

# **ARTICLES OF AGREEMENT**

**BETWEEN**

**ALTEX INDUSTRIES INC.**

(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: Feb 5, 2023 to Feb 4, 2026**

This Collective Agreement (hereinafter referred to as the 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 its production 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 Agreement shall cover all hourly paid Employees as listed under Article 9 - "WAGES".
- Section 4 All references to days or hours as time periods shall 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, subject to terms of the Collective Agreement.
- The Employer agrees to be fair and reasonable in the interpretation and application of the 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 interview, hire, promote, demote, transfer, suspend, layoff, discipline, or discharge for cause, Employees in the bargaining unit subject to provisions of this Collective Agreement. It is agreed by the parties to this Collective Agreement that discipline should be corrective rather than punitive and shall be consistent with the concept of progressive discipline.
- Section 4 A bulletin board shall be provided in the lunchroom 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 to by the Employer and 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. The Employer may require an Employee to replace lost, stolen, or damaged tools.
- Section 2 An Employee found deliberately misusing company 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 Employer policies, procedures, 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. Disciplinary action may take place for just cause. The Employee shall have the right to have a Shop Steward present at the meeting. The Shop Steward shall be provided with a copy of all written notices.
- Section 4 Employees shall, as early as possible, upon recognition of an injury or illness, report all work related injuries/illnesses to their Supervisor. Injured or ill Employees shall provide all reasonable cooperation and assistance in the preparation and management of their claims. (i.e. attendance, returning calls, keeping appointments, etc.) All Employees shall provide reasonable cooperation and assistance in any incident investigation.
- Section 5 Unless otherwise pre-arranged with their immediate Supervisor, it is the duty of every Employee to be available for the full duration of every regular scheduled shift. An Employee who will not be at work due to illness or other reasons must notify their Supervisor prior to the start of the shift. For absences of three (3) days or more due to illness, the Employer may request the Employee to provide a note from an authorized medical provider. In such cases the Employer will pay for the cost of the note, statement or forms up to a maximum of eighty dollars (\$80.00), with receipt. Any Employee that cannot complete their shift must notify their Supervisor. When an Employee exhibits continued absenteeism, lack of performance, or minor infractions of the Employer's rules and regulations, the following steps shall be taken by the plant manager or direct foreman.

### **Progressive Discipline Steps:**

**Step 1** – A verbal warning for a first infraction may be issued to the Employee in question. With just cause, such as a Life Saving Rule infraction, the Employer may skip Step 1 and go to Steps 2, 3 or 4 directly, depending on the severity of the infraction.

**Step 2** - A written warning for a second infraction may be issued to the Employee in question. Disciplinary actions will be retained on the Employee's file for a maximum of three (3) years.

**Step 3** – A third infraction may be cause for a two (2) day suspension.

**Step 4** – A fourth infraction may be cause for dismissal.

Any Employee being discharged shall be paid up to the time of discharge. Under no circumstances shall this section override management's authority to dismiss or discipline any Employee at any time in the case of just cause.

## **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. Should the Union find it impossible to secure the necessary Boilermakers and Helpers within twenty-four (24) hours, the Employer may hire such Boilermakers and Helpers as are available, with the understanding that the new Employees shall become members of the Union upon the completion of ninety (90) 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 to be dispatched and complete the Union Membership Application forms prior to beginning work.
- Section 3     When any shop Employees are required to work on any Boilermaker, Field, New Construction 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 the Field on New 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, their seniority shall continue in the shop.

Section 5 In the case of disciplinary action on any Employee working under this Collective Agreement, the Shop Steward shall be notified prior. If the Shop Steward is unavailable, the Employer shall notify the Union.

If an Employee self-terminates employment, a written notice shall be sent to the Shop Steward and the Union.

## 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).

OR

For the term of this Collective Agreement, the Employer may implement and utilize the following shift:

A three (3) day, twelve (12) hour shift operating Friday through Sunday. Employees who work the thirty-six (36) regular hours of this shift will be entitled to forty (40) hours pay. If time is missed, Employees will be paid based on hours worked unless permission to be absent has been granted by management. In the event that permission is granted for absences, the four (4) hour shift premium will be prorated according to actual hours worked. For example, if an Employee misses two (2) hours work, then they will have worked thirty-four (34) hours for the three (3) day shift. The total payable to the Employee for thirty-four (34) hours worked would therefore be  $(34/36)*40=37.77$  hours. If an Employee misses an entire day due to a Statutory Holiday (or approved absence/holiday), the same prorating applies (ie:  $24 \text{ hours worked} = (24/36)*40=26.67$  hours paid).

A shift premium will be added to all hours worked on the afternoon and weekend shifts as per Addendum I.

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 as per Addendum IV.

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 before 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 schedule shift.

OR

Employees shall be entitled to two (2) paid (15) fifteen minute and one (1) paid ten (10) minute coffee breaks in a twelve (12) hour scheduled shift.

Section 5 Employees have a responsibility to the Employer to be at 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 have Employees at their workstations immediately at the start of the shift.

## **ARTICLE 6 SHIFT WORK**

Section 1 Where two (2), three (3) or four (4) shifts are working, the first shift, or day shift shall be paid at the applicable rate, as set out in Article 9. The second shift, or 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 eight and one-half (8.5) hours.

The third shift, or night shift shall work seven and one half (7.5) hours for eight (8) hours pay. The night shift may overlap with the afternoon shift up to one half (.5) hour.

When working the fourth shift, or weekend shift, Friday to Sunday, shall work twelve (12) hours each day, thirty-six (36) hours combined, paid forty (40) hours.

- 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 show up and are unable to work due to circumstances beyond their control for their first shift. Subsequent shifts will not receive the four (4) hours show up pay if they have received a minimum of six (6) hours notice prior to the commencement of their shift. If this occurs more than twice in any one week, then the Employee shall, at their option, be entitled to a layoff.
- Section 4 The Shift Premium shall be paid on all afternoon, night and weekend 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 coffee break.
- Section 2 All hours worked beyond eight (8) hours on a five (5) day work week, or ten (10) hours on a four (4) day work week, or twelve (12) hours on a three (3) day weekend shift (paid for forty (40) hours per week) are overtime.

On the five (5) day work week, the first four (4) hours of overtime (Monday to Friday work week) shall be paid one and one half (1.5) times the regular rate of pay.

On a four (4) day work week, the first ten (10) hours on Friday (Monday to Thursday work week), or the first ten (10) hours on Monday (Tuesday to Friday work week) shall be paid one and one half (1.5) times the regular rate of pay. In either case, all hours worked on Saturday shall be paid at one and one half (1.5) times the regular rate of pay.

All hours beyond forty (40) hours of work per week on eight (8) or ten (10) hour schedules or thirty-six (36) hours per week on twelve (12) hour schedules are overtime. An Employee who misses time during their regular work hours due to illness, or any other reason with the permission of management, will not be required to make up the missed time. In the event an Employee misses time without management permission, they will be required to make up the time as regular hours prior to collecting overtime hours.



Overtime hours worked will be paid at one and one-half (1.5) times the regular rate of pay including Saturdays, Sundays, and Statutory Holidays. Double (2x) time will be paid after twelve (12) hours.

In the case of a compressed work week, all hours beyond ten (10) hours of work per day or forty (40) hours per week are overtime.

Section 3 It is the Employer's right to schedule overtime. The Employer shall ensure fair distribution and such requests shall not be unreasonably refused by the Employee. The Employer will make every effort to provide reasonable notice.

Section 4 When an Employee is required to work unscheduled overtime of more than two (2) hours beyond quitting time of their 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 paid at double (2x) time to consume the meal. In lieu of the hot meal, a twenty-five dollars (\$25.00) allowance may be paid. 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, they shall be given twenty (20) minutes paid at double (2x) 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 Statutory Holiday is the twenty-four (24) hour period beginning at the start of the regular day shift (6:00 a.m.) on the day which is recognized as the Statutory Holiday.

Section 6 Where a Statutory Holiday occurs during a Monday to Friday, eight (8) hour per day work week, the maximum of thirty-two (32) hours per week shall form the basis of maximum straight time rate or during a Monday to Thursday or Tuesday to Friday, ten (10) hours per day work week, the maximum of thirty (30) hours per week shall form the basis of maximum straight time rate or during a Friday to Sunday, twelve (12) hours per day work week, the maximum of twenty-four (24) hours per week shall form the basis of maximum straight time rate.

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

Section 7 General Holiday pay shall be calculated and paid each pay period at 5% of Total Gross Earnings.(Includes Shift Premium and Vacation pay and excludes Overtime pay).

- Section 8 No work shall be performed on Labour Day, except for 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 Statutory Holiday falls on a Saturday, Sunday or recognized day off, the Statutory Holiday shall be observed on either the workday prior to the Statutory Holiday or the first workday following the Statutory Holiday. The company reserves the right to schedule a shift on the observed date of the Statutory Holiday, understanding that requirement to work the shift is voluntary.

If an Employee works the shift that is scheduled on the observed date of the Statutory Holiday, all hours worked, up to twelve (12) hours, will be paid one and one-half (1.5) times the regular rate of pay. Additionally, in the case of the weekend shift, the hours worked will contribute to the prorating of the Employees pay (namely the four (4) hour shift premium prorating).

**ARTICLE 8 VACATIONS**

- Section 1 Vacation pay is to be calculated and paid each pay period as per the following schedule:

<b>Length of Continuous Employment</b>	<b>% of Reg Plus Shift Pay</b>	<b>Vacation Days - Time Off</b>
0 – 12 months	4%	10 regular workdays
13 – 60 months	6%	15 regular workdays
61 – 120 months	8%	15 regular workdays
121 – 180 months	10%	20 regular workdays
181 - longer	10%	25 regular workdays

- 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 ensure 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.
- Section 4 In the event that the Employer wishes to close or partially close the plant for a period of time, the Employer will post closure dates sixty (60) calendar days prior to the commencement of such closure.



## **ARTICLE 9 WAGES**

Section 1 Wages as set out in Addendum I shall remain in effect from ratification. The wage classifications as shown in Addendum I are identical to the seniority classifications referenced in other sections of this Agreement.

## **ARTICLE 10 BEREAVEMENT LEAVE**

Section 1 Three (3) days off with pay for the death of a member of the immediate family of an Employee, which includes: mother, father, sister, brother, step-mother, step-father, daughter, son, grandchildren, wife (including common law), husband (including common law), adult interdependent partner, mother-in-law, father-in-law and grandparents.

Employees can take up to three (3) days of paid bereavement leave in each year.

Three (3) days off without pay for the death of the following: current or former foster children, current or former wards, current or former guardians, current or former foster parents, aunts, uncles, nieces, nephews.

Employees can take up to three (3) days of un-paid bereavement leave in each year.

## **ARTICLE 11 BOILERMAKERS' SHOP HEALTH AND WELFARE PLAN**

Section 1 The Employer will provide a plan with benefits after ninety (90) calendar days of continuous employment, as set out in Addendum II of this Collective Agreement. On April 1, 2023, the Employer will pay the benefit premiums to provide coverage, as per the Boilermakers' National Health Plan (Canada). The Boilermakers' National Health Plan (Canada) will provide necessary documentation and information to the Employees.

The Employer will contribute on behalf of each Employee to the Boilermakers' National Health Plan (Canada) program a maximum of three hundred eighty-five (\$385) dollars per month after the completion of ninety (90) calendar days of employment. The service is offered through Boilermakers' National Health Plan (Canada) and associated benefits carriers. If the monthly cost becomes lower, we anticipate the Boilermakers' National Health Plan (Canada) to advise the Employer accordingly.

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.

Section 3 Employee Assistance Program – BCABEAP

The Employer will contribute on behalf of each Employee to the BCABEAP program each month limited to no more than two (2) cents per hour worked after completion of ninety (90) calendar days of employment. The service is offered through BCABEAP and their benefits provider. Through the program, confidential counselling services are available to Employees 24/7 related to family, marriage, relationships, addiction, anxiety, stress, depression, life changes and bereavement.

Section 4 All Employees and their dependents (if any) shall be fully covered by the benefits set forth herein on the first day of the month following the completion of ninety (90) days of employment with the Employer. Participation is mandatory.

Section 5 Benefits 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.
- The Employee may continue their benefits beyond a one (1) month leave by notifying the Employer of their election to do so and making arrangements with the Employer for payment of the premiums.
- If the Employee is on Short Term Disability, Long Term Disability or Worker's Compensation, the Employer will continue to pay the premiums.

Section 6 The benefits, as set out in Addendum II, shall remain in effect for the duration specified.

## **ARTICLE 12 PENSION / RETIREMENT PLAN**

Section 1 The Employer shall contribute at the rate stipulated in Addendum I, for each hour worked to the Boilermakers' National Pension Plan (Canada). Employees will qualify for contributions after completion of ninety (90) calendar days of employment.

Effective November 1<sup>st</sup> of the calendar year in which an employee reaches the age of 71 years, the employer will not remit Pension Contributions to the Boilermakers' National Pension Plan CANADA (BNPP) in respect of that employee. The Employer will pay an amount to the employee as income (additional to the Employee wage) equal to the regular Contributions and the Overtime Contributions that would have been paid to the BNPP if the employee had not reached or was not reaching the age of 71 years in that calendar year.

- Section 2 The current month's contributions shall be remitted by the fifteenth (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.
- Section 3 The Plan is administered by a Board of Trustees, which includes representation from the International Brotherhood Boilermakers and appointed professionals.

## **ARTICLE 13 WORK CLASSIFICATIONS**

### **Section 1 WELDERS, FITTERS, AND BURNING TABLE OPERATORS**

Welders, Fitters, and Burning Table Operators 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 11.

### **Section 2 APPRENTICES**

- (a) Apprentices shall perform work as in Article 11 of the International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forger and Helpers of the International Constitution. An apprentice will be given ample opportunity to cover all sections of their trade. The ratio of apprentices shall be one (1) to three (3) Boilermakers. The same ratio to 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/Secretary Treasurer or Business Representative to reach a mutually acceptable solution.
- (b) The Employer agrees to pay indentured apprentices an amount which, when added to the Employment Insurance benefits from Service Canada will amount to ninety (90%) percent of their base pay calculated at their straight-time hourly rate multiplied by forty (40) hours per week, while attending technical school.

Apprentices to be paid, upon completion of a pass 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) on the third pay period upon returning to work after attending school.

- (c) The Employer will pay fifty percent (50%) of an apprentice's school tuition cost in each year of apprenticeship upon successful completion with a theory passing mark of eighty-five (85%) percent or better.

- (d) The Employee must have been signed with the Apprenticeship Board through Altex Industries at the time of attending technical school.

Section 3 **HELPERS AND PRODUCTION WORKERS**

Helpers and Production Workers shall perform work such as power brush operation, power grinding, cleaning, pushing tubes, sorting tubes, rolling tubes, bending tubes, bundle assembly, grinding shells, pigging shells, hydro testing, helping in machine shop, logging tube holes, assisting Welders or Fitters in the performance of work referred to in Article 11 of the International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forger and Helpers of the International Constitution, and such other work as is generally recognized as Helpers' and Production Workers' work.

Section 4 **BEGINNERS**

Notwithstanding Article 4, Section 1, Beginner's classification shall apply to those Employees that have limited work experience in the industry. The Employer will determine during the first six (6) months whether Beginners will enter into either the apprenticeship program or become a Helper. The Beginner shall perform the same duties as an Apprentice, Helper or Production Worker.

**ARTICLE 14 SAFETY AND WORKING CONDITIONS**

- Section 1 A change room, lunchroom, washroom, and locker facilities shall be provided by the Employer and kept in a sanitary condition. The Shop Committee and Employees agree to cooperate in keeping these facilities sanitary; otherwise at the discretion of management, a written warning may be issued to those Employees not complying. 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 two hundred fifty dollars (\$250.00).
- Section 2 The foreman shall sign a safe slip before any Employee proceeds to work on any vessel or tank that has contained explosive or hazardous material.
- Section 3 If any Employee has an accident during working hours and a physician deems it not safe to continue the shift, the Employee shall be paid at the regular rate of pay for the full shift. Employees governed by this contract shall adhere to all Employer safety policies and procedures.
- Section 4 The Employer shall provide:
- (a) 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.

OR

- (b) A cash payment of one hundred dollars (\$100.00) on June 1, October 1, and February 1.

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. The Employer will provide acceptable hearing protection, safety glasses, hard hat and respiratory protection.

Winter coats shall be provided to Employees who are required to work outside.

- 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 two (2) times the Employee's regular rate of pay.
- Section 7 The Employer, where practical, shall provide plug-ins for all regular Employees. Where not practical to provide 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.
- Section 9 The Employer shall provide all Employees with the rules, regulations, and safety information.
- Section 10 Employees must comply with all PPE requirements. Failure to do so may result in disciplinary action.

## **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 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 (4) hours.

## **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. Priority may be given to Employees for recalls as per specific work area requirements and skill set. A new Employee shall not be entitled to seniority until they have been employed continuously for a period of ninety (90) calendar days, and then their seniority shall date back to the time of their hiring.

Section 2 Employees laid off shall retain their seniority accumulated to time of layoffs, providing the layoff does not exceed one (1) 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 their 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 at the beginning of each month.

Section 4 Layoffs must comply with the Employment Standards Code.

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.

Section 6 Management agrees that a member will not be laid off before a non-member within the classification.

Section 7 Job-protected leave entitlements will be as per Employment Standards rules. These leaves of absence are without pay and the Employee will maintain their seniority date.

## **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 Shop Committee shall consist of not less than one (1) nor more than three (3) Employees. The Chairman of this committee shall be the day shift Shop Steward. Owing to the nature of their work on this committee, it is deemed important that seniority does not affect their layoff, therefore, in the event of a layoff, they shall be the second last Employee off the job, 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.
- 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 18 GRIEVANCE MACHINERY**

### **Section 1 GRIEVANCE PROCEDURE**

It is the mutual desire of the parties hereto, that complaints of Employees shall be addressed 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. If no extension has been requested in writing by the Union and the time limits are exceeded, the Grievance will be considered as being resolved in favour of the Employer. If no extension has been requested in writing by the Employer and the time limits are exceeded, the Grievance will be considered as being resolved in favour of the Union.

#### **Step 1:**

The Foreman or Supervisor shall be given the opportunity to address 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/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 eighteen (18) 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 their designated representative and the International Vice-President or their 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, they 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 their 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 they 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. 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 19 UNION LABEL**

Section 1 The company agrees to accept the Union Label as per the attached Memorandum of Agreement.

## **ARTICLE 20 PLANT VISITATION**

Section 1 The authorized Business Representative of the Union shall be allowed to visit the office of the Employer during normal business hours. After notifying the Manager of Plant Operations of the purpose of the visit, they will be permitted access to the Employer's shop during working hours to investigate any matter covered by this Agreement, but shall in no way interfere with the progress of the work.

If the authorized Business Representative of the Union needs to speak with a Union member during a visit they may do so during the Union member's authorized breaks.

**ARTICLE 21 DURATION OF AGREEMENT**

Section 1 This Collective Agreement shall become effective February 5, 2023 and shall remain in full force and effect until February 4, 2026, 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 an 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 Agreement is concluded or strike or lockout commences.

IN WITNESS THEREOF the parties hereto have executed this Agreement

the \_\_\_\_\_ day of \_\_\_\_\_, 2023.

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

Altex Industries Inc.

\_\_\_\_\_  
Hugh MacDonald,  
Business Manager/Secretary Treasurer

\_\_\_\_\_  
Dave Reich,  
President

\_\_\_\_\_  
Darcey Kooznetsoff,  
Business Representative

\_\_\_\_\_  
Tim Carlson,  
CFO

\_\_\_\_\_  
Jeff Krieger,  
Shop Steward

\_\_\_\_\_  
Gisele Vaillancourt,  
HR & Payroll Manager

\_\_\_\_\_  
Trevor Talma,  
Shop Steward

\_\_\_\_\_  
Daren Aubie,  
VP – Manufacturing Operations

\_\_\_\_\_  
Yevgen Sklyar,  
Shop Steward

**Addendum I**  
**ALTEX INDUSTRIES INC. - Wage Page (Hourly Rate)**

Classifications	Feb 5, 2023	Feb 4, 2024	Feb 2, 2025
	6%	2%	2%
Foreman	50.11	51.11	52.13
Charge Hand or Asst. Foreman	48.60	49.57	50.56
Boilermaker – Layout/Vessel Fitter (Level 2)	47.09	48.03	48.99
Boilermaker – Layout/Vessel Fitter (Level 1)	44.84	45.73	46.65
B Welder – Level 2	47.09	48.03	48.99
B Welder – Level 1	44.84	45.73	46.65
Boilermaker Journeyman	40.02	40.82	41.63
3 <sup>rd</sup> year Apprentice (90%)	36.01	36.73	37.47
2 <sup>nd</sup> year Apprentice (75%)	30.01	30.61	31.22
1 <sup>st</sup> year Apprentice (60%)	24.01	24.49	24.98
Welder Journeyman	40.02	40.82	41.63
3 <sup>rd</sup> year Apprentice (90%)	36.01	36.73	37.47
2 <sup>nd</sup> year Apprentice (75%)	30.01	30.61	31.22
1 <sup>st</sup> year Apprentice (60%)	24.01	24.49	24.98
C – Ticketed Welder Journeyman	41.12	41.94	42.78
3 <sup>rd</sup> year Apprentice	40.02	40.82	41.63
2 <sup>nd</sup> year Apprentice	36.01	36.73	37.46
Sub-Arc Operator	30.00	30.60	31.21
Fully Trained Burning Table Operator (w/JM Boilermaker ticket)	40.02	40.82	41.63
CNC Equipment Operator (w/JM Boilermaker/Machinist ticket)	40.02	40.82	41.63
Fully Trained Level 3 (90%)	36.01	36.73	37.47
6 months to Fully Trained Level 2 (75%)	30.01	30.61	31.22
0 – 6 months Level 1 (60%)	24.01	24.49	24.98



Classifications	Feb 5, 2023	Feb 4, 2024	Feb 2, 2025
	6%	2%	2%
Heat Treating Technician fully trained JM or Equivalent	40.02	40.82	41.63
Fully Trained Level 3 (90%)	36.01	36.73	37.47
6 months to Fully Trained Level 2 (75%)	30.01	30.61	31.22
Entry Level to 6 months Level 1 (60%)	24.01	24.49	24.98
Machinist Journeyman	41.28	42.10	42.94
4 <sup>th</sup> year Apprentice (85%)	35.08	35.79	36.50
3 <sup>rd</sup> year Apprentice (75%)	30.96	31.58	32.21
2 <sup>nd</sup> year Apprentice (65%)	26.83	27.37	27.91
1 <sup>st</sup> year Apprentice (55%)	22.70	23.16	23.62
Machinist (no ticket)	34.32	35.01	35.71
Production Worker	29.73	30.33	30.93
Helper 2	26.20	26.73	27.26
Helper 1	24.01	24.49	24.98
Beginner	20.92	21.34	21.77
Janitor	20.92	21.34	21.77
Heavy Duty Mechanic Journeyman	48.60	49.57	50.56
4 <sup>th</sup> Year Apprentice (90%)	43.74	44.62	45.51
3 <sup>rd</sup> Year Apprentice (80%)	38.88	39.66	40.45
2 <sup>nd</sup> Year Apprentice (70%)	34.02	34.70	35.40
1 <sup>st</sup> Year Apprentice (60%)	29.16	29.74	30.34
Maintenance Mechanic Journeyman	40.02	40.82	41.63
3 <sup>rd</sup> Year Apprentice (90%)	36.01	36.73	37.47
2 <sup>nd</sup> Year Apprentice (75%)	30.01	30.61	31.22
1 <sup>st</sup> Year Apprentice (60%)	24.01	24.49	24.98
Maintenance Electrician Journeyman	40.02	40.82	41.63
4 <sup>th</sup> Year Apprentice (85%)	34.01	34.69	35.39
3 <sup>rd</sup> Year Apprentice (75%)	30.01	30.61	31.22
2 <sup>nd</sup> Year Apprentice (65%)	26.01	26.53	27.06
1 <sup>st</sup> Year Apprentice (55%)	22.01	22.45	22.90

Classifications	Feb 5, 2023	Feb 4, 2024	Feb 2, 2025
	6%	2%	2%
Maintenance Millwright Journeyman	40.02	40.82	41.63
4 <sup>th</sup> Year Apprentice (85%)	34.01	34.69	35.39
3 <sup>rd</sup> Year Apprentice (75%)	30.01	30.61	31.22
2 <sup>nd</sup> Year Apprentice (65%)	26.01	26.53	27.06
1 <sup>st</sup> Year Apprentice (55%)	22.01	22.45	22.90
Painter/Sandblaster Journeyman or NACE Certified	40.02	40.82	41.63
Fully Trained Level 3 (90%)	36.01	36.73	37.47
6 months to Fully Trained Level 2 (75%)	30.01	30.61	31.22
Entry Level up to 6 months Level 1 (60%)	24.01	24.49	24.98
Inventory Coordinator (Warehouse):			
Fully Trained Level 3	29.73	30.33	30.93
6 months to Fully Trained Level 2	26.20	26.73	27.26
Entry Level up to 6 months Level 1	24.01	24.49	24.98
Inventory Coordinator (Shop Tool Crib):			
Fully Trained Level 3	29.73	30.33	30.93
6 months to Fully Trained Level 2	26.20	26.73	27.26
Entry Level up to 6 months Level 1	24.01	24.49	24.98
Mobilization and Warehouse Team Lead (QuarterMaster) Fully Trained with JM Certification	40.02	40.82	41.63
Fully Trained Level 3 (90%)	36.01	36.73	37.47
6 months to Fully Trained Level 2 (75%)	30.01	30.61	31.22
Entry Level up to 6 months Level 1 (60%)	24.01	24.49	24.98
Equipment Lead & Rental Coordinator	31.85	32.49	33.14
Full Trained Level 3	29.73	30.33	30.93
6 months to Fully Trained Level 2	26.20	26.73	27.26
Entry Level up to 6 months Level 1	24.01	24.49	24.98
Equipment Tech Lead	40.02	40.82	41.63
Fully Trained Level 3	36.01	36.73	37.47
6 months to Fully Trained Level 2	30.01	30.61	31.22
Entry Level up to 6 months Level 1	24.01	24.49	24.98
Logistics Team Lead with Journeyman certification or equivalent	42.14	42.98	43.84

Classifications	Feb 5, 2023	Feb 4, 2024	Feb 2, 2025
	6%	2%	2%
Equipment Operator (Yard) – Journeyman Mobile Hydraulic Crane Operator	40.02	40.82	41.63
3 <sup>rd</sup> Year Apprentice Level 3 (90%)	36.01	36.73	37.47
2 <sup>nd</sup> Year Apprentice Level 2 (75%)	30.01	30.61	31.22
1 <sup>st</sup> Year Apprentice Level 1 (60%)	24.01	24.49	24.98
Driver (Local) Fully Trained or after 6 months	26.20	26.73	27.26
Driver (Local) 0 to 6 months	24.01	24.49	24.98
Driver (Long Distance)	31.80	32.44	33.08

Shift Premium	2.00	2.00	2.00
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Pension	2.50	2.75	3.00
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## Addendum II

Altex Industries Inc. is providing benefits to Employees through Canada Life until March 31, 2023. On April 1, 2023, Altex Industries Inc. Employees will receive benefits through the Boilermakers' National Benefit Plan (Canada).

<b>BOILERMAKERS' NATIONAL HEALTH PLAN (CANADA)</b> <b>FOR IBB 146 – ALTEX INDUSTRIES INC.</b> <b>INDUSTRIAL SECTOR OPERATIONS (ISO) – DIVISION</b> All benefits are subject to the terms of the insurance policies and the official Plan documents. This is a summary for your convenience		
<b>AS AT: APRIL 1, 2023</b>		
	BENEFITS	ACTIVE MEMBER'S BENEFITS
<b>Life Insurance:</b>	Benefit Amount:	\$75,000 (member only) reduces 50% at age 65; terminates at earlier of retirement or age 70
<b>AD &amp; D:</b>	Principal Amount:	\$75,000 (member only) reduces 50% at age 65; terminates at earlier of retirement or age 70
<b>Dependant Life:</b>	Amount of Insurance:	N/A
<b>Long Term Disability Income:</b>	Maximum Benefit Amount:	\$2,400 per month
	Qualifying Period:	26 continuous weeks
	Benefit Duration:	Maximum to age 65
<b>Weekly Disability Income:</b>	Maximum Benefit Amount:	IBB Plan integrated with EI; Plan pays EI waiting period; 1st day accident; 1st day hospital; 8th day sickness
	Qualifying Period:	1st day accident; 1st day hospital; 8th day sickness
	Benefit Duration:	26 weeks
<b>Dental:</b>	Deductible:	Nil
	Reimbursement:	100% for basic and major expenses, 60% for orthodontics.
	Fee Guide:	Current Dental Association Fee Guide
	Maximums:	\$2,500 per person each calendar year for basic and major expenses. \$2,000 lifetime maximum for orthodontics.
	Coverage Notes:	Dental implant coverage reimbursed at the equivalent cost of a bridge or partial denture. Orthodontic coverage is for dependant children 19 years of age or younger.
<b>Vision Care:</b>	Member Benefit Amount:	Lenses - \$800 Per 24 months; Frames - \$150 per 24 months
	Dependant Benefit Amount:	Lenses - \$550 Per 24 months; Frames - \$150 per 24 months
	Laser Eye Surgery:	\$1,750 Lifetime Maximum (member only)
	Contact Lenses:	\$250 per 24 months
	Safety Glasses:	\$400 per 12 months (member only)
	Eye Exam and Retina Exam:	1 basic eye exam or retina exam every 24 months when not available under a provincial plan



## BOILERMAKERS' NATIONAL HEALTH PLAN (CANADA)

### FOR IBB 146 – ALTEX INDUSTRIES INC.

#### INDUSTRIAL SECTOR OPERATIONS (ISO) – DIVISION

All benefits are subject to the terms of the insurance policies and the official Plan documents.

This is a summary for your convenience

**AS AT: APRIL 1, 2023**

BENEFITS	ACTIVE MEMBER'S BENEFITS	
<b>Medical Benefit:</b> <i>IBB: Enrollment in Provincial Health Care Plan is mandatory. Provincial Plan is the first payer.</i>	<b>Lifetime Maximum:</b>	Unlimited
	<b>Reimbursement:</b>	100% of most eligible expenses subject to maximums and limits; prescription drugs are reimbursed at the lower of the brand name or generic drug ingredient cost. If no generic is available, the Plan will pay 100% of the brand name drug ingredient cost.
	<b>Deductible:</b>	Nil. Maximum dispensing fee payable of \$9.50 per prescription.
	<b>Out-of-Pocket Maximum:</b>	N/A
	<b>Practitioners:</b>	<b>Chiropractor, Speech Therapist, Osteopath, Naturopath, Homeopath and Chiropodist/Podiatrist:</b> Expenses are reimbursed at 50% to a maximum of \$300 annually, per practitioner.
		<b>Acupuncture and Massage Therapy:</b> Expenses are reimbursed at 100% up to a maximum of \$300 annually
		<b>Certified Athletic Therapist, Physiotherapist and Occupational Therapist:</b> Expenses are reimbursed at 100%, up to a maximum of \$75 per hour and \$1,000 annually
		<b>Psychologist and Psychotherapist:</b> Expenses are reimbursed up to a maximum of \$2,000 annually and up to a maximum of \$200 per hour.
	<b>Prescription Drugs:</b>	Reimbursement (as described above) for drugs which by law require the written prescription of a physician. Includes oral contraceptives, fertility drugs, diabetic supplies, smoking cessation (100% for 1st course of treatment up to \$400, 50% for 2nd course of treatment up to \$200), erectile dysfunction (max \$400 per cal. year), anesthesia, vaccinations and immunizations (subject to individual maximums). Over the counter drugs, vitamins or minerals are not covered. Medical cannabis including derivatives are not covered.
	<b>Ambulance</b>	Reimbursement for land ambulance services when used to transport to the nearest hospital. If ambulance services provided by air or rail, there is a \$500 maximum per individual, per calendar year.
	<b>Accidental Dental</b>	\$5,000 per accident - work must be completed within 12 months.
	<b>Annual Medical Exam</b>	\$50 reimbursement to physicians for providing the Plan's "Physician's Confirmation of Annual Medical Exam" note.
	<b>Audiometric Testing</b>	Annual hearing testing or re-testing & custom fitted earplugs.
	<b>Hospital:</b>	The difference between ward room and semi-private room. Rehabilitation hospital room allowance is \$10 per day up to a maximum of 100 days of confinement per disability prior to age 65.
	<b>Medical Services and Supplies:</b>	Medical equipment and supplies, PSA tests, oxygen and oxygen supplies. Foot orthotics and orthopedic shoes are \$200 per calendar year combined.
<b>Hearing Aids:</b>	\$ 1,500 lifetime maximum	
<b>Private Duty Nursing</b>	Up to \$10,000 per year	
<b>Mobility Assistance Equipment Benefit:</b>	Reimbursement of 75% of the expenses associated with specific mobility equipment and its installation, subject to a lifetime maximum benefit of \$5,000. (member only).	
<b>Age 65 Provincial Plan Benefit</b>	\$200 annual maximum benefit to reimburse the actual cost incurred to enroll in the individual's provincially sponsored health care/medical plan. Covers premium, deductibles and co-payments.	
<b>Travel Costs related to Medical Treatment</b>	Reasonable expenses associated with travelling at least 100km to receive medically necessary treatment otherwise unavailable. 80% of expenses are reimbursed for members or eligible dependants; subject to a lifetime family maximum benefit of \$1,000. Includes accommodation, meal and gas/travel expenses.	

**BOILERMAKERS' NATIONAL HEALTH PLAN (CANADA)**

**FOR IBB 146 – ALTEX INDUSTRIES INC.**

**INDUSTRIAL SECTOR OPERATIONS (ISO) – DIVISION**

All benefits are subject to the terms of the insurance policies and the official Plan documents.

This is a summary for your convenience

**AS AT: APRIL 1, 2023**

BENEFITS		ACTIVE MEMBER'S BENEFITS
<b>Emergency Travel Assistance (ETA):</b>	Lifetime Maximum:	\$5 million per covered person
	Coverage:	Unlimited Trips. 90 Day Trip Duration Maximum per trip. \$5,000,000 Maximum per covered person, per trip. Must be in "Stable" Medical Condition prior to departure. Under age 70 "stable" definition: Medical emergency must be "Sudden and Unforeseen" Age 70 and older "stable" definition: 180 Day "Pre-Existing Medical Condition Stability Period" exclusion applies. Please consult Manulife Policy documents on the Plan's ETA page.
<b>Retiree Benefits</b>	Lifetime Benefits	See associated benefit schedule including subsidized coverage.



**Addendum III**  
**ALTEX INDUSTRIES INC. - Contract Welders**

Reference: Article 4 – Union Security – Section 1

This addendum is to read in conjunction with the above referenced Article and Section.

“After forty-eight (48) hours where the Union has not been able to secure the necessary number of “B” Pressure Welders (possessing the required qualifications) within the initial call, the Employer may hire short term contract Welders to undertake the required work until such time that the Union dispatch can supply the required qualified manpower. At that time, the short-term Welder’s contract will be terminated. The Employer agrees that it will advise the Union at the time of the expiration of the forty-eight (48) hour limit as to the hiring of contract Welders. As the contract Welders will not be hired as Altex Industries Inc. Employees, the Union waives the need for them to become members of the Union within fifteen (15) days. This procedure is expected to be the exception rather than the rule, as it is anticipated that the Union will be able to supply the Employer’s manpower needs when requested to do so.”

## Addendum IV

### Addendum IV : HOURS OF WORK / COMPRESSED WORK WEEK / SHIFT WORK / OVERTIME Union Employees Local 146 – All Employees

	Regular Work Week								Compressed Work Week							
Week/Days	Mon - Fri	Mon - Fri	Mon - Fri	Mon - Fri	Mon - Fri	Mon - Fri	Wed - Sun	Mon - Fri	Wed - Sun	Mon- Thurs	Tue - Fri	Mon- Thurs	Tue - Fri	Fri - Sun	Fri - Sun	
Schedule	5 x 8	5 x 8	5 x 8	5 x 8	5 x 8	5 x 8	5 x 8	5 x 8	5 x 8	4 x 10	4 x 10	4 x 10	4 x 10	3 x 12	3 x 12	
Altex Worker Category (Synerion Contract)	403	403	403	403	403	403	405	401	402	101	105	102	106	103	104	
Descriptions	Days	Days	Days	Days	Days	Days	Days	Afternoon	Afternoon	Days	Days	Afternoon	Afternoon	Weekend Days	Weekend Afternoon	
Week Definition	Sun to Sat	Sun to Sat	Sun to Sat	Sun to Sat	Sun to Sat	Sun to Sat	Sun to Sat	Sun to Sat	Sun to Sat	Sun to Sat	Sun to Sat	Sun to Sat	Sun to Sat	Sun to Sat	Sun to Sat	
Normal Hours (Synerion Bid Lines Management)	6:00 am to 2:30 pm	6:30 am to 3:00 pm	7:00 am to 3:00 pm	7:30 am to 4:00 pm	8:00 am to 4:30 pm	8:30 am to 5:00 pm	7:30 am to 4:00 pm	3:30 pm to 12:00 am	3:30 pm to 12:00 am	6:00 am to 4:30 pm	6:00 am to 4:30 pm	4:30 pm to 3:00 am	4:30 pm to 3:00 am	6:00 am to 6:30 pm	6:00 pm to 6:30 am	
Alternate hours										Shift Varies	Shift Varies					
Total Hours Per Shift	8.5	8.5	8.5	8.5	8.5	8.5	8.5	8.5	8.5	10.5	10.5	10.5	10.5	12.5	12.5	
Regular Hours Paid	8	8	8	8	8	8	8	8	8	10	10	10	10	12	12	
# Of Days Worked	5	5	5	5	5	5	5	5	5	4	4	4	4	3	3	
Sub Total Regular	40	40	40	40	40	40	40	40	40	40	40	40	40	36	36	
Prorate														4	4	
Total Regular	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	
Overtime 1.5 **Paid at Hrly Rate x 1.5	After 8	After 8	After 8	After 8	After 8	After 8	After 8	After 8	After 8	After 10	After 10	After 10	After 10			
Overtime 2.0 **Paid at Hrly rate x 2.0	After 12	After 12	After 12	After 12	After 12	After 12	After 12	After 12	After 12	After 12	After 12	After 12	After 12	After 12	After 12	
Shift Differential – All hours worked **Not Compounded on OT Hours	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$2.00	\$2.00	\$0.00	\$0.00	\$2.00	\$2.00	\$2.00	\$2.00	
Breaks (Paid)	2 x 10 min 9:30 am 2:30 pm	2 x 10 min 9:30 am 2:30 pm	2 x 10 min 9:30 am 2:30 pm	2 x 10 min 9:30 am 2:30 pm	2 x 10 min 10:30 am 2:30 pm	2 x 10 min 10:30 am 2:30 pm	2 x 10 min 9:30 am 2:30 pm	2 x 15 min 6:30 pm 10:30 pm	2 x 15 min 6:30 pm 10:30 pm	2 x 15 min 9:30 am 2:30 pm	2 x 15 min 9:30 am 2:30 pm	2 x 15 min 7:00 pm 12:30 am	2 x 15 min 7:00 pm 12:30 am	2 x 15 min 9:00 am 2:30 pm 1 x 10 min 4:20 pm	2 x 15 min 9:00 pm 2:30 am 1 x 10 min 4:20 am	
Breaks – Lunch (Unpaid)	1 x 30 min 12:00 pm	1 x 30 min 12:00 pm	1 x 30 min 12:00 pm	1 x 30 min 12:00 pm	1 x 30 min 12:00 pm	1 x 30 min 12:00 pm	1 x 30 min 12:00 pm	1 x 30 min 8:30 pm	1 x 30 min 8:30 pm	1 x 30 min 12:00 pm	1 x 30 min 12:00 pm	1 x 30 min 9:30 pm	1 x 30 min 9:30 pm	1 x 30 min 12:00 am	1 x 30 min 12:00 am	



**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 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 \_\_\_\_\_ at Edmonton, Alberta by and between the INTERNATIONAL BROTHERHOOD OF BOILERMAKERS, IRON SHIP BUILDERS, BLACKSMITHS, FORGERS AND HELPERS, AFL-CIO, CLC, and Altex Industries Inc. (Company)

For the INTERNATIONAL BROTHERHOOD      For the EMPLOYER

\_\_\_\_\_  
Arnie Stadnick,  
International Vice-President  
Western Canada Section

\_\_\_\_\_  
Dave Reich,  
President

\_\_\_\_\_  
Hugh MacDonald,  
Business Manager/Secretary-Treasurer  
Boilermakers Local Lodge 146

\_\_\_\_\_  
Tim Carlson,  
CFO