



# **ARTICLES OF AGREEMENT**

**BETWEEN**

**ALTEX INDUSTRIES INC.**

(HEREINAFTER REFERRED TO AS THE EMPLOYER)

**AND**

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

(HEREINAFTER REFERRED TO AS THE UNION)

**Effective: May 8, 2026 to May 7, 2029**

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

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## **ARTICLE 1      RECOGNITION, SCOPE AND PURPOSE OF COLLECTIVE AGREEMENT**

- Section 1      The Employer recognizes the Union as the sole Bargaining Agent for all its production and maintenance Employees, except office staff, in the performance of all fabrication, and repair work in the Employer's Shop locations provided the Employer is free to conduct research and development of new products or to install and test new equipment that the Bargaining Unit Employees shall be trained to operate.
- 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 hourly paid Employees as listed under Addendum 1.
- 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, subject to the terms of this Collective Agreement.
- 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 with updated copies of all policies, rules, and regulations.
- 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.
- Section 7      In the event that the Employer wishes to close or partially close the Shop for a period of time, the Employer will post closure dates sixty (60) calendar days prior to the commencement of such closure.
- In such circumstances, the Employee may be entitled to a layoff.

### **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 or damage of any of these tools immediately to their Foreperson or 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 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.
- Section 4      Employees shall report all work related injuries immediately to their Foreperson or Supervisor. If medical attention is required, it is the Employees' responsibility to cooperate, obtain sufficient medical documentation and to assist with any incident investigation to aid in the processing and filing of any resulting workplace injury claims. This includes attendance at meetings or appointments and returning calls. The Employee and the Employer agree to follow any directives given by workplace injury legislation and to share all documentation with the Union.
- Section 5      Unless otherwise pre-arranged with their Foreperson or 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 Foreperson or 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 Foreperson or 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, Foreperson or Supervisor .

Disciplinary actions will be retained on the Employee's file for a maximum of three (3) years.

Any Employee being discharged shall be paid up to the time of discharge. Under no circumstances shall this section override the Employer'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 Boilermaker Members . Should the Union find it impossible to secure the necessary Boilermaker Members within forty eight (48) hours, the Employer may hire such Non Member Employees 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 following month.

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

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

Section 4      In the event of disciplinary action involving any Employee covered by this Collective Agreement, the Shop Steward shall be notified in advance and shall be present at the Disciplinary meeting. If the Shop Steward is unavailable, the Employer shall notify the Union. The Shop Steward and the Union shall be provided with copies of all Disciplinary Action documents.

If an Employee self terminates employment, the Employer shall provide a written notice to the Shop Steward and the Union.

#### **ARTICLE 5      HOURS OF WORK**

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

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 workday. Forty (40) hours per week shall constitute a regular work week (Monday to Thursday 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 approval to be absent has been granted by management. In the event that approval 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  $34 \div 36 \times 40 = 37.77$  hours. If an Employee misses an entire day due to a General Holiday (or approved absence/holiday), the same prorating applies. For example, 24 hours worked =  $24 \div 36 \times 40 = 26.67$  hours paid).

A shift premium will be added to all hours worked on the afternoon and weekend shifts as per Addendum 1.

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 3.

Section 3      The majority of the Employees within this Bargaining Unit or with the Union 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 scheduled 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.

## **ARTICLE 6      SHIFT WORK**

Section 1      Where two (2), three (3) or four (4) shifts are working, the day shift shall be paid at the applicable rate as set out in Article 9.

The afternoon shift shall immediately follow the day shift, unless otherwise agreed, and paid at the applicable rate, as set out in Article 9.

The night shift shall immediately follow the afternoon shift and work seven and one half (7½) hours for eight (8) hours pay at the applicable rate as set out in Article 9 . The night shift may overlap with the afternoon shift up to one half (½) hour.

The weekend shift (Friday to Sunday) shall work twelve (12) hours each day, thirty six (36) hours combined, paid for forty (40) hours at the applicable rate as set out in Article 9.

Section 2      Employees will be given a minimum of two (2) working days' notice, exclusive of Saturday and Sunday, prior to any shift changes with the exception 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 shall be paid a minimum of four (4) hours at the applicable rate if they report to work and are unable to work due to circumstances beyond their control, excluding personal reasons . 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, the Employees shall, at their option, be entitled to a layoff.

Section 4      The shift premium shall be paid on all hours worked on the afternoon, night and weekend shifts . The shift premium shall not be compounded on overtime hours worked.

## **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 one (1) hour, Employees shall be entitled to a ten (10) minute coffee break.

Section 2      All hours worked beyond the Employees scheduled shift are termed as overtime.

On the five (5) day work week, the first four (4) hours of overtime each day (Monday to Friday) shall be paid at one and one half (1½) times the regular rate of pay.

On a four (4) day work week, the first ten (10) hours on Friday shall be paid at one and one half (1½) times the regular rate of pay. All hours worked on Saturday and Sunday shall be paid at one and one half (1½) times the regular rate of pay.

All hours worked on General Holidays shall be paid at two (2) times the regular rate of pay.

An Employee who misses time during their regular work hours due to illness, or any other reason with the approval of the Employer, will not be required to make up the missed time. In the event an Employee misses time without the Employer's approval, they will be required to make up the time as regular hours prior to collecting overtime hours.

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      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 an Employee is required to work unscheduled overtime of more than two (2) hours beyond the end of their regularly scheduled 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 two (2) times the regular rate of pay to consume the meal. In lieu of the hot meal, a thirty dollar (\$30.00) meal allowance shall be paid.

When the Employee is working scheduled overtime of more than two (2) hours, they shall be given twenty (20) minutes paid at two (2) times the regular rate of pay to consume the meal at the end of the first two (2) hours of overtime.

Section 5      When Employees are called back to work after the 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 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, as per Addendum 4, on the day which is recognized as the General Holiday.

Section 7      When a General Holiday occurs during a ten hours per day, four days per week (4-10) work week, the maximum of thirty (30) hours per week shall form the basis of the maximum straight time rate, or during an eight hours per day, five days per week (5-8) 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      General Holiday pay shall be calculated and paid each pay period at five percent (5%) of the Employee's total gross hourly earnings including shift premiums and vacation pay but excludes overtime pay as per Employment Standards Code.

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. 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.

If the General Holiday is worked and an alternative day off has not been agreed upon, the day shall be paid at two (2) times the regular rate of pay.

## **ARTICLE 8 VACATION**

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 Whenever reasonably possible, Employees shall be granted their choice of vacation periods according to their seniority. However, the right to allocate vacation periods is reserved by the Employer to ensure efficient and continuous operations of the Shop . Unless mutually agreed, an Employee shall not take more than fifteen (15) consecutive working days of vacation time.

## **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.

Section 3 An Employee who is selected for jury selection, jury duty or is subpoenaed as a witness shall be paid their applicable rate of pay, up to a maximum of five (5) working days, for any scheduled work hours missed as a result.

## **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.

## **ARTICLE 11 HEALTH AND WELFARE BENEFITS**

Section 1 The Employer shall provide benefits under the Boilermakers' National Health Plan (Canada) - ISO (Industrial Sector Operations) Division at no cost to the Employee, on the first (1<sup>st</sup>) day of the calendar month following ninety (90) calendar days of continuous employment.

For the duration of this Collective Agreement, the Employer shall contribute a maximum of four hundred and forty dollars (\$440.00) per Employee, per month, effective July 1, 2026.

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 – Boilermaker Contractors of Alberta Employee Assistance Program (BCABEAP)**

The Employer will contribute on behalf of each Employee to the BCABEAP program each month after the 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 twenty four hours per day, seven days per week (24/7) related to family, marriage, relationships, addiction, anxiety, stress, depression, life changes and bereavement.

Section 4 All Employees and their eligible dependents shall be fully covered by the benefits set forth herein on the first day of the month following the completion of ninety (90) calendar days of employment . Employee participation is mandatory.

Section 5 If the Employee is on Short Term Disability, Long Term Disability or Worker's Compensation, the Employer will continue to pay the premiums.

For leaves of absence, other than ones mentioned above, 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 desire to do so and must make arrangements with the Employer for payment of the premiums.

Section 6 The benefits, as set out in Addendum 2, shall remain in effect for the duration specified.

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

Section 1 The Employer shall contribute to the Boilermakers' National Pension Fund (Canada) at the rate stipulated in Addendum 1 for hours worked.

Employees shall qualify for contributions after the completion of ninety (90) calendar days of employment.

- 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 indicating each Employee's name, Social Insurance Number, hours worked, and the amount of the contribution.
- Section 3      The Boilermakers' National Pension Fund (Canada) is administered by a Board of Trustees which include representation from the International Brotherhood of Boilermakers (IBB) and appointed professionals.
- Section 4      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.

## **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.
- (a)      **FOREPERSON**  
Supervises crews, coordinates work, ensures safety, quality, and productivity.
- (b)      **CHARGEHAND OR ASSISTANT FORPERSON**  
Supports Foreperson, coordinates crews, ensures safety, quality, and productivity.
- (c)      **BOILERMAKER JOURNEYPERSON LAYOUT/VESSEL FITTER**  
Level 1:  
Assists with layout, fits vessels, interprets drawings and maintains quality standards.  
  
Level 2:  
Competent in Layout/Vessel fitting, able to work unsupervised.
- (d)      **B WELDER**  
Level 1:  
Basic carbon steel pressure welding.

Level 2:  
Specialty welder who is able to weld exotic materials and/or tube end welding.

(e) **SUB-ARC OPERATOR**

Level 1:  
First (1<sup>st</sup>) year ticketed.

Level 2:  
After first (1<sup>st</sup>) year.

Section 2

**APPRENTICES**

(a) Apprentices shall perform work as stated in Article 11 of the Constitution of the International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers. An Apprentice will be given ample opportunity to cover all sections of their trade. The ratio of Apprentice shall be one (1) to three (3) Journeypersons. The same ratio shall apply when layoffs occur. It is recognized that there may be situations where the above ratio would be impractical. 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 regular hourly rate multiplied by forty (40) hours per week, while attending technical training school.

Upon returning to work after attending technical trade school, with proof of both attendance and receipt of Employment Insurance Benefit, Apprentices shall be paid one third (1/3) of the amount owing on the first pay period upon returning to work. The second third (1/3) shall be paid on the second pay period and the final third (1/3) on the third pay period.

(c) Fifty percent (50%) of the tuition verified by presentation of legitimate receipts for Apprenticeship training shall be reimbursed by the Employer if the Apprentice achieves a grade of eighty percent (80%) or more on their Apprenticeship course.

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

Section 3

**HELPERS AND PRODUCTION WORKERS**

The Helper classification shall apply to those Employees who cannot enter in or progress through an Apprenticeship. The ratio of Helpers shall be one (1) Helper to three (3) Apprentices.

Helpers and Production Workers will assist Journeypersons to perform work as referred to in Article 11 of the Constitution of the International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers and such other work as is generally recognized as Helpers' and Production Workers' work.

Effective as of May 8, 2026, the Production Worker classification shall be eliminated for all new Employees. All current Employees classified as Production Worker as of the date of this Collective Agreement shall retain their Production Worker classification for the duration of their employment with the Employer.

**Section 4 BEGINNERS**

Notwithstanding Article 4, Section 1, the Beginner classification shall apply to Employees with no work experience in the industry whose intent is to enter the Apprenticeship program. The Employer will determine during the first six (6) months whether Beginners will enter the Apprenticeship program. A Beginner may perform duties similar to those of an Apprentice, Helper or Production Worker while gaining familiarity with the trade. If the Employer has a Beginner for the role the Employer must reach out to the Union to discuss. The Employer may hire such individuals provided the Union has no unemployed First Year Apprentices available.

**ARTICLE 14 SAFETY AND WORKING CONDITIONS**

**Section 1** Adequate change rooms, lunchrooms, washrooms, 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.

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 fifty dollars (\$250.00).

**Section 2** The Employer must ensure that all work to be performed, and equipment operated, are safe according to accepted safety conditions which must conform to the applicable Provincial or Federal Regulations, Acts and Laws, and to any/all Employer Regulations.

**Section 3** 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 at their applicable rate of pay for their full shift.

Employees governed by this Collective Agreement shall adhere to all Employer safety policies and procedures.

**Section 4** The Employer shall provide coveralls on an exchange basis, or an exchange service for coveralls on a weekly basis at no cost to the Employees.

Gloves shall be provided by the Employer as required on an exchange basis.

The Employer shall 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        The Employer shall provide block heater plug-ins for all Employees. If it is not practical, a boosting service will be provided.

Section 7        Employees shall be allowed a paid five (5) minute personal clean up time prior to the end of their shift.

## **ARTICLE 15        WELDING TESTS**

Section 1        A Welder who has served their Apprenticeship with the Employer and takes their Initial B Pressure test shall receive six (6) hours of pay at the applicable rate for completing the test. If the Employee works for the Employer for fewer than thirty (30) calendar days after receiving this payment, the six (6) hours of pay shall be deducted from their final paycheck.

Section 2        After successfully completing the qualification test, any B Pressure Welder who is new to the Employer shall 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 and shall prevail on a company wide basis. Consideration shall be given to retain sufficient Employees in each job classification to suit the nature of the work remaining. In all cases of promotion and layoff or recall from layoff, the factors of seniority and ability to perform the required work will be considered. When ability is relatively equal, seniority shall govern. 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        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 at the beginning of each month.

Section 3        The Employer agrees that a member will not be laid off before a non member within the classification.

Section 4        Layoffs must comply with the Employment Standards Code. The Shop Stewards and the Union shall be notified in advance of all layoffs, and the Shop Steward shall be present during the layoff process.

Section 5        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) working days after receiving a notice of recall to preserve their seniority.

Section 6        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 7            Should an Employee solicit work in the field on a Boilermaker New Construction or Maintenance work site, the Employee shall lose seniority rights after sixty (60) days of continuous Field work.

If the Employer solicits the Employee to go to work in the Field on a Boilermaker New Construction or Maintenance work site, seniority shall continue in the Shop.

Section 8            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 AND SAFETY COMMITTEES**

Section 1            The importance of the Union maintaining, at all times, Shop and Safety Committees consisting of qualified Employees who are familiar with Shop conditions, is recognized.

Section 2            The selection of the members of the Shop and Safety Committees is recognized as a function of the Union. These Committees shall consist of no fewer than one (1) and no more than three (3) Employees per shift, as required. The Shop Stewards shall serve as the Chairpersons. Given the importance of these Committees' work, seniority shall not affect the layoff of Shop Stewards. Therefore, in the event of layoffs, the Shop Stewards shall be the second last Employees, per shift, to be laid off, provided that suitable work for which they are qualified is available. If this is not the case and the Shop Stewards must be laid off, the Union Business Manager /Secretary Treasurer or Business Representative shall be notified in a timely manner to allow for the appointment of a successor.

The day shift Primary Shop Steward shall work only on the day shift and not be required to work any other shifts. The Shop Stewards shall be given a reasonable length of time to perform their Union and Shop and Safety Committee duties.

Section 3            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 Foreperson 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 the Business 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

This Collective Agreement shall become effective May 8, 2026, and shall remain in full force and effect until May 7, 2029, and from year to year thereafter, unless either party shall, at least sixty (60) calendar 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) calendar 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 Collective Agreement is concluded or strike or lockout commences.

IN WITNESS THEREOF the parties hereto have executed this Agreement the \_\_\_\_ day of \_\_\_\_\_, 2026.

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

**Altex Industries Inc.**

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Mackenzie Walker  
Business Manager/Secretary Treasurer

---

Dave Reich  
President

---

Darcey Kooznetsoff  
Business Representative

---

Denis Van Brabant  
Operations Manager - Manufacturing

---

Jeff Burns  
Business Representative

---

Sharon Goodrick  
Human Resources Business Partner

---

Jacob Maisonneuve  
Shop Steward

---

Daren Aubie  
VP – Manufacturing & Shared Services

---

Yevgen Sklyar  
Shop Steward

---

Sheena Haug  
Bargaining Committee

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Alex Deren  
Bargaining Committee

**ADDENDUM 1**  
Altex Industries Inc.  
**Wage Page (Hourly Rate)**

| Classification                                                               | May 8, 2026 | May 8, 2027 | May 8, 2028 |
|------------------------------------------------------------------------------|-------------|-------------|-------------|
|                                                                              | 4%          | 3%          | 3%          |
| Foreperson                                                                   | \$54.22     | \$55.85     | \$57.53     |
| Chargehand or Asst. Foreperson                                               | \$52.58     | \$54.16     | \$55.78     |
|                                                                              |             |             |             |
| Boilermaker Journeyperson - Layout / Vessel Fitter (Level 2)                 | \$50.95     | \$52.48     | \$54.05     |
| Boilermaker Journeyperson- Layout / Vessel Fitter (Level 1)                  | \$48.52     | \$49.98     | \$51.48     |
|                                                                              |             |             |             |
| Boilermaker Journeyperson                                                    | \$43.30     | \$44.60     | \$45.94     |
| 3rd Year Apprentice - 90%                                                    | \$38.97     | \$40.14     | \$41.35     |
| 2nd Year Apprentice – 75%                                                    | \$32.48     | \$33.45     | \$34.46     |
| 1st Year Apprentice – 60%                                                    | \$25.98     | \$26.76     | \$27.56     |
|                                                                              |             |             |             |
| Welder Journeyperson                                                         | \$43.30     | \$44.60     | \$45.94     |
| 3rd Year Apprentice - 90%                                                    | \$38.97     | \$40.14     | \$41.35     |
| 2nd Year Apprentice – 75%                                                    | \$32.48     | \$33.45     | \$34.46     |
| 1st Year Apprentice – 60%                                                    | \$25.98     | \$26.76     | \$27.56     |
|                                                                              |             |             |             |
| B Welder - Level 2                                                           | \$50.95     | \$52.48     | \$54.05     |
| B Welder - Level 1                                                           | \$48.52     | \$49.98     | \$51.48     |
|                                                                              |             |             |             |
| Grade C Pressure Welder Journeyperson                                        | \$44.49     | \$45.82     | \$47.19     |
| 3rd Year Apprentice                                                          | \$43.30     | \$44.60     | \$45.94     |
| 2nd Year Apprentice                                                          | \$38.97     | \$40.14     | \$41.35     |
|                                                                              |             |             |             |
| Sub-Arc Operator - Level 2 (After 1st year)                                  | \$32.46     | \$33.43     | \$34.43     |
| Sub-Arc Operator - Level 1 (1st year ticketed)                               | \$29.12     | \$29.99     | \$30.89     |
|                                                                              |             |             |             |
| Burning Table Operator<br>(Fully trained w/Journeyperson Boilermaker ticket) | \$43.30     | \$44.60     | \$45.94     |
|                                                                              |             |             |             |
| CNC Equipment Operator<br>(W/Journeyperson Boilermaker or Machinist ticket)  | \$43.30     | \$44.60     | \$45.94     |
| Level 3 – (Fully trained) 90%                                                | \$38.97     | \$40.14     | \$41.35     |
| Level 2 – (6 months to fully trained) 75%                                    | \$32.48     | \$33.45     | \$34.46     |
| Level 1 – (0-6 months) 60%                                                   | \$25.98     | \$26.76     | \$27.56     |

| Classification                                                        | May 8, 2026<br>4% | May 8, 2027<br>3% | May 8, 2028<br>3% |
|-----------------------------------------------------------------------|-------------------|-------------------|-------------------|
| Heat Treatment Technician<br>(Fully trained Journeyman or equivalent) | \$43.30           | \$44.60           | \$45.94           |
| Level 3 – (Fully trained) 90%                                         | \$38.97           | \$40.14           | \$41.35           |
| Level 2 – (6 months to fully trained) 75%                             | \$32.48           | \$33.45           | \$34.46           |
| Level 1 – (Entry level to 6 months) 60%                               | \$25.98           | \$26.76           | \$27.56           |
|                                                                       |                   |                   |                   |
| Machinist Journeyman                                                  | \$44.66           | \$46.00           | \$47.38           |
| 4th Year Apprentice – 85%                                             | \$37.96           | \$39.10           | \$40.27           |
| 3rd Year Apprentice – 75%                                             | \$33.50           | \$34.50           | \$35.54           |
| 2nd Year Apprentice – 65%                                             | \$29.03           | \$29.90           | \$30.80           |
| 1st Year Apprentice – 55%                                             | \$24.56           | \$25.30           | \$26.06           |
|                                                                       |                   |                   |                   |
| Machinist (No ticket)                                                 | \$37.14           | \$38.25           | \$39.40           |
|                                                                       |                   |                   |                   |
| Heavy Equipment Technician Journeyman                                 | \$52.58           | \$54.16           | \$55.78           |
| 4th Year Apprentice – 90%                                             | \$47.32           | \$48.74           | \$50.20           |
| 3rd Year Apprentice - 80%                                             | \$42.06           | \$43.33           | \$44.62           |
| 2nd Year Apprentice – 70%                                             | \$36.81           | \$37.91           | \$39.05           |
| 1st Year Apprentice – 60%                                             | \$31.55           | \$32.50           | \$33.47           |
|                                                                       |                   |                   |                   |
| Automotive Service Technician Journeyman                              | \$43.30           | \$44.60           | \$45.94           |
| 4th Year Apprentice – 90%                                             | \$38.97           | \$40.14           | \$41.35           |
| 3rd Year Apprentice - 80%                                             | \$34.64           | \$35.68           | \$36.75           |
| 2nd Year Apprentice – 70%                                             | \$30.31           | \$31.22           | \$32.16           |
| 1st Year Apprentice – 55%                                             | \$23.82           | \$24.53           | \$25.27           |
|                                                                       |                   |                   |                   |
| Electrician Journeyman                                                | \$43.30           | \$44.60           | \$45.94           |
| 4th Year Apprentice – 80%                                             | \$34.64           | \$35.68           | \$36.75           |
| 3rd Year Apprentice - 70%                                             | \$30.31           | \$31.22           | \$32.16           |
| 2nd Year Apprentice – 60%                                             | \$25.98           | \$26.76           | \$27.56           |
| 1st Year Apprentice – 50%                                             | \$21.65           | \$22.30           | \$22.97           |
|                                                                       |                   |                   |                   |
| Industrial Mechanic (Millwright) Journeyman                           | \$43.30           | \$44.60           | \$45.94           |
| 4th Year Apprentice – 90%                                             | \$38.97           | \$40.14           | \$41.35           |
| 3rd Year Apprentice - 80%                                             | \$34.64           | \$35.68           | \$36.75           |
| 2nd Year Apprentice – 70%                                             | \$30.31           | \$31.22           | \$32.16           |
| 1st Year Apprentice – 60%                                             | \$25.98           | \$26.76           | \$27.56           |
|                                                                       |                   |                   |                   |
| Painter/Sandblaster<br>Journeyman or NACE certified                   | \$43.30           | \$44.60           | \$45.94           |

| Classification                                                                                                                                                                                  | May 8, 2026<br>4% | May 8, 2027<br>3% | May 8, 2028<br>3% |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------|-------------------|-------------------|
| Level 3 – (Fully trained) 90%                                                                                                                                                                   | \$38.97           | \$40.14           | \$41.35           |
| Level 2 – (6 months to fully trained) 75%                                                                                                                                                       | \$32.48           | \$33.45           | \$34.46           |
| Level 1 – (Entry level to 6 months) 60%                                                                                                                                                         | \$25.98           | \$26.76           | \$27.56           |
|                                                                                                                                                                                                 |                   |                   |                   |
| QC/Weld Inspector Classification - Level 3                                                                                                                                                      |                   |                   |                   |
| NDT Tech/Examiner - Level 3<br>5 plus years at Level 3                                                                                                                                          | \$46.68           | \$48.08           | \$49.52           |
| NDT Tech/Examiner - Level 3<br>2 to 5 years at Level 3                                                                                                                                          | \$45.18           | \$46.54           | \$47.94           |
| NDT Tech/Examiner - Level 3<br>0 to 2 years at Level 3                                                                                                                                          | \$44.66           | \$46.00           | \$47.38           |
|                                                                                                                                                                                                 |                   |                   |                   |
| QC/Weld Inspector Classification - Level 2                                                                                                                                                      |                   |                   |                   |
| NDT Tech/Examiner - Level 2<br>5 plus years at Level 2                                                                                                                                          | \$43.30           | \$44.60           | \$45.94           |
| NDT Tech/Examiner - Level 2<br>2 to 5 years at Level 2                                                                                                                                          | \$41.34           | \$42.58           | \$43.86           |
| NDT Tech/Examiner - Level 2<br>0 to 2 years at Level 2                                                                                                                                          | \$38.97           | \$40.14           | \$41.34           |
|                                                                                                                                                                                                 |                   |                   |                   |
| QC/Weld Inspector Classification - Level 1                                                                                                                                                      |                   |                   |                   |
| NDT Tech/Examiner - Level 1<br>5 plus years at Level 1, after 5 years at Level 1,<br>Employee must complete Level 2 Cert.                                                                       | \$32.47           | \$33.44           | \$34.44           |
| NDT Tech/Examiner - Level 1<br>2 to 5 years at Level 1                                                                                                                                          | \$32.17           | \$33.14           | \$34.13           |
| NDT Tech/Examiner - Level 1<br>0 to 2 years at Level 1                                                                                                                                          | \$28.35           | \$29.20           | \$30.08           |
|                                                                                                                                                                                                 |                   |                   |                   |
| QC/Weld Inspector Classification - Level 0                                                                                                                                                      |                   |                   |                   |
| NDT Tech/Examiner - Level 0<br>Beginner in training - 1 to 2 years in training, after<br>2 years at Training Level, Employee must complete<br>Level 2 Certification                             | \$25.98           | \$26.76           | \$27.56           |
| NDT Tech/Examiner - Level 0<br>Beginner in training - 0 to 1 years in training                                                                                                                  | \$22.64           | \$23.32           | \$24.02           |
|                                                                                                                                                                                                 |                   |                   |                   |
| Calibration Technician – Level 3<br>6+ years - often with ASQ CCT (Certified Calibration<br>Technician) certification, handling complex, high<br>precision equipment and mentoring junior staff | \$39.00           | \$40.17           | \$41.38           |

| Classification                                                                                                                                         | May 8, 2026<br>4% | May 8, 2027<br>3% | May 8, 2028<br>3% |
|--------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------|-------------------|-------------------|
| Calibration Technician – Level 2<br>3 to 6 years - capable of performing standard, complex calibrations, troubleshooting and adjustments independently | \$32.47           | \$33.44           | \$34.44           |
| Calibration Technician – Level 1<br>0 to 3 years - often with an Associate degree or certificate in a technical field                                  | \$25.98           | \$26.76           | \$27.56           |
|                                                                                                                                                        |                   |                   |                   |
| Inventory Coordinator (Warehouse)                                                                                                                      |                   |                   |                   |
| Level 3 (Fully trained)                                                                                                                                | \$32.17           | \$33.14           | \$34.13           |
| Level 2 (6 months to fully trained)                                                                                                                    | \$28.35           | \$29.20           | \$30.08           |
| Level 1 (Entry level to 6 months)                                                                                                                      | \$25.98           | \$26.76           | \$27.56           |
|                                                                                                                                                        |                   |                   |                   |
| Inventory Coordinator (Shop Tool Crib)                                                                                                                 |                   |                   |                   |
| Level 3 (Fully trained)                                                                                                                                | \$ 32.17          | \$33.14           | \$34.13           |
| Level 2 (6 months to fully trained)                                                                                                                    | \$28.35           | \$29.20           | \$30.08           |
| Level 1 (Entry level to 6 months)                                                                                                                      | \$25.98           | \$26.76           | \$27.56           |
|                                                                                                                                                        |                   |                   |                   |
| Mobilization and Warehouse Team Lead<br>(Quartermaster) Fully Trained with Journeyperson Certification                                                 | \$43.30           | \$44.60           | \$45.94           |
| Level 3 (Fully trained) – 90%                                                                                                                          | \$38.97           | \$40.14           | \$41.35           |
| Level 2 (6 months to fully trained) – 75%                                                                                                              | \$32.48           | \$33.45           | \$34.46           |
| Level 1 (Entry level up to 6 months) – 60%                                                                                                             | \$25.98           | \$26.76           | \$27.56           |
|                                                                                                                                                        |                   |                   |                   |
| Equipment & Rental Coordinator Team Lead<br>(With Journeyperson ticket)                                                                                | \$43.30           | \$44.60           | \$45.94           |
| Level 3 (Fully trained)                                                                                                                                | \$32.17           | \$33.14           | \$34.13           |
| Level 2 (6 months to fully trained)                                                                                                                    | \$28.35           | \$29.20           | \$30.08           |
| Level 1 (Entry level to 6 months)                                                                                                                      | \$25.98           | \$26.76           | \$27.56           |
|                                                                                                                                                        |                   |                   |                   |
| Equipment Technician Team Lead<br>(With Journeyperson ticket)                                                                                          | \$43.30           | \$44.60           | \$45.94           |
| Level 3 (Fully trained)                                                                                                                                | \$32.17           | \$33.14           | \$34.13           |
| Level 2 (6 months to fully trained)                                                                                                                    | \$28.35           | \$29.20           | \$30.08           |
| Level 1 (Entry level to 6 months)                                                                                                                      | \$25.98           | \$26.76           | \$27.56           |
|                                                                                                                                                        |                   |                   |                   |
| Logistics Team Lead<br>(Journeyperson ticket or equivalent)                                                                                            | \$45.59           | \$46.96           | \$48.37           |
|                                                                                                                                                        |                   |                   |                   |

| Classification                                           | May 8, 2026<br>4% | May 8, 2027<br>3% | May 8, 2028<br>3% |
|----------------------------------------------------------|-------------------|-------------------|-------------------|
| Crane & Hoisting Equipment Operator (Yard) Journeyperson | \$43.30           | \$44.60           | \$45.94           |
| 3rd Year Apprentice – 90%                                | \$38.97           | \$40.14           | \$41.35           |
| 2nd Year Apprentice – 80%                                | \$34.64           | \$35.68           | \$36.75           |
| 1st Year Apprentice – 70%                                | \$30.31           | \$31.22           | \$32.16           |
|                                                          |                   |                   |                   |
| Driver (Local - Fully trained after 6 months)            | \$28.35           | \$29.20           | \$30.08           |
| Driver (Local - 0-6 months in training)                  | \$25.98           | \$26.76           | \$27.56           |
| Driver (Long Distance)                                   | \$34.40           | \$35.43           | \$36.49           |
|                                                          |                   |                   |                   |
| Helper 3                                                 | \$32.17           | \$33.14           | \$34.13           |
| Helper 2                                                 | \$28.35           | \$29.20           | \$30.08           |
| Helper 1                                                 | \$25.98           | \$26.76           | \$27.56           |
|                                                          |                   |                   |                   |
| Production Worker                                        | \$32.17           | \$33.14           | \$34.13           |
|                                                          |                   |                   |                   |
| Beginner                                                 | \$22.64           | \$23.32           | \$24.02           |
|                                                          |                   |                   |                   |
| Janitor                                                  | \$22.64           | \$23.32           | \$24.02           |
|                                                          |                   |                   |                   |
| Summer Student (May to August)                           | \$22.64           | \$23.32           | \$24.02           |
|                                                          |                   |                   |                   |
| Shift Premium                                            | \$2.00            | \$2.00            | \$2.00            |
| Pension                                                  | \$3.10            | \$3.30            | \$3.50            |

## ADDENDUM 2

| <div style="display: flex; justify-content: space-between; align-items: center;">  <div style="text-align: center;"> <b>BOILERMAKERS' NATIONAL HEALTH PLAN (CANADA)</b><br/> <b>FOR IBB 146 – ALTEX INDUSTRIES INC.</b><br/> <b>INDUSTRIAL SECTOR OPERATIONS (ISO) – DIVISION</b><br/> All benefits are subject to the terms of the insurance policies and the official Plan documents.<br/> This is a summary for your convenience </div> <div style="text-align: right;"> <b>AS AT: MAY 2026</b> </div> </div> |                           |                                                                                                                                                                      |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| BENEFITS                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                           | ACTIVE MEMBER'S BENEFITS                                                                                                                                             |
| Life Insurance:                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | Benefit Amount:           | \$75,000 (member only) reduces 50% at age 65                                                                                                                         |
| AD & D:                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | Principal Amount:         | \$100,000 (member only)                                                                                                                                              |
| Dependant Life:                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | Amount of Insurance:      | N/A                                                                                                                                                                  |
| Long Term Disability Income:                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | Maximum Benefit Amount:   | \$2,400 per month                                                                                                                                                    |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | Qualifying Period:        | 26 continuous weeks                                                                                                                                                  |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | Benefit Duration:         | Maximum to age 65                                                                                                                                                    |
| Weekly Disability Income:                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | 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                                                                                                                                                             |
| Dental:                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | 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. |
| Vision Care:                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | Member Benefit Amount:    | <b>Lenses</b> - \$800 Per 24 months; <b>Frames</b> - \$150 per 24 months                                                                                             |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | Dependant Benefit Amount: | <b>Lenses</b> - \$550 Per 24 months; <b>Frames</b> - \$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: MAY 2026

| BENEFITS                                                                                                                           |                                                  | ACTIVE MEMBER'S BENEFITS                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
|------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Medical Benefit:</b><br><b>IBB: Enrollment in Provincial Health Care Plan is mandatory. Provincial Plan is the first payer.</b> | <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 100% up to a maximum of \$300 annually, per practitioner.                                                                                                                                                                                                                                                                                                                                                       |
|                                                                                                                                    |                                                  | <b>Acupuncture and Massage Therapy:</b> Expenses are reimbursed at 50% 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: MAY 2026

| BENEFITS                           |                   | ACTIVE MEMBER'S BENEFITS                                                                                                                                                                                                                                                                                                                                                                                                                           |
|------------------------------------|-------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Emergency Travel Assistance (ETA): | 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. <b>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.</b> Please consult Manulife Policy documents on the Plan's ETA page. |
| Retiree Benefits                   | Lifetime Benefits | See associated benefit schedule including subsidized coverage.                                                                                                                                                                                                                                                                                                                                                                                     |
| Benefit Contributions              | Amount            | Monthly dollar bank drawdown based on negotiated rate in the collective agreement effective May 8, 2026 :\$440 per member.                                                                                                                                                                                                                                                                                                                         |

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

**Addendum 3: 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 3:30 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<br>**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<br>**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<br>**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<br>8:30 am<br>1:00 pm | 2 x 10 min<br>8:30 am<br>1:00 pm | 2 x 10 min<br>8:30 am<br>1:00 pm | 2 x 10 min<br>9:30 am<br>1:30 pm | 2 x 10 min<br>10:30 am<br>2:30 pm | 2 x 10 min<br>10:30 am<br>2:30 pm | 2 x 10 min<br>9:30 am<br>2:30 pm | 2 x 15 min<br>6:30 pm<br>10:30 pm | 2 x 15 min<br>6:30 pm<br>10:30 pm | 2 x 15 min<br>9:30 am<br>2:30 pm | 2 x 15 min<br>9:30 am<br>2:30 pm | 2 x 15 min<br>7:00 pm<br>12:30 am | 2 x 15 min<br>7:00 pm<br>12:30 am | 2 x 15 min<br>9:00 am<br>2:30 pm<br>1 x 10 min<br>4:20 pm | 2 x 15 min<br>9:00 pm<br>2:30 am<br>1 x 10 min<br>4:20 am |
| Breaks – Lunch (Unpaid)                                               | 1 x 30 min<br>11:00 pm           | 1 x 30 min<br>11:00 pm           | 1 x 30 min<br>11:00 pm           | 1 x 30 min<br>12:00 pm           | 1 x 30 min<br>12:00 pm            | 1 x 30 min<br>12:00 pm            | 1 x 30 min<br>12:00 pm           | 1 x 30 min<br>8:30 pm             | 1 x 30 min<br>8:30 pm             | 1 x 30 min<br>12:00 pm           | 1 x 30 min<br>12:00 pm           | 1 x 30 min<br>9:30 pm             | 1 x 30 min<br>9:30 pm             | 1 x 30 min<br>12:00 am                                    | 1 x 30 min<br>12:00 am                                    |

\*Notwithstanding Article 6 of this Collective Agreement, any items marked with an asterisk (\*) shall not be used, assigned, or performed without the prior approval of the Business Manager/Secretary Treasurer or Business Representative.

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

For the **INTERNATIONAL BROTHERHOOD  
OF BOILERMAKERS**

For **ALTEX INDUSTRIES INC.**

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

\_\_\_\_\_  
Denis Van Brabant  
Operations Manager - Manufacturing

\_\_\_\_\_  
Mackenzie Walker  
Business Manager/Secretary Treasurer  
Boilermakers Local Lodge 146