



ARTICLES OF AGREEMENT

BETWEEN

DACRO INDUSTRIES INC.

(HEREINAFTER REFERRED TO AS THE EMPLOYER)

AND

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

(HEREINAFTER REFERRED TO AS THE UNION)

Effective: April 1, 2026 - March 31, 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.

TABLE OF CONTENTS ARTICLES OF AGREEMENT

Article	1	Recognition, Scope and Purpose of Collective Agreement	3
Article	2	Management	3
Article	3	Responsibilities of Employees	4
Article	4	Union Security	4
Article	5	Hours of Work	5
Article	6	Shift Work	6
Article	7	Overtime and General Holidays	6
Article	8	Vacation	8
Article	9	Wages	8
Article	10	Bereavement Leave	8
Article	11	Health & Welfare Benefits	8
Article	12	Pension/Retirement Plan	9
Article	13	Work Classifications	10
Article	14	Safety and Working Conditions	11
Article	15	Welding Tests	12
Article	16	Seniority	12
Article	17	Shop Committee	13
Article	18	Grievance Machinery	13
Article	19	Union Label	14
Article	20	Duration of Agreement	15
 ADDENDUM			
	1	Wage Page	16
	2	Summary of Benefits – Boilermakers' National Health Plan	18
Memorandum of Agreement: Boilermakers Union Label			21

ARTICLE 1 RECOGNITION, SCOPE AND PURPOSE OF COLLECTIVE AGREEMENT

Section 1 This Collective Agreement shall cover all hourly paid Employees as listed under Addendum 1.

The Employer recognizes the Union as the sole Bargaining Agent for all its Production and maintenance Employees, 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 and assist in every legitimate way with the Employer to conduct a successful business, bearing in mind that both parties must provide service to the public.

Section 3 All reference to days or hours as time periods are to be considered as working days or working hours unless otherwise indicated.

ARTICLE 2 MANAGEMENT

Section 1 It is the Employer's right to operate and manage its business in all respects in accordance with its responsibilities and commitments. The location of jobs, the choice of equipment, the schedules of manufacture, the methods and means of manufacture, are solely and exclusively the responsibility of the Employer.

The Employer agrees to be fair and reasonable in the interpretation and application of this Collective Agreement.

Section 2 The Employer has the right to make and alter, from time to time, rules and regulations to be observed by the Employees, provided that they are not inconsistent with this Collective Agreement. The Employer shall provide the Employees, including the Shop Steward, with updated copies of all policies, rules, and regulations.

Section 3 It is an exclusive function of the Employer to hire, promote, demote, transfer, suspend, discipline or discharge for cause, Employees within the Bargaining Unit subject to provisions of this Collective Agreement.

Section 4 A bulletin board shall be provided in the lunch room for the benefit of the Shop Employees.

A listing of Shop floor supervisory personnel shall be periodically posted on this bulletin board.

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

Section 6 The Employer shall have the right to name hire eight (8) Employees on an annual basis. In no case shall this number be exceeded unless mutually agreed upon by the

Employer and the Union. Name hires shall apply to Journeypersons only who are members in good standing with the Union.

ARTICLE 3 RESPONSIBILITIES OF EMPLOYEES

Section 1 The Employee shall accept reasonable responsibility for the tools 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, 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 agrees to follow any directives given by workplace injury legislation and to share all documentation with the Union.

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.

The Employer retains the right to employ Members in good standing with the Union and to recall previous Employees with unique skills as is required by the Employer. 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) calendar days of employment. The Employer shall assist in assuring that all new Employees become Members of the Union. The Employer shall deduct, in accordance with the Labour Relations Code, the amount of dues or levies as may be authorized by the Employee. Such dues shall be deducted from the first pay period of each month and forwarded to the Secretary Treasurer of Local Lodge 146 before the fifteenth (15th) day of the 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 Shop Employees are required to work in the field on any Boilermaker, New Construction or Maintenance work site, they shall be paid their wages and conditions according to the Boilermakers' Construction or Maintenance Collective Agreements in effect at that time.

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).

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

Section 2 The normal hours of work shall be:

Day Shift – 7:00 a.m. to 5:30 p.m.
Night Shift – 5:30 p.m. to 4:00 a.m.

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

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

OR

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

Section 5 Employees have a responsibility to the Employer to report to work on a regular basis for their full shift. Employees shall be ready to begin their duties at the

commencement of the shift. It is the intent of this clause to ensure Employees are at their workstations at the start of their shift.

ARTICLE 6 SHIFT WORK

Section 1 Where two (2) or three (3) shifts are working, 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 shall be paid the applicable rate for eight (8) hours of work for a total shift time of eight and one half (8½) hours.

The night shift shall work seven and one half (7½) hours for eight (8) hours of pay at the applicable rate. The night shift may overlap with the afternoon shift up to one half (1/2) hour.

Section 2 Employees shall 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.

Section 4 The shift premium shall be paid on all hours worked on the afternoon and night 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 paid coffee break.

Section 2 All hours beyond forty (40) hours per week are overtime. All overtime shall be paid at one and one half (1½) times the employee's regular rate of pay.

OR

In the case of a compressed work week, all hours beyond forty (40) hours per week are overtime. All overtime shall be paid at one and one half (1½) times the Employee's regular rate of pay.

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

Section 3 It is the Employer's right to schedule overtime. Such requests to work overtime shall not be unreasonably refused.

- Section 4 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 a twenty (20) minute time period paid at the applicable overtime rate of pay to consume the meal. In lieu of the hot meal and at the option of the majority of Employees working the overtime, a thirty dollar (\$30.00) meal allowance per Employee shall be paid.
- The Employer shall request an Employee to work overtime in order of seniority sequence in a classification to ensure a fair distribution of overtime. When the Employee is working scheduled overtime of more than two (2) hours, they shall be given a twenty (20) minute time period paid at the applicable overtime rate of pay to consume the meal at the end of the first two (2) hours of overtime.
- Section 5 When Employees are called back to work after completion of their regular shift, they shall receive a minimum of two (2) hours show up time to be calculated at one and one half (1½) 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 (7:00 a.m.) on the day which is recognized as the General Holiday.
- Section 7 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 Governments.
- 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.
- 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 and paid 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, the day shall be paid at one and one half (1½) 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:

Length of Continuous Employment	% of Regular Pay	Vacation Time
0 - 12 months	4%	10 regular work days
13 - 60 months	6%	15 regular work days
61 - 120 months	8%	15 regular work days
121 - 180 months	10%	20 regular work days
181 months or longer	10%	25 regular work days

Section 2 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 upon, 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.

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.

Participation is mandatory.

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

For the duration of this Collective Agreement, the Employer shall contribute a maximum of four hundred and ninety dollars (\$490.00) per Employee, per month, effective July 1, 2026; a maximum of five hundred and ten dollars (\$510.00) per

Employee per month effective July 1, 2027; and a maximum of five hundred and thirty dollars (\$530.00) per Employee per month effective July 1, 2028.

Section 2 Employees transferring from one employer to another within the Boilermakers' National Health Plan (Canada) group benefit program shall serve a thirty (30) calendar day probation period.

Section 3 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 exceeding one (1) month, the Employer will stop paying the Employee's benefit premiums and the Employee's benefits will be suspended.

Section 4 The Employer shall contribute to the Family Services Employee Assistance program (F.S.E.A.P.) on behalf of each Employee.

Confidential counselling services are available to Employees through the F.S.E.A.P. program twenty four (24) hours per day, seven (7) days per week. Support is offered for concerns related to family, marriage, relationships, addiction, anxiety, stress, depression, life transitions and bereavement. Employees may contact a Counsellor at 1-866-990-1113.

Section 5 The Employer shall provide, at no cost to the Employees, medical insurance available from Alberta Health Services at the monthly family rate or for a monthly single rate but shall not pay for duplication or be held responsible for arrears.

ARTICLE 12 PENSION/RETIREMENT PLAN

Section 1 On behalf of each eligible Employee, the Employer shall contribute, at the rate stipulated in Addendum 1, for each hour worked to either a Registered Retirement Savings Plan (RRSP) or the Boilermakers' National Pension Fund (Canada). Employees shall qualify for contributions after the completion of sixty (60) calendar days of employment.

Employees will be provided with a one time option to select either the RRSP or the Pension and once selected, is irrevocable. Employees will not be permitted to change their selection at a later date.

Section 2 The Employer shall cease Pension contributions to the Boilermakers' National Pension Plan (Canada) and RRSP contributions on behalf of those Employees who are seventy one (71) years of age or older and the Pension/RRSP contributions that would otherwise be payable to the Boilermakers' National Pension Plan (Canada) and or RRSP 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 and or RRSP contributions applicable to all other Employees covered under the terms of this Collective Agreement. In the event the Employer, in error, makes Pension/RRSP 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) or RRSP 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 BURNERS

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

Section 2 APPRENTICES

(a) Apprentices shall perform work as stated in Article 11 of the Constitution of the International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers. An Apprentice shall be given ample opportunity to cover all sections of their trade. The ratio of Apprentices shall be one (1) Apprentice to three (3) Journeypersons within their trade classification. 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 Employment Insurance Benefits and a pass mark, Apprentices shall be paid one third (1/3) of the amount owing on the first pay period upon returning to work. The second one third (1/3) shall be paid on the second pay period and the final one third (1/3) on the third pay period.

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

Section 3 HELPERS, PRODUCTION WORKERS AND MATERIAL HANDLERS

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

- (b) The Material Handler/Shipper Receiver shall perform work such as shipping, receiving and transporting of materials and products in and around the shop as well as such other work as is generally recognized as Material Handler/Shipper Receiver work.

Section 4 **STUDENT LABOUR**

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

Section 5 **BEGINNERS**

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

ARTICLE 14 SAFETY AND WORKING CONDITIONS

Section 1 If any Employee has an accident during working hours and a Physician deems that it is not safe to continue working their shift, the Employee shall be paid at their applicable rate of pay for their full shift.

Section 2 The Employer shall maintain a Safety Program that includes established Safety Procedures and Practices. Adherence to this Safety Program is mandatory for all Employees at all times. Every Employee shall have access to the Employer's Safety Program Manual.

Section 3 Change rooms, lunchrooms, and washrooms, and locker facilities shall be provided by the Employer and kept in a sanitary condition. Location of these facilities is at the discretion of management.

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 . Insulated coveralls shall be provided per the exchange service as outdoor conditions require.

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

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

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

- Section 6 The Employer, where practical, shall provide vehicle plug-ins for all Employees. Where not practical to provide vehicle plug-ins, a boosting service will be supplied.
- Section 7 The Employer is responsible for the destruction by fire, on the Employer's premises, of personal effects owned by an Employee to a maximum of two hundred dollars (\$200.00).
- Section 8 The Employer shall reimburse Employees up to two hundred and fifty dollars (\$250.00) per calendar year for the purchase of work boots with a proof of purchase receipt.

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) days after completing the test six (6) hours of applicable pay shall be deducted from their final pay cheque.
- Section 2 A B Pressure Welder who is new to the Employer and who successfully completes a qualification test shall be paid for the test time, up to a maximum of four (4) hours for one (1) test or six (6) hours for two (2) tests. Payment is conditional upon the Employee remaining employed with the Employer for a minimum of thirty (30) calendar days unless their employment is terminated prior to the completion of the thirty (30) calendar days.

ARTICLE 16 SENIORITY

- Section 1 The principle of seniority in a classification shall govern layoffs and recalls.
- Consideration shall be given to ensure a sufficient number of Employees in each job classification to meet the requirements of the remaining work. A new Employee shall not acquire seniority until they have been continuously employed for sixty (60) calendar days, after which seniority shall be recognized from their original date of hire.
- Section 2 Separate seniority lists shall be kept for each category as per the Wage Page. In the case of layoffs, each list shall be considered a separate unit. The Employer will supply current seniority lists monthly to the Union.
- Section 3 Layoffs must comply with Alberta Employment Standards Codes.
- Section 4 An Employee laid off shall retain the seniority they accumulated to the time of their layoff, providing the layoff does not exceed one (1) month for each year of employment (limited to one (1) year maximum) after which the Employee will lose all seniority rights. A laid off Employee must make arrangements with the Employer to return to work within five (5) working days after receiving a notice of recall in order to preserve their seniority.
- Section 5 An Employee's seniority shall be maintained for a maximum of one (1) year for their absence as a result of sickness covered by a medical certificate, or an accident recognized by the Workers' Compensation Board (WCB).

Section 6 If the Employer solicits the Employee to go to work in the Field on a Boilermaker New Construction or Maintenance work site, their seniority shall continue in the Shop.

Section 7 Job protected leave entitlements will be as per Employment Standards rules. These leaves of absence are without pay.

ARTICLE 17 SHOP COMMITTEE

Section 1 The importance of the Union maintaining, at all times, a Shop Committee, consisting of qualified Employees of the Employer familiar with Shop conditions, is recognized.

Section 2 The selection of the Shop Committee is recognized as a function of the Union. The Committee shall consist of not less than one (1) nor more than three (3) Employees. The Chairman of this Committee shall be the Shop Steward. Owing to the nature of their work on this Committee, it is deemed important that seniority does not affect their lay off, provided there is work available for which they are qualified; otherwise, the Business Manager/Secretary Treasurer or Business Representative will be notified in time to appoint a successor. The Shop Steward shall be given a reasonable length of time to perform their duties. The Shop Steward shall work the day shift only.

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

ARTICLE 18 GRIEVANCE MACHINERY

Section 1 GRIEVANCE PROCEDURE

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

Step 1:

The Foreperson or Supervisor shall be notified and shall have an opportunity to respond to the complaint. When a complaint is not settled, it shall be put in writing and shall be termed a Grievance.

Step 2:

The written Grievance shall be submitted to the Employer Representative within ten (10) working days from the incident giving rise to the complaint.

Step 3:

The Employer Representative shall hear the Grievance within thirteen (13) working days from the incident giving rise to the complaint. The Grievance shall be presented

by the Business Manager/Secretary Treasurer or their 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 fifteen (15) working days from the incident giving rise to the complaint.

Step 4:

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

Section 2

ARBITRATION

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

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

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

ARTICLE 19

UNION LABEL

Section 1

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

ARTICLE 20 DURATION OF AGREEMENT

Section 1 This Collective Agreement shall become effective April 1, 2026, and shall remain in full force and effect until March 31, 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 a new Collective Agreement is not reached on or before the expiry date of the existing Collective Agreement, then terms and conditions of this Collective Agreement shall remain in effect until a new Collective Agreement is concluded or strike or lockout commences.

IN WITNESS THEREOF the parties hereto have executed this Agreement the ____ day of _____, 2026.

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

Dacro Industries Inc.

Mackenzie Walker

Business Manager/Secretary Treasurer

Justin MacNeil

Vice President & Director, Operations

Darcey Kooznetsoff

Business Representative

Brenda Mah-Tang

Director, Finance

Jeff Burns

Business Representative

Richard Cubitt

Director, Contracts

Ken Sutton

Shop Steward

Steve Carlsen

Shop Steward

Trevor Thompson

Shop Steward

Yuri Galechyan

Bargaining Committee

Jordan Meredith

Bargaining Committee

ADDENDUM 1
Dacro Industries Inc.
Wage Page

Classification	Apr. 1, 2026 4%	Apr. 1, 2027 3%	Apr. 1, 2028 3%
General Foreperson	\$58.45	\$60.20	\$62.01
Prep Department			
Prep Layout	\$43.95	\$45.27	\$46.63
Plate Roll Operator A	\$51.36	\$52.90	\$54.49
Plate Roll Operator B	\$44.12	\$45.44	\$46.80
Machine Operator A	\$42.52	\$43.80	\$45.11
Machine Operator B	\$34.50	\$35.54	\$36.61
Prep Foreman	\$55.64	\$57.31	\$59.03
Prep Assistant Foreman	\$52.84	\$54.43	\$56.06
Prep Lead Hand	\$51.75	\$53.30	\$54.90
Seam Department			
Seam Welder A	\$51.36	\$52.90	\$54.49
Seam Welder B	\$48.93	\$50.40	\$51.91
Seam Welder C	\$46.38	\$47.77	\$49.20
Seam JW/Sub Arc	\$43.95	\$45.27	\$46.63
Seam Foreman	\$55.64	\$57.31	\$59.03
Seam Assistant Foreman	\$52.84	\$54.43	\$56.06
Seam Lead Hand	\$51.75	\$53.30	\$54.90
Components Department			
Component Welder A	\$51.36	\$52.90	\$54.49
Component Welder B	\$48.93	\$50.40	\$51.91
Component Welder C	\$46.55	\$47.95	\$49.39
Component Fitter	\$46.46	\$47.85	\$49.29
Component Foreman	\$55.64	\$57.31	\$59.03
Component Assistant Foreman	\$52.84	\$54.43	\$56.06
Component Lead Hand	\$51.75	\$53.30	\$54.90
Assembly Department			
Assembly Welder A	\$51.36	\$52.90	\$54.49
Assembly Welder B	\$48.93	\$50.40	\$51.91
Assembly Welder C	\$46.55	\$47.95	\$49.39
Assembly Journeyman Welder	\$43.95	\$45.27	\$46.63
Assembly Vessel Fitter	\$46.46	\$47.85	\$49.29
Assembly Journeyman Fitter	\$43.95	\$45.27	\$46.63
Assembly Layout	\$51.36	\$52.90	\$54.49
Assembly Foreman	\$55.64	\$57.31	\$59.03
Assembly Assistant Foreman	\$52.84	\$54.43	\$56.06

Classification	Apr. 1, 2026 4%	Apr. 1, 2027 3%	Apr. 1, 2028 3%
Assembly Lead Hand	\$51.75	\$53.30	\$54.90
Completion Department			
Completion Worker A	\$36.19	\$37.28	\$38.40
Completion Worker B	\$32.12	\$33.08	\$34.07
Completion Foreman	\$55.64	\$57.31	\$59.03
Completion Assistant Foreman	\$52.84	\$54.43	\$56.06
Other			
Burner	\$43.95	\$45.27	\$46.63
Production Worker	\$30.92	\$31.85	\$32.81
Helper - A	\$26.71	\$27.51	\$28.34
Helper - B	\$22.51	\$23.19	\$23.89
Material Handler/Shipper Receiver - A	\$26.71	\$27.51	\$28.34
Material Handler/Shipper Receiver - B	\$22.51	\$23.19	\$23.89
Beginner	\$21.49	\$22.13	\$22.79
Student Labour	\$18.64	\$19.20	\$19.78
Maintenance – A	\$39.31	\$40.49	\$41.70
Maintenance – B	\$29.67	\$30.56	\$31.48
Tool Crib Attendant - A	\$33.66	\$34.67	\$35.71
Tool Crib Attendant - B	\$30.54	\$31.46	\$32.40
Apprentices			
First Year (60%)	\$26.42	\$27.21	\$28.03
Second Year (75%)	\$32.99	\$33.98	\$35.00
Third Year (90%)	\$39.57	\$40.76	\$41.98
Pension/Retirement Plan	3.75	4.00	4.25
Shift Premium (Afternoon & Night)	2.50	2.50	2.50

ADDENDUM 2
Summary of Benefits
Boilermakers' National Health Plan

 BOILERMAKERS' NATIONAL HEALTH PLAN (CANADA) SUMMARY OF BENEFITS FOR DACRO IBB UNION MEMBERS All benefits are subject to the terms of the insurance policies and the official Plan documents. This is only a summary for your convenience AS AT: JANUARY 1, 2024		
BENEFITS		DACRO IBB UNION MEMBER BENEFITS
Life Insurance:	Benefit Amount:	\$75,000 (member only)
AD & D:	Principal Amount:	\$100,000 (member only)
Optional Life Insurance:	Benefit:	Insured through Manulife Financial - Optional Life Insurance up to \$500,000 and Optional Critical Illness Benefits
Long Term Disability Income:	Maximum Benefit Amount:	\$2,400 per month
	Taxes:	Benefit is taxable
	Qualifying Period:	26 continuous weeks of total disability. Where applicable LTD benefits will commence after the expiry of the WI benefit.
	Benefit Duration:	Maximum to age 65
Weekly Disability Income:	Maximum Benefit Amount:	\$650 per week effective January 1, 2023. WI disability benefit amounts mirror the current EI maximum benefit each year.
	Taxes:	Benefit is taxable
	Qualifying Period:	1st day of accident, after 24 hours of hospitalization/accident or 8th day of illness
	Benefit Duration:	Maximum of 26 weeks. Benefit is integrated with EI.
Special Disability Benefit: Only for those Members in receipt of a pension from the Boilermakers' National Pension Plan (Canada)	Maximum Benefit Amount:	\$1,000 per month
	Eligibility Criteria:	Under age 65, ready to retire from the Boilermakers' trade due to a permanent disability. Member must be in good standing with the IBB throughout duration of the special disability benefit. Recipients must enroll in the Early Retiree Health Benefit Plan.
Dental:	Deductible:	Nil
	Reimbursement:	100% for basic and major expenses, 60% for orthodontics.
	Fee Guide:	Current
	Maximums:	\$2,500 per person each calendar year for basic and major expenses. \$2,000 lifetime maximum for orthodontics.
	Scaling:	Scaling 8 units, recall 6 months, bitewings 6 months, specialist fee covered 20%, white fillings covered
	Coverage Notes:	Dental implant coverage may be reimbursed at the equivalent cost of a bridge or partial denture. Orthodontic coverage is for dependant children 19 years of age or younger. Members should submit a pre-determination of benefits form to the Plan for services over \$500 and orthodontics.



BOILERMAKERS' NATIONAL HEALTH PLAN (CANADA)

SUMMARY OF BENEFITS

FOR DACRO IBB UNION MEMBERS

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

AS AT: JANUARY 1, 2024

BENEFITS		DACRO IBB UNION MEMBER BENEFITS
Vision Care:	Member Benefit Amount:	Lenses: \$800 per 24 months; Frames: \$150 per 24 months
	Dependant Benefit Amount:	Lenses: \$550 per 24 months; Frames: \$150 per 24 months
	Laser Eye Surgery:	\$1,750 Lifetime Maximum (member only)
	Contact Lenses:	\$250 per 24 months per person
	Industrial Safety Glasses:	\$400 per 12 months with a prescription (member only)
	Basic Eye Exam and Retina Exam:	1 basic eye exam or retina exam per calendar year (when not covered by the provincial government plan)
**Medical Benefit: IBB: Enrollment in Provincial Health Care Plan is mandatory. Provincial Plan is the first payer.	Lifetime Maximum:	Unlimited
	Reimbursement:	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 drug is available, the Plan will pay 100% of the brand name drug ingredient cost. Automatic biologic/biosimilar switching program.
	Deductible:	Nil. Maximum dispensing fee payable of \$9.50 per prescription.
	Out-of-Pocket Maximum:	N/A
	Practitioners:	Chiropractor, Speech Therapist, Osteopath, Naturopath, Homeopath, and Podiatrist: Expenses are reimbursed at 100%, up to a maximum of \$300 annually, per practitioner.
		Acupuncture and Massage Therapy: Expenses are reimbursed at 50%, up to a maximum of \$300 annually.
		Certified Athletic Therapist, Physiotherapist and Occupational Therapist: Expenses are reimbursed at 100%, up to a maximum of \$75 per treatment and \$5,000 annually
		Psychologist and Psychotherapist: Expenses are reimbursed up to a maximum of \$10,000 annually per person and up to a maximum of \$200 per hour. Please consider using the Plan's member assistance program for free private counselling.
	Prescription Drugs:	Reimbursement (as described above) for drugs which by law require the written prescription of a physician. Includes oral contraceptives, fertility drugs (\$2,500 per family), diabetic supplies, smoking cessation (100% for 1st course of treatment up to \$400, 50% for 2nd course of treatment up to \$200), erectile dysfunction (\$400 per calendar year), anaesthesia, vaccinations and immunizations (subject to individual maximums). Over the counter drugs, vitamins or minerals are not covered. Medical cannabis including derivatives is not covered. Automatic biologic/biosimilar switching program.
	Ambulance	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.
	Accidental Dental	\$5,000 per dental accident - work must commence within 12 months.
	Annual Medical Exam	\$50 reimbursement to physicians for providing the Plan's "Physician's Confirmation of Annual Medical Exam" note.
	Audiometric Testing	Annual hearing testing or re-testing & custom fitted earplugs.
	Hospital:	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.



BOILERMAKERS' NATIONAL HEALTH PLAN (CANADA) SUMMARY OF BENEFITS FOR DACRO IBB UNION MEMBERS

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

AS AT: JANUARY 1, 2024

BENEFITS		DACRO IBB UNION MEMBER BENEFITS
**Medical Benefit: IBB: Enrollment in Provincial Health Care Plan is mandatory. Provincial Plan is the first payer.	Medical Services and Supplies:	Medical equipment and supplies, custom foot orthotics (maximum \$400 per year) and orthopedic shoes (at 50%, maximum \$400 per year), PSA tests, oxygen and oxygen supplies.
	Hearing Aids:	\$1,500 per 48 month period
	Private Duty Nursing	Up to \$10,000 per year
	Mobility Assistance Equipment Benefit:	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).
	Age 65 Provincial Plan Benefit	\$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.
	Travel Costs related to Medical Treatment	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.
Emergency Travel Assistance (ETA):	Coverage:	Unlimited Trips. 90 Day Trip Duration Maximum per trip. \$5,000,000 Maximum per covered person, per trip. Must be in "Stable" Medical Condition prior to departure. Under age 70 "stable" definition: Medical emergency must be "Sudden and Unforeseen" Age 70 and older "stable" definition: 180 Day "Pre-Existing Medical Condition Stability Period" exclusion applies Please consult Manulife Policy documents on the Plan's ETA page.
Employee Assistance Program:	Coverage:	Confidential counselling services providing crisis support, advice and information by telephone, face-to-face, or online. Tel# 1.866.990.1113, TTY: 1.888.234.0414, Website: myfseap.com. Please contact the Plan Administration Office for group name and password.
National Substance Abuse Program:	Coverage:	Treatment provided through Renascent (Toronto) available to all Members.
Retiree Benefits:	Benefit:	Available based on contributory hours and IBB membership.
Virtual Health Care:	Coverage: TELUS Health Virtual Care	Live interactive health care services that allows members and their dependants to connect directly with a doctor or nurse practitioner 24/7/365, for consultation or other services such as; healthcare advice, prescription renewal, diagnostic and specialist referrals, lab requisitions, help to navigate the health care system, and more.
Home and Auto Insurance:	Benefit:	Available to all Plan members - offers discounted premiums for members coast to coast

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

**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 Darco Industries Inc. (Employer).

For the **INTERNATIONAL BROTHERHOOD
OF BOILERMAKERS**

For **DACRO INDUSTRIES INC.**

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

Justin MacNeil
Vice President & Director, Operations

Mackenzie Walker
Business Manager/Secretary Treasurer
Boilermakers Local Lodge 146