

COLLECTIVE AGREEMENT

THIS AGREEMENT entered into this 19th day of February, 2025.

BETWEEN: WINTON HOMES LTD.
 (hereinafter known as the 'Company')
 OF THE FIRST PART

AND: UNITED STEELWORKERS, LOCAL 1-2017
 (hereinafter known as the 'Union')
 OF THE SECOND PART

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

NOW THEREFORE the Parties hereto mutually agree as follows:

ARTICLE I – BARGAINING AGENCY

Section 1:

The Company agrees to recognize and bargain with the duly elected bargaining representative on behalf of its Employees properly and duly certified under the appropriate regulations in effect from time to time.

Section 2:

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

ARTICLE II – DEFINITION

The term ‘Employee’ as used and for the purpose of this Agreement shall include all persons employed by the Company on whose behalf the United Steelworkers, Local 1-2017 have been certified as bargaining agent.

ARTICLE III – MANAGEMENT

Section 1:

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

Section 2:

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

ARTICLE IV - UNION SECURITY

Section 1:

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

Section 2:

All employees who enter into the employment of the Company shall, within thirty (30) calendar days after the execution of this Agreement, or thirty (30) calendar days after entering employment, whichever date last occurs, become members of the Union and maintain membership therein throughout the term of this Agreement, as a condition of continued employment.

Section 3:

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

Section 4:

- a) Any employee who fails to maintain their membership in the Union as prescribed herein by reason of refusal to pay dues and assessments, shall be subject to discharge after seven (7) days written notice to the Company of the said Employee's refusal to maintain their membership.
- b) It is agreed that the application of this Section means that when an employee fails to maintain their membership in good standing by refusing to pay dues and assessments, and provided proper notice has been given in accordance with the Agreement, the employee will be discharged for such refusal.

Section 5:

- a) No employee shall be subject to any penalties against their application for membership or reinstatement, except as may be provided for in the United Steelworkers, Local 1-2017 constitution and in accordance with the by-laws of Local 1-2017, which the Local Union certified as being correct.
- b) Any employee who applies to join the Union pursuant to the provisions herein and whose application is rejected by the Union, shall not be subject to discharge from employment.

Section 6:

The Company shall require all new Employees, at the time of hiring to execute the assignment of wages form in duplicate, the forms to be supplied by the Union. All check-off forms to be forwarded to the Local Union within fifteen days (15) of hiring.



UNITED STEELWORKERS CHECK-OFF



DATE _____ YEAR _____

NAME OF
EMPLOYER _____

PLEASE PRINT

OPERATION _____

EMPLOYEE _____ BIRTHDATE (DD/MM/YYYY) _____

EMAIL _____ CELL _____ PHONE _____

MAILING ADDRESS _____ CITY _____ POSTAL CODE _____

SOCIAL
INSURANCE NO. _____ Are you a member of the United Steelworkers? _____

In what operation were you last employed? _____ Local Union _____

I hereby authorize and instruct you to deduct from my wages and remit to Local 1-2017 the following in payment of the amounts setout below:

1. Union Initiation Fees in the amount of \$ _____
2. Union Back Dues in the amount of \$ _____
3. Union Dues \$ _____ per month
commencing _____ Year _____
4. Union Assessments in the amount and at the time stated in notice received by you from the Local Union designated above.

I hereby request and accept membership in the United Steelworkers, Local No. 1-2017, and agree to abide by the constitution and by-laws of the organization. In case of misstatement of qualification for membership I agree to forfeit all rights, privileges and moneys paid. This information is held in the strictest confidence in accordance with the confidentiality policies of the Local Union.

SIGNATURE OF APPLICANT _____

EMPLOYEE NO. _____

Keep Original, Forward YELLOW copy to Local Union

Section 7:

This Assignment, in the case of Employees already members of the Union shall be effective immediately and for those Employees not previously members of the Union, it shall become effective thirty (30) calendar days from the date of execution.

The Company shall remit the dues deducted pursuant to such assignment (until and unless said assignment is revoked by the employee) to the Local Union named therein, no later than the 15th day of the month following the month in which the deduction was made from the employee, with a written statement of names of employees for whom the deductions were made and the amount of each deduction.

Section 8:

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

ARTICLE V - WAGES

Bargaining unit employees employed on February 19, 2025, shall receive a lump sum payment equal to two percent (2%) of their gross earnings from July 1, 2024 to February 28, 2025. This lump sum payment would include those on approved leave (i.e. vocational school, parental and maternity leave, short term disability) following their return to work after expiration of their leaves.

The following table outlines employment categories and corresponding wage rates in accordance with this agreement:

Job Category	March 1, 2025 (+3.75%)	December 1, 2025 (+1%)	July 1, 2026 (+2.5%)	July 1, 2027 (+2.5%)	July 1, 2028 (+2.5%)
Truss					
Truss - Labourer Basic	\$ 21.85	\$ 22.07	\$ 22.62	\$ 23.19	\$ 23.77
Truss - Labourer Advanced	\$ 22.40	\$ 22.62	\$ 23.19	\$ 23.77	\$ 24.36
Truss - Assembler Basic	\$ 22.95	\$ 23.18	\$ 23.76	\$ 24.35	\$ 24.96
Truss - Assembler Advanced	\$ 24.06	\$ 24.30	\$ 24.91	\$ 25.53	\$ 26.17
Truss - Sawyer Basic	\$ 25.16	\$ 25.41	\$ 26.05	\$ 26.70	\$ 27.37
Truss - Sawyer Advanced	\$ 26.27	\$ 26.53	\$ 27.19	\$ 27.87	\$ 28.57
Wall					
Wall - Labourer Basic	\$ 21.85	\$ 22.07	\$ 22.62	\$ 23.19	\$ 23.77
Wall - Labourer Advanced	\$ 22.40	\$ 22.62	\$ 23.19	\$ 23.77	\$ 24.36
Wall - Assembler Basic	\$ 22.95	\$ 23.18	\$ 23.76	\$ 24.35	\$ 24.96
Wall - Assembler Advanced	\$ 24.06	\$ 24.30	\$ 24.91	\$ 25.53	\$ 26.17
Wall - Sawyer Basic	\$ 25.16	\$ 25.41	\$ 26.05	\$ 26.70	\$ 27.37
Wall - Sawyer Advanced	\$ 26.27	\$ 26.53	\$ 27.19	\$ 27.87	\$ 28.57
Wall - Beam Cutter	\$ 22.95	\$ 23.18	\$ 23.76	\$ 24.35	\$ 24.96
Truss/Wall - Sawyer Advanced	\$ 27.38	\$ 27.65	\$ 28.34	\$ 29.05	\$ 29.78
Shipping					
Shipping - Labourer Basic	\$ 21.85	\$ 22.07	\$ 22.62	\$ 23.19	\$ 23.77
Shipping - Shipper/Receiver	\$ 22.40	\$ 22.62	\$ 23.19	\$ 23.77	\$ 24.36
Shipping - Forklift Operator Basic	\$ 22.95	\$ 23.18	\$ 23.76	\$ 24.35	\$ 24.96
Shipping - Forklift Operator Intermediate	\$ 24.61	\$ 24.86	\$ 25.48	\$ 26.12	\$ 26.77
Shipping - Forklift Operator Advanced	\$ 26.83	\$ 27.10	\$ 27.78	\$ 28.47	\$ 29.18

Where an employee is normally in a certain rate category and is directed to temporarily do work in a lower category, the higher of the two rates will be applicable. This will not apply when the reassignment is a result of a reduction of forces.

In the event that new machinery is installed, or a new job category is established, the Union and the Company agree to meet to discuss wage rates to be paid to the employees concerned.

Fixed premiums per hour worked will be paid for the following:

- Chargehand - \$2.00/hr
- First Aid Attendant - \$0.35 (Ticketed) effective first pay period following February 19, 2025.
 - \$0.40 (Ticketed) effective July 1, 2028.
 - The maximum number of employees being eligible for this premium shall be (8). The entitlement to this premium shall be determined by seniority.
- First Aid Attendant - \$1.25 (Designated) effective first pay period following February 19, 2025.

There will be no stacking or pyramiding of these first aid premiums.

- Shift Differential - \$0.60 effective first pay period following February 19, 2025 for all hours worked on afternoon or graveyard shift.

ARTICLE VI - PAY DAYS

- a) The Company shall provide for pay-days every second week. The Company operates under an automated direct deposit payroll system, and the employees will provide bank account and other required information to administer the system. All employees are required to participate.
- b) Each employee shall be furnished with an itemized statement of earnings and monthly deductions via the Employee Self-Serve (ESS) portal.
- c) The Parties agree that the Company shall deduct from an employee's wages and shall remit to the appropriate employee benefit plan, the employee's contribution which is specified in any benefit plan agreed to by the Parties to this Collective Agreement.

ARTICLE VII - HOURS OF WORK AND OVERTIME

It is the intention of the Company to operate under an eight (8) hour shift schedule as outlined under sub-section (a) of this Article. However, in the event that operational or business circumstances necessitate, the Company can schedule the plant or employees under other schedules as prescribed under sub-section (b), (c) and (d) of this Article.

The Company will provide two weeks notice when changing the plant or employee hours to one of the other schedules outlined under sub-section (b), (c), or (d) of this Article. Start times for shift schedules under sub-section (b), (c), or (d) of this Article will be by agreement between the Plant Committee and the Company.

Nothing in this Article is a guarantee of a minimum number of hours to be worked by any employee.

a) **Eight (8) Hour Shift Schedule:**

The shift schedule will consist of eight hours work, Monday through Saturday, five consecutive shifts.

The ½ hour meal break provided will be unpaid, unless the Company requires the continued presence of the employee on the worksite during the meal break, or if the employee is required to resume work activity during the meal break.

The Company can schedule the operation on a one, two, or three eight (8) hour shift basis under this section.

i) **Rest Periods**

Employees scheduled on an eight hour shift schedule will be provided two (2) fifteen-minute rest periods, one (1) within each half of the shift, at a time designated by the Company, which shall not be later than one (1) hour before the end of each half of the shift.

ii) **Overtime**

a. Employees required to work more than eight (8) hours in a day will be paid 1 ½ times the employee's regular wage for the hours worked over eight (8) hours and double the employee's regular wage rate for any hours worked over eleven (11) hours in a day.

b. For the purpose of this section a week is defined as Monday through Sunday.

An employee who works more than 40 hours in a week will be paid one and one half (1 ½) times the employee's regular wage rate for the time over 40 hours.

For the purpose of calculating overtime under this sub-section b., only the first eight hours worked by an employee in each day are counted, no matter how long the employee works on any day of the week.

After the completion of eight (8) hours worked at one and one half (1 ½) times regular rate as provided by this sub-section, the employee will be entitled to double time rate for hours worked thereafter in the week.

b) **Ten (10) Hour Shift Schedule:**

The shift schedule will consist of four (4) consecutive ten-hour shifts.

The ½ hour meal break provided will be unpaid, unless the Company requires the continued presence of the employee on the worksite during the meal break, or if the employee is required to resume work activity during the meal break.

The Company can schedule the operation on a one or two ten-hour shift basis per day.

- i) **Rest Periods**
Employees scheduled on a ten hour shift schedule will be provided three (3) ten-minute rest periods spread at reasonable intervals throughout the shift.
- ii) **Overtime**
 - a. Employees required to work more than ten (10) hours in a day will be paid 1 ½ times the employee's regular wage for the hours worked over ten (10) hours and double the employee's regular wage rate for any hours worked over eleven (11) hours in a day.
 - b. For the purpose of this section a week is defined as Monday through Sunday.
An employee who works more than 40 hours in a week will be paid one and one half (1 ½) times the employee's regular wage rate for the time over 40 hours.
For the purpose of calculating overtime under this sub-section b., only the first ten hours worked by an employee in each day are counted, no matter how long the employee works on any day of the week.
After the completion of eight (8) hours worked at one and one half (1 ½) times regular rate as provided by this sub-section, the employee will be entitled to double time rate for hours worked thereafter in the week.
- iii) **Statutory Holidays** will be on the basis of 10 hours straight time pay.
Bereavement Leave will be on the basis of 30 straight time hours.
- c) **Three Twelve (12) Hour (3 x 12) Shift Schedule (F/S/S, S/S/M)**
This shift schedule will consist of three consecutive twelve (12) hour shifts configured Friday through Sunday or Saturday through Monday. The schedule will include a ½ hour paid meal break.
 - i) **Rest Periods**
The schedule will provide for three (3) fifteen minute rest periods spread at reasonable intervals throughout the shift.
 - ii) **Pay and overtime**
Employees will be paid 40 hours pay for the completion of all three twelve-hour shifts associated with the schedule. In the event that less than the three shifts are worked the employee will be paid straight time for the hours worked.
Double time the regular straight time rate will be paid for all hours worked in excess of twelve in a day.

Rate and one half (1 ½) times the regular rate will be paid for the first shift outside the 3 x 12 hour schedule in a week.

Double time the regular straight time rate will be paid for all hours worked on the second shift worked outside the 3 x 12 hour schedule in a week.

- iii) Statutory Holidays will be on the basis of twelve straight time hours.
Bereavement Leave will be on the basis of 36 straight time hours.

d) **Twelve Hour Continuous Shift Schedule (4x4)**

This shift schedule will consist of four consecutive twelve (12) hour dayshifts, followed by four consecutive days off, followed by four consecutive twelve (12) hour nightshifts, followed by four consecutive days off. The shift will include a ½ hour paid meal break.

- i) Rest Periods:
The schedule will provide for three (3) fifteen minute rest periods spread at reasonable intervals throughout the shift.

- ii) Pay and overtime:
This shift schedule results in a 42-hour average work week over an eight week cycle. Upon completion of all hours in the scheduled tour in a given week, employees will be entitled to two hours of their pay in each week at rate of time and one half. A Statutory Holiday will be considered as a shift worked for this purpose.

Double time the regular straight time rate will be paid for all hours worked in excess of twelve in a day.

Rate and one half will be paid for the first eight hours beyond an employee's regular schedule in any given week, and double time for hours worked excess of the first eight beyond and employee's regular schedule in a given week.

For the purpose of this sub-section a week is defined as Monday through Sunday.

- iv) Statutory Holidays will be on the basis of twelve straight time hours.
Bereavement Leave will be on the basis of 36 straight time hours.

ARTICLE VIII – SENIORITY

Section 1:

- a) Notwithstanding anything to the contrary contained in this Agreement, it shall be mutually agreed that all employees are hired on probation, the probationary period to continue until ninety (90) days have been worked, during which time they are to be considered temporary workers only, and during this same period no seniority rights shall be recognized.

- b) It is further agreed that probationary employees will be called in for work in accordance with their hiring date, unless such call-in is beyond the control of the employer, and is subject to the employee being competent to perform the work. This obligation does not apply where the employee cannot be readily contacted or where the employee has already worked one shift in the 24-hour period.
- c) Upon completion of ninety (90) days worked, they shall be regarded as regular employees, and shall be entitled to seniority dating from the day on which they entered the Company's employ, provided however, that the probationary period of ninety (90) days worked shall only be cumulative within the nine (9) calendar months following the date of entering employment.

Section 2:

- a) The Company recognizes the principle of seniority, competency considered.
- b) The Company and the Union will meet to discuss a procedure for employee progression and posting of jobs where applicable.

Section 3:

- a) When making promotions, the Company agrees to give due consideration to length of service.
- b) In the event of a reduction of forces the last person hired shall be the first released, subject to the provisions of Section 2 of this Article.
- c) During a reduction of forces where an employee's seniority is such that they will not be able to keep their regular job they may elect whether or not to apply their seniority to obtain a lower paid job or a job paying the same rate of pay or a job paying a higher rate of pay or accept a lay-off until their regular job becomes available, provided however:
 - 1) If during the lay-off period the employee wishes to return to work and so notifies the Company, they shall be called back to work as soon as their seniority entitles them to a job.
 - 2) The application of this provision shall not result in an employee, in the exercise of their rights, bumping an employee with less seniority.

Section 4:

- a) It is agreed that when employees are to be re-hired after a layoff, it shall be done on the basis of the last person released shall be the first person re-employed, subject to provisions of Section 2 a). It is agreed that in cases of emergency the application of plant seniority may be postponed for such period as may be necessary, but not exceeding three (3) days. If the Company decides to exercise this provision, it shall notify the Committee or the Local Union immediately.

- b) Where a reduction of forces is caused by emergency conditions, the application of seniority may be postponed for such period as may be necessary, but not exceeding five (5) working days. If the Company decides to exercise its rights under this provision it shall notify the Shop Committee as soon as possible.

Section 5:

- a) When re-employing, in accordance with Section 4, after seasonal shut-down, all employees shall be notified by telephone contact.
- b) It shall be the employees responsibility to keep the Company informed of their address and telephone contact number during the period of shut-down.
- c) It is agreed that all employees shall, upon returning to employment, in accordance with this section, retain all seniority rights.
- d) The Employer will give as much notice as possible of the re-start of the operation, as well as the shut down.

Section 6:

It is agreed that upon the request of the Union a list will be supplied by the Company setting out the name and the starting date with the Company of each regular employee; however, such request shall not be granted more than twice during each year of the term of the Agreement.

Section 7:

It is agreed between the Parties that seniority during lay-offs shall be retained on the following basis:

- a) Employees with less than one (1) year's service will retain their seniority for a period of eight (8) months.
- b) Employees with one (1) or more year's service shall retain their seniority for one (1) year, plus one (1) additional month for each year's service, up to an additional twelve (12) months for a maximum period of twenty-four (24) months.
- c) A laid-off employee's seniority retention as provided for in a) and b) above will be re-instated in the event of re-employment before the expiry of seniority retention and on the completion of one day's work.

Section 8:

It is agreed that when the Company has transferred an employee to a supervisory or staff position, they will continue to accumulate seniority for a period of ninety (90) days. At any time during this ninety (90) day period, the individual shall have the right to return to the bargaining unit job, which they would have held if they had not left the bargaining unit. (In special cases this ninety (90) day period may be extended for up to a further ninety (90) days by mutual agreement between the Company and the Shop Committee.) At the expiration of the period mentioned above, their seniority will be frozen. Thus, if at a later date, they cease to be a supervisor or staff worker and the Company desires to retain their services, it is hereby agreed that reinstatement can be made within the bargaining unit provided, however, that any employee so reinstated must return to the job held at the time of their promotion to the supervisory or staff position.

ARTICLE IX – LEAVE OF ABSENCE

Section 1:

- a) Any employee desiring leave of absence for any reason other than those set out in Sections 2 and 3 of this Article must obtain same in writing from the Company, a copy of such leave to be forwarded to the Local Union.
- b) Where any employee is granted a leave of absence under this Section for a period of longer than thirty (30) calendar days, the Company agrees to notify the Job Steward and the Union as to the circumstances for the granting of such period of leave.

Section 2: Injury or illness

The Company will grant leave of absence to employees suffering illness or injury, subject to a medical certificate if requested by the employer. The employee shall report, or cause to have reported, to the Company the injury or illness which requires their absence from the operation. The employee shall have a reasonable period of time to present a medical certificate if requested by the Company.

Section 3: Union Office

- a) The Company will grant leave of absence to employees who are appointed or elected to Union office. The employee who obtains this leave of absence shall return to the Company within thirty(30) calendar days after completion of their term of employment with the Union.
- b) The Company will grant leave of absence to employees who are elected as representatives to attend Union meetings and Union Conventions, or members of any Union Negotiating Committee in order that they may carry out their duties on behalf of the Union.

- c) It is agreed that before the employee receives this Leave of Absence as set forth in Clauses a) and b) above, the employer will be given notice in writing (in the case of a) – fifteen (15) calendar days, in the case of b) – five (5) calendar days) by the Union in order to replace the employee with a competent substitute.
- d) The Union will make every effort in requesting such leaves of absence to avoid requests that will unduly deplete the crew in any one department which will impair production or inhibit the normal functioning of the operation. In such cases, the Union will cooperate with the Company in making substitute employee's available or select alternate delegates to attend Union functions.

Section 4: Compassionate Leave

By mutual agreement leave of absence will be granted to a maximum of six (6) months without pay to the employees for compassionate reasons or for educational or training or extended vacation purposes, conditional on the following terms:

- a) That the employee apply at least one (1) month in advance unless the grounds for such application could not reasonably be foreseen.
- b) That the employee shall disclose the grounds for application.
- c) The Company shall grant such leave where a bona fide reason is advanced by the applicant or may postpone leave where a suitable replacement is not available.
- d) That the Company will consult with the Shop Committee in respect of any application for leave under this section.
- e) The Company will only be obliged to grant leave of absence for educational and training purposes to employees who intend to take training that will assist the individual in obtaining skills related to the industry.
- f) Employees granted Leave of Absence pursuant to this section shall be required to pay the total premium amounts for continued eligible benefit coverage.
- g) Employees must utilize all their regular entitled vacation time off in conjunction with a leave for extended vacation purposes.

Section 5: Public Office

- a) The Company will grant leave of absence for campaign purposes to candidates for Federal, Provincial or Municipal elective public office for periods up to and including eight (8) weeks, provided the Company is given due notice in writing of twenty (20) calendar days, unless the need for such application could not reasonably be foreseen.

- b) Employees elected or appointed to Federal, Provincial or Municipal office, shall be granted as much leave as is necessary during the term of such office. Municipal office holders, where the term of public office is served intermittently, shall give the Company reasonable notice for absences from work for conducting Municipal business.
- c) The employee who obtains this leave of absence shall return to their Company within thirty (30) calendar days after completion of public office.

Section 6: Bereavement Leave

- a) When death occurs to a member of a regular full-time employee's immediate family, the employee will be granted an appropriate leave of absence for which they shall be compensated at their regular straight time hourly rate of pay for hours lost from their regular work schedule for a maximum of three (3) days.
- b) Members of the employee's immediate family are defined as the employee's spouse, mother, father, brothers, sisters, sons, daughters, mother-in-law, father-in-law, sons-in-law, daughters-in-law, step-parents, grandparents, grandparents-in-law, grandchildren and step-children.
- c) Compensable hours under the terms of this Section will be counted as hours worked for the purpose of qualifying for vacations and for recognized paid holidays, but will not be counted as hours worked for the purpose of computing overtime.

ARTICLE X – VACATIONS WITH PAY

Section 1: Annual Vacation Entitlement

- a) Upon the completion of twelve (12) consecutive months of employment an employee is entitled to two weeks of annual vacation.
- b) Upon the completion of thirty-six (36) months of consecutive employment an employee is entitled to three weeks of annual vacation.
- c) Upon the completion of eighty-four (84) months of consecutive employment an employee is entitled to four weeks of annual vacation.
- d) Upon the completion of one hundred eighty (180) months of consecutive employment an employee is entitled to five weeks of annual vacation.
- e) Upon the completion of two hundred sixty-four (264) months of consecutive employment an employee is entitled to six weeks of annual vacation.

Section 2: Vacation pay

- a) From commencement of employment to twelve (12) months, the Company will pay vacation pay of 4% of all wages paid on each pay period.
- b) After twelve (12) months and up to thirty-six (36) months of employment, the Company will pay vacation pay of 5% of all wages paid on each pay period.
- c) After thirty-six (36) months of employment and up to eighty-four (84) months of employment, the Company will pay vacation pay of 6% of all wages paid on each pay period.
- d) After eighty-four (84) months of employment and up to one hundred eighty (180) months of employment, the Company will pay vacation pay of 8% of all wages paid on each pay period.
- e) After one hundred eighty (180) months of employment, the Company will pay vacation pay of 10% of all wages paid on each pay period.
- f) After two hundred sixty-four (264) months of employment, the Company will pay vacation pay of 12% of all wages paid on each pay period.

Section 3: Accrual Option

Upon the completion of twelve (12) consecutive months of employment, employees will have the option to request their vacation pay be accrued by the Company, to be paid out upon utilization of vacation time off. Unused accrued vacation pay will be paid out the last pay period each calendar year.

ARTICLE XI - STATUTORY HOLIDAYS

Section 1: Statutory Holidays:

Statutory Holidays are as follows:

New Years Day, Family Day, Good Friday, Victoria Day, Canada Day, Heritage Day, Labour Day, National Day for Truth and Reconciliation, Thanksgiving Day, Remembrance Day, Christmas Day and Boxing Day.

Section 2: Entitlement and pay:

- a) To qualify for statutory holidays, an employee must have been on the Company payroll for thirty (30) calendar days immediately preceding the statutory holiday and must have worked their last regularly scheduled work day before, and their first regularly scheduled work day after the holiday, unless otherwise on an authorized leave of absence.

- b) Notwithstanding any of the foregoing, the employee must have worked one (1) day before and one (1) day after the holiday, both of which must fall within a period of ninety (90) calendar days.
- c) All regular hourly rated employees who qualify for the paid holiday under the conditions above shall be paid for the holiday at their regular job rate of pay for their regular rate work schedule.
- d) All hourly rated employees working on a paid holiday shall receive rate and one-half for hours worked on such day in addition to the holiday pay to which they may be entitled.

ARTICLE XII - SAFETY AND HEALTH

Section 1:

The Company and Employees will co-operate to assure safe working methods and conditions and devise plans for the furtherance of safety measures.

Section 2:

The parties shall maintain an Accident Prevention Committee, the composition of which will be in accordance with WCB of BC (Worksafe BC) requirements. Members of the Committee shall be designated to equal numbers by the Employees and the Employer. Employee representatives shall be regular employees in the operation who have completed their probationary period.

Section 3:

Safety meetings will be held during working hours where possible. Employee's time will not be deducted for attending such meetings or investigations into accidents. When meetings take place outside of an employee's working hours, they will be compensated at their regular hourly straight time rate of pay for the time spent attending such meetings, investigations and inspections up to a maximum of two (2) hours per week.

Section 4: Safety Boot Reimbursement

Effective the first pay period following February 19, 2025, permanent regular full-time (post probationary period) employees are eligible to receive a Safety Boot Reimbursement upon submission of a receipt to a maximum total of one hundred fifty dollars (\$150.00) per 12-month period.

Section 5: Safety Equipment

Where safety equipment is required to be used by Worksafe BC (except safety boots as per Section 4) the Company shall, at no cost to the employee:

- i) Supply new employees with the articles of equipment as required.

- ii) Supply employees moving to another department with the articles of equipment they require and that they do not have at the time of the move.
- iii) Notwithstanding the foregoing all articles of equipment to be replaced only when they are presented worn or damaged beyond repair; otherwise the replacement will be at the expense of the employee.

ARTICLE XIII - GRIEVANCE PROCEDURE

Section 1:

A Grievance Committee shall be elected to consist of two (2) to four (4) employees elected by the Union members employed in the operation covered by this Agreement. Members of this Grievance Committee shall have completed their probationary period with the Company.

Wherever possible, members shall be selected on a departmental basis.

Meetings of the Grievance Committee shall, except in cases of emergency, and wherever possible, be held outside of working hours. In the event that a grievance should arise it shall be dealt with in the following manner, without stoppage of work:

Step 1

The individual employee involved with or without the Job Steward shall first take up the matter with the Foreperson directly in charge of the work within fourteen (14) days from the occurrence of the event or events giving rise to the grievance or from the time when the employee has knowledge or may be reasonably presumed to have knowledge of such event or events.

Step 2

If a satisfactory settlement is not then reached, it shall be reduced to writing by both parties when the same employee and the Committee shall take up the Grievance with the Plant Superintendent. If desired the Union Business Agent shall accompany the Committee.

Step 3

If the grievance is not then satisfactorily solved, it shall be referred to the Local Union and the Management.

Step 4

If a satisfactory settlement is not then reached it shall be dealt with by arbitration as hereinafter provided.

Section 2:

- a) If a grievance has not advanced to the next stage under Step 2, 3, or 4 within fourteen (14) days after completion of the preceding stage, then the grievance shall be deemed to be abandoned, and all rights of recourse to the grievance procedure shall be at an end. The fourteen (14) day limit may be extended by mutual consent of both parties.
- b) The Parties agree that the operation of Section 87 of the Labour Relations Code is specifically excluded from this Agreement.

ARTICLE XIV - ARBITRATION

Section 1:

- a) In the case of a dispute arising under this Agreement which the Parties are unable to settle themselves, as set out in Article XIII, the matter shall be determined by Arbitration in the following manner:
- b) Either Party may notify the other Party in writing by Registered Mail of the question to be arbitrated.
- c) After receiving such notice and statement, each of the Parties will then refer the matter in writing to the Arbitrator who has been selected by the Parties.
- d) The Parties shall appoint a panel of three (3) Arbitrators. If the Parties fail to appoint the required three (3) Arbitrators, they shall forthwith request the Honourable Minister of Labour of the Province of British Columbia to appoint the arbitrators required. The parties will utilize the rotational panel as maintained and scheduled via CONIFER.
- e) The single Arbitrator shall be selected from the panel of three (3) Arbitrators on a rotational basis.
- f) In the event that the Arbitrators provided for in this Section are not available to preside as Arbitrator under this Section, the Parties agree to meet and attempt to select a mutually satisfactory arbitrator. If unable to select one which is mutually satisfactory, the Parties further agree to request the Honorable Minister of Labour of the Province of British Columbia to appoint an Arbitrator.
- g) If the Arbitrator finds that an employee has been unjustly suspended or discharged, such employee shall be reinstated with all their rights and privileges preserved under the terms of this Agreement. The Arbitrator shall further make the determination on the amount of lost pay to be paid to the employee.
- h) The decision of the Arbitrator shall be final and binding upon the Parties of the First and Second Parts.

Section 2:

The Parties of the First and Second Parts will each bear one-half (1/2) of the expenses of interpretations and arbitrations including the salary of the Interpreter or Arbitrator plus any stenographic, secretarial and rent expenses which may be incurred in respect of such proceedings.

Section 3: Place of Hearing

Any arbitration to be held hereunder shall be in Prince George, BC.

ARTICLE XV - GENERAL PROVISIONS

Section 1:

- a) The Union will, within sixty (60) days from the date of this Agreement, notify the Company in writing of the members of the Shop Committee. The Union or Shop Committee will inform the Company in writing when any member change takes place on the said Committee. No member of the Shop Committee will be recognized by the Company unless the above procedure is carried out.
- b) For the purposes of this Agreement, when the word 'Committee' is used it shall mean Shop, Camp, Mill or Plant Committee, members of which are appointed by the Union.
- c) Official Union representatives shall obtain access to the Company's operations for the purposes of this Agreement by written permission which will be granted by the Company on request and subject to such terms and conditions as may be laid down by the Company.

Section 2:

Nothing in this agreement restricts or prohibits the foreperson or supervisor from engaging in any and all hands on production work activity in the plant.

The parties agree that it is not the intention for the foreperson or supervisor to replace regular employees on an extended basis.

Section 3: Permanent Plant Closure; Severance Pay

In the event of a permanent plant closure the Employer will pay one (1) week's pay for each year of service up to a maximum of twelve (12) weeks. One (1) week shall be equal to forty (40) hours at the employee's regular straight time rate of pay.

ARTICLE XVI - HEALTH AND WELFARE

The Company agrees to maintain the Health and Welfare benefit plan arrangements as stipulated in the applicable Sun Life Benefit Booklets (including eligibility, applicable deductibles and maximums):

- Hourly Employees with less than 1 year of service, effective February 1, 2023.
- Hourly Employees with 1 year or more of service, effective February 1, 2023.

Any change from the current Carrier to an alternative Carrier or Carriers will only occur following discussion with the Local Union and Plant Committee.

In addition, the Parties agree to the following plan design amendments over the term of the 2025 to 2029 Collective Agreement:

- For the 1 year or more of service plan, Life Insurance and Accidental Death and Dismemberment (AD&D) will be increased to \$75,000 effective April 1, 2025. Effective April 1, 2028, Life Insurance and Accidental Death and Dismemberment (AD&D) will be increased to \$100,000.
- For the 1 year or more of service plan, Vision Care will be increased to \$300 per 24-month period (12 months for children) effective April 1, 2025. Effective April 1, 2028, Vision Care will be increased to \$325 per 24-month period (12 months for children).

ARTICLE XVII – GROUP REGISTERED RETIRED SAVINGS PLAN (RRSP)

Effective March 1, 2025, the Company will establish a Group RRSP with an appropriate financial institution.

Company contributions will be contingent on a matching contribution from the employee. Participation from the employee is on a voluntary basis following 12 months of service.

Employees can select from the following contribution options:

Employee Contribution	Company Matching Contribution
\$0.10/hour	\$0.10/hour
\$0.20/hour	\$0.20/hour
\$0.40/hour	\$0.40/hour
\$0.60/hour	\$0.60/hour

ARTICLE XVIII – EDUCATION FUND

Effective March 1, 2025, contributions to the fund will be at \$0.04/hour worked per employee.

The funds shall be remitted to USW Local 1-2017 and will be via an individual remittance cheque and clearly identified as “education funds”. The Education Fund will be used specifically in the development and delivery of programs, which may include:

- Grievance Handling
- Collective Bargaining
- Environmental Issues
- Land Use Issues
- Stewards Training
- Parliamentary Procedure and Public Speaking
- Communication Skills
- Leadership Training
- Economic Issues
- Benefits Training
- Health and Safety

ARTICLE XIX - DURATION OF AGREEMENT

Section 1:

The Parties hereto mutually agree that this Agreement shall be effective from and after February 19, 2025 to June 30, 2029, and thereafter, from year to year unless four (4) months written notice of contrary intention is given by the Parties. The notice required hereunder shall be validly and sufficiently served at the head office the Party of the First Part or at the Local Office of the Local Officers of the Union, Party of the Second Part, at least four (4) months prior to the expiry of any yearly period. If no agreement is reached at the expiration of this contract and negotiations are continued, the Agreement shall remain in force up to the time that a subsequent Agreement is reached, or until negotiations are discontinued by either Party.

Section 2:

The Parties hereto agree that the operation of Sections 50 (2) and 50 (3) of the Labour Relations Code of British Columbia, R.S.B.C. 1996, are excluded from this Agreement.

DATED this 4th day of March, 2025.

FOR:

WINTON HOMES LTD.

Doug Rooke
Doug Rooke (Mar 4, 2025 16:29 PST)

General Manager

Lesley Hempsall
Lesley Hempsall (Mar 4, 2025 17:38 PST)

Human Resources Advisor

FOR:

UNITED STEELWORKERS,
LOCAL 1-2017 C.L.C.

Brian O'Rourke
Brian O'Rourke (Mar 4, 2025 17:44 PST)

President

Rod Park
Rod Park (Mar 4, 2025 17:45 PST)

Financial Secretary