

AGREEMENT

BETWEEN

**Nordion (Canada) Inc.
(Hereinafter referred to as the “Company”)**

AND

**THE PUBLIC SERVICE ALLIANCE OF CANADA
LOCAL 20020
(Hereinafter referred to as the “Union”)**

**for the period
April 1, 2016 to March 31, 2020**

VANCOUVER, BRITISH COLUMBIA

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ARTICLE 1
PURPOSE

1.1 The purpose of this collective agreement is to maintain harmonious and mutually beneficial relationships between the Employees, the Union, and the Employer; to set forth certain terms and conditions of employment affecting employees covered by this agreement and to ensure that all reasonable measures are provided for the safety and occupational health of the employees. The Parties recognize that the business in which the Company is engaged is highly competitive and that the Company must be able to maintain an efficient operation and continually improve its productivity in a strong, competitive market, and the Union agrees to be flexible and support the Company in attaining these objectives.

ARTICLE 2
RECOGNITION

2.1 The Company recognizes the Union as the sole bargaining agent for all employees of the Company employed in its operations in the Vancouver area described in the Certificate issued by the Canada Labour Relations Board on 1996 August 15 (Board File 555-4077).

2.2 The word “employee” or “employees” whenever used in this agreement shall mean any or all of the employees in the bargaining unit as defined above.

**ARTICLE 3
LEGISLATION**

3.1 Should any provision of this Agreement be found to be in conflict with any applicable federal statute, then the parties shall meet and arrive at a satisfactory settlement of the provision in conformity with the statute; the remaining provisions shall continue to be operative and binding on both parties.

ARTICLE 4
MANAGEMENT RIGHTS

4.1 Except as, and to the extent specifically modified by this agreement, all rights and prerogatives of Management not otherwise dealt with elsewhere in this agreement are retained solely by the Company and remain exclusively and without limitation within the rights of the Company and its Management and may be exercised by Management as it, in its discretion, sees fit.

**ARTICLE 5
COMPANY POLICIES**

5.1 The Company will forward to the President of the Local a copy of all Standard Policies and Procedures affecting employees, and amendments thereto, immediately as they are issued.

5.2 In the event there is a conflict between this Agreement and the rules and regulations published by the Company that affect employees, then the terms of the Agreement will apply.

ARTICLE 6 HEALTH AND SAFETY

- 6.1 The Company and the Union recognize the benefits to be derived from a healthy and safe work environment. It is agreed that the Company and the Union will co-operate fully to promote health and safety in the work place and to promote enforcement of health and safety rules and regulations.
- 6.2 No employee shall be required or allowed to work or operate any piece of equipment without direct supervision until the employee has received appropriate education, training and instruction.
- 6.3 The Company shall continue to make all reasonable provisions for the occupational health and safety of employees. The Company will welcome suggestions from the Union and the parties will undertake to consult with a view to adopting and expeditiously carrying out reasonable procedures and techniques to minimize the risk of occupational injury and illness.
- 6.4 Occupational health is a joint responsibility.
- i) The Company shall institute and maintain all safety precautions necessary for a safe and healthy workplace. The Company shall comply with all applicable health safety and environment legislation and regulations in effect on the effective date of this agreement.
 - ii) Employees are responsible for observing and following prescribed safe practices and procedures to ensure their own health and safety as well as that of fellow employees.
- 6.5 The Company will continue to maintain a Joint Occupational Health and Safety Committee of equal representation of management and non-management personnel. Which complies with the requirements of the Canada Labour Code, Part II. A current list of names of the Committee members will be posted. This committee shall:
- (a) (i) Give consideration to and make recommendations on such matters as the safeguarding of health and prevention of hazards to life and property. Particular attention will be paid to questions involving alleged hazardous or unsanitary working conditions. Regular meetings will be held and minutes of all meetings will be issued;
 - (ii) The Company will assign Management representatives to this Committee. At no time shall the number of Management members be allowed to outnumber the number of non-management members, unless agreed upon by both sides at the beginning of the meeting.
 - iii) Receive for their respective areas, on a monthly or quarterly basis, the monthly, year-to-date and lifetime exposure of employees of the bargaining unit. Names will not be

listed.

(b) There will be a Co-Chairperson selected by management and an employee representative Co-Chairperson selected from among the members of the Committee by the members which represent the employees;

(c) Time spent by members of the committee in the course of their duties as requested by the Committee shall be considered as time worked and shall be paid in accordance with the terms of this agreement.

(d) Within the life of the agreement, the Committee members shall be provided with appropriate training required to fulfil their responsibilities as members of the Committee.

(e) Ergonomics will be a standing agenda item.

6.6 A Union representative will participate in the investigation of all hazardous occurrences and radiation incidents involving the bargaining unit.

6.7 The existence of health and safety hazards in the work place is subject to the Grievance and Arbitration procedures of the Agreement.

6.8 (a) With respect to conditions in the work place, the Company agrees to furnish requested health and safety information in its possession to the Union, and where this information affects employees in the Bargaining Unit. When requested to do so, this information will be provided in writing.

(b) Each employee shall have access to their personal radiation dose records.

6.9 All nuclear energy workers shall receive instruction on radiation safety. This training shall be provided to each new employee designated as a nuclear energy worker prior to the commencement of work and refresher training shall be provided on a regular basis. The Nuclear Safety and Control Act defines a nuclear energy worker as:

(a) a person who is required, in the course of the person's business or occupation in connection with a nuclear substance or nuclear facility, to perform duties in such circumstances that there is a reasonable probability that the person may receive a dose of radiation that is greater than the prescribed limit for the general public

(b) any person specified as a nuclear energy worker pursuant to subsection 17(4).

6.10 Subject to Article 6.09, in cases of Emergency, employees may be called upon to perform duties which are outside of their normal duties. In such cases, employees will be instructed and trained in the duties they are required to take in response to Emergencies.

- 6.11 Part II, Safety of Employees, Section 128 of the Canada Labour Code, as amended from time to time, will apply in any case of refusal to work due to imminent danger.
- 6.12 The Company shall provide all required uniforms and safety protective items.
- 6.13 The Employer and the Union are committed to the principle of ALARA (limiting radiation exposure to levels as low as reasonably achievable, economic and social factors taken into consideration) and its application to work process at Nordion.

The Employer will continue to implement the necessary measures in order to meet the principle of ALARA.

Employees who encounter situations or practices where they feel that ALARA is not being properly met are responsible for communicating their concerns first to their immediate supervisor and Radiation Safety Surveyors.

Where an employee feels that his or her concern regarding ALARA has not been satisfactorily addressed, the employee has the right to submit the issue to the Joint Health and Safety Committee.

The employee has the right, at any time, to communicate Health & Safety concerns to their Union Representative.

6.14 Accommodation for Pregnant Employees

a) A Nuclear Energy Worker is required to inform the Employer immediately in writing upon becoming aware that she is pregnant.

b) An employee who is pregnant shall, during the period from the time she advises the Company of her pregnancy to the time she commences Maternity Leave, have the right to have her job function modified or to be reassigned to other duties in order to reduce the risk of exposure to hazards. Such action will be implemented if the employee, her physician, or the Company determines that a reassignment is required.

- 6.15 An employee who is injured during working hours and who is required to leave for treatment or is sent home as a result of such injury shall receive payment for the rest of the shift at his/her regular rate of pay. Such employee shall be provided with transportation to a healthcare facility or to the employee's healthcare provider and to his/her home at the employee's request.

ARTICLE 7
ANTI-DISCRIMINATION POLICY

7.1 The provision of the Canadian Human Rights Act shall be adhered to. For clarification this means that there shall be no discrimination on the grounds of race, national or ethnic origin, colour, religion, age, sex, sexual orientation, marital status, family status, disability and conviction for which a pardon has been granted.

ARTICLE 8 RESPECT IN THE WORKPLACE POLICY

8.1 The Company, the Union, and the employees are committed to provide a positive work environment which ensures equal opportunity for all employees, and is supportive of personal goals, dignity and self-esteem.

8.2 In keeping with the principle of the Human Rights Code, the Company, the Union, and the employees recognize each employee's right to receive fair treatment in the workplace, and to work in an environment free of harassment inclusive of sexual harassment. Therefore, the Company has implemented a Respect in the Workplace Policy. This Policy prohibits acts of harassment or discrimination by all of the following: managers, supervisors, co-workers, business co-workers and business contacts. Protection against harassment extends to incidents occurring at or away from the workplace during or outside working hours provided the acts are committed within the course of the employment relationship.

8.3 The parties recognize the need to discourage, and prevent harassment (inclusive of sexual harassment) and discrimination and to ensure any employee who believes to have been harassed or discriminated against be provided with a redress mechanism. All persons involved in the handling of discrimination or harassment complaint shall hold in the strictest confidence all information of which they become aware.

8.4 To this end the Company, the Union, and the employees agree to follow the Company's Respect in the Workplace Policy and procedure. Before proceeding to the formal complaint mechanism, an employee who believes they have a complaint of harassment or discrimination may approach their manager, or any manager, or any member of the Human Resources Team, to discuss potential means of resolving the matter. In addition the employee may wish to include a Union representative during discussions with Management or Human Resources, at their discretion.

An alleged harasser will be given due process and the Company agrees that any investigation shall be carried out with due diligence but within as short a period as possible taking into consideration the specific circumstances of the complaint. After following the redress procedure in the Company's policy, any employee who feels they have not been treated fairly may refer the matter to either step one or two of the grievance procedure, as deemed appropriate by the employee. At any stage in this procedure an employee may seek assistance and/or involvement of a Union representative.

It is understood that in addition to the above the employee may lodge a complaint with the Canadian Human Rights Commission at any time in the process.

ARTICLE 9
NO STRIKES OR LOCKOUTS

9.1 There shall be no strikes or lockouts during the period of this Agreement. The word “strike” and the word “lockout” shall be defined in accordance with the definitions set out in the Canada Labour Code.

ARTICLE 10
BARGAINING UNIT WORK

10.1 Non-bargaining unit employees shall not perform duties normally assigned to members of the bargaining unit if the performance of such work directly causes the layoff of members of the bargaining unit. Bargaining unit work is all those duties and functions normally performed through established practice by members of the bargaining unit as of the date of ratification of this collective agreement.

10.2 The Company shall notify the Union of any issue affecting bargaining unit work. Such issues shall be discussed by the parties at the Union Management Cooperative Committee. These issues may include, but are not limited to:

- (a) Forecasts of any anticipated change in workload of bargaining unit members;
- (b) Anticipated scope and duration of changes in workload.

10.03 The Company shall provide the Union with sufficient disclosure in order to have informed consultation on any matters arising that may adversely affect bargaining unit work. Such issues shall be discussed by the parties at the Union Management Cooperative Committee.

**ARTICLE 11
TECHNOLOGICAL CHANGE**

11.1 The Company will notify the Union a minimum of one hundred and twenty (120) days in advance of any technological change which may adversely affect the employment status or working conditions of employees.

11.2 All questions relating to technological change that the parties are unable to resolve shall be dealt with under the provisions of the Canada Labour Code.

ARTICLE 12 UNION SECURITY

12.1 The Union agrees that there will be no Union activities or meetings on Company premises except as contemplated by this Agreement, or as may be specifically approved by the Company.

12.2 The Union agrees that there will be no intimidation, interference, restraint, or coercion practiced upon employees of the Company by any members or representatives of the Union.

12.3 The Company agrees that there will be no discrimination, intimidation, interference, restraint, or coercion exercised or practiced by the Company, employees of the Company, or any of its representatives with respect to any employee's participation in the Union.

12.4 Designated non-employee representatives of the Union required to visit the Company in connection with this Agreement will be allowed to do so, provided the visit is confined to the specific purpose and areas for which permission is granted.

Union Information

12.5 The Company shall forward to the Union the name of all newly-hired employees, who will be included in the bargaining unit, at the time of commencement of employment with the Company. The Company further agrees to inform the Union of the name of any employee in the bargaining unit leaving the employ of the Company.

12.6 Employees can generate individual leave reports detailing their leave credits and sick leave credits by running a Discoverer Report using CBS functionality. A statement of the employee's pension plan status will be provided annually.

12.7 The Company will advise new employees of the location of the most recent collective agreement on the Company intranet site upon their commencement of employment.

Bulletin Boards

12.8 The Company agrees to provide bulletin boards for the use of the Union.

Union Dues

12.9 The Company will deduct from the monthly salary of all employees in the bargaining unit, a sum equal to the regular monthly dues of the Union. The Company will remit the sum, together with a list of the employees for whom provisions have been made, to the Union within 15 days of the pay date.

12.10 It is the responsibility of the Union to advise the Company in advance of any change in its monthly dues.

12.11 The Company agrees to provide the Union with an annual list of total dues deductions paid by each employee prior to February 1 of each year for the previous calendar year. This amount shall be included on the employee's T4 slip.

12.12 The Union agrees to indemnify and save the Company harmless against any and all claims or any other forms of liability that may arise out of, or by reason of, deductions made or payments made in accordance with this article.

Bargaining Leave

12.13 Subject to operational requirements, leave shall be granted to three (3) employees of the bargaining unit to participate in collective bargaining negotiations with the Company. These employees shall not suffer any loss of regular pay while attending meetings with the Company in these negotiations. This provision shall not apply to any negotiations after an application for conciliation has been made.

Union Leave

12.14 Subject to operational requirements, Union leave of absence without pay shall be granted to members of the bargaining unit, not to exceed thirty (30) days per agreement year, in total for all members of the bargaining unit for the purpose of members attending Union training courses, conventions and conferences.

12.15 Normally not more than two (2) members shall be absent on such leave at any one time. All requests for such leave will be submitted in writing prior to the absence and whenever practical, at least two (2) weeks in advance.

12.16 When an employee is on leave without pay for the purposes of Union activities all regular salary and benefit payments will continue to be paid by the Company and shall be repaid to the Company by the Union within thirty (30) days.

Union Office

12.17 Leave of absence without pay, for a period not exceeding three (3) years, shall be granted to employees when elected or appointed to a full-time Union office. Such leave shall be limited to one (1) employee at a time. Employees will continue to be enrolled in the pension and benefits plans and the employee contributions to the maintenance to the pension and benefits will be the responsibility of the employee. The amount for all employee paid benefit premiums and employee contributions to pension and/or Savings Plan will be paid through employee pre-authorized payments and will be based on the salary of the employee as at the time leave begins. The Employer portion of these premiums shall be repaid to the Company by the Union on a monthly basis.

**ARTICLE 13
EMPLOYEE FILES**

13.1 An employee will be able to review their Personnel file three times per year, in the presence of a Human Resources Department representative. Any items that the employee may not have will be copied, within reason. Any employee wishing to review their Personnel file must make the request in writing one (1) week in advance to the Human Resources Department and an appointment will be arranged within one (1) week. An employee has the right to Union representation, if requested.

13.2 A copy of any disciplinary reprimand placed on an employee's file will be provided to the employee.

13.3 A letter of reprimand and supporting documents related to a specific disciplinary action, which may have been placed on the employee's file, shall be destroyed after twenty-four (24) months, provided that no further disciplinary action of a similar nature has been recorded during this period.

13.4 No document from an employees' personnel file or any other employer held file may be introduced in evidence in a hearing relating to disciplinary action if the employee was not aware of the document.

ARTICLE 14 GRIEVANCE

Definition of a Grievance

14.1 A grievance is any written complaint made by an employee or group of employees regarding the interpretation, application, administration or alleged violation of this Collective Agreement including any question as to whether a matter is arbitrable.

14.2 Grievances must have the approval and support of the bargaining agent.

14.3 Nothing in this provision deprives the employees of any right or remedies to which they are entitled in any legislation.

Definition of "Days"

14.4 The word "days" as used in this article shall mean Monday to Friday not including holidays.

Employee's Right to Representation

14.5 An employee may be represented by the Union at each step of the grievance procedure. The Company shall advise the employee of this right to representation.

Grievance Procedure

14.6 Before submitting a grievance, an employee should discuss the matter with the supervisor and shall give the supervisor an opportunity to resolve the matter within two (2) days of the discussion. An employee may, if desired, be assisted or represented by the Union during such discussions.

14.7 Within ten (10) days of the matter giving rise to the difference, or within ten (10) days of the employee or the Union becoming aware of the matter giving rise to the difference the employee or the Union may submit a written grievance.

14.8 The grievance should be presented on the grievance form but shall not be denied solely because it is not on the grievance form.

Step 1

14.9 The employee may submit a written grievance to the supervisor including details of the grievance, the articles allegedly violated and the remedial action requested. The form shall be signed by the employee and the Union representative. The written grievance shall be presented to the employee's immediate supervisor or in the absence of their supervisor, to another supervisor or to Human Resources, who will sign and date the grievance. If the Company does not grant the remedial action requested, a hearing shall be scheduled to occur within ten (10) days of the receipt of the grievance. The Company shall inform the Union of its decision within two (2) days of the hearing.

Step 2

14.10 If the grievance is not settled to the grievor's satisfaction at the first level, the grievor has ten (10) days from receipt of the Company's decision to submit the grievance to the Site Manager. The Company shall schedule a further hearing within ten (10) days of the matter being submitted to Step 2. The Company shall inform the Union of its decision within three (3) days of the hearing.

14.11 If the grievance is not settled to the grievor's satisfaction at this level, the Union has thirty (30) days from receipt of the Company's decision to decide if the grievance shall be sent to arbitration.

Group Grievance

14.12 Where more than one employee has essentially the same grievance arising from the same set of facts or circumstances the group grievance may be filed by having all such employees sign a grievance at Step 1. However, if requested by the Company, only one of such employees, selected by the Union, shall be present at the meetings. The group grievance shall then be processed through the grievance procedure.

Discharge Cases

14.13 An employee may only be suspended or discharged for just cause. A lesser standard for discharging probationary employees for performance reasons will apply during the probationary period. Such employee and the Union shall be advised within five (5) working days in writing by the Company of the reasons for such discharge or suspension. For clarification, discharge shall not include a layoff due to lack of work, or suspension of operations.

14.14 A claim by an employee alleging discharge without just cause shall be treated as a grievance and shall commence at Step 2 of this article, provided that a written grievance signed by the employee and the Union representative is presented to the Site Manager within ten (10) days after the receipt of the reasons for discharge.

Withdrawal of Grievances

14.15 The Union shall have the right to withdraw any grievance at any stage of the proceedings.

Leave for Grievances

14.16 No employee or authorized representative will leave their work during working hours to discuss complaints or grievances without first obtaining the permission of their supervisor or in the absence of their supervisor, from another supervisor or from Human Resources. Subject to operational and safety requirements, permission will not be unreasonably withheld.

14.17 When a discussion or meeting on a complaint or grievance takes place during the grievor's normal working hours and leave is granted to the employee, the grievor shall not suffer any loss of regular pay.

14.18 When a discussion or meeting on a complaint or grievance takes place during the authorized Union representative's normal working hours and leave is granted to the authorized Union representative, the authorized Union representative shall not suffer any loss of regular pay. This clause shall not apply during any arbitration proceeding.

14.19 Employees and Union representatives will not be entitled to be paid when a discussion or meeting on a complaint or grievance takes place outside their normal working hours.

ARTICLE 15 ARBITRATION

A grievance referred to arbitration shall be to a single arbitrator, such arbitrator to be named on a case by case basis.

15.2 The arbitrator shall have all the powers described in the Canada Labour Code, including, in the case of discharge or discipline, the power to substitute for the discharge or discipline, such other penalties that the arbitrator deems just and reasonable in the circumstances, including compensation for lost income.

15.3 The decision of the arbitrator shall be final and binding and enforceable on all parties, but in no event shall the arbitrator have the power to change the collective agreement or to alter, modify or amend any of its provisions.

15.4 It is understood that no matter may be submitted to arbitration which has not been properly carried through Steps 1 and/or 2 of the grievance procedure. The arbitrator shall have jurisdiction to determine whether a grievance is arbitrable.

15.5 The parties shall share the fees and expenses of the arbitrator equally.

ARTICLE 16 HOURS OF WORK

16.1 The work week for full-time employees shall be thirty-seven and one-half (37.5) hours. Normally, the work day shall be seven and one-half (7.5) hours exclusive of the meal period. The meal period is recognized as thirty (30) minutes and will be taken subject to operational requirements and personal preferences.

16.2 Normally, the work week will be Monday to Friday and consisting of five (5) consecutive days. The normal working hours will be between 0500 and 1700 hours, but may vary by up to one (1) hour subject to operational requirements, employee preference, and employer approval.

Where the hours are varied the Company will compensate as follows:

- i. A technician that commences work on a normal weekday at either 0400 or 0430 and works a 7.5 hour day will be paid the first hour at a time and one half and the balance at regular time.
- ii. A technician that commences work on a weekend or on a Designated Paid Holiday at either 0400 am or 0430 am will be provided 1 hour of time in lieu at straight time in addition to their applicable overtime rate of pay for all hours worked.

Alternative Work Schedule

16.3 Where an individual expresses an interest to work an Alternative Work Schedule (AWS) within the principles contained in this article, a joint Union/Management committee shall be formed, consisting of a member of the local executive, a representative of the affected employees appointed by the Union and a manager to co-operatively develop an AWS.

16.4 The AWS must address the following principles: employee interests, business demands, and efficiency of operations.

16.5 The AWS will be implemented on a trial basis for a period of four (4) months and shall be reviewed by the committee during the last thirty (30) days of the trial period.

16.6 Should the review conclude that the AWS is not mutually satisfactory, then the committee shall either develop a new AWS with resulting trial period, or revert back to the normal hours of work.

Breaks

16.7 Employees are entitled to two (2) paid breaks of fifteen (15) minutes each, the first to be taken before the meal period, the second to be taken after it.

16.8 Breaks shall be taken subject to operational needs and employee preferences but may not be used to modify the work day.

16.9 The break period is inclusive of any time required to leave and return to the personal work area.

16.10 Radiopharmaceutical Alternate Schedules

16.10 (a) Schedule A

Schedule A will apply to only the Lab Assistant and Safety groups and will become effective upon ratification of this agreement. This schedule is for an Afternoon shift from Monday to Friday.

As determined by Management, the Afternoon shift will start any time between:

Start: 1000 to 1400

The work day shall be seven and one-half (7.5) hours exclusive of a 30 minute meal period.

Note: Individuals on this schedule may be required to work on all product lines on Mondays to Fridays.

16.10 (b) Schedule B

Schedule B will apply for both Clinical and Commercial supply of all Radiopharmaceutical and dedicated Radiopharmaceutical feeder products (e.g. I-123).

This schedule will be Sunday to Wednesday and will include Day and Afternoon shifts as defined below. The normal Schedule B day will be nine (9) hours exclusive of a thirty (30) minute meal period. This schedule will become effective as of March 31, 2008. The normal work week for employees on Schedule B, who regularly work scheduled weekends, will be thirty-six (36) hours exclusive of the meal period. For working Schedule B, employees will be compensated as if they had worked the hours outlined in clause 16.1.

For Schedule B, if for operational requirements the schedule is not required as of March 31, 2008, the effective date may be postponed in six month increments at Management's discretion.

16.10 (c) Schedule C

Schedule C will be Wednesday to Saturday for both Day and Afternoon shift hours as defined below. This schedule will become effective on April 1, 2009. The normal Schedule C day will be nine (9) hours exclusive of a thirty (30) minute meal period. The normal work week for employees on Schedule C, who regularly work scheduled weekends, will be thirty-six (36) hours exclusive of

the meal period. For working Schedule C, employees will be compensated as if they had worked the hours outlined in clause 16.1.

16.10 (d) Shift Definitions:

Schedule B and C Day shift:

As determined by Management, the Day shift shall start any time between:

Start: 0500 to 0800 for Operations
0700 to 0800 for Q.C., Shipping and any other required staff
0500 to 0800 for Lab assistant and Safety staff

Schedule B and C Afternoon Shift

All bargaining unit members on Schedule B and C shifts that end at or after 1800 shall be considered to be working on the Afternoon shift.

As determined by Management, the afternoon shift shall start any time between:

Start: 0830 for Operations
0830 to 1030 for Q.C., Shipping and any other required staff
0830 to 1230 for Lab assistant and Safety staff

Schedules B and C shall apply to those employees involved in Radiopharmaceutical products and dedicated Radiopharmaceutical feeder products.

16.10 (e)

Implementation of Schedules B and C shall be done in accordance with the Letter of Understanding #5.

16.11 Shift Differentials

The following shift differentials will apply:

Afternoon shift as described in 16.10 will be \$1.75 per hour. Employees who are required to work a regularly scheduled weekend shift as outlined in 16.10 will receive a payment of fifty dollars (\$50.00) for each Saturday and/or Sunday worked in addition to any other wages or payments they are entitled to for that day.

ARTICLE 17 OVERTIME

General Regulations

17.1 All authorized overtime work other than described elsewhere in this Article, shall be compensated for at the standard overtime rate of time and one-half, which is defined to be a payment of one and one-half (1.5) times the normal hourly rate of pay for each hour of overtime work performed.

17.2 For the purposes of this Article, "normal hourly rate of pay" is defined to be 1/1950 of the employee's current annual salary and "overtime work" is to be read as excluding the time allowed for a meal period where taken.

17.3 The Company shall make every reasonable effort to distribute overtime equitably among qualified employees in each classification. No employee will be required to work overtime when sufficient qualified employees are willing and available to do the work.

17.4 The Company shall make every reasonable effort to give employees who are required to work scheduled overtime five (5) working days advance notice of this requirement.

17.5 Upon request of an employee and with the approval of the Company overtime may be compensated in leave with pay. When this method is used the leave with pay will be earned at the appropriate rate of pay in accordance with this article for the hours worked and shall be granted by the Company at times convenient to both the employee and the Company. The compensatory leave bank shall not exceed ten days (10) per calendar year. At the employee's election, the employee may choose to be paid the balance remaining in the compensatory leave bank at the end of the year. Should the employee carry over any of their compensatory leave bank into the following year they may only accumulate additional days to the maximum cap of 10 days.

17.6 When an employee has worked ten (10) hours of overtime in one (1) week for which they have been compensated at the standard overtime rate of time and one-half, subsequent overtime will be compensated at double time. For this purpose the week begins and ends at 00:01 A.M. Monday.

17.7 An employee who is required to work overtime will not be paid for overtime work of one-half (0.5) hour or less. However, should the overtime work period extend beyond one-half (0.5) hour, payment will be calculated to the nearest half-hour.

Overtime on Days of Rest

17.8 Authorized overtime work performed on the first day of rest shall be paid at the rate of time and one-half for the first seven and one-half (7.5) hours and double time thereafter. Authorized overtime work performed on the second day of rest shall be paid at the rate of double time.

Overtime on Designated Paid Holiday

17.9 An employee who is required to work overtime on a designated paid holiday shall, in addition to normal salary, be paid for all such work at the rate of double time.

Overtime on Off-Site Assignments

17.10 An employee on an off-site assignment shall be paid at the rate of double time for hours worked beyond twelve (12) in any period of continuous work. "Site" is defined as property occupied by Nordion (Canada) Inc. in the Vancouver area. (Travel does not constitute work.)

Call Outs and Overtime Between Regular Work Periods

17.11 (a) Employees who have completed regular periods of work and have left the work premises and are required to return before their next regular work period to perform extra service which does not continue until the start of that period, will receive pay for a minimum of three (3) hours at the applicable overtime rate.

(b) In certain circumstances, reporting for work may not require physical presence at the workplace. Where an employee is capable of performing the required duty from outside the premises and such an arrangement is approved by the Company, such duty shall be considered as reporting to work. The employee shall receive pay for a minimum of one hour at the applicable overtime rate.

Recognizing the unique location of the Vancouver worksite, a per diem allowance of twenty-eight dollars (\$28.00) to cover additional out-of-pocket expenses incurred shall be granted to workers for each day the employee is called back to work or required to work overtime that necessitates the employee returning to work.

Meal Period Compensation

17.12 Overtime on a Normal Work Day

- a) Where the employee is required to do more than three (3) hours' work immediately before or immediately after the normal work period, they will be entitled to take a one-half (0.5) hour meal period.
- b) This meal period may be taken anytime after two (2) hours have been worked and will be paid for at the standard overtime rate, provided the combined overtime work and meal period extends beyond three and one-half (3.5) hours or more.
- c) In addition to compensation for the meal period outlined above, the employee shall be entitled to a meal allowance as set out in this section.

17.13 Call Outs and Overtime Between Regular Work Periods

- a) In relation to section 17.11 above, if work extends over a normal meal period, the employee will be given a meal allowance and permitted to take an unpaid meal period from one-half to one hour. Where the work period exceeds three (3) hours, the employee will be paid one-half (0.5) hour at time and one-half for the meal period.

17.14 Meal Allowance

- a) The authorized meal allowance is fourteen fourteen dollars and fifty cents (\$14.50), claims for which are to be paid after appropriate authorization by the employee's supervisor.

17.15 On Call Pay

- a) Where the Company requires an employee to be available on call during off duty hours, an employee shall be entitled to an on call payment of one (1) hour's pay for each eight (8) consecutive hours or portions thereof that he or she is on call.
- b) An employee designated by letter or by list for standby duty shall be available during his or her period on call at a known telephone number and/or Company provided pager and be readily available to respond and/or available to return for duty. In designating employees for standby, the Company will endeavour to provide for the equitable distribution of on call duties.
- c) An employee on call who is required to report for work and returns to the workplace shall be compensated, in addition to the on call pay, in accordance with the provisions of clause 17.11 Call Out and Overtime Between Regular Work Periods.

17.16 Traveling To and From Outside Assignments

When an employee is traveling to an outside assignment, or returning from such assignment, the employee shall receive compensation for actual time spent in traveling, on the following basis:

- a) When an employee travels on a day that is not the employee's day of rest;
 - i) The employee shall receive, subject to ii) immediately following, their normal salary but no additional compensation.
 - ii) The employee shall, if the employee has worked on that day and is required to travel outside their normal hours of work, be additionally compensated at their regular rate for any time the employee is required to spend in traveling outside their normal hours of work, to a maximum of six (6) hours' pay at the regular rate.

- b) When an employee travels on their day(s) of rest and does not receive other overtime compensation the employee shall receive for any one day, overtime pay at time and one-half for the actual time spent in traveling, to a maximum of one day (seven and one-half (7.5) hours) at time and one-half.
- c) When an employee works and travels on a day of rest the employee shall be paid as follows:
 - i) Overtime pay at the applicable rate for the period of overtime worked.
 - ii) Time and one-half for travel time which, when added to the time for which the employee receives overtime compensation for other reasons, does not exceed seven and one-half (7.5) hours.
 - iii) Normal hourly rate of pay to a maximum of six (6) hours for travel time in excess of ii) above.
- d) This article shall not apply to travel for training assignments.

17.17 Extended Travel Allowance

Members of the Bargaining Unit will be entitled to claim the Extended Travel Allowance as per Company Policy.

ARTICLE 18
DESIGNATED PAID HOLIDAYS

18.1 There shall be twelve (12) designated paid holidays each calendar year, to fall on Monday to Friday inclusive. During the life of this Agreement, the designated paid holidays will be as follows:

New Year's Day	Canada Day	Remembrance Day
Good Friday	Civic Holiday	Christmas Day
Easter Monday	Labour Day	Boxing Day
Victoria Day	Thanksgiving Day	One (1) Additional Company Day

18.2 The dates for observance of the additional paid holiday will be determined by each employee in consultation with their supervisor.

18.3 The rate of pay for each designated paid holiday is the employee's normal daily rate of pay.

18.4 An employee absent without pay on both their full working day immediately preceding and their full working day immediately following a designated holiday is not entitled to pay for the holiday.

18.5 Employees required to work on a designated paid holiday will receive the applicable overtime rate.

**ARTICLE 19
VACATION LEAVE**

19.1 All vacation leave must be approved in advance by the Company. Applications for vacation leave should be made in writing at least 24 (twenty-four) hours in advance by the employee. Requests for vacation leave of five (5) days to ten (10) days should be made two (2) weeks in advance by the employee. Requests for vacation leave for periods of greater than ten (10) days should be made one (1) month in advance by the employee. The Company will make every effort to respond to the leave request within two (2) days for requests of less than ten (10) days and respond within five (5) days for requests of greater than ten (10) days.

19.2 Subject to operational requirements, the preference of employees with respect to their vacation period will be given consideration by the Company on a first come, first serve basis. In the event that the Company receives conflicting simultaneous requests for concurrent leave dates, preference will be given to the senior employee.

19.3 The vacation year shall extend from April 1 to March 31 of the following year.

Vacation Leave with Pay Credits

19.4 During their first year of service, employees will earn vacation leave credits at the rate of 9.375 hours (1 1/4 days) per month, for each full month of employment for which they receive a minimum of ten (10) days' salary. After six (6) months of service, they may be granted vacation leave credits in advance to the extent of the leave credits that could accumulate to the end of the vacation year (March 31).

19.5 Employees who have completed six (6) months or more service by April 1 will be credited with annual vacation leave as follows, except as noted in 19.6 below:

Continuous Service By April 1	Vacation Leave Credits Effective April 1
1/2 but less than 7 years	112.50 hours (15 days)
7 but less than 8 years	120 hours (16 days)
8 but less than 9 years	127.5 hours (17 days)
9 but less than 10 years	135 hours (18 days)
10 but less than 13 years	150 hours (20 days)
13 but less than 15 years	157.50 hours (21 days)
15 but less than 17 years	165 hours (22 days)
17 but less than 19 years	172.50 hours (23 days)
19 but less than 20 years	180 hours (24 days)
20 years but less than 25 years	187.50 hours (25 days)
25 years but less than 26 years	195 hours (26 days)
26 years but less than 28 years	202.5 hours (27 days)
28 years but less than 30 years	210 hours (28 days)
30 years but less than 32 years	217.5 hours (29 days)
32 years or more	225 hours (30 days)

19.6 For the purpose of accumulation of vacation leave within a given year, the employee's leave credits will be reduced by 1/12 for each month for which the employee does not receive a minimum of ten (10) days' salary.

Carryover

19.7 Vacation leave credits may be carried over from one year to the next to the extent that such carryover is not greater than the vacation leave credits earned in respect to the vacation year just completed.

19.8 Employees who have prior service with the Company will be credited with annual vacation on the basis of their total accumulated service. Total accumulated service shall be the sum of current service and service in previous periods of employment with the Company.

ARTICLE 20
SICK LEAVE

20.1 Sick leave with pay is for use only where an employee is unable to work due to illness or injury and to the extent the employee has the necessary leave credits. If the absence exceeds five (5) consecutive working days, the employee must submit a medical certificate signed by the attending physician. A maximum of ten (10) days' absence without a medical certificate is allowable during each leave year. A medical certificate is a document satisfactory to the Sr. Vice-President, Human Resources, such as a statement signed by a physician.

- a) In the case of a dental, eye or medical appointment, an employee will have the option of:
 - i) Using one-half (1/2) day sick leave, or one (1) day if the appointment is outside the area normally serving the Company site.
 - ii) Making-up an equivalent amount of time on a straight time basis, subject to operational needs.
 - iii) Using previously accumulated Time in Lieu.

20.2 Sick leave will accumulate as outlined below:

- a) All employees will receive a credit of 112.5 hours (fifteen 15 days) on commencing full-time employment and a credit of 45 hours (six 6 days) on each subsequent April 1, except that those employees who commence on or after October 1 will receive a credit of 22.5 hours (three 3 days) on April 1 following.
- b) Employees who are absent on the Long Term Disability Insurance Plan on April 1 will not be credited with sick leave until the April 1 following the employee's return to work; the credit will be 45 hours (six 6 days) if the employee's return was prior to October 1, or 22.5 hours (three 3 days) thereafter.
- c) The leave year shall extend from April 1 to March 31 the following year.

Intermediate Term Disability (ITD)/Short Term Disability (STD)

20.3 Upon the expiration of sick leave credits, employees will receive 75% of their basic salary during their sickness or disability absence to a maximum of twenty-six (26) weeks. The 75% is inclusive of disability benefits received from the Canada/Quebec Pension Plan (C/QPP) or any other benefit from a plan to which the Company contributes. This benefit will be re-established after a return to work of two (2) weeks in the case of a recurrence of the same disability, or one (1) day in the case of a new disability.

20.4 Should a Company holiday occur during the period of ITD/STD Intermediate Term Sickness/Disability, the employee will continue to receive compensation at the rate of 75% except where the employee has received compensation at the rate of 100% for any one of the sixteen (16) calendar days preceding the holiday, or returns to work on the working day following the holiday, in which case the employee will be compensated for the holiday at the rate of 100%.

Long Term Sickness/Disability

20.5 The Company will provide a Long Term Disability Insurance Plan. Upon expiration of the Short Term Disability, participating employees will receive long term disability benefits of 66-2/3% of their basic pre-disability salary, subject to approval by the Carrier.

20.6 Personal Leave

Leave for medical, dental, eye, or other items as agreed upon between the employee and their direct supervisor will be allowed to a minimum of one hour per appointment and to a maximum usage of nine (9) hours per leave year.

For utilization in excess of nine (9) hours per leave year an employee will have the option of:

- i) Making-up an equivalent amount of time on a straight time basis, subject to operational needs.
- ii) Using previously accumulated Time in Lieu.

ARTICLE 21
MATERNITY, PARENTAL AND ADOPTION LEAVE

General

21.1 Every employee who is entitled to and intends to take maternity leave, parental leave or adoption leave shall:

- a) Give at least four (4) weeks notice in writing to the Employer unless there is a valid reason why that notice cannot be given.
- b) Inform the Employer in writing of the length of leave intended to be taken.

21.2 At the expiration of maternity, parental or adoption leave, the employee shall be reinstated to the position held at the commencement of the leave or, where this is not possible, to a comparable position with the same salary and benefits and in the same location.

21.3 Employees will be informed of employment, promotions or training opportunities for which they are qualified that arise during the leave period.

21.4 During the period of maternity, parental or adoption leave, the following benefits will continue if applicable: Nordion Retirement Plan, group life insurance, long term disability, dental and medical insurance and Savings Plan. Company contributions to the premium costs will apply in respect of the Nordion Retirement Plan and group insurance plans during the leave period. Employees will continue to be enrolled in the pension and benefits plans and the employee contributions to be maintenance to the pension and benefits will be the responsibility of the employee. The amount for all employee paid benefit premiums and employee contributions to pension and/or Savings Plan will be paid through employee pre-authorized payments and will be based on the salary of the employee as at the time leave begins.

Maternity

21.5 Eligible employees shall be granted maternity related leave which will not exceed seventeen (17) weeks.

Supplementary Unemployment Insurance Benefits Plan (SUB Plan)

21.6 An employee on maternity leave who provides the Employer with proof that the employee has applied for and is in receipt of Employment Insurance benefits pursuant to *Employment Insurance Act*, shall be paid a supplemental unemployment benefit. Payments with respect to a period of maternity leave made according to the Supplementary Unemployment Benefits Plan will consist of the following:

- a) for the first two (2) weeks, where an employee is subject to a waiting period of two (2) weeks before receiving Employment Insurance maternity benefits, payments equivalent to seventy-five (75%) percent of the employee's weekly rate of pay; and
- b) for an additional fifteen (15) weeks, payment equivalent to the difference between the Employment Insurance maternity benefits, the employee is eligible to receive seventy-five (75%) percent of the employee's weekly rate of pay; and

21.7 Where an employee becomes eligible for a pay increment or an economic adjustment with respect to any period in which the employee was in receipt of supplemental Employment Insurance benefits, the payments shall be adjusted accordingly.

21.8 Employees shall have no vested right to payments under the Plan except to payments during a period of unemployment specified in the plan. Payments in respect of guaranteed annual remuneration or in respect of deferred remuneration or severance pay benefits are not reduced or increased by payments under the Plan.

Parental

21.9 Eligible employees shall be granted parental leave for child care responsibilities which will not exceed thirty-seven (37) weeks and will commence at the expiration of the maternity leave or where the employee has not taken maternity leave, may commence on the day that the child is born or comes in the actual care of the employee. Parental leave must be taken within fifty-two (52) weeks after the birth of the child.

For the first nine (9) weeks of parental leave, top-up benefit will be a combined total of fifty (50%) percent of the employee's base pay (EI + Nordion (Canada) Inc. top-up).

Adoption

21.10 Eligible employees shall be granted adoption leave which will not exceed thirty-seven (37) weeks and will commence on the day the child comes into the employee's actual care and custody. Application for adoption leave can be made by a male employee, by a female employee or divided between both parents.

For the first nine (9) weeks of adoption leave, top-up benefit will be a combined total of fifty (50%) percent of the employee's base pay (EI + Nordion (Canada) Inc. top-up).

Aggregate Leave

21.11 The aggregate amount of leave that may be taken by one or two employees in respect of the same birth shall not exceed fifty-two (52) weeks leave.

Payroll Considerations and Administration

21.12 Company payments to the employee will be made bi-weekly to coincide with Company paydays and will be deposited to the employee's account. Normal tax withholdings will apply. No other deductions, such as Canada Pension Plan or Employment Insurance will apply.

21.13 Maternity leave, parental leave, and adoption leave shall be counted for the calculation of "service" and "continuous service" for the purpose of this collective agreement. For the purposes of earning vacation leave credits the employee is deemed to have received pay while on maternity leave, parental leave, or adoption leave.

Rate of Pay

21.14 All leave with pay under this Article is the employee's normal hourly rate of pay times seven and one-half (7 1/2) hours for each day of leave with pay. "Normal hourly rate of pay" is defined as 1/1950 of the employee's current annual salary.

ARTICLE 22
SPECIAL LEAVE AND OTHER LEAVE

Marriage of Employee

22.1 Special leave with pay of five (5) days will be granted once for the purpose of getting married, provided that the employee will be continuing in employment after marriage and has completed six (6) or more months of service.

Death in Family

22.2 (i) A request for special leave with pay of up to five (5) days shall be granted in the case of death in an employee's immediate family (as defined below) to permit the employee to make arrangements, attend the funeral, etc. Where necessary, up to three (3) days with pay may also be granted to settle the estate within one (1) year of the death, provided the employee receives no fee or other remuneration for this. Where the employee must miss more than five (5) days of work in the case of the death or three (3) days of work to settle the estate, due to the length of the trip required, additional special leave, with pay may be granted at the discretion of the employee's manager. (Immediate family is defined for this purpose as: father; mother; foster parent; step parent; brother; step brother; sister; step sister; spouse; child; step child; grandparent; grandchild; or step grandchild of the employee; father or mother of the employee's spouse or other relative living with the employee.)

(ii) A request for special leave with pay not exceeding two (2) days, (three (3) days where extensive travel is required) may be granted in the case of an employee's aunt; uncle; son-in-law; daughter-in-law; brother-in-law; or sister-in-law.

22.3 A request for special leave with pay not exceeding two (2) days, (three (3) days where extensive travel is required) may be granted in the case of an employee's grandparent; son-in-law; daughter-in-law; brother-in-law or sister-in-law.

Birth or Adoption of a Child

22.4 Special leave with pay for up to two (2) days will be granted to an employee for the birth of an employee's child, or to arrange adoption of an employee's child. Such leave shall be granted in half day periods if requested.

Illness in Family

22.5 Special leave with pay may be granted for emergency illness in the family, or in special circumstances relating to illness in the family. (Family, in this case, is defined as: father; mother; foster parent; step parent; brother; step brother; sister; step sister; spouse; child; step child; grandchild or step grandchild of the employee; father or mother of the employee's spouse; or other relative living with the employee.)

Where there is no other alternative care giver, normally, up to one day would be appropriate to provide the opportunity for other arrangements to be made. Exceptions to this may occur and may include communicable or long-term illnesses in which a time-share arrangement may be appropriate. Time-share arrangements may include use of floater or vacation days, use of time in lieu, or other appropriate flexible work arrangements.

Court Leave - Jury Duty

22.6 Leave with pay will be granted to an employee who is required for jury duty for the period of work which the employee must miss for this reason. Fees, traveling and other expenses paid in connection with jury duty will be retained by the employee.

Witness Duty

22.7 Leave with pay will also be granted to an employee who is subpoenaed as a witness in a court of law. The employee is not required to refund the witness fee. Leave with pay is not granted if the employee is a litigant in the court action. A copy of the subpoena shall be presented at the time of the request for the leave.

Injury-on-Duty Leave

22.8 The parties acknowledge that the employees within the Bargaining Unit who suffer injury at work or contract an industrial or occupational disease arising out of and in the course of their employment, shall be subject to the provisions of the Workers' Compensation Act of British Columbia.

22.9 All cases of injuries must be reported immediately to the site safety officer. The Company will provide any required transportation to the doctor, hospital, or to the employee's home. Employees will normally have their choice of a doctor.

22.10 If the injury or industrial or occupational disease is established as compensable by the Provincial Worker's Compensation Board, any lost time will be treated as leave with pay, and will not be chargeable to any leave credits and administered in accordance with Company policy with respect to Worker's Compensation Benefits.

Leave to Attend Part-time Courses

22.11 An employee who is taking part-time job related courses which are approved by the employer, may require time off to attend such courses when they are scheduled during their normal working hours. Subject to operational needs permission may be granted for an employee to be absent with pay to up to one-half (0.5) day per week for this purpose.

Educational Leave

22.12 Educational leave without pay or financial assistance may be granted to an employee in some circumstances for a period of up to three (3) years. Normally, a year's leave may be granted in the first instance and extensions permitted if satisfactory progress is maintained. Applications are made as for leave without pay through normal organizational channels.

ARTICLE 23 GROUP INSURANCE PLANS

Hospital and Medical Allowance

23.1 The Company will share the cost of the Medical Services Plan of British Columbia and the Company's Extended Health Care (EHC) plan which is in place as at June 5, 2001. The employee's cost will be equal to 50% of the premium cost of the EHC Plan. Effective as at date of ratification, the following changes will be made to the existing plan:

Benefit year is as defined in the Sun Life Contract.

- Physiotherapy coverage of up to five hundred (\$500.00) dollars per insured individual. Once the maximum has been reached, the plan will pay thirteen (\$13.00) dollars per visit per benefit year.
- Massage therapy coverage of up to five hundred (\$500.00) dollars. Once the maximum has been reached, the plan will pay thirteen (\$13.00) dollars per visit per benefit year.
- Naturopathy coverage of up to five hundred (\$500) dollars per benefit year per insured individual.
- Chiropractor coverage of up to five hundred (\$500) dollars per benefit year per insured individual.
- Licensed psychologists will be covered at one hundred per cent (100%) up to a maximum of twelve hundred dollars (\$1,200.00) per person per benefit year.
- Reimbursement of \$75.00 for optical examination one (1) visit every twenty-four (24) consecutive months per insured individual.
- a cap of \$100,000.00 for private duty nursing care;
- a cap of thirteen (\$13.00) Dollars for the dispensing fee for prescriptions.
- Acupuncture (performed by a Doctor or a Doctor of Chinese Medicine) coverage up to two hundred dollars (\$200.00) per insured individual per benefit year.

Life Insurance

23.2 Basic Life Insurance coverage is two (2) times annual salary to the next highest \$1000.00. The premium rate is per \$1,000.00 coverage. The Company will pay 100% of the premium. The

benefit will reduce to 50% at age 65 and will expire on the last day of the month in which the individual retires or reaches age 70, whichever is earlier.

Long Term Disability

23.3 Upon commencement of employment, all employees will be enrolled in the Long Term Disability Insurance (LTDI) Plan which is in place as at June 5, 2001. Upon expiration of the Short Term Disability, employees will be eligible to apply for long term disability benefits, as provided by the Company's LTDI carrier. The Company will pay 50% of the premium cost.

Dental Care Plan

23.4 The Company will pay 100% of the premiums of the Dental Care Plan which is in place as at date of ratification October 11, 2007, which provides:

- a) Basic preventative care with 85% reimbursement of the amount shown in the current year's British Columbia Dental Association Fee Guide. Adult recall examinations every nine (9) months. For the purposes of recall examination only, adults are considered to be those individuals who are eighteen (18) years and over.
- b) Major Restorative Care which includes prosthodontic services - removal, prosthodontic services - fixed and restorative services, which include porcelain crowns, implants and associated surgery or equivalent. Reimbursement is at 50% of the amounts shown in the current year's British Columbia Dental Association Fee Guide, subject to a maximum of two thousand (\$2,000.00) per insured individual per year.
- (c) Orthodontia coverage, per dependent children under the age of twenty-one (21) or under the age of 25 if a full time student as defined in, and in accordance with the Sun Life policy.. Reimbursement is at 50% of the amounts shown in the current year's British Columbia Dental Association Fee Guide, subject to a lifetime maximum of two thousand five hundred (\$2,500.00) per insured person.

Vision Care Plan

23.5 The Company shall pay the premium cost of the Vision Care Plan which is in place as at October 11, 2007 which provides for the reimbursement of up to three hundred (\$300.00) dollars per insured individual every two (2) years.

- a) Laser Eye Surgery. The Company will include laser eye surgery as part of the Vision Care Program and will provide for the following.
 - (i) Reimbursement for laser eye surgery up to a lifetime maximum of \$2500, per insured person. Such reimbursement will be provided in accordance with Sun Life policy and reimbursed against the above dollar amount and time frame.
 - (ii) The employee must submit the receipt in accordance with the vision care benefit time frame and until the \$2500 limit is reached
 - (iii) The employee must be employed by the company at each interval in which the expense is being claimed.

Coverage

23.6 For the purposes of the Extended Health Care, Dental and Vision Care Plans, coverage shall be extended to the employee, their spouse, and any eligible dependent children.

23.7 "Spouse" shall include a common-law spouse. A "common-law" relationship exists when, for a continuous period of at least one year, an employee has lived with a person, publicly represented that person to be their spouse and continues to live with the person as if that person were their spouse.

ARTICLE 24
COMPENSATION ON TERMINATION

General

24.1 Employees will accrue an entitlement to severance compensation based on service, with such compensation to be provided in the case of layoff, voluntary termination before retirement, retirement (including those employees who are eligible for a Nordion pension or are entitled to a Nordion early retirement pension) and death as set out in this Article. For the purpose of this Article, service is considered to mean:

- a) For employees hired prior to May 21, 1997, service is recognized by the parties as defined on the "seniority list" dated May 21, 1997. This shall be credited to the employee and will continue to accrue.
- b) For employees hired on or after May 21, 1997, service commences on date of employment.

24.2 Employees planning to terminate employment should notify their supervisor in writing as far in advance as possible and at least two (2) weeks in advance of the anticipated last day of work, except that, in the case of early retirement, the supervisor should be notified at least two (2) months in advance of the anticipated last day of work. The supervisor will then initiate the appropriate action.

24.3 Termination is effective on the last day of work except in cases of death, disability or retirement:

- a) Where the employee dies, termination is the date of death.
- b) In the case of disability, it falls on the expiration of approved paid leave or leave without pay if applicable.
- c) In cases of retiring on a Nordion pension or having attained the age 55 with entitlement to a Nordion early retirement pension, employees may extend their Company service (employment) beyond the last day of work through using earned vacation remaining to their credit provided they so advise their supervisor when giving notice of retirement.

24.4 a) Employees are paid at the rate of 1/260 of current annual salary for each day of vacation leave credit earned but not used as of their date of termination.

- b) An employee will be compensated for all vacation leave credits earned but not used, and all leave in excess of that earned will be recovered. However, if the termination is due to death, disability or layoff and if the employee has used more vacation leave than earned, then the amount used will be considered earned.

24.5 Compensation on Termination will be paid as set out in this Article provided that the employment ceases for reasons other than dismissal for just cause, abandonment of position (absence without permission for seven (7) consecutive days), or voluntary resignation if not provided for in Section 24.9.

Layoff

24.6 An employee will accrue a severance compensation entitlement based on two (2) weeks' pay for each year of the first three (3) completed years of service and one (1) week's pay for each additional completed year of continuous service to a maximum of thirty (30) weeks' pay.

24.7 Employees laid off for a second or subsequent time will be granted a minimum severance compensation of two (2) weeks for each of the first three (3) completed years of continuous service and one (1) weeks' pay for each subsequent completed year of continuous service (less any severance compensation, retiring leave or cash gratuity which has previously been granted) up to a maximum of thirty (30) weeks' pay.

24.8 When an employee has been notified in writing of an effective date of layoff, they will receive the benefits outlined in (Sections 24.6 or 24.7), whichever is applicable, even though the employee voluntarily terminates employment on a mutually-agreed date which is prior to the effective date mentioned in the letter.

24.9 In order to assist an employee in his/her job search, the employer will provide company determined outplacement services which may include outplacement assistance, resume preparation and job search counseling.

Calculation of Termination Compensation

24.10 For the purpose of calculating termination compensation for Voluntary Resignation Before Retirement, Retirement and Death, "continuous service" will include all periods of full-time continuing and regular part-time employment with the Company (including periods of authorized leave without pay) and its predecessors, provided that:

- a) Service began no later than May 31, 1996.
- b) Such service has not been separated by more than three (3) calendar months.

Voluntary Resignation Before Retirement

24.11 An employee who is under age 55, has ten or more years of continuous service and who voluntarily resigns will be granted termination compensation equal to one-half week's pay for each completed year of continuous service at November 1, 1996 (less any period in respect of which termination compensation, retiring leave or a cash gratuity has previously been granted) up to a maximum of 15 weeks' pay. The rate of pay for the purpose of this benefit will be the employee's rate of pay at November 1, 1996.

Retirement

24.12 An employee who retires from Nordion (Canada) Inc. with a Nordion Retirement Plan pension at age 55 or older and who has two or more completed years of continuous service will be entitled to one week's pay for each completed year of continuous service (less any period in respect of which termination compensation, retiring leave or a cash gratuity has previously been granted) up to a maximum of 30 weeks' pay. The rate of pay for the purposes of this benefit will be the employee's rate of pay at November 1, 1996.

Death

24.13 Following the death of an employee, the spouse or estate will be granted termination compensation equal to one-half week's pay for each completed year of continuous service at November 1, 1996 (less any period in respect of which termination compensation, retiring leave or a cash gratuity has previously been granted) with a minimum of two weeks' pay and a maximum of 15 weeks' pay. The rate of pay for the purposes of this benefit will be the employee's rate of pay at November 1, 1996.

ARTICLE 25
RETIREMENT INCOME/PENSION PLAN

25.1 Employees shall be eligible to participate in the Nordion Retirement Plan which is in existence as of September 3, 1997. In the event that this Plan is to be amended by the Company, a Company wide consultative process will be established to develop recommendations. Unionized employees will be represented by Local 20020 on a proportionate basis to the overall Company/employee population.

ARTICLE 26 STAFFING

Probationary Periods

26.1 New employees, other than temporary employees, shall be considered to be on probation for a period of six (6) months from the date of appointment.

26.2 The probationary period may be extended for just cause by the Company, but any such extension shall not exceed a total of three (3) months. In the event that an employee's probationary period is extended, the Company shall notify the employee, in writing, of such an extension. Said written notification shall include the Company's reasons for extending the employee's probationary period as well as reasonable objectives to be met by the employee during such extension.

26.3 In the event that an employee is terminated during their probationary period, the Company shall notify the employee, in writing, of such termination and upon request of the employee, shall provide reasons for such termination. The Union will be notified of the action taken.

Job Competitions

26.4 Taking into consideration the small size of the bargaining unit, the Company agrees to post notices of vacant and newly created positions that are for periods greater than twelve (12) months that it intends to fill within the bargaining unit, and to provide notice to a member of the Union executive on the date of posting. The internal posting will be for at least six (6) full working days before the closing date of the competition. The successful candidate shall be selected based on having the best skills, ability and qualifications to perform the required tasks. All things being equal, seniority will be the deciding factor. The Company shall endeavour to complete the internal interview and selection process in as short a period as possible taking into consideration the positions involved.

26.5 The unsuccessful applicants shall be advised verbally by the hiring supervisor as soon as possible following receipt of the written acceptance of the position from the successful candidate. In addition, the unsuccessful applicant will be advised in writing, if requested, of their lack of success and the reason(s) for their lack of success. This written notification shall be given no more than five (5) working days from receiving written acceptance from the successful candidate.

26.6 The unsuccessful candidate shall be entitled to a post-competition interview, upon request. The appointment will be scheduled within five (5) working days of receiving notification of their lack of success. The employee shall be entitled to review, in the presence of an authorized Company representative, together with a Union representative if requested, their results and the relative rankings of the candidates.

26.7 The Union shall be supplied with a list of Union applicants for each position, including indication of the successful applicant.

Temporary and Part Time Employees

- 26.8 (a) Except as provided for in this article, a temporary employee is a salaried employee hired to work for a specified period of time, not to exceed twelve (12) months in total. If the term will exceed twelve (12) months, the Company will consult with the Union. These employees will pay Union dues from their initial date of employment and shall be entitled to the rights of this collective agreement except as follows: pensions, benefits, flexibility premium, layoff and recall and leave (vacation entitlements shall be as provided in the Canada Labour Code).
- (b) Temporary employees replacing individuals on maternity/parental leave or other approved leave of absence, may work for a specified period of time, not to exceed eighteen (18) months in total.
- (c) Temporary employees who work in a new or vacant position (i.e. not in a replacement situation as set out in 26.8 (b)), shall be considered regular employees upon completion of three consecutive terms and which total thirty (30) months.

26.9 A Regular Part-Time employee is a salaried employee who works less than a regular work week of thirty-seven and one half (37.5) hours per week on a continuing basis. These employees will pay Union dues from their initial date of employment and shall be entitled to the rights of this collective agreement. Pension and savings plan contributions, life insurance and LTD premiums as per the regular part-time base salary. Leave entitlements (Article 19.5 and Article 20.2) will be pro-rated as per the percentage of the regular work week.

26.10 Overtime for Regular Part-Time employees means authorized work performed in excess of the seven and one-half (7.5) hours on a scheduled work day, or authorized work performed in excess of thirty seven and one-half (37.5) hours in a scheduled work week, or authorized work performed on a designated paid holiday.

26.11 In consideration of the above, a temporary employee shall receive on the first of the month following six (6) months continuous service for which a minimum of ten (10) days salary has been earned:

- a) vacation leave (annual leave) as per the Article 19;
- b) one (1) additional Company holiday as per Article 18;
- c) eligible for medical, dental and extended health benefits as per 23.1, 23.4, 23.5, 23.6 and 23.7.
- d) sick leave as per Article 20.1 and 20.2.

26.12 A Casual Part-time employee is an hourly employee who works less than a regular work week for a specified period of time, not normally to exceed twelve (12) months in total. Except for rates of pay, these employees are not entitled to the provisions of this collective agreement and shall receive leave entitlements as provided by the Canada Labour Code. These employees shall pay Union dues from the initial date of employment.

26.13

(i) A post-Doctoral researcher hired pursuant to a Grant to the Company by an outside funding agency shall be a term employee and be included in the bargaining unit, pay union dues, and be entitled to the rights of this collective agreement other than the following terms:

- Pensions
- Benefits
- Lay-off and recall
- Overtime (overtime shall be as provided in the Canada Labour Code)
- Leave (leave entitlements shall be as provided in the Canada Labour Code)

(ii) The term of the post-Doctoral researcher shall be up to and not be greater than the term of the grant.

(iii) The post-Doctoral researcher shall be working on activities within the Research and Development area.

(iv) The salary rate of the post-Doctoral researcher will be determined by Management at its discretion, taking into consideration the quantum of the Grant.

ARTICLE 27
TRANSFERS

27.1 The Company agrees to record and acknowledge in writing the written requests of employees for transfer to specific work areas or positions, and the withdrawal of such requests.

ARTICLE 28
LAYOFF AND RECALL

Layoff

28.1 The Company recognizes the desirability in general, of retaining employees with longer continuity of service, and the Union recognizes that the Company must maintain an effective working force.

28.2 The Company shall provide written notice of layoff of one (1) month to the Union and to each employee so affected, unless the circumstances resulting in the layoff are not within the control of the Company. Cases of contemplated layoff will be discussed by representatives of the Company with representatives of the Union to explore ways of assisting affected employees in obtaining suitable employment within or outside the Company.

28.3 Layoffs will be in reverse order of seniority in the classification affected provided that the senior employees have the qualifications, skill, experience, and ability to perform the remaining work following a reasonable familiarization period, not to exceed four (4) weeks.

28.4 An employee who is designated for layoff in accordance with this Article will have the alternative of being laid off or displacing an employee with less seniority, in an alternate classification in the same or lower salary range, provided the employee designated for layoff has the qualifications, skill, experience and ability to perform the required work following a reasonable familiarization period, not to exceed four (4) weeks.

28.5 In the event of possible layoff the Company will cease to hire new staff in the classification affected and no employee with seniority will be laid off while a probationary employee, in the area affected, is retained.

28.6 An employee on the seniority list who is laid off and does not otherwise voluntarily resign, shall be retained on the recall list for a period equal to the employee's length of service but not more than twelve (12) months unless recalled within that period to work at the same classification level from which the layoff took place. The Company will maintain a recall list, a copy of which will be provided monthly to the Union.

Recall

28.7 Recalls shall be made from the recall list in reverse order of layoff provided that the eligible person has the qualifications, skill, experience and ability to perform the work.

28.8 No new employee shall be hired in the classification affected until those on the recall list have been given the opportunity of recall. Upon request, employees on the recall list will be sent

copies of the Vancouver job postings and will be entitled to apply to positions for which they are qualified.

28.9 An employee who has been laid off will be retained on the recall list for the time specified above except when:

- a) The employee requests in writing that their name be removed from the recall list.
- b) The employee returns to work with the Company.
- c) The employee fails to respond within five (5) working days of recall of their intention to return to work, or fails to return to work within eight (8) working days of recall or such longer period as the employee and the Company may mutually agree.

28.10 While on a recall list the person on layoff will retain seniority standing but will not be considered an employee for the purpose of this Agreement.

28.11 Notification of recall will be by telephone, or failing that by registered letter or letter sent by courier, to the last known point of contact of the person concerned. It is the responsibility of those on recall to keep the Human Resources Group informed of their current addresses and telephone numbers.

Break In Service

28.12 The period of time an employee is eligible for recall does not constitute a break in continuous service provided the employee is recalled during the period, but the actual period an employee is on a recall list does not count towards continuous service. A recalled employee shall have unused sick leave credits reinstated.

ARTICLE 29 SENIORITY

29.1 The seniority of an employee shall include the employee's continuous uninterrupted period of service with the Company or its predecessors from their last date of hire. For existing employees as of the date of the signing of this agreement, seniority will be established by a seniority list dated May 29, 2001. The Company shall provide revised lists every six (6) months.

29.2 A probationary employee shall not have seniority until completion of their probationary period, at which time the employee's seniority shall be backdated to the first day worked in the Bargaining Unit.

29.3 An employee who accepts a position within the Company outside of the Bargaining Unit shall retain but not accrue seniority.

29.4 An employee shall lose all seniority if the employee:

- a) Voluntarily leaves the employ of the Company.
- b) Is discharged and is not reinstated through the grievance and arbitration procedure.
- c) Is retired by the Company according to the established retirement policy.
- d) Is laid off for a period of twelve (12) months.
- e) Fails to return upon termination of an authorized leave of absence, unless prior arrangements acceptable to both the employee and Company have been made for an extension of such leave, or utilizes the leave of absence for a purpose other than that for which the leave of absence was granted.
- f) Fails to return to work within eight (8) calendar days after being recalled from an extended lay-off by notice sent by registered mail or fails to advise of the intention to return within five (5) working days following such notice (the notice is deemed to be sufficient if sent to the last address of the employee made known to the Human Resources Department by the employee in writing).

29.5 Seniority will continue to accumulate during all Company approved periods of leave of absence whether with or without pay.

ARTICLE 30
TRAINING

30.1 The Company recognizes that a skilled and knowledgeable work force is necessary for the continuation and future success of the business. The Company will continue to provide on-the-job training programs and training opportunities for employees consistent with operational requirements. Preference will be given to senior employees provided that they have the skill, experience and capacity to benefit from the training opportunity.

ARTICLE 31 SALARIES

31.1 Employee's will be paid on a bi-weekly basis.

31.2 The Company shall not alter time cards or overtime sheets without first reviewing with the employee. If the employee is not readily available then the Company will provide e-mail notification to the employee and to the local executive of the Union of the changes or entries made.

31.3 Effective April 1, 2007 the following pay scale shall apply. Employees shall be placed at the first salary increment which is greater than the employee's current salary in their job level as specified in the attached table.

Salary Review

31.4 Each of the ranges will be administered on a service progression basis subject to a satisfactory performance as follows:

- a) Employees in the bargaining unit as of December 16, 1997, shall receive a salary increase to the next step in their level on the first day of the twelfth month following their seniority date and each subsequent year, until the employee reaches the maximum.
- b) New employees appointed to a position will, on the first day of the twelfth month following the appointment and each subsequent year, receive a salary increase to the next step in their level until the employee reaches the maximum.
- c) Any employee appointed to a position of a higher level will, on the first day of the twelfth month following the appointment and each subsequent year, receive a salary increase to the next step in their level until the employee reaches the maximum.
- d) If the Company intends to withhold the increment, the Company must notify the affected employee and the Union, in writing, fifteen (15) days prior to the employee's appointment date.

Acting Pay

31.5 When an employee is required by the Company to perform the duties of a higher classification level on an acting basis for a period of at least four (4) consecutive working days, the employee shall be paid a premium rate as set out below for the period of the assignment. The premium payment will be made on a quarterly basis and the rate shall be the greater of the following:

- 1) The minimum of the range for the assigned position.
- 2) The employee's salary increased by 4% of the maximum of the assigned range, rounded to the nearest \$25;
- 3) The employee's present salary increased by 4% rounded to the nearest \$25.

31.6 It is understood that any period of paid sick leave or Company paid holiday(s) which may occur during an acting assignment will not be considered to be part of the four (4) consecutive working days referred to in 31.5 above. However, such leave will not be deemed to interrupt the assignment for the purposes of establishing the four (4) consecutive working day period, provided the employee returns to the acting assignment immediately upon their return to work.

New Hires

31.7 The placement of new hires in the salary range will be determined based on their experience and qualifications.

Promotions

31.8 Employees reclassified or promoted to a higher V-level will receive a salary increase which places the employee on an appropriate step in the new salary range. The salary increase will be a minimum of four (4%).

Part Time Employees

31.9 A regular part time employee shall receive a pro-rated salary based upon hours worked for their position and level.

31.10 A casual part time employee shall be paid an hourly wage equal to the minimum salary for the assigned position divided by 1950.

Students

31.11 A student employee during the summer school break shall be paid an hourly wage equal to the minimum of the Level V1, Step A rate divided by 1950 hours.

31.12 The following salary scales are effective for Nordion (Canada) Inc. employees in Local 20020 and will be increased accordingly:

- (i) Effective April 1, 2016, 2.5% salary scale increase plus \$500 signing bonus
- (ii) Effective April 1, 2017, 2.0% salary scale increase
- (iii) Effective April 1, 2018, 2.0% salary scale increase
- (iv) Effective April 1, 2019, 2.25% salary scale increase

Effective April 1, 2016

Level	Step A	Step B	Step C	Step D	Step E	Step F	Step G
V1	\$ 32,850.00	\$ 34,310.00	\$ 35,630.00	\$ 36,850.00	\$ 37,950.00	\$ 39,100.00	\$ 40,260.00
V2	\$ 37,630.00	\$ 39,270.00	\$ 40,770.00	\$ 42,160.00	\$ 43,430.00	\$ 44,710.00	\$ 46,050.00
V3	\$ 43,390.00	\$ 45,330.00	\$ 47,040.00	\$ 48,640.00	\$ 50,080.00	\$ 51,590.00	\$ 53,150.00
V4	\$ 49,590.00	\$ 51,800.00	\$ 53,780.00	\$ 55,630.00	\$ 57,310.00	\$ 59,010.00	\$ 60,760.00
V5	\$ 56,870.00	\$ 59,410.00	\$ 61,670.00	\$ 63,800.00	\$ 65,700.00	\$ 67,630.00	\$ 69,660.00
V6	\$ 65,340.00	\$ 68,270.00	\$ 70,830.00	\$ 73,260.00	\$ 75,440.00	\$ 77,720.00	\$ 80,050.00
V7	\$ 72,900.00	\$ 76,170.00	\$ 79,030.00	\$ 81,720.00	\$ 84,160.00	\$ 86,690.00	\$ 89,310.00
V8	\$ 81,910.00	\$ 85,610.00	\$ 88,840.00	\$ 91,880.00	\$ 94,630.00	\$ 97,450.00	\$ 100,380.00
V9	\$ 91,830.00	\$ 95,970.00	\$ 99,590.00	\$ 102,980.00	\$ 106,100.00	\$ 109,270.00	\$ 112,530.00
V10	\$ 102,550.00	\$ 107,140.00	\$ 111,210.00	\$ 115,010.00	\$ 118,470.00	\$ 121,990.00	\$ 125,650.00

Effective April 1, 2017

Level	Step A	Step B	Step C	Step D	Step E	Step F	Step G
V1	\$ 33,510.00	\$ 35,000.00	\$ 36,340.00	\$ 37,590.00	\$ 38,710.00	\$ 39,880.00	\$ 41,070.00
V2	\$ 38,380.00	\$ 40,060.00	\$ 41,590.00	\$ 43,000.00	\$ 44,300.00	\$ 45,600.00	\$ 46,970.00
V3	\$ 44,260.00	\$ 46,240.00	\$ 47,980.00	\$ 49,610.00	\$ 51,080.00	\$ 52,620.00	\$ 54,210.00
V4	\$ 50,580.00	\$ 52,840.00	\$ 54,860.00	\$ 56,740.00	\$ 58,460.00	\$ 60,190.00	\$ 61,980.00
V5	\$ 58,010.00	\$ 60,600.00	\$ 62,900.00	\$ 65,080.00	\$ 67,010.00	\$ 68,980.00	\$ 71,050.00
V6	\$ 66,650.00	\$ 69,640.00	\$ 72,250.00	\$ 74,730.00	\$ 76,950.00	\$ 79,270.00	\$ 81,650.00
V7	\$ 74,360.00	\$ 77,690.00	\$ 80,610.00	\$ 83,350.00	\$ 85,840.00	\$ 88,420.00	\$ 91,100.00
V8	\$ 83,550.00	\$ 87,320.00	\$ 90,620.00	\$ 93,720.00	\$ 96,520.00	\$ 99,400.00	\$ 102,390.00
V9	\$ 93,670.00	\$ 97,890.00	\$ 101,580.00	\$ 105,040.00	\$ 108,220.00	\$ 111,460.00	\$ 114,780.00
V10	\$ 104,600.00	\$ 109,280.00	\$ 113,430.00	\$ 117,310.00	\$ 120,840.00	\$ 124,430.00	\$ 128,160.00

Effective April 1, 2018

Level	Step A	Step B	Step C	Step D	Step E	Step F	Step G
V1	\$ 34,180.00	\$ 35,700.00	\$ 37,070.00	\$ 38,340.00	\$ 39,480.00	\$ 40,680.00	\$ 41,890.00
V2	\$ 39,150.00	\$ 40,860.00	\$ 42,420.00	\$ 43,860.00	\$ 45,190.00	\$ 46,510.00	\$ 47,910.00
V3	\$ 45,150.00	\$ 47,160.00	\$ 48,940.00	\$ 50,600.00	\$ 52,100.00	\$ 53,670.00	\$ 55,290.00
V4	\$ 51,590.00	\$ 53,900.00	\$ 55,960.00	\$ 57,870.00	\$ 59,630.00	\$ 61,390.00	\$ 63,220.00
V5	\$ 59,170.00	\$ 61,810.00	\$ 64,160.00	\$ 66,380.00	\$ 68,350.00	\$ 70,360.00	\$ 72,470.00
V6	\$ 67,980.00	\$ 71,030.00	\$ 73,700.00	\$ 76,220.00	\$ 78,490.00	\$ 80,860.00	\$ 83,280.00
V7	\$ 75,850.00	\$ 79,240.00	\$ 82,220.00	\$ 85,020.00	\$ 87,560.00	\$ 90,190.00	\$ 92,920.00
V8	\$ 85,220.00	\$ 89,070.00	\$ 92,430.00	\$ 95,590.00	\$ 98,450.00	\$ 101,390.00	\$ 104,440.00
V9	\$ 95,540.00	\$ 99,850.00	\$ 103,610.00	\$ 107,140.00	\$ 110,380.00	\$ 113,690.00	\$ 117,080.00
V10	\$ 106,690.00	\$ 111,470.00	\$ 115,700.00	\$ 119,660.00	\$ 123,260.00	\$ 126,920.00	\$ 130,720.00

Effective April 1, 2019

Level	Step A	StepB	Step C	Step D	Step E	Step F	Step G
V1	\$ 34,950.00	\$ 36,500.00	\$ 37,900.00	\$ 39,200.00	\$ 40,370.00	\$ 41,600.00	\$ 42,830.00
V2	\$ 40,030.00	\$ 41,780.00	\$ 43,370.00	\$ 44,850.00	\$ 46,210.00	\$ 47,560.00	\$ 48,990.00
V3	\$ 46,170.00	\$ 48,220.00	\$ 50,040.00	\$ 51,740.00	\$ 53,270.00	\$ 54,880.00	\$ 56,530.00
V4	\$ 52,750.00	\$ 55,110.00	\$ 57,220.00	\$ 59,170.00	\$ 60,970.00	\$ 62,770.00	\$ 64,640.00
V5	\$ 60,500.00	\$ 63,200.00	\$ 65,600.00	\$ 67,870.00	\$ 69,890.00	\$ 71,940.00	\$ 74,100.00
V6	\$ 69,510.00	\$ 72,630.00	\$ 75,360.00	\$ 77,930.00	\$ 80,260.00	\$ 82,680.00	\$ 85,150.00
V7	\$ 77,560.00	\$ 81,020.00	\$ 84,070.00	\$ 86,930.00	\$ 89,530.00	\$ 92,220.00	\$ 95,010.00
V8	\$ 87,140.00	\$ 91,070.00	\$ 94,510.00	\$ 97,740.00	\$ 100,670.00	\$ 103,670.00	\$ 106,790.00
V9	\$ 97,690.00	\$ 102,100.00	\$ 105,940.00	\$ 109,550.00	\$ 112,860.00	\$ 116,250.00	\$ 119,710.00
V10	\$ 109,090.00	\$ 113,980.00	\$ 118,300.00	\$ 122,350.00	\$ 126,030.00	\$ 129,780.00	\$ 133,660.00

Pay Recovery

31.13 Where an employee, through no fault of his/her own, has been over-paid, the Employer will, before recovery action is implemented, advise the employee in writing of the amount overpaid and the intentions of the Employer to recover the overpayment. Prior to said recovery the Employer shall discuss the recovery schedule with the employee.

Job Description Table

The parties agree to add the following classifications to the Job Description Table.

Level 1

Level 2

Level 3 Decontamination Operator (VanOps)

Level 4 Shipping Assistant
Laboratory Assistant
Material Handler

Level 5 Shipping Coordinator
Inventory Coordinator
Production Technician I
Mechanical Technician
Radiopharmaceutical Production Technician
Quality Control Technician I
Building/Equipment Maintenance Mechanic
Mechanical/Assembly Technician
Radiation Surveyor

Level 6 Process Coordinator Production
Development Technician II (VanOps)
Quality Control Technician II
Designer/Mechanical Technician
Technical Support Technologist
Mechanical Technologist II
Instrumentation Technician
Radiopharmaceutical Process Coordinator
Radiation Surveyor

Level 7 Senior Quality Control Technician
Senior Development Technician
Senior Quality Control/Development Technician
Senior Radiopharmaceutical Production Technician
Microbiologist
Senior Designer/Mechanical Technician
Senior Instrument Technician
Senior Radiation Surveyor
Senior Radiochemical Process Coordinator

I-123 Assembly Team Leader
Senior Technical Support Technologist

Level 8 Cyclotron Production Specialist
Health Safety and Environment Officer
Senior Quality Control Specialist
Senior Microbiology Generalist
I-123 Systems Support Specialist
Development Officer
Quality Assurance & Regulatory Affairs Associate

Level 9 Development Officer I
Development Officer - Quality Assurance
Development Officer - Quality Control
Quality Assurance Specialist
Senior Cyclotron Specialist

Level 10 Development Officer II
Project Leader
Senior Quality Assurance Specialist

ARTICLE 32
FLEXIBILITY PREMIUM

32.1 The Company recognizes that the small size of the Vancouver Operation imposes certain demands on employees for flexibility. This flexibility has been important to the success of the Vancouver Operation and is necessary to meet the Company's short notice business needs. All employees are called upon from time to time to assist with certain situations or act as back up to functions both inside and outside the bargaining unit.

32.2 The Company shall provide each full-time employee with a flexibility premium in an amount equivalent to three and one-half percent (3.5%) of their base salary as of April 1 of each year of the Collective Agreement. For regular part-time employees, the flexibility premium shall be pro-rated based on the employees' total hours worked, excluding overtime, in the preceding quarter. This premium shall be subject to normal statutory deductions. This premium shall not be included for purpose of determining benefits and pension entitlements.

32.3 The payment of this premium shall be made in equal quarterly installments as follows:
1st quarterly payment (Apr, May, June) – first pay following June 30
2nd quarterly payment (Jul, Aug, Sept) – first pay following September 30
3rd quarterly payment (Oct, Nov, Dec) – first pay following December 31
4th quarterly payment (Jan, Feb, Mar) – first pay following March 31

Each employee must be in the employ of the Company on each of these payment days in order to receive the premium. Employees absent from work on leave without pay or long term disability for the quarter shall not be eligible to receive the premium for that quarter.

32.4 After two (2) years of continuous employment with the Company, an employee shall be eligible to use 2% of their flex premium in exchange for an advance of five (5) days of annual leave. The Employee must advise the Company by January 30th of each year of their intention to use the flex premium in this manner. These days will be advanced based on 1.25 days per calendar quarter. Should the employee cease employment with the Company, any days advanced but not earned will be recovered from their final pay.

ARTICLE 33
UNION MANAGEMENT COOPERATIVE COMMITTEE

33.1 The parties acknowledge the mutual benefits to be derived from joint consultation and agree to establish a Union Management Cooperative Committee for the purposes of having joint consultation on matters of common interest. The committee shall not have the authority to change the terms or conditions of the collective agreement.

33.2 The committee will consist of up to three (3), but no less than two (2) members from each of Management and Unions. The Union representatives shall be appointed by the Union.

33.3 Either party may provide agenda items for any proposed meeting. Agenda items will be presented at least three (3) days in advance of the meeting.

33.4 Meetings will be scheduled at a time convenient to both parties and will be held on a monthly basis or on a more frequent basis with the mutual consent of both parties. Union committee members shall not suffer any loss of pay for attendance at these meetings.

33.5 Minutes of each meeting will be prepared on an alternating basis by each party. The parties are committed to having the minutes prepared and signed before the next meeting.

33.6 Minutes shall be posted in areas accessible to all employees.

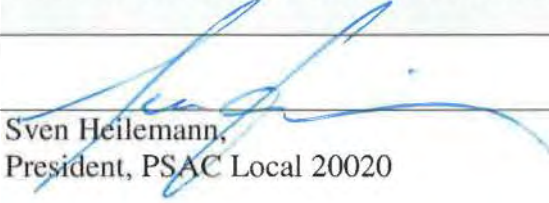
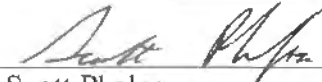


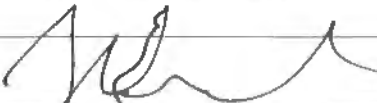

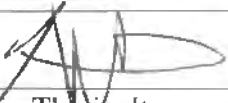
ARTICLE 34
COLLECTIVE AGREEMENT

34.1 The Company will advise employees of the location of the most recent collective agreement on the Company intranet site.

ARTICLE 35
DURATION AND TERM OF AGREEMENT

35.1 This Collective Agreement shall become effective from the date of ratification, except as otherwise specified herein, and shall remain in force and effect until March 31, 2020, and from year to year thereafter, unless amended or terminated in the manner provided herein.

IN WITNESS WHEREOF the parties have this 29th day of MAY, 2017 executed this Agreement by the hands of their proper officers.

<i>On behalf of NORDION (Canada) Inc.</i>	<i>On behalf of: THE PUBLIC SERVICE ALLIANCE OF CANADA LOCAL 20020</i>
	
Leslee Tape, Vice President, Human Resources	Sven Heilemann, President, PSAC Local 20020
	
Jerry K. Porter, General Manager, Vancouver Operations	Scott Phelps, Bargaining Team Member, PSAC Local 20020
	
Jamie Isobe, Manager, Production	Neil Gaba, Bargaining Team Member, PSAC Local 20020
	
Linda Wakim, Manager, Human Resources	
	
Jacques A. Emond, Negotiator	Hassan Husseini, Negotiator, Public Service Alliance of Canada
	
Kevin Theriault Interim President, Nordion (Canada) Inc.	Bob Jackson Regional Executive Vice President, Public Service Alliance of Canada, BC

LETTER OF UNDERSTANDING #1

The parties agree to enter into discussions in an attempt to clarify issues, raised by the Union with respect to “performance of duties of a personal service”.

LETTER OF UNDERSTANDING #2

Upon ratification of the Memorandum of Agreement, two representatives from each of the Company and the Union (one representative of each side must have been present at the bargaining table) shall meet to prepare a joint presentation to both bargaining unit members and supervisor/Management personnel of the terms of the Collective Agreement that are changed by the memorandum of agreement. The explanation should include the background and intent leading to the changes.

The details of the presentation shall be discussed at the UMCC meeting following ratification.

LETTER OF UNDERSTANDING #3

This will confirm our understanding as discussed at the bargaining table on May 30, 2001 that any employee who travels overseas on a work assignment shall be granted two (2) days leave with pay, to be taken within a five (5) days period upon return.

LETTER OF UNDERSTANDING #4

1. Joint Occupational Health and Safety Committee

- a) To review reports on matters related to Occupational Health and Safety and Radiation Safety and make recommendations regarding occupational health and safety matters, and
- b) To ensure the committee will function in accordance with the regulations made pursuant to the Canada Labour Code, Part II, and to participate in developing a program to reduce risk of occupational injury and illness, and
- c) That all minutes of the meetings of the Committees shall be recorded on a mutually agreed to form and shall be sent to the Union and the Employer, and
- d) To ensure meetings are held during regularly scheduled hours of work, and
- e) To alternate in a regular fashion the designation of the chairpersons so that each party receives equal time leading the meetings during the years, and
- f) To hold meetings in scheduled fashion with meeting dates set at least one month prior to the meeting.

2. Investigation of Accidents

Investigation of accidents shall be investigated in accordance with the provisions of the Canada Labour Code.

3. Occupational First Aid Requirements and Courses

- a) The Union and the Employer agree that First Aid Regulations made pursuant to the Canada Labour Code shall be fully complied with.
- b) Where the Employer requires an employee to perform first aid duties in addition to the normal requirements of the job, the cost of obtaining and renewing the Occupational First Aid Certificate shall be borne by the Employer, and leave to take the necessary courses shall be granted with pay.
- c) Where no employee within the work unit possesses an Occupational First Aid Certificate, the opportunity to obtain a certificate will be offered to regular employees within the work unit in order of service seniority, provided the employee can meet the requirements of the Canada Labour Code regulations to undertake the training in order to obtain an Occupational First Aid Certificate.
- d) Transportation to the nearest physician or hospital for employees requiring medical care as a result of an on-the-job accident shall be at the expense of the Employer. The Employer shall ensure that adequate arrangements are made for the employee to return to the job site, assembly point or current local accommodation whichever is most appropriate to the employee's condition. Transportation will be provided or paid by the Employer.

4. Dangerous Goods, Special Wastes, Hazardous Equipment

Where employees are required to work with or are exposed to any dangerous goods, special waste or hazardous equipment, the Employer shall ensure that the employees are adequately trained in the identification, safe handling, use, operation, storage and/or disposal of same.

LETTER OF UNDERSTANDING # 5

Re: Implementation of Article 16.10 Radiopharmaceutical Alternate Schedules

The parties agree to refer to the Union Management Cooperative Committee the implementation of Schedule B and C recognizing the following principles:

- That an employee will be regularly scheduled for no more than two (2) out of four (4) consecutive weekends. If the employee is required, by Management, to be scheduled for radiopharmaceutical work on an additional weekend, those day(s) will be compensated at double time overtime for that day(s).
- Employees hired after the signing of these minutes of settlement will not be eligible for the above protection and may be required to work more than the two out of four weekends.
- The Company and the Union agree to mutually support cross training, within departments, of employees necessary to support the implementation of these Schedules.
- If required, employees on these schedules will work on any product line on weekdays.
- Employees trading scheduled weekends based on personal preference will not be eligible for the compensation as described above for more than the two (2) out of four (4) consecutive weekends.
- Should a member volunteer to move towards the alternate schedules then it will be accommodated through provisions made available through AWS.

LETTER OF UNDERSTANDING # 6

October 7, 2010

Preamble

The company and the union recognize that the facility in Vancouver is finite, and the production of radioisotopes is a 7 day a week business. The Monday to Friday workforce that works some overtime is the most efficient configuration to deliver the current core business.

The company wishes to invest in the hiring and training of a weekend shift to maximize the use of the facility and capitalize on substantial new business. Included in this shift are safety and supervisory positions. The weekend shift would be established after the Monday to Friday shift was full.

Definition of a full Monday to Friday shift

Production-10 Processing Technicians, 1 Production Specialist, 1 Lab Technician

QC- 7 QC Analysts - 2 QC Reviewers (nine cross trained employees to cover reviewer positions)

Shipping - 3 Shippers - 1 cross trained Inventory Co-coordinator

Safety-1 HS&E Officer-1 Radiation Surveyor-1 Lab Assistant-1 Decontamination Operator

Principles

- The Monday to Friday workforce would perform the first 2 weekend processes, as overtime. If more efficient for the company, the Monday to Friday workforce can be asked to perform more processes as overtime.
- The weekend shift will be a 4 day on 3 day off shift, (per previous Rph shift), but include both Saturday and/or Sunday.
- Employees on staff as of the signing of this letter may only volunteer to work the weekend shift.
- In the event of a layoff, the first positions eliminated will be the weekend shift positions. Those who volunteered to work the weekend shift may “bump” back into the Monday to Friday shift if their seniority allows.
- There will be a shift differential of \$55.00 for each Saturday and/or Sunday worked.
- There will be a shift differential of \$2.00 per hour for employees who are required to work a regularly scheduled evening shift (scheduled to finish at 20:00 or later).
- The employer will seek volunteers upon the establishment of a shift or where additional resources are required on an implemented shift. Employees on strength prior to the signing of this letter who volunteer to meet these requirements may opt to return to their previous position provided that they complete a minimum of four weeks on the shift and with a mutually agreed upon transition period.

LETTER OF UNDERSTANDING # 7

October 7, 2010

Re: Post Retiree Benefits

This letter will confirm our understanding reached during bargaining on August 31, 2010 that MDS Nordion's practice of provision of retiree benefits was eliminated as of July 1, 2008. However, employees who are either fifty-five (55) years of age with ten (10) years of continuous service or forty-five (45) years of age with fifteen (15) years of continuous service on July 1, 2008 will be grandparented.

Sincerely,

Leslee Tape
Director, Employee & Labour Relations, MDS Nordion

LETTER OF UNDERSTANDING # 9

July 8, 2014

Re: Parking

Effective as of the 1st month following ratification of this Collective Agreement, Nordion (Canada) Inc. agrees to increase the reimbursement to employees, upon proof of payment, to 100% of the monthly or annual cost of parking premiums at the TRIUMF Parking Lot. Reimbursement will be made on a quarterly basis.

LETTER OF UNDERSTANDING # 10

July 8, 2014

Re: Administrative Monetary Penalties

In recognition of the recent issuance of the *Administrative Monetary Penalties Regulations*, SOR/2013-139 (“*AMP Regulations*”) pursuant to the *Nuclear Safety and Control Act*, as may be amended from time to time, and in recognition of the fact that the *AMP Regulations* may result in administrative monetary penalties:

1. The Company will notify all employees, including newly hired employees, of the existence of the *AMP Regulations*;
2. The Company will provide employees with training as determined by the Company to facilitate employee understanding of the nature of their obligations; and
3. In the event that a member receives a notice of violation pursuant to the *AMP Regulations*, there will be an ad hoc UMCC meeting. The parties agree that the Safety & Environment Officer shall be present during this meeting.

Letter of Understanding # 11

July 8, 2014

Re: Pension

At any time a Valuation is filed by Nordion (Canada) Inc. and approved by the Regulators, it will continue to be made available, upon request of any member of the Nordion Pension Plan. Subject to Article 25.1 and as per the Pension Plan and applicable legislation, Nordion (Canada) Inc. will continue to make the minimum contributions to the Pension Plan and as set out in the then most recently filed Valuation approved by the Regulators.

In the event the Pension Plan has “Surplus Assets” (as defined in the Pension Plan) and the solvency ratio of the Pension Plan, as set out in the then most recently filed Valuation approved by the Regulators, would permit a reduction in Nordion (Canada) Inc.’s funding requirements to the minimum matching level, Nordion (Canada) Inc. will give the Indexing top-up in respect of the indexing amendments made January 1, 2014 due consideration.

Letter of Understanding # 12

July 8, 2014

Re: Vision Care

The Company agrees to grandparent a vision care reimbursement of \$300.00 per individual every 24 month period for only those specified employees of the bargaining unit who, as of date of ratification, are not currently enrolled in the Extended Health Care (EHIC) plan under Article 23.1. The Employee must first submit the claim through their primary (spouses') insurance carrier for reimbursement. The Employee may then submit the claim to Nordion with a copy of the primary insurance carrier reimbursement information. The maximum amount that you can receive from all plans for eligible expenses is 100% of actual expenses. The same process applies for any and all dependents.

Laser Eye Surgery:

The Company will include laser eye surgery as part of the above Vision Care Program and will provide for the following.

- (i) Reimbursement for laser eye surgery up to a lifetime maximum of \$2,500, per insured person. Such reimbursement will be provided in accordance with Sun Life policy and reimbursed against the above dollar amount and time frame.
- (ii) The employee must submit the receipt in accordance with the vision care benefit time frame and until the \$2,500 limit is reached
- (iii) The employee must be employed by the company at each interval in which the expense is being claimed.

Dependents shall include the employee, their spouse and any eligible dependent children as defined in the current Sun Life Contract.

Reimbursement of \$75.00 for an optical examination, one (1) visit every 24 consecutive months.