



FFAW | UNIFOR
Fish, Food & Allied Workers

COLLECTIVE AGREEMENT

Between

STEELFAB INDUSTRIES LIMITED

And

**FISH, FOOD & ALLIED WORKERS UNION
(FFAW/Unifor)**

May 1, 2024

To

April 30, 2027

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Article 1: Purpose

- 1.01 The purpose of this agreement is to establish and maintain mutually satisfactory hours of work, wages and working conditions to ensure uniform interpretation and application in the administration of this collective agreement with speedy and equitable adjustment, and put into practice effective and binding methods for the settlement of all misunderstandings, disputes or grievances that may arise between the parties hereto to the end that the parties are assured of complete continuity of operation and that industrial peace is maintained without slowdown or interruption of any kind.

Article 2: Recognition

- 2.01 The company recognizes the union as the sole and exclusive bargaining agent for all employees of Steelfab Industries Limited engaged in steel fabrication; save and except office staff, quality assurance staff, steel sales staff, management, and foremen.
- 2.02 Persons outside the bargaining unit shall not perform work covered by this agreement; except for the purpose of training, to correct an immediate safety hazard, or where a member of the bargaining unit is unavailable.

Article 3: Union Security and Check-off

- 3.01 The company will give preference of employment to qualified union members, except for those who have quit or who have been dismissed.
- 3.02 It is to be a condition of employment that prospective employees, not already union members, sign application forms to join the union prior to commencement of work with the company; and that the company upon hiring shall deduct from the wages of such employees the initiating fee, and the union dues, on a weekly basis as advised by the Secretary-Treasurer of the Fish, Food and Allied Workers/Unifor in accordance with their Constitution.
- 3.03 Special assessments will only be implemented following acceptance by the membership by secret ballot vote, as required by the FFAW/Unifor Constitution, Article XII, Section 7 (i). Following such vote, the company will be notified by the local executive as to the amount of the deduction.
- 3.04 The amounts deducted under 3.02 and 3.03 above will be forwarded to the provincial office of the FFAW/Unifor no later than the fifteenth of each month. The company will include the amount deducted for union dues on T4 slips.

Article 4: Subcontracting

4.01 The Company shall not subcontract or assign steel fabrication work to another employer, except work requiring specialized services or equipment not available at the Company's Shop.

Article 5: Strikes and Lockout

5.01 The parties agree that there shall be no strike or lockout during the term of this agreement.

Article 6: Management Rights

6.01 The Union recognizes and acknowledges that it is the exclusive function and responsibility of the employer subject to the terms of this agreement to operate and manage its business in all respects in accordance with its responsibilities and commitments.

Article 7: Employee Rights

7.01 Any disciplinary action taken by the company with respect to an employee may be subject to the grievance procedure set out in this agreement.

7.02 No discrimination will be exercised in the employment, retention, or working conditions of an employee because of membership in the union or for accepting positions, serving on committees or representing the employees covered by this agreement or on grounds of colour, sex, sexual orientation, age, political or religious affiliation.

7.03 A member of the local executive shall receive a copy of any written warning to an employee. The record of any disciplinary action shall not be referred to or used against an employee after a period of twelve (12) calendar months during which time no disciplinary action has been taken, and any record of disciplinary action shall be removed from the employee's personal file.

Article 8: Union Officers

8.01 The union shall appoint or elect and the company shall recognize and meet with such officers and stewards who are employees of the company, as are necessary to administer adequately this collective agreement.

- 8.02 The union will keep the company advised in writing of the employees who are to act as official representatives of their membership to deal with management in matters pertaining to the proper administration of the agreement during its term.
- 8.03 Union officers will be permitted to leave their regular duties during working hours, with no loss of pay or benefits, in order to deal with local unit administration of the collective agreement or investigation of grievances or complaints, provided they first obtain permission of management. Such permission shall not be unreasonably withheld.
- 8.04 Union officers will be granted leave of absence with pay for the purposes of attending union functions. These monies will be reimbursed by the Union. The Company will provide leave of absence with pay for meetings with management to negotiate renewal of the collective agreement. Lost time for negotiations will be paid for by the Company. During such absences, vacation and seniority rights shall continue to accumulate.
- 8.05 In the event of a reduction in the work force, the union steward shall be the last to be laid off, provided he is qualified to perform the work remaining to be done by the reduced work force. In the event of an injury or an illness, the unit chairperson will assume the duties of shop steward. The Company agrees to place both members of the Executive on the same shift if possible
- 8.06 The staff representative or other official representative employed full or part time by the union will be allowed access to the premises during working hours to conduct necessary union business. The service representative or union official shall first notify management of his presence and indicate the nature of his business. He shall not disrupt normal company operations.
- 8.07 The Company agrees to contribute \$0.02 per hour worked to the FFAW/Unifor education fund.

Article 9: Working Conditions

- 9.01 The company agrees to provide and maintain at the plant the following working conditions:
- a) adequate and suitable modern toilet facilities,
 - b) adequate and suitable cool, clean drinking water,
 - c) adequate and suitable ventilation in all places,
 - d) adequate and suitable heat for lunchroom and working areas.
- 9.02 The Company will ensure that the lunchroom is cleaned every day. Employees are

expected to cooperate in keeping the lunch room clean by removing all garbage from the tables and placing it in the containers provided. The company will provide a microwave oven for employees' use in the lunchroom.

- 9.03 When an employee is engaged in welding or burning of stainless steel, chrome-moly, galvanized or painted materials refractory, grinding and fitting, he shall be provided with fresh milk and a respirator, prior to the start of the job. A premium of \$1.00 per hour shall be paid for specialized welding and burning including aluminum, galvanized, stainless steel, painted material, and plasma arc cutting.
- 9.04 The company will supply rainwear and rubber boots to yardmen/production workers who are regularly required to work in the yard. The company will make available rainwear, rubber boots and winter clothing for shop employees who are occasionally required to work outdoors in wet and winter conditions.
- 9.05 a) When an employee has worked ninety (90) days in a calendar year, he shall receive two pairs of coveralls. The Company will continue its current practice of maintaining a supply of coveralls for the use of employees engaged in painting. The painter will receive one (1) pair of safety boots per calendar year.
- b) **Two hundred and fifty dollars (\$250.00) boot allowance per year paid on first pay day in April, for employees with one (1) or more years seniority.**
- 9.06 Upon layoff, employees will be issued a separation slip in addition to monies owing within three (3) working days after layoff.
- 9.07 Wherever possible, layoffs will occur on Fridays with notice to be given on Wednesdays. Wherever possible, recalls will be effective on Mondays. The shop steward will be given at least one hour's notice of anticipated reductions in the work force.

Article 10: Classification and Wages

- 10.01 The pay period shall commence on 12:01 AM Sunday and finish on the following Saturday of each week. Thursday of each week shall be payday. The Company will use direct deposit to issue pay cheques. Deposits will be made by noon on Thursday afternoon. On payday, the number of hours worked and all deductions shall be distributed.
- 10.02 Should the company pay a higher rate of pay than that set in Schedule A to an employee on a particular job or contract because of a shortage of skilled employees or otherwise, the union shall be notified of same and all journeymen/tradesmen on that job or contract

and chargehands' and foremen's rates shall be based on those higher rates.

10.03 Three pay classifications shall be used for payment of wages. These shall be fitter-welder first class, fitter-welder second class, and production worker. An employee's regular hourly rate of pay shall be determined by the skill level and type of work he provides to the Company. Wage rates for the three job classifications are shown in Appendix "A" attached to and forming part of this agreement.

The pay classification of fitter-welder first class shall apply to employees of the highest skills level needed for fabrication work. To be eligible for this classification, an employee shall possess, as a minimum standard, Journeyman papers or a minimum of ten (10) years actual work experience, and Canadian Welding Bureau certification of test 4GF, using SMAW welding method.

The pay classification of fitter-welder second class shall apply to employees of average skills level needed for fabrication work. To be eligible for this classification, an employee shall possess, as a minimum standard, Canadian Welding Bureau certification of test 1GF, using E48018 rods and SMAW welding method.,

The pay classification of production worker shall apply to all other employees subject to this collective agreement.

10.04 Employees working away from the Shop shall also be entitled to receive transportation and board and lodging in accordance with Article 23 of this agreement. The field rate shall be \$1.50 per hour above the rates listed in Appendix A.

10.05 (a) The Company may appoint chargehands from among its employees who shall be paid an additional \$0.50 per hour while they are working as chargehands.

(b) The Company may appoint senior charge hands from among its employees who shall be paid an additional \$2.00 per hour per their classification while they are working as senior charge hands. As of July 10th, 2021, the Company will eliminate the senior charge hand position and the hourly premium.

(c) The Company may appoint a CWB qualified Welding Supervisor who shall be paid an additional **\$1.00** per hour.

(d) The company may appoint an Inventory Control Person for shipping and receiving who shall be paid an additional \$3.00 per hour.

10.06 Production Worker Trainees shall be paid a percentage of the regular rates for Production

Workers according to the following schedule:

1st half year:	55%
2nd half year:	60%
3rd half year:	65%
4th half year:	70%
5 th half year:	80%
6 th half year:	90%
7 th half year:	100%

10.07 Apprentice Fitter Welders shall be paid a percentage of the regular rates for Second Class Fitter Welders according to the following schedule:

1st six months:	55%
2nd six months:	60%
3rd six months:	65%
4th six month:	70%
5th six months:	80%
6th six months:	90%

An employee who has completed pre-employment training will be credited with time earned, but not exceeding one year of service.

Apprentices shall not accrue seniority for purposes of layoff until completion of Journeyman status.

10.08 Employees temporarily transferred to a higher classification will receive the rate for such classification.

10.09 Employees temporarily transferred to a lower classification shall retain their regular rate of pay.

Article 11: Grievance Procedure

11.01 When an employee has a grievance alleging there has been a violation or misinterpretation of the agreement, the employee and/or shop steward shall process such grievances without stoppage of work according to the following procedure:

Step 1 Discuss the matter, within three (3) days of becoming aware of the incident giving rise to the grievance, with the foreman concerned who shall give a decision within forty-eight (48) hours.

- Step 2 If the grievance is not resolved by the foreman, the steward and the grievor shall meet with the foreman and the appropriate supervisor in an effort to resolve the matter. Such a meeting will be held within three (3) working days of the conclusion of step 1 and the management representative will notify the steward and the grievor of the decision within forty-eight (48) hours.
- Step 3 If the response is not acceptable, then the grievance shall be put in writing and submitted to the plant manager or his designated representative who shall call a meeting within three (3) working days in an effort to resolve the matter. At this stage such other representatives of the union as many be designated may be called in by the union. The matter will be decided and a written reply given within three (3) working days.
- Step 4 If satisfactory disposition of the grievance is not made as a result of the meeting provided for in Step 3 above, either party by written notice to the other may appeal the dispute to arbitration as herein provided.

11.02 The union has the right to grieve on behalf of any employee or employees including the right to claim damages on behalf of the employees.

11.03 Grievances arising directly between the union and the company shall be submitted at Step 3.

11.04 The company agrees that when an employee is to be disciplined, which discipline will form part of his record, he shall be accompanied by his steward. The employee and the shop steward may confer privately on the request of either of them. All grievances at Steps 1, 2, and 3 shall be processed promptly on company time with no loss of pay or benefits to the employees involved. Employees shall be accompanied by the shop steward at all times in meetings involved in each step of the grievance procedure.

Article 12: Arbitration

12.01 Any matter in dispute between the company and the union involving the interpretation, application operation or alleged violation of any article of this agreement may, in the event of failure to reach agreement thereon, be referred by either party to arbitration by an arbitrator.

12.02 The party desiring to submit a matter to arbitration shall deliver to the other party a Notice of Intention to Arbitrate. This notice shall state the matter at issue and shall state in what respect the agreement has been violated or misinterpreted. The notice

shall also stipulate the nature of relief or remedy sought.

- 12.03 Within five (5) days after the date of delivery of the foregoing notice, both parties shall meet to agree on the selection of an arbitrator.
- 12.04 If the parties cannot reach agreement on the selection of an arbitrator within five (5) days, then either party may request the Minister of Employment and Labour Relations of the Province of Newfoundland and Labrador to appoint an arbitrator.
- 12.05 After the arbitrator has been appointed by the foregoing procedure, the arbitrator shall convene a meeting at the earliest possible date with both parties present. After hearing the evidence of both parties, the arbitrator shall render a decision as soon as possible, but in no event longer than thirty (30) days following a hearing.
- 12.06 Whenever the incident causing the grievance includes a loss of earnings or a loss in benefits, the arbitrator is empowered to order that such loss in benefits, or part of such loss, shall be reimbursed or restored to the employee. In a disciplinary case, the arbitrator is empowered to order a reduced penalty.
- 12.07 The decision of the arbitrator on the matter at issue shall be final and binding on both parties, but in no event shall the arbitrator have the power to add to, or subtract from, alter or amend this agreement in any respect.
- 12.08 Either party shall be considered to have waived its right to raise preliminary objections to an arbitration proceeding unless it files with the other party written notice of such preliminary objection within five (5) days of the appointment of the arbitrator.
- 12.09 The time limits referred to in the foregoing grievance and arbitration procedure may be expanded or compressed by mutual consent, and shall be considered directory as opposed to mandatory.
- 12.10 No grievance shall be lost through error in form or technical irregularity.
- 12.11 Each party shall pay its own costs and the fees and expenses of its witnesses. The fees and expenses of the arbitrator shall be shared equally between the parties. Members of the bargaining unit who are to be called as witnesses at an arbitration hearing shall receive permission to be absent from work to attend such hearings.

Article 13: Hours of Work and Overtime

- 13.01 The regular hours of work shall be eight hours per day, forty hours per week, Monday

through Friday between the hours of 8:00 AM and 4:30 PM

- 13.02 The midday lunch break shall be one-half (1/2) hour. Rest breaks of ten (10) minutes shall be scheduled at the midpoint morning and afternoon.
- 13.03 Overtime shall be optional and voluntary and employees shall have the option of banking overtime hours at the appropriate overtimes rates. Overtime shall be shared equally wherever possible among employees.
- 13.04 All hours worked outside the regular hours shall be paid at the rate of time and one-half (1 1/2). All hours worked on Saturday shall be paid at time and one half (1 1/2). All hours worked on Sunday shall be paid at the rate of double time. All hours worked over eight (8) on Saturday shall be paid at double time.
- 13.05 Employees who are requested to work overtime beyond their regular shift shall receive a ten (10) minute paid break before commencing overtime and will receive a thirty (30) minute paid break after two (2) hours overtime worked. An additional thirty minute (30) minute paid break will be granted for each additional four (4) hours overtime worked. Employees will receive a ten (10) minute paid break every two (2) hours. Employees requested to work more than two hours overtime continuous with their regular shift without having been given notice the previous day will be provided with a hot meal or **\$20.00** in lieu.
- 13.06 Employees called back to work outside their regular shift will be guaranteed a minimum of three (3) hours at the appropriate rates.
- 13.07 Field rate and shift premiums will be considered as part of regular rate when computing overtime.

Article 14: Statutory Holidays

14.01 The following shall be paid Statutory Holidays:

New Year's Day

Family Day (3rd Monday in February)

Good Friday

Victoria Day

Discovery Day

Canada Day

Labour Day

Thanksgiving Day

Remembrance Day
Christmas Day
Boxing Day
Two statutory holidays between Boxing Day and New Year's Day

Paid holidays shall consist of eight (8) hours straight time, plus time worked on Statutory Holidays shall be at time and one half.

14.02 All employees are entitled to statutory holidays. An employee laid off within seven days of a statutory holiday, or recalled within seven days of the statutory holiday will qualify for statutory holiday pay. Employees who are absent without cause on the shift before and/or after the statutory holiday will not qualify.

14.03 The observance of statutory holidays may be rescheduled by mutual consent.

Article 15: Vacations

15.01 Vacation pay rates are as follows:

1 - 5 years	4%
5 - 10 years	5%
11 - 20 years	7%
20 years plus	8%

On an annual basis, each employee will have the option of taking the vacation pay on a weekly basis, or leave it with the Company until the holidays are taken. Once their option is selected, it cannot be changed without the Company's consent.

15.02 Employees shall be entitled to Annual Vacation of three (3) weeks unless an extension is mutually agreed to between the Company and the individual employee. Employees are entitled, but not required, to schedule three (3) weeks of their holidays during the months of June through September. All vacation money shall be paid on the last work day before the holidays commence.

15.03 Not later than May 1st each year, the company will post the vacation roster. The most senior employees having first choice will indicate their vacation period preference. The roster will remain posted until the last day of May, during which time the employees must make their selections.

Article 16: Call Out Clause

16.01 Employees reporting for the regular shift shall be paid a minimum of four (4) hours pay

at the appropriate rates. Employees reporting for work, who work more than four (4) hours, but less than eight (8) hours shall be paid eight (8) hours at the regular rate.

Article 17: Shift Work

17.01 A shift shall be eight hours.

17.02 The first shift shall be the day shift which commences at 8:00 AM. The second shift shall be afternoon shift and shall follow the first shift. The third shift shall be the night shift and shall follow the second shift.

17.03 Shift premiums shall apply on all hours worked on the second and third shifts at the following rate:

Second Shift: **\$2.00** per hour
Third Shift: **\$2.00** per hour.

17.04 The third shift shall be of eight hours duration, including a half hour lunch break with pay.

17.05 Employees living outside of a 24-kilometer radius of the shop shall be kept on the same shift whenever possible.

Article 18: Seniority

18.01 Seniority shall mean accumulated service from most recent date of hire. A seniority list showing each employee, his name, and seniority date shall be posted not later than the last day of September in each year and every six (6) months thereafter. Employees will have thirty (30) days to notify the company of any discrepancy in the list.

18.02 The company shall provide the provincial office and local unit with all necessary information related to the following matters for employees within the bargaining unit:

- a) List of employees including their names, addresses, phone numbers and classifications ranked according to seniority and upon request and mailing list of all employees,
- b) Discharge, suspensions or written warnings,
- c) Hirings, resignations, and deaths.

18.03 All new employees shall serve a probationary period of 120 calendar days within twelve (12) consecutive months. Upon successful completion of the probationary period, the

employee's seniority shall date from his most recent day of hire. Probationary employees will be entitled to all rights and privileges under this agreement, except that they may be discharged without recourse to the grievance procedure.

18.04 (a) In matters concerning the filling of permanent vacancies and permanent transfers of the employees, the company shall select individuals on ability and seniority, and where ability is sufficient to perform the required duties, seniority shall govern.

18:04 (b) In matters concerning layoff and recall, the Company will lay-off and recall according to reverse order of seniority in each classification.

18.05 In the event of a layoff, two days' notice is to be given. An employee who wishes to bump into a lower rated classification shall give the company notice of his intentions within twenty-four (24) hours of his receiving a layoff notice. Senior employees in higher rated classifications on layoff status shall be given the option to bump into a lower rated classification at the time of a recall for the lower rated classification.

18.06 An employee shall lose all seniority rights if:

- a) discharged for just cause,
- b) quits,
- c) fails to return to work within forty-five (45) days of being recalled,
- d) is on layoff beyond eighteen (18) consecutive months,

18.07 Employees shall retain and accumulate seniority:

- a) during layoff of up to eighteen (18) consecutive months
- b) during sick leave,
- c) during Workers Compensation, provided the employee will be returning to work.
- d) during an approved leave of absence.

18.08 When a person transfers to a new classification, his seniority will be recorded separately for that classification for purposes of layoff. When a layoff occurs, the last person hired into the classification will be the first laid off. He will have the right to revert to his former classification, where the most junior person may be laid off. It is understood that an employee being laid off will retain the right to exercise company seniority in another classification subject to his being able to perform the required duties.

18.09 When an employee exercises his right to refuse a recall under 18.06 (c), he shall notify the company when he becomes available for recall, at which time he shall have the option

of bumping the person recalled in his place. The company is not required to recall an employee who has refused a recall until notice of availability is received.

- 18.10 Employees promoted to a higher paying position or classification within the bargaining unit will be given thirty working days during which to qualify for such positions. If the employee fails to qualify for the new position, he may return to his former position without loss of seniority rights.
- 18.11 The company will post all vacancies and new positions for a period of five (5) working days on the company bulletin board in order to give employees an opportunity to apply in writing for such positions.
- 18.12 An employee promoted to a position outside the bargaining unit will continue to accrue seniority in his former classification for a period of one hundred and twenty (120) working days. During this time the employee may return to his former classification by giving the company ten (10) working days notice and bringing his union dues up to date. An employee will forfeit all seniority rights if he remains outside the bargaining unit beyond one hundred and twenty (120) days over a twelve (12) month period.
- 18.13 The company agrees to give notice to the Shop Steward when the workers are called back to work and when workers notify the company when they are available for work.

Article 19: Health and Welfare

- 19.01 The Company shall select a suitable insurance carrier and agrees to cost share group health and welfare coverage with the employees by contributing 50% of the plan premiums for long term disability, medical, dental, vision, term life and accidental death and dismemberment insurance. Within the 50% cost sharing arrangement, the complete premium cost of the long-term disability shall be paid for from the employee's portion of the total cost.
- 19.02 Employees awaiting Workers Compensation, or weekly indemnity claims will be entitled to receive regular pay from the company equal to the anticipated benefit on WCB or the weekly indemnity plan until such time as benefits begin to arrive regularly. In such cases, the employee agrees to return to the company any amounts paid to the employee as soon as monies are received from either WCB or the weekly indemnity plan.
- 19.03 **Employees shall be entitled to receive four (4) days (32 hours) sick leave with pay each calendar year starting January 1st. Employees may draw down on this benefit in two (2) hour increments.**

At the end of the year, each employee's unused sick time is carried over to the next

year. If the unused sick time is more than 32 hours at the end of a year, then 32 hours is carried over and the remaining difference is paid out to the employee.

Article 20: Leave of Absence

20.01 The company shall grant a leave of absence, without pay to an employee for reasons of union activity or legitimate personal business.

20.02 Bereavement leave shall be granted on the following basis:

- a) in the event of death in the employee's immediate family - spouse (including common-law), child, parent, legal guardian, brother, sister, mother-in-law and father-in-law and he shall receive three (3) days leave with pay.
- b) in the event of a death of a grandchild, and employee shall be granted two days leave with pay.
- c) in the event of death of a brother-in-law, sister-in-law, son-in-law, daughter-in-law or grandparent, an employee shall be granted one day leave with pay.

20.03 Pay for bereavement leave shall be on the basis of a regular days pay (eight (8) hours).

Article 21: Off - Shore Work

21.01 It is agreed that "offshore work" shall mean work performed on vessels, drill rigs, production platforms and other like structure or part thereof when located in offshore waters. It does not include work of a like nature performed on similar vessels, drill rigs, production platforms and other like structures or parts thereof when such work is performed in the plant, onshore at anchorage, in ports of designated offshore support bases.

It is agreed that where the rig, platform or like structure is not attached to a dock or shore by cable or other means, that such work will be voluntary.

21.02 Assignment of employees to offshore work will be on a voluntary basis.

21.03 The company will canvass present bargaining unit employees for the purpose of establishing a pool of offshore volunteers. Should the company be unable to staff the volunteer pool with bargaining unit employees, it may hire new employees, in which case

such new employees will acquire seniority in accordance with this agreement.

- 21.04 It is understood that employees may place their names on the volunteer list or remove their names from it at any time without foregoing any rights under this agreement.
- 21.05 Employees assigned to offshore work will be required to work all hours necessary to complete the work. Daily working hours will be those required by the customer.
- 21.06 Employees assigned to offshore work will spend a maximum of fourteen (14) consecutive days on the assignment or such longer period as they may agree.
- 21.07 Following an employee's reassignment to onshore, he will be entitled at his option to two days leave without pay.
- 21.08 The initial offshore assignment following the effective date of this agreement, will be to those most senior volunteers and subsequent assignments will be on the basis of regular rotation by seniority.
- 21.09 Offshore employees while on assignment will be provided with insulated coveralls, and insulated work boots.
- 21.10 Employees assigned to offshore work will be entitled to receive a daily premium of \$30.00 in lieu of all other premiums and will be paid shop rates and overtime.
- 21.11 Travel and standby time will be paid for at straight time rates and the company will provide transportation as required. Where an employee both works and travels on the same day, overtime pay will apply after a combination of eight (8) hours.
- 21.12 An employee's wages at 40 hour straight time each week will be delivered or mailed by traceable means by each regular pay day to a person designated by the employee. On completion of the assignment and submission of time sheets signed by an authorized supervisor, the employee's pay will be adjusted on the next payday by separate cheque.

Article 22: Health, Safety, Tools, and Equipment

- 22.01 Company and union recognize the importance of safety in the workplace. It is the intention of both parties to achieve and maintain, through mutual cooperation, high standard in all areas affecting the health and safety of employees.
- 22.02 The parties recognize all provisions and existing legislation related to occupational health and safety.

22.03 The parties agree to the establishment of health and safety committee comprising of two members from the union and two members from management. The committee shall meet monthly during working hours without loss of pay or benefits and make a report in writing. Copies of the committee's report shall be sent to the Safety Branch established under the Occupational Health and Safety Act as well as to the union.

The company agrees to meet on the last Tuesday of every month. The company recognizes the importance of acting on safety recommendations in a fast and efficient manner.

22.04 It is agreed that a union representative has the right to be involved in any fatality investigation.

22.05 The building will be provided with a properly equipped first aid facility. A qualified first aid attendant will be available.

22.06 Every employee shall as a condition of employment wear personal protective equipment as required by OHS programs.

22.07 Employees shall not be required to work with unsafe equipment or where proper safeguards are not provided. Employees are required to report any unsafe conditions or unsafe equipment which they observe to their supervisor.

22.08 A member of the union side of the plant health and safety committee will accompany the government inspector on any safety tour of the plant.

22:09 The Company will discuss changes to Covid/Pandemic protocols with the OHS Committee prior to implementation.

Article 23: Transportation

23.01 The Company shall provide suitable board and lodging for employees who work away from the greater St. John's region, and more than 80 kilometers radius from their home.

23.02 If an employee's accommodation on out-of-town work is beyond walking distance from the job, the company will provide transportation. The company will ensure proper storage of employee's tools and equipment.

23.03 Time spent traveling shall be considered to be working time to a maximum of eight (8) hours per day.

23.04 If an employee agrees to use his own vehicle for transportation, he will be entitled to 39¢ per kilometer. If materials are transported by the employees, he shall be paid an additional \$0.05 per kilometer.

23.05 Employees who work on any out-of-town jobs for a period of twenty-one (21) calendar days shall have return transportation costs paid every twenty-one (21) calendar days.

Article 24: Labour Management Committee.

24.01 There shall be established a Labour Management Committee consisting of equal representation from the company and the union. The committee shall meet on the last Thursday of each month to discuss matters of mutual concern. No employee shall lose pay or benefits as a result of attendance at such meetings.

Article 25: Duration

25.01 This agreement shall be effective on ratification and shall remain in full force and effect until **April 30, 2027** and from year to year thereafter, unless notice to renegotiate is given not later than ninety (90) calendar days prior to expiry.

25.02 During the course of negotiations subsequent to such notice being given, the collective agreement shall remain in full force and effect.

Schedule "A"- Wage Schedule

Classification	May 1, 2024	May 1, 2025	May 1, 2026
FWI	\$40.35	\$40.75	\$41.16
FWII	\$35.53	\$35.89	\$36.24
PW	\$30.45	\$30.75	\$31.06

Supervisor Card - **\$1.00** an hour.

Shift premium **\$2.00** per hour.

Letter of Understanding – Pension Plan/RRSP

The Company and Union will explore options to create a Pension Plan/RRSP with contributions from both the employer and employee.



Joey Warford
FFAW/UNIFOR



Bill Parsons
SteelFab Industries Ltd.

Signing Page

SIGNED THIS 30th DAY OF July, 2024.

FOR:

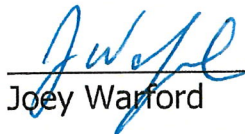
FFAW|UNIFOR



Dennis Gilbert



Melvin Bartlett



Joey Warford

FOR:

STEELFAB INDUSTRIES LIMITED



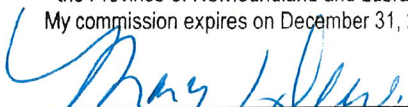
Ryan Newbury



Bill Parsons

MARY DENINE

A Commissioner for Oaths in and for
the Province of Newfoundland and Labrador.
My commission expires on December 31, 2028.



(Witness)