

Union Proposals to Conclude a Collective Agreement

Between

Finning Canada Ltd.

And

International Association of Machinists and Aerospace Workers Lodge 692

Dated for reference March 3 2020 10:00 am

1.03 The Company agrees that as a condition of continued employment, all employees who are or may be covered by the Certificate of Bargaining Authority issued to the Union by the Department of Labour of the Province of British Columbia and the Yukon must become Members of the Union within thirty (30) calendar days of commencing employment and remain Members during the life of this Agreement.

During the probationary period ninety (90) days the Company retains the right to dismiss the person and said person will not have access to the grievance procedure unless there is a claim of discrimination against them as defined by the Human Rights Code of British Columbia. **Probationary period may be extended by thirty (30) days with Union approval.**

An employee re-entering the employment of the Company in the same classification after his/her right to recall has expired will not be subject to another probationary period as long as their absence does not exceed three (3) years and they did not waive recall rights under Article 27.

10.03 When an employee is required to work at points which require him/her to be absent from his/her home, he/she shall receive transportation, suitable accommodation, and travel time as stipulated in other Sections of this Agreement.

The Company will also pay (~~Ninety (\$90.00)~~ seventy (\$70.00) dollars/day per diem , **payable in USD when traveling outside of Canada. (Twenty five (\$25.00)** ~~Fifteen (\$15.00)~~ dollars breakfast, **Twenty five (\$25.00)** ~~Twenty (\$20.00)~~ dollars lunch, **Forty (\$40.00)** ~~Thirty five (\$35.00)~~ dollars dinner) to cover the cost of meals except when meals are provided. Article 6.07 shall not apply.

13.02 Any employee who may be on a temporary transfer to a Company Branch or Depot for a period not exceeding ninety (90) days, shall receive transportation, suitable accommodation, and travel time, while on the job, or returning to his/her home station, providing he/she does not terminate employment before his/her posting expires.

The Company will also pay **per diem will be paid as per Article 10.03.** ~~seventy (\$70.00) dollars/day per diem (Fifteen (\$15.00) dollars breakfast, Twenty (\$20.00) dollars lunch, Thirty five (\$35.00) dollars dinner) to cover the costs of meals unless they have been transferred to a location where meals are provided to them.~~ Article 6.07 shall not apply.

The Union will be notified in writing of all Temporary Transfers. Temporary transfers may be extended past ninety (90) days with Union approval.

14.07 The Company and the Union agree that opportunities for promotions and career development are key factors in improving job satisfaction for employees. Further, it is the intent of the parties that such opportunities should be made available to all employees, in accordance with the process outlined below:

- a) Where appropriate, permanent job opportunities will be posted online for all employees to view. Postings will be posted for a minimum of fifteen (15) days. Internal branch and reposts will be posted for five (5) days. Where the staff level of a branch is not being increased, the posting may be restricted to that branch and may be restricted to applicants from that location. The postings will use generic content outlining required skills and competencies for the positions. Where specific requirements based on industry or branch needs vary from the generic content, they will be reviewed by Human Resources. A copy of the job posting will be available online where the Shop Steward and Union Representative can view it.
- b) In filling the promotion or vacancy for a new position, the position may be awarded to the most qualified applicant. Positions shall be filled on the basis of a proficiency certificate where necessary, training, knowledge, experience, skill, ability, suitability and past performance. Unsuccessful interviewed candidates may follow-up hiring managers for feedback on the selection process and shall be advised on opportunities for improvement that will better prepare them for future job postings.
- c) Where two (2) or more employees are deemed to be reasonably equal, preference shall be given to the most senior applicant.
- d) In recognition of seniority, the position preference shall be given to qualified internal candidates prior to consideration of external candidates. ~~This does not however prohibit the Employer from hiring a superior external candidate.~~
- e) The filling of one vacancy will not be used to create a chain of job postings. After the first vacancy is filled through a posting the employer may fill any subsequent vacancy however most practical. Preference will be given to those employees who have applied under 14.07.
- f) Where the hiring committee participates in accordance with Letter of Understanding #3, committee consensus shall be used to make a decision.
- g) All applicants will be notified in writing within thirty (30) working days from the posting being awarded of their application status. If a posting is not awarded within ninety (90) calendar days then the posting will be expired.
the Company

16.01 The Company shall give each employee an annual vacation with pay which will be allocated on the basis of seniority and based on the following entitlement:

<u>(1)</u> <u>WEEKS VACATION</u>	<u>(2)</u> <u>YEARS OF SERVICE</u>	<u>(3)</u> <u>PERCENTAGE OF GROSS</u>
2 weeks vacation	1 year of service	4% of gross earnings
3 weeks vacation	2 years of service	6% of gross earnings
4 weeks vacation	7 years of service	8% of gross earnings
5 weeks vacation	14 13 years of service	10% of gross earnings
6 weeks vacation	19 years of service	12% of gross earnings
6 weeks plus 1 day	25 years of service	12.4% of gross earnings
6 weeks plus 2 days	26 years of service	12.8% of gross earnings
6 weeks plus 3 days	27 years of service	13.2% of gross earnings
6 weeks plus 4 days	28 years of service	13.6% of gross earnings
7 weeks vacation	29 plus years of service	14% of gross earnings

16.03 Employees shall receive vacation with pay for each vacation period shown in column (1) above or the applicable percentage in column (3) of gross earnings for the calendar year, whichever is greater. **As per the following formula**

<i>Gross Earn- ing</i>	<i>Vacation %</i>	<i>Vacation Pay</i>	<i>Vacation Entitle- ment</i>	<i>Vac Adjust Payout</i>	<i>Vac % on Vac Adjust</i>	<i>Vacation Payout</i>
<i>A</i>	<i>B</i>	<i>C (AxB)</i>	<i>D</i>	<i>E (C-D)</i>	<i>F (ExB)</i>	<i>G (E+F)</i>

<u><i>Eligible Gross Earnings</i></u>	<u><i>A</i></u>
<u><i>Vacation %</i></u>	<u><i>B</i></u>
<u><i>Vacation Pay Total</i></u>	<u><i>C = (A x B)</i></u>
<u><i>Vacation Entitlement</i></u>	<u><i>D</i></u>
<u><i>Vacation Adjust Entitlement</i></u>	<u><i>E = (C - D)</i></u>
<u><i>Vacation % on Vacation Adjust</i></u>	<u><i>F = (E x B)</i></u>
<u><i>Vacation Adjust Payout</i></u>	<u><i>G = (E + F)</i></u>

Note:

- (1). Negative vacation adjust payout balances are deemed to be zero, therefore no payout.**
- (2). April 14 wage to be used for calculation in above formula.**

The Company will pay the vacation variance by the second (2nd) pay period in January.

17.04 Tool Allowance: The allowance will be provided to an employee requiring and using a complete set of personal tools.

In the event that an Employee transfers to or from a Branch/Facility where all tools are supplied by the Employer, the tool allowance will be paid out on a pro-rated monthly basis (any partial month worked will be considered a full month worked).

Journeyman Mechanics, Machinists, Electricians, Apprentices and Specialists will be provided with a tool allowance as outlined below.

Tool allowance will be paid as follows:

September 1, 2020 – August 30, 2023

\$750.00

Welders will receive Two Hundred (\$200.00) dollars. He/she will receive the same tool allowance as a Journeyman Mechanic if required to carry a full tool box.

The Company will require a tool list for all people receiving the allowance.

18.01 Medical Coverage: The Company agrees to provide and maintain the provincial medical and extended health care plans and contribute One Hundred percent (100%) of the premium of these plans.

The Company agrees to provide a vision care plan that will allow for a benefit of **Four Hundred dollars (\$400.00)** ~~Three Hundred dollars (\$300.00)~~ per twenty-four (24) months for each family member.

18.02 Dental Coverage: The Company shall provide a dental plan through Sun Life. The Company shall pay One Hundred percent (100%) of the premium; no annual maximum.

Coverage: Basic Dental and white fillings	100%
Prosthetic Appliances, <u>Dental Implants</u> , Crowns & Bridges	80%

Employees hired after the date of ratification of this Agreement shall qualify for Prosthetic Appliances, **Dental Implants**, Crowns and Bridges upon completion of one (1) year of service with the Company.

Orthodontic Coverage: The Company shall provide an orthodontics plan after the employee has been continuously employed for one (1) full year. Benefits will be limited to a maximum lifetime benefit of Three Thousand dollars (\$3000) per person. Appliances lost, broken, or stolen will not be replaced.

19.01 The Short Term Disability (STD) Benefit shall be Seventy percent (70%) of the employees' current base wage rate.

Coverage is contingent upon both the employee and doctor providing the required claim form information showing total disability to the satisfaction of **employer** ~~the benefits carrier~~.

19.02 The Long Term Disability Benefit shall be Twenty five Hundred Dollars (\$2500.00) per month Please reference contract number 56243. Employees will pay 100% of the monthly benefit premium.

19.03 An employee who becomes incapacitated by an injury or illness which causes him/her to be unable to perform their present job will be given preference for a position which he/she can do or can be trained to do.

25.07 First Aid. Any employee suffering injury while in the employment of the Company must report immediately to the First Aid Department or as soon thereafter as possible, and also report to this Department on returning to work. A copy of his/her accident report will be supplied on request.

First Aid Premiums

Level 3 Ticket \$1.05 per hour

Level 2 Ticket \$.90 per hour

People required to take courses during their normal work period will be paid during the course. Books and fees will also be paid.

25.11 Safety Glasses

Glasses will be supplied to all permanent employees in the following way:

Safety glasses are available at no cost to the employee from an optometrist registered under the Finning (Canada), A Division of Finning International Inc. Eyesafe Plan (BCOA). Frames and lenses can be replaced once every two years. Exception(s); lenses can be replaced more frequently when there is substantial pitting or scratching; damaged frames should be repaired if possible or replaced as required.

Glasses will be obtained through the registered Finning (Canada), A Division of Finning International Inc. Plan which designates the frames and services available through the registered local optometrist.

25.17 Training Sessions, Meetings and Interviews.

(a)The Company shall pay time and one-half rates for all compulsory non-apprenticeship training and meetings outside the regular hours of work during the week, with the exception of interviews ~~and all travel time~~ which will be paid at straight time rates. Meal allowances do not apply for compulsory training sessions of two (2) hours or less during the week and Saturdays.

26.02 Each employee's seniority with the Company shall be broken by:

- (a) Voluntary quitting of job ~~or by waiving recall rights while on layoff.~~
- (b) Exceeding authorized leave-of-absence.
- (c) Discharge and not reinstated under the terms of this Agreement.
- (d) Failure to report back to work within one (1) week after notification to return to work, unless failure is proved to be unavoidable.
- (e) Accepting a Company position outside the bargaining unit for a period of more than twelve (12) months.

26.04

- (a) Seniority shall be maintained but not accumulated during authorized leave of absence.
- (b) Seniority shall be maintained and accumulated on leaves due to maternity, parental, or **STD** disability.

27.01 An employee who is permanently laid off, or otherwise terminated (except for just cause) will receive severance pay or given notice in writing as set out below.

From six (6) months to two (2) years' completed service – two (2) weeks' severance or notice or combination up to two (2) weeks.

For each additional completed year of service, - one (1) week's severance or notice to a maximum of sixteen (16) weeks for sixteen (16) years of service.

~~The above is payable after twelve (12) months of layoff, at which time the employee loses his or her right to recall.~~

~~An employee can claim his/her severance after thirteen (13) consecutive weeks of layoff if he or she terminates employment and waives recall rights under the collective agreement.~~

Severance pay is due to an Employee immediately upon layoff. If an Employee is recalled within the period for which severance was paid, the Employer is entitled to recover the balance. (This is intended to avoid the possibility of double pay in the case of an early recall.) Employees on a temporary recall will not be required to pay back the severance until such time when the recall becomes permanent.

Years of service shall be interpreted to mean the total numbers of years of service between the date of employment and the date on which the employee's job ceases.

The employee may elect to receive his/her severance pay either in a single lump sum, or in equal biweekly payments to be spread over as many weeks as are included in his or her severance pay allowance.

28.04 A [~~three (3)~~] **One (1)** year statute of limitations will apply to any information contained in an employee's personnel file.

28.05 The employer will provide the Union business representatives and shop stewards with copies of all disciplinary letters.

30.02 RESIDENT: A mechanic who is employed in a location where there is no Company premise established and performs work out of their place of residence. **Refer to Resident Technicians LOU.**

30.18 PARTS JOURNEYPERSON: A person employed to carry out all duties in the Parts person trade. **A Parts Journey person or apprentice shall not perform any warehouse functions when a Warehouse person is on layoff.**

34.01 Principles

The Parties recognize the importance of maximizing employment within the Bargaining Unit and will work toward this goal. ~~in concert with meeting customer needs and ensuring shareholder return.~~

1. The Employer agrees that it will only contract out work for valid business reasons. ~~in response to competitive demands and further~~ not for the purpose of eroding or undermining the Union and/or the Bargaining Unit.
2. The Employer ~~agrees that it will meet and have consultation with~~ **must notify** the Union **one (1) week** prior to making a decision to contract out work. ~~of the Bargaining Unit.~~
3. The Employer and the Union agree they will meet ~~and make a good faith effort~~ to develop alternatives that may retain such work under the jurisdiction of the unionized employees.

34.02 Enhanced Protections

Where **contracting out has occurred** ~~despite ongoing good faith efforts, the Employer determines that in order to meet its goals that contracting out is the appropriate action and~~ **has** ~~as a result~~ **ed in** layoffs ~~will occur~~, the Employer shall:

1. Meet with the Union, a minimum of one hundred and twenty (120) days in advance of taking such action;
2. Provide an opportunity for Employees to move to other available positions within the bargaining unit that they are capable of performing;
3. Assist an Employee who may need some skills upgrading to assume another position within the bargaining unit. This may involve attending a course inside or outside the Employer. The Employer will assume the cost of any agreed to course;
4. Provide outplacement counseling to all Employees laid off due to contracting out;
5. Provide severance on layoff as outlined in Article 27.**02.**
6. Provide HR resources to facilitate movement of Employees, coordination of re-training and outplacement counseling and payment of severance.

ARTICLE 35 - ~~DEFINED CONTRIBUTION PLAN~~ *Machinists Pension Plan, Lodge 692*

35.01 ~~Between April 15, 2015 and August 31, 2015, the Company shall continue to maintain~~

~~a Defined Contribution Pension Plan for BC and Yukon employees of Finning International Inc. (“the Finning BC DC Plan”), and all employees other than those in the defined benefit component of the Finning International Inc. Retirement Plan (the “Finning BC DB Plan”) shall participate in the Finning BC DC Plan.~~

~~Effective September 1, 2015, there will be no further accrual of benefits for any employees under the Finning BC DC Plan. The Company, in its sole discretion, may either continue to maintain the Finning BC DC Plan indefinitely, merge it with another Company plan, or the Company may unilaterally terminate the Finning BC DC Plan at any time on and after September 1, 2015.~~

35.01 Commencing for service on and after September 1, 2015, all employees who are not participating in the Finning BC DB Plan shall become eligible to participate in the Machinists Pension Plan, Lodge 692 (the “Machinists Plan”). Detailed provisions on eligibility for membership and the remittance of Company contributions shall be identical to the provisions of the Finning BC DC Plan as such provisions exist on April 15, 2015.

~~Under both the Finning BC DC Plan and~~ **The Machinists Pension Plan Lodge 692** contributions shall be made on behalf of employees at no less than ~~five and three-quarter percent (5.75%)~~ **six percent (6%)** of earnings, full cost of such contributions shall be borne by the Company.

Effective April 15 **2021**, the Company contribution shall be no less than **six and one quarter percent (6.25%)** of earnings.

The change from the Finning BC DC Plan to the Machinists Plan is not intended to increase the Company’s cost in any way. Should the Machinists Plan find itself in a position in the future where it cannot fulfill its promises to plan members, the Union will not request additional funding from the Company.

35.02 Employees may voluntarily contribute up to a maximum of **eight percent (8%)** ~~six percent (6%)~~ toward Finning’s BC DC plan prior to August 31, 2015, and to the Machinists Plan commencing September 1, 2015 of which the employer will match at a rate of one fourth (1/4) of the first four percent (4%) to a maximum of one percent (1%).

~~**35.03** The Company agrees to provide a copy of the plan text to the pension plan members upon request.~~

SCHEDULE "A"

Dual Ticket Premium

Where, as a results of business needs, the Company requires an employee to hold dual certification, the employee shall hold classification seniority within his/her primary trade certification. The primary trade of the employee shall be determined at the time he/she posts into the position (ie: an employee who posts into a position as a mechanic-electrician shall be classified as a mechanic and shall be laid off as a mechanic; an employee

who posts into a position as an electrician-mechanic shall be classified as an electrician and shall be laid off as an electrician). Employees may not use their seniority to displace employees classified in the trade of their secondary trade certification. If the company requires the use of a dual ticket, a ~~One Dollar (\$1.00)~~ **Two Dollars (\$2.00)** per hour premium will be provided. This premium will not attract overtime.

SCHEDULE "C"

FINNING (CANADA), A DIVISION OF FINNING INTERNATIONAL INC.

WAGES - PARTS DEPARTMENT

<u>CLASSIFICATION</u>	<u>APR. 15/17</u>	<u>APR. 15/18</u>	<u>APR. 15/19</u>
Chargehand	44.52	45.63	47.00
Journey person Partsperson	39.75	40.74	41.96
Hose Maker (Specialist)	39.86	40.86	42.09

Leadhand – 5% above Parts Journey person rate. Premium shall attract overtime rates. A Leadhand is an employee who must be able to demonstrate leadership and is able and willing to instruct others in the performance of their work, or who periodically leads a job/project for a defined period of time.

Hose Maker Premium - \$2.50 per hour - For all hours worked making hoses over their appropriate parts warehouseperson rate. This premium will not attract overtime.

<u>CLASSIFICATION</u>	<u>APR. 15/17</u>	<u>APR. 15/18</u>	<u>APR. 15/19</u>
Warehouseperson Chargehand	36.25	37.16	38.27
Warehouseperson	32.37	33.18	34.18
31 – 36 months	30.18	30.93	31.86
25 – 30 months	28.20	28.91	29.78
19 – 24 months	26.30	26.96	27.77
13 – 18 months	24.64	25.26	26.02
7 – 12 months	23.83	24.43	25.16
0 – 6 months	23.00	23.58	24.29
Students	18.44	18.90	19.47

Leadhand: 5% above Parts Warehouseperson rate. Premium shall attract overtime rates. A Leadhand is an employee who must be able to demonstrate leadership and is able and willing to instruct others in the performance of their work, or who periodically leads a job/project for a defined period of time.

~~NOTE: PART-TIME PARTSPEOPLE are those employees who work a regular relief role. This usually covers the weekend work such as a Friday night shift, or an all-day Saturday shift. Most often these employees are recruited from the ranks of the summer help.~~

~~PERMANENT PART-TIME (PARTS DEPT. ONLY): An employee who works a regular shift that totals one-half (1/2) or more of the scheduled shift hours shall receive Statutory Holiday pay prorated to the actual shift hours they work. They shall accrue vacation pay in accordance with Article 16 of the Collective Agreement, except that they shall receive the appropriate percentage of gross earnings based upon their actual earnings.~~

WAGES for Regional Distribution Centre (RDC) Employees

Surrey – hired after June 30th, 2003

Wage increase of \$3.00 per hour for Chargehand and Parts Warehouseperson, April 15/20

<u>CLASSIFICATION</u>	<u>APR. 15/17</u>	<u>APR. 15/18</u>	<u>APR. 15/19</u>
Chargehand	30.16	30.91	31.84
Parts Warehouseperson	26.93	27.60	28.43
19-24 Months	25.32	25.95	26.73
13-18 Months	23.96	24.56	25.30
7-12 Months	22.61	23.18	23.88
0-6 Months	21.27	21.80	22.45
Students	18.44	18.90	19.47

Leadhand: 5% above Parts Warehouseperson rate. Premium shall attract overtime rates. A Leadhand is an employee who must be able to demonstrate leadership and is able and willing to instruct others in the performance of their work, or who periodically leads a job/project for a defined period of time.

Note: Employees who are in a warehouse classification as of the date of ratification will maintain the current wages of the warehouse classification and will receive all wage increases as outlined in the schedules/wages section of this document.

1. All existing employees as of the date of ratification shall be grandfathered at existing rates.
2. Two tiered wage structure shall apply only to employees in the regional parts distribution centers.
3. Employees hired in the RDC shall progress to top rate over a two years period; such employees who subsequently transfer out to a branch warehouse shall progress over one year to the regular warehouse rate.
4. The Company agrees there shall be no closure of RDC during the life of this Collective Agreement.
5. Employees who transfer into the RDC shall be entitled to wages paid at the appropriate rate of pay based upon their date of hire.
6. The parties acknowledge that all RDC provisions shall apply only to the Surrey D78 location.

SCHEDULE "G"

FINNING (CANADA), A DIVISION OF FINNING INTERNATIONAL INC.

The Cat Rental Store

Schedule "A"

All locations other than shown in Schedule "B"

	April 15, 2017 2.0%	April 15, 2018 2.5%	April 15, 2019 3.0%
Journeyman Mechanic	\$35.66	\$ 36.55	\$ 37.65
(Ticket in some specialization)			
Rental Mechanic (Heavy Duty Unticketed)			
0—12 months	\$27.45	\$28.14	\$28.98
13—24 months	\$30.48	\$31.24	\$32.18
Thereafter	\$32.09	\$32.89	\$33.88
Small Engine Mechanic			
0—24 months	\$22.30	\$22.86	\$23.55
Thereafter	\$24.78	\$25.40	\$26.16
Journeyman Parts Technician	\$32.09	\$32.89	\$33.88
Parts Coordinator	\$20.86	\$21.38	\$22.02
Driver – Class 1	\$28.57	\$29.28	\$30.16
Drivers—Class 3 (Or Class 5 with Air Brake endorsement)	\$25.51	\$26.15	\$26.93
Drivers—Class 5 license			
0—12 months	\$19.61	\$20.10	\$20.70
Thereafter	\$21.22	\$21.75	\$22.40
(Drivers are paid based on vehicle driven requirements as opposed to license or endorsement held)			
Yard person/Warehouse			
0—12 months	\$19.61	\$20.10	\$20.70
Thereafter	\$21.22	\$21.75	\$22.40
Washbay	\$17.70	\$18.14	\$18.68

~~Field Rate: Where a mechanic has to work off Company premises one (1) hour or more the company will pay one (1) dollar and fifty (50) cents per hour field rate above the classification rate for the entire time spent off Company premises. The field rate will not attract overtime rates. The field rate will not be paid while traveling to another branch to perform work at that branch. Field rate will not apply for off site training.~~

~~LeadHand:~~

~~5% above Journeyperson Rate. The premium shall attract overtime rates. A Leadhand is an employee who must be able to demonstrate leadership and is able and willing to instruct others in the performance of their work, or who periodically leads a job/project for a defined period of time.~~

~~First Aid Level 2 Premium: \$0.90 per hour~~

~~Schedule "B"~~

~~Northern BC is defined as Prince George & Fort St. John~~

	April 15, 2017	April 15, 2018	April 15, 2019
Journeyperson Mechanic	\$39.47	\$40.46	\$41.67
(Ticket in some specialization)			
Rental Mechanic (Heavy Duty-Unticketed)			
0 – 12 months	\$30.38	\$31.14	\$32.07
13 – 24 months	\$33.76	\$34.60	\$35.64
Thereafter	\$35.52	\$36.41	\$37.50
Small Engine Mechanic			
0 – 24 months	\$22.92	\$23.49	\$24.19
Thereafter	\$25.47	\$26.11	\$26.89
Journeyperson Parts Technician	\$35.52	\$36.41	\$37.50
Parts Coordinator	\$23.09	\$23.67	\$24.39
Driver – Class 1	\$29.80	\$30.40	\$31.31
Drivers – Minimum Class 3 or air brake endorsement required	\$27.72	\$28.41	\$29.26
Drivers – Class 5 license			
0 – 12 months	\$20.63	\$21.15	\$21.78
Thereafter	\$22.92	\$23.49	\$24.19

(Drivers are paid based on vehicle driven requirements as opposed to license or endorsement held)

Yardperson/Warehouse			
0 – 12 months	\$20.63	\$21.15	\$21.78
Thereafter	\$22.92	\$23.49	\$24.19
Washbay	\$19.83	\$20.33	\$20.94

Field Rate: Where a mechanic has to work off Company premises one (1) hour or more the company will pay one (1) dollar and fifty (50) cents per hour field rate above the classification rate for the entire time spent off Company premises. The field rate will not attract overtime rates. The field rate will not be paid while traveling to another branch to perform work at that branch. Field rate will not apply for off site training.

LeadHand:
 5% above Journeyperson Rate. The premium shall attract overtime rates. A Leadhand is an employee who must be able to demonstrate leadership and is able and willing to instruct others in the performance of their work, or who periodically leads a job/project for a defined period of time.

First Aid Level 2 Premium:
~~\$0.90 per hour~~

~~To be added to Schedule A and B for Employees Business Division Employees~~
~~Field Rate: Where a mechanic has to work off Company premises one (1) hour or more the company will pay one (1) dollar and fifty (50) cents per hour field rate above the classification rate for the entire time spent off Company premises. The field rate will not attract overtime rates. The field rate will not be paid while traveling to another branch to perform work at that branch. Field rate will not apply for off site training.~~
~~Leadhand: As per Finning Schedules~~
~~Shift Differential shall not apply to this Business Division Employees.~~
~~Dual Ticket Premium shall not apply to this Business Division Employees.~~

Schedule H – Apprentices
The Cat Rental Store

Four Year Apprenticeship (Mechanical)
 1st year 60% of Journeyperson Rate
 2nd year 70% of Journeyperson Rate
 3rd year 80% of Journeyperson Rate
 4th year 90% of Journeyperson Rate

Three Year Apprenticeship (Parts Technicians)

Parts Apprentice

1st Year	Period 1	65%
	Period 2	75%
2nd Year	Period 3	80%
	Period 4	85%
3rd Year	Period 5	90%
	Period 6	95%

The company agrees to credit an Apprentice at the beginning of their term, any previous relevant schooling and/or work experience as recognized and approved by the B.C. Industry Training Authority (ITA).

The above schedule reflects the level of the Apprentice as opposed to duration of service with the Company.

Both schedules are as outlined by the Industry Training Authority of British Columbia.

LOU #1	Defined Benefit Pension	Keep
LOU #2	Ten Hour Shifts	Keep
LOU #3	Joint Selection Committee	Keep
LOU #4	Service Chargehand	Keep
LOU #5	Training and Development	Scrap
LOU #6	First Aid Tickets	Keep
LOU #7	Banking of Overtime	Keep
LOU #8	Joint Safety Committee	Keep
LOU #9	Bridging of Benefits	Keep
LOU #10	Students	Keep
LOU #11	Modified Shifts	Keep
LOU #12	Seniority Change Dept.	Keep
LOU #13	Transfer Isolated Branches	Keep
LOU #14	Think Big	Scrap
LOU #15	Warehouse	Keep
LOU #16	Permanent Part-time	Keep
LOU #17	PM Specialist	Keep
LOU #18	Hydraulic Specialist	Keep

LOU	Isolation pay Whitehorse, Tumbler ridge, Ft Nelson	Keep
LOU	Reciprocity Agreement	Scrap
LOU	Contractor Dues Exemptions	Keep
LOU	Resident Technicians	Keep
LOU	Ft Nelson (D51) Twelve Hour Shift	Amended
LOU	Ft St John (D52) Regional Wage	Keep
LOU	Ft St John (D52) Site C Twelve Hour Shift	Amended
LOU	Tumbler Ridge (D53) Twelve Hour Shift	Keep
LOU	Mount Milligan (D54) Twelve Hour Shift	Keep
LOU	Prince George (D54) 12 Hour Shift 793F Fleet Project	Keep
LOU	Prince George (D54) 12 Hour Shift Kemess Mine	New
LOU	Prince George (D54) 12 Hour Shift Mackenzie	New
LOU	Red Chris Mine (D55) Isolation Pay	New
LOU	Houston (D57) 7x7 Shift Huckleberry Mine	Keep
LOU	Houston (D57) 12 Hour Shift Bruce Jack Mine	New
LOU	Terrace (D58) Twelve Hour Shift Red Chris	Amended
LOU	Williams Lake (D60) 7x7 Mount Polly	Keep
LOU	Williams Lake (D60) 7x7 Gibraltar	Keep
LOU	Kamloops (D66) C. S. C. 4x4 Shift	Keep
LOU	Kamloops (D66) C. S. C. 4x10 Hour Shift	New
LOU	Kamloops (D67) 4x4 Highland Valley	Keep
LOU	Kamloops (D67) 7x7 Highland Valley	New
LOU	Surrey (D70) New Equipment Preparation Estimator	Keep
LOU	Surrey Power Systems (D77) Customer Assisted Calls	Keep
LOU	Surrey Power Systems (D77) Working Outside Canada	Keep
LOU	Surrey Power Systems (D77) Diesel Engine Apprentice	Keep
LOU	Surrey Distribution Centre (D78) Student Classification	Keep
LOU	Surrey Distribution Centre (D78) Vacation Scheduling	Keep
LOU	Cranbrook (D81) 12 Hour Shift Fording River Project	Keep
LOU	Elkford (D83) Serv. Dept. 12 Hour Shift	Amended

LOU	Elkford (D83) Serv. Dept. 12 Hour Shift (7x7 Option)	Amended
LOU	Yukon (E08) Apprentices	Keep
LOU	Whitehorse (E08) 12 Hour Shift Minto Mine	Keep
LOU	Whitehorse (E08) 12 Hour Shift	New
LOU	Whitehorse (E08) 12 Hour Shift Victoria Gold	New
LOU	Whitehorse (E08) Up Lift Premium Victoria Gold	New
LOU	Employees Grandfathered at Hose Maker Rate	Keep

Discussion Topics

9.0 Retro Pay Statements

13.01 Temp Transfer OT

14.07 Copies of postings to Business rep

16. Vacations

17.04 Battery powered impacts

LOU Resident Technicians

Competative wage increase in each year of the contract.