

Horst Precision Machine, a Division of TTLPI Collective Agreement

THIS AGREEMENT entered into this 3rd day of February, 2015

BETWEEN: **Horst Precision Machine, a Division of TTLPI**
(Hereinafter known as the "COMPANY")
OF THE FIRST PART

AND: **United Steelworkers Local 1-417 AFL - CIO - CLC**
(Hereinafter known as the "UNION")
OF THE SECOND PART

PREAMBLE:

1. WHEREAS it is the intent and the purpose of the Parties hereto that this Agreement will promote and improve industrial and economic relationships between the Employees and the Company, and to set forth herein the basic Agreement covering rates of pay, hours of work and conditions of employment to be observed between the Parties hereto, AND
2. WHEREAS the Company accepts responsibility to observe each and all provisions and conditions of this Agreement, and to promote orderly and peaceful relations with the Employees, AND
3. WHEREAS the Union accepts responsibility to observe each and all provisions and conditions of this Agreement, and to promote orderly and peaceful relations with the Company.

NOW THEREFORE the Parties hereto mutually agree as follows:

ARTICLE I - BARGAINING AGENCY

Section 1: Recognition

- (a) The Company recognizes the Union as the sole collective bargaining agency of the Employees of the Company at as set out in the Certificate of Bargaining Authority.
- (b) When a dispute arises as to whether or not a person is an Employee within the bargaining unit, it shall be subject to grievance procedure as provided for in Article XV, Step 3, and, in the event of failure to reach a satisfactory settlement, it shall be dealt with as provided for in Section 139 (a) of the Labour Relations Code of B.C.

Section 2: Bargaining Authority

The Party of the First Part agrees that the Bargaining Authority of the Party of the Second Part shall not be impaired during the term of this new collective agreement. The Party of the First Part agrees that the only certification they will recognize during the term of this new agreement is that of the Party of the Second Part unless ordered by due process of law to recognize some other Bargaining Authority.

Section 3: Bargaining Location

The Company and the Union will meet at such time and place as may be mutually agreed upon for the purpose of discussing and adjusting any matters within the confines of this Agreement which come within the scope of collective bargaining between Employer and Employee.

ARTICLE II - EMPLOYERS' RIGHTS

Section 1: Management and Direction

The Management of the operation and the direction and promotion of the Employees are vested exclusively in the Management; provided, however, that this will not be used for the purpose of discrimination against Employees.

Section 2: Hiring and Discipline

The Company shall have the right to select its Employees and to discipline or discharge them for proper cause.

ARTICLE III - UNION SECURITY

Section 1: Co-operation

The Company will co-operate with the Union in obtaining and retaining as members the Employees as defined in this Agreement and to this end will present to new Employees and to all Supervisors and Foremen the Policy herein expressed.

Section 2: Union Shop

- (a) All Employees shall, at the time of hiring and as a condition of hiring or continued employment, become a member of the Union, and maintain membership therein.
- (b) Management may do Bargaining Unit work in case of emergency where regular Employees are not available.
 - (i) Management must make all possible steps to ensure Bargaining Unit work is done by Bargaining Unit members. The Parties agree that Foremen may on an incidental basis, assist, provide temporary relief, training or to test equipment

- (ii) The Union and Company will attempt to resolve any issues on a common sense basis.

Section 3: Maintenance of Membership

Any Employee who is a member in good standing, or is reinstated as a member of the Union shall, as a condition of continued employment, maintain such membership in good standing throughout the term of this Agreement.

Section 4: Discharge of Non-Members

Notwithstanding anything contained in the foregoing Sections 2 and 3 of this Article, no Employee shall be subject to discharge except for refusal to pay Union Dues. If an Employee fails to pay Union dues within seven days after the Company and the Employee have been notified by the Union of the Employee's delinquency, such Employee shall be discharged forthwith by the Company.

Section 5: Union Membership

- (a) No Employee shall be subject to any penalties against his application for membership or reinstatement, except as may be provided for in the United Steelworkers Constitution and in accordance with the By-Laws of Local Union 1-417.
- (b) Any Employee who applies to join the Union pursuant to the provision herein and whose application is rejected by the Union, shall not be subject to discharge from employment.

Section 6: Check-Off

- (a) The Company shall require all new Employees at the time of hiring to execute the following assignment of wages in duplicate, the forms to be supplied by the Union.

CHECK-OFF AUTHORIZATION FOR UNITED STEELWORKERS

COMPANY _____

Address _____ Date _____

I hereby authorize the Company to deduct from my pay each month the amount of Union dues and (if owing by me) an initiation fee, as provided in the Constitution of the United Steelworkers Local 1-417

Such deductions shall be transmitted to the International Treasurer of the United Steelworkers, directly or through the local Union financial secretary on or before the 15th of each month.

Name _____ Signature _____
(please print)
Address _____ Postal Code _____
Check No. _____ Local Union No. 1-417 Department _____
Witness _____
(ORIGINAL)

PLEASE USE TYPEWRITER OR PRINT PLAINLY

Name _____
Address _____

UNITED STEELWORKERS AFL - CIO - CLC Local Union No. 1-417

I hereby request and accept membership in the UNITED STEELWORKERS, and of my own free will hereby authorize the United Steelworkers, its agents or representatives, to act for me as a collective bargaining agency in all matters pertaining to rates of pay, wages, hours of employment, or other conditions of employment, and to enter into contracts with my employer covering all such matters, including contracts which may require the continuance of my membership in the United Steelworkers as a condition of my continued employment.

Date _____ Signature _____
Employed by: _____ Department: _____
Address _____ Postal Code _____
Social Insurance No. _____ Initiation Fee \$ _____ Paid

- (b) This assignment in the case of Employees already members of the Union shall be effective immediately, and for those Employees not previously members of the Union, it shall become effective thirty (30) calendar days from the date of execution.
- (c) The Company shall remit the dues deducted pursuant to such assignment (until and unless said assignment is revoked by the Employee) to the Local Union named therein not less often than once each month, with a written statement of names of the Employees for whom the deductions were made and the amount of each deduction.

Section 7: Social Insurance Number

The Company shall furnish the Union with the Social Insurance number of each Employee on its payroll on the first occasion when dues are forwarded to the Union after the execution of this Agreement or after the Employee enters the employment of the Company, whichever date last occurs.

ARTICLE IV – COMMITTEES

Section 1: Definition

For the purpose of this Agreement, when the word "**committee**" is used it shall mean Shop Committee, members of which are appointed by the Union.

Section 2: Composition

The Committee shall consist of not more than three (3) Employees with completed probationary period of employment with the Company who are members of the Union and they shall be selected, wherever possible, on a departmental basis.

Section 3: Notification

The Union will, within sixty (60) days from the date of this Agreement, notify the Company in writing of the members on the Committee. The Union or Committee will inform the Company in writing when any member change takes place on the Committee. No member of the Committee will be recognized by the Company unless the above procedure is carried out.

Section 4: Exceptions

The provisions of Sections 1, 2 and 3 will not apply in reference to Article XIV, Section 2: Accident Prevention Committee, where the members are designated according to the provisions of the "Workers' Compensation Act".

ARTICLE V - WAGES

Section 1: Rates

- (a) Designated First Aid Attendants shall receive the below premium plus their rate of pay: Level 1 – Fifty cents per hour (50¢/hour)
- (b) Employees, who train or retrain for First Aid Certificates will be paid the lost time wages, cost of course tuition and materials required to those Employees who take the course.
- (c) **All New Employees will receive \$0.50/hour below the listed rates for the first 6 months of employment**
- (d) Grouping and rates are as follows:

Fabricator and Machinist

		<u>On Ratification</u>	<u>Dec 1/15</u>	<u>Dec 1/16</u>
Certified		\$33.96	\$34.62	\$35.31
Improver (3yrs. Complete)	90%	\$30.56	\$31.16	\$31.78
Improver (2yrs. Complete)	80%	\$27.16	\$27.70	\$28.25
Improver (1yr. Complete)	70%	\$23.77	\$24.23	\$24.71
Helper (1st Year)	60%	\$20.38	\$20.77	\$21.19
Non-Certified (Over 2yrs.)	100%	\$33.96	\$34.62	\$35.31
Non-Certified (Over 1yr.)	95%	\$32.26	\$32.89	\$33.55
Non-Certified	90%	\$30.56	\$31.16	\$31.78

		<u>On Ratification</u>	<u>Dec 1/15</u>	<u>Dec 1/16</u>
Welder B Certified		\$26.50	\$27.03	\$27.57
Welder C Certified		\$24.00	\$24.48	\$24.97
Welder C (Entry Level)		\$21.50	\$21.93	\$22.37
Shop Utility (Over 3yrs.)		\$22.82	\$23.27	\$23.74
Shop Utility (Over 2yrs.)	90%	\$20.54	\$20.94	\$21.37
Shop Utility (Over 1 yr.)	80%	\$18.26	\$18.62	\$18.99
Shop Utility	70%	\$15.97	\$16.29	\$16.62
Clean-up/Casual Labour		\$12.73	\$12.98	\$13.24
Chargehand		\$2.00/hour		

Section 2: Welder Pay-out

See: February 2, 2015 Memorandum of Agreement for explanation and breakdown.

Section 3: Tools

- (a) The Company shall, upon the signing of this Agreement, at its expense, insure the tools of its Employees which are required to be used in the performance of their work, for loss by theft where the tools are stored in a designated place of safety within the control of the Company and there is forcible breaking and entering. The insurance coverage provided shall be up to a maximum of \$3000.00 per employee. Employees will be required to provide a list of tools kept on company premises updated when needed.
- (b) The Company will repair or replace those tools referred to in (a) that are damaged or broken in the performance of regular duties.

Section 4: Shift Differential

Employees working outside of Dayshift will receive a paid ½ hour Lunch period.

Section 5: Call Back Time

Employees called back to work after completion of their regular scheduled shift shall be paid a minimum of three (3) hours at rate and one-half.

Section 6: Field Pay

If a field job is being billed out for more than the employee's regular rate then the employee will receive 50% of the up-charged man rate.

ARTICLE VI - PAY DAYS

The Company will pay wages in accordance with the Provincial Regulations and furnish each Employee with an itemized statement of monthly earnings and deductions. The Company shall provide for pay days semi-monthly (On the 15th and last day of the month)

ARTICLE VII - HOURS OF WORK

Section 1: Hours and Overtime

- (a) The regular hours of work shall be eight (8) hours per day and forty (40) hours per week with rate and one-half for any hours worked over eight (8) hours per day and forty (40) hours per week.
 - (i) for employees working four (4) ten (10) hour shifting rate and one-half will be payable for all hours after their regular scheduled shift unless qualifying for a higher rate.
 - (ii) For the purpose of calculation of overtime, Statutory Holiday hours will be considered as hours worked.
 - (iii) All hours worked on Sunday will be paid at rate and one-half.
- (b) Double straight time rates shall be paid for the following:
 - (i) hours worked in excess of twelve (12) hours per day;

Section 2: No Work Guarantee

The foregoing provisions of this Article shall not be construed as guaranteeing to any Employee any number of hours of work per day or per week.

Section 3: Rest Periods

All Employees shall be entitled to a Fifteen (15) minute rest period for each two hours worked and a one-half ($\frac{1}{2}$) hour unpaid lunch break each shift. The lunch break will be taken during the midpoint of the scheduled shift

Section 4: Hot Meals

Where Employees are required to work four (4) hours or more overtime beyond their normal shift, employees are entitled to an unpaid $\frac{1}{2}$ hour break where the Company shall pay for a hot meal. Meal costs to be reimbursed to a maximum of \$30.00.

ARTICLE VIII - CALL TIME

An Employee reporting for work on the call of the Company, shall be paid his regular rate of pay for the entire period spent at the place of work in response to the call, with a minimum in any one day of:

- (a) Two (2) hours' pay at the Employee's regular rate except when the Employee's condition is such that he is not competent to perform his duties or he has failed to comply with the accident prevention regulations of the Workers' Compensation Board; and
- (b) If the Employee commences work, four (4) hours' pay at his regular rate, except where his work is suspended because of inclement weather or other reasons completely beyond the control of the Company.

The Parties hereby agree to work out a mutually satisfactory Agreement determining the method by which the Employee will be notified, cancelling the call for work.

ARTICLE IX - TRAVEL TIME

All travel time will be considered hours worked.

ARTICLE X – SENIORITY

Section 1: Principle

The Company will recognize the principle of seniority, competency considered. The Company shall have the right to select its Employees and to discipline or discharge them for proper cause.

Section 2: Job Posting

- (a) All Employees who presently hold positions in the job classifications will be grandfathered into those positions.
- (b) Any new vacancies or new positions must be posted and awarded to the senior qualified applicant.
- (c) When an apprentice is required the Company will post and provide opportunity for advancement within the existing workforce.
- (d) Employees will be required to show a strong aptitude for the available apprenticeship.

- (e) Existing Employees awarded an apprenticeship will be paid at the listed rates for: Improver (3rd Year Completed), Improver (2nd Year Completed), Helper (1st Year Completed), Helper (During 1st Year).

Section 3: Probationary Period

- (a) Notwithstanding anything to the contrary contained in this Agreement, it shall be mutually agreed that all Employees are hired on probation; the probationary period to continue for sixty (60) working days during which time they are to be considered temporary workers only and during this same period no seniority rights shall be recognized. Upon completion of sixty (60) working days, they shall be regarded as regular Employees, and shall then be entitled to seniority dating from the day on which they entered the Company's employ, provided however, that the probationary period of sixty (60) working days shall only be cumulative within the three (4) calendar months following the date of entering employment.
- (b) Probationary Employees will be called in for work in accordance with their hiring date, unless such call-in is beyond the control of the Employer, and is subject to the Employee being competent to perform the work. This obligation does not apply where the Employee cannot be readily contacted or where the Employee has already worked one shift in the 24-hour period.

Section 4: Reduction in Forces

- (a) In the event of a reduction of the forces, the last person hired shall be the first released subject to the competency of the person involved and the provisions of Section 1.
- (b) During a reduction of forces where an Employee's seniority is such that he will not be able to keep his regular job, he may elect to apply his seniority to obtain another position he is competent to do.

Section 5: Seniority List

It is agreed that upon request of the Union a list will be supplied by the Company setting out the name and starting date with the Company of each regular Employee. However, such request shall not be granted more than twice during each yearly period September 1st to August 31st. The Company will advise the Union once each month of changes to the said list.

Section 6: Retention During Lay-off

Seniority during lay-off shall be retained on the following basis:

- (a) Employees with less than one (1) year's service shall retain their seniority for a period of six (6) months.
- (b) Employees with one (1) or more year's service shall retain their seniority for six (6) months, plus one (1) additional month for each year's service, up to an additional twelve (12) months.

- (c) A laid-off Employee's seniority retention is reinstated on the completion of one day's work.

ARTICLE XI - LEAVE OF ABSENCE

Section 1: Injury and Illness

The Company will grant leave of absence to Employees suffering injury or illness for a period up to six (6) calendar months, subject to a medical certificate, if requested by the Employer. The Employee shall report or cause to have reported to the Company the injury or illness which requires his absence from work as soon as may be reasonably possible. The Employer may grant additional leave, if requested, subject to the foregoing provisions.

Section 2: Written Permission

Any Employee desiring leave of absence must obtain same in writing from the Company.

Employees who are approved for other Voluntary Leaves (not covered under Employment Standards act) will not accumulate Seniority while on LOA

Section 3: Union Business

- (a) The Company will grant leave of absence to Employees who are appointed or elected to Union Office. The Employee who obtains this leave of absence shall return to his Company within thirty (30) calendar days after completion of his term of employment with the Union.
- (b) The Company will grant leave of absence to Employees for any Union Business applied for by the Union in order that they may carry out their duties on behalf of the Union. The Company shall not be required to grant such leave when the number of Employees on leave, or to be on leave, at any one time under this section, exceeds three (3) in number
- (c) In order for the Employer to replace the Employee with a competent substitute, it is agreed that before the Employee receives the leave of absence set forth in Clauses (a) or (b) above, the Employer shall be given notice in writing; in the case of (a) twenty (20) calendar days and in the case of (b) five (5) calendar days.

Section 4: Local Union Advised

Any leave of absence granted to an Employee for reasons other than those set out in Sections 1 and 3, a copy of such leave shall be forwarded to the Local Union.

Section 5: Bereavement Leave

- (a) When death occurs to a member of a regular full-time Employee's immediate family, the Employee will be granted an appropriate leave of absence for which

he shall be compensated at his regular straight time hourly rate of pay for his regular work schedule for a maximum of one (1) day.

- (b) Members of the Employee's immediate family are defined as the Employee's spouse, mother, father, brothers, sisters, sons, daughters, mother-in-law, father-in-law, brothers-in-law, sisters-in-law, step-parents, grandparents, grandparents-in-law, grandchildren, sons-in-law, daughters-in-law and stepchildren.

ARTICLE XII - VACATIONS WITH PAY

Employees will receive vacations and be paid for the vacation in accordance with the following schedule:

<u>Years of Continuous Service</u>	<u>Vacation Period</u>	<u>Vacation Pay</u>
Less than one year		4%
1 year but less than 3 years	2 weeks	4% or 2 weeks*
3 years but less than 5 years	3 weeks	6% or 3 weeks*
5 years but less than 10 years	4 weeks	8% or 4 weeks*
10 years or more	5 weeks	10% or 5 weeks*

* The calculation for vacation pay will be on the employee's pay stub.

ARTICLE XIII - STATUTORY HOLIDAYS

Section 1: Designation of Days

- (a) All Employees who work on New Year's Day, BC Family Day, Good Friday, Victoria Day, Canada Day, British Columbia Day, Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day, Boxing Day will be paid rate and one-half for all hours so worked. Any new statutory holiday will be added to the above list
- (b) Any new statutory holiday created by the Provincial or Federal Governments will automatically be recognized.
- (c) When a Statutory Holiday falls on a rest day it will be observed on another mutually agreed upon day.

Section 2: Statutory Holiday Pay

- (a) Employees will be paid for the Statutory Holiday as follows:
- (i) Amount of hours worked paid to the Employee over the last 30 calendar days divided by days worked in 30 calendar days prior to the Statutory Holiday.
- (ii) Holiday pay and Statutory Holiday pay received by the Employee will be included in the calculation as pay for the prior 30 calendar days.

- (b) An Employee working on a paid holiday shall be paid, in addition to his holiday pay, rate and one-half for any hours worked on a shift designated as the "holiday shift".

ARTICLE XIV - SAFETY AND HEALTH

Section 1: Recognition of Importance

The Company and Employees will co-operate to assure safe working methods and conditions and devise plans for the furtherance of safety measures. Equipment and devices mutually agreed upon to be provided by the Company.

Section 2: Accident Prevention Committee

The Company shall maintain in each operation an Accident Prevention Committee which shall be constituted and work in accordance with Workers' Compensation Board Accident Prevention Regulations.

Section 3: Safety Meetings

Safety meetings will be held during working hours at a time mutually agreed upon. Employees' time will not be deducted for attending such meetings or investigations into accidents.

ARTICLE XV - GRIEVANCE PROCEDURE

Section 1: Outline of Steps

The Company and the Union mutually agree that, when a grievance arises in the plant coming under the terms of the Agreement, it shall be dealt with without stoppage of work in the following manner:

Step 1: The individual Employee, with or without a Job Steward, shall first take up the matter with the Foreman in charge of the work as soon as possible but not later than fourteen (14) calendar days.

Step 2: If a satisfactory settlement is not then reached, it shall be reduced to writing by both Parties, when the same Employee and the Committee shall take up the grievance with the Superintendent or the Personnel Officer, or both, as designated by the Company. If desired, the Union Business Agent shall accompany the Committee.

Step 3: If the grievance is not then satisfactorily solved, it shall be referred to an authorized representative of the Union and the Management.

Step 4: If a satisfactory settlement is not then reached, it shall be dealt with by arbitration, hereinafter provided.

ARTICLE XVI - ARBITRATION

Section 1: Appointment

The Parties will endeavour to agree upon an Arbitrator to hear the matter. If the Parties are unable to agree upon an Arbitrator, then either party may apply to the Minister of Labour of the Province of British Columbia to appoint an Arbitrator.

Section 2: Cost Sharing

The Parties of the First and Second Parts will each bear the expense and charges of its representatives on any Arbitration Board, and shall bear in equal proportions the expenses and allowances of the Chairman or sole Arbitrator, as the case may be, and the stenographic and secretarial expense, and rent.

Section 3: Place of Hearing

Any Arbitration to be held hereunder shall be held at such place as may be decided by the Board.

ARTICLE XVII - HEALTH AND WELFARE

Section 1: Medical and Insurance Benefits

Medical and Insurance Benefits will be provided in accordance with the following:

- (a) The Employer will pay Medical services Plan of British Columbia premiums for employees.
- (b) The Employer agrees to provide employees with the same Health and Welfare benefits as is provided to TTLPI employees.
- (c) A copy of the existing benefits will be attached to this Agreement as Appendix 1.

Section 2: Employee and Family Assistance Program

The Company will provide for an Employee and Family Assistance Program.

ARTICLE XVIII - APPRENTICESHIP TRAINING PROGRAM

Section 1: Master Agreement

All provisions of the Collective Agreement shall be applicable to Apprentices in the Program. For the purpose of this program, seniority shall be on a shop-wide basis. Seniority will continue to accumulate while an employee is attending school.

Section 2: Right to Continue

Once started in this Program, subject however to the provisions of the Master Agreement, the Apprentice shall have the right to continue providing he passes all the prescribed tests and work is available for him.

Section 3: Tests

Upon completion of each period of training in School, an Apprentice will be required to pass the Required ITA testing.

Section 4: On-The-Job Training

The Employer will make all reasonable efforts to ensure that the Apprentices will be given the necessary on-the-job practical training.

Section 5: Selection of Apprentices

(a) **Seniority**

When an Employer requires Apprentices or Journeymen, it is agreed that the vacancy will be posted in the operation and applicants selected in accordance with the provisions of Article X, of the Master Agreement.

(b) **Entrance Standards**

Entrance to the Program will, in all cases, be subject to the applicant meeting the standards required for acceptance by the Industry Training Authority.

(c) **Age Limit**

There will be no age limit for applicants.

Section 6: Training Schedules

To be done in accordance with ITA requirements.

(a) **Passing Test**

The Apprentice must successfully pass the prescribed test before promotion from Helper to Improver.

(b) If three (3) months' notice is given for when an employee would like to attend school, it shall be granted by the company. Enrolment notice shall be given within one (1) week of enrolment, granted the employer needs someone in that position.

Section 7: Fares, Lost Time Pay and School Expenses

- (a) Employees will be required to apply for EI while attending School.
- (b) While attending training school, apprentices will receive reimbursement for tuition fees and the cost of required text books. After returning to work with Horst for 6 months.
- (c) Out of town apprentices will receive a living out allowance of \$20/day while attending School

ARTICLE XIX - PENSION PLAN

- (a) The Company will match Employees RRSP contributions up to a maximum of twenty five cents (25¢) per hour worked.
- (b) The Employee will provide the Company all required information so amount can be transferred into an RRSP of the Employee's choice.

ARTICLE XX - SAFETY EQUIPMENT

- (a) Where the following articles of equipment are required to be used by the Company or by the Workers' Compensation Board, the Company shall, at no cost to the Employee:
 - (i) Replace gloves as required at no cost to the Employee,
 - (ii) The Employer will continue its practice of supplying coveralls to all Employees who have completed their probation period.
 - (iii) Supply and replace moulded ear plugs as required for Employees who have worked a year or more. Lost moulded ear plugs will be replaced at the Employee's expense.

ARTICLE XXI- GENERAL PROVISIONS

Section 1: Access Permission

Official Union representatives shall obtain access to the Company's operations for the purpose of this Agreement by written permission which will be granted by the Company on request and subject to such terms and conditions as may be laid down by the Company.

Section 2: Signing Authority

The Union agrees to advise the Company of the names of the persons who have authority to sign Agreements on behalf of the Local Union.

Section 3: Disciplinary Authority

Employees will have the option of requesting Union representation.

Section 4: Discrimination and Harassment

- (a) The Company will not discriminate against Employees because of race, colour, ancestry, place of origin, political belief, religion, marital status, family status, physical or mental disability, sex, sexual orientation or age of that person (as defined by the *Human Rights Code*), or because that person has been convicted of a criminal or summary conviction offence that is unrelated to the employment of that person.
- (b) The Company will not tolerate or condone behavior that is likely to undermine the dignity or self-esteem of an individual, or which creates an intimidating, hostile or offensive environment.
- (c) When an Employee submits a written complaint of Harassment to the Administration Manager a joint investigation will be conducted by the Administration Manager and an outside Union Agent. The Administration Manager will maintain a confidential investigation file and will be responsible to see that the complaint had been appropriately responded to.
- (d) Management shall not discriminate against any person for Union involvement.

Section 5: Non Certified Trades

The Company Agrees to support Non-Certified Tradespersons who wish to attain Certification of a trade related to employment at Horst Precision Machine.

- (a) Upon request the Company will provide a record of all hours worked that could be used to assist the Non-Certified Trade attain Certification.
- (b) The Company will allow time off for Employees who attend upgrading to attain Certification.

ARTICLE XXII - DURATION OF AGREEMENT

Section 1: Effective Dates

The Parties hereto mutually agree that this Agreement shall be effective from and after the 1st day of December, 2014 to midnight the 30th day of November, 2017 and thereafter from year to year unless written notice of contrary intention is given by either Party within four (4) months immediately preceding the date of expiry. The Notice required hereunder shall be validly and sufficiently served at the Head Office of the Party of the First Part, or at the Local Office upon the Local Officers of the Union, Party of the Second Part, within four (4) months immediately preceding the 1st day of December, 2017. If no agreement is reached at the expiration of this Contract, the Agreement shall remain in force up to the time an agreement is reached or until negotiations are discontinued by either Party.

Section 2: Section 50 (2) and 50 (3) Labour Relations Code of B. C. Excluded

The Parties hereto agree that the operation of Sections 50 (2) and 50 (3) of the Labour Relations Code of British Columbia, R.S.B.C. 1992, c. 82, is excluded from the Master Agreement.

Signed this _____ day of _____, 2015

On behalf of:
**Horst Precision Machine,
A Division of TTLPI.**

On behalf of:
United Steelworkers, Local 1-417

