

COLLECTIVE AGREEMENT

BETWEEN:

THE SHOPPING CHANNEL,
DIVISION OF ROGERS BROADCASTING LIMITED

Hereinafter referred to **as** the "Company"

AND:

UNITED STEELWORKERS OF AMERICA

Hereinafter referred to as the "Union"

November 25, 2000

A handwritten signature, possibly of a union representative, consisting of a stylized 'S' or 'J' shape.

12776(01)

This Agreement is executed this day of

BETWEEN: The Shopping Channel,
 Division of Rogers Broadcasting Limited

Hereinafter referred to as the "Company"

Party of the First Part

AND: United Steelworkers of America

Hereinafter referred to as the "Union"

Party of the Second Part

ARTICLE 1 – PURPOSE AND RECOGNITION

- 1.1** It is the purpose of this Agreement to recognize a common interest between the Company and the Union.
- 1.2** The parties recognize that the business in which they are engaged is highly competitive and that the employer must be able to maintain an efficient cost-effective operation and improve itself in a highly competitive market. The parties agree to work together in attaining these objectives.
- 1.3** To set forth conditions covering rates of pay, hours of work and conditions of employment to be observed between the parties.
- 1.4** To provide a procedure for prompt and equitable adjustment of grievances,
- 1.5** The parties to this Agreement agree that they have a responsibility to enforce compliance with the terms and conditions of this agreement. To this end:
 - (a) The Company agrees to instruct its supervisory and management staff, and will adhere to and enforce this



agreement.

- (b) The Union agrees to instruct its officers, stewards and members to co-operate with the Company in carrying out the terms and requirements for the agreement and to fulfil their responsibilities as employees of the Company.

To this end, this Agreement is signed in good faith by the two parties.

- 1.6 The Company recognizes the Union as the bargaining agent for all employees of Rogers Broadcasting Limited, c.o.b. as THE SHOPPING CHANNEL, in the City of Toronto, excluding supervisors, persons above the rank of supervisor, cyberagents, Information Technology employees, E-Commerce employees and employees covered by Board Certification Order No. 7151-U.

The parties agree to jointly apply to the CIRB to amend the existing certificate accordingly.

- 1.7 Supervisors and Managers employed by the Company, who are not members of the bargaining unit, shall be allowed to perform work on any jobs which are included in the bargaining unit provided it does not cause a layoff of bargaining unit employees or prevent the posting of a permanent vacancy.
- 1.8 The Company has the right to contract out any **and all work**, provided it does not cause a lay off of bargaining unit employees.

ARTICLE 2 – PROBATION

- 2.1 An employee shall be on probation for their first 90 days worked. During the probationary period, the Company may release the employee at any time at its discretion. The probationary period may be extended by an additional thirty (30) days worked by mutual agreement of the Parties.
- 2.2 Employees— The term “employee” is used in this agreement to mean any person employed in the bargaining unit.
- 2.3 A part-time employee is defined as a person employed on a regular basis who works less than 24 hours per week on a regular basis.
- 2.4 Part-time employees will not receive benefits except those required pursuant to the provisions of the Canada Labour Code.



ARTICLE 3 – MANAGEMENT RIGHTS

- 3.1 The Union acknowledges that it is the exclusive function of the employer to manage the operations and direct the work forces and, without limiting the generality of the foregoing, the Union acknowledges that it is the exclusive function of the employer to:
- (a) maintain order, discipline and efficiency, and in connection therewith, to make, change and enforce, from time to time, rules and regulations, practices and policies to be observed by its employees which shall not be applied in an arbitrary or discriminatory manner.
 - (b) select, hire, classify, transfer, promote, demote, assign to shifts, assign to overtime, select for positions excluded from the bargaining unit, lay-off, recall, retire, schedule vacations, eliminate classifications, reorganize and **also** to suspend, discipline or discharge employees, provided that a claim by an employee who has acquired seniority that he has been discharged or disciplined, without just cause, may be subject of a grievance and dealt with as hereinafter provided.
 - (c) establish and administer tests to assist the employer in determining the employee's job qualifications, and require pre-employment medical examinations. In cases where the company questions the bona fide nature of the employee's illness or in the **case** of absence for three **(3) days** or more, the company reserves the right to request a doctor's certificate or to require the employee to attend an independent medical specialist. Where the company requests such additional medical information, employees shall be reimbursed the full cost, if any.
 - (d) determine the location of operations, their transfer, expansion or curtailment, the direction of working forces, the subcontracting of work, the schedules of operations, the number of shifts, job content, quality and quantity standards, the establishment of work or job assignments; create, combine or abolish job classifications in a reasonable manner revolving from the company's needs, from time to time; determine the qualifications of an employee to perform in a particular job; the nature of tools, equipment and machinery, used, and to use new or improved methods, machinery and equipment, change or discontinue existing tools, equipment, machinery, methods or processes; determine salaries, decide on the number of employees



needed by the employer at any time, the number of hours to be worked, starting and quitting time, when overtime shall be worked and require employees to work overtime; the determination of financial policies, including general accounting procedures and customer relations.

- 3.2 The Union further acknowledges the right of the employer to reorganize positions, functions and hours of work as long as the newly classified functions remain in the bargaining unit entirely. New classifications will be created and as a result, new wages will be negotiated or can be submitted to arbitration by the union. At the arbitration, the negotiated classification will be sole criteria for the new wage. The union further recognizes the right of the employer to operate and manage its operations in all respects in accordance with commitments and its obligations and responsibilities, the right to decide on the number of employees needed by the employer at any time, the right to use modern methods, machinery and equipment, and jurisdiction over all operations, building and equipment are solely and exclusively the responsibility of the employer.
- 3.3 Except as limited by a provision of this agreement, the employer shall continue to have the undisputed right to take any action it deems appropriate in the management of the plant and the operation of the work force. All inherent and common law management functions and prerogatives which the employer has not expressly modified or restricted by a specific provision of this agreement are retained and vested exclusively in the employer.
- 3.4 No non-exercise of a right by the employer shall be construed as a waiver of that right.
- 3.5 All employees shall adhere to the responsibilities contained in their job descriptions, dress codes and training and policy guidelines, including morning minutes.
- 3.6 It is agreed that the Company will monitor the phone calls of call centre employees on a random basis or on any other basis, which is not arbitrary.
- 3.7 It is understood and agreed that these rights shall not be exercised in a manner that clearly violates the specific terms of this agreement and it is understood that a claim by an employer or employees that the employer has so exercised those rights shall be a proper subject for a grievance.



ARTICLE 4 – UNION SECURITY

- 4.1 The Company shall deduct from the pay of each member of the bargaining unit, bi-weekly, such union dues, fees and assessment, but not fines, as prescribed by the Constitution ~~of~~ the Union.
- 4.2 The Company shall remit the amounts so deducted, prior to the fifteenth (15th) day of the month following, by cheque, as directed by the Toronto Area Office, payable to the International Treasurer.
- 4.3 The monthly remittance shall be accompanied by a statement showing the name of each employee from whose pay deductions have been made and the total amount deducted. Such statement shall also list the names of the employees from whom no deductions have been made and the reasons why. A copy of these statements will be sent to the Toronto Area Office to the attention of the Staff Representative.
- 4.4 The Union agrees to indemnify and save the Company harmless against all claims or other forms of liability that may arise out of or by reasons of, deductions made or payments made in accordance with this Article.
- 4.5 The Company agrees to record total union dues deductions paid by each employee on his/her T-4 Income Tax Receipt.

ARTICLE 5 – USE OF BULLETIN BOARDS

- 5.1 The company agrees to the posting by the Union on a bulletin board of announcements regarding elections, meetings, negotiations, developments and internal affairs of the Union. There will be one bulletin board at each location and two (2) at 1400 A Castlefield, upon which the union can post notices with the Company's advance consent. Such consent will not be unreasonably withheld.

ARTICLE 6 – UNION LEAVE

- 6.1 Upon reasonable advance notice by the Union, the Company will release, without pay, up to four (4) employees named by the Union to attend negotiation meetings. The employees named by the union to attend negotiation meetings will each be granted one day in order to attend a pre-negotiation union meeting, during each round of bargaining. The union will provide the Company with three weeks' notice of such pre-negotiation date.



- 6.2 Leave without pay will be granted for up to five (5) employees at a time, no more than one (1) from any department, duly authorized to represent employees in order to attend local, regional or national union meetings, or educational conventions for up to thirty (30) days per year. Request for such leave shall be submitted at least 15 calendar days in advance by the employees.
- (a) One employee may be granted leave without pay to accept a position with the union, for up to six months. Such leave shall be granted by the company on receipt of a written request from the employee and the president of the union. Unless mutually agreed otherwise, leave provided for in this Article shall be limited to one employee at any one time. In a year when a USWA convention is scheduled, the maximum period of total days may be increased by five with the understanding that those days will be used to attend the convention.
- The leave provided for in this article shall not constitute a break in the continuity of service for the computation of seniority.
- 6.3 The Company acknowledges the right of the Union to appoint or otherwise select Union Stewards for the purpose of representing employees in the handling of complaints and grievances.
- 6.4 Since the Steward's first obligation is the performance of his duties to his employer, it is agreed that union business, other than the processing of grievances, is to be conducted outside of that employee's working hours unless it cannot practically be done outside of those working hours.
- 6.5 The Company agrees to recognize one (1) Union Steward for every fifty employees.
- 6.6 The Company shall be notified, in writing, by the Union of the names of the Union Stewards and the areas they are representing and any changes made thereto and the Company need not recognize them until this occurs.
- 6.7 The Company agrees to recognize and deal with a Union Grievance Committee of not more than three (3) employees including the Union Chairperson.
- 6.8 When the legitimate business of the Grievance Committee persons or Union Stewards requires them to leave their workstations and/or



departments, they shall first receive permission from their foreperson (such permission shall not be unreasonably withheld).

ARTICLE 7 – ACCESS TO PREMISES

- 7.1 Accredited Union Officers, when they wish to visit the Company's premises for matters necessary to the carrying out of this Agreement, shall telephone the Vice-president, Operations or his/her designate and arrange a convenient time, in advance, which does not interfere with normal operations of the Company.

ARTICLE 8 – NON-DISCRIMINATION

- 8.1 The parties will not interfere with, restrain or coerce employees covered by this Agreement because of membership or non-membership in or lawful activity on behalf of or inimical to the interest of the Union.
- 8.2 The Company agrees to abide by the Canadian Human Rights Act.
- Employees shall not be entitled to process a grievance under this article and a complaint under the Canadian Human Rights Act at the same time.

ARTICLE 9 – NO STRIKES OR LOCKOUTS

- 9.1 It is agreed that there will be no strikes during the lifetime of this Agreement.
- 9.2 It is agreed that the Company will not lockout its employees during the lifetime of this agreement.
- 9.3 The word "Strike" and the word "Lockout" shall be deemed to have the meaning given those words in the Canada Labour Code.
- 9.4 The Union agrees that it will not involve or interfere with any other installation of the employer, its affiliates, parent or subsidiaries, as a result of any labour dispute it may have at the premises covered by this agreement.

ARTICLE 10 – GRIEVANCE PROCEDURE

- 10.1 It is mutually agreed that it is the spirit and intent of this Agreement to adjust, as quickly as possible, grievances arising from the application, administration, interpretation or alleged violation of this Agreement. However, no other grievance will be accepted,



processed or arbitrated.

- 10.2 In the event of a dispute between any member or members of the bargaining unit and the Company, in reference to the application, administration, interpretation or alleged violation of this Agreement, the following shall be the procedure for the adjustment and settlement thereof:

Step 1:

When a grievance arises, the employee(s) and/or the Union Steward shall discuss the matter with the Department Manager concerned who shall provide the grievor or steward with an oral answer before the end of the next work day.

Step 2:

In the event that the grievance is not resolved in the first step, the grievance shall be reduced to writing and a copy thereof delivered to the Department Manager (or his/her designee) within seven (7) days of the arising of such grievance. A copy shall also be simultaneously delivered to the employee designated by the Union as the chairperson of the Grievance Committee. The grievance shall be discussed at a meeting with the Director (or his/her designee) and the Local Grievance Committee consisting of not more than three (3) members. Such meetings shall take place within seven (7) days of the request for a meeting. Appropriate records of such meetings shall be kept.

Step 3:

If the grievance is not recorded as settled within seven (7) days after the meeting described in Step 2, the dispute shall be referred to the Vice-president Operations and the Union Staff Representative for further discussion and consideration. Such meetings shall take place within seven (7) days of the request for a meeting. Appropriate records of such meetings shall be kept.

Step 4

In the event that the representatives of the Company and the Union cannot reach an agreement, the dispute may, by written notice of either party to the other party, be submitted to final and binding arbitration within thirty (30) days after the



meeting described in Step 3.

The parties shall, within seven (7) days of the sending of the notice requesting arbitration, select a mutually acceptable arbitrator. If the parties are unable to agree on the selection of an arbitrator within the time limits prescribed, the Federal Minister of Labour can be requested to appoint the arbitrator.

- 10.3 Notwithstanding Article 10.2, any grievance concerning the suspension or discharge of an employee shall be submitted directly to the Vice-president – Operations (or his/her delegate) at Step 2, within seven (7) calendar days of the discharge.
- 10.4 The Company can grieve any action of the Union or of an employee commencing at Step 2 of the Grievance Procedure and the same individuals will be involved at each step as set out herein.
- 10.5 If either of the parties to this Agreement considers that the Agreement is being misinterpreted, or violated in any respect by the other party in a manner that affects the unit as a whole, the matter may be discussed between representatives of the Company and the Union, and if not satisfactorily settled, either party may refer the matter directly to Step 3 as a policy grievance. Similarly, any grievance by the employer is to commence at Step 3.
- 10.6 Any time limit mentioned under the grievance procedure shall exclude Saturdays, Sundays, Statutory Holidays and vacation or sick leave of the employee concerned and may be extended by mutual consent.
- 10.7 Employees shall suffer no **loss** of pay or other benefits if required to attend grievance meetings with the Company during their normal shift.
- 10.8 The arbitrator shall not make any decision inconsistent with the provisions of this Agreement, with the residual rights that management has, or with management's exercise of those rights. The arbitrator shall not alter, modify or amend any part of this Agreement.
- 10.9 No matter may be submitted to arbitration, which has not been properly carried through all previous steps in the manner, time and order specified herein.



10.10 Any complaint or grievance which is not commenced or processed through to the next stage of the grievance or arbitration procedures within the time specified in the Agreement shall be deemed to have been dropped. However, the limits specified in the grievance procedure may be extended by the employer and the union, in writing, provided that such extension for any one grievance shall not be a waiver of the time limits for any subsequent grievances. If the responding party fails to respond to a grievance of the other party within the time allotted herein, the grieving party shall have the right to advance the grievance to the next step.

10.11 No matter may be submitted to arbitration which has not been properly carried through all requisite steps of the grievance procedure within the timelines specified. Any and all time limits referred to under the grievance and arbitration procedures herein are mandatory, and may be extended only by written agreement between the Employer and the Union.

10.12 It is agreed that a settlement of any grievance under the grievance procedure shall not be construed as a precedent and shall not be binding on either party in respect to any other grievances.

ARTICLE 1 / – SENIORITY RIGHTS

11.1 Company seniority shall be deemed to commence on the date of hiring by the Company and shall be equal to the length of continuous service with the Company. Subject to Articles 11.4 and 11.8, which shall prevail, Company seniority should relate to the order of layoff, recall from layoff, promotions, and the choice of vacation period. However, employees shall only be eligible to exercise their seniority rights as outlined herein in their own sectors, specifically:

1. Call Centre
2. Warehouse
3. Stores

Company seniority should also pertain to shift preferences after one year of employment when there is a posted vacancy. However, an employee is precluded from bidding again for another shift in the same classification and sector within 3 months of having successfully bid for a new shift.



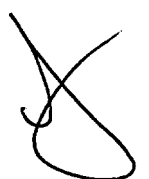
- 11.2 Company seniority shall be computed separately for part-time employees as a group distinct from full-time employees.
- 11.3 Committeepersons and Union Stewards will be issued an up-to-date seniority list on or about June 30th and December 31st of each year. A copy shall be posted on the bulletin board for employee inspection. Employees will have ten (10) days to complain of any errors. A copy of such seniority list shall be mailed to the Toronto Area Office of the Union and such Union list shall contain the employee's job classification and current rate of pay.

All employees' names shall appear on the seniority list after they have successfully completed their probationary periods.

- 11.4 In making a selection to fill a job vacancy, whether it be a lateral transfer or promotion, the employer shall consider:
- (a) The qualifications, productivity and ability of the employee to immediately do the job without training; and,
 - (b) The seniority of the employees involved.

When the factors in (a) above, are equal between the employees, seniority shall govern. If there are no qualified internal applicants, the Company may hire a qualified person from outside the bargaining unit.

- 11.5 An employee shall lose all seniority and his employment shall be deemed terminated if he/she:
- (a) voluntarily leaves the employ of the Company;
 - (b) is discharged and is not re-instated through the grievance procedure;
 - (c) fails to return to work promptly upon completion of an authorized leave of absence (unless prior arrangement acceptable to both the employee and the Company has been made for an extension of such leave) or utilizes a leave of absence for purposes other than those for which the leave of absence was granted. In demonstrated emergency situations, or, if it is otherwise impossible to return, the employee must provide the Company with a reasonable explanation, for the delay in returning to work.



- (d) is laid off for a period equal to the lesser of his period of seniority or twelve (12) months;
 - (e) after notice of recall from lay off is sent by registered mail to his last address on file with the Company, he fails to advise the Company of his intention to return within five (5) calendar days following mailing of such notice or fails to return to work on the date and time specified in the notice;
 - (9) is absent from work for three (3) or more scheduled working days without having obtained an authorized leave of absence, unless a reasonable explanation is provided;
 - (g) is absent from work due to sickness or disability for three (3) or more working days and fails, upon his return to work, to produce a certificate from a duly qualified medical practitioner verifying such reason for the absence from work, when so requested by the Company;
 - (h) fails to return to work following an illness or accident after he is able to return to work, unless he provides an explanation acceptable to the Company and additional medical information, if requested.
 - (i) the refusal to provide a medical certificate when the company has the right to request one, pursuant to this agreement, on two different occasions within a twelve (12) month period shall be deemed terminated.
- 11.6 Job vacancies shall be posted for five (5) days. A notice shall be posted on the bulletin boards listing the name of the successful applicants. Copies of all notices regarding job postings shall be given to the union chairperson, upon request.
- 11.7 An employee promoted or transferred to fill a vacancy in another classification shall be on a trial period in such classification for a period of up to three (3) months. The Company may, at any time during this trial period, return the employee to the former classification with no **loss** of seniority. At the conclusion of a successful trial period, the employee will be advised in writing that the promotion or transfer is confirmed.
- 11.8 If the employer decides to decrease the workforce within a sector as defined by Article 11.1, employees to be laid off will be laid off in reverse order of seniority if the qualifications and ability of the



affected employees to perform the work without training are relatively equal.

An employee selected for layoff may avoid layoff by bumping an employee with less seniority within their sector where their qualifications and ability to perform the work without training are relatively equal.

In a case where there is no employee within their sector with less seniority, the employee selected for layoff may avoid layoff by bumping an employee with less seniority in another sector, if they previously held that position and their qualifications and ability to perform the job without training are relatively equal.

- 1 ■ 9 The opposite procedure to 1 ■ 8 and the same criteria will apply to recall from layoff.
- 11.10 In recalling employees, the Company's responsibility will be fulfilled if the Company gives notice in writing by registered mail to the last address left by the employee with the Company. Employees must notify the Company of their intention within seven (7) days of receipt at the address of the notice from the Company and must report for duty within seven (7) calendar days of acceptance of the offer of recall, unless mutually agreeable arrangements are made in writing between the employee and the Company.
- 11.1 ■ The Union Chairperson shall be notified in advance of the names of any employee slated for permanent layoff and the expected duration of same if known.



ARTICLE 12 – LEAVE OF ABSENCE

- 12.1 An employee requesting leave of absence shall make application in writing to his/her Supervisor. The same shall be dealt with by management at its discretion. The employee shall be notified in writing of the disposition of the application and a record shall be kept in the Human Resources Department. Leave of absence may be extended at the discretion of management provided written application is made for same.
- (a) Leaves of absence of thirty (30) days or more must be applied for at least ten (10) days in advance.
 - (b) If Rogers Leave of absence policy changes so as to entitle a employee to a Leave of absence, such new Leave of absence policy will apply to employees in the bargaining unit.
- 12.2 The Company will grant pregnancy and parental leave to employees in accordance with the Canada Labour Code.

ARTICLE 13 – REPORTING ALLOWANCE

- 13.1 In the event that an employee reports for work on his/her regular shift, without having been notified, prior to the end of his/her previous shift not to report, he/she will be given at least four (4) hours work at his/her regular rate of pay or if no work is available, he/she will be paid the equivalent of four (4) hours at his/her regular rate of pay in lieu of work. This provision shall not apply when there is a lack of work due to a situation which is beyond the control of the Company.

ARTICLE 14 – CALL-IN PAY

- 14.1 An employee called for work outside his regular working hours shall be paid a minimum of four (4) hours at his straight time rate, provided the employee is willing to perform any work assigned to him. If overtime applies, the employee will be paid the four (4) hours at the applicable overtime rate.

ARTICLE 15 – WORKPLACE HEALTH AND SAFETY

- 15.1 The Company and the Union will meet their respective obligations pertaining to injured workers and occupational health and safety as set out in the Workplace Health and Safety Act and the Canada



Labour Code, Part II.

- 15.2 The Company agrees to reimburse employees required to wear safety shoes up to \$80.00 per calendar year towards the purchase of safety shoes. The wearing of safety shoes is compulsory in all areas as designated by the Company. Employees will be required to provide a receipt in order to claim for reimbursement of the cost of safety shoes.

ARTICLE 16 – JURY DUTY

- 16.1 An employee shall be granted leave of absence with pay at his/her regular hourly rate, for the normally scheduled number of hours the employee would have otherwise worked for the purpose of serving jury duty, provided that the employee shall reimburse the Company to the full amount of jury duty pay, excluding the expense allowance received by the employee. An employee who is not required to be in attendance at court shall report for work.

Any employee called for jury duty shall be transferred to day shift during the period he/she is required to serve.

Employees shall be required to provide proof of Jury Duty on request by the Company.

ARTICLE 17 – PLANT HOLIDAYS

- 17.1 Employees in the bargaining unit will receive the holidays provided to employees of the employer as follows:

New Year's Day	Labour Day
Good Friday	Thanksgiving Day
Victoria Day	Christmas Day
Canada Day	Boxing Day
Civic Holiday	Floater Day *

* Company designated

If one of these holidays falls on an employee's day off or during an employee's vacation, that day will be granted to the employee at another time, mutually convenient to the employee and the Company.

If an employee is asked to work on one of these days, the




employee will receive either:

- (a) Time and one half for all hours worked on the holiday in addition to the holiday pay; or
 - (b) Regular pay for all hours worked on the holiday and another day off with pay at a mutually convenient time.
- 17.2 Any employee scheduled to work on Christmas Eve will be paid for their full shift regardless if the company ceases broadcasting that day.
- 17.3 Eligible employees shall receive pay for each holiday equal to the employee's regular hourly rate of pay multiplied by the number of hours the employee would be regularly scheduled to work on such day if it were not a holiday, including shift premium.

ARTICLE 18 – VACATION WITH PAY

- 18.1 The vacation year is based on the calendar year.
- 18.2 During the first year of employment, vacations may only be taken after six (6) months of service. If employment starts on or before the 15th of a month, one day will be credited for that month, and if the employee starts on or after the 16th of a month, there is no vacation time accredited for that month.
- 18.3 Employees are required to take their vacation in the year in which it is earned. The Company only permits carry-over into the following year upon the express written permission of the Human Resources department. Payment in lieu of vacation is not permissible.
- 18.4 Employees will not be paid in lieu of vacation unless they are owed vacation upon retirement or termination of employment.
- 18.5 Employees who terminate their employment and have taken more vacation than actually earned in the current calendar year, will have their final pay appropriately adjusted to reflect the vacation over payment.



- 18.6 When Regular Full-time Salaried employees take their allotted vacation time, they receive vacation pay based on their regular base earnings (not including overtime, bonuses or commissions). If an employee earns overtime, bonuses or commissions, they may be entitled to additional vacation pay, which is calculated at the end of each calendar year-end, and, if applicable, is paid by the first pay in February of the next calendar year.

To determine if additional vacation pay is warranted:

The Company compares the legislated statutory minimum vacation pay entitlement (which applies to the employee's total "gross" earnings – including overtime, bonuses and commissions against the Company provided vacation pay entitlement (which applies to the employee's regular base earnings). If the statutory minimum vacation pay entitlement is higher than the Company provided entitlement, the employee will receive the difference as additional vacation pay.

- 18.7 Vacation entitlement for Regular Full-time Salaried and Hourly employees will be based on the following:

Service	Time off	Vacation Pay
6 months to 1 year	1 week	2.0%
After 1 years service	2 weeks	4.0%
After 3 years service	3 weeks	6.0%
After 6 years service	3 weeks plus 1 day	6.4%
After 7 years service	3 weeks plus 2 days	6.8%
After 8 years service	3 weeks plus 3 days	7.2%
After 9 years service	3 weeks plus 4 days	7.6%
After 10 years service	4 weeks	8.0%
After 12 years service	4 weeks plus 1 day	8.4%
After 14 years service	4 weeks plus 2 days	8.8%
After 18 years service	4 weeks plus 4 days	9.6%
After 20 years service	5 weeks	10.0%
After 21 years service	5 weeks plus 1 day	10.4%
After 22 years service	5 weeks plus 2 days	10.8%
After 23 years service	5 weeks plus 3 days	11.2%
After 24 years service	5 weeks plus 4 days	11.6%

- 18.8 Part-time and temporary employees will receive vacation pay in accordance with the provisions of the Canada Labour Code.

18.9 Vacation pay for Full-time Hourly and Part-time and Temporary employees will be paid out the first pay period in July and the first pay period in January for the preceeding year. Vacation time taken by employees will be unpaid.

18.10 The Company will post, by Oct 15th of each year, a notice giving employees an opportunity to select their vacation period for the upcoming year. The vacation schedule shall be finalized by Dec 15th. The Company will endeavour to accommodate employees who so select, preferred vacation periods by order of seniority. The Company reserves the right to make final approval of the vacation schedule, including a plant shutdown, vacation blackout period, having consideration for operating and staffing requirements.

Employees not indicating their vacation preference by December 15th, shall be required to give two weeks notice in advance of their vacation request. The Company reserves the right to make the final approval of the vacation schedule.

18.1 ■ Upon the termination or resignation of employees, vacation pay will be calculated per the vacation entitlements on year to date earnings, less any vacation pay received or time taken within the current calendar year.

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ARTICLE 19 – WAGES

- 19.1 The Company agrees to pay and the Union agrees to accept for the term of this Agreement, the wages as set out in the Wage Schedule "A" attached hereto and forming a part of this Agreement.
- 19.2 The Company agrees that all employees shall be paid bi-weekly in accordance with the Company's regular pay schedule.
- 19.3 Employees who commence their shifts at 11 a.m. or later will be eligible for a shift premium of \$1.00 per hour on Monday to Thursday and \$2.00 per hour on Thursday to Sunday for all hours worked after 4:00 PM and of \$3.00 per hour for all hours worked after midnight.

Employees working on Saturday and Sunday shall receive a minimum shift premium of \$1.00 per hour for all hours worked. Article 19.3 does not apply to those employees who work the 40 hour Friday to Monday shift.

ARTICLE 20 – HOURS OF WORK AND OVERTIME

- 20.1 The standard work week for all full time employees shall be forty (40) hours.
- 20.2 The Company's present practice respecting the provision of lunch and rest breaks will continue.
- If the employer refuses to allow an employee to take a lunch or rest break during a shift, and refuses to reschedule it during that shift, the employee will be remunerated for the equivalent time at the rate of 1.5 times.
- 20.3 All hours worked by an employee in excess of eight (8) hours in a day, or forty (40) hours in a week, will be paid at the overtime rate of one and one-half times the employees base hourly rate.
- 20.4 Nothing in this Article shall be so construed to mean a guarantee of hours of work per day or per week.
- 20.5 There shall be no pyramiding of premium rates.

ARTICLE 21 – INSURANCE-WELFARE BENEFITS AND PENSIONS

- 21.1 The following benefits will continue to be provided to employees:

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Life Insurance
AD & D
STD (Hourly – 5 days per year; Salaried – 10 days per year)
LTD
Extended Health Care
Dental
Pension
Computer Purchase Plan
Educational Assistance
tSc Discount
Employee Service Recognition Program

The company reserves the right to change the plan design and its components but will maintain the overall existing benefit level.

Within 3 months of ratification the company will provide the Union with a copy of the company's then current benefits handbook.

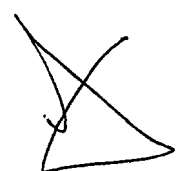
- 21.2 When an employee, who has completed his/her probationary period, is absent from work due to a death in the immediate family, he/she will be granted up to three (3) days leave with pay. Immediate family is deemed to mean spouse, child, parent, brother, sister, father-in-law and mother-in-law and any relative permanently residing in the employees household or with whom the employee resides.

ARTICLE 22 – TERMINATION

- 22.1 This Agreement shall become effective on the 1st day of December, 2000 A.D. and shall continue in effect up to and including the 30th day of November, 2002 A.D.

However, Article 19, will come into effect January 1, 2001.

- 22.2 Either Party desiring to renew or amend this Agreement, may give notice in writing of its intention during the last ninety (90) days of its operations.
- 22.3 If pursuant to such negotiations, an Agreement is not reached on the renewal or amendment of the Agreement prior to the current expiration date, the Agreement shall continue in effect in accordance with the terms of the Canada Labour Code until a new agreement is arrived at.



Duly Executed by the Parties hereto this ___ day of _____, _____ A.D.

FOR THE COMPANY

FOR THE UNION

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SCHEDULE "A"**WAGES**

1. Effective January 1, 2001, all employees will receive a wage increase of \$1.00 per hour.
2. Effective January 1, 2002, all employees will receive a wage increase of \$1.00 per hour.
3. Upon ratification, all employees will receive a signing bonus of \$500.00.

Employees required to obtain a forklift certificate shall receive an additional \$0.75 per hour for all hours worked actually driving the forklift.

4. Disruption Pay

The Company intends to move its operations outside of Toronto.

The Company will provide nine (9) months formal notice of its move to all employees.

Prior to the expiration of the nine month notice period the Company will provide an offer of jobs to all employees with at least, the same pay and benefits as they had immediately preceding the move.

Any employee who after receiving that notice, resigns at any time rather than moves to the new location will be paid a special bonus as follows:

Completed Years of Service at Date of Resignation	Part-Time		Completed Years of Service at Date of Resignation	Full-Time
Less than 5	\$500		Less than 5	\$1,500
5	\$750		5	\$1,650
6	\$800		6-9	\$1,750
7-9	\$850		10-14	\$2,000
10 and over	\$1,000		15 and over	\$3,000

Any Full-time or Permanent Part-time employee who moves their residence to be closer to the new work location within one year of the move will be paid a special bonus of \$1,500.00. This bonus will

only apply to those employees employed with the company on the date of ratification.

5. Right to Choose Representation

The Company agrees that three months following its moving its present operations to a new location and commencing operations at that location, it will hold a vote at the new location concerning whether the employees wish to be represented by the United Steelworkers of America. As soon as reasonably possible, the Employer will advise the Union of the dates that operations commence at the new location. The employees eligible to vote will be those who would be covered by Article 1.6, if Article 1.6 is extended to that new location.

The vote shall be conducted by a mutually acceptable arbitrator pursuant to the CIRB rules.

If the bargaining unit employees vote to be represented by the Union, the Employer agrees to amend the scope clause to include the new location. Prior to the vote, both parties are entitled to campaign as long as they do not make threats or promises to the employees.

6. Hiring Rate

The hiring rate will be no lower than \$8.00 per hour and no higher than the highest rate for substantially the same job function.

7. Wage Differential and Classifications

The parties agree to meet no later than one month following ratification and following that, as mutually agreed, to discuss wage differentials within classifications and potential restructuring of wage scales.

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