



DATED & PROVIDED FEBRUARY 28, 2023

BARGAINING ITEMS

Employer Proposals to Renew the BC/YK Collective Agreement between:

Finning (Canada) and the International Association of Machinists and Aerospace Workers, Local Lodge 692

1. **Length of Agreement:** 3-year term, April 15, 2023 – April 14, 2026.
2. **Compensation:** Increase employee compensation in a fair, sustainable, and equitable manner. To be discussed.
3. **Flexibility – how to continue to manage the peaks & valleys of our industry and sustainably grow the business**
 - Article 5: Expanded Shift Offerings
 - 8, 10, 12-hour shifts
 - Options to fit employee lifestyles & attract/retain employees
 - 12-hour shift (including Field) across the bargaining unit
 - Options to fit employee lifestyles & attract/retain employees
 - No employee will be forced onto a 12-hour shift
 - Standardize Continuous Shift language across the agreement / LOUs
 - Amend LOU #10 – One-stop shop for continuous shift details
 - Ten Hour Shifts LOU #2 and Schedule E – Sunday shift option
 - Evolution of the Integrated Mining Team – Re-name to **Mobile Work Force** and shift to body of Collective Agreement (new Article). Minor language amendments.
 - Project work for peak shaving; limit impact of economic downturns
 - Opportunity for interested employees to gain diverse experience across the region; skill development
 - Add ability to recruit Temporary Employees into a classification
 - Addresses burnout during peak demand periods and/or temporary leaves
 - Minimum time in role before applying out – Article 14.07
 - Employees obtain valuable training and experience prior to moving around the bargaining unit
 - Statutory Holidays – amend Federal reference Article 15.02



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BARGAINING ITEMS (Continued)

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4. Simplification – How to simplify processes & administration for employees/ employer

- Vacation: How can we simplify vacation for everyone? Article 16
 - Vacation visibility: Calendar (pay-period) year vs. anniversary year
 - Makes vacation easier to understand and track
 - Vacation payout for carryover vacation – addition to 16.09
 - Review vacation adjust annual calculation Article 16.03
 - Making vacation variance easier to understand & track
- Probationary period – Article 1.03 – 120 days
- Overpayment Recovery process where an overpayment of funds has occurred
 - Article 9
 - Simplifies existing procedures for employee & employer

5. Discussion Items:

- Cores & Credits LOU# 14 – warehouse supporting core returns & parts credits
- Journeyperson to Apprentice ratio – article 31.01

6. Housekeeping review of all active LOUs and other language, as required.