

**THIS AGREEMENT, made and entered into
this 1st day of July, 1998 A.D.**

**BETWEEN:
WESCAST INDUSTRIES INC.
(hereinafter called the “Company”)
OF THE FIRST PART**

AND

***Local 397, CANADIAN AUTO WORKERS*
(hereinafter called the “Union”)
OF THE SECOND PART**

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ARTICLE I – PURPOSE

- 1.01 The general purpose of this agreement is to establish mutually satisfactory relations between the Company and its employees and to provide machinery for the prompt and equitable disposition of grievances and to establish and maintain satisfactory working conditions, hours of work and wages for all employees who are subject to the provisions of this agreement.

ARTICLE II – RECOGNITION

- 2.01 The Company recognizes the Union as the sole bargaining agent of all employees of Magalloy at Stratford, save and except supervisors, persons above the rank of supervisor, engineering and office staff, students employed during the school vacation period, office and sales staff and persons regularly employed for not more than twenty-four (24) hours per week.

ARTICLE III – RELATIONSHIP

- 3.01 All employees covered by this agreement shall be required to become members of the Union immediately upon being hired and shall be required to remain members in good standing as a condition of employment during the life of this agreement.
- 3.02 The Union will not engage in union activities during working hours or hold meetings at any time on the premises of the Company without permission of the management.
- 3.03a) All employees shall, as a condition of employment sign an authorization in writing to deduct whatever sum may be so authorized for Union dues starting from the date of employment which will be deducted each calendar month. The Company shall remit the same promptly to the Financial Secretary of CAW Local 397, together with a list of employees from whose pay deductions have been made.
- 3.03b) The Union will provide notification in writing for any future changes to the Local.
- 3.04 The Company shall make available to the Union, on request, information required by the Union such as personnel file, names, address, birth dates, telephone numbers, and where applicable Social Insurance Numbers (SIN) of all employees covered by this agreement. This information will be released provided the employees sign a waiver to release such information. The Company will provide the waiver.

ARTICLE IV - MANAGEMENT RIGHTS

- 4.01a) The Union acknowledges that it is the exclusive function of the Company to hire, promote, demote, classify, transfer, suspend employees or discharge any employee for just cause, provided that a claim by an employee, who has acquired seniority, that he/she had been discharged or disciplined without just cause, may be the subject of a grievance and dealt with as hereinafter provided.
- 4.01b) The Company will hear grievances from employees during the sixty five (65) working day probationary period, however it reserves the right to apply a “lesser standard” for disciplining and discharging such an employee than one who has obtained seniority.
- 4.02a) The Union further recognizes the right of the Company to operate and manage its business in all respects in accordance with its commitments and responsibilities. The location of the plants, the products to be manufactured, the schedules of production, the methods, processes and means of manufacturing used, the right to decide on the number of employees needed by the Company at any time, the right to use improved methods, machinery and equipment and jurisdiction over all operations, buildings, machinery, tools and employees at Magalloy at Stratford are solely and exclusively the responsibility of the Company. The Company also has the right to make, alter from time to time, and enforce reasonable rules and regulations to be observed by all employees. These rights will not be exercised in an arbitrary manner, contrary to the expressed provisions of this Agreement. Any changes to the rules and regulations shall be presented to the Union Committee before implementation. It is further agreed that the Chairperson of the Union will be notified of any changes to the Rules and Regulations prior to their being posted.
- 4.02b) Transfers between Wescast facilities will be allowed where there is a mutually agreed transfer agreement in place.
- 4.02c) The Company will reimburse reasonable costs incurred to move household belongings, if the move is at the request of the Company.
- 4.03 The intent of this Article is to assist in maintaining a safe workplace by identifying and providing assistance to employees who have a substance dependency and is not intended to be used for dismissal purposes.

- 4.03a) In all circumstances where an accident results in serious injury or serious damage to Company property, the individual(s) may, upon agreement of Management, be required to submit to a medical examination by the Company Medical Department, or its designate, to determine whether the individual was at the time under the influence of illegal or prescription drugs or alcohol.
- 4.03b) Anyone reporting to work whom management suspects is under the influence of illegal drugs, prescription drugs or alcohol, may, at the discretion of the Company be suspended without pay pending an investigation.

ARTICLE V – PLANT COMMITTEE

- 5.01 The Company acknowledges the right of the Union to establish a Plant Committee consisting of not less than one Chairperson, one person from each shift and one person from skilled trades, who have served their probationary period. There will be no more than 2 people away at any one time for Union business. They may request representation of the CAW to assist the Plant Committee with any matter arising out of the agreement. For the purposes of negotiating a new collective agreement, the Company will recognize three (3) members of the Union, plus the local President, plus a national representative from the Canadian Auto Worker's Union.
- 5.02 The name of each of the stewards and the names of the Chairperson and members of the Plant Committee, from time to time selected, shall be given to the Company in writing and the Company shall not be required to recognize any such steward or committee person until it has been notified in writing by the Union of the name of the same.
- 5.03 The Company agrees to provide a list of its supervisory staff to the Union Plant Chairperson. This list will be updated within 10 days of any change by payroll. Instruction will be provided to these supervisors to cooperate with the stewards to enable them to effectively carry out the terms and requirements of this Agreement.
- 5.04 The Union undertakes to secure from its officers, stewards and members their cooperation with the Company and with all persons representing the Company in a supervisory capacity in the carrying out of the terms and requirements of this agreement.
- 5.05 The right of stewards to leave their work without loss of pay to investigate or adjust grievances of personnel who they represent, whether or not those personnel are in the steward's department, is granted on the following conditions:
- a) The steward shall obtain the permission of his supervisor before leaving his work, which permission shall not be unreasonably withheld.
- b) The time off shall be devoted to the prompt handling of grievances, which may include meetings with management or the employee concerned in the grievance.

ARTICLE VI – GREIVANCE PROCEDURE

6.01 The parties to this Agreement are agreed that is of the utmost importance to adjust complaints and grievances as quickly as possible.

6.02 No grievance shall be considered where the circumstances giving rise to it occurred or originated more than six scheduled working days of the employee concerned before the filing of the grievance.

6.03 Grievances properly arising under this agreement shall be adjusted and settled as follows: The employee is encouraged to discuss the issue with his/her work team leader prior to Step one (1).

Step 1 - The employee and his/her Union representative shall discuss the complaint with the Shift Leader. The Shift Leader shall have four (4) days from the date of being informed to attempt to resolve the matter. A written response will be given to the Union representative. If the complaint is not satisfactorily settled at this step, then the grievance may proceed to Step two (2).

Step 2 - the Union representative shall present the written grievance to the Company within 4 days. Within four (4) days the Company will render a decision to the Union representative, noting their conclusion in writing and counter signing the grievance.

Step 3 - If no agreement is reached at Step two (2), then within four (4) days of that decision the Union Chairperson or his/her designate shall take up the grievance with the Production Leader who within four (4) days will render his/her decision personally to the Chairperson, noting his/her decision in writing and counter signing the grievance.

Step 4 - If no agreement is made at Step three (3), then within six (6) days, a meeting will be held between the Production Leader and the Chairperson or his/her designate. The Union representative and the Management person involved may partake in this meeting at the request of either party. The grievor will be entitled to attend; however he/she may be represented by the Union. If no agreement is made within six (6) days, the grievance may be referred by either party in writing to the Board of Arbitration as provided in Article VII below, for a Conciliation Officer, at any time within twenty-one (21) days, thereafter but no later.

6.04 If final settlement of the grievance is not completed within six (6) working days after deliberations have commenced at Step No. 3 and if the grievance is one which concerns the interpretation or application or alleged violation of this agreement including any questions as to whether a matter is arbitratable, the grievance may be referred by either party in writing to Arbitration as provided in Article VII below.

ARTICLE VII – ARBITRATION

- 7.01 Both parties to this agreement agree that any dispute or grievance concerning the interpretation or application or administration or alleged violation of this agreement, which has been properly carried through all the steps of the grievance procedure outlined in article VI above, and which has not been settled, will be referred to a Board of Arbitration at the written request of either of the parties hereto.
- 7.02 The grieving party may request the assistance of a grievance settlement officer by requesting arbitration in accordance with the O.L.R.A. (Ontario Labour Relations Act).
- 7.03 Failing a satisfactory settlement of a grievance at step 3 of the grievance procedure, either party may request that the matter be referred to Arbitration. Such notification must be made in writing within twenty-one (21) days.
- 7.04 The Company and the Union shall mutually agree to the Arbitrator.
- 7.05 Failing agreement on the selection of an Arbitrator within seven (7) calendar days, the matter shall be referred to the Ministry of Labour, who shall appoint the Arbitrator. No person involved directly in the controversy under consideration shall be an arbitrator.
- 7.06 The Arbitrator shall receive and consider such material evidence and contentions as the parties may offer and shall make such independent investigation as it deem essential to a full understanding and determination of the issues involved. In reaching its decision, the Arbitrator shall be governed by the provisions of this Agreement. The Arbitrator shall not be vested with the power to change modify, or alter any of the terms of this agreement.
- 7.07 The findings and decisions of the Arbitrator on all arbitratable questions shall be binding and enforceable on all parties.
- 7.08 The expense of the Arbitrator shall be shared equally by the Company and the Union.
- 7.09 The above time limits may be extended by mutual consent of the Company and the Union in writing.

ARTICLE VIII – MANAGEMENT GRIEVANCES

- 8.01 It is understood and agreed that the management may lodge a complaint, with the Union Executive Committee, with respect to the conduct of the Union, its officers or stewards, within three (3) working days of the incident or Management becoming aware of the issue/incident. It is agreed that if such a complaint by the management is not settled to the mutual satisfaction of both parties, it may be treated as a grievance and referred to arbitration in the same way as the grievance of an employee.

ARTICLE IX – DISCIPLINE & DISCHARGE CASES

- 9.01a) A Union representative will be present during all disciplinary action unless the employee requests otherwise. When an employee is called in for an interview by a member of supervision and the subject of the interview is discipline, the employee will be so informed before the interview and will be advised to have their Union Representative present.
- 9.01b) No disciplinary action shall remain against an employee's record for a period longer than two (2) years.
- 9.01c) Any type of discipline assessed will be received by the employee concerned within (6) working days of the Company having knowledge of the incident.
- 9.01d) The Company agrees to conduct an investigation prior to the discharge of any employee, which must include an interview of the employee. At the time of the interview, a Union representative will be present unless the employee requests otherwise. This requirement for the conduct of an investigation and the interview of the employee does not take away any other rights of the Company including their right to suspend the employee with pay pending completion of the investigation. A written copy of the discipline will be given to the Union representative.
- 9.01e) When an employee has been discharged, he/she shall have the right to an interview with a Union representative for a reasonable period of time before leaving the plant premises, unless, where the infraction is of such a nature that having the employee remain in the plant would be inadvisable. In such a case the Company will immediately remove the employee from the plant after notifying the Union Steward of the planned action.
- 9.01f) The above time limits may be extended by mutual consent of the Company and the Union.

ARTICLE X – NO STRIKES - NO LOCKOUTS

- 10.01 In view of the orderly procedures established by the Agreement for the settling of disputes and the handling of grievances, the Union agrees that during the life of this agreement, it will not sanction, council, procure or encourage any picketing, slowdown, or stoppage of work either complete or partial, and the Company agrees that there will be no lockout.
- 10.02 The Company shall have the right to discharge or otherwise discipline employees who take part in or instigate any illegal strike, picketing, stoppage or slowdown, but a claim of unjust discharge or treatment may be the subject of a grievance and dealt with as provided in Article 6 Step 3 of the grievance procedure.
- 10.03 Should the Union claim that a cessation of work constitutes a lockout, it may take the matter up with the Company at Article 6 Step 3 of the grievance procedure.

ARTICLE XI - WAGES

- 11.01 During the term of this Agreement, the Company and the Union agree that all payment of wages will be made weekly in accordance with the wage rates set forth in Schedule “A” hereto which is hereby made a part of this Agreement.

ARTILCE XII – HOURS OF WORK & OVERTIME & BREAKS

- 12.01a) Hours of Work
The following paragraphs and sections are intended to define the normal hours of work and shall not be construed as a guarantee.
- The current standard workweek is as follows:
40 hours per week of 5 shifts at 8 hours per shift, Monday to Friday for day shift employees, or 40 hours per week consisting of 4 shifts at 10 hours per shift during the week, Monday to Thursday for afternoon shift employees.
Any change to the hours of work will be mutually agreed between Union and Management.
- 12.01b) Breaks
Employees shall be granted two (2) ten (10) minutes paid rest periods during the shift, one (1) in each half shift, and a thirty (30) minutes unpaid lunch.
- 12.01c) There will be an additional 10-minute break if overtime exceeds 1 hour.

- 12.02a) Overtime
All overtime will be voluntary. In the event that there are not sufficient volunteers to perform the work, the employees will be required to work in reverse order of seniority.
Time and one-half shall be paid for all work performed after 40 hrs/wk or on declared holidays.
- 12.02b) Non-Mandatory Overtime
The Company will post a special overtime board for posting overtime notices. Anyone interested can sign for posted overtime. Plant wide seniority would govern, providing the employee has the required skills and ability to perform the work in question. If scheduled overtime is being performed in an employees department he/she must apply for it before signing to go outside their department. Special overtime board with posted overtime must be signed by Thursday at 1:00 PM to qualify for overtime. Overtime must be posted for three (3) days prior to Thursday at 1:00 PM. Emergency overtime will be dealt with at the Company and the Union's discretion. In the event of not enough volunteers, overtime will be required in the reverse order of seniority, and overtime will be paid at the job rate.
- 12.03 Emergency Call-in
A guaranteed minimum of \$100 pay for call in. The individual, following the emergency work, will have the option to work a minimum of four (4) hours total.
- 12.04
Any employee who shall report to work at their regular starting time and is sent home because no work is available which the employee is qualified to perform shall receive four (4) hours straight time pay. If alternate work is offered and declined the employee will be sent home, forfeiting the four (4) hours pay. If an employee has started their shift and the circumstance should arise where no work is available that the employee is qualified to perform, the employee will be sent home early earning pay for the time worked only. If an employee is notified or an attempt to notify is made prior to reporting for work, the employee shall not receive the four (4) hours pay.
- 12.05 Non-bargaining unit persons will not perform bargaining unit work unless under the following circumstances:
i) emergency
ii) experimentation
iii) training
Under no circumstances will performance of such work result in layoff or reduced regular hours for bargaining unit employees.

ARTICLE XIII – VACATION

13.01a)

Years of Service	Weeks vacation	% of Vacation Pay
1-4	2 weeks	4%
5-9	3 weeks	6%
10+	4 weeks	8%

- 13.01b) It is understood that the service must be obtained prior to June 30th in the year in which the holidays were given regardless of when the vacation was taken during that year.
- 13.01c) Vacation request forms must be submitted by April 30th to management. The Master Vacation Schedule will be confirmed by May 30th. Where there is conflict in scheduling, seniority will govern. Not more than 20% or 1 person, whichever is greater, of people off at the same time in any one department.
- 13.01d) Any employee who has ceased to be employed by the Company and who would be entitled to receive vacation pay with the Employment Standards Act or Collective Agreement, whichever is greater.
- 13.01e) The Company agrees to post a definite annual summer plant shutdown/vacation period on or before March 31st in each year. Additional time off may be added later as agreed to by the Company and the Union.
- 13.01f) Where there is work available during a planned vacation shutdown those full-time permanent employees not eligible for vacation will be given first opportunity for available work provided they have the skills and ability. In the event that there is still work available, it will be filled by top down seniority.

ARTICLE XIV – DECLARED HOLIDAYS

- 14.01 Where any of the following declared holidays: New Year's Day, Good Friday, Victoria Day, Dominion Day, Civic Holiday, Labour Day, Thanksgiving Day, Christmas Day, Boxing Day, falls on what would have otherwise be a regular working day, or where any of the said declared holidays falls on a Sunday and the day celebrated as a declared holiday in lieu thereof falls on what would otherwise have been a regular working day, all employees who have been in the employ of the Company for a period of thirty days shall receive payment for such holidays based on their current hourly rate.
- 14.01a) To be eligible for holiday pay, an employee who has been in the employ of the Company for a period of 30 days shall receive payment for such holidays based on their regular current hourly rate. Employees must also work the full shift preceding and full shift immediately following the holiday to be eligible for holiday pay. Unless absent with permission from management or verified by a Doctor's note.
- 14.01b) If a holiday falls in the vacation period he/she shall be allowed either one additional day of vacation with pay, or payment in lieu thereof. The employee shall decide which of the above methods will be used. If the employee decides to take the additional day with pay the Company and the employee will agree in advance on an appropriate day.
- 14.01c) If an employee works one of the above-named declared holidays, he/she will receive payment at one and one half times his/her regular rate for the hours actually worked by him/her at the rates of pay applicable for the work performed by him/her, in addition to receiving his/her holiday pay or receiving another day off.
- 14.01d) For the purpose of declared holiday pay, an employee shall be paid for an eight-hour day. When a declared holiday falls on a scheduled night shift normally worked by the employees in which 10 hours would have been the paid hours of work, then 10 hours of straight time will be received for the shift.

ARTICLE XV – SENIORITY

- 15.01 An employee shall be considered probationary for sixty-five (65) working days or equivalent (520 regular hours worked) from their date of hire. In the event of layoff, probationary employees will retain any time accumulated prior to the layoff towards their probationary period. Seniority for new employees with the same date will be determined by date of hire, date of application and last three (3) digits of their SIN in ascending order.

- 15.02 Seniority and employment shall terminate when the employee:
- a) Quits for any reason.
 - b) Is discharged and is not reinstated through the grievance procedure or arbitration.
 - c) Has been on layoff for a continuous period of eighteen (18) months.
 - d) Has been on layoff for a continuous period of less than eighteen (18) months and who, when notified by registered mail addressed to the last address he/she had recorded with the Company fails to report for work in accordance with the notice of recall or within seven (7) days after registered mailing date of such notice, whichever is later.
 - e) Fails to return to work immediately after the expiration of a leave of absence unless prevented from doing so by illness or other cause, which is reasonable in the opinion of the Company and the Union.
 - f) Is absent from work more than two (2) consecutive days without contacting a member of management unless absent due to verifiable illness or unless, in the opinion of the Company and the Union, there was reasonable justification for such cause.
- 15.03 An Employee shall accumulate seniority:
- a) While he/she is at work for the Company, or on layoff not exceeding eighteen (18) months, after he/she has completed his probationary period as set out in 15.01.
 - b) An employee will retain and accumulate seniority during a written leave of absence of two (2) weeks or less.
 - c) All leaves of absence longer than two (2) weeks will be discussed with the Local Union Chairperson or his/her designate and will not accumulate seniority.
- 15.04 Seniority referred to in this Agreement shall mean length of continuous service in the bargaining unit (subject to 15.05) on a plant-wide basis. Seniority lists are to be revised and posted every month if changes have been made. A copy will be given to the Local Chairperson.
- 15.05 If an employee covered by this Agreement accepts a position outside of the bargaining unit, he/she will retain all previously acquired seniority, but will not accumulate seniority while outside the bargaining unit for a period of six (6) months. After that time they will lose all previously acquired seniority. This term may be extended by mutual agreement between the Company and the Plant Committee.
- 15.06 Union Leave
An employee elected or appointed to a full time position with the union will be granted a leave of absence for up to twelve (12) months. The employee will retain all previously acquired seniority and continue to accumulate seniority during the period of leave. This term may be extended upon mutual agreement between the Company and the Plant Committee.

- 15.07 A leave of absence for Union business will be granted providing it does not affect the operations of the plant. The Company reserves the right to limit these leaves of absence to two (2) people off at one time to maintain full plant operations, but will not withhold permission unreasonably.

ARTICLE XVI – JOB POSTING AND PROCEDURE

- 16.01a) All vacancies will be posted for a period of five (5) working days. The posting will include the hours of work and a description of the duties. Employees desirous of the jobs will submit a letter of application. The job will be awarded to the senior employee who has submitted an application and has the required skills and ability. The Company will be the judge in the evaluation of these factors, however a senior employee not awarded a position may file a grievance. In the event that there are no qualified applicants within the bargaining unit, the Company may fill the position from outside the bargaining unit.
- 1) In the case of Area Technician postings, seniority will not be a determining factor.
- 16.01b) The Company agrees to work with the Union to develop a system to determine employees' competence levels. The system will include defining competence criteria and testing methods to determine qualification requirements for each task.
- Once the system has been developed the Company will be the sole judge of these factors.
- 16.01c) An employee who is awarded or offered a job as a result of his/her successful application, as set out in Clause 16.01 a), will not be entitled to bid on another job for a period of twelve (12) months, unless the job they were awarded becomes redundant.
- 16.01d) Initial vacancies plus one additional vacancy resulting from the posting will be posted.
- 16.01e) The name of the successful applicant will be posted within 14 days of being awarded the position.

- 16.02a) Temporary Transfers
Temporary transfers shall be defined, for the purpose of this clause, to be more than five (5) working days and not more than thirty (30) working days. The opportunity for temporary transfers will be given by seniority to employees on the shift with the vacancy, providing that such employees have successfully completed the cross training for the department and have the skills and ability to perform the work. Employees accepting the assignment, who have shown that they have the necessary skills and ability must remain in the temporary position for the duration of the transfer. This completes the cycle of transfers under the temporary work assignment procedure. The Company will take such steps as may be required to fill any remaining vacancy. When the temporary assignment is completed the employee will return to their previous position or a comparable position if the previously held position is not available.
- 16.02b) Temporary transfer assignments for periods of over thirty (30) days will be restricted to leaves, including sickness, maternity, Union, or other leaves mutually agreed upon by the Union and the Company as per the collective agreement excluding holidays and vacations. These transfers will be filled through the process outlined in 16.01d).
- 16.02c) Employees temporarily transferred at their request, to a lower-rated position will be paid at the lower rate.
- 16.02d) Employees temporarily transferred by the Company, to a lower-rated position will not have their pay reduced.
- 16.02e) The Company may offer a temporary transfer to any employee. In the event that another employee expresses an interest in the temporary transfer, he/she will be given priority consideration at the next opportunity for a temporary transfer into that position.

ARTICLE XVII – HEALTH & SAFETY

- 17.01 The Company agrees to work jointly with the Union and abide by Wescast's Health and Safety policies in accordance with the Occupation Health and Safety Act (1995).

- 17.02a) Heat In Plant
When an employee feels that the in-plant temperature and humidity has reached a point where he/she is unable to carry out the job duties successfully without danger of sickness, he/she should bring this to the attention of the Union representative and the Work Team Leader. The Work Team Leader will try to find an acceptable solution to this problem that satisfies both the employee's personal health and sickness problem and the Company's production problems. However, if the employee requests to go home, such a request will not be unreasonably withheld and will be without pay.
- 17.02b) No employee shall be required or allowed to work on any job or operate any piece of equipment until he/she has received proper safety education, training and instruction.
- 17.03a) The Company shall make all reasonable provisions for the health and safety of all employees during working hours. Approved protective devices, safety glasses, including prescription glasses shall be provided by the employer. The Company and the Union will cooperate in a monthly inspection of the plant made by the Joint Health and Safety Committee and such others as may be required to make recommendations to eliminate unsafe conditions and unsafe acts. Prior to each inspection tour the Joint Health and safety committee shall meet to review the findings and actions taken on the previous inspection.
- 17.03b) A National Representative from the union who deals with issues of Health and Safety may have access to the plant upon request by the local Union. He/she will provide the Company with reasonable notice prior to the visit.
- 17.03c) The parties agree that an employee can refuse to do a job if he/she has cause to believe that it presents a danger to him/herself, a co-worker, or plant equipment.
- 17.03d) The Company will not take punitive action against an employee who refuses to do such work. If the employee is not involved in the investigation he/she may be assigned to other work in the plant. Reassignment to another position within the plant will not be considered as disciplinary action.
- 17.03e) The wearing of approved safety shoes/boots is a condition of employment with the Company. All active employees who are employed by the Company will be provided with one (1) pair of safety shoes/boots per year, if required, not to exceed one hundred and fifty dollars (\$150.00) twelve (12) months from the recorded date of last purchased.

- 17.03f) Employees whose safety shoes/boots are damaged beyond repair through occupational wear will have their shoes/boots replaced by the Company.
- 17.03g) Winter clothing (parkas and winter boots) will be provided for employees when they are required to work outside.
- 17.03h) The Company agrees to allow all employees to cease work for one minute of silence out of respect on April twenty-eighth (28th) of each year for (The National Day of Mourning – for workers killed and injured on the job), at 11 AM.
- 17.03i) In the event that an employee is involved in a compensable injury at work and is unable to arrange treatment outside his/her normal working hours, the Company will compensate the employee at his/her regular rate for the time lost taking such treatment.
- 17.04a) Where an employee is unable to carry out the normal performance of his/her job, the Company Medical Officer and the individual's Medical practitioner will evaluate the condition. If agreement cannot be reached a mutually agreed specialist will be consulted to determine limitations and actions. The opinion of the specialist would be the determining opinion.

ARTICLE XVIII - MATERNITY, ADOPTION & PARENTAL LEAVE

- 18.01 The Company agrees to provide the above leaves in accordance with current legislation, which will be posted on the employee bulletin board.
- 18.02 Benefit coverage shall be maintained for eligible employees while on maternity, adoption or parental leave in accordance with the provisions of the Employment Standards Act as amended from time to time as at date of ratification.
- 18.03 In addition, for the life of this Agreement, the maternity leave may be extended a further 17 weeks unpaid, provided the employee makes application to the Company for a total of 52 weeks.
- 18.04 The Company agrees to provide benefit coverage, for the period of the leave of absence for up to a maximum of fifty-two (52) weeks.

ARTICLE XIX – PHYSICALLY CHALLENGED EMPLOYEES

- 19.01 In the event an employee becomes physically challenged and is unable to continue their job, an exception will be made in favour of such employee on the following basis:
- a) If a job vacancy occurs which a physically challenged employee can perform, they will be placed on such a job without the necessity of a job posting.
 - b) A doctor's certification of disability by the employee's own doctor must be submitted and verified by the Company Medical Officer.
 - c) An employee placed on a job because of a disability will have that disability reviewed at least annually.
 - d) The Company will review all circumstances with the union committee before exercising this provision. All exceptions to the seniority provision of the collective agreement must be mutually agreed to by the parties.

ARTICLE XX - WORKPLACE HARASSMENT

- 20.01 The Company and the Union agree that there will be no discrimination, interference, restraint or harassment or coercion exercised or practiced by either of them, or by any of their representatives, with respect to any employee because of his/her race, colour, marital status, creed, nationality or sex, on account of religious or political affiliations, or because of his/her membership or activities or lack of membership or activities in the Union.

The Company and the Union agree that there will be no discrimination, interference, restraint or harassment or coercion exercised or practiced by either of them, or by any of their representatives with respect to any employee because of age, sexual orientation, or disability, save and except those limitations as set out by the legislation in the Province of Ontario.

- 20.02 The Harassment policy will be posted on employee bulletin boards, as well, new employees will be given Anti-Harassment training and current employees will be given a review annually. The Company agrees to set up a Joint Union Management Committee to address Harassment Issues as they occur in the work place. This committee will be responsible for recommending appropriate training on this subject.

- 20.03 The Company and the Union agree that employees sometimes face situations of violence or abuse in their personal life that may affect their attendance or performance at work. The parties agree that when there is adequate verification from a recognized professional (i.e. doctor, lawyer, professional counselor), an employee who is in an abusive or violent personal situation will not be subjected to discipline without giving full consideration to the facts in the case of each individual and the circumstances surrounding the incident otherwise supportive of discipline. This statement intent is subject to a standard of good faith on the part of the Company, the Union and the affected employee(s), and will not be utilized by the Union or employees to subvert the application of otherwise appropriate disciplinary measures.

ARTICLE XXI – PAID EDUCATION LEAVE

- 21.01 The Company agrees to pay into a special fund one cent (\$0.01) per hour per employee for all compensated hours for the purpose of providing paid education leave. Said paid education leave will be for the purpose of upgrading the employee skills in all aspects of the Trade Union functions. Such monies to be paid on a quarterly basis into a trust fund established by the National Union, CAW and sent by the Company to the following address:

CAW Paid Education Leave Program
RR# 1
Port Elgin, ON
NOH 2C5

The Company further agrees that members of the bargaining unit, selected by the Union to attend such courses, will be granted a leave of absence without pay for twenty (20) days class time, plus travel time where necessary, said leave of absence to be intermittent over a twelve (12) month period from the first day of leave. Employees on said leave of absence will continue to accrue seniority and benefits during such leave. The number of employees selected to attend courses will not be unreasonable and must be agreed upon by the Company and the Union.

ARTICLE XXII – GENERAL

- 22.01 In the event of bereavement or death of the spouse, same sex spouse, child, mother, father, sister, brother, father-in-law, mother-in-law, brother-in-law, sister-in-law, step parent or step parent of current spouse, step sister or step brother, grandparents or grandchildren, of any employee and employee's current spouse or same sex spouse covered by this agreement, such employee shall be granted an excused absence of three (3) working days at his/her base rate of pay. A maximum of three (3) unpaid additional days will be allowed if required when approved by Human Resources and the Union. Such absences will not be unreasonably withheld nor will it be held against an employee for absenteeism.

Bereavement outside of family will not be held against an employee for absenteeism. Employee assistance counseling (EAP) will be available upon request.

22.02 Union Bulletin Board

The Company will provide a bulletin board in the lunchroom for the convenience of the Union in posting notices. All such notices must be signed by a proper officer of the Union and submitted to management.

22.03 Recognizing that jury service is a duty of citizenship, the Company agrees that, should any employee covered by this agreement be called for jury duty, coroners jury, subpoena witness, the Company will pay such employee the amount which such employee would have earned had such employee worked his/her regular scheduled shift in the Plant. The employee must produce written confirmation from the Court Officer to show the actual time spent in court, before payment will be made. Payment under this clause shall be made on the employee's regular pay following termination of such court service.

22.04 First Aid & CPR Training

The Company will provide training for employees in CPR and First Aid applications. All employees taking this training will be paid at their regular rate of pay. The training will be held on shift when possible. There will be a minimum of two employees per shift trained in First Aid and CPR. A joint committee of Union and Management will determine who attends the training.

22.05 The Company agrees to acquaint new employees with the fact that a collective agreement is in effect and with the conditions of employment set out in the Articles dealing with Union Security and dues check-off. A new employee shall be advised of the name and location of his/her Union representative. The employee's immediate supervisor will introduce him/her to his/her Union representative who will provide the employee with a copy of the Collective Agreement. The employer agrees that a union representative will be given an opportunity to participate in the Wescast Industries New Employee Orientation program for the purpose of acquainting the new employee with the benefits and duties of union membership and the employee's responsibilities and obligations to the employer and the Union.

22.06 The Company shall also supply an outlined brochure of all Company paid benefits such as insurance, pensions, E.A.P. packages, etc. and an outline of such programs will be included as an addendum to the collective agreement.

22.07 The Company agrees to continue to supply necessary power and specialty tools and equipment at no cost to the employees. Broken tools not covered under warranty will be replaced at no cost.

- 22.08 Meetings and Training
Meetings and training will be paid at straight time with the expectation that after 40 hours worked during the week those hours will be paid at time and one half as per article 12.02a).
- 22.09 Confidentiality of Health Information
The Company and the Union recognize the confidentiality of health and medical information of employees.
- Therefore the Company and Union representatives that have access to this information will ensure its confidentiality.
- The Company also agrees that medical information will not be divulged to a third party without the consent of the employee, or as required by law.
- 22.10 Copies of Collective Agreement – Company agrees with making available in booklet form for all employees within 2 months of ratification.
- 22.11 Temporary Employees – The Company agrees to make temporary employee’s full time when they have worked as a temporary employee for 520 hours. This is to begin as of July 1/98.

ARTICLE XXIII – LAYOFF AND RECALL

- 23.01 Layoff and recall will be based on last on, first off. In all cases of lay-off reasonable anticipated to exceed one (1) working day and recalls after such layoff seniority shall govern, provided the employees concerned have the required skill and ability to do the work required.
- In the application of this clause, the Company shall be the judge of skills and ability, subject to the Union’s right to grieve the decision.
- 23.02 The Company agrees to give employees affected by layoff as much notice as possible and at least 3 days notice of layoff except where such layoff is a consequence of machinery breakdown, an Act of God, fire, flood, power failure or other like cause beyond the control of the Company.
- 23.03 Because of their positions in the Union, the Chairperson (and any additional stewards, if required) will have senior seniority in the plant for the purpose of layoff only and provided they have the required skill and ability to do the work.

- 23.04 In the event there is a dispute regarding a more senior employee's ability to perform the work of the least senior employee, such an employee will be given a five (5) day working trial for the purpose of determining their ability to do such work.
- 23.05 The Company will provide the Chairperson of the Union Plant Committee with a list of employees to be laid off or recalled, also any cancellation of such notices.

ARTICLE XXIV – TERMINATION

- 24.01 This agreement will remain in force for a period of three (3) years from the date hereof and shall continue in force from year to year thereafter unless in any year not more than sixty (60) days and not less than thirty (30) days before the date of its termination, either party shall furnish the other with notice of termination or of proposed revision to this agreement.

ARTICLE XXV - SOCIAL JUSTICE FUND

- 25.01 A Social Justice Fund is to be set up. The purpose of this fund is to provide financial assistance to such entities as food banks, registered Canadian charities and international relief measures to assist the innocent victims of droughts, famines and other dislocations.
- 25.02 Subject to the following conditions, the Company will make quarterly contributions to such a fund equal to one cent (\$0.01) for each straight time hour worked for the thirteen (13) week period.

The Company will make these quarterly payments provided that:

- 1) The Union incorporates the fund as a non-profit corporation under the Canada Corporations Act, and ensures that all necessary steps are taken to maintain the corporation in proper legal standing and that all requirements of the Act are met;
- 2) The Union registers the non-profit corporation as a charity under the Income Tax Act of Canada and maintains the registration in good standing;
- 3) The Union obtains and maintains a favorable Income Tax Ruling from the Federal Department of National Revenue that all contributions which the Company makes to the non-profit corporation are tax deductible;

The Union provides the Company with annual audited financial statements of, and summaries of each year's donations made by the non-profit corporation.

- 4) The objects, by-laws and resolutions of this non-profit corporation should limit it to making the following types of financial contributions;
- i) Contributions to other Canadian non-partisan charities that are registered under the Income Tax Act,
 - ii) Contributions to non-partisan international relief efforts that are recognized by the Canadian International Development Agency (CIDA) or any successor body that performs like functions,
 - iii) Contributions to any Canadian or international non-partisan efforts to which other Canadian charities that are registered under the Income Tax Act are also making financial contributions,
 - iv) Contributions to any non-governmental and non-partisan development group recognized by CIDA and registered as a charity under the Income Tax Act.
- 25.03 It is agreed by the parties that the Company shall be under no obligation to begin making the quarterly contributions set forth above until such time as the Union provides it with documentation to establish that the requirements of points (i) to (iv) above have been, and are continuing to be met. Upon the Union providing this documentation to the Company, the Company, at the next quarterly contribution date, will make that contribution and all previously unpaid quarterly contributions to the fund's non-profit corporation.
- 25.04 Thereafter, the Company will pay each subsequent quarterly contribution as set forth above as long as the requirements of (i) to (iv) above continue to be met by the Union.

ARTICLE XXVI – UNION REPRESENTATION

- 26.01 The Union Chairperson will be granted up to one (1) hour per day for the prompt handling of grievances and other related union business for the administration of this Collective Agreement. Any additional time required handling issues relating to this collective agreement will be granted on an as needed basis.
- 26.02 Wages for Bargaining Team
The Company will pay Union Representatives on the Bargaining Committee for attending negotiations at their base hourly rate of pay.
- 26.03 The Company agrees to provide a union office furnished with the following: one (1) desk, one (1) file cabinet, one (1) computer, one (1) bookcase, one (1) (2) telephone, one (1) printer.

- 26.04 Joint Union-Management Meetings
Where monthly joint Union-Management meetings occur during this contract, the wages of those members of the bargaining unit, who are absent from their workplace for the meeting, will be paid their normal hourly rate.

ARTICLE XXVII – LEAVE OF ABSENCE

- 27.01 Leaves of absence for Union business will be granted providing it does not affect the operations of the plant. The Company reserves the right to limit such leaves of absence to two (2) people off at any one time in order to maintain full plant operations, permission will not be unreasonably withheld.
- 27.02 A request for a leave of absence will be considered under the following circumstances and conditions, if the request is in writing and directed to the Work Team Leader. Consideration will be given for the following reasons: returning to school, upgrading skills in a recognized training or apprenticeship program, a personal problem as per a doctor's recommendation for leave and to enter personal ventures.
Condition:
a) Seniority in the bargaining unit will not accumulate during such leave. Return to work will take place based on seniority. Return to the previous position/department can not be guaranteed.
- During a leave of absence for returning to school or upgrading skills in a recognized training or apprenticeship program, an employee will be allowed to work weekends or school breaks under the following conditions.
a) They will be paid at straight time.
b) Full time union employees will be selected off a posting before an employee who is on leave of absence is allowed to work.
- 27.04 An employee who is granted a leave of absence for personal ventures will not be allowed to work at Wescast while on leave of absence.
- 27.05 Leave of absence for Public Office – An employee who is elected to public office shall be granted a leave of absence without loss of seniority as required by the term of Public Office. The Company recognizes the right of employee's to participate in public affairs. Therefore, upon written request, the Company shall allow unpaid leaves of absence so that the employee may be a candidate in federal, provincial, or community elections.

Cost of Living Allowance (COLA)

The Company agrees to provide a cost of living allowance determined in the manner hereinafter set forth in accordance with changes in the official Consumer Price Index, published by Statistics Canada (1992=100), and hereinafter referred to as the CPI.

The "Average CPI" is defined to be the average CPI for the 3 months prior to the measurement point. For example, the Average CPI at June 1998 is the average of the CPI at the end of March 1998 (108.8), April (108.5) and May 1998 (108.9) or 108.73.

Cost of Living adjustments will be made upward quarterly as indicated in the CPI, but in no event will a decline in the CPI below that of 108.8 (June 1998) provide a basis of reduction in the wages set forth in this agreement.

Adjustments in the COLA will be made for all work performed after July 1, 1998 at the following times:

Effective Date of Cost of Living Adjustment Each Year	Based on Average C.P.I. for
October 5, 1998 (for October 1, 1998)	September 1998
January 4, 1999 (for January 1, 1999)	December 1998
April 5, 1999 (for April 1, 1999)	March 1999
July 5, 1999 (for July 1, 1999)	June 1999
October 4, 1999 (for October 1, 1999)	September 1999
January 3, 2000 (for January 1, 2000)	December 1999
April 3, 2000 (for April 1, 2000)	March 2000
July 3, 2000 (for July 1, 2000)	June 2000
October 2, 2000 (for October 1, 2000)	September 2000
January 1, 2001 (for January 1, 2001)	December 2000
April 2, 2001 (for April 1, 2001)	March 2001

At each quarter measurement point, the Average CPI will be compared to the Average CPI at June 1998 (108.73). The amount of the cost of living adjustment shall be one cent (\$0.01) per hour for each whole .06 increase in the Average CPI less the cumulative cost of living adjustment as at the prior quarterly measurement date.

The continuance of the cost of living allowance shall be contingent upon the availability of the official monthly CPI calculated on the same basis and in the same form as published in 1992. However, if during the life of the Agreement, this method should be replaced by another method of computing the index, the parties will meet to determine the method of converting the escalator formula for rate adjustments.

Cost of living allowance will be also included in computing overtime pay, holiday pay, vacation pay, and jury duty pay and bereavement pay.

APPRENTICESHIP PROGRAM

The Company and the Union share a mutual commitment to develop fully trained and safe workers through the apprenticeship-training program. This program will be limited to millwrights and electricians.

Qualifications:

- Minimum of Grade 12 education or equivalent.
- Good attendance record: 96% or better in current year.
- Excellent safety record; work performance; interpersonal and team skills.
- Not a present Wescast skilled trades person or Wescast apprentice in any trade.

Selection Process

- All qualified Apprenticeship applicants will be given the opportunity to write the Canadian Adult Achievement Test (CAAT) and the Differential Aptitude Test (DAT). A pre-study guide will be issued from Human Resources at least a week prior to the testing. A pre-determined number of candidates will proceed to the next level of testing.
- A trade-specific test is then taken to evaluate knowledge specific to the trade in question. In addition, the Apprenticeship Committee (Union Rep., Maintenance Rep., and H.R. Rep.) to determine overall candidate suitability conducts a structured interview. The Committee selects the successful apprentices.

Training

- Wescast Industries will pay the cost (tuition and books) of all required training.
- All trades training to be handled through approved or certified programs. A "Training Request Form" with appropriate approvals must be completed before beginning any training.
- A "Skills Proficiency" test to determine the appropriate starting level for all "required" skill training participants. A complete module must be passed successfully to be exempt from that module.

Course Schedule

- Apprentices attend block release training arranged through the Ontario Ministry of Education and Training.

NOTE: Due to the limited availability of trade school registrations, Wescast will commit to making apprentices available to attend schooling as required.* Conversely, apprentice cancellations of school releases will be permitted only in severe hardship cases.

*Providing adequate numbers of trained maintenance workers are available to ensure the safe and effective operation of the plant.

Completion

- Under normal conditions and with anticipated block release scheduling, the length of time to complete the apprenticeship must not exceed 125% of the Contract of Apprenticeship period. Employees who do not complete the apprenticeship requirements within this time frame will return to their pre-apprenticeship classification and rate of pay.

Rate of Wages

- Hourly wages will be paid for in-class instruction time only during the Block Release sections of the Apprenticeship. Travel time will not be included.
- The company will make application to UIC to provide monetary support for employees taking block release training for apprenticeships to supplement UIC payments up to 95% of the employees regular pay. Employees enrolled in a day release apprenticeship training (which is not currently supported by UIC payments) will receive their straight time wage for 8 hours on the days they attend school.
- The Apprenticeship Program is a four (4) phase program. Wages will be based upon the following:
 - The wage differential between production and maintenance wage rate will be calculated using the current rate in the Wescast Stratford collective agreement.
 - Upon successful completion of each phase, a wage increase of one-quarter (1/4) of the differential shall be added to the production hourly rate.

NOTE:

1. This agreement does not override the indentured apprenticeship agreement between Wescast Industries, Ministry of Colleges and Universities and the Apprentice.
2. Any government assistance provided to the apprentice will be deducted from the employees wages.

Apprenticeship Rate Policy

- 1) Apprenticeship rate starts at present production rate as per the collective agreement.
- 2) First Increase = Production rate + $\frac{1}{4}$ of difference between production level 2 and trade rate level 1.
 - First block of trade schooling successfully completed, and a
 - Minimum of 1,500 hours of hands-on training experience, and a
 - Minimum of 25% of defined tasks as per check sheet of Apprenticeship Training Standards to be signed off.
- 3) Second Increase = Production rate + $\frac{1}{2}$ of difference between production level 2 and trade rate level 1.
 - Second block of trade schooling successfully completed, and a
 - Minimum of 3,500 hours of hands-on training experience, and a
 - Minimum of 40% of defined tasks as per check sheet of Apprenticeship Training Standards to be signed off.
- 4) Third Increase = Production rate + $\frac{3}{4}$ of difference between production level 2 and trade rate level 1.
 - Third block of trade schooling successfully completed, and a
 - Minimum of 5,500 hours of hands-on training experience, and a
 - Minimum of 60% of defined tasks as per check sheet of Apprenticeship Training Standards to be signed off.

- 5) Fourth Increase = To trade rate.
- 75% of defined tasks as per check sheet of Apprenticeship Training Standards to be signed off, and the
 - Required hours as per apprenticeship program signed off, or demonstrated ability to perform all duties of qualified trades person to exempt from remaining hours, and the
 - Apprenticeship Completion Form signed off by the Ministry of Training and Education and Wescast Industries Inc., and
 - Successfully pass the trade test.

CLASSIFICATIONS

Production Employee

Level 1 - General Production

Level 2 - Competence in three skill areas

Level 3 - Employees that have completed the internal welding certification process. Certification program to be developed.

Level 4 - Employees in this level deal with product dimension and have considerable customer contact. Employees in this level may also have certification in their field.

Maintenance

Level 1 – Journeyperson

Employees at this level would be expected to meet the following criteria:

Hold current Millwright or Electrician ticket

Understand and operate production equipment

Level 2 – Journeyperson

Timing of a minimum total of twelve months as a Wescast Maintenance employee will be the primary factor for achieving this level along with a demonstrated competence in doing the following a) through d):

To operate all of the equipment including working knowledge of equipment

To install new equipment electrically and/or mechanically

To perform preventative maintenance checks on all of the equipment to perform repairs required

Troubleshoot and repair equipment

Area Technician

Schedule day to day duties; assist with troubleshooting and resolve problems with equipment, and communication between shifts.

DEPARTMENT JOB DUTIES MATRIX

FINISH	WESVAC	MOULD	MELT	PATTERN	CORE
1. Padwash	1. Core Machine Operator	1. Set up Sand Auger Strike off Pattern Stripping	1. Shake Out Mould Prep. Pouring	1. Pattern Set-up Pattern Tear Down Pattern Repairs	1. Core Blower Operator Core Filing Operator Core Prep.
2. Grinding	2. Mould Prep.	2. Mould painting Core Setting Mould Closing	2. Furnace Operator		
3. Cut-off saw & Trim Grinder	3. Furnace Operator				
4. Pressure Test	4. Robot Operator				

- All team members must have a minimum one (1) year seniority before they will be cross trained in other skill competency areas.
- Once team members have completed training and are fully competent in three skill areas they will move to Production Level 2.
- The team leaders may limit the number of people allowed to cross train in the furnace operators and padwash operators and pressure test.
- The following positions will be excluded from the production cross training: maintenance personnel, technical support and level three production employees.

SCHEDULE ‘A’

PRODUCTION

	Year 1	Year 2	Year 3
Probation	\$12.00 + COLA	\$0.50 + COLA	\$0.50 + COLA
Level 1	\$13.40 + COLA	\$0.50 + COLA	\$0.50 + COLA
Level 2	\$13.65 + COLA	\$0.50 + COLA	\$0.50 + COLA
Level 3	\$15.40 + COLA	\$0.50 + COLA	\$0.50 + COLA
Level 4	\$16.30 + COLA	\$0.50 + COLA	\$0.50 + COLA

MAINTENANCE

	Year 1	Year 2	Year 3
Level 1	\$18.00 + COLA	\$0.60 + COLA	\$0.60 + COLA
Level 2	\$19.00 + COLA	\$0.60 + COLA	\$0.60 + COLA

Area Technician Rate	\$0.50
Shift Premium	\$0.50

IN WITNESS THEREOF each of the parties hereto has caused this agreement to be signed by its duly authorized representatives as of the day and year first above written.

WESCAST INDUSTRIES INC.

LOCAL 397
CANADIAN AUTO WORKERS

Benefit Summary – Effective July 1, 1998

Benefit	Coverage Year 1	Coverage Year 2	Coverage Year 3	Employer Premium Cost	Employee Premium Cost
Employee Life Insurance ▪ Employee is eligible for benefit after 3 months	\$35,000 reducing by 50% at age 65	\$40,000 reducing by 50% at age 65	\$40,000 reducing by 50% at age 65	100%	Nil
Employee Accidental Death and Dismemberment and Specific Loss (Principal Sum) ▪ Employee is eligible for benefit after 3 months	\$35,000	\$40,000	\$40,000	100%	Nil
Dependent Life Insurance	\$2,500	\$5,000	\$5,000	100%	Nil
Semi-Private Hospital ▪ Employee is eligible for benefit after 3 months	Semi-Private room 100% reimbursement			Nil	100%

Healthcare Basic Expense Maximums: Hospital	Private Room(You will only be eligible for this benefit if you are also enrolled under the semi-private hospital benefit)	100%	Nil
Nursing	\$25,000 every 3 years		
Chronic Care	\$25.00 per day		
Medical Travel in Canada	\$2,000 Lifetime		
Prescription Drugs	Included		
Custom-fitted Orthopedic Shoes	Reasonable & Customary		
Myoelectric Arms	\$10,000 per prosthesis		
External Breast Prosthesis	1 in every 12 months		
Surgical Brassieres	2 in every 12 months		
Patient Lifters	\$2,000 per lifter every 5 years		
Outdoor Wheel Chair Ramps	\$2,000 Lifetime		
Blood-Glucose Monitoring Machines	1 in every 4 years		
Transcutaneous Nerve Stimulators	\$700 Lifetime		
Extremity Pumps for Lymphedema	\$1,500 Lifetime		
Custom-made Compression Hose	4 pairs per calendar year		
Wigs for Cancer Patients	One wig – Lifetime		
Paramedical Expense Maximums	Unlimited		
Physiotherapists	\$200 each calendar year		
Psychologists/Social Workers	\$35 for initial visit \$20 per hour for each subsequent visit		
Speech Therapists	\$200 each calendar year		
Masseur	12 visits each calendar year \$7 each visit		

Global Medical Assistance Expenses (GMA)	Included			100%	Nil
Out of Country Emergency Care Expenses	Included				
Lifetime Healthcare Maximum <ul style="list-style-type: none">Employee is eligible for benefit after 3 months	Unlimited				
Dental Care (Basic/Preventative) Payment Basis	The dental fee guide is in effect in your province of residence in the year prior to the date the expense is incurred			100%	Nil
Reimbursement Levels					
Accidental Dental Injury Expenses	100%	100%	100%		
All other expenses	85%	90%	95%		
Plan Maximum					
Note: No maximum is applied to accidental dental injury coverage <ul style="list-style-type: none">Employee is eligible for benefit after 12 months					
Orthodontics	\$1000 lifetime at 50/50 split			100%	Nil
Vision Care	\$125 every 2 years			100%	Nil
Eye Examinations	Once every 2 years			100%	Nil
Hearing Aids	\$500 coverage every 3 years			100%	Nil
Benefit Coverage	6 months			100%	Nil
Laid Off Employee	6 months				
Wage Loss Replacement	Duration of injury				
WSIB (WCB)					
Floating Holiday	1 added in Year 3. Date to be determined by the Company.				Nil
Pension	Year 1	Year 2	Year 3		
	No change	Employee - 4.5%	Employee – 5.0%		
		Employer – 6.5%	Employer – 7.0%		