilermaker, Field, New Construction or Maintenance work site, they shall be paid their wages and conditions according to the Boilermakers' Construction or Maintenance Agreements in effect at that time.

Boilermaker Construction rate will be paid on New Construction jobs.


National Maintenance rate will be paid on Maintenance jobs.

In the cases of warranty work the National Maintenance rate will be paid.

Under unusual circumstances the Union is willing to meet and discuss an Enabling Agreement.

Signed this date: August 11, 2020.

Dacro Industries Inc.



Brian Purnell
President



Justin MacNeil
Director, Operations

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



Hugh MacDonald
Business Manager/Secretary Treasurer



Darcey Kooznetsoff
Business Representative



Bruce Hutton
Shop Steward



Daryl Gerigk

ADDENDUM 4

MEMORANDUM OF AGREEMENT

BOILERMAKERS UNION LABEL


The INTERNATIONAL BROTHERHOOD OF BOILERMAKERS, IRON SHIP BUILDERS, BLACKSMITHS, FORGERS AND HELPERS, AFL-CIO, and CLC recognizes the undersigned EMPLOYER as a BOILERMAKER UNION LABEL EMPLOYER who has signed an 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 Collective Agreement in their 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 August 11, 2020 at Edmonton Alberta by and between the INTERNATIONAL BROTHERHOOD OF BOILERMAKERS, IRON SHIP BUILDERS, BLACKSMITHS, FORGERS AND HELPERS, AFL-CIO, CLC, and Darco Industries Inc.
(Employer)

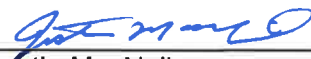
For the **INTERNATIONAL BROTHERHOOD:**


Arnie Stadnick
Int'l. Vice-President
Western Canada Section
International Brotherhood of Boilermakers


Hugh MacDonald
Business Manager/Secretary Treasurer
Boilermakers Lodge 146

For **DACRO INDUSTRIES INC.:**


Brian Purnell
President


Justin MacNeil
Director, Operations

