



Corporate Copy Inc.

"For All Your Printing Needs"



ARTICLES OF AGREEMENT

BETWEEN

CORPORATE COPY INC.

(HEREINAFTER REFERRED TO AS THE EMPLOYER)

AND THE

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

(HEREINAFTER REFERRED TO AS THE UNION)

Effective: May 1, 2026 – April 30, 2027

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

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ARTICLE 1 RECOGNITION, SCOPE AND PURPOSE OF AGREEMENT

- Section 1 The Employer recognizes the Union as the sole Bargaining Agent for all of its Production Employees excluding Managerial, Office, Students, Salespeople and those employed in a confidential capacity in matters related to labour relations, in the performance of all work at the Employer's Shop location. The Employer is free to conduct research or development of new products or to install and test new equipment. Provided, however, that bargaining unit Employees are trained to operate this new equipment.
- Section 2 The Union agrees to cooperate with the Employer and assist in every legitimate way to conduct a successful business, bearing in mind that both parties must provide service to the public.
- Section 3 This Collective Agreement shall cover all Employees as listed under Article 9.
- Section 4 All reference 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.
- The Employer agrees to be fair and reasonable in the interpretation and application of this Collective Agreement.
- Section 2 The Employer has the right to make and alter, from time to time, rules and regulations to be observed by the Employees, provided that they are not inconsistent with this Collective Agreement. The Employer shall provide the Employees and the Union Representative with updated copies of all policies, rules and regulations.
- Section 3 It is an exclusive function of the Employer to hire, promote, demote, transfer, suspend, discipline or discharge for cause, Employees in the bargaining unit subject to the 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, for the benefit of the Shop Employees, shall be provided in the lunchroom. A listing of shop floor supervisory personnel shall be periodically posted on this bulletin board.
- Section 5 Nothing within 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 provided by the Employer and must report the loss of any of these tools immediately to their Supervisor.

Section 2 An Employee found to have deliberately misused Employer 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 and/or worn tools. Adequate protection shall be provided by the Employer for all tools and equipment.

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

ARTICLE 4 UNION SECURITY

Section 1 The Employer agrees to employ only members in good standing with the Union, who shall at all times assist the Employer to secure competent Employees.

Should the Union find it impossible to secure the necessary Employees within twenty four (24) hours, the Employer may hire competent Employees that may be available with the understanding that the new Employees shall become members of the Union after ninety (90) calendar days of employment. The Employer shall assist in ensuring 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 that 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 following month.

Section 2 All new Employees must report to the Union Office and complete the Membership Application forms prior to reporting for work.

ARTICLE 5 HOURS OF WORK

Section 1 Eight (8) hours per day shall constitute a regular working day. Forty (40) hours per week (Monday through Friday inclusive) shall constitute a regular working week. 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 between 8:30 a.m. and 4:30 p.m.

Section 3 Employees shall be entitled to breaks as per Employment Standards.

ARTICLE 6 SHIFT WORK

Section 1 The Employer reserves the right of placement of personnel on various shifts.

ARTICLE 7 OVERTIME AND GENERAL HOLIDAYS

Section 1 All hours worked prior to and/or after any shift, in excess of those provided, shall be termed overtime. When such unscheduled overtime is expected to exceed two (2) hours, Employees shall be entitled to a ten (10) minute rest period.

Section 2 All hours worked beyond eight (8) hours on a five (5) day work week, are overtime. On the five (5) day work week, the first two (2) hours of overtime (Monday to Friday work week) shall be paid at one and one half (1½) times the regular rate of pay.

Overtime hours worked beyond what is listed above, including Saturday and Sunday, shall be paid at one and one half (1½) times the regular rate of pay.

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

Section 4 When an Employee is required to work unscheduled overtime of more than two (2) hours beyond quitting time of 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 a twenty (20) minute time period paid at the applicable overtime rate of pay to consume the meal. In lieu of the hot meal and at the option of the majority of Employees working the overtime, a twenty five dollar (\$25.00) meal allowance per Employee shall 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 that the overtime follows.

Section 5 When Employees are called back to work after completion of their regular shift, they shall receive a minimum of two (2) hours of show-up time to be calculated at the applicable overtime rate.

Section 6 The period of time recognized as a General Holiday is the twenty four (24) hour period beginning at the start of the regular day shift on the day that is recognized as a General Holiday.

Section 7 When a General Holiday occurs during a 5-8's work week, the maximum of thirty two (32) hours per week shall form the basis of the maximum straight time rate.

General 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 either the Federal or Provincial Government.

Section 8 All Employees shall be paid their regular rate of pay for each General Holiday. If the Employee works the General Holiday they are paid one and one half (1½) times their regular rate of pay plus an additional day off.

Section 9 No work shall be performed on Labour Day, with the exception of the preservation of life and property.

Section 10 Christmas Eve and New Year's Eve shall be a day off without pay and may be worked by mutual consent at the applicable rate of pay.

Section 11 All General Holidays shall be observed on the day on which they fall unless otherwise agreed upon. When a General Holiday falls on a Saturday, Sunday or recognized day off, the General Holiday shall be observed on either the workday prior to the General Holiday or the first workday following the General Holiday.

ARTICLE 8 VACATION

Section 1 Vacation pay shall be calculated and paid at the time of vacation or on each pay period as per Employment Standards.

ARTICLE 9 WAGES

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

Section 2 The wage classifications listed in Addendum 1 are the same as the seniority classifications referenced elsewhere in this Collective Agreement. If an Employee's paycheque is short by less than eight (8) hours, the difference shall be included in the following week's pay. If the shortage is eight (8) hours or more, a separate paycheque shall be issued by the next business day.

ARTICLE 10 BEREAVEMENT LEAVE

Section 1 Employees shall be entitled to three (3) days off with pay in the event of the death of a member of their immediate family. Immediate family is defined for the purpose of this Collective Agreement as parents, stepparents, siblings, children, grandchildren, spouse, mother-in-law, father-in-law, and grandparents.

The Employer shall consider providing three (3) days of paid leave in the event of the death of a relative not otherwise specified above.

ARTICLE 11 HEALTH AND WELFARE BENEFITS

Section 1 The Employer will remit to the Boilermakers' National Health Plan (Canada) the amount as shown in the Corporate Copy Billing Statement.

The remittance to the Health Plan is payable no later than 10 (ten) days in advance of each calendar month covered by this Collective Agreement.

The Employer will remit funds and information to the Health Plan in accordance with the instructions provided by the Health Plan.

The Employer will complete and return the Health Plan's Participation Agreement.

The Health Plan will be responsible for providing the Employees the applicable enrollment documents which may be arranged in cooperation with the Union and will be responsible for administration of the Health Plan.

Long Term Disability (LTD) Premium is based on the monthly salary given at enrollment. If monthly salary changes this is to be reported to the Administrator and a new LTD Premium will be calculated and charged. This will also impact the amount deducted from the Employee as the LTD benefit is non-taxable as requested and therefore the Employee pays the applicable premium.

ARTICLE 12 PENSION/RETIREMENT PLAN

Not applicable at this time.

ARTICLE 13 WORK CLASSIFICATIONS

Section 1 Digital Print Technician

- all types of prepress work
- deal directly with customers
- organize print projects from concept to printed piece
- managing/scheduling jobs
- other related office activities
- all activities of Digital Press Operator
- other related duties to keep Shop running efficiently

Section 2 Digital Press Operator

- print jobs on digital press
- deal directly with customers
- organize and prioritize jobs
- organize paper stocks
- liaise with Bindery personnel
- other related duties to keep Shop running efficiently

Section 3 Bindery 1

- operate advanced bindery equipment (cutter, booklet maker, folder)
- all activities of Bindery 2
- other related duties to keep Shop running efficiently

- Section 4 Bindery 2
- operate small bindery equipment for coil binding, laminating, perforating, scoring, saddle stitching, book making
 - hand collating and hand bindery work
- Section 5 Driver
- Can be Bindery 1 or Bindery 2 for approximately one half (1/2) time as well as pick-ups and deliveries for approximately one half (1/2) time
 - May require Driver's Abstract

ARTICLE 14 SAFETY AND WORKING CONDITIONS

- Section 1 An adequate change room and lunchroom shall be provided. Location of these facilities is at the discretion of the Employer.
- The Employer is responsible for the destruction by fire on the Employer's premises of personal effects owned by an Employee to a maximum of two hundred dollars (\$200.00).
- Section 2 If any Employee has an accident during working hours and a Physician deems that it is not safe to continue their shift, the Employee shall be paid the applicable rate of pay for their full shift.
- Section 3 The Employer shall provide all Employees with the rules, regulations and safety information for all equipment and tools.
- Section 4 The Employer agrees to furnish a clean, healthful, sufficiently ventilated, properly heated and lighted place for the performance of all work of all departments; and all machines and apparatus operated in the Plant from which dust, gases or other impurities are produced or generated shall be equipped in such a manner as to protect the health of the Employees.

ARTICLE 15 SENIORITY

- Section 1 The principle of seniority within job classifications shall govern layoffs and recalls. Consideration shall also be given to ensure sufficient Employees within each job classification are retained to meet the requirements of any remaining work. New Employees shall not be entitled to seniority until they have been employed continuously for a period of ninety (90) calendar days. Seniority shall then date back to the time of their hiring.
- Section 2 Providing a layoff does not exceed two (2) months, any Employees who are laid off shall retain their accumulated seniority. After the two (2) month time period has elapsed, Employees will lose all seniority rights. Laid off Employees must make arrangements with the Employer to report back to work within five (5) working days after receiving a Notice of Recall to preserve their seniority.

- Section 3 Separate seniority lists shall be kept for each job classification as per Addendum 1. In the case of layoffs, each list shall be considered a separate unit. The Employer shall supply seniority lists to the Union at the beginning of each month.
- Section 4 Layoffs must comply with Employment Standards Code.
- Section 5 An Employee's seniority shall be maintained for up to one (1) year for any absence resulting from illness supported by a medical certificate or from an accident recognized by the Workers' Compensation Board (WCB).
- Section 6 If an Employee leaves their employment for any other reason, seniority shall not be retained.

ARTICLE 16 NEW EQUIPMENT AND RETRAINING

- Section 1 It is recognized that it is within the scope of Management's authority to introduce technological change and the Employer agrees to give the Members of the Union first opportunity to retrain on new processes introduced within the jurisdiction of the Union.
- Section 2 In the event of introduction of new equipment or processes, the Employer agrees it will not lay off any Employee where there is a job within the jurisdiction of the Union for which the Employee can be retrained, without first affording the Employee the opportunity of retraining.

ARTICLE 17 GRIEVANCE MACHINERY

Section 1 GRIEVANCE PROCEDURE

It is the mutual desire of the parties hereto, that Employee concerns shall be addressed as quickly as possible. The term "Grievance" shall mean any difference of dispute concerning the interpretation, application, administration or alleged violation of this Collective Agreement. Any of the time limits contained herein are mandatory, however, they may be extended if it is mutually agreed to in writing.

Step 1

The Foreperson or Supervisor shall be given the opportunity to address any concerns. When a concern is rendered in written form 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 concern.

Step 3

The Employer Representative shall hear the Grievance within twelve (12) working days from the incident giving rise to concern. The Grievance shall be presented by the Union Business Manager/Secretary Treasurer or Business Representative and

the Head Shop Steward.

The written decision of the Employer Representative shall be submitted to the Union Business Manager/Secretary Treasurer and the Head Shop Steward within fifteen (15) working days from the incident giving rise to the concern.

Step 4

If the Employer's answer in Step 3 is unacceptable the Grievance shall then be discussed within twenty-five (25) working days from the incident giving rise to the concern at a meeting between the Shop Manager or designated Representative and the Union's International Vice-President or designated Representative. If the matter is not resolved in Step 4, the Union may advise in writing within thirty (30) working days from the incident giving rise to the concern that it wishes to submit the matter to arbitration.

Section 2

ARBITRATION

The Union and the Employer shall establish a list of four (4) acceptable Arbitrators. Arbitrators shall be chosen shortly after ratification. The single Arbitrator shall be selected in rotation from the list. Any of the time limits contained herein are mandatory, however, they may be extended if it is 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 concern.

Step 2

The Arbitrator shall render a decision no later than sixty (60) working days from the incident giving rise to the concern. The decision of the Arbitrator shall be final and binding on both parties.

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

ARTICLE 18

RULES OF OPERATION

Section 1

The Union Business Representative shall appoint Shop Steward(s) as required. Notification of appointment of Steward(s) will be in writing to the Employer.

The Employer recognizes the Shop Steward(s) as the initial contact pertaining to official Union matters and shall not discriminate against them for performing such duties. The Steward(s) shall be granted sufficient time to conduct the legitimate business of the Union.

ARTICLE 19 JURISDICTION

Section 1 The IBB jurisdiction applies to the Pressrooms and related departments as described herein, operated by the Employer, and the Union's jurisdiction extends over all printing presses operated in said Pressrooms, including but not limited to gravure, offset and letterpress printing presses and associated devices. It is understood also that the jurisdiction of the Union begins with the burning of the offset plate and includes all folding, perfect binding, automatic collating and tipping machines where such operations are attached to and become a part of the operation of the press.

Section 2 It is understood that the jurisdiction of the Union will include offset preparatory work, camera and darkroom operations and associated processes, providing that this will apply only to those Plants where such work is being performed by Members of the Union and where these practices are in effect as of the date of this Collective Agreement.

ARTICLE 20 UNION LABEL

Section 1 The Employer agrees to accept the Union Label as per the attached Memorandum of Agreement (Addendum 2).

ARTICLE 21 DURATION OF AGREEMENT

Section 1 This Collective Agreement shall become effective May 1, 2026, and shall remain in full force and effect until April 30, 2027, and from year to year thereafter, unless either party has at least sixty (60) calendar days prior to the anniversary date thereof notified 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) calendar days after receipt of such notice.

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

Employees agree to no strike or lockout during the term of this Collective Agreement under the Labour Relations Code.

IN WITNESS THEREOF the parties hereto have executed this Collective Agreement this 31st day of March, 2026.

Corporate Copy Inc.

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

Ken Hale
Owner/Manager

Mackenzie Walker
Business Manager/Secretary Treasurer

Jeff Burns
Business Representative

Casey Worden
Business Representative/Organizer

ADDENDUM 1
Corporate Copy Inc.
Wage Page

Classification	May 1, 2026
Digital Print Technician	\$26.00
Digital Press Operator	\$23.00
Binding Technician 1	\$20.00
Binding Technician 2	\$18.00

ADDENDUM 2
MEMORANDUM OF AGREEMENT
BOILERMAKERS UNION LABEL

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

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

- 1) The BROTHERHOOD'S UNION LABEL is the property of the BROTHERHOOD and shall only be affixed to the EMPLOYER'S product by the UNION'S duly authorized UNION LABEL STEWARD. Such Stewards 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 March 31, 2026 at Edmonton, by and between the INTERNATIONAL BROTHERHOOD OF BOILERMAKERS IRON SHIP BUILDERS, BLACKSMITHS, FORGERS AND HELPERS, AFL-CIO and Corporate Copy Inc. (Employer)

For the **INTERNATIONAL BROTHERHOOD OF BOILERMAKERS**

For **CORPORATE COPY INC.**

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

Ken Hale
Owner/Manager
Corporate Copy Inc.

Mackenzie Walker
Business Manager/Secretary Treasurer
Boilermakers Local Lodge 146



BOILERMAKERS' NATIONAL HEALTH PLAN (CANADA)

SUMMARY OF BENEFITS

FOR ACTIVE MEMBERS OF CORPORATE COPY

All benefits are subject to the terms of the insurance policies and the official Plan documents.
This is only a summary for your convenience

AS AT: FEBRUARY 1, 2026

BENEFITS		ACTIVE MEMBER CORPORATE COPY BENEFITS
Life Insurance:	Benefit Amount:	\$25,000 (member only)
AD & D:	Principal Amount:	Equal to Life Insurance
Dependant Life Insurance:	Spousal / Child Amount:	\$5,000 / \$2,500
Long Term Disability Income:	Maximum Benefit Amount:	Percent of Monthly Earnings (66.67%) - Maximum Amount of \$6,000
	Taxes:	Non-Taxable
	Qualifying Period:	4 Months
	Coverage & Benefit Payment Duration:	Maximum to age 65
Dental:	Deductible:	Nil
	Reimbursement:	80% for basic and preventative expenses
	Fee Guide:	Current
	Maximums:	\$1,000 per person each calendar year
	Services Include:	Scaling 6 units for over 13 years; Scaling 2 units for under 13 years; recall 9 months
Vision Care:	Member / Dependant Benefit Amount:	\$500 over 2 years adult, every year child under age 18
	Eye Exams	1 exam over 2 years adult, every year child under age 18
**Medical Benefit: IBB: Enrollment in Provincial Health Care Plan is mandatory. Provincial Plan is the first payer.	Lifetime Maximum:	Unlimited
	Reimbursement:	80% 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 drug is available, the Plan will pay 80% of the brand name drug ingredient cost. Automatic biologic/biosimilar switching program.
	Deductible:	Unlimited
	Out-of-Pocket Maximum:	N/A
	Practitioners:	80% co-insurance; \$300 per practitioner per year. Physiotherapist, Osteopath, Podiatrist/Chiropodist (Combined), Chiropractor, Speech Therapist, Acupuncturist, Naturopath, Audiologist, Dietician, Occupational Therapist, Psychologist/Social Worker (Combined), Massage Therapist.
	Prescription Drugs:	Reimbursement (as described above) for drugs which by law require the written prescription of a physician. Includes oral contraceptives, fertility drugs (\$2,400 per family / lifetime), diabetic supplies, vaccinations and immunizations (subject to individual maximums). Over the counter drugs, vitamins or minerals are not covered. Medical cannabis including derivatives are not covered. Automatic biologic/biosimilar prescription drug switching program.
	Accidental Dental	\$5,000 per dental accident - work must commence within 12 months.
	Semi Private Hospital Room:	100% Semi-Private
	Medical Services and Supplies:	80%
	Hearing Aids:	80% - \$500 over 5 years
	Private Duty Nursing	80% - \$10,000 per year
	Orthopedic Shoes and Orthotic Inserts	Shoes: \$250 per year; Inserts \$175 per year
Emergency Travel Assistance (ETA):	Coverage:	60 Day Trip Duration Maximum per trip. \$3,000,000 Maximum per covered person, per trip. Must be in "Stable" Medical Condition prior to departure.
Second Opinion Services:	Benefit:	Best Doctors
Home and Auto Insurance:	Benefit:	Available to all Plan members through belairdirect - offers discounted premiums for members coast-to-coast
Virtual Health Care:	Benefit:	Included

**** Medical expenses must be medically necessary, reasonable and customary in the circumstances.**