



Articles of Agreement

between

Exchanger Industries Limited

(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 August 1st, 2025, to July 31st, 2028

TABLE OF CONTENTS

ARTICLES OF AGREEMENT

ARTICLE	1	RECOGNITION, SCOPE, AND PURPOSE OF AGREEMENT	3
ARTICLE	2	MANAGEMENT	3
ARTICLE	3	RESPONSIBILITIES OF EMPLOYEES	3
ARTICLE	4	UNION SECURITY	3
ARTICLE	5	HOURS OF WORK	5
ARTICLE	6	SHIFT WORK	5
ARTICLE	7	OVERTIME AND RECOGNIZED HOLIDAYS	6
ARTICLE	8	VACATIONS	7
ARTICLE	9	WAGES	8
ARTICLE	10	BEREAVEMENT LEAVE	8
ARTICLE	11	HEALTH AND WELFARE	8
ARTICLE	12	BOILERMAKERS' NATIONAL PENSION PLAN (CANADA)	10
ARTICLE	13	WORK CLASSIFICATIONS	10
ARTICLE	14	WORKING CONDITIONS	11
ARTICLE	15	WELDER TESTING	12
ARTICLE	16	SENIORITY	13
ARTICLE	17	SHOP COMMITTEE	14
ARTICLE	18	GRIEVANCE MACHINERY AND ARBITRATION	15
ARTICLE	19	UNION LABEL	15
ARTICLE	20	PLANT VISITATION	16
ARTICLE	21	NO STRIKE OR LOCK OUTS	16
ARTICLE	22	PROVINCIAL STATUTES AGREEMENT	16
ARTICLE	23	DURATION OF AGREEMENT	16
ADDENDUM 1		WAGE PAGE	18
LETTER OF UNDERSTANDING			19

This Collective Agreement, governing wages and working conditions in the Employer's Fabricating Shop, shall govern the relations between the Union and the Employer.

ARTICLE 1: RECOGNITION, SCOPE AND PURPOSE OF AGREEMENT

- Section 1 The Employer recognizes the Union as the sole bargaining agent for all the production and maintenance Employees in the performance of all fabrication and repair work in the Employer's shop.
- Section 2 The Union agrees to co-operate with and assist, in every legitimate way, the Employer to conduct a successful business, bearing in mind that both Parties must give service to its customers.
- Section 3 This Collective Agreement shall cover all hourly paid shop Employees as listed under Addendum I – Wage Page within the jurisdiction of the Union and shall pertain to no other.
- Section 4 The Parties may mutually agree to changes in this Collective Agreement during the term of the Agreement and such changes shall be considered to be part of this Collective Agreement. These changes must be agreed in writing and signed by both Parties

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 the jobs, the choice of equipment, and the schedule of manufacture are solely and exclusively the responsibility of the Employer.
- The Employer will act reasonably in the administration, application, and interpretation 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 hire, promote, demote, transfer, suspend, and discipline or discharge for just cause Employees in the Bargaining Unit, subject to the provisions of this Collective Agreement.
- Section 4 Nothing in this Article shall be interpreted to prejudice other unspecified traditional rights of Management.

ARTICLE 3: RESPONSIBILITIES OF EMPLOYEES

- Section 1 The Employee must accept reasonable responsibility for the tools furnished by the Employer and must report the loss, if any, of these tools immediately to their Supervisor.
- Section 2 Any Employee found misusing Employer tools will be subject to discipline. Responsibility for normal wear and tear of tools supplied by the Employer is accepted by the Employer, upon return of broken or worn tools. The Employer shall provide adequate protection and storage for all tools taken out on any job or work.

ARTICLE 4: UNION SECURITY

- Section 1 The Employer agrees to employ only members in good standing with the Union, who will at all times assist the Employer to secure competent Boilermakers and Helpers, until such a time as the hiring is complete. 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.
- Section 2 The Employer shall deduct in accordance with the appropriate section of the Alberta Labour Code, the amount of dues or levies as authorized by the Employee. Such dues shall be deducted from the first pay period of each month and forwarded with the social insurance numbers to the Business Manager/Secretary Treasurer of Local Lodge 146, 15220 114 Ave, Edmonton, Alberta T5M 2Z2, before the fifteenth (15th) of the following month.
- Section 3 All new and recalled Employees must report to the Union office and sign an application for membership and check-off dues before the first work day.
- Section 4 When shop Employees are to be used on outside construction, the Union shall be notified by Management in advance of the start of the job. Shop Employees shall receive rates and conditions as in the established Field Construction Agreement. Travel allowance computed under the Field Agreement to be modified to pay traveling time in keeping with hours actually traveled.
- Section 5 Employees will be allowed a one-half (½) hour unpaid meal break on all shifts.
- Section 6 The Employer shall schedule for all Employees two (2) rest periods of ten (10) minutes each, during their normal daily working hours, and every two (2) hours when working overtime, including a break of ten (10) minutes prior to starting overtime at the end of their regular shift, providing the overtime is two (2) hours or over. These rest periods shall be known as coffee breaks and shall be scheduled at times to be decided by the Employer. The Employees are also allowed a five (5) minute cleanup and tool return time at the end of the shift.
- Section 7 An Employee who will not be at work on their normal working day due to illness or other reasons, must notify the office thirty (30) minutes prior to their normal shift start time.
- Section 8 Before any Employee is dismissed by the Employer, the Employee shall be given one (1) written warning for Performance or Attendance with a member of the Shop Committee in attendance. The Employee shall not be dismissed on this warning only. If the Employee has not received a warning within any period of six (6) months, any previous warnings will be removed from the Employee's record. However, if a second warning for the identical offense within the same category of either Performance or Attendance is issued, the previous warning will be reinstated in the Employee's record if the re-occurrence takes place within twelve (12) months of the first offense. These warnings will remain on record for an additional six (6) months before being removed. Unrelated warnings will still be removed at six (6) months. Notwithstanding the foregoing, any Employee may be discharged without prior warning if the Employee breaks or contravenes any of the Employer rules and regulations which call for instant dismissal. Such rules and regulations do not limit the Employer's right to instantly dismiss an Employee for serious offenses.
- Section 9 All permanent job vacancies shall be posted on the bulletin board, giving the classification, shift and rate of pay. Such posting shall remain for a period of three (3) working days during which time all Employees bidding on the job shall sign the job posting form.

Seniority, if merit, ability and experience are approximately equal, shall govern such appointments. If there are no bidders qualified to perform the job in question, the Employer may fill the job by hiring a new Employee or by voluntary transfer. Employees shall not be permitted to bid more than once each year for a job paying the same rate of pay as the job the Employee has.

Section 10 Cooperative meetings between Management and Shop Committee shall be held once each month, if required.

Section 11 The Employer agrees that all work normally performed by members of the Bargaining Unit and coming within the jurisdiction of the Union, shall be done by such Employees, and that such work will not be contracted to any other party. All such work shall be done by these Employees as part of their regular or overtime hourly paid work and shall not be done on incentive or contract basis.

The Employer has an understandable need to contract out reflecting business needs, existing practices, market conditions, competition, or to meet client expectations. Before subcontracting work to another company the Employer shall notify the Business Manager/Secretary Treasurer or their designate.

ARTICLE 5: HOURS OF WORK

Section 1 Eight (8) hours or ten (10) hours per day shall constitute a day's work. Forty (40) hours per week shall constitute a regular week's work, Monday to Friday inclusive. The Employer shall contact the Union prior to any change in starting or finishing time. The foregoing may be changed by mutual agreement.

Section 2 The Employer may establish a compressed work week whereby ten (10) hours per day shall constitute a regular day's work and forty (40) hours per week shall constitute a regular week's work, four (4) days per week.

Section 3 The Employee will be paid for scheduled shift when attending Employer training provided the scheduled training is for eight (8) hours. If the scheduled shift is ten (10) hours, the maximum add-on is two (2) hours. For half day courses, the Employee will only be paid for actual time.

Section 4 When working the afternoon shift, the Employee requested to attend work related courses, will be paid for the full scheduled shift if required to leave prior to the end of shift to ensure that there is a minimum of eight (8) hours between the end of the shift and the start of training the following day. (Same rules apply as stated in Article 5, Section 3).

ARTICLE 6: SHIFT WORK

Section 1 Where two (2) shifts are working, the first (1st) or day shift shall be paid at the applicable rate as set out in Addendum I – Wage Page.

Section 2 The second (2nd) shift shall receive a premium of one dollar and seventy-five cents (\$1.75) above the applicable rate as set out in Addendum I – Wage Page.

Section 3 The third (3rd) shift shall receive a premium of two dollars (\$2.00) above the applicable rate as set out in Addendum I – Wage Page. If an Employee works overtime following a second (2nd) or a third (3rd) shift, the shift differential shall continue during such overtime

hours paid at the rates outlined in Articles 6, Section 2 and Article 6, Section 3 (not pyramided by the overtime premium).

Section 4 When an Employee is requested to change a shift in the middle of the week, and there is less than an eight (8) hour break between shifts, then they shall be paid two (2) times their regular rate of pay for the following shifts until they have had an eight (8) hour break. Alternatively, if an Employee does change shifts and they have their eight (8) hour break, but works less than eight (8) hours, then they shall be paid for the full eight (8) hour shift.

ARTICLE 7: OVERTIME AND RECOGNIZED HOLIDAYS

Section 1 All hours worked after any shift shall be termed overtime (except where the Employee requests a change in regular hours due to unusual circumstances).

Section 2 Daily overtime shall be paid at one and a half times (1 ½) for hours worked in excess of the regularly scheduled shift of either eight (8) hours or ten (10) hours.

Section 3 When an Employee works more than two (2) hours beyond quitting time of their regular shift, and every four (4) hours thereafter if the overtime is six (6) hours or over, they will receive twenty dollars (\$20.00) in cash in lieu of a meal.

Section 4 Weekly overtime hours worked shall be paid at one and three-quarter (1 ¾) times the regular hourly rate (i.e. for weekly hours worked in excess of forty (40) hours per week on the 6th and 7th shift worked or on the 5th, 6th and 7th shift worked for compressed work week schedules). The Employer shall notify the Employees twenty-four (24) hours in advance for weekly overtime work.

For the purposes of overtime, the week shall be defined as Monday to Sunday for the first (1st) and second (2nd) shift, and Sunday evening to Sunday for the third (3rd) shift.

Section 5 An Employee covered by this Collective Agreement shall receive pay for the following Recognized Holidays when not worked, provided they worked their last scheduled shift previous and their next scheduled shift following such Recognized Holiday, reasonable lateness accepted, unless permission to be off has been granted by management.

New Year's Day	Canada Day	Thanksgiving Day
Family Day**	Civic Holiday	Remembrance Day
Good Friday	Labour Day	Christmas Day
Victoria Day	National Day for Truth & Reconciliation	Boxing Day

**The Union agrees to delete Family Day as a Recognized holiday in the event that Government Legislation changes.

Section 6 Employees required to work on these days shall receive two (2) times their regular rate of pay, plus one day's pay for the Recognized Holiday.

Section 7 No work shall be performed on Labour Day except for the preservation of life or property.

Section 8 An Employee shall not be eligible for payment of a Recognized Holiday if they are on leave of absence, Workers' Compensation (WCB), sickness or long-term disability benefits at the time the Recognized Holiday falls due.

- Section 9 The period of time recognized as a Recognized Holiday is the twenty-four (24) hour period beginning at the starting time of the regular shift on the day which is recognized as a Holiday.
- Section 10 Where there are two (2) shifts employed, each shift shall work one-half (1/2) of their regular shift consecutively only on Christmas Eve Day (December 24th) and New Year's Eve Day (December 31st) in order to avoid the necessity of working until midnight. Other arrangements may be made by mutual agreement. Each shift shall receive pay for the hours worked.
- Section 11 The Employer will agree to post the Christmas holiday schedule by November 30th of each year. Recognized Holidays shall be recognized on their calendar dates unless otherwise agreed to.

ARTICLE 8: VACATIONS

- Section 1 The Employer will grant vacations with pay to each Employee, computed on the following basis:
- Four percent (4%) of gross wages from the beginning of the 1st year to the end of the 5th year of employment with two (2) weeks' vacation.
- Seven percent (7%) of gross wages from the beginning of the 6th year to the end of the 10th year of employment with three (3) weeks' vacation.
- Eight percent (8%) of gross wages from the beginning of the 11th year to the end of the 15th year of employment with four (4) weeks' vacation.
- Nine percent (9%) of gross wages from the beginning of the 16th year to the end of the 20th year of employment with five (5) weeks' vacation.
- Ten percent (10%) of gross wages from the beginning of the 21st year of employment with five (5) weeks' vacation.
- Section 2 Employees shall be paid their accrued vacation pay twice per year as per the vacation pay request procedure. Additional requests may be granted on an exception basis, at the Employer's discretion. Employees will receive vacation pay on a separate pay statement.
- Section 3 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.
- Section 4 The Employer should respond to vacation requests within ten (10) working days.
- Section 5 An Employee shall qualify for vacation after one year's continuous service with the Employer. For the purpose of vacation entitlement, all service dates will be calculated as if they were January 1st of the calendar year in which seniority was attained. It shall be mandatory for the Employee to take such vacation to which they are entitled after qualification, before the completion of the calendar year, unless mutually agreed upon by the Employer and Employee.
- Section 6 Time lost up to a maximum of one (1) year as a result of sickness covered by medical

certificate, or an accident recognized by the Workers' Compensation Board (WCB), or authorized leave-of-absence, shall be considered as time worked for the purpose of accruing years of service for vacation purposes. Any payments received in these circumstances shall not be included in gross wages for the purpose of calculating vacation pay.

ARTICLE 9: WAGES

- Section 1 New Employees other than apprentices will receive one dollar (\$1.00) per hour less for the first ninety (90) days.
- Section 2 Employees hired as Category J2 will start at rates outlined in Addendum I – Wage Page. After eight (8) calendar months Employees in Category J2 (Operator Bullmoose 2) will move to Category J1(Operator Bullmoose 1) after passing a formal evaluation.
- Section 3 Employees hired as Category K3 will start at rates outlined in Addendum I – Wage Page. After eight (8) calendar months Employees in Category K3 (Helper 3) will move to Category K2 (Helper 2) after passing a formal evaluation.
- Employees hired as Category K2 will start at rates outlined in Addendum I – Wage Page. After eight (8) calendar months Employees in Category K2 (Helper 2) will move to Category K1 (Helper 1) after passing a formal evaluation.
- Section 4 After eight (8) calendar months, in Category L1, the Employee will have the opportunity to enter into either an available apprenticeship or promote to K3 Helper after successfully passing a formal evaluation.
- Section 5 C-Ticket – As required by the Employer, an Employee that maintains a valid C-ticket and is qualified using Employer approved welding procedures shall be paid a premium of three dollars (\$3.00) per hour. This skill-based premium may be withdrawn for reasons including availability of work or workmanship.

ARTICLE 10: BEREAVEMENT LEAVE

- Section 1 In the event of the death of an Employee's spouse, child, mother, father, step parent, brother, or sister, such Employee shall receive five (5) days off with regular pay. In the event of the death of an Employee's grandmother, grandfather, grandchild, mother-in-law or father-in-law, such Employee shall receive one (1) day off with regular pay. If an Employee of the Employer is requested to serve as a pallbearer for a fellow Employee on a regular working day, they shall receive one (1) day off with regular pay. Additional days may be granted by the Employer at the Employee's expense. Proof of death may be required. (The above shall not apply if the Employee is on vacation or leave-of-absence).

ARTICLE 11: HEALTH AND WELFARE

- Section 1 The Employer shall provide the Employee with the following Health and Welfare and Insurance Benefits:

Alberta Health Care

- a) Alberta Health Care Medical Coverage shall commence on the first (1st) day of the month following the month of employment.

Other

- a) Eighty percent (80%) of drugs, medical supplies, R.N. Care, ambulance, etc. Remaining twenty percent (20%) paid by the Employee. Twenty-five dollars (\$25.00) deductible per family per year.

Ninety percent (90%) of drugs providing the prescriptions are filled at either Costco Pharmacy or via Pillway, Exchanger Industries online pharmacy partner. Remaining ten percent (10%) paid by the Employee. Twenty-five dollars (\$25.00) deductible per family per year.

- b) Extended Health Vision care coverage to include an eye exam to a maximum of eighty dollars (\$80.00) per consecutive twenty-four (24) months.
- c) Life Insurance in the amount of thirty thousand dollars (\$30,000.00) and accidental Death and Dismemberment Insurance fifty thousand dollars (\$50,000.00) payable to the beneficiary designated by the Employee.
- d) Sickness and Accident Benefit Coverage equivalent to Employment Insurance. These benefits to commence on the first (1st) day of any accident or the third (3rd) day of sickness and shall continue for a maximum of twenty-six (26) weeks paid benefits.
- e) The Employee pays the premium for the existing two thousand dollars (\$2,000.00)/month Long Term Disability coverage minus C.P.P. payments and limited to a maximum of eighty five percent (85%) of net income. Payments to begin after Short Term Disability maximum of twenty-six (26) weeks have expired and will continue until age 65. It is the Employee's responsibility to continue to pay Employee's share of benefit plan premiums, while on disability benefits.
- f) The Employer shall provide ninety percent (90%) dental coverage to the Employee, remaining ten percent (10%) paid by the Employee. No annual deductible. Twenty-five hundred dollars (\$2500.00) annual maximum per person.

Section 2 Coverage under the Health and Welfare and Insurance Benefits for a new Employee shall commence after ninety (90) days employment. Coverage will cease immediately upon termination. For those Employees who are temporarily laid-off, benefits will be continued for two (2) days after the date of lay-off. A new Employee will be any person who has not previously been employed or whose benefits have lapsed due to layoff.

Section 3 The Employer will continue to pay its share of benefit plan premiums for an Employee for up to six (6) months while an Employee is receiving sickness or long-term disability benefits under this Collective Agreement or for up to twelve (12) months while the Employee is receiving Workers' Compensation arising from the Employee's employment with the Employer.

Section 4 This Plan shall also provide coverage for the spouse and dependent children of the Employee as defined by the Insurance Company concerned. It will be the responsibility of the Employee to advise the Employer of additional dependents requiring coverage. In order to receive the benefits, the Employee must provide all forms and information required by the Insurance Companies. The Benefits booklet will be available to Employees in the shop lunchroom.

Section 5 The Employer will supply a benefit card.

Section 6 The provisions of Article 11 provide a general outline of benefits only. The specifics of benefit coverage and eligibility to participate shall be governed by the provisions of the insurance policies and plans. The Employer retains the right to change insurance carriers provided comparable benefits are maintained. Employer shall notify the Union of any changes to the benefits plan.

Note: Medical Forms

Maximum of twenty-five dollars (\$25.00) per form when related to an ongoing Company Insurance Claim where the Insurance Company requires additional information to a maximum of one hundred dollars (\$100.00) per year. This excludes any cost incurred when completing the initial STD or LTD forms. This will be covered by the Employer upon submission of receipts.

ARTICLE 12: BOILERMAKERS' NATIONAL PENSION PLAN (CANADA)

Section 1 The Employer will contribute to the Boilermakers' National Pension Plan (Canada) at an agreed rate to be stipulated in Addendum I for each hour worked, for all Employees eligible to participate in the Boilermakers' National Pension Plan (Canada). The Employer shall cease pension contributions to the Boilermakers' National Pension Plan (Canada), on behalf of those Employees who are seventy-one (71) years of age or older and the pension contributions that would otherwise be payable to the Boilermakers' National Pension Plan (Canada) will be redirected as a wage premium directly to the Employee, by the Employer. The computation of the amount payable will be in accordance with the provisions for pension contributions applicable to all other Employees covered under the terms of this Collective Agreement. In the event the Employer, in error, makes pension contributions beyond the November work month on behalf of an Employee who is seventy-one (71) years of age or older, the administrator of the Boilermakers' National Pension Plan (Canada) will allocate the applicable contributions back to the Employer. The Employer will redirect the contributions as a wage premium back to the Employee.

Section 2 The Employer will contribute to the Boilermakers Pension Plan once the Employee has successfully completed ninety (90) days of continuous employment with the Employer. Pension contributions are based on hours "earned" but not compounded by overtime premiums. Year 1 – three dollars fifty cents (\$3.50), Year 2 – three dollars fifty cents (\$3.50), Year 3 – three dollars seventy-five cents (\$3.75).

ARTICLE 13: WORK CLASSIFICATIONS

Section 1 Mechanics:
Mechanics work shall consist of all work within the trade claims of the International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers & Helpers of the International Subordinate Lodge Constitution.

Section 2 Apprentices:
Apprentices shall perform work as in Article 1, Section 1. An Apprentice will be given ample opportunity to cover all sections of their trade. The ratio of Apprentices shall be one (1) Apprentice to three (3) Journeyperson. The same ratio to apply when lay-offs occur.

Section 3 Prior to an Apprentice attending technical training school, they will be given a notice of lay-off and notice of recall to be effective the next working day following completion of the

school period.

- Section 4 When Apprentices attend school, the Employer will pay for the two (2) week Employment Insurance (EI) waiting period at Employment Insurance (EI) rate.
- Section 5 Any advances on Employment Insurance (EI) pay and tuition (Training Fund) to be repaid by Employee.
- Section 6 Helpers:
Heating and bucking up rivets, power brush operating, external power, grinding, cleaning, assisting mechanics in the performance of work and such other work as is generally recognized as helpers work. Any helper doing mechanics work while not under the direction or supervision of a qualified mechanic shall be paid mechanic's rate of pay.
- Section 7 Beginner or Labourer or Swamper:
Shall include handling of raw materials, finished goods, moving rotating rolls and burning equipment, cleanup and housekeeping duties, installing and dismantling test blinds, pushing of tubes, deburring materials, cleanup grinding.
- Section 8 If work in a lower paid classification is temporarily assigned to an Employee, the Employee shall receive their regular rate of pay for such temporary period.
- Section 9 If work in a higher paid classification is temporarily assigned to an Employee, the Employee shall receive not less than the minimum rate of the higher classification while holding this classification.
- Section 10 With regard to Article 13, Section 9 above, relating to temporary upgrading, it is understood that if such a temporary assignment is made, the Employer shall not take the position that the foregoing is not applicable because the Employee has not been formally reclassified. On the other hand, the Union recognizes that the normal work of one (1) classification may involve some of the work of a higher classification and that this normal overlay of job functions does not constitute a temporary assignment to a higher paid classification. It is further acknowledged by the Union that persons who are apprenticing or otherwise learning skills of a fully qualified person shall not be regarded as having been temporarily assigned to the job performed by such fully qualified persons.
- Section 11 All new Employees shall serve a probationary period of ninety (90) calendar days.

ARTICLE 14: WORKING CONDITIONS

- Section 1 A changeroom and lunchroom shall be provided. Location of these facilities is at the discretion of Management. Personal effects of each Employee in the amount of two hundred dollars (\$200.00) shall be covered by fire and theft insurance.
- Section 2 The Employer will maintain a regularly audited health and safety program and will comply with all legislated requirements.
- Section 3 If any Employee meets with an accident during working hours and their physician deems it not safe for them to continue to work, they shall be paid their regular pay for that full shift.
- Section 4 Compensation regulations shall apply and their provisions shall be considered as minimum requirements.

- Section 5 The Employer is to provide coveralls and shoe coverings for individuals employed on spray painting. Leather sleeves and aprons will be provided for welders and protective aprons will be made available for radial drill operators. Gloves and safety equipment shall be supplied by the Employer. The Employer will contribute a maximum of two hundred and twenty-five dollars (\$225.00) per calendar year towards the purchase of a new pair of safety approved boots. Employees may only claim this allowance once per new pair of boots. This boot allowance will be paid in the pay period following submission of valid receipts to current Employees with a minimum of six (6) months continuous service. Should an Employee voluntarily sever the employment agreement within three (3) months of receiving the boot allowance, they will be required to repay the Employer via a payroll deduction on their final pay for the total amount received. The Employer shall provide coveralls on a weekly basis at no cost to the Employees.
- Section 6 The Employer agrees that no Employee shall lose wages by reason of serving on a jury including selection day and accordingly, the Employer shall pay the difference between whatever compensation the Employee received for serving on a jury and the regular amount of wages as would be normally earned.
- Section 7 Prescription Safety Glasses, for Employees only, as required by the Employer Safety Policy, will be reimbursed by the Group Benefit Plan to a maximum of three hundred dollars (\$300) every twenty-four (24) months. (This is in addition to the existing Group Benefit Plan coverage of three hundred dollars (\$300) every twenty-four (24) months)
- Non-prescription safety glasses will be supplied to all Employees and dispensed in the same manner as tools are supplied.
- Section 8 No Employee excluded by the certification shall perform any work coming within the jurisdiction of the Collective Agreement.
- Section 9 Breakdown: Any hourly rated Employee who reports for work and is dismissed for that day by reason of some breakdown or cause for which they are not responsible shall be paid for the greater of actual time worked, or fifty percent (50%) of the scheduled shift hours.
- Section 10 Call Out: Any hourly rated Employee who is called out for work outside their normal shift, shall be paid for the actual time worked at the rate of pay as per Addendum I – Wage Page, or for four (4) hours at the rate of pay as per Addendum I – Wage Page, whichever is the greater.

ARTICLE 15: WELDER TESTING

- Section 1 Any “B” Pressure Welder that is new to Exchanger Industries Limited shall, upon successful completion of a pre-qualification welding test, be paid for the test time to a maximum of six (6) hours at their regular rate of pay, after they have worked for four (4) consecutive weeks with the Employer.
- If the Employee voluntarily terminates their employment with the Employer prior to the successful completion of four (4) weeks, the Employee shall not be entitled to any payment with respect to pre-qualification Welding Test time.
- Test time will not be considered hours of work under Article 5 of the Collective Agreement, nor will the payment made for any pre-qualification welding tests be considered wages under Addendum I – Wage Page of the Collective Agreement.

ARTICLE 16: SENIORITY

- Section 1 Seniority within a category shall govern lay-offs and recalls. An Employee shall not be entitled to seniority rights until they have been continuously employed for a period of ninety (90) calendar days and then their seniority shall date back to date of hiring.
- Separate seniority lists shall be kept for the following: Beginner or Labourer or Swamper, Helpers, Machine Operators, Tradesperson, Journeyperson, Boilermakers, Welders, and Leadhands. In the case of layoffs, each list shall be considered a separate unit. The seniority lists shall be posted on the notice board and a copy of each list shall be forwarded to the Business Manager/Secretary Treasurer and their Business Representative of the Union, every three (3) months. The lists shall be posted on the board and revised every three (3) months and in the event the said list is not challenged within a period of fourteen (14) days after the list has been posted by any Employee, whose name has been added to the list, the said seniority list shall be deemed final and conclusive in respect to such Employees henceforth. Employees who are absent for any reason when the list is posted, shall be given fourteen (14) days to challenge the list after returning to work.
- Section 2 In advance of any lay-off expected to exceed sixty (60) days duration, the affected Employee(s) shall receive written notice of lay-off on the following basis:
1. One (1) week, if the Employee has been employed for more than three (3) months, but less than two (2) years.
 2. Two (2) weeks, if the Employee has been employed for two (2) years or more but less than four (4) years.
 3. Four (4) weeks, if the Employee has been employed for four (4) years or more, but less than six (6) years.
 4. Five (5) weeks, if the Employee has been employed for six (6) years or more, but less than eight (8) years.
 5. Six (6) weeks, if the Employee has been employed for eight (8) years or more, but less than ten (10) years.
 6. Eight (8) weeks, if the Employee has been employed for ten (10) years or more.
- Section 3 In advance of any lay-off not to exceed sixty (60) days duration, the affected Employee(s) shall receive a minimum of two (2) working days written notice.
- Section 4 If the Employer cannot provide work for the Employee(s) affected by lay-off for the full notice period, the Employee(s) shall receive a sum of money that is at least equal to the wages the Employee would have earned if the Employee had worked their regular hours of work for the period of notice applicable, or a combination of a portion of the notice of lay-off together with money that is at least equal to the wages the Employee would earn if they worked their regular hours of work for the period of notice applicable to the Employee under Article 16, Section 2 or Article 16, Section 3.
- Section 5 Employees laid off under Article 16, Section 1 shall retain recall rights as follows:
- If the laid off Employee has less than seven (7) years accumulated seniority as of the latest date of layoff, the Employee shall have recall rights until six (6) months, after the latest date of layoff, and
- If the laid off Employee has seven (7) or more years accumulated seniority as of the latest date of layoff, the Employee shall have recall rights until twelve (12) months after the

latest date of layoff.

If the laid off Employee is not recalled before the expiry of the recall rights, the Employee shall cease to be an Employee and shall cease to accumulate seniority upon the expiry of the recall rights. The then former Employee shall be paid the termination pay of one (1) to eight (8) weeks as specified in the Alberta Employment Standards Code and only that amount.

Section 6 Should it be necessary to reduce the working forces on the job, the Employer shall lay-off Employees in the following sequence:

1. The non-members/permits.
2. Travel card members from other lodges.
3. Members of the Local Lodge 146 except that consideration must also be given to retain sufficient Employees on each job classification to suit the nature of the work remaining.

Section 7 Any Employee absent for reason of sickness or authorized leave-of-absence shall accrue seniority up to a maximum of six (6) months. Extended to a maximum of one (1) year for Employees with over five (5) years seniority.

Section 8 Any Employee whose absence is occasioned by a compensable accident shall accrue seniority up to a maximum of one (1) year. Extended to a maximum of two (2) years for Employees with over five (5) years seniority.

Section 9 Accumulated seniority will be lost by any Employee only if:

1. They are discharged.
2. They voluntarily quit.
3. They fail to report to the Employer or produce a medical certificate within five (5) working days after being notified to report to work following layoff.
4. Layoff exceeds six (6) months for Employees up to seven (7) years seniority, or twelve (12) months for Employees over seven (7) years seniority.

Section 10 The Employer will advise the Shop Steward of the names of Employees laid-off, terminated or recalled as said events occur.

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 shop 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 and owing to the nature of their work on this Committee, it is deemed important that they are not to be affected by lay-off or shift change. Therefore, in the event of layoff, they shall be the second (2nd) last Employee on the job, regardless of classification. They will be allowed a reasonable time to attend to Union business, on Employer premises, without loss of pay.

Section 3 The Shop Committee shall act in the capacity of a Grievance Committee and the names of the Committee shall be posted on the bulletin board in the shop by the Union from time to

time as the occasion warrants.

Section 4 At least three (3) members shall act on a Safety Committee. The Committee shall meet with the Management by mutual agreement.

ARTICLE 18: GRIEVANCE MACHINERY – ARBITRATION

Section 1 Grievance means any difference between the Parties (Union, Employees and the Employer) bound by this Collective Agreement, concerning the interpretation, application, operation or alleged violation thereof, including any question as to whether the Grievance is arbitrable.

Section 2 All Grievances shall be finally and conclusively settled without stoppage of work in the manner following:

STEP 1

The Griever shall, with their Shop Steward, discuss any Grievance action within five (5) working days, with their area Manager.

STEP 2

Failing settlement within two (2) working days of a Grievance under Step 1, the particulars of the Grievance shall be set forth in writing and processed by the Shop Steward and one (1) member of the Shop Committee who shall submit the written Grievance to the Director of Human Resources within five (5) working days of the date of the incident giving rise to the Grievance. The Director of Human Resources shall give the Employer's decision within three (3) working days of receipt of the written Grievance.

STEP 3

If the decision of the Director of Human Resources is unsatisfactory, then within five (5) working days of the date upon which the Director of Human Resources decision was rendered, the Grievance shall be discussed between an official of the Union, the Shop Steward and the Director of Human Resources.

STEP 4

In the event that the Grievance cannot be resolved pursuant to Step 3, within four (4) working days of commencement of discussions as set forth in Step 3, then within ten (10) working days thereafter, the matter may be referred by either party to Arbitration pursuant to the Alberta Labour Code. Any Grievance by the Employer or a Union Policy Grievance shall initially be discussed between a representative of the Union and a representative of the Employer and if the matter cannot be resolved, the Employer or the Union may proceed to Arbitration pursuant to the Alberta Labour Relations Code.

Section 3 Any Grievance by the Employer or the Union may be commenced within ten (10) working days of the date of knowledge of the incident or matter giving rise to the Grievance. Any Grievance by the Employer or the Union shall commence with a request for a discussion to resolve the Grievance. Within five (5) working days of such request, a representative of the Union and the Employer shall meet together in an attempt to resolve the Grievance. If the Grievance is not settled to the satisfaction of either party at this meeting or the meeting is not held, the Grievance shall be put in writing and may be referred to arbitration pursuant to the Alberta Labour Relations Code for a final and binding decision.

ARTICLE 19: UNION LABEL

Section 1 The Employer and the Union shall enter into the standard Union Label 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 Senior Manager, Manufacturing or Human Resources 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 Collective Agreement, but they shall in no way interfere with the progress of the work.

Section 2 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: NO STRIKE OR LOCK OUTS

Section 1 There shall be no strikes, lock-outs, slow-downs or other cessation of work during the period of this Collective Agreement, nor will the Union cause or participate in any slow-down or similar interference with production.

ARTICLE 22: PROVINCIAL STATUTES AGREEMENT

Section 1 In the event any provision of this Collective Agreement being in conflict with Provincial Statutes, the Parties agree to re-negotiate such provisions for the purpose of making it conform to such Provincial Statutes where required. However, all other provisions of this Collective Agreement shall remain in force.

ARTICLE 23: DURATION OF AGREEMENT

Section 1 This Collective Agreement shall become effective on August 1, 2025 and this Collective Agreement, along with any Associated Letters of Understanding, shall remain in full force and effect until July 31, 2028 and from year to year thereafter unless either party shall at least sixty (60) days and not more than one hundred twenty (120) days prior to the 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.

Section 2 All Letters of Understanding continue during the life of the Collective Agreement including any extensions or bridging pursuant to the Alberta Labour Relations Code.

Section 3 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 Collective Agreement is concluded or strike or lockout commences.

IN WITNESS THEREOF the Parties here to have executed this Collective Agreement the day of August, 2025.

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

Exchanger Industries Limited

Mackenzie Walker, MB
Business Manager/Secretary Treasurer

Bobbie Howatt
Director, Human Resources

Steve Warren
Business Representative

Ernie Martens
Director Operations

Jeff Burns
Business Representative

John Eddy
Senior Manager, Manufacturing

Kyle Westgard
Lodge 146 Shop Steward

David Neufeld
Director, Finance

Dan McPheeters
Lodge 146 Shop Steward

Jeanine Button
Human Resources Advisor

Dylin Hauser
Lodge 146 Bargaining Committee

**ADDENDUM I
EXCHANGER INDUSTRIES LIMITED**

WAGE PAGE

	<u>Classification</u>	<u>01-Aug-24</u>	<u>01-Aug-25</u> 3%	<u>01-Aug-26</u> 3%	<u>01-Aug-27</u> 4%	<u>Premium</u>
A1	Foreman (C1+ \$2.75 premium)	\$48.17	\$49.62	\$51.10	\$53.15	\$2.75
B1	Leadhand, Labour (I1+\$1.25 premium)	\$33.88	\$34.90	\$35.94	\$37.38	\$1.25
B2	Leadhand, Structural (G1+\$1.25 premium)	\$39.75	\$40.94	\$42.17	\$43.86	\$1.25
B3	Leadhand, Pressure (C1+1.25 premium)	\$48.17	\$49.62	\$51.10	\$53.15	\$1.25
B4	Leadhand, Machinist (D1 + \$1.25 premium)	\$48.17	\$49.62	\$51.10	\$53.15	\$1.25
C1	"B" Pressure Welder	\$48.17	\$49.62	\$51.10	\$53.15	
D1	Machinist- Journeyperson Ticket	\$48.17	\$49.62	\$51.10	\$53.15	
D2	Machinist- No Ticket	\$38.05	\$39.19	\$40.37	\$41.98	
E1	Boilermaker or Fitter- Journeyperson Ticket	\$48.17	\$49.62	\$51.10	\$53.15	
E2	Fitter - No Ticket	\$36.42	\$37.51	\$38.64	\$40.18	
F1	Automatic Welder, Journeyperson Ticket	\$41.13	\$42.36	\$43.63	\$45.38	
G1	Welder- Journeyperson	\$39.75	\$40.94	\$42.17	\$43.86	
G2	Welder- Journeyperson	\$36.93	\$38.04	\$39.18	\$40.75	
H1	Layout Fitter- Structural	\$35.30	\$36.36	\$37.45	\$38.95	
I1	Inside Grinder, Painter, Sandblaster, Cutter	\$33.88	\$34.90	\$35.94	\$37.38	
J1	Operator roll, Bullmoose	\$33.18	\$34.18	\$35.20	\$36.61	
J2	Operator roll, Bullmoose	\$31.10	\$32.03	\$32.99	\$34.31	
M1	Production Worker	\$32.59	\$33.57	\$34.57	\$35.96	
K1	Helper, Driller, Fin Tube Op, Tube Roller	\$29.44	\$30.32	\$31.23	\$32.48	
K2	Helper, Driller, Fin Tube Op, Tube Roller	\$27.54	\$28.37	\$29.22	\$30.39	
K3	Helper, Driller, Fin Tube Op, Tube Roller	\$25.53	\$26.30	\$27.08	\$28.17	
L1	Beginner or Labourer or Swamper	\$22.67	\$23.35	\$24.05	\$25.01	

For Seniority purposes in the event of a layoff, categories M1, K1, K2 & K3 are grouped together.

	<u>Apprentices</u>	<u>01-Aug-24</u>	<u>01-Aug-25</u>	<u>01-Aug-26</u>	<u>01-Aug-27</u>
G1	<u>Welders</u>				
	First Year 65%	\$31.31	\$26.61	\$27.41	\$28.51
	Second Year 75%	\$36.13	\$30.71	\$31.63	\$32.89
	Third Year 90%	\$36.13	\$36.85	\$37.95	\$39.47
D1	<u>Machinists</u>				
	First Year 65%	\$31.31	\$32.25	\$33.22	\$34.55
	Second Year 75%	\$36.13	\$37.21	\$38.33	\$39.86
	Third Year 75%	\$36.13	\$37.21	\$38.33	\$39.86
	Fourth Year 95%	\$45.77	\$47.13	\$48.55	\$50.49
E1	<u>Boilermakers or Fitters</u>				
	First Year 65%	\$31.31	\$32.25	\$33.22	\$34.55
	Second Year 75%	\$36.13	\$37.21	\$38.33	\$39.86
	Third Year 90%	\$43.36	\$44.65	\$45.99	\$47.83

New employees other than apprentices will receive \$1.00 per hour less for the first 90 days.

Letter of Understanding
Between
International Brotherhood of Boilermakers, Local Lodge 146
(the "Union")
-and-
Exchanger Industries Limited
(the "Employer")

Background

In the spirit of open and ongoing communication between the Union and the Employer, both Parties have met and have agreed to meet regularly in the future and/or as requested by either Party, to discuss Union and Employer business conditions and updates, as applicable and appropriate.

Purpose

The primary purpose of this letter is to maintain transparency and open communication between the Union and the Employer regarding the agreed upon amendment, understanding or intent of specific Articles of Agreement.

Reduced Work Week and/or Modified Daily Hours of Work

Whereas the Parties recognize that there may be a need to temporarily develop a reduced work week and/or modified daily hours of work in response to declining business volumes impacting one or more department(s); Whereas Article 5 Section 1 of the present Collective Agreement outlines the constitution of a day's and a week's work, the agreement for Union contact prior to the changing of times, and the changing of times by mutual agreement;

The Parties therefore agree to the implementation of a reduced work week and/or modified daily hours of work on the following conditions:

- a) Subject to business and operational requirements within pressure, air cool, labour, machine shop, paint, and yard;
- b) Subject to mutual agreement and in an effort to reduce further layoffs, may be extended to other departments as business levels dictate;
- c) Any temporary increase in available labour hours, is allocated on a fair rotational basis, as skill and knowledge requirements allow;
- d) Based on business levels, the reduced work week and/or modified hours of work will consist of approximately 24-32 hours per week, three (3) to four (4) days per week, Monday through Friday or as mutually agreed upon with the effected Employees; and
- e) Business levels will be re-evaluated by the Employer and will be reviewed and discussed with the effected Employees, on a regular basis

Duration

This Letter of Understanding may be modified by mutual consent of authorized representatives from the Union and the Employer. It shall become effective upon signature by these authorized representatives and will remain in effect until modified or terminated by mutual consent. In the absence of mutual consent by the authorized representatives from the Union and the Employer, this document shall continue in force and effect for the duration of the current agreement from August 1, 2025, until July 31, 2028.

Agreed upon this day of August, 2025.

**International Brotherhood of
Boilermakers, Local Lodge 146**

Mackenzie Walker, MB
Business Manager/Secretary Treasurer

Steve Warren
Business Representative

Jeff Burns
Business Representative

Kyle Westgard
Lodge 146 Shop Steward

Dan McPheeters
Lodge 146 Shop Steward

Dylin Hauser
Lodge 146 Bargaining Committee

Exchanger Industries Limited

Bobbie Howatt
Director, Human Resources

Ernie Martens
Director Operations

John Eddy
Senior Manager, Manufacturing

David Neufeld
Director, Finance

Jeanine Button
Human Resources Advisor