

AGREEMENT:

WORKING CONDITIONS

AND

CLASSIFICATIONS

BETWEEN

LANTIC INC. - TABER, ALBERTA

AND

UNITED FOOD AND COMMERCIAL WORKERS INTERNATIONAL UNION
LOCAL 383

Term of Agreement

April 1st, 2017

To

March 31st, 2022

LANTIC INC. INCIDENT AND ACCIDENT PREVENTION PHILOSOPHY

We are committed to the principle that no undertaking at Lantic Inc. has greater importance than incident and accident prevention, and the health and safety of our employees, visitors, and contractors present on our premises.

We consider every health and safety measure to be an integral, equal and inseparable part of daily operations and Company objectives.

We accept responsibility for the development of effective health and safety programs. We expect that those employees charged with management responsibilities will fulfil their obligations in accordance with Company policy and applicable regulations.

Notwithstanding our responsibilities, and our stated commitment to strive for optimum health and safety in our operations, this basic objective cannot be reached alone.

We therefore expect that every person employed by the Company will be committed to the development of a positive attitude toward incident and accident prevention, perform in a safe work manner, and follow safe work practices.

LANTIC INC., TABER OCCUPATIONAL HEALTH & SAFETY POLICY STATEMENT

Lantic Inc., Taber Refinery is committed to promoting safe and healthy working conditions within the Company, therefore:

It shall be the responsibility of MANAGEMENT to establish and maintain adequate standards for the factory premises, work areas, operations and equipment to ensure that physical and health hazards are guarded against or eliminated, and to develop work procedures and rules that will comply with Government regulations to achieve optimum productivity levels without incidents or accidents that could potentially result in injuries, industrial diseases or major losses.

It shall be the responsibility of every SUPERVISOR to ensure that employees are adequately trained in proper work procedures and to ensure the observation by employees of these procedures, of Company policies and rules, and Government regulations, in order to avoid incidents or accidents that could potentially result in injuries, industrial diseases or major losses.

It shall be the responsibility of every EMPLOYEE to learn about, and follow proper work procedures, to perform duties in a safe manner, to observe all Company policies and procedures, and Government rules and regulations, and to co-operate in creating a safe, healthy and productive working environment.

It shall be the responsibility of every VISITOR and CONTRACTOR to learn about, and comply with all Company rules and regulations, and to follow any instructions provided by Company employees. **CONTRACTORS** are also expected to comply with all legislation and regulations applicable to their field of expertise.

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AGREEMENT RECOGNITION

This agreement made and entered into this 26th day of April, 2017 by and between the United Food and Commercial Workers International Union Local 383, hereinafter called the Union, and Lantic Inc. - Taber, hereinafter termed Company.

WITNESSETH

a) Whereas, the Union and the Company desire to standardize working conditions and to maintain full production, and;

b) Whereas, more than a majority of the steady employees of the Company employed at the Company plant have associated themselves together for the purpose of collective bargaining with the Company, as required by the Labour Relations Act, and;

c) When an employee (for whom the Union bargains) is hired, the Company will request the employee to sign a slip in duplicate authorizing the Company, as a condition of employment, to deduct Union dues from the regular payroll earnings on the employee's first pay after commencement of employment and every subsequent pay from any earnings accumulated. A signed duplicate copy of this slip will go to the Union as their notification that the employee is on the payroll. Upon release from Company employment, the Union will be notified that the employee has been released. The Union President or one officially appointed may check with the office at any time re these deductions.

d) The Company will honour a written assignment of wages for Union Dues substantially in the following form.

I, being an employee of Lantic Inc. - Taber, hereby authorize and direct the Company to deduct monthly on the first pay of each calendar month from any earnings accumulated to my credit, the amount of my regular monthly dues to Local Union No. 383 of the U.F.C.W., whose receipt therefore shall constitute a good and sufficient discharge to the company for the amount so deducted from my earnings.

e) The Company shall remit the dues deducted to the Union every four (4) weeks together with a written statement of the number of employees from whom the deductions were made.

f) The Company also agrees to include the total Union dues deducted during the calendar year on annual T4 Income Tax Forms.

MANAGEMENT

The management of the plant and direction of the working force are fixed exclusively in the employer and, without restricting the generality of the foregoing, the union acknowledges that it is the exclusive function of the employer to:

- (a) maintain order and efficiency;
- (b) hire, promote, demote, classify, transfer, suspend and rehire employees, and to discipline or discharge any employee with seniority for just cause provided that a claim by an employee who has acquired seniority that the employee has been discharged or disciplined without just cause may be the subject of a grievance and dealt with as hereinafter provided;
- (c) make, enforce, and alter, from time to time, rules and regulations to be observed by the employees;
- (d) determine the nature and kind of business conducted by the employer, the kinds and locations of plants, equipment and materials to be used, the control of materials and parts, the methods and techniques of work, the labour saving devices and methods to be implemented, the content of jobs, the schedules of production, the number of employees to be employed, the extension, limitations, curtailment or cessation of operations or any part thereof, and to determine and exercise all other functions and prerogatives which shall remain solely with the employer.

It is understood that the interpretation of this clause will not be exercised in any way inconsistent with or in violation of any of the provisions of this Collective Agreement.

ARTICLE 1 - UNION SECURITY

1:01. Union Dues

The Company agrees to an automatic check-off of Union Dues.

1:02. Union Membership

All new employees may become members of the Union at their discretion but if they forego membership in the Union they shall on their first pay after commencement of employment pay such Union Dues as are levied on Union Members but this will not include any special assessments.

1:03. Non Discriminatory Policy

The Company agrees not to discriminate against any employee in any way because of Union activity. The Union agrees to exercise no discrimination in any way because of non-membership of any employee.

1:04. Union-Company Support

Union will endeavour to promote full working efficiency among its members and particularly to support the Company in maintaining a full working period during the work day.

1:05. Orientation

New permanent employees shall, on a one (1) time only basis, be allowed up to thirty (30) minutes time off work with pay in order to meet with a Shop Steward for the purpose of familiarizing themselves with the general conditions and responsibilities with respect to the Collective Agreement and to the Union. This meeting shall take place during said employee's first week of active employment and at a time that is mutually agreeable between the Shop Steward and the Company.

1:06. Indemnity

The Union agrees to indemnify the Company in the event that any legal proceedings are commenced against the Company in connection with collection of Union dues from any employee.

1:07. Agreement Binding

This Agreement shall be binding upon the parties hereto, their successors, administrators, executors and assigns. In the event the entire operation or any part hereof, which is covered by this Agreement is sold, leased, transferred or taken over by sale, transfer, lease assignment, receivership or bankruptcy proceeding, or another Limited Company is set up to perform any of the functions previously performed by the Company covered herein such operation shall continue to be subject to the terms and conditions of this Agreement for the life thereof.

1:08. Notice

If at any time the Company intends to sell, transfer or lease the entire operation, or any part thereof, it shall give notice of the existence of this Agreement to any purchaser, transferee, lessee, assignee, etc., of the operation covered by this Agreement, or any part thereof. Such notice shall be in writing with a copy to the Union, not later than the effective date of sale.

1:09. Discipline

Upon the written request by an employee, they shall be given a written transcript of their discipline file when disciplinary action concerning the employee is initiated.

An employee who is required by management to attend an investigatory interview or a meeting which may result in disciplinary action shall have union representation. In matters of an urgent nature (i.e. serious safety infractions or violence) and when no Union Representation is available, the employee will have the option of selecting a member of the bargaining unit to

attend.

1:10. Discharge Procedure

Good cause for discharge of all employees shall be at the Company's discretion. The Company shall furnish each discharged employee a written statement of the reason for discharge within 14 calendar days of their discharge.

1:11. Strikes

The Union and its members, individually and collectively, agree that during the term of this Agreement, or while negotiations are under way for renewal or extension of this Agreement, they will not cause, support, encourage, condone or engage in a strike, "slow-down" or other activity designed to restrict or limit production or distribution of product nor shall the Company give notice of lock out or lock out its employees. The Union and its members further agree that they will not involve the employees of the Company or the Company itself in any dispute which may arise between any other employer and employees, and without limiting the generality of the foregoing, the Union and its members agree not to engage in any sympathetic strike except as is permitted by the Labour Relations Code.

1:12. Picket Lines

The Company agrees that in the event of a legal strike amongst the employees of a concern with which the Company is doing business it will not ask, require or in any way force or compel members of the Union to service such a strike-bound firm by crossing any established legal picket line(s).

ARTICLE 2 - COMPANY/UNION MEETINGS

2:01. Labour - Management Committees

It is agreed that the Joint Labour-Management Committees will schedule regular bi-monthly meetings and representatives consisting of the Union executive and members representing the Company for the primary purpose of promoting efficiency in maintenance, operation and production.

This committee shall also consider any problems or grievances arising from this Agreement and make recommendations for solution to the Management who shall report back on any recommendations.

ARTICLE 3 - CAMPAIGN AND INTER-CAMPAIGN HOURS OF WORK AND OVERTIME

3:01. Campaign Season

The CAMPAIGN season is defined as the period during which beets are sliced and/or sugar produced.

3:02. Intercampaign Season

The INTER-CAMPAIGN season is defined as the period of the year not included with the CAMPAIGN season herein above defined.

3:03. Mixed Work Week

At the start or finish of CAMPAIGN a work week may be separated into CAMPAIGN or INTER-CAMPAIGN hours. During a mixed work week, all hours worked after forty (40) hours will be paid at the rate of one and one-half (1-1/2) times the regular rate. Two (2) times the regular rate shall be paid for all hours worked after fifty (50) hours per week.

Campaign:

3:04. Commencement/Conclusion

At the commencement of campaign an employee will be on campaign hours as soon as the employee commences straight time shift work. At the end of campaign, when the last sugar strike is dropped and the mill clean up (approximately 3 days) is finished, the Operations Manager will inform the employees that the Inter-Campaign period will start. At that time the Inter-Campaign working conditions will apply including lunch periods.

3:05. Work Day, Work Week

During the CAMPAIGN season, all employees assigned to continuous operating shifts will work the 12 hour continuous shift schedule set out in Appendix "A".

For all other employees forty (40) hours shall constitute a normal work week and normal shift hours shall be eight (8) hours or ten (10) hours as laid down in the Letter of Understanding for Parts/Materials Technician, Storekeeper, Assistant Storekeeper and Instrument Mechanic.

3:06. Overtime Definition

During the CAMPAIGN season, work performed in excess of forty (40) hours in one week shall be overtime for employees working on an eight (8) hour per day and forty (40) hour per week shift basis.

Employees required in continuous process operations will work an average of forty-two (42) hours per week over a six (6) week shift cycle. Provided all hours are worked pursuant to the shift schedule, in a two (2) week pay period, the final four (4) hours will be paid at the overtime rate.

When requested to change shifts by the Company during this two-week pay period, the employee will continue to be entitled to their normal shift cycle overtime.

3:07. Overtime Rate

During Campaign overtime at the rate of one and one-half (1-1/2) times the regular

rate shall be paid to employees for all hours worked per week in excess of the hours set forth in the shift schedule. **Any time an employee must work more than 3 consecutive 12-hour shifts during the week of commencement of campaign and/or during the week of conclusion of campaign, the additional consecutive days will be paid at one and one half times the regular rate.**

Employees required in continuous process operations will work an average of forty-two (42) hours per week over a six (6) week shift cycle. Provided all hours are worked pursuant to the shift schedule, in a two (2) week pay period, the final four (4) hours will be paid at the rate of one and one-half (1-1/2) times the regular rate.

When requested to change shifts by the Company during this two-week pay period, the employee will continue to be entitled to their normal shift cycle overtime.

During Campaign overtime at the rate of one and one-half (1-1/2) times the regular rate shall be paid to employees for the first four (4) hours worked in excess of their regular daily hours set forth in the shift schedule. Two (2) times the regular rate shall be paid for all continuous work thereafter.

3:08. Overtime Paid, Not Paid

During campaign it may be necessary to switch an employee's normal day off or change their shift. In this event the employee concerned must be advised twenty-four (24) hours beforehand. If not advised beforehand, then the entire day worked shall be converted as overtime. If the employee's shift is changed back to regular shift during the week, no additional overtime will apply.

Inter-campaign:

3:09. Work Day, Work Week

During the INTER-CAMPAIGN season, forty (40) hours shall constitute a normal work week and ten (10) hours will constitute a work day, except for those employees or departments for which an eight (8) hour day is designated. During the INTER-CAMPAIGN SEASON, work performed by an employee in excess of their regular shift schedule shall be paid at overtime rates.

3:10. Normal Work Day

During the INTER-CAMPAIGN season, the normal work day for employees working on an eight (8) hour shift basis will be 8:00 a.m. - 12:00 noon, 12:30 p.m. - 4:30 p.m. Unless otherwise specified by management, the normal work day for two shifts per day will be 7:00 a.m. - 12:00 noon, 12:30 p.m. - 3:30 p.m.; the afternoon shift hours will be 3:30 p.m. - 8:00 p.m., 8:30 p.m. - 12:00 midnight. In the event a three shift operation is required the employees involved will work the following schedule: 8:00 a.m. - 4:00 p.m.; 4:00 p.m. to 12:00 a.m.; 12:00 a.m. to 8:00 a.m. without scheduled lunch breaks.

During the INTER-CAMPAIGN season, the normal work day for employees working on a ten (10) hour shift basis, will be 7:00 a.m. - 12:00 noon, 12:30 p.m. - 5:30 p.m. Unless otherwise specified by management, the normal work day for two 10 hour shifts per day will be 7:00 a.m. - 12:00 noon, 12:30 p.m. - 5:30 p.m.; the off shift hours will be 8:30 p.m. - 1:30 a.m., 2:00 a.m. - 7:00 a.m.

3:11. Overtime Rate

During Inter-Campaign overtime at the rate of one and one-half (1-1/2) times the regular rate shall be paid employees for the first two (2) hours worked in excess of their regular daily hours set forth in the shift schedule. Two (2) times the regular rate shall be paid for all continuous work after ten (10) hours per day and fifty (50) hours per week.

3:12. Saturday/Sunday Overtime

During the INTER-CAMPAIGN season, overtime at the rate of one and one-half (1-1/2) times the regular rate will be paid to employees for all hours worked on a Saturday and double the regular rate for all hours worked on a Sunday. The above does not apply to those employees regularly scheduled to work on Saturday or Sunday, who shall receive their regular straight time rate for work done on these days.

General:

3:13. No Pyramiding

In no case will any overtime or other premiums be pyramided.

3:14. Calculating Overtime

Shift bonus is not added to wage rates for the purpose of calculating overtime.

Hours included in the calculation of the work week shall include statutory holidays, vacations, and compensating days off. Statutory holidays are not included in the calculation if an employee is working on 12-hour continuous shifts.

3:15. Rest Periods

During the INTER-CAMPAIGN period employees shall be granted one ten (10) minute rest period each half shift. Whenever an employee is scheduled to work two (2) or more hours of overtime on any day a rest period of ten (10) minutes duration will apply.

The time the rest periods are to be taken will be determined by the Operations Manager or his/her Designate.

ARTICLE 4 - GENERAL CONDITIONS

4:01. Permanent Employees – Definition

Permanent employees are those hired as such for employment during both the

CAMPAIGN and INTER-CAMPAIGN seasons.

4:02. Temporary Employees – Definition

Temporary employees are those hired as such for the purpose of working in the company operations during the CAMPAIGN seasons and if required, hired on a temporary basis during the INTER-CAMPAIGN season.

4:03. Employee Definitions

For the purpose of determining hours of work, the following definitions apply:

(a) Process Employee

A process employee is employed in a process job classification, so designated by the Operations Manager, and directly employed in the process of slicing sugar beets and/or producing sugar.

(b) Warehouse Employee

A warehouse employee is employed in a warehouse and shipping area job classification, so designated by the Operations Manager, and is employed in non-processing areas.

(c) Maintenance Employee

A maintenance employee is employed in a Maintenance or Powerhouse job classification, so designated by the Operations Manager, and is employed in processing and non-processing areas.

4:04. Work Days, Work Week

All work days commence at 8:00 a.m. unless modified by mutual agreement between the Company and the employees concerned. The work week commences on Sunday.

4:05. Normal Work Week

The Company agrees when reasonably possible to provide a normal work week for employees. Exceptional hours or periods to be mutually agreed among the Company, employees and the Union.

The packaging schedule for the upcoming week will be posted before Thursday, 3:00pm.

4:06. Starting & Stopping Times

All employees will be at their stations ready to work at their appointed starting time. Five (5) minutes at the end of their schedule shift will be allowed for tool check and/or wash up. No one shall leave the factory or their employment during working hours without permission of the Supervisor.

4:07. Time Recording

Employees are required, unless directed by management, to record their time in

attendance at work and only hours so recorded will be paid. When an employee leaves the premises, during a shift for personal time off, including lunch break, the employee shall record their time "in & out." Employees shall record only their own time.

4:08. Time Slips

When applicable, employees will complete and deposit their own time slips at the end of each completed work shift. Time slips will indicate work done and the time spent on the various jobs.

4:09. Reporting Pay

When an employee reports to work at the commencement of their regularly scheduled shift and no work can be made available, the employee shall be paid four (4) hours at their regular rate.

4:10. Call out Pay

When an employee is called to work at a time outside their normal working hours, the employee shall be paid a minimum of four hours. If such a call out forms a continuous period with the employee's normal working hours, normal overtime provisions will apply.

Specific call outs by previous notification to employees which involve only a short period of work shall be paid for at the **applicable** rate for a minimum of **three (3)** hours pay.

When a supervisor or a designate telephones an employee outside of their normal working hours to resolve process or maintenance problems, and the problems are resolved over the telephone, the employee shall receive two hours pay at their regular rate. If subsequent calls are made within the two-hour period only two hours will be paid.

If the employee is unable to resolve the problem over the telephone and is required to come into the factory only the four-hour call out provision will apply.

4:11. Exchange Working Time

When two employees with the consent of the Company agree to exchange working time, there shall be no overtime paid to either employee for time so worked. If an employee exchanges a regularly scheduled sixth day of work, the employee will remain entitled to the normal overtime payable for that shift.

4:12. Jury/Subpoena Duty

Employees summoned to jury duty or subpoenaed as a witness shall be paid wages amounting to the difference between the amount paid them for jury service and the amount they would have earned had they worked on such days, provided they actually serve on a jury. If they are summoned to report as part of a jury panel and are not picked to serve then they will report back to work to finish their

regular shift.

4:13. Shift Bonus

Effective April 1, 2017 a shift bonus of **one dollar and forty-five cents (1.45)** per hour will be paid to all regular shift workers when their scheduled shift commences later than 1200 hours but before 0400 hours.

Effective April 1, 2018 a shift bonus of **one dollar and fifty-five cents (1.55)** per hour will be paid to all regular shift workers when their scheduled shift commences later than 1200 hours but before 0400 hours.

Effective April 1, 2020 this shift bonus will be increased to **one dollar and sixty-five cents (1.65)** per hour.

4:14. Direct Deposit

Payment of wages for all permanent employees will be by way of direct bank deposit.

Temporary employees will have the option of electing to have their earnings paid by direct bank deposit or by cheque. Once a Temporary employee has made a selection they will remain on the payment method for the duration of their temporary employment.

4:15. Bulletin Board

The Company shall permit use of Union Bulletin Boards for posting notices and bulletins pertaining to Employees and Company affairs.

ARTICLE 5 - EMPLOYEE CLASSIFICATIONS, WAGES, TRANSFERS

5:01. Flexible Workplace Provision

The Company and Union agree to the principal that the continued prosperity of the Company and its employees will require flexibility in methods of work assignment. The parties agree that employees may perform any work provided they have the necessary knowledge and skills acquired through appropriate training to perform that work safely. It is understood that this workplace flexibility will not result in the removal of the primary responsibilities of operation of the plant from operators to trades person, nor of the primary responsibilities of maintaining the plant from trade persons to operators.

All work will be performed in a manner consistent with the Company Safety Program, the regulations issued by the Workers Compensation Board, and other applicable legislation. It is recognised that some tasks can only be performed by employees who possess certain government certification and in that instance the work will only be performed by employees who possess the required government certification.

Trades - In order to maintain flexibility, trade employees will assist other trade employees for the efficient operation of the plant as long as the trades employee is capable of doing the work in a safe manner and has the necessary qualifications to do the work. Trades employees will assist operating employees with the efficient operation of the factory.

Operators - in order to maintain flexibility, operators will assist trade employees and other operators in the efficient operations of the plant as long as the operator is capable of doing the work in a safe manner. To this end the operators will make the necessary adjustments to their equipment to maintain the optimum operating efficiency at their stations. When deemed available, operators will also be expected to assist maintenance employees when equipment is experiencing 'down time'.

5:02. Job Classifications

Job classifications and wage rates as set out in the attached Wage Schedule are covered by this Agreement.

5:03. Permanent Reclassification

If by reason of physical deterioration, unfitness for work assigned or through introduction of labour saving devices it becomes necessary to permanently reclassify any employee this shall be a matter for discussion with the Union before reclassification.

5:04. Reclassifications

Campaign station employees hired for Inter-Campaign work shall be reclassified to positions related to Inter-Campaign work.

5:05. Temporary Transfers

Any employee may be temporarily transferred to another classification. If so transferred to a lower classification the employee shall receive the higher rate during the transfer. If transferred to a higher paid classification the employee shall receive the rate applicable to the said higher classification during the transfer.

5:06. Classification Deadline

The Company will classify employees after four (4) weeks' service in accordance with the wage schedule attached, and will furnish notification of employee's classification and wage rate in May and November to the Union Executive.

5:07. Relief Rates

Any employee may be used for relief for other employees under other classifications during the CAMPAIGN. When so used, the employee shall receive the higher classification rate. Exceptional relief cases shall be mutually adjusted as to rates with employees and the Union.

5:08. Training Period

Employees transferred for training shall not be paid higher rates during the training period, but shall be paid the standard classification rate, when placed in full charge of the new work or station.

5:09. Notice of Layoffs

The Company shall give the Union two weeks' notice of any layoff for all permanent employees. The Company will provide the Union with a list of specific employees to be laid off immediately upon informing employees of the layoff. This excludes normal layoff provisions at the conclusion of beet harvest and campaign.

5:10. Posting of Vacancies

The Company will receive and consider applications by employees, for any posted classification vacancy. The Company agrees to post all classifications above Mill Hand that it deems vacant.

ARTICLE 6 - SENIORITY

6:01. Seniority Considerations

The Company agrees when filling vacancies or new positions, when rehiring former temporary employees, when making promotions and when laying off employees to pay due regard to seniority taking into consideration qualifications, merit, fitness and ability.

Upon request, the Company will provide access to the applicable matrix (grid) to the Union.

6:02. Seniority

For Permanent employees:

The seniority of an employee shall be based upon length of continuous service with the Company. Continuous service shall include all uninterrupted service as a temporary employee immediately prior to appointment as a permanent employee.

6:03. Loss of Seniority

Seniority shall be lost if an employee:

1. Is discharged for just cause.
2. Retires.
3. Voluntarily resigns.
4. Fails to report for work within three (3) working days after being notified to report for work, following a lay-off, unless there are reasonable grounds for not reporting.
5. Is absent without leave for other than proven sickness for more than two (2) consecutive days, unless there are reasonable grounds for not reporting.

6. Is laid off for a period of greater than one (1) year. However, years of service do not accumulate during lay off.

6:04. Seniority List

The Company will post a seniority list of all permanent employees by the beginning of each calendar year.

6:05. Probation Period

New permanent employees shall be on probation for a period of 720 working hours after being hired and shall have no seniority, nor shall the terms and conditions of their employment, or their dismissal constitute a Union matter. Days worked by a temporary employee during the previous 12 month period prior to becoming a permanent employee, shall be credited towards the probationary period.

See also Article 6:02

ARTICLE 7 - HOLIDAYS

General:

7:01. Statutory Holidays

The following are declared holidays.

- 1) New Year's Day
- 2) Good Friday
- 3) Alberta Family Day (observed on Easter Monday)
- 4) Victoria Day
- 5) Farmer's Day (2nd Friday in June)
- 6) Canada Day
- 7) Heritage Day (Civic Holiday)
- 8) Labour Day
- 9) Thanksgiving Day
- 10) Christmas Day
- 11) Boxing Day

and one (1) other statutory holiday if so proclaimed by either Provincial or Federal Governments. Farmer's Day is observed in lieu of Remembrance Day as per the Employment Standards Code.

7:02. Holiday Pay Entitlement

The above holidays will be paid provided the employee works their regular shift prior to and immediately following the holiday or is granted a leave of absence of not more than one (1) calendar day by the Operations Manager or Management, or provides a bona fide reason acceptable to the Operations Manager or

Management for the absence.

Employees required to work on a statutory holiday for which they were not scheduled to work and/or were given the statutory holiday off shall receive two (2) times their regular rate of pay for all hours worked plus an equivalent amount of hours of compensating time off (12 hours worked on a statutory holiday provides 12 hours of compensating time off).

Employees on Weekly Indemnity or off work due to sickness or accidents will not be entitled to receive Holiday Pay.

7:03. Statutory Holidays, Sunday

If a holiday falls on a Sunday, the following Monday will be observed as the holiday, except for those employees directly employed in the process of slicing sugar beets and/or producing sugar.

Holidays as listed above will be paid as follows:

Permanent Employees:

7:04. Employees Not Working

Employees not working since they were given the day off shall receive normal hours at regular rates (maximum eight (8) hours).

7:05. Employees Working

Employees working shall receive one and one-half (1½) times regular rate for all hours worked plus an equivalent amount of hours of compensating time off (12 hours worked on a statutory holiday provides 12 hours of compensating time off).

7:06. Employees Not Scheduled to Work

Employees not working since they are not scheduled to work shall receive the equivalent amount of hours of their regular work day (during the statutory holiday week) in compensating time off (12 hours shift during a statutory holiday week provides 12 hours of compensating time off).

7:07. Employees Working on Statutory Holidays

When an employee is scheduled to work and works six (6) days in a standard work week in which the sixth day is a statutory holiday, the employee shall receive time and one-half (1-1/2) for the sixth day plus an additional four (4) hours pay for that week.

Temporary Employees:

7:08. Employees Not Working

Employees not working since they were given the day off shall receive normal hours at regular rates (maximum eight (8) hours).

7:09. Employees Working

Employees working shall receive two and one-half (2 ½) times regular rate for all hours worked.

7:10. Employees Not Scheduled to Work

Employees not working since they are not scheduled to work shall receive a maximum of eight (8) hours at their regular rate of pay. Holidays paid under this section will not be used for purposes of calculating overtime.

7:11. Employees Working On Statutory Holiday

When an employee is scheduled to work and works six (6) days in a standard work week in which the sixth day is a statutory holiday the employee shall be paid their regular rate (maximum eight (8) hours) plus time and one-half (1-1/2) for actual hours so worked, plus an additional four (4) hours pay for that week.

ARTICLE 8 - VACATIONS

Permanent Employees:

8:01. Vacation Year

For permanent employees the qualifying period for vacations earned shall be calculated for service performed during each calendar year, starting January 1, and ending December 31.

8:02. Vacation Scheduling

It is understood that vacation periods will be given to suit the requirements of the Company's operation and may or may not be given in one consecutive period.

The vacation schedule will be arranged by the Company, taking into consideration the requests of the employees.

Requests for vacations must be submitted to the Company by February 1 each year. The request will be responded to and the vacation schedule posted by the last working day of February.

Where an employee is entitled to more than three (3) weeks of vacation, those weeks in excess of three (3) weeks will not be scheduled until scheduling of the first three (3) weeks has been completed for all employees. All vacation scheduling will be based on operational requirements and seniority. Where an employee fails to submit a vacation request prior to February 1, vacations will be granted on the basis of operational requirements.

If, however, for a special occasion an employee requests all vacation weeks be taken consecutively, reasonable consideration will be given by the Company.

8:03. Vacation Entitlement

Vacations will be granted to employees on the following vacation entitlement basis:

| <u>Cumulative Years Of Service</u> | <u>Vacation Entitlement</u> |
|--|--|
| Up to 1 year | 1 day (eight hours) per month or fraction thereof to the nearest hour to a maximum of 2 weeks (80 hours) |
| 1 year or more | 2 weeks (80 hours) |
| 3 years or more | 3 weeks (120 hours) |
| 9 years or more | 4 weeks (160 hours) |
| 16 years or more | 5 weeks (200 hours) |
| 23 years or more | 6 weeks (240 hours) |

Each week of vacation is equivalent to 40 hours.

Vacation taken while on a ten (10) or twelve (12) hour shift schedule will be paid a corresponding ten (10) or twelve (12) hours of vacation pay for each day taken.

8:04. Additional Vacation

Employees who after January 1st reach the service required to entitle them to an additional week of vacation will become eligible for the said additional week of vacation on their anniversary date.

8:05. Leave of Absence

If an employee is granted leave of absence about the time he takes vacation, the vacation should be recorded first and then the leave of absence.

8:06. Unpaid Leave of Absence

After ten (10) years of service and every ten years of completed service thereafter, employees shall be granted an unpaid leave of absence of up to six (6) months. The first portion of the leave will be comprised of all available vacation and/or compensating time off. The balance of the leave will be an unpaid leave of absence. It is understood that requests for the leave are subject to the approval of the Company and that the duration and scheduling of the leave will be granted to suit operational requirements. It is also understood that employees on this leave of absence will continue to accrue seniority. If an employee wishes to be covered by the Company Benefit package for the duration of the Unpaid Leave of Absence, full payment for such coverage will be made by the employee prior to the commencement of the leave.

8:07. Workers Compensation, Sick Leave

In the case of permanent employees who are entitled to two (2) weeks or more vacation and have time off due to sickness, accident or Worker's Compensation claim at the time approved vacation has been scheduled, any vacation entitlement

owing will be carried over but must be taken before returning to work. Vacation may be postponed if a doctor provides a written recommendation that the employee returns to work on a trial basis for a reasonable duration or if it is more convenient for the Company that the employee return to work prior to taking the remaining vacation. When an employee has time off due to sickness, accident or Worker's Compensation up to a maximum of nine (9) month's will be counted as time worked in employees' vacation allowance. It is understood that the aforesaid "nine months" refers to each vacation year ending December 31.

8:08. Banking Vacation Time

Employees with greater than sixteen (16) years continuous service may save any vacation entitlement over four (4) weeks. This banked vacation may be taken as pre-retirement leave or, provided adequate relief and scheduling can be arranged, as special extended vacation in later years. Vacation pay will be at the hourly rate of pay in effect at the time the banked vacation is taken.

8:09. Terminating Employment

An employee terminating employment at anytime in the vacation year prior to using allotted vacation, shall be entitled to payment of wages in lieu of such vacation prior to termination, in accordance with Section 6.03.

8:10. Plant Closing For Vacation

The Company reserves the right to partially or completely close down the plant operations, at a suitable time for a vacation period. The Company will inform the employees affected by such a decision, no later than **January 10**.

Temporary Employees:

8:11. Temporary Employees

Temporary employees will receive their vacation pay each bi-weekly pay period.

ARTICLE 9 - COMPASSIONATE LEAVE

A payroll year as referred to below is January 1 - December 31.

9:01. Compassionate Leave

In the event of a death in a permanent employee's immediate family, the employee shall be granted leave of absence as follows:

- Five (5) days leave with pay in the event of the death of a spouse, child or parent, mother-in-law, father-in-law, step-parent; spouse will include common law relationships.
- Three (3) days leave with pay in the event of the death of an immediate relative. This will include grandchild, grandparents, spouse's grandparents,

sister, brother, step-sibling, son-in-law, and daughter-in-law.

- **Two (2) days leave with pay in the event of the death of a brother-in-law, sister-in-law**
- One (1) day leave with pay in the event of the death of an aunt, uncle, niece and nephew.

Compassionate leave will be based on the employee's regular scheduled hours of work at the time the leave is taken.

9:02. Illness of Dependent

Compassionate leave not exceeding three (3) days may also be granted at the discretion of Management due to serious illness of a dependent. However this leave, if granted, will be charged against sick leave.

ARTICLE 10 - SICK LEAVE

10:01. Payroll Year

The Company will grant four (4) days of Full Pay Sick Leave during each payroll year to permanent hourly employees completing twelve (12) months of continuous employment as of December 31. New employees Sick Leave entitlement for the first year will be prorated according to months of service from date of employment to December 31. Any absence due to illness or non-occupational injury to be reported with medical certificate, when required, and the time slip approved by their supervisor. Absences of no less than one (1) hour increments for specific and approved Doctors and Dentists appointments may be taken and charged against sick leave privilege

An employee shall notify the Supervisor of inability to report for work.

Effective January 1, 2001 benefit entitlement for sick leave will be based on the employee's regular scheduled hours of work at the time sick leave is taken. Any absence due to illness or non-occupational injury to be reported with medical certificate, when required, and the time slip approved by their supervisor. Absences of no less than one half (1/2) day increments for specific and approved Doctors and Dentists appointments may be taken and charged against sick leave privilege.

An employee shall notify the Supervisor of inability to report for work.

10:02. Full Pay Sick Leave

If such leave is not used in the current payroll year the time will be accumulated as sick leave allowance up to a maximum of twelve (12) days. However, not more than five (5) days cumulative full pay sick leave shall be taken at any one (1) time.

The employee will furnish a medical certificate from a physician, proving and certifying inability to perform regular duties when the absence has been five (5) days or more. Sick leave shall be taken prior to qualifying for sick leave wage loss indemnity.

Accumulated sick leave is cancelled on termination of employment.

10:03. Repayment of Sick Leave Benefits

Should an employee who has been injured or disabled receive sick leave benefits and make a claim or commence legal proceedings against a third party in relation to the injury or disability such that the employee receives monies in settlement or as damages attributable to wages lost during the period that sick leave benefits are paid, the employee shall pay to the Company the lesser of:

- (a) The amount of the sick leave benefits received; or
- (b) The amount by which the sick leave benefits received by the employee plus the amount received on account of any judgement or settlement attributable to wages lost during the period for which sick leave benefits are paid exceeds the employee's actual wage loss during the period that sick benefits are paid.

Should there be a dispute as to the amount payable by the employee to the Company, the parties agree to resolve the dispute pursuant to the terms of Article 11 and that if an Arbitration Board is appointed, it has jurisdiction to determine the amount payable by the employee.

Failure by the employee to execute the Company contract entitled "Agreement to Repay Sick Leave Benefits" relieves the Company of any obligation to pay the said sick leave benefits to the employee and if the Company has already commenced payment of such benefits to the employee, it may cease such payments ten (10) working days following the receipt of the said Company contract by the employee if the employee has not returned a duly executed copy of the same to the Company.

10:04. Benefits Entitlement

It is understood that benefit entitlement for illness of a dependent and sick leave will be based on an equivalent eight (8) hour day. Weekly Indemnity will be based on scheduled hours to a maximum of eighty (80) hours in a two week period.

ARTICLE 11 - BENEFITS

11:01. Benefit Entitlement

Permanent employees will not participate in benefit plans until they have been employed on a permanent basis for such periods as are outlined below or as management may determine.

11:02. Benefits

The Company agrees to offer to all permanent employees who become eligible the following benefits, which are explained in the Hourly Employee Benefits handbook, available from the Human Resources Department.

- 1) *FULL PAY SICK LEAVE*: (see Article 10).
- 2) *WEEKLY INDEMNITY*: (Covers loss of wages due to non-occupational injury or illness).

The Company agrees to pay the cost of a Weekly Indemnity Plan through an outside carrier for employees who have completed three (3) months continuous service with the Company.

Weekly Benefit - 75% of classified hourly rate.
Length of Coverage - thirty-nine (39) weeks
1st day accident
4th day illness

- 3) *PENSION PLAN*: A permanent employee will become eligible to be a member on the first day of the month following the completion of six months of continuous service.

A temporary employee will become eligible to be a member on the first day following the completion of two consecutive years of employment on and after January 1, 1985, in each year of which the employee has earned not less than 35% of the YMPE.

- 4) *EARLY VOLUNTARY RETIREMENT*: supplemental payment plan.
- 5) *DENTAL PLAN*: 100-70-50 - after six (6) months continuous service. Covers: 100% charges for basic dental care, 70% charges for crowns, bridges and dentures, and 50% charges for orthodontics. An overall maximum of \$1,500 per year per eligible family member for basic and major restorative services combined will apply.

**Effective April 1, 2018, this overall maximum will be increased to \$1,750.
Effective April 1, 2020, this overall maximum will be increased to \$2,000.**

Effective April 1, 2012 the overall maximum for orthodontic expenses will be \$3,000 per child per lifetime. Effective April 1, 2015 the overall maximum for orthodontic expenses will be \$3,500 per child per lifetime.

- 6) *GROUP LIFE & ACCIDENTAL DEATH AND DISMEMBERMENT:* Commencing on the first day of the month following employment, employees will be eligible for group life and accidental death and dismemberment insurance coverage. The Company will pay premiums to provide coverage equal to twice annual earnings to a maximum of \$100,000. Insurance cancelled on termination - thirty (30) day conversion privilege extended.

Upon commencing on Long Term Disability the Company will pay premiums to provide group life insurance coverage equal to twice annual earnings to a maximum of \$100,000.

Existing retirees, early voluntary retirees or retirees at age sixty-five (65), will be eligible for a group life insurance coverage of \$3,000. (Non-Contributory).

- 7) *GROUP LIFE & ACCIDENTAL DEATH AND DISMEMBERMENT:* Temporary Employees: commencing on the first day of the month following employment temporary employees, returning from the previous campaign (excluding Piler and Tare Lab Crews) will be eligible for group life and accidental death and dismemberment insurance coverage. The Company will pay premiums to provide coverage equal to \$25,000. Insurance is cancelled on the last day of the month in which employment is terminated.

- 8) *ALBERTA HEALTH CARE: PERMANENT & TEMPORARY EMPLOYEES:* Company to pay the premiums for permanent employees starting from the 1st of the month following date of employment with the Company.

Company to pay the premiums for temporary employees returning from the previous campaign (excluding Piler and Tare Lab Crews). Employees will be eligible for this coverage starting from the 1st of the month following date of employment. Insurance is cancelled on the last day of the month in which employment is terminated.

Coverage will also be provided for permanent employees who have taken Early Voluntary or Disability Retirement up to age sixty-five (65).

- 9) *EXTENDED HEALTH CARE PLAN:* The Company will provide coverage starting the first of the month following one (1) full month of service. The plan provides 100% reimbursement of out of country expenses. Basic coverage in Canada provides for 100% reimbursement of eligible expenses. Eligible items include but are not limited to:

- Medicine legally requiring prescriptions identified in the Therapeutic Guide of the then current Compendium of Pharmaceuticals and Specialities.
- Effective April 1, 2015 either eyeglasses or contact lenses to a maximum of \$350.00 every twenty four months per family member. Contact lenses are

not permitted to be worn in the work place. Hearing Aids to a maximum of \$750.00 every five (5) years per family member.

- Semi-private hospital rooms.
- Brochures are available from office for complete details.
- Coverage will also be provided up to age sixty-five (65) for permanent employees who have taken Early Voluntary or Disability Retirement.

10) *LONG TERM DISABILITY PROGRAM*: After three (3) months of continuous service, provides a benefit of 60% of regular earnings to a maximum payment of \$650 per week less any benefits received from C.P.P. or any other payments. The benefit would follow the exhaustion of all other benefits accrued for sick leave, Weekly Indemnity and U.I.C. plans. The premiums will be paid by the employee.

Starting May 1st 2006, employees will pay 50% of annual cost increases to extended health benefits on a cumulative basis. Effective May 1st, 2010, employees will pay 50% of the annual cost increases to dental benefits on a cumulative basis. The maximum cost increase to be charged to an employee from one year to another will be \$50/year for single coverage and \$100/year for family coverage. Consequently, in year two of the collective agreement, the maximums that can be charged to an employee will be \$100 for single coverage and \$200 for family coverage. In year three of the collective agreement, the maximums that can be charged to an employee will be \$150 for single coverage and \$300 for family coverage.

These amounts will be charged to employees through payroll deduction.

11:03. Retirement Benefits

The Company agrees to provide Alberta Health Care Plan and an Extended Health Care Plan to any employee upon their Early Voluntary or Disability Retirement up to their 65th birthday.

11:04. Insurance Carrier Forms Completed by Physicians

Upon presentation of a paid receipt, the Company agrees to reimburse an employee for an amount charged by a physician to complete a form requested by the insurance carrier.

BRIEF SUMMARY OF BENEFIT PLANS

(Permanent Employees Only)

Sick Leave Wage Loss Indemnity:

(Covers loss of wages due to non-occupational injury or illness).

The indemnity payments are paid by the Company commencing from the first (1st) day in event of a non-occupational accident and from the fourth (4th) day in the event of illness.

FIRST: is full pay sick leave. Entitlement is four (4) days full pay sick leave per year accumulative to maximum of twelve (12) days. (See SECTION 10:02 of Agreement). Five (5) days can be taken for each illness or non-occupational accident if entitled.

Entitlement year is January 1 – December 31. First year entitlement is calculated on a proportional basis from date declared permanent to December 31.

SECOND: if no full pay sick leave is available or if less than four (4) days is available the Company will pay 75% of regular pay beginning with the fourth (4th) day of illness or first (1st) day in the event of a non-occupational accident. The maximum limit for coverage is thirty-nine (39) weeks.

An employee experiencing several illnesses during the year will be entitled to receive Weekly Indemnity payments from the 1st day of illness if he can meet all of the following requirements:

1. Produce a medical certificate acceptable to the Benefit Carrier.
2. Has used up all his full pay sick leave credits during the current year.
3. Had at least sixteen (16) hours of full pay sick leave credits carried over from the previous sick leave year.

"An employee experiencing several illnesses during the year and meeting requirements 1 and 2 above and in addition have less than sixteen (16) hours full pay sick leave credits carried over from the previous year will be entitled to receive Weekly Indemnity payments from the 2nd day of illness."

If the employee experiences two (2) successive periods of disability from related or unrelated causes, the employee will be entitled to a new maximum period while disabled. To qualify the employee will be required to return to work for four (4) full weeks or more between the two (2) periods. It is agreed that because of the increase in benefits provided by the Company, the Company shall use the employee's 5/12 portion of the Company's premium reduction to offset the increased cost.

Pension Plan:

1. Contributions

- Employee: 7% of earnings
- Company: 8% of earnings

2. Pension Benefits:

Employees will receive a pension at normal retirement calculated based on a Final Average Earnings Formula, which will provide a pension at normal retirement for each year of service equal to 1.4% of a 5-year final average earnings formula (for service prior to April 1st 2012, the calculation will be made at 1.6% based on a 3-year final average earnings formula).

Early Voluntary Retirement Supplement between age 55 and 65 - \$6.00 per month per year of service, minimum 15 years of service maximum 30 years of service, payable during the lifetime of the employee, ceasing at age 65.

A sufficient reserve shall be established from the plan surplus as of January 1, 1989. All the investment earnings from the reserve will be used to provide additional pension benefits for retired employees in receipt of a Company Pension. Such increases will commence six (6) months after the effective date of the triennial evaluation of the plan. The distribution of the investments will be discussed and agreed upon by a committee consisting of Management and Union representatives. The reserve shall be recommended by the plan Actuary and outlined in the Actuarial Evaluation.

3. The Union shall have the right to select two (2) employees and one (1) retiree to serve on the Pension Committee.
4. **Notwithstanding the above (paragraphs 1 to 3), due to the estimated \$3.8M solvency deficit and the 1.2% shortfall in regards to the current service cost as at Dec. 31, 2016, the parties agreed to the following in regards to the pension plan:**
 - **Elimination of \$1.4M reserve to reduce the deficit from \$3.8M to \$2.4M**
 - **Company to fund the remaining \$2.4M (approx. \$500,000/y over 5 years, representing 7% of payroll per year). Company will apply to the Alberta Superintendent of Pensions to extend the funding schedule (10 or 15 years)**
 - **Current members of the plan or employees who are currently on the path of becoming eligible to the DB pension plan according to the current eligibility rules (as at April 26, 2017): Amend future service formula to address the 1.2% shortfall on current service cost by changing the normal form of pension to a single life 10-year guaranteed pension. All other elements of the formula remain the same until the next actuarial valuation scheduled for Dec. 31, 2019. Employee contributions remain at 7%. Clarification: Regardless of the change in the normal form of pension calculation from a surviving spouse pension to a single life 10-year guaranteed pension (applying to Future Service only), members will have the same options as before April 2017, which includes the surviving spouse pension (a different calculation will apply to that option for future service only but the option will still be available.)**
 - **The parties agree that the status of the pension plan will be discussed again after the next actuarial valuation (as at Dec. 31, 2019) in 2020.**
 - **The Union and the Company agree to these changes to the**

pension plan but understand that certain aspects are subject to the approval of the Alberta Superintendent of Pensions.

○ **The Company will not wind-up the DB pension plan during the life of the collective agreement, unless both parties agree to do so.**

○ **New employees (not currently members of the plan) to join a Group RRSP, starting June 1, 2017, with the following features:**

▪ **Mandatory Contributions: Employees are required to contribute (through payroll deductions) 3% of their base wage rate. Lantic will contribute in the employee's account an equivalent amount of 3%.**

▪ **Optional Contributions: Employees will have the option of contributing (through payroll deductions) an additional amount of up to 2% of their base wage rate in increments of 1% (i.e. 0%, 1%, 2%). Lantic will contribute in the employee's account an equivalent amount (i.e. 0%, 1%, 2%).**

▪ **Employees are responsible for the management of their account (which includes Lantic's contributions). Various options of investments are made available to them to that effect.**

▪ **Total contributions up to 10% (5% employees, 5% Company).**

▪ **The eligibility of returning temporary employees will be the same as the current Alberta Hourly Plan provisions (earnings must exceed 35% YMPE in 2 consecutive years to become eligible the following year).**

▪ **Details to be provided in a brochure (account management, fees, investment options, etc.)**

▪ **Current Permanent or Temporary employees who are not members of the DB pension plan as at April 26, 2017 but who are currently on the path of becoming eligible to the DB pension plan described above will still be eligible to join the DB plan according to the current eligibility rules (these employees will not join the Group RRSP). The final eligibility to the DB plan for these employees will be determined in January 2018 based on the data as at December 31, 2017.**

ARTICLE 12 - SAFETY, TOOL AND TRAVEL BENEFITS

12:01. Free Meal

When an employee in the factory is required to work two (2) hours or more past normal quitting time without prior notice, a free meal will be offered by the Company.

12:02. Clothing Allowance

The Company agrees to supply, once a year, **five (5)** pair of coveralls or **five (5)** sets of shirts/pants for each permanent employee and all permanent employees agree to wear these coveralls or shirts/pants.

Effective April 1, 2001, the Company agrees to supply and launder uniforms for all employees. This program will replace the previously purchased uniforms.

All company supplied clothing, shall be returned to the company when the employee's employment is terminated.

12:03. Mandatory Safety Footwear

It will be mandatory for permanent employees to wear safety footwear. The company will reimburse permanent employees an amount up to three hundred dollars (\$300) per contract year. Such footwear shall conform to the Alberta Occupational Health and Safety Act regulation standards in that the soles and heels shall be of material that will not create a danger of slipping and shall provide adequate protection for phalange (toes) and metatarsal (foot) areas in the form of steel toes or other material providing equivalent protection. **Effective April 1, 2018, the Company will reimburse permanent employees an amount up to three hundred twenty five dollars (\$325.00) per contract year. April 1, 2020, the Company will reimburse permanent employees an amount up to three hundred and fifty dollars (\$350) per contract year.**

It will be mandatory for temporary employees to wear safety footwear. The Company will reimburse temporary employees an amount up to three hundred dollars (\$300) per contract year. This allowance will be pro-rated according to the months of employment. **Effective April 1, 2018 the Company will reimburse temporary employees an amount up to three hundred and twenty five dollars (\$325) per contract year and up to three hundred and fifty dollars (\$350) effective April 1, 2020.**

12:04. Safety Glasses

The Company will establish a program based on benefits provided through the Alberta Association of Optometrists. Safety glasses will be provided by the Company to those employees requiring prescription glasses. One pair every 24 months to a maximum of \$300.

Non-prescription safety glasses will be provided through the Alberta Association of Optometrists. One pair every 24 months to a maximum of \$100.

The Company will reimburse Temporary Employees returning from the previous campaign a flat amount of \$150 upon presentation of a paid receipt for Prescription Safety Eyewear. Returning Temporary Employees will be reimbursed upon the employee's completion of campaign.

12:05. Tools

Recognized tradespersons are eligible to receive an allowance of **\$300.00** per contract year, which may be used to purchase or replace tools necessary for their trades at Lantic Inc. - Taber. Upon approval by the Maintenance Superintendent or the Designate, this allowance may be extended to other employees required to use tools. The tool allowance may be accumulated over a two year period.

In addition to the normal tool allowance, eligible employees may also purchase additional tools required for work through payroll deduction to a maximum of \$250 per year. Payment for the tools must be completed by the end of each contract year.

The procedure for purchasing tools is:

- All anticipated new purchases must be approved by the Maintenance Superintendent or designate.
- Each person qualifying to purchase tools can purchase their own tools and be reimbursed to the designated maximum.
- Reimbursement will only be made on presentation of the tools and receipt to the Maintenance Superintendent or Designate.

Each employee qualifying for the tool allowance is responsible for submission to the Company of a priced inventory of their tools. The inventory is to be updated annually at the start of the contract year. Failure to provide the inventory will disqualify the employee from receiving the tool allowance.

12:06. Alternate Job Sites

In general, employees required to do field or other plant work away from the normal home factory will travel to and from the job site within the normal working hours.

When the work away from the home factory requires a full eight (8) hours or more at the job site, then an allowance of 18¢ per kilometre of round trip will be paid in lieu of travelling on Company time.

12:07. Boarding Out

When an employee is called for temporary work away from the home factory necessitating boarding out, such employee is to be reimbursed for reasonable out of pocket expenses.

ARTICLE 13 - AUTOMATION

13:01. Advance Notification

The Union agrees it is the sole right and function of Management to change methods or facilities and to install equipment of all kinds and to make such other changes to its operations as it deems necessary or advisable.

Should the Company decide to install new advanced mechanical equipment, change methods, or close down any of its operations that would result in the termination, or layoff of permanent employees, it will give the Union and its committee three (3) months advance notice. It is understood the parties shall discuss the question of re-training, or the application of severance pay.

13:02. Labour Saving Methods

The Company shall be free at its discretion, and without interference from the Union, to introduce labour-saving devices and to institute methods of handling work coming under the jurisdiction of this contract, provided they are not inimical to the safety and health of the employees.

13:03. Severance Pay - Permanent Employees

No severance pay will be paid for service up to one (1) year. One (1) week's current earnings will be paid for each year or fraction of a year in excess of one (1) year's service up to and including five (5) years. For service in excess of five (5) years, two (2) weeks current earnings will be paid for each year or fraction thereof.

- (a) The above shall not apply when an employee resigns, elects to retire, reaches mandatory retirement age, or is discharged for cause.
- (b) The Company and the Union agree to discuss the principle and application of clause (a).
- (c) After an employee has been laid off longer than one (1) year, the employee's name shall be deleted from the seniority list and the Company agrees to pay full severance pay in accordance with the above severance pay formula.
- (d) Provided the employee has the necessary competency and ability, the laid off employee who has lost seniority shall be given first consideration for rehiring for a period of up to six (6) months following the date of loss of seniority.

ARTICLE 14 - GRIEVANCE PROCEDURE

14:01. Grievance Assessment

Any complaint, disagreement or difference of opinion between the Company and the Union, or the Employees covered by this Agreement, which concerns the interpretation, application, operation or alleged violation of the terms and provisions of this Agreement, shall be considered as a grievance.

14:02. No Suspension of Work

Should differences arise between the Company and the Union as to the meaning and interpretation of any provision of this Agreement as it affects any employee or employees, or should differences of any kind arise in the plant between the representative of the Company or any employee or employees, there shall be no suspension of work on account of such differences, but an earnest effort shall be made to settle these differences as hereinafter provided.

14:03. Grievance Committee

There shall be a Union Grievance Committee consisting of two (2) employees designated by the Union, who will be afforded such time off as may be required to attend the necessary meetings with the Company. Members of the Grievance Committee who are required as witnesses at Arbitration Hearings shall also be afforded time off. The Union agrees to advise the Company of names of members of the Grievance Committee in writing as elected or appointed.

14:04. Steps of Grievance Procedure

FIRST STAGE: INITIAL COMPLAINT

The employee with or without a Shop Steward shall bring to the attention of the immediate Supervisor the incident which has resulted in the complaint. A decision by the Supervisor will be rendered within 14 calendar days.

SECOND STAGE: INVESTIGATION

If the grievance is not satisfactorily settled at the previous stage the employee with or without a Shop Steward or a Factory Union Official shall refer the matter to the Operations Manager for investigation. The investigation will be jointly conducted by the Operations Manager and a Shop Steward or a Factory Union Official and a decision by the Operations Manager will be rendered within 14 calendar days.

THIRD STAGE: MANAGEMENT INVESTIGATION AND RESPONSE

If the grievance is not satisfactorily settled at the previous stage the grievance shall be submitted in writing to the General Manager or designate by the Chairman of the Grievance Committee. The written grievance will state the precise nature of the grievance, act or acts complained of, date of occurrence the clause or clauses of the Collective Agreement considered violated and the manner in which the grievance can be resolved.

Union Policy Grievances shall be submitted in writing to the General Manager or designate at this stage.

Company Policy Grievances shall be submitted in writing to a Union Official at this stage.

The receiver shall respond in writing to the other party within 14 calendar days of receipt of the written grievance.

FOURTH STAGE: COMPANY/UNION REVIEW COMMITTEE

If the grievance is not satisfactorily settled at the previous stage, the Company and Union Grievance Committee along with a Union Representative will meet and attempt to reach a satisfactory settlement.

FIFTH STAGE: ARBITRATION

If the grievance is not satisfactorily settled at the previous stage the grievance shall be submitted to Arbitration.

The Company and the Union shall refer the matter to a single arbitrator to hear the grievance.

The Company and Union shall attempt to nominate an impartial arbitrator who shall act as the single Arbitrator. Failing to agree upon such impartial arbitrator within fourteen (14) calendar days, the Minister of Labour shall be requested to appoint such impartial arbitrator.

14:05. Change, Modify or Alter

It is distinctly understood that the Single Arbitrator is not vested with the power to change, modify or alter this Collective Agreement in any of its part. The Single Arbitrator may, however, interpret the provisions of this Collective Agreement.

14:06. Unresolved Complaints

In the event of an unresolved complaint, either party to this Collective Agreement, must submit the grievance in writing in accordance with the Third Stage of this procedure within **75** calendar days from the said incident. After submitting the grievance in writing the grievance must be processed through to a settlement or submission of the grievance to Arbitration within a further **120** calendar days inclusive of the specified time limits prescribed in the third and fifth stages of the Grievance Procedure.

If either party fails to act within the specified time limits, or within an agreed upon extension, it will be deemed that that party has withdrawn or abandoned its position and that the position of the other party has been established, except in a case where the Union or the company withdraws the grievance. Any time limits under this Article may be extended by the mutual agreement of both parties. It is understood that the time limits prescribed by this Collective Agreement are substantive and not procedural.

14:07. Expenses Incurred

The Company and the Union agree each to bear an equal share of the expenses incurred, if any, by reason of the employment of a single Arbitrator.

ARTICLE 15 - APPRENTICESHIP PROGRAM

15:01. General Principles

The Company Apprenticeship Program is intended to provide unskilled workers the opportunity to receive training in specific recognized trades. The Company reserves the right to use an apprentice during the campaign period to cover operational requirements.

All apprentices shall reimburse the Company for all expenses associated with tuition, books, and supplies should they choose to leave the Company any time during their apprenticeship and for a period of up to one year after completing the final year of apprenticeship schooling.

15:02. Apprenticeship Committee

The Company will advise the Apprenticeship Committee when an Apprentice may be accepted into the Program. The number of Apprentices in the Program at any one time shall be at the sole discretion of the Company.

Apprentices are covered by all the terms of the Collective Agreement.

15:03. Qualifying Time

The minimum period of training will be established by the Alberta Apprenticeship and Trade Certification Branch.

An Apprentice's qualifying time shall be determined from their anniversary date of entry into the Program less time spent on alternative work during campaign periods.

15:04. Discontinued Program

Apprentices may be removed from the Apprenticeship Program if the required Journeyman's classified trade is discontinued.

15:05. Qualifying Trades

The following trades qualify for the program:

- | | | |
|-----------------|-------------------------|--------------------------------|
| i. Machinist | iv. Instrument Mechanic | vii. Steamfitter/Pipefitter |
| ii. Electrician | v. Millwright | viii. Carpenter |
| iii. Welder | vi. Heavy Duty Mechanic | ix. Parts/Materials Technician |

15:06. Entry Requirements

Prospective Apprentices must meet requirements of aptitude and basic skills tests as developed by an independent testing agency and only those Employees passing the requirement tests will be in competition for the posting. In selecting apprenticeship candidates, qualifications for the job, merit, fitness and ability shall be the governing factor. Seniority and permanent status will be considered and will be the controlling factor if all other things are equal.

All Apprentices shall sign an Apprenticeship Agreement as prescribed by the Apprenticeship Branch, but in case of any conflict between such agreement and the Collective Agreement, the latter shall govern.

Employees hired with previous training may be placed into the Training Program at a level determined by the Joint Apprenticeship Committee, with advice from the Apprenticeship Branch.

Entrance into the Program without any previous training of any kind will in all cases be subject to the applicant meeting the standards required for acceptance established by the Apprenticeship Branch.

15:07. Probation

Successful applicants will be assigned to a specified trade and shall be on probation for a three (3) month inter-campaign period. During the probationary period, the probationer shall be paid the mill hand rate. On successful completion of the probation period the probationer shall be reclassified as an Apprentice and be paid the first level Apprentice rate for the duration of the first level.

15:08. Wages

Under this Program, Apprentices will receive the following wages:

1st level - job classification rate

2nd level - job classification rate plus 25% difference of Journeyman;

3rd level - job classification rate plus 50% difference of Journeyman;

4th level - job classification rate plus 75% difference of Journeyman.

For a training period less or greater than 4 levels, wage rates will be pro-rated accordingly.

During the campaign period the Apprentice would revert to their previously classified job and wage.

15:09. Lantic Inc. - Taber Supplemental Unemployment Benefit Plan

The Supplemental Unemployment Benefit (SUB) plan covers only those employees who are recognized as being a Lantic Inc. - Taber apprentice under the terms of the collective agreement.

This plan will supplement Employment Insurance (EI) benefits received by workers for unemployment while they are attending a Vocational School for their specific apprenticeship training. This SUB plan will not apply to any periods of retraining required to complete the Apprenticeship level.

Upon release to attend apprenticeship training, Lantic Inc. - Taber will provide the employee with a Record of Employment (ROE) indicating that the employee is

entitled to supplemental unemployment benefits. The employee must submit this form to Human Resources Development Canada (HRDC) when applying for EI benefits. The employee must indicate on the EI application form that the employer will pay SUB payments and these payments must be reported separately from any other earnings received in the claim period.

Employees are required to verify that they have applied for and are in receipt of EI benefits in order to receive payments under this plan. The employee will make available to the company the cheque stubs from their employment insurance payments.

The benefit paid under this plan provides that the EI benefit rate (gross amount) and the SUB payment will equal 95% of the employee's apprentice weekly gross earnings upon release. The SUB is payable at 95% of the employees' apprentice weekly earnings while the employee is serving the two-week EI waiting period. Any changes to the EI benefits must be reported to the company to allow for the adjustment of the SUB payment.

The SUB is payable for the duration of the time the employee is attending the Vocational School for apprenticeship training. The maximum period of time that the SUB will be payable for any one training period is twelve (12) weeks. The SUB plan is financed by the general revenues of Lantic Inc. - Taber. A separate record of SUB payments will be kept with the payroll.

The duration and terms of this plan are subject to approval by HRDC. If this plan is amended at any time during this period HRDC will be informed in writing within thirty (30) days of the effective change.

Payments of guaranteed annual remuneration, deferred remuneration, or severance pay will not be reduced or increased by payments received under this plan.

15:10. Successful Completion

On successful completion of each period of training at the Vocational School and having spent the required on the job hours as an Apprentice and after receiving a certificate of progress in their record book, the apprentice shall be reclassified and paid the next level Apprentice rate.

On successfully qualifying as a Journeyman, the Employee shall revert to the previous classified rate of pay until such time as the Employee is awarded a posted position for the Journeyman classification. If the Apprenticed Journeyman is utilized in the trade than the classified Journeyman rate shall apply.

15:11. Examinations

Upon completion of each period of training in an approved Vocational School, the Apprentice will be required to pass examinations as required by the Apprenticeship

Branch. Practical examinations shall be confined to the area of training received.

In the event of failure to pass examinations, the Apprentice shall be required to undergo a period of retraining on subject material specified by the Apprenticeship Branch and will be required to be re-examined within twelve (12) months. Failure to pass a second examination in the Apprenticeship Level Program will result in removal from the Program.

Failure to pass the Trades Qualification Examination will result in a review of the position by the Joint Apprenticeship Committee and could result in removal from the program.

15:12. Union-Management Apprenticeship Committee

The Committee will be comprised of two (2) Union and two (2) Management representatives.

The purpose of the Committee will be to develop and supervise procedures to carry out the intent of the Program as agreed to.

The Committee will carry out the following duties:

- a) The Company will establish in-plant training programs to support the training format as developed by the Alberta Apprentice and Trade Certification Branch for each trade involved. Supervision of the established Program shall be the responsibility of the Committee.
- b) Set standards of entry into the Apprenticeship Program that are consistent with the standards recommended by the Apprenticeship Branch.
- c) The Apprenticeship Committee will endeavour to meet quarterly to carry out periodic review of training programs and the Apprentice progress.
- d) The Committee will review any case of lost time from the Program because of sickness, accident, etc. and will determine the amount of additional time necessary before an Employee meets the requirement for time served. The Apprentice shall complete at least the minimum hours per level as set out by the Apprenticeship Board.

ARTICLE 16 - TERM OF AGREEMENT

16:01. Term of Agreement

This Agreement and attached Wage Schedule shall remain in force and binding upon the parties for **five (5) years from April 1st, 2017 to March 31st, 2022**, and shall continue in full force and effect thereafter from year to year unless either party, sixty (60) days prior to **March 31st, 2022**, gives written notice to the other party of its desire or intention to alter, modify or terminate, the same upon the sixtieth (60th) day immediately following such notice.

16:02. Notice

This agreement shall continue in full force and effect until either party serves written notice upon the other party, stating said negotiations are deemed to have reached an end due to exhaustion of subject matter and failure to reach Agreement. If a new Agreement is reached during said negotiations, it will supersede this Agreement.

Signed at Taber, Alberta this **26th day of April 2017**.

Signed on behalf of United Food and Commercial Workers International Union Local 383.

R. M. Ruaben

G. Allred Jr.

J. Gardner

L. Clarke

R. Ressler

D. Gunn

D. Feininger

Signed on behalf of Lantic Inc. - Taber

A. Llewelyn-Jones

J.F. Khalil

A. Van Der Kooi

J. Christensen

F. Saleem

ARTICLE 17 - WAGES

17.01. Minimum Wage

Each employee classified in the attached Wage Schedule, shall be paid not less than the minimum wage specified for the classification.

17.02. Additional Compensation

The wages specified in the attached Wage Schedule are minimum and are not to be considered as restricting the Company from giving, or employees from receiving, any additional compensation. So long as the schedule rates are maintained, no increase in wages to a classification or to individuals in classifications shall necessitate a change in the wage of other individuals or classifications.

17.03. No Pay Reduction

The rates of pay of any employee shown in the attached Wage Schedule shall not be reduced during the term of this Agreement except for necessary changes in classification.

WAGE SCHEDULES

PERMANENT EMPLOYEES

| Job Classification | Apr 1/17 | Apr 1/18 | Apr 1/19 | Apr 1/20 | Apr 1/21 |
|---|----------|----------|----------|----------|----------|
| <i>Power House Personnel:</i> | | | | | |
| Engineer (1st Class) | 44.14 | 45.02 | 45.92 | 46.84 | 47.77 |
| Engineer (2nd Class) | 42.56 | 43.42 | 44.28 | 45.17 | 46.07 |
| Engineer (Temp 2nd Class) | 39.95 | 40.75 | 41.57 | 42.40 | 43.25 |
| <i>Maintenance Personnel:</i> | | | | | |
| Instrument Mechanic* | 38.39 | 39.16 | 39.94 | 40.74 | 41.56 |
| Electrician (Journeyman)* | 37.85 | 38.61 | 39.38 | 40.17 | 40.97 |
| Millwright* | 37.85 | 38.61 | 39.38 | 40.17 | 40.97 |
| Machinist* | 37.85 | 38.61 | 39.38 | 40.17 | 40.97 |
| Welder */** | 37.85 | 38.61 | 39.38 | 40.17 | 40.97 |
| Equipment Mechanic* | 37.85 | 38.61 | 39.38 | 40.17 | 40.97 |
| Steamfitter/Pipefitter* | 37.85 | 38.61 | 39.38 | 40.17 | 40.97 |
| Carpenter* | 37.85 | 38.61 | 39.38 | 40.17 | 40.97 |
| Painter* | 37.85 | 38.61 | 39.38 | 40.17 | 40.97 |
| Parts/Materials Technician* | 36.20 | 36.92 | 37.66 | 38.42 | 39.18 |
| Welder (Plant) | 31.80 | 32.44 | 33.09 | 33.75 | 34.43 |
| Mechanic | 31.80 | 32.44 | 33.09 | 33.75 | 34.43 |
| <i>Process & Warehouse Personnel:</i> | | | | | |
| Process Foremen*** | 35.57 | 36.28 | 37.00 | 37.74 | 38.50 |
| By-Product Foreman | 33.13 | 33.79 | 34.47 | 35.16 | 35.86 |
| Control Room Operator | 32.16 | 32.80 | 33.46 | 34.13 | 34.81 |
| Storekeeper | 32.06 | 32.70 | 33.35 | 34.02 | 34.70 |
| Warehouseman | 31.80 | 32.44 | 33.09 | 33.75 | 34.43 |
| Liquid Sugar Operator | 30.98 | 31.60 | 32.23 | 32.87 | 33.53 |
| Plant Operator Class 1 | 30.98 | 31.60 | 32.23 | 32.87 | 33.53 |
| Plant Operator Class 2 | 30.04 | 30.64 | 31.25 | 31.88 | 32.52 |
| Plant Operator Class 3 | 29.56 | 30.15 | 30.75 | 31.37 | 32.00 |
| Plant Operator Class 4 | 28.74 | 29.32 | 29.90 | 30.50 | 31.11 |
| Mill Hand | 27.98 | 28.54 | 29.11 | 29.69 | 30.28 |

* Employees holding classifications so noted must possess an Alberta Journeyman Trades Qualifications Certificate or an Inter-provincial Qualification Certificate or the Occupational Training Certificate.

** Welders not holding a valid pressure ticket to be paid \$0.25/hour less than Welder*/**.

*** During the Juice Campaign, when there is no shift supervisor designated to provide continuous shift coverage, the Process Foreman will receive a premium of **\$1.00** per hour.

When a multi-ticketed journeyman tradesperson is working outside his classified trade on an alternate journeyman ticket he shall receive a premium of \$1.00/hr for all hours worked on the alternate ticket. This premium will not be added to wage rates for the purpose of calculating overtime.

Process and Warehouse Personnel possessing a 5th Class Power Engineer Ticket or better will receive a \$1.00 per hour premium while performing Watchman duties.

Effective on the date of ratification of this agreement for the following classifications only: Mill Hand, Plant Operator Class IV, Plant Operator Class III, the starting rates will be \$2.00 per hour less than the listed permanent employee rates. After 12 cumulative months of service in the above classifications, they will be the same as the listed permanent employee rates.

PLANT OPERATOR CLASS 1: An employee in this classification will have had experience at all main processing stations up to and including sugar boiling. This classification is intended to cover those people working as a sugar boiler.

PLANT OPERATOR CLASS 2: An employee in this classification will have experience at all main processing stations up to, but not including sugar boiler or control room operator. This classification is intended for those individuals working as Beet End Utility while possessing the ability to operate all processing stations covered in the Plant operator 3 and 4 classification.

PLANT OPERATOR CLASS 3: An employee in this classification will have the experience and ability to operate specific stations or equipment such as Carb Operator, Pulp Drier, forklift trucks, scrolling, 1 kg icing, small granulated, large granulated and envelope packaging equipment. Those classified in the category of forklift truck operators will have the ability to perform all of the shipping and receiving functions normally carried out by sugar warehouse people in this classification.

PLANT OPERATOR CLASS 4: An employee in this classification will have the experience and ability to handle the following duties: sugar end utility, centrifugal operator, 20 and 40 kg icing packaging machines. This classification is intended as an entry level permanent position into specific station jobs.

MILL HAND: This classification is intended for use as an entry-level permanent position into non-specific miscellaneous labour jobs.

LIQUID SUGAR OPERATOR: An employee in this position will have the experience and ability to operate the liquid sugar station independently, without

direct supervision by others. This position was formerly classified under plant operator class 1.

CAMPAIGN AND SEASONAL EMPLOYEES

| | Apr 1/17 | Apr 1/18 | Apr 1/19 | Apr 1/20 | Apr 1/21 |
|--------------------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| <i>Process:</i> | | | | | |
| Pellet Machine Operator | 19.53 | 19.92 | 20.32 | 20.73 | 21.14 |
| Knife Setter | 18.37 | 18.74 | 19.11 | 19.49 | 19.88 |
| Process Utility | 18.37 | 18.74 | 19.11 | 19.49 | 19.88 |
| <i>Laboratory:</i> | | | | | |
| Shift Chemist | 19.94 | 20.34 | 20.75 | 21.16 | 21.58 |
| Lab Clerk | 19.94 | 20.34 | 20.75 | 21.16 | 21.58 |
| Lab Tester | 18.37 | 18.74 | 19.11 | 19.49 | 19.88 |
| <i>Sugar Warehouse:</i> | | | | | |
| 24/1 KG Icing Packing | 19.23 | 19.61 | 20.00 | 20.40 | 20.81 |
| Packing Machine Operator | 18.66 | 19.03 | 19.41 | 19.80 | 20.19 |
| Sugar Utility | 16.64 | 16.97 | 17.31 | 17.65 | 18.01 |
| <i>Yard:</i> | | | | | |
| Equipment Operator | 18.37 | 18.74 | 19.11 | 19.49 | 19.88 |
| Yardperson | 18.37 | 18.74 | 19.11 | 19.49 | 19.88 |
| Yard Trucker | 17.08 | 17.42 | 17.76 | 18.12 | 18.48 |
| <i>Miscellaneous:</i> | | | | | |
| Assistant Storekeeper | 18.42 | 18.79 | 19.17 | 19.55 | 19.94 |
| Repair Person | 18.42 | 18.79 | 19.17 | 19.55 | 19.94 |
| Utility | 18.37 | 18.74 | 19.11 | 19.49 | 19.88 |
| <i>Beet Receiving:</i> | | | | | |
| Receiving Foreperson | 18.20 | 18.56 | 18.93 | 19.31 | 19.70 |
| Beet Receiver | 16.87 | 17.21 | 17.55 | 17.90 | 18.26 |
| Scale House Operator | 16.38 | 16.71 | 17.04 | 17.38 | 17.73 |
| <i>Tare Lab:</i> | | | | | |
| Tare Lab Operator | 18.42 | 18.79 | 19.17 | 19.55 | 19.94 |
| Tare Lab Utility | 18.20 | 18.56 | 18.93 | 19.31 | 19.70 |
| Tare Scale Operator | 17.15 | 17.49 | 17.84 | 18.20 | 18.56 |
| Sample Bag Handler | 16.64 | 16.97 | 17.31 | 17.65 | 18.01 |
| Topping & Sorting | 16.38 | 16.71 | 17.04 | 17.38 | 17.73 |

**LETTER OF UNDERSTANDING
BETWEEN:
LANTIC INC. - TABER
AND
UNITED FOOD & COMMERCIAL WORKERS INTERNATIONAL UNION
LOCAL NO. 383**

Based on operational requirements, the Company may exempt the classifications of Parts/Materials Technician, Storekeeper, Assistant Storekeeper and Instrument Mechanics from any clause in our current Collective Agreement which affects hours of work, overtime, and other related conditions. Such exemption shall be for the campaign season only and is for the purpose of continuing a ten-hour shift schedule.

Should any difference arise relative to the shift schedule and the conditions applicable to the shift schedule and where the matter is specifically not dealt with in the Letter of Understanding the President of the Union and the Operations Manager shall attempt to resolve any differences.

It is agreed that differences relating to the shift schedule and the conditions applicable to the shift schedule are not subject to grievance and arbitration. If no settlement of a difference is reached as herein providing, either party may terminate this Letter of Understanding upon the giving of seven (7) days written notice to the other side.

Additionally, this Letter of Understanding may be terminated by either party at any time upon the giving of seven (7) days written notice where either party is of the opinion that the said schedule is not operating satisfactorily.

When this Letter of Understanding is terminated, the employees affected will revert back at that time to the conditions of work which applied to them prior to the coming into effect of this Letter of Understanding.

CONDITIONS APPLICABLE TO SHIFT SCHEDULE

1. The shift schedule shall not be interpreted in such a way as to increase costs to the Company.
2. The standard work day shall be 10 hours.
3. Shifts shall commence at 7:00 A.M. and end at 5:00 P.M.
4. Based on the shift schedule employees affected shall work a forty hour week (four 10 hour days each week).
5. Overtime at the rate of one and one-half (1½) times the regular rate shall be

paid for all hours worked in excess of the hours set forth in the shift schedule.

6. Overtime at the rate of one and one-half (1½) times the regular rate shall be paid for the first four (4) hours worked in excess of ten (10) hours per day. Two (2) times the regular rate shall be paid for all work performed after fourteen (14) continuous hours per day.
7. When any declared holiday (as per Article 7) occurs during the campaign season and the Permanent employees are not scheduled to work, they shall not receive holiday pay, but will receive a compensatory day off with pay to be taken according to the terms of Article 7:06.
8. When scheduled to work on one of these declared holidays, Permanent employees will be paid one and one-half (1½) times their regular pay for scheduled hours so worked and in addition will receive a day off with pay to be taken according to the terms of Article 7:05.
9. When any declared holiday (as per Article 7) occurs during the campaign season and Temporary employees are not scheduled to work, they shall receive a maximum of 8 hours at their regular rate of pay.
10. Temporary employees working shall be paid two and one-half times their regular rate for the actual hours so worked.

Signed at Lethbridge, Alberta this **26th day of April 2017**.

Signed on behalf of United Food and Commercial Workers International Union
Local 383.

R. M. Ruaben

G. Allred, Jr.

J. Gardner

L. Clarke

R. Ressler

D. Gunn

D. Feininger

Signed on behalf of Lantic Inc. - Taber

A. Llewelyn-Jones

J.F. Khalil

A. Van Der Kooi

J. Christensen

F. Saleem

MEMORANDUM
Letter of Understanding

Re: Employee Union Membership Request

It is agreed that if an employee desires to become a member of Local Union No. 383:

1. The Company agrees to honour a written assignment of wages for Union membership and deduct the authorized Initiation Fee as indicated on the following application at the time the application for membership is made to Local Union No. 383.
2. The Union agrees to honour the written application for membership and membership Fee as indicated on the following application at the time the application for membership is made to Local Union No. 383.

Signed at Lethbridge, Alberta this **26th day of April 2017.**

Signed on behalf of United Food and Commercial Workers International Union
Local 383

R. M. Ruaben

G. Allred Jr.

J. Gardner

L. Clarke

R. Ressler

D. Gunn

D. Feininger

Signed on behalf of Lantic Inc. - Taber

A. Elwelyn-Jones

J.F. Khalil

A. Van Der Kooi

J. Christensen

F. Saleem

**LETTER OF UNDERSTANDING
BETWEEN:
LANTIC INC. - TABER
AND
UNITED FOOD & COMMERCIAL WORKERS INTERNATIONAL UNION
LOCAL NO. 383**

DCS/PLC Process Control Designer

In the absence of a qualified and available staff employee, a premium of \$1.00/hour will be provided to a tradesman that meets one or both of the following options in DCS/PLC Process Control Design:

Option A:

Formal Training DCS

- Delta V Implementation 1
- Delta V Implementation 2
- Delta V Hardware & Troubleshooting

On-The-Job Training

1 year experience with hands-on Process DCS Design for Lantic Inc., Taber, upon which a review of the design work will be evaluated by management in the following:

- Consistency to standards
- Efficiency with time management during implementation
- Success of system operation after implementation

Option B:

Formal Training PLC

- PLC-5/SLC500 and RSLogix Fundamentals
- SLC 500 and RSLogix 500 Programming
- Introduction to Automation and Integrated Architecture
- RSLogix 5000 Level 1: ControlLogix System Fundamentals
- RSLogix 5000 Level 2: Basic Ladder Logic Programming
- RSLogix 5000 Level 3: Project Development

On-The-Job Training

1 year experience with hands-on Process PLC Design for Lantic Inc., Taber, upon which a review of the design work will be evaluated by management in the following:

- Consistency to standards
- Efficiency with time management during implementation
- Success of system operation after implementation

Management reserves the right to set the limit on the number of tradesmen eligible for the premium.

Signed at Lethbridge, Alberta this **26th day of April 2017.**

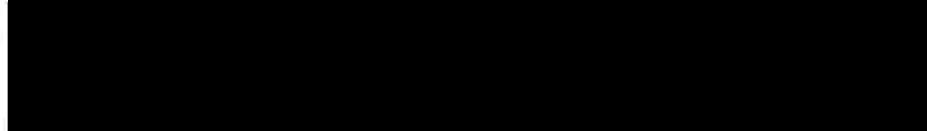
Signed on behalf of United Food and Commercial Workers International Union
Local 383

R. M. Ruaben

G. Allred Jr.

J. Gardner

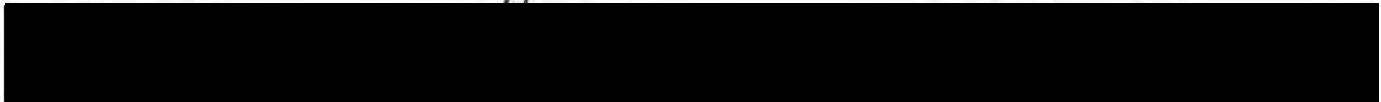
L. Clarke



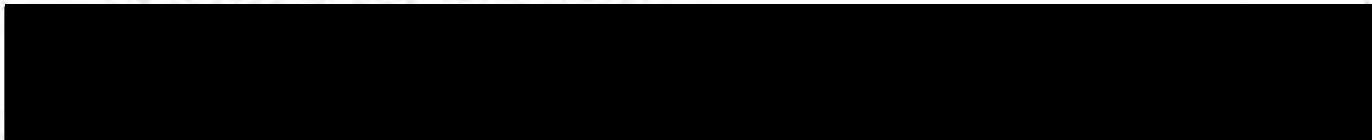
R. Ressler

D. Gunn

D. Feininger



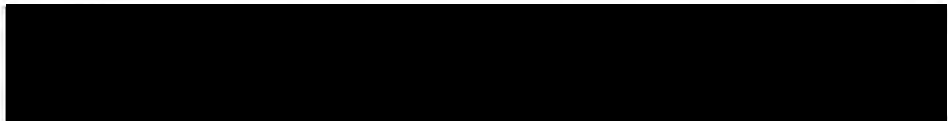
Signed on behalf of Lantic Inc. - Taber



A. Llewelyn-Jones

J.F. Khalil

A. Van Der Kooi



J. Christensen

F. Saleem

**LETTER OF UNDERSTANDING
BETWEEN:
LANTIC INC. - TABER
AND
UNITED FOOD & COMMERCIAL WORKERS INTERNATIONAL UNION
LOCAL NO. 383**

Pension Plan

The parties will meet after the next prescribed actuarial valuation.

Furthermore, the parties agree to continue to work together and discuss issues as they arise with regards to the pension plan.

Signed at Lethbridge, Alberta this **26th day of April 2017.**

Signed on behalf of United Food and Commercial Workers International Union
Local 383.

R. M. Ruaben

G. Allred Jr.

J. Gardner

L. Clarke

R. Ressler

D. Gunn

D. Feininger

Signed on behalf of Lantic Inc. - Taber

A. Llewellyn-Jones

J.F. Khalil

A. Van Der Kooi

J. Christensen

F. Saleem

**LETTER OF UNDERSTANDING
BETWEEN:
LANTIC INC. - TABER
AND
UNITED FOOD & COMMERCIAL WORKERS INTERNATIONAL UNION
LOCAL NO. 383**

Employees Temporarily Moving to 12 Hour Shift Schedule During Inter-Campaign

Those employees required to replace employees who remain on the twelve (12) hour shift schedule during Inter-Campaign (i.e. Watchmen duties) will be compensated as follows when working on two (2) different shift schedules during the same week:

All hours worked after forty (40) hours that week will be paid at the rate of one and one half (1 ½) times the regular rate. Two (2) times the regular rate shall be paid for all hours worked after fifty (50) hours that week.

Signed at Lethbridge, Alberta this **26th day of April 2017.**

Signed on behalf of United Food and Commercial Workers International Union
Local 383.

R. M. Ruaben

G. Allred Jr.

J. Gardner

J. Clarke

R. Ressler

D. Gunn

D. Feininger

Signed on behalf of Lantic Inc. - Taber

A. Llewelyn-Jones

J.F. Khalil

A. Van Der Kooi

J. Christensen

F. Saleem

APPENDIX A - 12 HOUR CAMPAIGN SHIFT SCHEDULE

| Mon. 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 26 | 29 | 30 | 31 | |
|--------|---|---|----|---|---|----|---|---|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|---|
| M | T | W | Th | F | S | Su | M | T | W | Th | F | S | Su | M | T | W | Th | F | S | Su | M | T | W | Th | F | F | M | T | W | |
| SFT 1 | X | X | N | N | N | C | C | C | D | D | D | X | X | X | N | N | N | C | C | C | D | D | D | X | X | X | X | N | C | C |
| SFT 2 | N | N | C | C | C | D | D | D | X | X | X | N | N | N | C | C | C | D | D | D | X | X | X | N | N | N | N | C | D | D |
| SFT 3 | C | C | D | D | D | X | X | X | N | N | N | C | C | C | D | D | D | X | X | X | N | N | N | C | C | C | C | D | X | X |
| SFT 4 | D | D | X | X | X | N | N | N | C | C | C | D | D | D | X | X | X | N | N | N | C | C | C | D | D | D | D | X | N | N |

| Mon. 2 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 25 | 26 | 29 | 30 |
|--------|---|---|----|---|---|---|----|---|---|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|
| Th | F | S | Su | M | T | W | Th | F | S | Su | M | T | W | Th | F | S | Su | M | T | W | Th | F | S | Su | M | Su | M | Th | F | |
| SFT 1 | C | D | D | D | X | X | X | N | N | N | C | C | C | D | D | D | X | X | X | N | N | N | C | C | C | D | C | D | X | X |
| SFT 2 | D | X | X | X | N | N | N | C | C | C | D | D | D | X | X | X | N | N | N | C | C | C | D | D | D | X | D | X | N | N |
| SFT 3 | X | N | N | N | C | C | C | D | D | D | X | X | X | N | N | N | C | C | C | D | D | D | X | X | X | N | X | N | C | C |
| SFT 4 | N | C | C | C | D | D | D | X | X | X | N | N | N | C | C | C | D | D | D | X | X | X | N | N | N | C | N | C | D | D |

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*Safety,
it's within you to give.
Share it!*

