

AGREEMENT

BETWEEN

NORDION INTERNATIONAL INC.

AND

**THE PUBLIC SERVICE ALLIANCE
OF CANADA**

LOCAL 70367

FOR THE PERIOD

1996 APRIL 1 TO 1999 MARCH 31

OTTAWA, ONTARIO

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AGREEMENT
between
NORDION INTERNATIONAL INC.
hereinafter known as "the Company"
and
THE PUBLIC SERVICE ALLIANCE OF CANADA
LOCAL 70367
National Component representing
certain employees of the Company, as
herein defined, hereinafter called "the Union"

The Company and the Union agree as follows:

ARTICLE 1
RECOGNITION

- 1.01 The Company recognizes the Union as the sole bargaining agent for all employees of the Company employed in its operations in the Ottawa area described in the Certificate issued by the Canada Labour Relations Board on 1996 Jan 23 (Board File 530-2484). The classifications that comprise the bargaining unit are, for greater certainty, listed in Appendix "A".
- 1.02 The word "employee" as used hereinafter in this Agreement shall mean an individual employed in one of the classifications of the bargaining unit as defined in Article 1.01.
- 1.03 The masculine pronouns throughout the Agreement are used for succinctness and refer to both females and males.
- 1.04 The Company recognizes that the Public Service Alliance of Canada is the bargaining agent and the Company will advise the Bargaining Agent with respect to any proposed amendments to the Collective Agreement.

ARTICLE 2
NATIONAL SECURITY

2.01 Nothing in this Agreement shall be construed to require the Company to do or refrain from doing anything contrary to any instruction, direction or regulations given or made by or on behalf of the Government of Canada in the interest of the safety or security of Canada or any state allied or associated with Canada.

ARTICLE 3
LEGISLATION

3.01 Should any provision of this Agreement be found to be in conflict with an applicable Government statute then the parties shall meet and arrive at a satisfactory settlement of the provision in conformity with the statute; the remaining provisions shall continue to be operative and binding on both parties.

ARTICLE 4
RESERVATION OF MANAGEMENT RIGHTS

- 4.01 The Union acknowledges that it is the exclusive function of the Company subject to the specific provisions of this agreement to:
- (a) Maintain order and efficiency, and to this end to make and alter from time to time the rules and regulations to be observed by the employees.
 - (b) Hire, retire, discharge, discipline, promote, demote, suspend, lay-off, and transfer employees subject to the conditions in Article 11 - Grievance.
 - (c) Generally manage the enterprise in which the Company is engaged, and without restricting the generality of the foregoing to determine the number and location of plants, the products to be manufactured, methods of manufacturing, schedules and production, kinds and locations of machines and tools to be used, processes of manufacturing and assembling, the engineering and designing of its products, and the control of material and parts to be incorporated in the products produced.

The Employer undertakes to exercise its rights of discipline and discharge in a fair and reasonable manner.

- 4.02 The Company will not change without prior discussion with the Union where this is practicable, existing practices or privileges falling within Company policy which are not specifically dealt with in this Agreement (other than in the Management Rights Article). It is recognized, however, that what is covered by the foregoing is open to interpretation, and the Company will discuss with the Union any specific case in which the Union feels that such a change has been made without prior discussion and that it adversely affects employees in the bargaining unit.

ARTICLE 5
COMPANY RULES

- 5.01 The Company will forward to the President of the Union a copy of all Standard Policies and Procedures affecting employees, and amendments thereto, immediately as they are issued.
- 5.02 New Standard Policies and Procedures that may affect working conditions will be discussed with the Union in advance of publication, where this is practicable.
- 5.03 In the event there is a conflict between this Agreement and the rules and regulations published by the Company that affect employees, then the terms of the Agreement will apply. Should the Company issue a new or revised Standard Policy and Procedure which conflicts with the terms of this Agreement, it may offer to apply the new or revised Standard Policy and Procedure to the bargaining unit. Acceptance by the Union of any such offer shall constitute an amendment to the Agreement.

ARTICLE 6
NO STRIKES OR LOCKOUTS

- 6.01 It is agreed there shall be no strikes, walkouts, lockouts, slowdowns, or other similar interruptions of work during the period of this agreement.
- 6.02 In the circumstances of a lawful strike by another union, the Company will not expect an employee to cross a picket line to do work normally performed by those persons on the picket line or ~~if to do~~ so would place the employee's life, limb or personal property in jeopardy.

ARTICLE 7
UNION ACTIVITY

- 7.01 The Union agrees that there will be no Union activities or meetings on Company premises except as contemplated by this Agreement, or as may be specifically approved by the Company.
- 7.02 The Union agrees that there will be no intimidation, interference, restraint, or coercion practised upon employees of the Company by any members or representatives of the Union.
- 7.03 The Company agrees that there will be no discrimination, intimidation, interference, restraint, or coercion exercised or practised by the Company or any of its representatives with respect to any employee's participation in the Union.
- 7.04 The Company acknowledges that from time to time it will be necessary for employees serving as Union officers or representatives to leave their work in order to perform functions provided for in this Agreement on behalf of the Union. The Union agrees that such employees will not leave their duties without first obtaining permission from management designated supervisors. Permission will not be unreasonably withheld. On completion of the function for which permission to leave was granted, they will report to their supervisor before resuming work.
- 7.05 In accordance with the above understanding, the Company will compensate Union officers and representatives for the time spent in handling functions provided for in this Agreement on Company premises to a reasonable amount of time in any week at their regular rate of pay, but this will not apply to time spent on such matters outside of their regular working hours.
- 7.06 Designated non-employee representatives of the Union required to visit the Company in connection with this Agreement will be allowed to do so, provided the visit is confined to the specific purpose and areas for which permission is granted.

- 7.07 Leave of absence without pay, not to exceed a total of 90 man days per Agreement year, shall be made available to the Union Local 70367 for the purpose of its members attending Union conventions and conferences. Normally not more than two (2) members shall be absent on such leave at any one time. All requests for such leave will be submitted in writing prior to the absence and, whenever practicable, at least two (2) weeks in advance.
- 7.08 Leave of absence without pay, for a period not exceeding one (1) year, may be granted to employees when elected or appointed to a full-time Union office. Such leave shall be limited to one (1) employee at a time. The employee shall continue to accumulate seniority as provided for in this Agreement, during the authorized period of absence. Should the term of office exceed one (1) year, an additional period of time may be granted at the discretion of the Company.
- 7.09 Leave with pay shall be granted to four (4) employees of the Bargaining Unit to participate in negotiations with the Company but this will not apply to any negotiations after an application for conciliation has been made.
- 7.10 When an employee is on leave without pay for up to five (5) working days for the purposes of union activities, pursuant to article 7.07, all regular salary and benefit payments will continue to be paid by the Company and shall be repaid to the Company by the local within thirty (30) days.

ARTICLE 8
PROTECTION OF COMPANY PROPERTY

8.01 *If* at any time during or after the termination of this Agreement the employees represented by the Union should engage in a stoppage of work, the Union will cooperate with the Company as necessary to attempt to ensure that Company property is protected from damage or destruction.

ARTICLE 9
BULLETIN BOARDS

- 9.01** The Company agrees to provide bulletin boards for the use of the Union, but no bulletin shall be placed on these boards by the Union without the permission of the management designated supervision. Such permission shall not be unreasonably withheld.
- 9.02** Notwithstanding other provisions of this Article, notices of Union meetings and elections, social and recreational events, and the names of Union representatives may be posted without the permission of the management designated supervision. All such documents must be authorized and signed by a member of the union executive.

ARTICLE 10
CO-OPERATION WITH UNION COOPERATIVE COMMITTEE

- 10.01** The Company and the Union recognize that cooperation between the Company and the employee is indispensable to the accomplishment of the purposes for which the Company has been established.
- 10.02** The Company-Union Cooperative Committee shall consist of up to four (4) Union representatives and up to four (4) Company representatives. A company and a Union representative shall be designated as co-chairmen for each meeting. A meeting will normally be held each month and the subjects for discussion shall be provided to the secretary of the Committee at least one (1) week in advance of each meeting. Minutes of the proceedings of all meetings shall be kept by a representative of the Company.
- 10.03** These meetings shall give consideration to matters of mutual interest to the Company and the Union affecting employees in the bargaining unit, including the promotion of education, training, safety and health, the achievement of the most effective operation and conduct of work and matters affecting employee welfare, but will exclude matters which are proper subjects for the grievance procedure or for negotiations.
- 10.04** Minutes of each meeting shall be prepared by the Representative of the Company and signed by the co-chairmen within two (2) weeks after the close of the meeting. The Company and the Union shall each receive two (2) signed copies.

ARTICLE 11 GRIEVANCE

11.01 **Definition of Employee Grievance**

For the purpose of this Agreement, a grievance of employees is defined as a dispute or controversy between the Company and one or more of its employees which:

- (a) Affects such employees in their work, pay, or relations with the Company and arises under and by virtue of the application or interpretation of the provisions of this Agreement as to salaries, hours, working conditions, or the terms of their employment; or
- (b) Arises from alleged abuse of discretion by Company supervisors in their treatment of employees with respect to matters provided in this agreement (including performance ratings); or
- (c) Alleges ~~that~~ the Company has discriminated in respect of promotion, demotion, transfer, lay-off, compulsory retirement before the official retirement age, discharge or disciplinary action without just cause excepting an employee who is not on the seniority list.

11.02 The Company agrees that in the case of demotion, suspension, layoff, or discharge it will notify in writing the employee and the Union of the action taken and the reason for it.

11.03 **General Grievance Regulations**

- (a) The word "days" as used in this article shall mean working days.
- (b) The discussion on each grievance shall be limited to the subject specified in the written grievance.

- (c) Grievance forms shall be provided by the Company and triplicate copies shall be made of each grievance. After final disposition of a grievance is effected, the Company and the Union shall each have a copy, and where applicable the employee concerned.
- (d) Any grievance not filed in writing with the Supervisor within ten (10) days after the employee knew or ought to have known of the Occurrence which is the basis of the grievance, shall be deemed to have been waived and shall not be considered. (Grievances relating to discharge or disciplinary suspension must be filed within five (5) days - see Article 11.05 (d)).
- (e) (i) Failure to take any successive steps herein provided for, within the specified number of days from the day the grievance is presented to the Union, shall be deemed as acceptance of such decision as final.
- (ii) If the Company representative fails to reply to a grievance within the specific time limit, at any step, the grievance may proceed to the next step.
- (9) Classification adjustments granted as a result of a presentation of a grievance shall be made retroactive to the date on which the grievor assumed the duties which gave rise to the grievance but not to a date earlier than three months prior to the filing of the grievance.
- (g) Any or all of the time limits applicable to grievance procedures may be extended by mutual agreement of the Union and the Company.

11.04 Normal Employee Grievance Procedure

The normal employee grievance procedure shall be as follows:

Complaint

An employee who has a complaint must attempt to discuss it orally with his immediate supervisor, either alone or, at the request of the employee, in the presence of the Union representative. If the employee does not request the presence of his Union representative at this time, the representative shall have the opportunity of discussing the matter with the supervisor and the employee before proceeding to Step 1. In the event that the complaint is not settled in this manner, it then becomes a grievance.

Step ■

- (a) The grievance shall be reduced to writing on a standard grievance form in triplicate (being specific as to the persons involved, the date the grievance occurred, the remedial action requested and all facts pertaining to the grievance), over the signature of the employee and his Union representative. The written grievance shall be presented to the employee's immediate supervisor who will sign and date the grievance. The Union representative will endeavour to supply a more specific statement of the grievance if it is not sufficiently clear or fully stated to enable the Company to properly act thereon. Within two (2) days of the receipt of a properly stated grievance a hearing shall be had thereon if requested by either party. The appropriate Management representative shall write his decision thereon, sign, date and return the grievance forms to the Union representative within two (2) further days.
- (b) The discussion and decision made on each grievance shall be limited to the matters raised by the written grievance.
- (c) Within one (1) day after the Union has received an answer from the Company, the grievance forms shall be returned to the Management representative by the Union representative appropriately marked as satisfactory or unsatisfactory.

Step 2

- (a) Where a Step 1 grievance answered by the appropriate Management representative is marked unsatisfactory by the Union, a Step 2 meeting with the next higher level of Management, as designated by the Company, may be arranged for by the Company or at the request of the Union as **soon** as possible, but not later than three (3) days after return of the grievance. Up to **two** (2) Union representatives **may** attend and the aggrieved employee may **be** required to attend. The Management representative **will** answer in writing, date, sign, and **return** the grievance **forms** to the Union representative within three (3) days of the meeting.
- (b) **Within** two (2) days after the Union has received an answer from this level of supervision, the grievance **forms** shall be returned to him by the Union representative appropriately marked as satisfactory or unsatisfactory.

step 3

- (a) Should the reply at Step 2 be unsatisfactory then the Union will **consider** the matter and shall decide whether to process the grievance further, If the Union decides to process further, then the Union shall, within **fifteen** (15) days of the date of the Step 2 answer, request a Company-Union meeting to be held within ten (10) days.
- (b) At the time the request for such a meeting is made, the Union may submit in writing the reason it (the Union) **considers** the answers given at the previous steps unsatisfactory. All the data submitted shall be **confined** to the matters raised in the grievance as originally written and processed through the preceding steps of the grievance procedure.

- (c) The Union will be represented by the Union officers (up to three (3)). The aggrieved employee may be required to attend. The Company shall write its decision thereon, sign, date the grievance forms, and transmit them to the Union President within ten (10) days after the meeting. If no response is made by the Union to this decision within ten (10) days, the grievance shall be considered as settled.

11.05 Grievance Procedure for Discharge or Suspension

In any case of discharge or suspension, the employee and the Union shall be advised in writing of the reason for such discharge or suspension. The grievance procedure in all cases of claimed wrongful discharge or suspension shall be as follows:

- (a) The alleged grievance shall be reduced to writing signed by the employee, and submitted to the Vice-president, Human Resources or other designated Company representative, who, if requested by the Union, shall arrange a meeting within three days following presentation of the matter. This meeting will be attended by the Union representatives (up to three (3)), the Public Service Alliance of Canada representative, and the aggrieved employee may be required to attend. The Vice-President, Human Resources or other designated Company representative will submit a decision in writing to the Union within three (3) days.
- (b) The sole question to be determined by such procedure shall be whether or not such employee was discharged or suspended for just cause. If it is decided that the employee was wrongfully discharged or suspended, there shall be an award of reinstatement to the former job without loss of seniority and with full compensation for time lost at the regular wage rate less any earnings received from other sources during the period of discharge or suspension. The grievance may also be settled by

deciding that the discharge or suspension given was for just cause. It is also understood that such a grievance may be settled by deciding that the penalty given to the employee was excessive and that the employee should be reinstated with partial compensation for time lost.

- (c) It is understood that discharge shall not embrace a lay-off due to lack of work, or suspension of operations.
- (d) Cases of discharge or suspension shall be final and not entitled to **consideration** or made the basis of a grievance unless filed within five (5) days after the employee and an officer of the local Union have received notification (or all reasonable steps have been taken to notify the employee) of discharge or suspension.

11.06 **Company Grievance**

It is understood that the Company may request a meeting with the Union for the purpose of presenting any complaints with respect to the conduct of the Union. If such a complaint by the Company is not settled, it may be submitted in writing as a grievance at Step 3 and may be referred to arbitration.

11.07 **Union Grievance**

Any difference arising directly between the Union and the Company involving the interpretation or alleged violation of this Agreement which cannot otherwise be dealt with under Articles 11.04 or 11.05 because of the inability or refusal of an employee to submit a grievance, or that affects a group of employees, may be submitted by the Union in writing at Step 2, dealt with as a proper grievance under the grievance procedure, and may be referred to arbitration.

11.08 **Classification Grievance**

In addition to the Job Description, evidence as to the duties actually performed would be relevant and admissible evidence in the Grievance and Arbitration procedures of the Collective Agreement.

ARTICLE 12
ARBITRATION

- 12.01 Within ten (10) working days after a final decision or disagreement has been announced on any grievance properly processed under the Grievance Procedure involving the application or interpretation of any provision of this agreement, or involving the disciplinary reprimand, discharge or disciplinary suspension of any employee, and one of the parties hereto is not satisfied with the same, the matter may be submitted to arbitration. Notice of arbitration in the case against the Company shall be served by mailing a copy to the Vice-president, Human Resources or designate, and in a case against the Union, by mailing a copy to the President of the Union.
- 12.02 With ten (10) working days after notice of arbitration has been served in accordance with Article 12.01 the matter will be referred as follows:
- (i) The matter will be referred to an arbitration board unless mutually agreed to submit it to a single arbitrator.
 - (ii) Where the matter is submitted to a single arbitrator, this arbitrator will be chosen by mutual agreement. The decision of the single arbitrator shall be final and binding on all parties concerned.
 - (iii) Where the matter is referred to an arbitration board each of the parties shall appoint one (1) arbitrator, and the two (2) arbitrators so appointed shall choose a chairman. The three (3) will constitute the arbitration board. The decision of any two (2) arbitrators shall be final and binding on all parties concerned. In the case that a majority decision of any two (2) arbitrators cannot be reached, the decision of the chairman shall be considered the decision of the arbitration board and will be final and binding.

- 12.03 Upon failure of the ~~two (2) arbitrators~~ to agree on the selection of a chairman, or of the parties to agree on the selection of a single arbitrator, the matters shall be referred to the Minister of Labour *for* the Government of Canada, with the request that he appoint an impartial chairman or ~~arbitrator~~.
- 12.04 The ~~cost~~ of the services of the chairman, or the single arbitrator, and all other incidental ~~costs~~ shall be borne equally by both parties.
- 12.05 The arbitrators shall have no power to add to nor to subtract from nor to modify the terms of this Agreement or any agreement made supplementary hereto, and shall render a decision not inconsistent with the terms of this Agreement.
- In cases of discharge or disciplinary suspension the Board shall have the same discretion to make an award as is provided in Article 11.05 (b).
- 12.06 The arbitration decision should be rendered as ~~soon~~ as possible.

ARTICLE 13
POSTING OF COMPETITIONS

- 13.01 The Company will post notices of all vacant and newly created positions it intends to fill within the bargaining unit at least six (6) full working days before the closing date of the competition. A bargaining unit applicant will be selected if one has the skill, experience and capacity to perform the required tasks as per Article 24.01. However, in the case of temporary vacancies not exceeding thirteen (13) weeks due to vacation leave or other leave authorized by this collective agreement, posting of the vacancy will not be required. In all cases of temporary vacancies due to pregnancy or parental leave granted in accordance with the Canada Labour Code, posting of the vacancy will not be required.
- 13.02 The unsuccessful applicants shall be advised verbally by the hiring supervisor as soon as possible following receipt of the written acceptance of the position from the successful candidate. However, such verbal notification shall not exceed ten (10) working days from the posting of the successful candidate names on the original job posting.
- The Company will advise the unsuccessful candidate(s) of their right to an interview to discuss the competition results, but it is understood that the employee has the option to refuse such interview.
- 13.03 The Union shall be supplied with a list of applicants for each position, including indication of the successful applicant.
- 13.04 Prior to the posting of any vacancy that may be filled by transfer, the parties shall consult in order to determine if there is any need to post.

ARTICLE 14
TRANSFERS

- 14.01 The Company agrees to record and acknowledge in writing the written requests of employees for transfers to specific work areas or positions, and the withdrawal of such requests.

ARTICLE 15
GROUP INSURANCE PLANS

15.01 Hospital and Medical Allowance

The Company will pay 50% of the premium cost of the Liberty Health Semi-private Hospital Supplement and Extended Health Care Plans (Group No. 11004).

Effective on the date of ratification of this agreement, the following changes will be implemented to the Extended Health Care Plan:

- Hearing aid coverage up to Five Hundred (\$500.00) Dollars every five (5) years per insured Individual.
- Chiropractor coverage up to One Hundred (\$100.00) Dollars per year per insured Individual.
- Physiotherapy coverage of up to One Hundred (\$100.00) Dollars per year per insured Individual. This amount will be used to top up the current reimbursement (\$12.20 per visit for physiotherapists who do not have an agreement with the provincial health insurance plan) to the full amount charged until the \$100.00 is exhausted.
- Private duty nursing coverage as per benefit plan to a lifetime maximum of Two Hundred and Fifty Thousand (\$250,000.00) Dollars per insured Individual.
- Semi-private hospital room coverage as per benefit plan.

15.02 Life Insurance

The Company will pay 100% of the premium cost of the Mutual Life plan 26250.

15.03 Long Term Disability

The Long Term Disability Insurance Plan will apply to all employees commencing employment on or after 1979 August 1 and those on strength prior to this date who have elected for coverage. Upon expiration of the Intermediate Term Coverage, participating employees will receive long term disability benefits in accordance with Mutual Life Policy 26250. The Company will pay 50% of the premium cost of this policy.

15.04 Dental Plan

The Company pays 100% of the premiums of a Dental Care Plan, which provides:

- (a) Basic Preventative care with 80% reimbursement of the amount shown in the current year's Dental Association Fee Guide. Adult recall examinations every nine (9) months. For the purposes of recall examination only, adults are considered to be those individuals who are cover the age of eighteen (18) years.
- (b) Major Restorative care which includes Prosthodontic Services - Removal, Prosthodontic Services - Fixed, and Restorative Services, which include porcelain crowns. Reimbursement is at 50% of the amounts shown in the current year's dental Association Fee Guide, subject to a maximum amount of \$1,000.00 per insured individual per year.
- (c) Should the Dental Plan referred to above be upgraded during the term of this agreement, for employees of Nordion International Inc., such upgrading will be extended to the bargaining unit.

15.05 Vision Care Program

The Company shall pay the premium cost of the Vision Care Plan which provides for the reimbursement of up to One Hundred and Fifty (\$150.00) Dollars per insured individual every two (2) years.

ARTICLE 16
RETIREMENT INCOME/PENSION PLAN

16.01 Effective November 9, 1991, current employees will no longer contribute to the Public Service Superannuation Act (**Parts I, II and III**), the Supplementary Retirement Benefits Act and the Statute Law (Supplementary Retirement Benefits) Amendment Act of 1973

Employees shall be eligible to participate in a retirement ~~income/pension~~ plan which has been and will be determined by the Company for the benefit of all employees. In the event that the pension plan is to be amended by the Company, a company-wide consultative process will be established to develop recommendations. Unionized employees will be represented by members of Local 70367 on a proportionate basis to the overall company/employee population.

The Pension Plan effective November 9, 1991 is outlined in the Letter of Understanding dated November 25, 1991.

ARTICLE 17
LEAVE PLANS AND REGULATIONS

17.01 **Absence Without Permission**

Employees who are expected at work and do not report must notify their supervisor as **soon** as possible.

17.02 **Service - Definition**

For the purpose of this Article, service is considered to mean:

- (i) For employees hired prior to 1989 April 1 service is recognized by the parties as defined on the "years of service list" dated 1989 March 31. This shall be credited to the employee and will **continue** to accrue.
- (ii) For employees hired on or after 1989 April 1 service **commences** on date of employment.

17.03 **Vacation Leave**

- (a) (i) Consistent with efficient operations, the preference of employees with respect to their vacation period will be given consideration by the Company. Application for vacation leave with pay should be made in advance by the employee and approved by the Company.
- (ii) Consistent with efficient operations, the Company may require a group of employees to take their vacation at a fixed period provided the Company **informs** the employees of its intention by April 1st of the year involved (and not less than six (6) months in advance of such a period). Under this **condition**, all employees except those required for essential work will be obliged to take their annual vacation during the fixed vacation period.

(b) The vacation year shall extend from April 1 to March 31 of the following year.

(c) Vacation Leave With Pay Credits

(i) During their first year of service, employees will earn vacation leave credits at the rate of 1 1/4 days per month, for each full month of employment for which they receive a minimum of ten (10) days' salary. After six (6) months of service, they may be granted vacation leave credits in advance to the extent of the leave credits that could accumulate to the end of the fiscal year (March 31).

(ii) Employees who have completed six (6) months or more service by April 1 will be credited with annual vacation leave as follows, except as noted in (iii) below:

| CONTINUOUS SERVICE BY APRIL 1 | VACATION LEAVE CREDITS EFFECTIVE APRIL 1 |
|--|---|
| 1/2 but less than 7 years | 15 days |
| 7 but less than 8 years | 16 days |
| 8 but less than 9 years | 17 days |
| 9 but less than 10 years | 18 days |
| 10 but less than 11 years | 19 days |
| 11 but less than 15 years | 20 days |
| 15 but less than 17 years | 21 days |
| 17 but less than 20 years | 22 days |
| 20 but less than 23 years | 24 days |
| 23 but less than 25 years | 25 days |
| 25 but less than 26 years | 26 days |
| 26 but less than 28 years | 27 days |
| 28 but less than 30 years | 28 days |
| 30 but less than 32 years | 29 days |
| 32 years or more | 30 days |

- (iii) For the purpose of accumulation of vacation leave within a given year, the employee's leave credits will be reduced by 1/12 for each month for which the employee does not receive a minimum of ten (10) days' salary.

(d) Carryover

- (i) Vacation leave credits may be carried over from one year to the next to the extent that such **carryover** is not greater than the vacation leave credits **earned** in respect to the vacation year just completed.
- (ii) **Credits** carried over as vacation leave which include a fractional entitlement of 1/4 or 3/4 of a day shall be increased by 1/4 day.
- (iii) Furlough leave credits may be carried over from year to year without restriction.

(e) Advanced Payment

An employee can receive vacation pay up to one (1) week in advance of vacation leave subject to the following conditions:

- (i) The amount of vacation pay advance shall be in proportion to the number of vacation days to be taken.
- (ii) The minimum amount of leave for which advance payments may be made is one (1) week. For those employees whose entitlement is one week or less, the amount of pay advance shall be for the full time available to the employee.
- (iii) Application for vacation pay advance must be made in writing at least ten (10) working days prior to the day for which it is requested.

- (iv) No more than two (2) such advance payments will be made to an employee in a vacation year.
- (9) Employees who have prior service with the Company will be credited with annual vacation as provided in 17.03 (c) on the basis of their total accumulated service. Total accumulated service shall be the sum of current service which is eligible for vacation credit and service in previous periods of employment with the Company which was eligible for vacation credit.

17.04 Sick Leave

- (a) Sick leave with pay is for use only where an employee is unable to work due to illness or injury and for medical, eye, or dental appointments and to the extent the employee has the necessary leave credits. If the absence exceeds five (5) consecutive working days the employee must submit a medical certificate signed by the attending physician. A maximum of ten (10) days' absence without a medical certificate is allowable during each fiscal year.
 - (i) In the case of a dental, eye or medical appointment, an employee will be entitled to one-half (1/2) day sick leave, or one (1) day if the appointment is outside the area normally serving the Company site.
 - (ii) A medical certificate is a document satisfactory to the Vice-President, Human Resources, such as a statement signed by a physician.

(b) Sick leave will accumulate as outlined **below**:

- (i) All employees will receive a credit of fifteen (15) days on commencing employment and a credit of six **(6)** days on each subsequent April 1st, except that those employees who commence on or after October 1st will receive a credit of three **(3)** days on April 1st following.
- (ii) Employees who are absent on the Long Term Disability Insurance Plan on April 1st will not be credited with sick leave until the April 1st following the employee's return to work; the credit will be six **(6)** days if the employee's return was prior to October 1st, or three **(3)** days thereafter.

(c) **Intermediate Term Sickness/Disability**

- (i) Upon the expiration of sick leave credits, those employees to whom 17.04 (b) (i) above applies, will receive 75% of their basic salary during their sickness or disability absence to a maximum of twenty-six **(26)** weeks. The 75% is inclusive of disability benefits received from the Public Service Superannuation Plan (PSSP), the Canada/Quebec Pension Plan (C/QPP) or any other benefit from a plan to which the Company contributes. This benefit will be re-established after a return to work of two **(2)** weeks in the case of a recurrence of the same disability, or one (1) day in the case of a new disability.
- (ii) Should a Company holiday occur during the period of Intermediate Term Sickness/Disability, the employee will continue to receive compensation at the rate of 75% except where he has received compensation at the rate of 100% for any one of the sixteen (16) calendar days preceding the holiday, or returns to work on the working day following the holiday, in which case

the employee will be compensated for the holiday at the rate of 100%.

(iii) Employees referred to in 17.04 (b) (i) who are absent on Intermediate Term ~~Sickness/Disability~~ on April 1st will not be credited with sick leave until their return to work.

(d) A veteran who is required to report for ~~treatment~~ under the instructions of the Department ~~of~~ Veterans Affairs may be granted sick leave for the period of the treatment ~~on~~ request if he has the necessary leave credits.

17.05 **Special Leave**

(a) **Marriage** of Employee

Special leave with pay ~~of~~ five (5) days will be granted for the purpose of getting married, provided that the employee will be ~~continuing~~ in employment after marriage and has ~~completed~~ six (6) or more months of service.

(b) **Death in Family**

(i) A request for special leave with pay of up to three (3) days shall be granted in the ~~case~~ of death in an employee's immediate family (as defined below) to ~~permit~~ him to ~~make~~ arrangements, attend the funeral, etc. Where necessary, up to three (3) days with pay may also be granted to settle the estate within one (1) year of the death, provided the employee receives no fee or other remuneration for this. Where, in either ~~case~~, the employee must miss more than three (3) days of work due to the length of the trip required, additional special leave, with pay ~~normally~~ not exceeding ~~two~~ days, may be granted. (Immediate family is defined for this purpose as: father; mother; foster parent; brother; sister; spouse; child, or

grandchild of the employee; father or mother of the employee's spouse or other relative living with the employee.)

- (ii) A request for special leave with pay not exceeding one (1) day (two (2) days where extensive travel is required) may be granted in the case of an employee's grandparent son-in-law; daughter-in-law; brother-in-law; or sister-in-law.

(c) Birth or Adoption of a Child

Special leave with pay for up to two (2) days will be granted to an employee for the birth of a child, or to arrange adoption of a child. Such leave shall be granted in half day periods if requested.

(d) Veterans' Examinations

Subject to the requirements of efficient operation, special leave with pay of up to three (3) days will be granted to a veteran required to report for D.V.A. medical or pension examination.

(e) Writing Examination

Special leave with pay will be granted for the writing of examinations in a course of study approved by the Company.

(9) Illness in Family - Emergency or Spacial Circumstances

Special leave with pay may be granted for emergency illness in the family, and in special circumstances relating to illness in the family. (Family, in this case, is defined as: father; mother; foster parent; brother, sister; spouse or child of the employee; or other relative living with the employee.) It will only be granted if the employee has established that his absence from work is essential, and that every reasonable effort was made to take care of the situation by other means.

The special circumstances requirement would be met where an employee must be absent from work due to the doctor involved asking him to be present at the appointment of a member of his family. It would also be met where an employee can satisfy the Company that it was essential for him to accompany the family member concerned to and/or from a distant hospital or appointment.

- (g) Discretionary approval of special leave with pay will not be unreasonable withheld.

17.06

Other Leave

(a) **Court Leave**

(i) **Jury Duty**

Leave with pay will be granted to an employee who is required for jury **duty** for the period of work which he must miss for this reason. Fees, travelling and other expenses paid in connection with jury duty will be retained by the employee.

(ii) **Witness Duty**

Leave with pay will also be granted to an employee who is subpoenaed as a witness in a court of law. The employee is not required to refund the witness fee. Leave with pay is not granted if the employee is a litigant in the court action.

(b) **Military Leave**

Employees wishing to take military training may be granted up to **two (2)** weeks' military leave for this purpose. Such military leave will not affect other leave credits.

Employees who take military training while on vacation leave are permitted to draw military pay in addition to their regular vacation pay.

Employees wishing to receive military pay for the training period will not be paid by the Company. They may, however, arrange to receive pay for the period at their normal rate from the Company, in place of military pay.

Employees desiring to obtain military leave as described above should complete their *normal* application-for-leave, obtain approval, and take it to Human Resources for final arrangements.

(c) Injury-on-Duty Leave

- (i) The parties acknowledge that the employees within the Bargaining Unit who suffer injury at work or contract an industrial or occupational disease arising out of and in the **course** of their employment, shall be subject to the provisions of the Workers' Compensation Act of Ontario.
- (ii) All cases of injuries must **be** reported immediately to the **site safety** officer. The Company will provide any required transportation to the doctor, hospital, or to the employee's home. Employees will normally have their choice of a doctor.
- (iii) If the injury or industrial or occupational disease is established as compensable by the Provincial Workers Compensation Board, any lost time will be treated as leave with **pay**, and will not **be** chargeable to any leave **credits**.

(d) **Leave to Attend Part-time Courses**

An employee who is taking approved part-time job related courses may require time off to attend such courses when they are scheduled during his normal working hours. Permission may be granted for an employee to be absent with pay to 1/2 day per week for this purpose, provided the employee can be spared and his absence does not involve extra ~~costs~~ to the Company in terms of overtime or the hiring of additional staff.

(e) **Educational Leave**

Educational leave without pay or financial assistance may be granted to an employee in some circumstances for a period of up to three (3) years. Normally a year's leave may be granted in the first instance and extensions permitted if satisfactory progress is maintained. Applications are made as for leave without pay through normal organizational channels.

17.07 Maternity, Parental and Adoption Leave

(a) **Maternity**

Eligible employees shall be granted maternity related leave which will not exceed seventeen (17) weeks.

Supplementary Unemployment Insurance Benefits Plan (SUB Plan)

- (i) An employee on maternity leave who provides the Employer with proof that the employee has applied for and is in receipt of Unemployment Insurance benefits pursuant to Section 18 of the

Unemployment Insurance Act, shall be paid a supplemental unemployment benefit. Payments with respect to a period of maternity leave made according to the Supplementary Unemployment Benefits Plan will consist of the following:

- (1) for the first two (2) weeks, where an employee is subject to a waiting period of two (2) weeks before receiving unemployment insurance maternity benefits, payments equivalent to ~~seventy-five~~ (75%) percent of the employee's weekly rate of pay; and
 - (2) for an additional two (2) weeks, payment equivalent to the difference between the unemployment insurance maternity benefits, the employee is eligible to receive ~~seventy-five~~ (75%) percent of the employee's weekly rate of pay; and
 - (3) for up a maximum of an additional thirteen (13) weeks, payment equivalent to the difference between the unemployment insurance maternity benefits, the employee is eligible to receive ~~and fifty-five~~ (55%) percent of the employee's weekly rate of pay.
- (ii) Where an employee becomes eligible for a pay increment or an economic adjustment with respect to any period in which the employee was in receipt of supplemental unemployment benefits, the payments shall be adjusted accordingly.
 - (iii) Employees shall have no vested right to payments under the plan except to payments during a period of unemployment specified in the plan. Payments in respect of guaranteed annual remuneration or in respect of deferred remuneration or severance pay benefits are not reduced or increased by payments under the Plan.

(b) Parental

Eligible employees shall be granted parental leave for child care responsibilities which will not exceed twenty-four (24) weeks and will commence at the expiration of the maternity leave within fifty-two (52) weeks after the birth of the child.

(c) Adoption

Eligible employees shall be granted adoption leave which will not exceed twenty-four (24) weeks and will commence on the day the child comes into the employee's actual care and custody. Application for adoption leave can be made by a male employee, by a female employee or divided between both parents.

(d) General

- (i) Every employee who intends to take maternity leave, parental leave or adoption leave shall:
 - (a) give at least four (4) weeks' notice in writing to the Employer unless there is a valid reason why that notice cannot be given; and
 - (b) inform the Employer in writing of the length of leave intended to be taken.
- (ii) At the expiration of maternity, parental or adoption leave, the employee shall be reinstated to the position held at the commencement of the leave or, where this is not possible, to a comparable position with the same salary and benefits and in the same location.
- (iii) Employees will be informed of employment, promotions or training opportunities for which they are qualified that arise during the leave period.

- (iv) During the period of maternity, parental or adoption leave, the following benefits will continue if applicable: Nordion Retirement Plan, group life insurance, long term disability, dental and medical insurance. Company contributions to the premium ~~costs~~ will apply in respect of the Nordion Retirement Plan and group insurance plans during the leave period.

Employee contributions to the maintenance of benefits coverage will be recovered from the employee. The employee has the option of paying this amount before leave commences, upon return to work or, should the employee choose not to return to work, at the time of termination. The amount owing can be paid through payroll deduction, lump sum payment or postdated cheque. Upon the written request of the employee, Company payments under the SUB plan can be used to help offset the amount the employee would owe on her return, for the benefits contributions. The maximum allowable time to reimburse this amount is a period equivalent to the duration of the leave period.

(v) **Payroll Considerations and Administration**

Company payments to the employee will be made bi-weekly to coincide with Company paydays and will be deposited to the employee's account. Normal tax withholdings will apply. No other deductions, such as Canada pension Plan or Unemployment Insurance will apply.

- (vi) Leave granted under Articles 17.07 (a), (b) and (c) shall be counted for the calculation of "service" and "continuous service" for the purpose of this collective agreement. For the purposes of earning vacation leave credits under Article 17.03, the employee is deemed to have received pay while on leave under Article 17.07.

17.08 Rate of Pay

Except as provided in 17.04 (c), all leave with pay under this Article is the employee's normal hourly rate of pay times seven and one-half (7 1/2) hours for each day of leave with pay. "Normal hourly rate of pay" is defined as 1/1950 of the employee's current annual salary.

ARTICLE 18
COMPENSATION ON TERMINATION

18.01 General

- (a) Employees will accrue an entitlement to severance compensation based on service, with such compensation to be provided in the case of layoff, voluntary termination before retirement, retirement (including those employees who are eligible for a Nordion pension or PSSA immediate annuity or are entitled to a Nordion early retirement pension or PSSA annual allowance) and death as set out in this Article. For the purpose of this Article, service is considered to mean:
- (i) For employees hired prior to 1989 April 1 service is recognized by the parties as defined on the "years of service list" dated 1989 March 31. This shall be credited to the employee and will continue to accrue.
 - (ii) For employees hired on or after 1989 April 1 service commences on date of employment.
- (b) Employees planning to terminate employment should notify their supervisor in writing as far in advance as possible and at least two (2) weeks in advance of the anticipated last day of work, except that, in the case of early retirement, the supervisor should be notified at least two (2) months in advance of the anticipated last day of work. The supervisor will then initiate the appropriate action.
- (c) Termination is effective on the last day of work except in cases of death, disability or retirement
- (i) Where the employee dies, termination is the date of death.
 - (ii) In the case of disability, it falls on the expiration of approved paid leave or leave without pay if applicable.

- (iii) In cases of retiring on a Nordion pension or PSSA immediate annuity or having attained age 55 with entitlement to a Nordion early retirement pension or PSSA annual allowance, employees may extend their Company service (employment) beyond the last day of work through using earned vacation and/or furlough leave remaining to their credit provided they so advise their supervisor when giving notice of retirement.
- (d)
 - (i) Employees are paid at the rate of **1/260** of current annual salary for each day of vacation and furlough leave credit earned but not used as of their date of termination.
 - (ii) An employee will be compensated for all vacation and furlough leave credits earned but not used, and all leave in excess of that earned will be recovered. However, if the termination is due to death, disability or layoff and if the employee has used more vacation or sick leave than earned, then the amount used will be considered earned.
- (e) Compensation on termination will be paid as set out in this Article provided that the employment ceases for reasons other than dismissal for just cause, abandonment of position (absence without permission for seven (7) consecutive days), or voluntary resignation if not provided for in **18.03**.

18.02 Layoff

- (a) An employee will accrue a severance compensation entitlement based on two (2) weeks' pay for the first and one (1) week's pay for each additional completed year of continuous service to a maximum of thirty (30) weeks' pay.
- (b) Employees laid off for a second or subsequent time will be granted severance compensation equal to one (1) week's pay for each completed year of continuous service (less any period in respect of which severance compensation, retiring leave or a cash gratuity

has previously been granted) up to a maximum of thirty (30) weeks' pay.

- (c) When an employee has been notified in writing of an effective date of layoff, he will receive the benefits outlined in Article 18.02 (a) or (b), whichever is applicable, even though the employee voluntarily terminates employment on a mutually-agreed date which is prior to the effective date mentioned in the letter.

18.03 **Calculation of Termination Compensation**

For the purpose of calculating termination compensation for Voluntary Resignation Before Retirement, Retirement and Death, "continuous service" will include all periods of full-time continuing and regular part-time employment with the Company (including periods of authorized leave without pay) and its predecessors, provided that:

- service began no later than May 31, 1996, and
- such service has not been separated by more than three (3) calendar months.

18.04 **Voluntary Resignation Before Retirement**

An employee who is under age 55, has ten or more years of continuous service and who voluntarily resigns will be granted termination compensation equal to one-half week's pay for each completed year of continuous service at November 1, 1996 (less any period in respect of which termination compensation, retiring leave or a cash gratuity has previously been granted) up to a maximum of 15 weeks' pay. The rate of pay for the purpose of this benefit will be the employee's rate of pay at November 1, 1996.

18.05 **Retirement**

An employee who retires from Nordion with a Nordion Retirement Plan pension at age 55 or older and who has two or more completed years of continuous service will be entitled to one week's pay for each completed

year of continuous service (less any period in respect of which termination compensation, retiring leave or a cash gratuity has previously been granted) up to a maximum of 30 weeks' pay. The rate of pay for the purposes of this benefit will be the employee's rate of pay at November 1, 1996.

18.06 Death

Following the death of an employee, the spouse or estate will be granted termination compensation equal to one-half weeks pay for each completed year of continuous service at November 1, 1996 (less any period in respect of which termination compensation, retiring leave or a cash gratuity has previously been granted) with a minimum of two week's pay and a maximum of 15 weeks' pay. The rate of pay for the purposes of this benefit will be the employee's rate of pay at November 1, 1996.

ARTICLE 19
DESIGNATED PAID HOLIDAYS

19.01 (a) There shall be twelve (12) designated paid holidays each calendar year, to fall on Monday to Friday inclusive. During the life of this agreement, the designated paid holidays will be as follows:

| | |
|---------------|---|
| New Year Day | Labour Day |
| Good Friday | Thanksgiving Day |
| Easter Monday | Christmas Day |
| Victoria Day | Boxing Day |
| Canada Day | Two (2) Additional Company Holidays |
| Civic Holiday | (Second Additional Company Holiday effective Jan 1, 1997) |

(b) The dates for observance of the two (2) additional paid holidays will be determined by each employee in consultation with his/her supervisor.

19.02 An employee absent without pay on both his full working day immediately preceding and his full working day immediately following a designated holiday is not entitled to pay for the holiday.

19.03 The rate of pay for each designated paid holiday, except as modified in 17.04 (c) (ii) and 20.04 (a) (ii), is the employee's normal hourly rate of pay times seven and one-half (7 1/2) hours. "Normal hourly rate of pay" is defined as 1/1950 of the employee's current annual salary.

(i) Where the holiday falls on what would otherwise have been a scheduled day of work an employee will receive his normal pay for the day (7.5 hours or 9.375 hours depending on which schedule he is on for the remainder of the week containing the holiday), except where 17.04 (c)(ii) applies, for each designated holiday taken.

(ii) Where a designated paid holiday falls on a day that is not a scheduled day of work for a shift employee the employee shall:

(a) receive 9.375 hours pay at his normal hourly rate of pay in addition to their normal pay for the week.

or

(b) at his request receive a day of leave with pay in lieu of the designated holiday.

(iii) Employees required to work on a designated paid holiday will receive the applicable overtime rate as per Article 22.04.

19.04 The Company may, at its discretion, provide the employees the opportunity to take additional time off between Christmas **and** New Year. In the event ~~that~~ this ~~offer~~ is made to non-unionized employees, the Company agrees to provide the same opportunity to members of the bargaining unit in accordance with the same guidelines as all other staff.

ARTICLE 20
HOURS OF WORK

20.01 The normal work week shall be thirty-seven and one-half (37 1/2) hours Monday to Friday inclusive. The normal work day shall be seven and one-half (7 1/2) hours exclusive of the meal period.

20.02 The meal period is recognized as thirty (30) minutes for the normal work day.

20.03 Normal Work Day (**FOR ALL AREAS**)

8:00 A.M. to 4:00 P.M.

An employee's meal period, as referred to in 20.02 will be between 11:30 A.M. and 1:00 P.M. subject to operational requirements. The normal work day, described above, shall be considered as a shift for the purpose of Article 20.04.

20.04 Because of operational requirements of the Company, employees may be required to work the shifts assigned herein:

(a) Isotope Operations, Quality Control, Radiation Safety Branch and Cobalt (Industrial Operations)

(i) 7:00 A.M. to 3:00 P.M.
and/or (day shift)
6:00 A.M. to 2:00 P.M.

This shift shall be from Monday to Friday inclusive. An employee's thirty (30) minute unpaid meal period will be between 11:00 A.M. and 1:00 P.M. subject to operational requirements.

(ii) 2:00 P.M. to 10:00 P.M. (Monday to Friday) (evening shift)

(iii) 7:00 A.M. to 5:00 P.M. (compressed shift)

This shift shall be from Monday to Thursday inclusive and/or Tuesday to Friday inclusive. An employee's thirty-eight (38) minute unpaid meal period will be between 11:00 A.M. and 1:00 P.M. subject to operational requirements.

- (iv) 10:00 P.M. to 6:00 A.M. (Sunday to Thursday) (nightshift)
or
10:00 P.M. to 6:00 A.M. (Monday to Friday) (nightshift)

An employee's 30 minute unpaid meal period will be between 5:00 P.M. to 7:00 P.M. for (ii) and between 2:00 A.M. to 4:00 A.M. 20.04 (a)(iv) subject to operational requirements.

The shifts referred to in 20.04 (iv) will not be operated concurrently but will depend upon production requirements. Prior to the changing of the shift, the Company will provide the Union thirty (30) days' notice and the Company further agrees that the hours of the shift, once put into operation, will run for a minimum duration of thirty (30) days.

(b) Operations and Maintenance

- (i) 5:30 A.M. to 6:00 P.M.

These shifts will be from Monday to Friday inclusive. The work week will be an average of thirty-seven and one-half (37½) hours over a four (4) week period. An employee's days of work will be consecutive in each week. An employee's thirty (30) minute unpaid meal period will be between 11:00 A.M. and 1:00 P.M. subject to operational requirements.

(ii) Compressed Evening Shift

2:00 P.M. to 12:00 A.M.

This shift shall be from Monday to Thursday inclusive and/or Tuesday to Friday inclusive. An employee's thirty-eight (38) minute unpaid meal period will be between 5:00 P.M. and 7:00 P.M. subject to operational requirements.

Prior to the posting of this shift, the Company will provide the Union thirty (30) days notice of the commencement of this shift, and the Company further agrees that the hours of the shift, once put into operation, will run for a minimum duration of thirty (30) days.

20.05 A one month shift schedule shall be posted fourteen (14) days prior to its starting date and each month thereafter showing the days, shifts, and name of each employee. It is understood the Company shall only amend such schedules to add employees when the work force increases and when replacing employees due to termination.

- 20.06
- (i) Employees working the evening shift, the night shift and the compressed evening shift shall earn a shift premium in accordance with Article 21.06.
 - (ii) Staffing of the evening, the compressed evening shift and the night shifts will be made first on a voluntary basis among qualified employees. If the employer is unable to satisfy its operational requirements in this manner, the staffing will be done by means of rotation on an equitable basis among qualified employees.
 - (iii) Subject to (ii) above, an employee shall not be required to work more than two (2) consecutive weeks on the evening or night shift, except if on a voluntary basis.

(iv) An employee on evening shift, the compressed evening shift or the night shift who is required to work overtime prior to or beyond the shift will be paid overtime compensation in accordance with Article 22. Such overtime compensation will apply to both the employee's normal hourly rate of pay and the shift differential.

20.07 (a) The shift outlined as a compressed shift in 20.04 (a) (iii) and 20.04 (b) (ii) will be considered one and onequarter ($1\frac{1}{4}$) days for the purpose of articles:

24.02 (d) Recall
24.03 (b) Probation
21.07 (a) and (b) Acting Pay
17.04 (a) and (b) Sick Leave
17.03 (c) (iv) and (e) Vacation Leave with Pay Credits and Advance Payment
17.07 Rate of Pay
18.01 (c) and (d) Compensation on Termination
19.03 Designated Holidays
22 Overtime

(b) The shift outlined as a compressed shift in 20.04 (b) (i) will be considered one and one-half ($1\frac{1}{2}$) days for the purpose of articles:

24.02 (d) Recall
24.03 (b) Probation
21.07 (a) and (b) Acting Pay
17.04 (a) and (b) Sick Leave
17.03 (c) (iv) and (e) Vacation Leave with Pay Credits and Advance Payment
17.07 Rate of Pay
18.01 (c) and (d) Compensation on Termination
19.03 Designated Holidays
22 Overtime

- 20.08 (a) If, during the term of this agreement, an amendment to the hours of work ~~is~~ requested by one of the parties for operational requirements, the parties agree to meet upon thirty (30) days notice to attempt to negotiate a resolution.
- (b) The hours of work outlined in 20.04 (a) (i) (specifically 6:00 A.M. to 2:00 P.M. day shift) and 20.04 (a) (iv) are primarily for processing of Molybdenum⁹⁹. Should further business opportunities or operational requirements necessitate the use of these shifts during the course of this collective agreement, the Employer will provide union representatives with thirty (30) days notice and consultation at the **UNION-MANAGEMENT** committee in order to minimize any potential adverse effect by the implementation of these shifts.

ARTICLE 21
SALARIES

21.01 The job classifications and their salary ranges are set out in Appendix "A" .

21.02 The following salary scales are effective for Nordion International Inc. employees and will be increased accordingly.

R-SCALE SALARIES
EFFECTIVE APRIL 1, 1996

| | Step A | Step B | Step C | Step D | Step E | Step F |
|-----|---------------|---------------|---------------|---------------|---------------|---------------|
| RSG | 17,234 | | | | | |
| R1 | 19,462 | 20,434 | 21,455 | 22,316 | 22,985 | 23,673 |
| R2 | 22,474 | 23,599 | 24,778 | 25,769 | 26,542 | 27,338 |
| R3 | 25,659 | 26,942 | 28,289 | 29,420 | 30,303 | 31,211 |
| R4 | 29,416 | 30,888 | 32,432 | 33,730 | 34,741 | 35,782 |
| R5 | 33,919 | 35,615 | 37,395 | 38,892 | 40,058 | 41,261 |
| R6 | 38,624 | 40,556 | 42,583 | 44,285 | 45,614 | 46,984 |
| R7 | 43,463 | 45,637 | 47,919 | 49,835 | 51,329 | 52,871 |
| R8 | 48,679 | 51,111 | 53,669 | 55,815 | 57,490 | 59,214 |
| R9 | 53,011 | 55,660 | 58,444 | 60,783 | 62,605 | 64,483 |
| R10 | 58,628 | 61,558 | 64,637 | 67,224 | 69,241 | 71,317 |

**R-SCALE SALARIES
EFFECTIVE APRIL 1, 1997**

| | Step A | Step B | Step C | Step D | Step E | Step F |
|-----|---------------|---------------|---------------|---------------|---------------|---------------|
| RSG | 17,579 | | | | | |
| R1 | 19,851 | 20,843 | 21,884 | 22,762 | 23,445 | 24,146 |
| R2 | 22,923 | 24,071 | 25,274 | 26,284 | 27,073 | 27,885 |
| R3 | 26,172 | 27,481 | 28,855 | 30,008 | 30,909 | 31,835 |
| R4 | 30,004 | 31,506 | 33,081 | 34,405 | 35,436 | 36,498 |
| R5 | 34,597 | 36,327 | 38,143 | 39,670 | 40,859 | 42,086 |
| R6 | 39,396 | 41,367 | 43,435 | 45,171 | 46,526 | 47,924 |
| R7 | 44,332 | 46,550 | 48,877 | 50,832 | 52,356 | 53,928 |
| R8 | 49,653 | 52,133 | 54,742 | 56,931 | 58,640 | 60,398 |
| R9 | 54,071 | 56,773 | 59,613 | 61,999 | 63,857 | 65,773 |
| R10 | 59,801 | 62,789 | 65,930 | 68,568 | 70,626 | 72,743 |

**R-SCALE SALARIES
EFFECTIVE APRIL 1, 1998**

| | Step A | Step B | Step C | Step D | Step E | Step F |
|-----|---------------|---------------|---------------|---------------|---------------|---------------|
| RSG | 17,755 | | | | | |
| R1 | 20,050 | 21,051 | 22,103 | 22,990 | 23,679 | 24,387 |
| R2 | 23,152 | 24,312 | 25,527 | 26,547 | 27,344 | 28,164 |
| R3 | 26,434 | 27,756 | 29,144 | 30,308 | 31,218 | 32,153 |
| R4 | 30,304 | 31,821 | 33,412 | 34,749 | 35,790 | 36,863 |
| R5 | 34,943 | 36,690 | 38,524 | 40,067 | 41,268 | 42,507 |
| R6 | 39,790 | 41,781 | 43,869 | 45,623 | 46,991 | 48,403 |
| R7 | 44,775 | 47,016 | 49,366 | 51,340 | 52,880 | 54,467 |
| R8 | 50,150 | 52,654 | 55,289 | 57,500 | 59,226 | 61,002 |
| R9 | 54,612 | 57,341 | 60,209 | 62,619 | 64,496 | 66,431 |
| R10 | 60,399 | 63,417 | 66,589 | 69,254 | 71,332 | 73,470 |

R-SCALE SALARIES
EFFECTIVE OCTOBER 1, 1998

| | Step A | Step B | Step C | Step D | Step E | Step F |
|-----|--------|--------|--------|--------|--------|--------|
| RSG | 17,933 | | | | | |
| R1 | 20,251 | 21,262 | 22,324 | 23,220 | 23,916 | 24,631 |
| R2 | 23,384 | 24,555 | 25,782 | 26,812 | 27,617 | 28,446 |
| R3 | 26,698 | 28,034 | 29,435 | 30,611 | 31,530 | 32,475 |
| R4 | 30,607 | 32,139 | 33,746 | 35,096 | 36,148 | 37,232 |
| R5 | 35,292 | 37,057 | 38,909 | 40,468 | 41,681 | 42,932 |
| R6 | 40,188 | 42,199 | 44,308 | 46,079 | 47,461 | 48,887 |
| R7 | 45,223 | 47,486 | 49,860 | 51,853 | 53,409 | 55,012 |
| R8 | 50,652 | 53,181 | 55,842 | 58,075 | 59,818 | 61,612 |
| R9 | 55,158 | 57,914 | 60,811 | 63,245 | 65,141 | 67,095 |
| R10 | 61,003 | 64,051 | 67,255 | 69,947 | 72,045 | 74,205 |

21.03 Each of the ranges will be administered on a service progression basis subject to satisfactory performance as follows:

- (a) An employee appointed to a position will on the first day of the twelfth month following the appointment and each subsequent year receive a salary increase to the next step of the salary range until the employee reaches the maximum.
- (b) Appointment to a different job classification in the same salary range will not be considered a new appointment for salary administration purposes.

21.04 An employee who is promoted to a higher classified job will receive a salary increase which places the employee on an appropriate step in the new salary range. The salary increase will be a minimum of \$1,000.

21.05 The evaluation of new or revised jobs within the bargaining unit will be discussed with the Union. The Company and the Union may each have up to three (3) representatives present. One of the Union representatives may be a Public Service Alliance

representative. Disputes with respect to the evaluation of a job, if not resolved in these discussions, may be referred to the Grievance procedure commencing at Step 3.

21.06 Shift Differentials

The following shift differentials will apply:

Shift (night) - \$1.70

Shift (evening - scheduled to finish at 10:00 P.M. or later) - \$1.25

21.07 **Acting Pay**

(a) When an employee is required by the Company to perform the duties of a higher classification level on an acting basis for a period of at least five (5) consecutive working days, he shall be paid a premium rate as set out below for the period of the assignment.

The premium rate shall be the greater of the following:

1. The minimum of the range for the assigned position;
2. The employee's salary increased by 4% of the maximum of the assigned range, rounded to the nearest \$25;
3. The employee's present salary increased by 4% rounded to the nearest \$25.

(b) It is understood that any period of paid sick leave or Company paid holiday(s) which may occur during an acting assignment will not be considered to be part of the five (5) consecutive working days referred to in 21.07 (a) above. However, such leave will not be deemed to interrupt the assignment for the purposes of establishing the five (5) consecutive working day

period, provided the employee returns to the acting assignment immediately upon his return to work.

- 21.08 The Company shall not alter time cards or overtime sheets without first reviewing with the employee.
- 21.09 Effective 1990 January 1, the employees will be paid on a bi-weekly basis with pay days being every second Thursday.

ARTICLE 22
OVERTIME

22.01 **General Regulations**

- (a) All authorized overtime work other than described elsewhere in this Article, shall be compensated for at the standard overtime rate of time and one-half, which is defined to be a payment of one and one-half (1 1/2) times the normal hourly rate of pay for each hour of overtime work performed.
- (b) For the purposes of this Article, "normal hourly rate of pay" is defined to be 1/1950 of the employee's current annual salary and "overtime work" is to be read as excluding the time allowed for a meal period where taken.
- (c) The Company shall make every reasonable effort to distribute overtime equitably among qualified employees in each classification. No employee will be required to work overtime when sufficient qualified employees are willing and available to do the work.
- (d) The Company shall make every reasonable effort to give employees who are required to work overtime reasonable advance notice of this requirement.
- (e) Upon request of an employee and with the approval of the Company, overtime may be compensated in leave with pay. When this method is used, the leave with pay will be equivalent to one and one-half (1 1/2) times the hours worked and shall be granted by the Company at times convenient to both the employee and the Company. At any given time, the cumulative number of days in the compensatory leave bank shall not exceed five (5).

- (f) When an employee has worked ten (10) hours of overtime in one (1) week for which he has been compensated at the standard overtime rate of time and one-half, subsequent overtime will be compensated at double time. For this purpose the week begins and ends at 00:01 A.M. Monday.

22.02 An employee who is required to work overtime will not be paid for overtime work of one-half (1/2) hour or less. However, should the overtime work period extend beyond one-half (1/2) hour, payment will be calculated to the nearest half-hour.

22.03 Overtime on Days of Rest

Authorized overtime work performed on the first day of rest shall be paid at the rate of time and one half for the first seven and one-half (7 1/2) hours and double time thereafter. Authorized overtime work performed on the second or subsequent days of rest shall be paid at the rate of double time.

22.04 Overtime on Designated Paid Holiday

An employee who is required to work overtime on a designated paid holiday shall, in addition to normal salary, be paid for all such work at the rate of double time.

22.05 Overtime on Off-Site Assignments

An employee on an off-site assignment shall be paid at the rate of double time for hours worked beyond twelve (12) in any period of continuous work. "Site" is defined as property occupied by Nordion International Inc. in the National Capital Region. (Travel does not constitute work.)

22.06 Callouts and Overtime Between Regular Work Periods

Employees who have completed regular periods of work and have left the work premises and are required before their next regular work

period to perform extra service which does not continue until the start of that period, will receive pay for a minimum of two and one-half (2 1/2) hours at time and one-half.

22.07 Meal Period Compensation

(a) Overtime on a Normal Work Day

Where the employee is required to do more than three (3) hours' work immediately before or immediately after the normal work period, he will be required to take a one-half (1/2) hour meal period.

This meal period may be taken anytime after two (2) hours have been worked and will be paid for at the standard overtime rate provided the combined overtime work and meal period extends beyond three and one-half (3 1/2) hours or more.

In addition to compensation for the meal period outlined above, the employee shall be entitled to a meal allowance as set out in 22.07 (c).

(b) Callouts and Overtime Between Regular Work Periods

In relation to 22.06, if the work extends over a normal meal period, the employee will be permitted to take an unpaid meal period from one-half to one hour. Where the work period exceeds three (3) hours, the employee will be paid one-half (1/2) hour at time and one-half for the meal period and will be given a meal allowance.

(c) Meal Allowance

The authorized meal allowance is eight (\$8.00) dollars, claims for which are to be paid on regular petty cash forms and paid after appropriate authorization by the employee's supervisor.

22.08 Travelling to and From Outside Assignments

When an employee is travelling to an outside assignment, or returning from such assignment, he shall receive compensation for actual time spent in travelling, on the following basis:

- (a) When an employee travels on a day that is not his day of rest,
 - (i) he shall receive, subject to (ii) immediately following, his normal salary but no additional compensation;
 - (ii) he shall, if he has worked on that day and is required to travel outside his normal hours of work, be additionally compensated at his regular rate for any time he is required to spend in travelling outside his normal hours of work, to a maximum of six (6) hours' pay at the regular rate.
- (b) When an employee travels on his day(s) of rest and does not receive other overtime compensation he shall receive for any one day, overtime pay at time and one-half for the actual time spent in travelling, to a maximum of one day (seven and one-half (7 1/2) hours) at time and one-half.
- (c) When an employee works and travels on a day of rest he shall be paid as follows:
 - (i) overtime pay at the applicable rate for the period of overtime worked;
 - (ii) time and one-half for travel time which, when added to the time for which he receives overtime compensation for other reasons, does not exceed seven and one-half (7 1/2) hours;
 - (iii) normal hourly rate of pay to a maximum of six (6) hours for travel time in excess of (ii) above.

- (d) When he travels on one of his days of rest and receives other overtime compensation for a period of seven and one-half (7 1/2) hours or more for the day, he will be paid at his normal rate for the actual time spent in travel to a maximum of six (6) hours.
- (e) Travel on a Company paid holiday will be considered travel on a day of rest.

22.09

- (a) When an employee is sent by the Company on an outside assignment with the main purpose of learning about new developments, techniques, equipment, etc., or to deliver a paper, he will receive full normal salary, but will be ineligible for additional compensation.
- (b) When an employee is sent by the Company to such convention, conference or exhibition to perform duties such as assembling, operating or acting as an attendant to a Company exhibit, overtime will be paid in accordance with the foregoing provisions of this Article.

ARTICLE 23
UNION SECURITY

23.01 Union Information

Each employee will be furnished with a copy of the Collective Agreement, and will be informed of the name of the Union representative in the area where he will be working (to the extent that the Union keeps the Company informed of the appropriate representatives).

- 23.02**
- (a) (i) The Company will deduct from the monthly salary of all employees (except as noted in (a) (ii) below) a sum equal to the regular monthly dues of the Union provided that such deductions will not start until the calendar month following the date of hire and to the extent that sufficient unencumbered earnings are payable to the employee.
 - (ii) The foregoing will not apply to an employee who satisfies the Company, to the extent that he declares in an affidavit that he is a member of a religious organization registered pursuant to the Income Tax Act, whose doctrine prevents him as a matter of conscience from making financial contributions to an employee organization and that he will make contributions to a charitable organization equal to dues, shall not be subject to this Article, provided that the affidavit submitted by the employee shows the registered number of the religious organization and is counter-signed by an official representative of the religious organization involved.
- (b) The Company will remit the sum deducted, together with a list of the employees from whom deductions have been made to the Union within fifteen (15) days of the pay date.
 - (c) It is the responsibility of the Union to advise the Company in advance of any change in its monthly dues.

- (d) **When a bargaining unit member leaves the employ of the Company, the Company shall forward written notification of termination to the Union, and the Union shall send the Company a receipt for same.**

ARTICLE 24
PRINCIPLES COVERING LENGTH OF SERVICE

24.01 The skill and experience of an employee and his capacity to perform the required task shall be the determining factors in selecting employees in (1) cases of vacancies created by transfers and increases in the working force, and (2) the promotion of employees to higher classifications. Where two or more employees are approximately equally qualified, seniority as defined hereafter shall be the determining factor. In the event that the Union is not satisfied that the Company's selection is in accordance with the foregoing, this issue may be a proper subject for grievance and, if necessary, arbitration.

24.02 (a) Seniority Credits

For the purposes of this Article, seniority shall be based on the following:

- (i) The seniority of an employee shall include the employee's full period of service as recognized by the parties on the seniority list dated 1986 October 15. This shall be credited to the employee and will continue to accrue.
- (ii) For each employee who enters the bargaining unit on or after 1986 October 15, seniority shall date from entry into the bargaining unit upon completion of a probationary period of ninety (90) working days (excluding all leave excepting designated paid holidays).
- (iii) Should two or more employees have the same seniority date, seniority standing will be established by the following criteria which will be considered in the listed order until seniority is established.

1) An employee hired in the morning will be deemed senior to the employee hired in the afternoon.

- 2) For employees on strength as of April 1, 1993, an employee with the greater length of continuous AECL employment will be deemed senior.
- 3) For employees on strength as of April 1, 1993, an employee with the greater length of noncontinuous AECL employment will be deemed senior.
- 4) The employee randomly selected by pulling a name from a hat will be deemed senior.

For employees hired after April 1, 1993, numbers 2 and 3 shall not apply.

- (b) The Company recognizes the desirability in general, of retaining employees with longer continuity of service, and the Union recognizes that the Company must maintain an effective working force.
- (c) The Company shall provide written notice of layoff to the Union and to each employee so affected as far in advance of the layoff as is practicable. Cases of contemplated layoff will be discussed by representatives of the Company with representatives of the Union to explore ways of assisting affected employees in obtaining suitable employment within or outside the Company.
- (d) Layoffs will be in reverse order of seniority in the classification affected provided that the senior employees have the skill, experience, and capacity to perform the remaining work. In these circumstances a reasonable period of familiarization will be provided.
- (e) An employee who is designated for layoff in accordance with Article 24.02 (d) will have the alternative of being laid off or displacing an employee with less seniority, in an alternate classification in the same or lower salary range, provided the

employee designated for layoff has the skill, experience, and capacity to perform the required work. In these circumstances a reasonable period of familiarization will be provided.

- (9) A laid-off employee shall be retained on a recall list for a period equal to the amount of seniority to his credit or two (2) years, whichever is less, except where he requests in writing that his name be removed from the recall list, or returns to work with the Company, or fails to notify the Company within five (5) working days of recall of his intention to return to work, or fails to return to work within ten (10) working days of recall.
- (g) Recalls shall be made from the recall list in reverse order of layoff provided that the eligible person has the skill, experience and capacity to perform the work after a reasonable period of familiarization.
- (h) Notification of recall shall be sent by registered mail to the person's last known address. It shall be the responsibility of each person on a recall list to advise the Human Resources Division of any change in his address.

24.03 Seniority will continue to accumulate during all Company approved periods of leave of absence whether with or without pay, but not while on a recall list following lay-off.

24.04 An employee's service and seniority shall be terminated:

- (a) Upon departure from the Company (i.e. by resignation or discharge);
- (b) When an employee has been laid off for a period equal to the amount of seniority to his credit, or two (2) years, whichever is less;
- (c) If a laid-off employee fails to comply with **24.02 (9)**, or requests in writing that his name be removed from the recall list.

24.05 *An employee who accepts a position within the Company outside the Bargaining Unit shall retain but not accrue seniority for a period of nine (9) months.*

ARTICLE 25
RECORDED DISCIPLINARY REPRIMANDS

- 25.01** Before a supervisor places a disciplinary reprimand on an employee's file, it will first be shown to the employee. The employee, or if the employee refuses, an officer of the Union, will acknowledge that this has been done by placing his signature on the document.
- 25.02** A letter of reprimand and supporting documents related to a specific disciplinary action, which may have been placed on the employee's file, shall be destroyed after **twenty-four (24)** months provided that no further disciplinary action has been recorded during this period.

ARTICLE 26
HEALTH AND SAFETY

- 26.01 The Company and the Union recognize the benefits to be derived from a healthy and safe work environment. It is agreed that the Company and the Union will co-operate fully to promote health and safety in the work place and to promote enforcement of health and safety rules and regulations.
- 26.02 The Company shall continue to make all reasonable provisions for the occupational health and safety of employees. The Company will welcome suggestions from the Union and the parties will undertake to consult with a view to adopting and expeditiously carrying out reasonable procedures and techniques to minimize the risk of occupational injury and illness.
- 26.03 To this end, the Company will continue to form Joint Occupational Health and Safety Committees of equal representation of management and non-management personnel at appropriate locations throughout the Company. A current list of names of the Committee members will be posted. These committees shall:
- (a) give consideration to and make recommendations on such matters as the safeguarding of health and prevention of hazards to life and property. Particular attention will be paid to questions involving alleged hazardous or unsanitary working conditions. Regular meetings will be held and minutes of all meetings will be issued;
 - (b) include two (2) Union members on each of the Isotope Committee, the Site Committee and one (1) Union member on the Industrial Irradiation Committee. For each Committee, there is a management Co-Chairperson and an employee representative Co-Chairperson selected from among the members of the Committee by the members which represent the employees;

- (c) receive, for their respective areas, on a monthly basis. the monthly, ~~year-to-date~~ and lifetime exposure of employees of the bargaining unit. Names will not be listed
- 26.04** A Union representative will participate in the investigation of all hazardous Occurrences and radiation incidents involving the bargaining unit.
- 26.05** The existence of ~~health~~ and safety hazards in the work place is subject to the Grievance and Arbitration procedures of the Agreement.
- 26.06** (a) ~~With~~ respect to ~~conditions~~ in the work place, the Company agrees to ~~furnish~~ requested health and safety information in its possession to the Union, and where this information affects employees in the Bargaining Unit. When requested to do so, this information will be provided in writing.
- (b) Each employee shall have access to his personal radiation dose ~~records~~.
- 26.07** All atomic radiation workers shall receive ~~instruction~~ on radiation safety. This training shall be provided to each new employee designated as an atomic radiation worker prior to the commencement of work and refresher training shall be provided on a regular basis. The Atomic Control Regulations define an atomic radiation worker as:
- a) "any person who in the course of his work, business or occupation is likely to receive a dose of ionizing radiation in excess of any dose specified in column ~~IV~~ of Table I to Schedule II, or an exposure to radon daughters in excess of an exposure specified in column ~~II~~ of Table ~~2~~ to Schedule ~~II~~, and
- (b) any person specified as an atomic radiation worker pursuant to subsection ~~17(4)~~."

- 26.08 Subject to Article 26.10, in cases of Emergency, employees may be called upon to perform duties which are outside of their normal duties. In such cases, employees will be instructed and trained in the duties they are required to take in response to Emergencies.
- 26.09 The Company will continue to maintain a complement of certified FirstAiders. The names and locations of these individuals will be posted on bulletin boards throughout the Company.
- 26.10 Part II, Safety of Employees, Section 128 of the Canada Labour Code, will apply in any case of refusal to work due to imminent danger.
- 26.11 The Company shall provide all required uniforms and safety protective items.

ARTICLE 27
TECHNOLOGICAL CHANGE

- 27.01** The Company will notify the Union as far in advance as is practicable of any significant technological change which may adversely affect the employment status or working conditions of employees.
- 27.02** All questions relating to technological change that the parties are unable to resolve shall be dealt with under the provisions of the Canada Labour Code.

ARTICLE 28
BARGAINING UNIT WORK

- 28.01** The Company agrees to recognize the jurisdiction of bargaining unit work and shall ensure that only employees of the bargaining unit perform such work. Bargaining unit work is all those duties and functions normally and through established practice performed by members of the bargaining unit.
- 28.02** Notwithstanding the above, the Company may use non-bargaining employees to do bargaining unit work in an emergency.
- 28.03** It is the intent of the Company that contracting out will not adversely affect employees in the bargaining unit. If any dispute arises with respect to this policy, the matter will be discussed forthwith by representatives of the Company and the Union, and may then, at the option of the Union, be dealt with under the grievance procedure as outlined in Article 11 commencing at Step 2.

ARTICLE 29
NO DISCRIMINATION

- 29.01 The Company and the Union agree that no employee shall be discriminated against by reason of the prohibited grounds of discrimination as specified in the Canadian Human Rights Act.
- 29.02 The Company and the Union acknowledge that a Workplace Harassment Policy and Redress Procedure was put into effect as of February 1991.

ARTICLE 30
JOB DESCRIPTIONS

- 30.01** The parties agree that management has sole discretion in deciding the duties, responsibilities, and **qualifications** for all **jobs** within the bargaining unit.
- 30.02** In order to achieve understanding and agreement on the accurate description of jobs, subject to (0.01) above, the parties agree to **continue** the job description review process begun in 1987 by utilizing the following procedure within the term of this Collective Agreement.
- (a) All new or revised job descriptions will be written on the standard job description form.
 - (b) A Joint Job Description Review Committee will continue, made up of three (3) Company and three (3) union representatives (one (1) of whom may be a Public Service Alliance representative) which will review all new or revised job descriptions within the bargaining unit. The Supervisor of the job **concerned** and the incumbent may attend the meetings of the Committee **if requested**. Should the committee fail to agree on the accurate description of a job it will be referred to a Company and a Union representative for resolution. At the conclusion of these deliberations a copy of the job description will be provided to the Union.
- 30.03** An incumbent as of the date of **ratification** of this Agreement shall not be adversely affected by a change in the job qualifications when the duties and responsibilities of this job have not changed.

ARTICLE 31
EMPLOYEE FILES

31.01 An employee will be able to review his/her Personnel file once per year in the presence of a Human Resources Department representative. Any employee wishing to review his/her Personnel file must make the request in writing to the Human Resources Department and an appointment will be arranged.

ARTICLE 32
TRAINING

- 32.01 The Company recognizes that a skilled and knowledgeable work force is necessary for the continuation and future success of the business. The Company will continue to provide on-the-job training programs and training opportunities for employees consistent with operational requirements. Preference will be given to senior employees provided that they have the skill, experience and capacity to benefit from the training opportunity.

ARTICLE 33
TEMPORARY OR TERM EMPLOYEES

- 33.01 This Article provides a framework for a ~~period~~ of this Collective Agreement and ~~may~~ be altered or changed as a ~~result~~ of future bargaining, or indeed by mutual agreement in the ~~interim~~. In the event agreement cannot be reached on any proposed amendments or changes to ~~the~~ provisions, either party may submit ~~such~~ proposed changes to interest arbitration upon thirty (30) days' notice.
- 33.02 Temporary employment opportunities may arise in ~~two~~ (2) general categories:
- (a) Employees required to replace existing employees absent on leaves provided in the Collective Agreement;
 - (b) Special, limited duration situations which arise from ~~such~~ things ~~as~~ experimental and/or special projects.
- 33.03
- (a) Both parties to the ~~collective~~ agreement share a desire to set forth a method for dealing with these situations without unnecessarily burdening or depriving either party of their rights and benefits;
 - (b) the hiring of temporary employees shall not derogate from the requirement to ~~fill~~ vacancies and new positions of a permanent nature as set out in Article 13, or the provisions of Article 24.02(a)(ii) Probationary Period.
- 33.04
- (a) A temporary employee is a salaried employee hired to work for a specified period of time in accordance with the purposes set forth for ~~his/her~~ hiring and is entitled to the rights and benefits set out herein;

- (b) All temporary employees falling within the scope of The Public Service Alliance of Canada Local 70367 shall pay union dues from their initial date of employment and shall be entitled to the rights, benefits and working conditions of the collective agreement except as modified by this Appendix.

33.05

APPOINTMENT

I. TEMPORARY EMPLOYMENT SITUATION AS PER ARTICLE 33.02(b)

- (a) If the temporary requirement is expected to last nine (9) months or more, it will be posted and filled in accordance with Article 13 of the collective agreement.
 - (i) if filled by an existing seniority employee, such employee shall be eligible to return to his/her former position at the expiry of the term of the assignment;
 - (ii) if there are no qualified bargaining unit applicants, then the position can be filled with a temporary employee.
- (b) If the temporary requirement is expected to last less than nine (9) months, the Employer shall first attempt to use the Acting Pay provision if the requirement is above the entrance level and an employee capable of performing the work is available. If such is not the case, the position may be filled with a temporary employee.
- (c) If a temporary requirement which was expected to last less than nine (9) months exceeds nine (9) months and has not been filled on an Acting basis, a meeting/discussion shall take place between the Human Resources Department, the hiring department and the Union to determine whether or not the opening should now be posted.

- (d) If a temporary requirement situation becomes an established part of the Employer workforce, the position shall be posted in accordance with Article 13.

II. REPLACEMENT EMPLOYMENT AS PER ARTICLE 33.02(a)

- (a) If a replacement situation is expected to last nine (9) months or more:
 - (i) the Employer may use the Acting Pay provision, or if not;
 - (ii) the Employer shall post and fill the position in the same manner as 33.05.I.(a);
- (b) if a replacement situation is expected to last less than nine (9) months, the employer shall follow the same procedure as set forth in 33.05(I)(b);
- (c) If a replacement situation which was expected to be temporary becomes a permanent requirement, the position shall be posted in accordance with Article 13.

III. SECONDARY TEMPORARY REQUIREMENTS

When a temporary employment need is filled by a seniority employee further to Article 33.05.I.(a)(i) or Article 33.05.I.(a)(ii), the resulting vacancies, if required, shall be filled in accordance with the procedure set out at 33.05.I.(b).

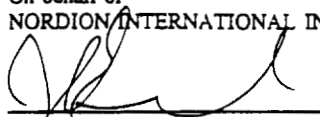
ARTICLE 34
DURATION AND AMENDMENT OF AGREEMENT

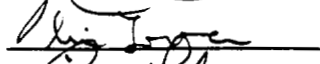
- 34.01 ✱ This agreement, when signed by the parties hereto, shall become effective from 1996 April 1 except as otherwise specified herein, and shall remain in full force and ~~effect~~ until 1999 March 31, and from year to year thereafter, unless amended or terminated in ~~the~~ manner provided herein.
- 34.02 Retroactivity to ~~1996~~ April 1 will apply only for employees on strength on date of ratification and only in respect of wages applicable to regular and overtime hours. All other new or changed provisions shall become effective on date of ratification unless otherwise specified.
- 34.03 If either the Company or the Union desires to terminate or amend this agreement, it must notify the other party in writing ~~between~~ 1999 January 1 and 1999 January 31, inclusive. Whenever notice is given for proposed amendments, the nature of the proposed amendments desired must be specified and until satisfactory conclusion is reached in the matter of the proposed amendment the original provisions shall remain in ~~effect~~.

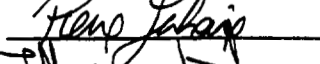
IN WITNESS WHEREOF the parties have this 27th day of Sept., 1996 executed this Agreement by the hands of their proper officers.

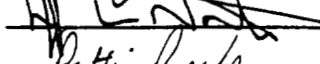
On behalf of
NORDION INTERNATIONAL INC.

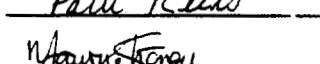
On behalf of
THE PUBLIC SERVICE ALLIANCE OF
CANADA LOCAL 70367

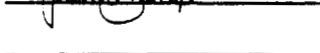


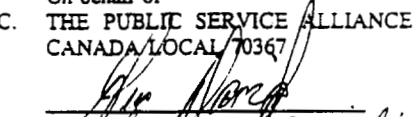


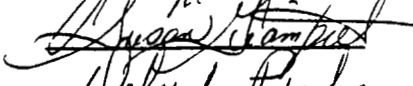


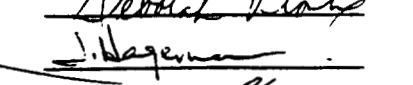


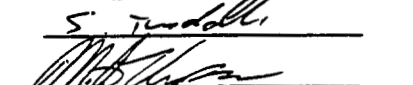


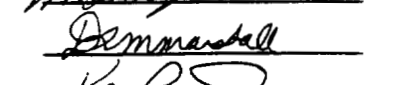















**ACTIVE JOB CLASSIFICATION LIST
APPENDIX "A"
P.S.A.C. COLLECTIVE AGREEMENT**

JOB LEVEL JOB CLASSIFICATION TITLE R-SCALE

| | |
|-----|---|
| R-2 | Laboratory Assistant} <i>Summer Student</i> (Lab Assistant used as student- student level R-2 assigned at time of hire) Decontamination Helper |
| R-3 | Decontamination Operator |
| R-4 | Motor Pool Facilities Operator Radiation & Decontamination Monitor Shipper/Receiver, Source Production (<i>Industrial</i>) Junior Draftsperson Junior Technician Junior Source Production Technician* |
| R-5 | Development Technician I Draftsperson Metallurgical Technician Production Technician I Quality Control Technician I Source Production Technician I Senior Shipper/Receiver, Source Production' (<i>Industrial</i>) Junior Radiation Surveyor Physics Technician I* Junior Process Equipment Technician Senior Radiation & Contamination Monitor Material Controller Building Maintenance Mechanic |
| R-6 | Designer Development Technician II Graphics Designer/Technical Illustrator |

Production Technician II
Graphics Designer/Technical Illustrator
Production Technician II
Quality Control Technician II
Radiation Surveyor
Source Production Technician II
Process Equipment Technician
Instrumentation Technician*
Heating & Power Service Mechanic
Apprentice Heating & Power Service Mechanic
Industrial Control Electrician

R-7 Senior Designer
Senior Development Technician
Senior Metallurgical Technician
Senior Production Technician
Senior Quality Control Technician
Senior Radiation Surveyor
Senior Measurement Quality Control Technician*
Senior Process Equipment Technician
Senior Heating Power Service Mechanic
Glassblower I*
Installation & Service Coordinator
Senior Shift Technician*
Senior Instrument Technician
Technical Publications Coordinator*
Senior Industrial Control Electrician

R-8 Design Specialist
Glassblower II
Production Process Leader
Quality Control Leader
Regulatory Affairs Specialist*
Dosimetry Specialist*
Materials Laboratory Specialist*
Design Coordinator, Marketing Communications"
Section leader, Drawing Office*
Design Coordinator*

**HISTORICAL JOB CLASSIFICATION LIST
APPENDIX "B"
P.S.A.C. COLLECTIVE AGREEMENT**

JOB LEVEL JOB CLASSIFICATION TITLE

| | |
|-----|--|
| R-4 | Shipper/Receiver, Isotope Production |
| R-5 | Model Shop Technician ** Senior Shipper/Receiver, Isotope Production Target Laboratory Technician ** Production Technician, Inactive Area ** |
| R-6 | Production Control Planner Production Engineering Planner Senior Model Shop Technician ** Uranium Analysis Supervisor Waste Management Technician Decommissioning Technician ** |
| R-7 | Medical Service Coordinator Radiographer Waste & Container Management Technician ** |

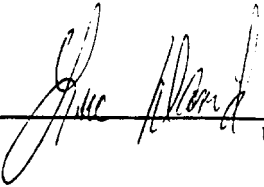
LETTER OF UNDERSTANDING

The parties agree to form a subcommittee of the Company-Union Cooperative Committee to review the job classifications set out in Annex "I". Within one year of the signing of the Collective Agreement, the Company-Union Cooperative Committee shall make a decision as to the inclusion of the job classifications which are contained in Annex "I".

DATED at KANATA, this 27th day of Sept., 1996.



Company



Union

**HISTORICAL JOB CLASSIFICATION LIST FOR REVIEW
ANNEX "I"
P.S.A.C. COLLECTIVE AGREEMENT**

JOB LEVEL JOB CLASSIFICATION TITLE

| | |
|-----|--|
| R-4 | Production Control Expeditor" |
| R-5 | Engineering Assistant, Electrical Design ** Senior Production Control Expeditor** Unit History Technician Illustrator |
| R-6 | Design Checker** Licensing Coordinator Planner-Scheduler Plant Engineering Coordinator Process Equipment Designer Quality Assurance Technician Technical Writer Technical Illustrator |
| R-7 | Administration & Drafting Coordinator Design Leader Engineering Documents Coordinator Senior Architectural Planner Senior Design Checker Senior Design/Development Technician Senior Licensing Coordinator Senior Process Equipment Designer Senior Production Engineering Planner Senior Quality Assurance Technician Senior Analytical Services Technician |
| R-8 | Production Engineering Planning Specialist Source Production Supervisor |