

**COLLECTIVE AGREEMENT**  
**(Hereinafter referred to as the "Agreement")**

**Between:**

**MOORE PACKAGING CORPORATION**  
**(Hereinafter referred to as the "Company")**

**and**

**UNIFOR LOCAL 333**  
**(Hereinafter referred to as the "Union")**

**ARTICLE 1 – PURPOSE**

- 1.01 The general purpose of this Agreement is to establish and maintain collective bargaining relations between the Company and the Union and to provide machinery for the prompt and equitable disposition of grievances, and to establish and maintain mutually satisfactory working conditions, hours of work and wages for all employees who are subject to the provisions of this Agreement.
- 1.02 The parties hereto recognize their mutual interest in and responsibility for the successful operation of the Company and agree it is the duty of the employer and the employees to promote at all times the progress of the plant by co-operating to the fullest extent in all matters having to do with the successful operation of the Company.
- 1.03 It is agreed that the Union and the employees will not engage in Union activities during working hours or hold meetings at any time on the premises of the Company without the permission of the Plant Manager or designate.
- 1.04 The Company and the Union agree to each exercise their rights in a fair and reasonable manner and consistent with the terms of this Agreement.

**ARTICLE 2 – RECOGNITION**

- 2.01 The Company recognizes UNIFOR Local 333 as the bargaining agent of all employees of Moore Packaging Corporation at its 191 John Street location in Barrie, Ontario, save and except supervisor, persons above rank of supervisor, office, clerical and sales staff, students employed during the school vacation period, and persons regularly employed for not more than twenty-four (24) hours per week.

2.02 The Company agrees, during the term of this contract, not to relocate the plant outside the City of Barrie, and that this contract would apply to any re-location within the City of Barrie.

### ARTICLE 3 – UNION SECURITY

3.01 The Company and the Union agree that all employees who are presently members of the Union shall remain members of the Union in good standing with the Union.

All new employees hired after the date of ratification shall be required to become members of the Union.

3.02 All employees required to become Union members as per Article 3.01 above shall as a condition of continued employment sign an authorization form, supplied by the Union, authorizing the Company to deduct the amount of monthly dues which the Union uniformly levies upon its members in accordance with its Constitution.

3.03 The Company agrees to deduct Union dues in the amount set by the UNIFOR Constitution and Local 333 By Laws based on the employee's basic pay, statutory holiday, vacation pay, but excluding overtime, shift premiums and incentive pay to a maximum of forty (40) hours per week. Deductions are to be made on a weekly basis.

A list consisting of each employee's name, current address, and telephone number, shall accompany the cheque, with the provision that the list supplied shall include each employee's total hours worked for the month. The list will also indicate the reasons when no deductions have been taken, any terminations, any changes to addresses and telephone numbers, and will show any initiation fees separately.

The Company will also deduct the Union's uniform initiation fees from the new members at the time of the first Union dues deduction.

The Company will remit all monies owing to Local 333-18 not later than the last day of the following month in which the dues or initiation fees were deducted.

3.04 The Union agrees to defend and hold the Company completely harmless against all claims, demands and expenses should any person at any time contend or claim that the Company has acted wrongfully or illegally in making such check off deductions.

## ARTICLE 4 – UNION REPRESENTATION

### 4.01 PLANT COMMITTEE

The Company acknowledges the right of the Union to appoint or otherwise select up to four (4) stewards and one (1) plant chairperson who shall at least have one year's seniority with the Company during their time in office. The name of the stewards from time to time selected shall be given to the Company in writing and the Company shall not be required to recognize any such stewards until it has so been notified.

4.02 The privileges of the steward to leave their work with pay to attend to Union business is granted on the following conditions:

- (a) Such business must be between the Union and the Company. Employees having grievances cannot discuss these with the steward unless both the employee and the steward first obtain permission from their Supervisor and such permission shall not be unreasonably withheld.
- (b) The time shall be devoted to the prompt handling of necessary Union business.
- (c) The steward concerned shall obtain the permission of the Supervisor concerned before leaving their work. Such permission shall not be unreasonably withheld.
- (d) The time away from productive work shall be reported in accordance with the time keeping methods of the department in which the steward is employed, if applicable.
- (e) The Company reserves the right to limit such time if it deems time so taken to be excessive.
- (f) When a situation on the plant floor becomes known and is considered time sensitive, permission for the Union Representative to perform an initial investigation immediately will not be unreasonably denied.
- (g) Time spent in meetings at managements request will be paid at straight time.

4.03 The Company will grant a maximum of three (3) leave of absence days with pay each contract year, to be taken on mutually agreed upon dates, for Union representatives to attend Union business. Any unused days may be carried over to the next contract year. The Union shall reimburse the Company for lost wages for union business in excess of

the three (3) days paid by the Employer as set out in this Article. Lost wages shall be based on the employee's hourly rate only.

#### ARTICLE 5 – NO STRIKE – NO LOCKOUT

- 5.01 In view of the orderly procedures established by this Agreement for the settling of disputes and the handling of grievances, the Union and the Company agree that there will be no "strike" or no "lockout" as defined by the Ontario Labour Relations Act, during the life of this Agreement.
- 5.02 Should the Union claim a cessation of work constitutes a lockout, it may take the matter up with the Company at Step 3 of the grievance procedure.
- 5.03 The Union agrees that it will not involve any employee of the Company, or the Company, either directly or indirectly in any dispute, which may arise between any other employer and the employees of such other employer.

#### ARTICLE 6 – NO DISCRIMINATION AND INTIMIDATION

- 6.01 The Company and the Union agree that the provisions of this Agreement will be applied to all employees without discrimination by reason of age, ancestry, colour, race, citizenship, ethnic origin, place of origin, creed, disability, family status, marital status (including single status), gender identity, gender expression, record of offences, sex (including pregnancy and breastfeeding) and sexual orientation. There shall be no intimidation or coercion of any employee on the part of the Company. There shall be no intimidation or coercion of any employee on the part of the Union.

#### ARTICLE 7 – MANAGEMENT RIGHTS

- 7.01 The Union recognizes and acknowledges that the management of the Company and the direction of the working force are fixed exclusively in the Company and without restricting the generality of the foregoing, the Union acknowledges that it is the exclusive function of the Company to:
- (a) maintain order and efficiency;
  - (b) hire, promote, discipline, demote, classify, transfer, suspend and retire employees in accordance with the Company's retirement policy, and to discipline or discharge any employee who has acquired seniority.

That an employee that has been discharged or disciplined without just cause may be the subject of a grievance and dealt with as hereinafter provided.

- (c) all rules must be presented to the Union committee and published on the bulletin board for a minimum of five (5) working days prior to their implementation, except in the case where the health and safety of the employee may be affected. Rules covering health and safety must be discussed at the next meeting of the Joint Health and Safety Committee.
- (d) determine the nature and kind of business conducted by the Company, the kinds and locations of plant equipment and materials to be used, the control of materials and parts, the methods and techniques of work, the content of jobs, the scheduling of production, the schedules of employees including the number of employees to be employed, the extension, limitations, curtailment or cessation of operations or any part thereof, and to determine and exercise all other functions and prerogatives which shall remain solely with the Company except as specifically limited by the express provisions of this Agreement.

7.02 Without limiting the generality of the foregoing provisions, it is expressly understood and agreed that breach of any of the Plant Rules, or of any of the provisions of this Agreement, shall be conclusively deemed to be sufficient cause for discipline or dismissal of an employee subject to going through the grievance procedure to determine whether or not such breach actually took place.

7.03 Supervisor, and persons above the rank of Supervisor, will not perform work on any jobs which are performed by employees covered by this Agreement except in the following circumstances:

- (a) for the purpose of instruction and trouble shooting, and
- (b) in emergencies when regular employees are not available.

No bargaining unit employee shall be displaced or laid off as a result of (a) or (b).

## ARTICLE 8 – SENIORITY

8.01 Seniority, as referred to in this Agreement shall mean length of continuous service in the employ of the Company and shall be on a plant-wide basis.

8.02 An employee will be considered to be probationary during their first six-month period.

The Company shall have the unconditional right to terminate probationary employees, notwithstanding any other provision of this Agreement other than paragraph 6.01. The Company and the Union may agree to extend the probationary period of the employees.

- 8.03 Seniority lists will be revised monthly unless there have been no changes to the list; a copy of the list will be posted in the plant and a copy given to the Union.
- 8.04 Layoffs shall be on the following factors;
- (a) seniority
  - (b) skill and ability

Where the qualifications in factor (b) are relatively equal, seniority shall govern. However, the Company reserves the right to maintain, at all times, crews capable of performing the jobs required.

Layoffs of one shift shall be executed as above except employees with seniority will be given the option to accept the layoff.

Layoffs of less than one full working shift, which are out of seniority, will be limited to occur not more than once in any work week for any one individual, and only after all less senior General Help employees have been laid off. Employees with seniority will be offered the General Help job, however, the senior employees will have the right to opt to leave.

There are no bumping rights for layoffs of less than a full working shift unless otherwise stipulated elsewhere in the Collective Agreement.

If an employee is transferred to a lower rated job to avoid layoff of a full working shift or more, they shall receive the rate of that lower rated job.

- 8.05 Seniority shall terminate and an employee shall cease to be employed by the Company when the employee:
- (a) voluntarily quits their employment with the Company;
  - (b) is discharged and is not reinstated through the grievance procedure or arbitration;
  - (c) is off work due to a lay-off for a continuous period of eighteen (18) months (benefits will continue for the period defined by the length of employ with the

Company or eighteen (18) months, whichever period is less); For employee's hired after date of ratification (August 7, 2011) benefit continuation is 90 days maximum.

- (d) fails to report for work within three (3) working days after being notified by the Company of recall by registered mail, unless for a bona fide reason;
- (e) fails to return to work upon the termination of a leave of absence unless a reason acceptable to the Company is given;
- (f) accepts gainful employment while on a leave of absence without first obtaining the consent of the Company in writing; or
- (g) is absent from work for three (3) consecutive days without notifying the Company and without providing a bona fide reason.

8.06 An employee who voluntarily accepts a position outside the bargaining unit shall maintain and continue to accumulate seniority for a period of three (3) months for the purpose of transferring back into the bargaining unit.

If the employee returns to the bargaining unit after one (1) day, but before three (3) months have expired, they shall return to their posted position.

If the employee returns to the bargaining unit after three (3) months have expired, they shall have no seniority standing.

There will be only one such occurrence per employee per year.

In order to maintain and accumulate seniority and the right to return to the bargaining unit, the Company will continue to deduct Union dues based on the hourly rate of their most recent posted position.

The employee may waive their right to maintain and accumulate seniority and the right to return to the bargaining unit and discontinue paying Union dues. This waiver will be submitted to the Company in writing and the Company will forward a copy to the Local 333 Office and the Unit Chairperson.

8.07 It shall be the duty of each employee to notify the Company promptly of any change in address. Notice required by the Company shall be deemed to be given if forwarded to the employee's last address of which the Company had notice.

8.08 An employee who has been receiving short term or long-term disability benefits or unpaid leave and is:

- (a) able to return to work and is capable of performing the duties of the employee's former job, shall provide the Company with 24 hours notice, not including weekends and holidays, along with medical documentation that they can return to full, unrestricted duties.

The Company shall then reinstate the employee in the same job held immediately prior to the disability.

- (b) able to return to work and is incapable of performing the duties of the employee's former job but, is capable of performing the duties of a lower rated or modified job, shall provide the Company with 48 hours notice, not including weekends and holidays of their readiness to return to work, and provide the Company with a comprehensive medical report, at the Company's expense.

The Company shall then reinstate the employee to a job for which the employee is capable of performing. The employee will be paid the rate of pay associated with the highest paying lower rated or modified job.

8.09 Where two (2) or more employees have the same seniority date, their names will be placed on the seniority list in the order of processing by the Human Resource Department on the day of hiring. The employee at the head of the list on their date of hire shall be deemed to possess the highest seniority of the employees on that date.

## ARTICLE 9 – GRIEVANCE PROCEDURE

9.01 The parties to this Agreement are agreed that it is of the utmost importance to adjust complaints and grievances concerning the interpretation or alleged violation of the Agreement as quickly as possible.

9.02 A grievance may arise only from a dispute concerning the interpretation, application, administration, or alleged violation of this Agreement.

9.03 No employee shall have a grievance until they have discussed their complaint with their immediate Supervisor. If the complaint is not resolved, a grievance properly arising out of this Agreement shall be adjusted and settled as follows:

No grievance shall be considered where the events giving rise to it occurred, or originated or became known more than three (3) full working days before the filing of the grievance.

STEP 1: The employee, together with their steward or plant chairperson, shall take the matter up with their immediate Supervisor. The Company shall give their decision within ten (10) working days from the date of receipt of the grievance.

STEP 2: If the grievance is not settled at Step 1, the matter shall be taken up by the Manager of Human Resources and Manufacturing or their designate, Union Steward, and Unit Chairperson in writing within a further ten (10) working days from receipt of the answer in Step 1 and a decision rendered in writing within five (5) working days from the receipt of the grievance by the Human Resources Manager.

STEP 3: Failing settlement at Step 2, the Company Management, Union Steward, Unit Chairperson, Local 333 President/Business Agent, and/or National Union Representative may submit the grievance to the President of the Company or their designate within ten (10) calendar days from having received the Company's response in Step 2 and the President or their designate shall render their decision within ten (10) calendar days after receipt of the grievance at Step 3. If a settlement satisfactory to the employee is not reached, then the grievance may be referred to arbitration as outlined in Article 10.

9.04 A claim by an employee who has completed their probationary period that has been unjustly discharged or suspended will be treated as a grievance, provided that they file a written grievance with the Human Resources Manager within three (3) working days after their discharge or suspension. In such cases, the first step of the regular grievance procedure will be omitted.

9.05 An employee will have the right to have their steward present when they are being formally disciplined. The Company will supply the steward with a copy of any written warning or reprimand issued to an employee.

No employee shall receive any form of discipline without a steward present. In the event the Company disciplines an employee without a steward present such discipline shall be null and void.

9.06 A Company grievance may be taken up with the Union between the Company and the Union Committee. In all cases, the Union's decision regarding same will be given in writing and failing satisfactory settlement, the grievance shall be subject to the arbitration procedure.

A Union grievance may similarly be taken up with the Company on matters of a general nature relating to the Agreement, provided that such grievance cannot be otherwise brought forward as the grievance of an employee or group of employees pursuant to the provisions of Article 9 herein. The Company's decisions in such cases shall be given in writing and failing satisfactory settlement, the grievance shall be subject to the arbitration procedure. Such grievances shall commence at Step 2 of the grievance procedure.

- 9.07 Any incident resulting in suspension enacted in the afternoon shift will be discussed at a meeting between the Human Resources Manager or their designate and the plant chairperson and steward in the first day shift following the incident, providing all parties are available.
- 9.08 Policy grievances, termination grievances and grievances dealing with violations of the Human Rights Code shall go directly to Step 3 of the grievance procedure.

#### ARTICLE 10 – ARBITRATION

- 10.01 If the grievance remains unsettled following the procedure set forth in Article 9, it may be submitted to arbitration provided that the party calling for arbitration notifies the other party in writing to that effect not more than thirty (30) days after the date of the decision rendered at Step 3 of the grievance procedure.
- 10.02 When either the Company or the Union requests that a grievance be submitted to arbitration, such request shall be made in writing addressed to the other party to this agreement, and shall at the same time, nominate the arbitrator and within ten (10) days thereafter, the other party shall nominate an arbitrator. The parties will decide on a mutually acceptable Arbitrator.
- 10.03 The decision of the Arbitrator shall be final and binding on both the Company and the Union.
- 10.04 The Arbitrator shall not have any power to alter or change any of the provisions of this Agreement, nor to substitute any new provisions for any existing provisions, nor to give any decision inconsistent with the terms and provisions of this Agreement. In cases involving discharge or suspension however, the Arbitrator may uphold the Company's action in discharging or suspending the employee or may order reinstatement of the discharged or suspended employee with full compensation for lost time or may issue such other decision within these limits which, in the Arbitrator's

opinion, is just and equitable in the circumstances.

10.05 The parties will jointly and equally bear the expenses of the Arbitrator.

10.06 Any and all times referred to under the grievance and arbitration procedures herein may be extended by agreement between the Company and the Union.

#### ARTICLE 11 – LEAVE OF ABSENCE

11.01 The Company in its sole discretion may grant leave of absence without pay if an employee requests it in writing and provided it does not unreasonably interfere with the efficient operation of the plant. The leave request must be made in writing and will include any outstanding vacation time, less three (3) days if such time is available. Vacation time will not be used when the leave is related to bereavement. Such permission will not be unreasonably denied.

11.02 Should an employee secure the job of Union Business Agent, the parties will meet to discuss and resolve the provision of a leave of absence.

#### ARTICLE 12 – BULLETIN BOARD

12.01 The Company agrees to permit the Union to post notices of meeting and other Union business and affairs on a bulletin board provided by the Company for such purposes. Such notices need not be approved by the Company but will be removed at the Company's request should they defame Company management, suppliers, or customers.

#### ARTICLE 13 – BEREAVEMENT LEAVE

13.01 Should a death occur in the family of an employee who has completed their probationary period, the Company shall grant leave of absence with pay for the employee concerned as follows:

- (a) for up to five (5) consecutive scheduled working days lost in the nine (9) day period beginning with the date of death of a spouse, child, or a parent (parent can include legal guardians and step-parents provided a maximum of two (2) leaves only are requested under the "parent" category).
- (b) for up to three (3) consecutive scheduled working days lost in the seven (7) day period beginning with the date of death of a grandchild, sister, brother, father-in-

law, mother-in-law, or a grandparent.

- (c) for up to two (2) consecutive scheduled working days lost in the six (6) day period beginning with the date of death of a brother-in-law or a sister-in-law.
- (d) for up to one (1) scheduled working day lost in the five (5) day period beginning with the date of death of a spouse's grandparent.

In the event that the number of notifications received by an employee for bereavement leave appear unreasonable, the employee, if requested by the Company, must provide proof of death and relationship to be eligible for leave of absence with pay.

For each leave noted in a) through d), an employee may choose to defer one (1) bereavement day to a later date to attend a memorial service or celebration of life.

13.02 When a death occurs to an employee's family while the employee is on vacation, then the applicable days of bereavement leave shall be allowed and be provided in equivalent days at a later day.

#### ARTICLE 14 – HOURS OF WORK AND OVERTIME

14.01 The provisions of this Article, with reference to hours of work, shall not be construed as a guarantee of any specified hours of work either per day or per week.

14.02 The normal workweek shall consist of five (5) consecutive eight-hour shifts, Monday through Friday.

The schedule of starting and quitting times shall be as follows:

Day Shift	7:00 a.m. to 3:00 p.m.
Afternoon Shift	3:00 p.m. to 11:00 p.m.
Night Shift	11:00 p.m. to 7:00 a.m.

The Utility position regular hours will start and end 30 minutes prior to the regular shift hours of all other Corrugator positions. This applies to all shift schedules.

#### Corrugator Department (Corrugator 10 hour shift agreement):

- A. The schedule shall apply to employees posted on the Corrugator as well as employees posted in the position of Corrugator Transfer Cart Operator.

B. The normal workweek shall consist of four (4) ten-hour shifts, Monday through Friday and will be paid at straight time with a rotational day off. The day off will be rotated throughout the week on an equitable basis.

Day shift: 5:00am to 3:00pm

Afternoon shift: 3:00pm to 1:00am

C. All employees covered under this agreement will receive an additional ten (10) minute break during their shift.

D. Overtime at the rate of time and one half will be paid for all work in excess of ten (10) work hours in any one day.

E. Statutory holidays shall be paid based on the employee's regular hourly rate multiplied by either 8 hours for non-scheduled working days or by 10 hours on a scheduled working day.

F. With the exception of the articles as amended by this (10) Hour Shift Agreement, all other articles of the Labour Agreement apply.

### Maintenance Department

Employees working in the Maintenance Department will rotate weekly between the Night Shift, Afternoon Shift, and the Day Shift. Where there is an employee who volunteers or is specifically hired to work the night shift, only the day and afternoon shifts will rotate.

### Other Departments

Employees working on the Day Shift and the Afternoon Shift will rotate weekly. Employees working on the Night Shift will do so on a steady basis and will not rotate with the Day Shift and the Afternoon Shift.

In the event that the Company is unable to fill the required positions on the Night Shift on a steady basis, then the Company and the Union will meet to discuss a temporary solution to staff the Night Shift, until such time as the positions can be filled on a steady basis.

The above shift scheduling applies to individual machines and classifications and/or a full scheduled shift.

#### 14.03 Rest Periods

There shall be one (1) ten (10) minute paid rest period and one (1) twenty (20) minute paid lunch period during each full shift worked. For further clarity, a two (2) minute travel allowance at the beginning and end of the rest and lunch period will be permitted.

Employees working past their regular shift by two (2) hours or more will be allowed a ten (10) minute paid rest period at commencement or immediately preceding commencement, at the Company's discretion.

For machines on a continuous run operation, breaks and lunch periods will be scheduled as to ensure the continuous run.

#### 14.04 (a) Overtime Rates

Overtime at the rate of two times (2x) the employees' regular hourly rate shall be paid for all work performed on Sundays.

Overtime at the rate of time and one half (1.5x) the employees' regular hourly rate shall be paid for all work performed on Saturday's and in excess of eight (8) hours in a day, Monday through Friday.

An employee who is absent on Friday without prior written approval, will not be permitted to work Saturday overtime.

#### (b) Meal Allowance

Employees who work two (2) hours or more beyond the end of their shift will receive a meal allowance of \$10.00 from the Company unless one (1) days' notice is given.

#### (c) Shift Premium

A shift premium of \$0.70 per hour will apply to all hours worked on the afternoon shift and \$1.10 will apply to all hours worked on the night shift.

(d) For clarity, regular hourly rate does not include shift, lead hand, or training premiums. Shift premiums will be paid based on the shift premium applicable to the hours actually worked.

#### 14.05 Recall Back to Work

An employee who has been called back to work after leaving the Company premises shall be guaranteed a minimum of four (4) hours pay at time and one-half their hourly rate or time and one-half for the hours worked, whichever is greater.

#### 14.06 Reporting Pay

An employee reporting for work on their regular scheduled shift, unless notified not to report for work prior to four hours before the start of the employee's shift, shall be provided with at least four (4) hours work at straight time hourly rate in lieu thereof. The foregoing shall not apply if the work stoppage is caused by fire, storm, failure of utilities, machinery breakdown, the employee could not be reached at the telephone number recorded in the Company's files, or a labour dispute.

#### 14.07 (a) Shift Scheduling – Steady Days

When any job requires an employee to work steady days, the employee in the job with the most plant wide seniority will be given first opportunity and so on and so forth. However, the Company reserves the right to maintain at all times crews capable of performing the job required efficiently.

#### (b) Shift Scheduling – Weekly Schedule

- (1) The Company will endeavour to post a complete weekly schedule. This schedule will be posted by 2:00 p.m. on the second last regular scheduled shift of any work week.
- (2) In order for the above to be possible, employees absent from work due to illness, Workers Compensation, or leave of absence must notify the Company of their intention to return to work no later than 12:00 p.m. (noon) on the second last regular scheduled shift in any work week.
- (3) Any employee calling in after 12:00 p.m. (noon) on the second last regular scheduled shift may be required to do the job of a lower classification for one week and be paid the rate of the lower classification. The following week they will be posted to their proper position.
- (4) The Company will give one week notice to employees that will be scheduled

outside of the normal rotation and or scheduled from “midnights to a shift” unless an employee volunteers.

#### 14.08 Overtime

The Company shall have the right to schedule overtime when in its discretion same is required, provided overtime is scheduled twenty-four hours in advance. In the case of any individual employee, the Company will consider any reasonable request to be excused from overtime work on any particular occasion for valid reasons. However, overtime shall be voluntary from January through to the end of August. The Company will post a list indicating when overtime is required.

In the event of an overtime opportunity where the position is vacant and not filled on the weekly schedule, then the overtime opportunity will be offered to the last person who performed the job.

When there is 24 hours or more notice for Saturday overtime:

The Company will post a list indicating when overtime is required. The list will be posted for a minimum of twenty-four (24) hours. Employees will have until 1:30pm to put their name on the list in order to be eligible for the scheduled overtime. The Company will provide a copy of the overtime list to the Union. The listing shall include the time in which it was posted.

For purposes of clarity, if the overtime is posted at 9:30am on Monday employees will have until Tuesday at 1:30pm to put their name on the list. If the overtime is posted at 2pm on Monday employees will have until Wednesday at 1:30pm to put their name on the list.

Employees will have until 1:30 p.m. on the day shift, 9:30 p.m. on the afternoon shift, and 5:30 a.m. on the night shift to put their name on the list in order to be eligible for the scheduled overtime. Scheduled overtime will be distributed to the names on the list and unscheduled overtime will be distributed to employees as follows:

##### (a) Stay-back Overtime

- (1) The employee scheduled on the job where the overtime work is required will be given the first opportunity to stay back.
- (2) Employees scheduled in the job classification, if qualified, will then be given the same opportunity to stay back, in order of their plant-wide seniority.

(3) Employees in the remaining job classifications may then be given the same opportunity to stay back, in order of their plant-wide seniority, providing they are reasonably qualified to perform the work required.

(b) Call-in Overtime

(1) The employee scheduled on the job where the overtime work is required will be given the first opportunity to be called in.

(2) Employees scheduled in the job classification, if qualified, will then be given the same opportunity to be called in, in order of their plant-wide seniority.

(3) Employees in the remaining job classifications may then be given the same opportunity to be called in, in order of their plant-wide seniority, providing they are reasonably qualified to perform the work required.

(c) Weekend Overtime

(1) The day shift from the schedule preceding the weekend overtime will be asked first for Saturday overtime, the afternoon shift will be asked first for Sunday overtime, and the night shift will be asked first for Friday night overtime. For clarity, Friday overtime means hours worked during the period from Friday at 11:00 p.m. to Saturday at 7:00 a.m.

To clarify and to better govern the fair distribution of weekend overtime, Employees working steady days will be tagged to a specific shift, A or B, and regular overtime will apply.

(2) The employee scheduled on the job where the overtime work is required will be given the first opportunity.

(3) Employees scheduled in the job classification, if qualified, will then be given the same opportunity, in order of their plant wide seniority.

(4) Employees in the remaining job classifications may then be given the same opportunity, in order of their plant wide seniority, providing they are reasonably qualified to perform the work required.

(5) Should by chance a rush order come through late on a Friday the company will

not be precluded from requesting the afternoon shift to work the necessary weekend overtime first.

- (d) General Help overtime will be made available to employees by shift in order of their plant-wide seniority. General Help wage rates will apply.
- (e) Employees who are not performing the full and regular job duties of their assignment due to an accommodation or active work hardening program, will be permitted to work overtime, provided doing so does not violate the medical restrictions/limitations and is within the employee's safe functional capabilities.

## ARTICLE 15 – WAGES AND GRADES

15.01 Schedule "A" hereto headed "Wages and Grades" is hereby made a part of this Agreement.

15.02 When a new classification is created, or there is a significant change to existing classifications the Union and Company shall negotiate a wage rate. Should the parties be unable to agree to a wage rate the matter shall be subject to the grievance and arbitration procedure. It is clearly understood that the arbitrator has jurisdiction to hear the grievance and determine a wage rate.

## ARTICLE 16 – TEMPORARY TRANSFERS

16.01 In the event an employee is temporarily transferred for a period of time in excess of one hour to a higher rated job classification, they shall receive the rate of that higher rated classification for the full period of the transfer. If an employee is temporarily transferred to a lower rated job classification, the rate of pay of their normal classification will be maintained.

In the case where it is known that a vacancy will be for longer than two (2) weeks, temporary transfers shall be to a maximum of two (2) weekly schedules. However, should the temporary transfer commence between schedules, the two (2) weeks will commence at the start of the following weekly schedule.

At this period the temporary transfer will be considered as a temporary vacancy and shall be followed under Article 24.05, Temporary Vacancies.

In the case where a vacancy was expected to be two (2) weeks or less and then unexpectedly goes past the two (2) week period above, the temporary transfer may be

to a maximum of four (4) weeks. At this period, the temporary transfer will be considered as a temporary vacancy and shall be followed under article 24.05, Temporary Vacancies.

## ARTICLE 17 – PLANT HOLIDAYS

17.01 The following plant holidays, regardless of when they fall, will be granted with pay to all employees who have completed their probationary period:

New Year's Day	Civic Holiday
Good Friday	Labour Day
Victoria Day	Thanksgiving Day
Canada Day	Day Before Christmas
Christmas Day	Boxing Day
Floating Days (2)	

Floating Days will be designated by the Company during Christmas Holidays with notice provided to employees as far in advance as possible.

Payment for such holidays shall be based on the employee's regular hourly rate multiplied by the number of hours they would normally have worked on such day. When any of the said holidays falls on other than a regular working day, the Company will designate another day upon which the holiday will be celebrated within one (1) week from that day.

17.02 In order to be entitled to payment for a plant holiday an employee must have worked their full scheduled shift immediately preceding their holiday and their full scheduled shift immediately following their holiday, however, there will be a one (1) hour grace period for lateness with a bona fide reason.

17.03 If an employee works on one of the above named holidays they shall receive payment at two (2) times the hours actually worked by them in addition to receiving their holiday pay, or at the employee's option, they shall receive an additional day with pay to be taken at a time that is mutually agreeable to the employee and the supervisor, provided it is taken no later than the end of the contract year and provided it does not interfere with production.

17.04 If the holiday occurs during an employee's vacation, they shall receive an additional day with pay or have one day added to their vacation at the employee's option, provided it is taken no later than the end of the contract year and provided it does not

interfere with production.

17.05 Each employee will be entitled to one (1) floating holiday (not a plant-wide shutdown) to be scheduled at a time agreed to between the employee and the Company.

#### ARTICLE 18 – VACATIONS WITH PAY

18.01 (a) All employees who have acquired one (1) year's seniority with the Company shall receive two (2) weeks vacation.

(b) All employees who have acquired five (5) years seniority with the Company shall receive three (3) weeks vacation.

(c) All employees who have acquired ten (10) years seniority with the Company shall receive (4) four weeks vacation.

(d) All employees who have acquired twenty (20) years seniority with the Company shall receive five (5) weeks vacation.

(e) Employee's who have acquired 5, 10, and 20 years seniority after July 1<sup>st</sup> in any vacation year shall receive an additional week of vacation, which is to be taken prior to July 1<sup>st</sup> the following year. Vacation pay for this week shall be calculated at the employee's regular hourly rate times 40 hours.

18.02 Vacation pay will be calculated at the rate of 2.4% of the employee's total wages earned from the Company during the twelve (12) months immediately preceding their anniversary date, for each week of vacation received in accordance with Article 18.01.

Employees with less than one year service shall receive vacation pay in accordance with the Employment Standards Act.

18.03 Vacations shall be taken within twelve (12) months after July 1<sup>st</sup> in any year and before June 30<sup>th</sup> of the following year at times scheduled by the Company to cause the least disturbance to the efficient operation of the plant and cannot be accumulated.

Vacation pay will be paid out on the last day prior to the commencement of a scheduled vacation at the employee's request. Only the accrued amount for the time booked off will be paid out.

18.04 The Company agrees to post the vacation schedule on the bulletin board each year

from March 15<sup>th</sup> to April 15<sup>th</sup>.

Subject to 18.01, 18.02 and 18.03 the senior employee shall have preference over a less senior employee for the same available vacation period, provided both have scheduled their vacation before April 15<sup>th</sup>. Where the senior employee who has not scheduled their vacation before April 15<sup>th</sup>, seniority rights will be forfeited to the less senior employee who has scheduled vacations before April 15<sup>th</sup>. Employees on a recognized leave will be contacted by the employer and given the opportunity to schedule their vacations. The Company reserves the right to maintain at all times crews capable of performing the jobs required.

The vacation schedule shall be posted by the employer on May 15<sup>th</sup>. No changes shall be made to an employee's vacation once the schedule has been posted unless mutually agreed between the parties.

Vacations will be granted based on seniority as per the vacation schedule criteria as outlined above. It is clearly understood that the 3<sup>rd</sup>, 4<sup>th</sup> and 5<sup>th</sup> weeks requested during this timeframe shall be granted only after all other eligible employees have had the opportunity to schedule two (2) weeks of their vacation entitlement during the months of July, August, and September.

When an employee submits a vacation request the Company shall respond in writing within five (5) regular working days.

18.05 Should the Company schedule a plant shutdown (a shutdown could be a full shift or all shifts) for vacation purposes it is recognized that this shutdown period will be all or part of an employee's vacation. The Company will provide three (3) months notice in the event that a shutdown for vacation purposes is scheduled.

18.06 Employees must take their full vacation time entitlement as outlined in the Employment Standards Act.

## ARTICLE 19 – HEALTH AND SAFETY

19.01 Both parties hereto will co-operate to the fullest extent reasonably possible toward the prevention of accidents and the promotion of the health and safety of the employees of the Company. It is hereby agreed that it shall be the duty of the employees to make use of all protective devices and equipment made available by the Company.

- 19.02 The Joint Health and Safety Committee will consist of two (2) Union members and two (2) Company members. The Company will pay for a Certified Member at the Workers Health and Safety Centre.
- 19.03 The Company will provide seniority employees, except skilled trades and wet end corrugator employees, with a boot allowance of one hundred and fifty dollars (\$150.00) per year payable on a separate cheque on their date of acquiring seniority status and payable thereafter on this date on a yearly basis. The Company will provide seniority skilled trades and wet end corrugator employees with a boot allowance of \$180.00.

ARTICLE 20 – BENEFITS

20.01 In accordance with the policy between the Company and its insurance carrier, the Company agrees to pay the full premium cost for employee’s hired before the date of ratification, of the following benefit plans. Employees hired after date of ratification (August 7, 2011) will be required to pay twenty percent (20%) of Health Care, Prescriptions, Dental and Ambulance of the following benefit plans:

(a) Life Insurance and A.D. & D.

Employees	\$60,000.00
Life Insurance for Dependents	\$15,000.00
Children 14 days but less than 21 years (26 if student)	\$10,000.00

(b) Extended Health Care

Hospitalization - Semi-private coverage

- Includes: Drugs, Ambulance
- Chiropractors and Physiotherapists to \$800 per year
- Below health practitioners to \$600 per year
- Speech Therapists
- Osteopaths
- Naturopaths
- Massage Therapy

- Laboratories
- Prosthesis, Oxygen, etc.

Registered Nurse (80%)

\*For limitations to the above coverage, refer to the employee booklet.

(c) Dental Care

Basic services:

90% coverage per calendar year maximum for each insured person:

- \$1750

Major Restorative services:

50% coverage per calendar year maximum for each insured person:

- \$1800

Orthodontic services:

50% coverage to a lifetime maximum for each dependent child:

- \$1800

\* For limitations to the above coverage, refer to the employee booklet.

(d) Short Term Disability

1-1-6-26 providing benefits of 67% of weekly earnings up to the EI maximum (6 means 5 regular working day waiting period; Company keeps EI rebate).

20.02 Long Term Disability

In accordance with the policy between the Company and its insurance carrier, the employees agree to pay the full premium cost for long term disability insurance as follows:

66.7% of the first \$2,250 of monthly basic earnings,  
50% of the next \$3,500, plus  
44% of the balance with a maximum monthly benefit of \$5,000.

Payment commences following a twenty-six (26) week waiting period.

The Company will deduct Long Term Disability premiums from the first four (4) pay's each month. Employees are responsible for LTD premiums during a leave. Payment(s) will be made directly to the Company or deducted monthly from the accrued vacation pay.

20.03 Vision Care

\$350.00 every twenty-four (24) months for adults and 18 months for children.

Eye examinations every twenty-four (24) months to a maximum of \$120.00.

20.04 Doctor's Certificate

When requested to provide a doctor's certificate, the employee will be reimbursed for such costs on the next pay cheque providing a receipt is submitted to the Company.

20.05 Eligibility

To be eligible for coverage under the above benefits, an employee must have completed their probationary period. Coverage under all benefit plans, with the exception of Long-Term Disability, will cease for those employees after thirty (30) months of continuous absence from the date of sickness or disability.

ARTICLE 21 – GROUP R.R.S.P.

21.01 The Company will establish and contribute to a Group R.R.S.P. on behalf of the employees under the following terms:

- (a) enrolment by the employee is optional.
- (b) the employee must have acquired one (1) year's seniority. Upon completion of probation period Employees shall have RRSP deduction at their request as Employee Contribution.

It is clearly understood that there will be no Company contribution during this time.

- (c) administration of the Group R.R.S.P. will be the responsibility of the financial institution.
- (d) the only fee that will be incurred under the Group R.R.S.P. will be for the partial or full withdrawal of funds from the plan and the financial institution will charge

these to the employee.

- (e) once enrolled, the employee must remain a member of the plan while they are employed by the Company.
- (f) the employee will contribute a percentage of their gross earnings to the Group R.R.S.P. on a weekly basis in the form of a payroll deduction, and based on seniority, the employee will have the option of the following contribution levels:
  - 3.0% for employees with 1 to 4 years seniority
  - 4.0% for employees with 5 to 9 years seniority
  - 4.5% for employees with 10 to 14 years seniority
  - 5.0% for employees with 15 to 19 years seniority
  - 6.0% for employees with 20 or more years seniority
- (g) the Company will contribute an amount equal to the employee's contribution, based on the maximums set out in (f) above to a separate account in the employee's name.
- (h) the employee will be given a choice by the financial institution of investment alternatives for both the employee and the employer contributions.
- (i) Employee and Employer contributions may be withdrawn under specific circumstances as outlined by CRA for new Home Buyers' Plan (HBP) and Lifelong Learning Plan (LLP). Repayment of the withdrawn amounts from either plan will follow the guidelines as outlined by CRA.
- (j) Employee contributions may be withdrawn by written request. Employer contributions will be suspended for 12 months following an approved withdrawal.

## ARTICLE 22 – JURY AND WITNESS DUTY

22.01 Any employee who has completed their probationary period and who is required to serve on a jury shall be paid the difference between the amount paid for such pay and their normal pay computed at their normal hourly rate for hours lost from work up to forty (40) hours in a week subject to the following provisions:

- (a) The employee must notify Human Resources within five (5) days after receipt of notice for selection of jury duty.

- (b) Employees selected for jury duty who are on other than the day shift will be assigned to the day shift for those days they are required to serve as jurors.
- (c) Subpoena Crown Witness: The employee will present proof of service and the amount of pay received. The same principle will be applied as in the case of an employee who is called to jury duty.

#### ARTICLE 23 – COLLECTIVE AGREEMENTS

23.01 The Company and the Union will split the cost of printing the Agreement with sufficient copies of the Agreement for the Committee and the Local and National Unions. Copies will be printed by a Unionized Printer.

#### ARTICLE 24 – JOB POSTINGS

24.01 All permanent vacancies in the bargaining unit will be posted on the Bulletin Boards within five (5) working days and any employee in the bargaining unit may make application for such vacancy. All applicants will both print and sign their name on the posting. Employees signing a posting and not accepting the trial/training period, will forfeit their right to future postings for the same job for a period of six (6) months. The posting will include the Job Classification, rate of pay, and hours of work only, however, a physical demands analysis may be posted alongside.

To be eligible, employees must submit their application prior to the end of the third working day of the posting. The appointment will be filled on the following factors:

- (a) seniority
- (b) skill and ability

When the factors in (b) above are relatively equal then (a) will govern.

Where an employee has obtained skill and ability while on a temporary transfer this acquired skill and ability can not be used to void an applicant with more seniority unless the senior applicant does not possess the necessary qualifications to apply for the vacancy.

The successful applicant for a posted job will be given a trial/training period for up to thirty (30) working days when necessary. During the trial/training period, applicants shall be paid .50 cents per hour less than the classified job rate or their own classified job rate, whichever is greater, providing the posting is for an upward rate of pay

progression.

Where it is apparent that an employee is unable to perform the normal requirements of this posting, during the trial/training period they will be returned to their former job at their former rate of pay, as will any other employee in this bargaining unit who has been promoted or transferred as a result of the original job posting.

Where it is apparent that an employee is able to perform the normal requirements of the posting they will be confirmed into the position and receive the full rate of pay.

Where there is neither an applicant nor an acceptance of a vacancy, the Company reserves the right to fill the position externally.

#### 24.02 Lines of Progression

A line of progression is defined as a group of job classifications that relate to the operation of a machine, press, group of presses, or corrugator.

Vacancies in a line of progression will be filled on the basis of seniority for the purpose of moving up, down or lateral.

There will be no downward postings within a line of progression unless for medical or compassionate reasons. Should a person post down within a line of progression for medical reasons they shall have a period of one (1) year to reclaim their original position.

Should an employee post out of a line of progression the employee will only be permitted to re-enter a line in a vacant entry-level position.

All vacancies and subsequent vacancies within a line of progression in the Press department will be filled as follows:

<b>Flexo Folder Gluer</b>	<b>Die Cutter</b>
Martin	Hycorr 78
S&S 113	Hycorr 128
McKinley	Ward
Grant	TCY

## OPERATOR

First, the most senior applicant within the same classification will be awarded the position until the vacancies within the classification have been filled.

Second, the most senior applicant (2<sup>nd</sup> Person) will be awarded the position.

Third, the most senior applicant (3<sup>rd</sup> Person) will be awarded the position.

Should there be no applicants within the Operator, 2<sup>nd</sup> Person or 3<sup>rd</sup> Person positions, the job will be awarded to the applicant according to 24.01.

## 2<sup>nd</sup> PERSON

The most senior applicant within the same classification will be awarded the position first until the vacancies with the classification have been filled.

Secondly, the most senior applicant (3<sup>rd</sup> Person) will be awarded the position.

Should there be no applicants within the 2<sup>nd</sup> Person or 3<sup>rd</sup> Person positions, the job will be awarded to the applicant according to 24.01.

## 3<sup>RD</sup> PERSON

The most senior applicant within the same classification will be awarded the position first until the vacancies within the classification have been filled.

Should there be no applicants within the 3<sup>rd</sup> Person positions, the job will be awarded to the applicant according to 24.01.

CORRUGATOR    SINGLE FACE/KNIFE OPERATOR  
                          DOUBLE BACKER  
                          UTILITY  
                          CLAMP TRUCK  
                          STACKER

Vacancies will be posted. For the purpose of Job Postings and the Line of Progression the Single Face Operator and Knife Operator will be considered the same classification.

Vacancies will be awarded by seniority in the same classification and then by seniority in the classification immediately below and so on.

Should there be no applicant within the line, the applicant will be awarded the job according to 24.01.

24.03 All vacancies which may occur as a result of filling the original permanent vacancy shall be posted except for general help jobs.

24.04 An employee who is unsuccessful or does not complete the trial/training period for a job posting will be precluded from applying for the same classification for six (6) months.

24.05 Temporary vacancies will be posted as a temporary vacancy and filled according to the following:

a) Outside a Line of Progression:

Temporary vacancies will be awarded to qualified employees on the same shift first, and then to qualified employees on all shifts. When the temporary vacancy expires then all employees affected shall be returned to their former jobs and their rates of pay. If a temporary vacancy becomes a permanent vacancy then this permanent vacancy shall be posted.

b) Inside a Line of Progression:

Temporary vacancy will be filled in accordance with 24.02 until such time as the temporary vacancy becomes permanent, with the exception that the position will be offered to qualified employees on the same shift first, and then to qualified employees on all shifts. No employee shall be forced off their posted position in order to fill a temporary vacancy inside a line of progression, therefore, should a qualified employee not be available, then the position will be filled in accordance with 24.05(a) until such time as a qualified employee is available.

While holding a temporary posting an employee will not be eligible to post for another temporary posting while in that position.

In the case of a temporary vacancy, the Company will post two (2) subsequent postings after the original posting.

Employees on a leave of absence, excluding vacation and bereavement leave, are not eligible to apply for temporary postings, unless the confirmed return to work date to full duties and hours is on or before the closing date of the posting.

24.06 Employees will not be entitled to post for a lower rated job, unless for:

1. Compassionate or medically certified reasons
2. Entry Level into a line of progression
3. Feeder position in to the Flexo Folder Gluer line provided the position has not been filled as per 24.02
4. Position outside a Line of Progression

24.07 Company will supply the chairperson with a copy of all job postings upon request.

24.08 The name of the successful applicant(s) and a notice of all canceled job postings will be posted on a weekly basis.

- a) The employee will be scheduled in the new position or receive the new rate of pay no later than the beginning of the fourth weekly schedule following being named the successful applicant.
- b) Further to a) above, where a certificate or license is required as a condition of the position and it is not obtained by the fourth weekly schedule, the new rate of pay will begin starting the next schedule to be posted following receipt of the certificate/license.
- c) Where the delay of the license or certificate training is the responsibility of the Company, the new rate of pay will begin in accordance with 24.08 (a).

#### ARTICLE 25 – PAY DAY

25.01 Employees will receive their pay on a weekly basis on Thursdays either by cheque or direct deposit at their option. Any employee who has an abnormal record of absenteeism or tardiness after having received their weekly pay will receive their pay at the end of their regular shift on Friday. Employee will be eligible to return to direct deposit after 3 months with improvement of attendance to that of the plant average.

When Friday is declared a statutory holiday, the afternoon shift employees will receive their pay cheques on Wednesday, dated for deposit on Thursday.

#### ARTICLE 26 – REPORTING ABSENCE

26.01 Call-in's must be reported no later than one (1) hour prior to the start of the employee's scheduled shift, except where a reasonable reason is provided.

ARTICLE 27 – TERMINATION OF AGREEMENT

27.01 This Agreement shall remain in force until December 31<sup>st</sup>, 2026 (4 years) and shall continue in effect from year to year thereafter unless either party notifies the other in writing, during the period of ninety (90) calendar days prior to the expiration date of this Agreement.

IN WITNESS THEREOF each of the parties hereto has caused this Agreement to be signed by its duly authorized representatives as of the date herein.

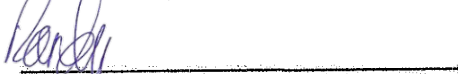
Dated this 26 day of October 2023

FOR THE UNION:

Lisa Marks



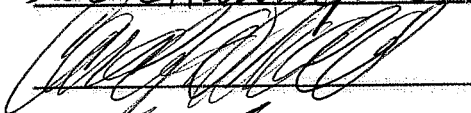
Randy Kitt



Sean Harrington



Carolyn Arnold



Terry Everitt



Dave Nicol

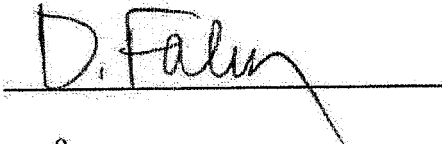


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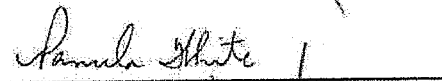


FOR THE COMPANY:

Dan Faber



Pamela White



Yvan Santin



Stephen Moore



## SCHEDULE A – WAGES AND GRADES Year 2023

### Inside a line Progression

CORRUGATOR	Start	6 Months	9 Months	12 Months
Single Face Operator	\$26.99	\$27.94	\$28.93	\$29.63
Knife Operator				
Double Back Operator	\$25.44	\$26.33	\$27.26	\$27.92
Utility Operator	\$24.35	\$25.19	\$26.07	\$26.70
Clamp Truck Operator	\$24.02	\$24.85	\$25.72	\$26.34
Stacker	\$22.65	\$23.44	\$24.24	\$24.82

PRESS	Start	6 Months	9 Months	12 Months
Operator	\$25.67	\$26.57	\$27.51	\$28.17
2 <sup>nd</sup> Person	\$22.93	\$23.73	\$24.54	\$25.13
3 <sup>rd</sup> Person if applicable	\$22.28	\$23.05	\$23.84	\$24.41

### Outside a line Progression

	Start	6 Months	9 Months	12 Months
Electrician				\$40.27
Mechanic Class I				\$40.27
Mechanic Apprentice Phase IV				\$30.55
Mechanic Apprentice Phase III				\$27.90
Mechanic Apprentice Phase II				\$27.31
Mechanic Apprentice Phase I				\$25.71
Shipper	\$24.10	\$24.96	\$25.82	\$26.44
Die Coordinator	\$24.02	\$24.85	\$25.72	\$26.34
Forklift Operator	\$23.64	\$24.68	\$25.32	\$25.93
Corrugator Transfer Cart Operator				
Greaser	\$22.99	\$23.78	\$24.60	\$25.19
Unitizer Operator	\$22.83	\$23.61	\$24.44	\$25.02
Press Transfer Cart Operator	\$21.86	\$22.60	\$23.39	\$23.93
Slitter / Slotter Operator				
Taper / Gluer Operator				
Baler Operator	\$21.32	\$22.04	\$22.80	\$23.33
Stitcher Operator				
Eccentric Slotter Operator				
Custodian	\$20.74	\$21.45	\$22.18	\$22.69
General Help	\$20.37	\$21.05	\$21.78	\$22.28

### ELITE, J & L, CURTAIN COATER, AUTOMATANS

Operator	\$24.63	\$25.48	\$26.38	\$27.01
2 <sup>nd</sup> Person	\$22.28	\$23.05	\$23.84	\$24.41
3 <sup>rd</sup> Person if applicable	\$21.32	\$22.04	\$22.80	\$23.33

Training rate \$0.50 per hour while training other employees

Training rate for skilled trades \$1.00 per hour as it relates to mentorship in the Apprenticeship Program

Lead hand rate \$0.75 per hour while performing lead hand duties

Dual ticket wage: \$2.00 per hour premium over the regular hourly rate of licensed Class 1 Mechanic

## SCHEDULE A – WAGES AND GRADES Year 2024

### Inside a line Progression

<b>CORRUGATOR</b>	<b>Start</b>	<b>6 Months</b>	<b>9 Months</b>	<b>12 Months</b>
Single Face Operator	\$27.80	\$28.78	\$29.80	\$30.52
Knife Operator				
Double Back Operator	\$26.20	\$27.12	\$28.08	\$28.76
Utility Operator	\$25.08	\$25.95	\$26.85	\$27.50
Clamp Truck Operator	\$24.74	\$25.60	\$26.49	\$27.13
Stacker	\$23.33	\$24.14	\$24.97	\$25.57

<b>PRESS</b>	<b>Start</b>	<b>6 Months</b>	<b>9 Months</b>	<b>12 Months</b>
Operator	\$26.44	\$27.36	\$28.33	\$29.01
2 <sup>nd</sup> Person	\$23.62	\$24.44	\$25.28	\$25.88
3 <sup>rd</sup> Person if applicable	\$22.95	\$23.74	\$24.56	\$25.14

### Outside a line Progression

	<b>Start</b>	<b>6 Months</b>	<b>9 Months</b>	<b>12 Months</b>
Electrician				\$41.48
Mechanic Class I				\$41.48
Mechanic Apprentice Phase IV				\$31.47
Mechanic Apprentice Phase III				\$28.74
Mechanic Apprentice Phase II				\$28.13
Mechanic Apprentice Phase I				\$26.48
Shipper	\$24.82	\$25.70	\$26.60	\$27.24
Die Coordinator	\$24.74	\$25.60	\$26.49	\$27.13
Forklift Operator	\$24.35	\$25.42	\$26.08	\$26.70
Corrugator Transfer Cart Operator				
Greaser	\$23.68	\$24.49	\$25.34	\$25.95
Unitizer Operator	\$23.51	\$24.32	\$25.17	\$25.77
Press Transfer Cart Operator	\$22.51	\$23.28	\$24.09	\$24.65
Slitter / Slotter Operator				
Taper / Gluer Operator				
Baler Operator				
Stitcher Operator	\$21.96	\$22.71	\$23.48	\$24.03
Eccentric Slotter Operator				
Custodian	\$21.37	\$22.09	\$22.84	\$23.38
General Help	\$20.98	\$21.68	\$22.43	\$22.95

### ELITE, J & L, CURTAIN COATER, AUTOMATANS

Operator	\$25.36	\$26.25	\$27.17	\$27.82
2 <sup>nd</sup> Person	\$22.95	\$23.74	\$24.56	\$25.14
3 <sup>rd</sup> Person if applicable	\$21.96	\$22.71	\$23.48	\$24.03

Training rate \$0.50 per hour while training other employees

Training rate for skilled trades \$1.00 per hour as it relates to mentorship in the Apprenticeship Program

Lead hand rate \$0.75 per hour while performing lead hand duties

Dual ticket wage: \$2.00 per hour premium over the regular hourly rate of licensed Class 1 Mechanic

## SCHEDULE A – WAGES AND GRADES Year 2026

### Inside a line Progression

<b>CORRUGATOR</b>	<b>Start</b>	<b>6 Months</b>	<b>9 Months</b>	<b>12 Months</b>
Single Face Operator	\$29.49	\$30.53	\$31.61	\$32.38
Knife Operator				
Double Back Operator	\$27.80	\$28.77	\$29.79	\$30.51
Utility Operator	\$26.60	\$27.53	\$28.49	\$29.18
Clamp Truck Operator	\$26.24	\$27.16	\$28.10	\$28.78
Stacker	\$24.75	\$25.61	\$26.49	\$27.12

<b>PRESS</b>	<b>Start</b>	<b>6 Months</b>	<b>9 Months</b>	<b>12 Months</b>
Operator	\$28.05	\$29.03	\$30.06	\$30.78
2 <sup>nd</sup> Person	\$25.06	\$25.93	\$26.82	\$27.46
3 <sup>rd</sup> Person if applicable	\$24.35	\$25.18	\$26.05	\$26.67

### Outside a line Progression

	<b>Start</b>	<b>6 Months</b>	<b>9 Months</b>	<b>12 Months</b>
Electrician				\$44.00
Mechanic Class I				\$44.00
Mechanic Apprentice Phase IV				\$33.38
Mechanic Apprentice Phase III				\$30.49
Mechanic Apprentice Phase II				\$29.84
Mechanic Apprentice Phase I				\$28.09
Shipper	\$26.33	\$27.27	\$28.22	\$28.89
Die Coordinator	\$26.24	\$27.16	\$28.10	\$28.78
Forklift Operator	\$25.84	\$26.96	\$27.66	\$28.33
Corrugator Transfer Cart Operator				
Greaser	\$25.13	\$25.98	\$26.89	\$27.53
Unitizer Operator	\$24.95	\$25.80	\$26.71	\$27.34
Press Transfer Cart Operator	\$23.88	\$24.70	\$25.55	\$26.15
Slitter / Slotter Operator				
Taper / Gluer Operator				
Baler Operator				
Stitcher Operator	\$23.30	\$24.09	\$24.91	\$25.50
Eccentric Slotter Operator				
Custodian	\$22.01	\$22.75	\$23.53	\$24.08
General Help	\$21.61	\$22.33	\$23.10	\$23.64

### ELITE, J & L, CURTAIN COATER, AUTOMATANS

Operator	\$26.91	\$27.84	\$28.83	\$29.51
2 <sup>nd</sup> Person	\$24.35	\$25.18	\$26.05	\$26.67
3 <sup>rd</sup> Person if applicable	\$23.30	\$24.09	\$24.91	\$25.50

Training rate \$0.50 per hour while training other employees

Training rate for skilled trades \$1.00 per hour as it relates to mentorship in the Apprenticeship Program

Lead hand rate \$0.75 per hour while performing lead hand duties

Dual ticket wage: \$2.00 per hour premium over the regular hourly rate of licensed Class 1 Mechanic

## SCHEDULE A – WAGES AND GRADES Year 2025

### Inside a line Progression

<b>CORRUGATOR</b>	<b>Start</b>	<b>6 Months</b>	<b>9 Months</b>	<b>12 Months</b>
Single Face Operator	\$28.63	\$29.64	\$30.69	\$31.44
Knife Operator				
Double Back Operator	\$26.99	\$27.93	\$28.92	\$29.62
Utility Operator	\$25.83	\$26.73	\$27.66	\$28.33
Clamp Truck Operator	\$25.48	\$26.37	\$27.29	\$27.94
Stacker	\$24.03	\$24.87	\$25.72	\$26.33

<b>PRESS</b>	<b>Start</b>	<b>6 Months</b>	<b>9 Months</b>	<b>12 Months</b>
Operator	\$27.23	\$28.18	\$29.18	\$29.88
2 <sup>nd</sup> Person	\$24.33	\$25.17	\$26.04	\$26.66
3 <sup>rd</sup> Person if applicable	\$23.64	\$24.45	\$25.29	\$25.89

### Outside a line Progression

	<b>Start</b>	<b>6 Months</b>	<b>9 Months</b>	<b>12 Months</b>
Electrician				\$42.72
Mechanic Class I				\$42.72
Mechanic Apprentice Phase IV				\$32.41
Mechanic Apprentice Phase III				\$29.60
Mechanic Apprentice Phase II				\$28.97
Mechanic Apprentice Phase I				\$27.27
Shipper	\$25.57	\$26.48	\$27.40	\$28.05
Die Coordinator	\$25.48	\$26.37	\$27.29	\$27.94
Forklift Operator	\$25.08	\$26.18	\$26.86	\$27.50
Corrugator Transfer Cart Operator				
Greaser	\$24.39	\$25.23	\$26.10	\$26.73
Unitizer Operator	\$24.22	\$25.05	\$25.93	\$26.54
Press Transfer Cart Operator	\$23.19	\$23.98	\$24.81	\$25.39
Slitter / Slotter Operator				
Taper / Gluer Operator				
Baler Operator				
Stitcher Operator	\$22.62	\$23.39	\$24.19	\$24.76
Eccentric Slotter Operator				
Custodian	\$22.01	\$22.75	\$23.53	\$24.08
General Help	\$21.61	\$22.33	\$23.10	\$23.64

### ELITE, J & L, CURTAIN COATER, AUTOMATANS

Operator	\$26.12	\$27.03	\$27.99	\$28.66
2 <sup>nd</sup> Person	\$23.64	\$24.45	\$25.29	\$25.89
3 <sup>rd</sup> Person if applicable	\$22.62	\$23.39	\$24.19	\$24.76

Training rate \$0.50 per hour while training other employees

Training rate for skilled trades \$1.00 per hour as it relates to mentorship in the Apprenticeship Program

Lead hand rate \$0.75 per hour while performing lead hand duties

Dual ticket wage: \$2.00 per hour premium over the regular hourly rate of licensed Class 1 Mechanic

## **SCHEDULE B – OTHER MATTERS**

### Tool Allowance

Tool allowance \$150.00 per year for eligible maintenance staff with one-year seniority and upon receipt of proof of purchase

### Skilled Trades License Dues

The Company agrees to reimburse skilled trade license renewal dues as established by the Ministry.

### Die Mounting

Die Mounting is not included in bargaining unit.

### Retroactivity

Retroactivity applies only to those who are still employed on the date of ratification.

### Clothing Allowance

The Company shall supply coveralls to the Custodian's and the Maintenance department, and in the winter months insulated coveralls for Forklift and Unitizer employees. Protective clothing will be supplied for cleaning the baler. The Company will supply gloves at no cost to the employee based upon Company policy.

### Discipline Records

The Company shall not rely on discipline administered sixteen (16) months or more prior to any incident giving rise to discipline or discharge.

### Forklift Operators

Forklift Operators will rotate on a weekly basis.

### Dry Icing

Dry icing will be performed by maintenance personnel.

### Training Records

Employees are required to sign off on training records only to confirm acknowledgement, understanding and attendance.

### **Minutes of Settlement re: Temporary Employees**

The Company and the Union agree that:

- 1) Personnel supplied by Manpower or any similar enterprise to the Company shall be considered employees of the Company for the purposes of these Minutes of Settlement and shall be covered by the Collective Agreement in any week in which employment with the Company exceeds twenty-four (24) hours.
- 2) Pursuant to paragraph (1) above and for the sake of greater clarity, an employee is covered by the Collective Agreement under paragraph (1) shall be paid the wage rate payable for the General Help classification under the Collective Agreement whether payment is made directly by the Company or by Manpower or any similar enterprise.
- 3) Personnel supplied by Manpower or any similar enterprise regardless of whether covered by the Collective Agreement shall not be utilized to perform work other than the work of the General Help classification unless other employees are unavailable.
- 4) These Minutes of Settlement became effective on February 15, 2006.
- 5) These Minutes of Settlement are entered into without prejudice.

The minutes of settlement re: Temporary employees is suspended for the term of this agreement.

### **Letter of Understanding – Temporary Employees**

The Company and the Union agree that temporary workers may be required in order to meet business demands, facilitate vacations, leaves of absences, and medical leaves, where possible. Workers supplied to the Company by a third party shall have no permanent or fulltime status recognized by the Company or the Union unless their employment exceeds six months. However, after 480 hours all temporary employees will be considered probationary employees for the purposes of the collective agreement.

No more than twelve (12) temporary workers per day and no more than six (6) per shift, may be allowed to work a maximum of 40 hours per week provided there are no bargaining unit employees on layoff of one working shift or more. Any change to the per shift maximum will be mutually agreed.

Temporary workers may be utilized in excess of 40 hours per week only when there are insufficient bargaining unit employees available.

A temporary worker who is selected to be hired directly by the Company will have all hours worked count towards the probationary period.

This letter will expire at the end of this collective agreement.

The minutes of settlement re: Temporary employees is suspended for the term of this agreement.

### **Letter of Understanding – Overtime**

For the period from September 1 to December 15, in the event there are insufficient volunteers to work overtime, the Company will fill the required positions by skill and ability on a reverse seniority basis subject to ESA limits on daily and weekly hours of work.

This letter will expire at the end of this Collective Agreement.

### **Letter of Understanding – Posting and Training Task Force**

The company and the union agree to establish a task force with the goal of streamlining and improving the efficiency of the posting and training activities in the plant.

The union and the company must first agree to the makeup of the task force.

The expectation would be for the task force to identify improvement opportunities and suggest changes that could be implemented on a trial or temporary basis.

Any such proposed changes would be agreed to by the company and the union in writing prior to implementation.

### **Letter of Understanding – Labour/Management Committee**

It is agreed that regular communication is essential to good labour management relations. To this end it is agreed that there shall be a Labour/Management Committee comprised of three (3) members of the union committee and three (3) members of management. The committee will, at a minimum, meet quarterly throughout the year or when agreed to by the Union Chairperson and the Plant Manager with a pre-established agenda to review business related issues. Employees schedules may be adjusted to accommodate the meetings.

## **Letter of Understanding – Racial Advocate**

The parties agree to recognize a Racial Advocate. A Racial Advocate is an individual who identifies as a member of the Black, Indigenous or racialized community.

The Unifor Local Union President is responsible for the selection of the Racial Advocate with the input of identifying Black, Indigenous and racialized union members.

A Racial Advocate is a workplace representative who will assist and provide support for Black, Indigenous and racialized workers whose role in the workplace will include:

- Listening;
- Providing support to black, indigenous and racialized members including concerns related to racial discrimination and racial violence;
- Assisting with racial justice initiatives;
- Promoting access to community culturally appropriate services;
- Working with facility leadership to develop, implement and monitor an anti-racism action plan that is aligned with both Company and Union anti-racism and equity strategies;
- Networking with allied organizations and local community partners

The name of the Racial Advocate will be posted on the Union bulletin board.

All training for the Racial Advocate will be organized by UNIFOR, at UNIFOR's expense and at its facilities.

This role will provide resources for personal issues and not contractual issues and will be on their own time with the exception of emergency circumstances.

## **Letter of Understanding – Women’s Advocate**

The parties recognize that female employees may sometimes need to discuss with another woman matters such as violence or abuse at home or workplace harassment. They may also need to find out about specialized resources in the community such as counsellors or women’s shelters to assist them in dealing with these and other issues. For this reason, the parties agree to recognize the role of Women’s Advocate in the workplace.

The Women’s Advocate will be determined by the Union from amongst the female bargaining unit employees. The name of the Women’s Advocate will be posted on the Union bulletin board.

The Women’s Advocate will be granted a one-time unpaid leave, at a time agreeable to the Company and the Union, to participate in an initial 40-hour training program organized by UNIFOR, at UNIFOR’s expense and at its facilities. This role will provide resources for personal issues and not contractual issues and will be on their own time, with the exception of emergency circumstances.

## **Letter of Understanding – Weekend Maintenance Schedule**

The Company and the Union agree to have a weekend maintenance team consisting of a maximum of two (2) Millwrights and One (1) Electrician, all of which must be licensed in accordance with provincial regulations.

The weekend shift shall be scheduled for three (3) days: Saturday - Monday from 7:00am – 7:00pm.

Employees who work their full regularly scheduled three (3) twelve (12) hour shifts for a total of thirty-six (36) work hours will receive eight (8) hours bonus pay at straight time.

Absence for a full day will forfeit four (4) hours of bonus pay for each day absent to a maximum of eight (8) hours. Absences do not include bereavement leave, union leave, jury duty, vacation and statutory holidays.

Public holidays are paid in accordance with Article 17.01. For weeks where a public holiday falls on a Monday, a regular working day, the work schedule for the week preceding the holiday will be Friday – Sunday 7am – 7pm. The employee will be paid for twelve (12) hours holiday pay, exclusive of the work week. For clarity, assuming all scheduled shifts are worked, the employee would be paid for 36 hours and receive eight (8) hours bonus pay, plus 12 hours holiday pay.

In accordance with Article 17.03, where a public holiday falls on a regularly scheduled workday, employees will be paid for work hours at double time plus 12 hours of holiday pay. Assuming all scheduled shifts are worked, they will receive eight (8) hours bonus pay at straight time.

Employees will receive overtime for all hours worked in excess of their regularly scheduled shift in accordance with the Collective Agreement.

Employees on a twelve-hour (12) schedule shall receive one twenty (20) minute break, one fifteen (15) minute break and one ten (10) minute break.

Available positions will be posted and awarded in accordance with the Collective Agreement. If there are insufficient applicants found within the bargaining unit, the Company may fill the position externally.

The weekend shift schedule shall commence at a date to be mutually agreed and continue for a period of six (6) months on a trial basis. The union and the company reserve the right to

cancel the schedule after the trial period. In the case of any adjustments, if needed, the company must negotiate with the Union.

Employees must commit to the weekend shift for six-month periods and the company agrees that that they will not move the employee to any other schedule during this period.

This letter of understanding is without precedence or prejudice.