

This Agreement entered into this 8 day of Nov., 2004

BETWEEN

**NATIONAL AUTOMOBILE, AEROSPACE
TRANSPORTATION
and GENERAL WORKERS UNION OF CANADA,
AND IT'S LOCAL 444
(HEREAFTER REFERRED TO AS "the Union")**

AND

**INTEGRAM WINDSOR SEATING,
a division of MAGNA SEATING SYSTEMS, INC.
(HEREINAFTER REFERRED TO AS "the Company")**

STATEMENT OF PRINCIPLES AND INTENT

The parties have entered into this Model Collective Agreement to help them find better ways of working together to meet the Customers' expectations of a quality product at a competitive price so as to improve the profitability of the Company and thus improving job security for all employees.

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In entering this Agreement, the Company and the Union understand **and** respect the roles each must play in a collective bargaining relationship. Specifically, the parties recognize that labour legislation mandates that the parties must bargain in good faith to **reach** a mutually satisfactory collective agreement. The Company and the Union recognize that ongoing **communication** and respect for each other's role **will** lead to joint solutions and ultimately **promote long** term job security for employees. It is for these reasons, both the Company and the Union are looking to **achieve** a relationship based on the following principles and ultimately promote long-term job security for employees:

1. **The Company** is recognized as a separate profit centre. The future of the Company is dependent on it achieving and maintaining an acceptable return on investment.
2. The **job** of management and employees is to ensure that quality, delivery, and a competitive price must be a **priority** to achieve job security. The parties further recognize that the best way to achieve **job security** is by having management and employees working together in harmony to meet the customers' expectations.
3. The Union **recognizes** that the Magna International Inc. Corporate Constitution has been a key element in the Company's success.
4. This Agreement will be interpreted in accordance with the principles of the Magna Employee's Charter **which** are as follows:

a) Job Security:

Being competitive by making a better product for a better price is the best way to enhance **job** security.

To assist you, Magna will provide:

- Job Counselling
- Training
- Employee Assistance Programs

b) Safe & Healthful Workplace:

Magna strives to provide you with a working environment which is safe and healthful.

c) Fair Treatment

Magna offers equal employment opportunities based on an individual's qualifications and **performance**, free from discrimination or favouritism.

d) Competitive Wages & Benefits:

Magna will provide you with information which will **enable** you to compare your wages and benefits with those earned **by employees** of your competitors, as **well** as with other plants in your **community**.

e) Employee Equity Profit Participation:

Magna believes that every employee should **own** a portion of the Company.

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f) **Communication & Information:**

Through regular monthly meetings between management and employees and through publications, Magna will provide you with information so that you will know what is going on in your Company and within the industry,

5. The Company and the Union will work together on the basis of dealing with known facts in their approach to problem solving and decision making.
6. The Company and the Union will explore the feasibility of introducing various programs based on objective benchmarks which will be jointly introduced during the term of this Agreement to give employees the incentive to develop ideas towards improving competitiveness in terms of safety, quality, timely, delivery or cost.
7. The Company and the Union will endeavour to encourage employees to participate directly in problem solving, including the use of secret-ballot votes, on issues regarding their work environment.
8. Employees will be given the opportunity to be involved in the development of programs and procedures to improve safety, quality, efficiency, and fairness.

ARTICLE 1

RECOGNITION

- 1.01** The **Company** hereby recognizes the Union as the **sole** and exclusive bargaining agent for those employees subject to this Agreement, employed by the Company at **201 Patillo Road, RR#1, Tecumseh, Ontario** and the sequencing department employees **for** the purpose **of** collective bargaining with respect to rates of pay, hours of work, **and** other conditions of employment, subject to and in accordance with the provisions of this Agreement. For the purpose of this Agreement, the term **"employees"** shall be as prescribed by the **certificate** issued by the Ontario Labour Relations **Board** dated (Date) and shall not include supervisors, employees above the **rank** of supervisor, office, clerical, administrative and technical employees, **security** guards.
- 1.02** **where** the male pronoun is used in this Agreement, it **is** understood to apply to female employees **as** well.

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Supplement to Article I

Clarity note #1: Shipping and Receiving Clerks and Quality Assurance Clerks to be considered to be clerical employees.

Clarity note #2: "Technical employee" includes the Information Systems Department employees, Engineering Department employees, Research and Development Department employees, Trim Development Specialists and CMM Specialists,

ARTICLE II

NON-DISCRIMINATION

- 2.01** There shall be no discrimination, interference, restraint, or coercion by or on behalf of the Company regarding any employee because of membership in the Union. The Union, its members and/or agents shall not intimidate or ~~coerce~~, or attempt to intimidate ~~any~~ employee of the Company and shall not, ~~on~~ Company time or premises, conduct Union activity except as herein expressly provided.
- 2.02** The Company, the Union and employees **will** not discriminate against any employee because of race, sex, creed, religion, colour, national origin, physical handicap, **sexual** orientation, or **political** affiliation nor will they condone sexual harassment or other harassment in any form. The parties agree that harassment is a serious problem that is commonly defined as engaging in a course **of** vexatious comment or conduct that is known or **ought** to reasonably **be** known to be ~~unwelcomed~~.
- Harassment may involve such matters as name-calling; identifying jokes; stereotyping; or other demeaning or other insulting behaviour because the person is a member of an identifiable group.
- Sexual** harassment may involve such matters as crude **sexual** jokes, or sexual names; the display **of** obscene or pornographic material; sexual **advances**; grabbing; touching; or other demeaning and insulting behaviour.
- 2.03** The Company and ~~the~~ Union agree to observe the provisions of the Ontario Human Rights Code.

ARTICLE III

MANAGEMENT'S RIGHTS

- 3.01** The Union recognizes the right of the Company to hire, promote, transfer, demote and layoff employees and suspend, discharge, or otherwise discipline employees for just cause subject to the right of any seniority employee to lodge a grievance or request a review by the Fairness Committee in a manner and to the extent herein provided.
- 3.02** The Union further recognizes the right of the Company to operate and manage its plant(s), and to determine the location of its plant(s), the products to be manufactured, the scheduling of its production and its methods, processes, and means of manufacturing.
- 3.03** The Union further acknowledges that the Company has a right to make and alter, from time to time, rules and regulations to be observed by the employees, which rules and regulations shall not be inconsistent with the provisions of this Agreement. Any changes of these rules and regulations will be discussed with the Plant Committee before publication.
- 3.04** Nothing in this Agreement shall be deemed to restrict management in any way in the performance of all functions of management, except those specifically abridged or modified by this Agreement.

ARTICLE IV

STRIKES, STOPPAGES AND LOCK-OUT

- 4.01 The parties hereto agree that there shall be no strikes, work stoppages, work slow-downs, or lock-outs.
- 4.02 The words, "strike" and "lock-out" used herein, are agreed to have the meaning defined in the Labour Relations Act. S.O.1995, c.l. Schedule "A" as amended.

ARTICLE V

UNION SECURITY AND CHECK-OFF

- 5.01** All present seniority employees who are currently members of the Union will be required to continue to be members of the Union as a condition of employment for the duration of this Agreement.
- 5.02** Present probationary employees and newly hired employees upon **completion** of their probationary **period**, shall become members of the Union, and will be required to continue to be members of the Union as a condition of employment for the duration of this Agreement.
- 5.03** The Company will deduct from the pay of each employee, including new hires, the monthly dues and other assessments authorized by the constitution of the Union. The initiation fee shall be taken off the following pay period **after** the employee has completed his probationary period. This deduction will be shown on a separate column **on** the Union dues list prescribed in **5.04**.

The Union dues shall be taken off the following pay period **after** an employee has worked 40 hours **in** any one calendar month. Union dues shall be calculated on the basis of the average **of** an employee's total earnings as defined in the constitution and **by-laws** of the national and **local** Union for the previous calendar month.

The Company shall deduct from each employee's regular supplemental unemployment benefits **the** monthly dues and other assessments as authorized by the constitution of the Union.

The Union will notify the Company, in writing, two (2) weeks in advance of the relevant month of any changes in monthly dues deductions to be made.

The Company agrees to include **on** an employees **T4** slip for income tax **purposes** the total Union dues paid for the year, excluding any initiation fees.

- 5.04** A list of the total number of **employees**, along with all sums deducted as above shall **be** remitted by the Company to the financial secretary of **the local** Union **by** the 15th of the month following the month in which the deductions were made.

This list **will** contain the employees' name, badge employee numbers, addresses and telephone numbers, along with the amount of such **deductions** and the reason, if any, why no deductions were made from certain employees. This list will **also** indicate any employee whose employment is terminated, transferred out of the bargaining unit, on layoff, leave of absence, **or** died.

The Company will also provide the financial secretary with the monthly alphabetical employee list.

The Company will reimburse any employee any dues that have been deducted in error as long as a claim has been submitted to the Company before the last day of the calendar month in which deduction was made.

- 5.05** The Union shall indemnify and save the Company harmless against any and **all** claims, demands, suits and other forms of liability that arise out of or **by** reason of any action taken or not taken by the Company for **the** purpose of complying with any of **the** provisions of this article, or in reliance on any lists, notice or assessment furnished under such provisions.

ARTICLE VI

UNION REPRESENTATION

The Union shall be represented as follows:

- 6.01 By stewards whose respective ~~areas of~~ representation and jurisdiction will be agreed to by the parties based on the needs of the division. The parties agree that in determining the appropriate jurisdiction of a steward an attempt will be made to ensure that related ~~jobs~~ in areas will ~~come~~ under the jurisdiction of one steward to ensure there is consistency in dealing with problems that arise. The parties agree that the formula shall be one ~~(1)~~ steward per shift. The parties also agree that additional stewards may be appointed by mutual agreement.
- 6.02 The Company will recognize that there shall ~~be~~, where numbers warrant, up to four (4) ~~divisional~~ committee people whose respective area of representation and jurisdiction will be agreed to based on the ~~structure~~ of the division, plus one (1) skilled trades representative where numbers warrant.
- 6.03 By a plant committee chairperson whose function shall cover ~~all~~ of the Company's operation. The chairperson shall perform full-time duties without loss of pay including overtime when 50% of the plant is working.
- 6.04 The committee persons in 6.02 together with the plant chairperson in 6.03 shall form the plant committee for the purpose of meeting with management for the administration of the collective agreement and collective bargaining.
- 6.05 All stewards, committee people, chairperson shall be employees of the Company who have been members in good standing with the Union for six (6) months orⁱⁱⁱ have one (1) year's seniority.
- 6.06 The Chairperson of the Plant Committee shall be retained on the day shift. The committee people shall be retained on the day shift where possible.
- 6.07
 - a) The plant committee, as outlined in section 6.05, will constitute the bargaining committee for the purpose of contract negotiations with the Company, and such meetings will be paid for by the company.
 - b) The CAW national representative will be present at contract negotiations.
- 6.08 The Company will provide the Union with a suitably furnished office for Union Representatives to discharge their duties.
- 6.09 The election of in-plant Union representatives, and executive board members shall be held on Company premises. Prior to the election, the plant committee chairperson and the manager of human resources will determine suitable

location, times and date for voting. Voting will not be conducted on Company time.

6.10 Union representatives will adhere to the following procedures:

- a) He/she must request and receive permission from his supervisor or the supervisor's designated representative to leave his work for the purpose of presenting and adjusting complaints and grievances arising in his zone or areas in accordance with the grievance procedure provided herein and to attend any regularly scheduled meetings with Company representatives, or for any other meeting for which prior consent of the manager of human resources is required. Such permission shall not be unreasonably withheld. **The Company will** have a reasonable period of time to provide a suitable replacement when required for continuance of production. The Union Representative must inform his supervisor as to the nature of his business, **the** destination and probable duration of his **absence**. The Union Representative will promptly **report** back to **work** once he has completed Union **business**.
- b) When an employee wishes to **see** a Union Representative he/she shall notify his supervisor who will inform the representative of the request within a reasonable amount of time.

6.11 In the application of this article ~~there~~ shall be no suspension of work by any employee without the express permission of the employee's immediate supervisor.

6.12 The Union recognizes and agrees that the employees covered by ~~this~~ article have regular duties to perform in connection with their employment and ~~therefore~~ the business of administering ~~this~~ Agreement will be carried out with the **least** possible lost time from such regular duties. Union Representatives covered under this ~~article~~ will receive their **normal** rate of pay while performing Union business.

6.13 The Plant Chairperson ~~shall~~ receive the rate of pay equal to the highest classification in ~~the~~ Company.

6.14 The Union may designate an alternate who will function in the **absence** of any **Union** representative covered in this article. **The Company will** be notified in writing beforehand of ~~such~~ appointment.

6.15 The Company will grant, upon the request of the president of the **local** Union or the plant committee chairperson, permission for up to fifteen (15) employees in **total** to leave the plant at any one time, subject to the proper operation of the business, and provided ~~such~~ request is made in writing at **least** five (5) working **days in advance** to the manager of human **resources or his designate**.

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- 6.16 The Union agrees to notify the Company in writing, the names of in-plant representatives and executive members and any changes thereof.**
- 6.17 The Company shall give the Union a list of management personnel who will be dealing with the Union in the discharge of this Agreement and shall notify the Union of any changes thereto.**
- 6.18 The Plant Chairperson shall have preferred seniority plant-wide and the committee People and Stewards will have preferred seniority in their zones.**

ARTICLE VII

WORKPLACE PROBLEM SOLVING

- 7.01 The Company and ~~the~~ Union agree to provide employees an opportunity to become involved in internal dispute resolutions. Accordingly, the Company and the Union agree as follows:
- a) A Fairness Committee comprised of salaried personnel and employees shall be in place to deal with disputes and other workplace problems.
 - b) The Fairness Committee will act as a process for resolving workplace issues whether or not addressed by this Agreement. Decisions of the Fairness Committee shall not be arbitrable with the exception of decisions made under a reference pursuant to Section 8.03 b).
- 7.02 a) The Fairness Committee shall be comprised of volunteers from amongst ~~all~~ the employees.
- b) The Fairness Committee will fully investigate ~~the~~ case before rendering its decision. All decisions made by the Committee will be made by secret ~~ballot~~ majority vote. The Committee may uphold, dismiss or modify the employee's proposed solution.
- 7.03 Interested salaried personnel and employees (excluding General Managers and Assistant General Managers) will be allowed to volunteer on an annual basis. To ~~serve~~ on the Committee, an employee must have successfully completed their probationary period. Each volunteer's tenure will be one (1) year long. Should the volunteer not have the opportunity to participate in the ~~formal~~ Committee Process during their tenure or insufficient numbers of employees volunteer during the successive Company solicitation, that volunteer is automatically eligible to stand for a second term.
- 7.04 a) Committee members must ~~fully~~ and impartially ~~look~~ into ~~each~~ problem before making a final decision. Members must also keep ~~all~~ information at every stage of the process strictly confidential.
- b) Should a Committee member break this confidence at any stage of ~~the~~ process, the member ~~will~~ automatically be removed ~~from the~~

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Committee.

7.05 The Committee can review any permanent full time employee's concern after the employee has successfully completed their probationary period and up to and including the employee's last working day, including termination. Union policy grievances must, however, be dealt through the grievance arbitration process.

7.06 Any permanent full time employee who has successfully completed their probationary period can request the assistance of the Fairness Committee to help resolve a concern. An employee who requests the assistance of the Fairness Committee shall be deemed to have elected not to file a grievance under Articles VIII and X below. Such election shall be made prior to a grievance on the same matter reaching Step 2 of the grievance procedure. Accordingly, with the exception of decisions made under a reference pursuant to Section 8.03 b), matters dealt with by the Fairness Committee are not arbitrable.

7.07 Committee volunteers will receive several hours of introductory training covering areas such problem solving and listening techniques. Volunteers will be trained together and training will be conducted jointly by the Company and the Union.

7.08 Problem Solving Procedure

a) Step One

Based on Magna's Open Door Policy, an employee may, at any time, seek assistance with a problem / concern / question directly with their immediate supervisor as follows:

- Supervisor
- Department Manager
- Human Resources Representative
- Assistant General Manager
- General Manager

The employee is encouraged to speak to any supervisory level in sequence, but can always skip to any level if they are uncomfortable with anyone or feel the need to do so. If the problem remains informal and can be handled accordingly, the resolution of the issue will be conducted on a verbal basis, unless otherwise necessitated.

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b) Step Two

Should the employee be dissatisfied or, for any reason, be unable to resolve their problem using the informal approach outlined in Step One, the employee can request that the Fairness Committee, as a formal body, review the problem.

To exercise the Fairness Committee option, the employee will:

- a) Record their concern along with their desired solution on a standard form; and
- b) Deposit their **written** concern in a discreetly located, standardized, locked "Fairness" box or hand it directly to Human Resources.

Should the employee require assistance in any **aspect** of the Step Two process, they can seek the help of any employee they feel comfortable with in:

- regards to recording the **problem** and proposed solution
- presentation of their material at the Committee meeting, etc.

The deposited forms will be **picked up on** a regular frequency (i.e., daily, bi-weekly, weekly) by the division's Human Resources Representative, **acting** in a neutral capacity and protecting the employee's confidentiality throughout the process.

c) Step Three

Within 3-5 days, after determining the nature of the concern, the Human Resources Representative will either:

1. Counsel the employee in the event of a misunderstanding
OR
2. Present the concern to the **GM** for resolution satisfactory to the employee
OR
3. Begin the committee process by:

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a) Activating the Committee member's selection process as follows:

i) Volunteers are chosen for a Committee meeting by the employee who has the concern or problem. The employee randomly selects names of **four** (4) volunteer employees and **chooses** three (3) of them to participate on that particular Committee panel. The employee then randomly selects the **names** of three (3) supervisors and/or managers (excluding the General Manager and Assistant General Manager) and chooses two (2) of those names.

If an employee chooses a name of someone related to them, that volunteer's name would automatically be disqualified. Also, any Committee volunteer directly involved in the employee's **concern** or having helped the employee at an earlier state in the process would be unable to act as a voting member on that particular Committee panel.

b) Scheduling the Committee meeting as soon as possible after the date of the original concern, and no later than 30 days;

c) Advising / assisting the employee regarding the presentation ~~of~~ their case; and,

d) ~~Advising/assisting~~ any parties who will be directly involved in presenting information regarding ~~the~~ problem.

d) **Step Four**

Upon reviewing all the details concerning the employee's problem, the Committee will:

1. Secretly vote and reach a final decision based on a simple majority

OR

2. Table ~~the~~ problem to a future meeting should more information be

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required.

The Committee's final decision on all matters other than termination can:

1. Uphold the original decision being appealed
OR
2. Overturn the original decision
OR
3. Modify the original decision

In the case of a termination, ~~the~~ Committee's final decision shall make a recommendation to be considered in a ~~secret~~ ballot vote by the terminated employee's ~~peer group~~ as defined in this agreement.

e) **Step Five**

Once the Committee has reached a decision, the employee will be notified immediately (within one (1) **Day**) in writing and counselled as appropriate. Notification will ~~be~~ in writing to the General **Manager and the** appropriate personnel (i.e. those directly involved in the problem and affected by the decision). A copy of the executed Panel **Recommendation** will be provided to the Plant Chairperson within **24** hours ~~of~~ the decision being rendered.

ARTICLE VIII

GRIEVANCE PROCEDURE

8.01 A grievance shall consist of any complaint, disagreement or difference of opinion between the Company and the Union, or between the Company and an employee covered by this Agreement which concerns the interpretation, application, operation or alleged violation of the terms and provisions of this Agreement where the employee has not utilized the Fairness Committee as set out in Article VII above.

8.02 Either the Company or the Union may file a policy grievance concerning the interpretation, application, operation or alleged violation of this Agreement on a matter arising directly between the Union and the Company within five (5) working days of such party having knowledge or should have reasonably become aware of such incident giving rise to the grievance. Such grievances shall commence at the second step of the procedure set out below in this article. The Union shall not file a policy grievance on a matter that is properly a matter which has been made the subject of an individual grievance under Articles VIII or X or a reference to the Fairness Committee under Article VII.

8.03 The procedure for adjustment of grievances and disputes by an employee shall be as follows:

a) **Step One**

Any individual grievance must first be submitted verbally to the immediate supervisor within two (2) working days of the employee having knowledge of the incident giving rise to the complaint. The employee's Union Representative shall be involved. The immediate supervisor will respond verbally within one (1) working day. Failing settlement, the grievance may, within three (3) working days, be submitted in writing setting out the nature of the grievance, the section or sections of the Collective Agreement claimed violated, where possible, and the remedies sought. The immediate supervisor shall reply, in writing, to the grievor and the Union Representative within three (3) working days thereafter. If the employee does not receive a satisfactory response, he/she may proceed to the next step of the grievance procedure.

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b) **Step Two**

The grievance may be submitted on a form provided by the Company to the Human Resources Manager of the Company within a further three (3) working day period from the unsatisfactory response at Step One. Within the next three (3) working days, the Human Resources Manager shall schedule a meeting with the Plant Chairperson prior to answering the grievance. The Human Resources Manager will answer the grievance, in writing to the Union, within three (3) working days following the meeting.

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In the case of an individual grievance, where either the Local Union Chairperson or the Human Resources Manager deem appropriate, the grievance shall be referred to the Fairness Committee commencing at clause 7.08 (Step 3). If either party is dissatisfied with the decision of the Fairness Committee, the grievance will proceed to Step Three of the grievance procedure.

c) Step Three

If no agreement is reached at Step Two, then within three (3) working days of that decision, the grievance may be appealed to the Corporate Vice President of Human Resources. The grievance will then be discussed between the National Representative and the Corporate Vice President of Human Resources or his designee(s) within two (2) weeks. Within five (5) working days, of such discussions, the Company shall provide a written answer on the grievance to the National Representative.

d) Step Four

If the Union and the Company cannot reach a settlement, either party may, within five (5) working days of receiving the reply at Step Three, submit the grievance to arbitration.

8.04 Any grievance not carried to the next step within the time limits prescribed herein, or within such extensions as may have been agreed to in writing, shall be automatically settled on the basis of the last response given by the Company. Grievances resolved at Steps One, Two or Three will automatically be settled without precedent or prejudice to any other case. Grievances not responded to within the time limits may be processed to the next step by the moving party.

8.05 Where a grievance involves the payment of back wages and the employee's grievance has been allowed, the Company will be required to pay back wages from the time mutually agreed upon during the settlement of the grievance, but never sooner than the established time the grievance was brought to the attention of the Company by the aggrieved employee.

8.06 The Union hereby agrees the Company has the right to file a grievance against the Union. Such grievance shall commence at Step Two.

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ARTICLE IX

ARBITRATION

9.01 In the event that arbitration of a grievance which has been **properly** processed through the grievance **procedure** is desired by **either party**, then the other party shall be notified in writing not **later than the five (5) days** outlined in Step **Four** of the grievance procedure.

9.02 The **parties agree that the Arbitrator** shall be selected on a rotating basis from a panel of ~~the following~~ four (4) arbitrators:

1. Gail Brent
2. Bram Herlich
3. Robert Herman
4. Paula Knopf

9.03 **Should any of the Arbitrators constituting the above-mentioned panel of** Arbitrators withdraw or resign from the panel, then the party who nominated the Arbitrator who has withdrawn or resigned, shall forthwith submit to ~~the other~~ party to this Agreement, a list of four (4) nominees from which **shall be selected** one (1) nominee to **replace the** Arbitrator who has withdrawn or resigned.

9.04 **The** Arbitrators shall act singly, and in rotation, with **respect to each** successive grievance that is referred to **Arbitration**.

9.05 **Except where** otherwise **provided for** in this Agreement, each of the parties hereto **will** bear its own expense with respect to any arbitration proceedings. The parties **hereto will bear jointly the expenses of** the Arbitrator **on an equal basis**.

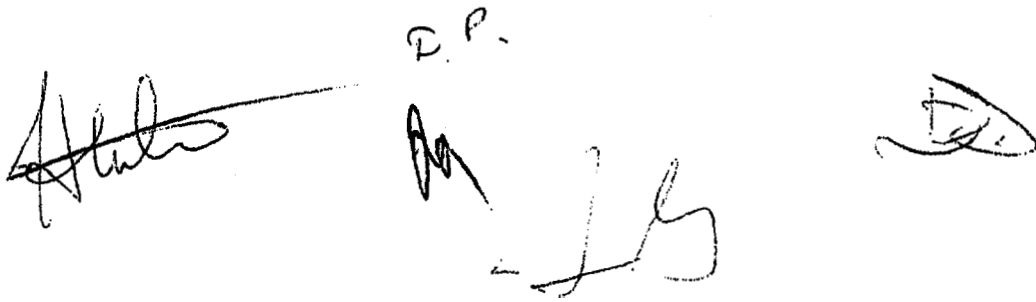
9.06 Grievances appealed to arbitration **will be presented to the arbitrators herein** before set out who **will act in rotation** in order that their names appear. Only grievances, relating to the **same violation or alleged violation** of this Agreement **may be grouped for such arbitration hearing before** the appropriate arbitrator. Submission of grievances to ~~the arbitrators~~ **will** be determined in this order:

- a) by the ~~date~~ of the **Company's reply to the grievance at Step Three** of the grievance **procedure**;
- b) by ~~the~~ date which the grievance was filed in the event ~~that the~~ **Company** replied to more than **one grievance at Step Three** on the same day; and
- c) by the **grievance number** if more than one grievance was filed on the **same day**. Grievances concerning suspension, discharge, **interpretation**

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of the agreement, including welfare plan shall be processed to arbitration prior to all other types of grievances unless mutually agreed otherwise.

- 9.07 The arbitrator shall not be authorized, nor shall the Arbitrator assume authority, to alter, modify, or amend any part of this Agreement, or to make any decision inconsistent with the provisions thereof except in the case of suspension and discharge where the arbitrator will have the right to modify, or deal with any matter not covered by this Agreement. Any recompense may be made retroactive to the date on which the matter was first brought to the Company's attention pursuant to clause 8.03.
- 9.08 The *decision of* the Arbitrator shall be final and binding on the parties and any employee affected by it.
- 9.09 Hearings will be held alternately on Company and Union premises or at other locations by mutual Agreement.
- 9.10 The Union will notify the Human Resources Manager as far in advance as possible of the names of bargaining unit employees required to attend arbitration hearings as witnesses.
- 9.11 All time limits referred to under the Grievance and Arbitration Procedures herein may, at any time, be extended by written agreement between the Company and Union.

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ARTICLE X

DISCIPLINARY ACTION

10.01 Discharge or Suspension Grievances: A claim by a seniority employee that he/she has been suspended or discharged, without just cause, subject to clause 7.06, shall commence at Step Two of the Grievance Procedure, provided the grievance is submitted in writing within three (3) working days after the suspension/discharge occurs and provided the employee does not elect to have the matter reviewed by the Fairness Committee.


Such grievances may be settled by confirming the suspension or discharge, or by reinstating the employee with full compensation, or by any other arrangement which is just and equitable in the opinion of the conferring parties.



10.02 A disciplinary record shall be removed from the employee's file in the event that a period of twelve (12) continuous working months have elapsed since the issuance of such discipline with no further discipline being subsequently issued.

10.03 The Company will issue discipline within two (2) working days of making the employee aware that the Company has determined upon completion of any necessary investigation, that the employee has engaged in conduct warranting discipline.

10.04 Upon written request, and reasonable notice, to the Human Resources Manager, an employee will be provided appropriate access to review, in the presence of the Human Resources Manager, or his designate, their personnel file.

10.05 The supervisor shall ask an employee if they want a steward in attendance whenever an employee is to be given a disciplinary warning or is to be suspended or discharged.

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ARTICLE XI

SENIORITY

11.01 Each new employee will complete a probationary period of sixty (60) working days. After **completion** of the above probationary period, the employee **shall be assigned** a Seniority **date** from their first day of employment. The discharge of a probationary employee shall be at the sole discretion of the Company and the matter will not be arbitrable. The employee will however have the **right to have** their case reviewed by the **Manager** of Human Resources.

11.02 When **two** (2) or more employees have the same seniority date, seniority shall be **determined** by the lowest ~~three digits of their Social Insurance Numbers.~~ *payroll number, not*

11.03 The Company will post an accurate up-to-date seniority list **bi-annually**.

11.04 **Loss of Seniority:**
The seniority of an employee shall be lost and the employment of such employee terminated for any one of the following reasons:

- a) if the employee **quits**.
- b) if the employee is discharged and the employee is not reinstated through **the** grievance procedure or Fairness Committee process..
- c) if **any employee** is laid off from the Company for a period in **excess** of twenty-four (24) months.
- d) if any employee fails to report to work when recalled from layoff within three (3) consecutive working days following notice to report by the Company by registered mail to the employee's last known address.
- e) when an employee is absent from work for three (3) consecutive working days without notifying the Company the reason for their absence.
- f) if an employee accepts other employment while on Leave of Absence without **the** express **permission** of the Company.
- g) when an **employee retires** pursuant to the Company's retirement policy.
- h) **If** an employee remains absent from work after the end of a leave of absence granted under this Agreement.

11.05 An employee transferred to a position outside the bargaining unit, who is transferred back at their **choice** or who is transferred back to the Bargaining Unit by the Company will displace the most junior employee **in** the Bargaining Unit provided they have **sufficient** seniority or be placed in a **job** in the lowest classification in the bargaining unit. Such an employee will be credited the amount of seniority accumulated while in Bargaining Unit, plus up to six (6) additional months for the time the employee **was** assigned to the transferred position.

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Article XII Job Posting Procedure

12.01 a.) If a **permanent** vacancy exists, ~~or~~ a new vacancy is created within a classification, such an opening will be posted within five (5) working days on the plant **bulletin boards**, for a period of three (3) regular working days, during such time seniority employees may make application for such vacancy. The posting will identify the following details as applicable:

- Shift
- Department
- Classification
- Main duties and activities of the **job**
- Number of Openings
- Pay rate and premiums
- Qualifications necessary to do the job
- Name of person to apply to
- Date and time to post and close the bid

b.) A seniority employee who wishes to apply for the job posting shall submit their application to the Human Resources Department, and shall retain a copy of their application. A copy of all job **postings** and applications will be given to the plant chairperson.

12.02 a.) A selection will be made based on the following:

- **skill**
- ability
- seniority

When the skill and **ability** are relatively equal, seniority will be the deciding factor.

b.) Notwithstanding 12.02 (e) the following **classifications** will be based on seniority only: assembler; **inspector/packer**; material handler; and, janitor.

12.03 An employee transferred pursuant to clause 12.02 **shall**, with reasonable familiarization, demonstrate their ability to **perform** satisfactorily in a new position for a ten (10) **working** day trial period. The performance review shall be conducted **prior** to the end of the trial period. Should an employee be found to perform unsuccessfully, or decline the new position, they shall be returned to their original classification previously **held**, and will not **be** denied an opportunity to apply for a future vacancy. Employees who are successful in **completing** their trial period and are awarded the **vacancy shall not be** eligible to apply for a future vacancy **for** a period of

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(1) one-year, unless the posted vacancy is to a job classification that has a higher rate of pay.

12.04

a.) If a vacancy occurs in the employee's department in the ~~same~~ classification, those employees who wish to change their shift will be given ~~first~~ priority before ~~the~~ job is posted. The interested employee with the highest seniority ~~will~~ be ~~offered~~ the shift change first.

b.) Upon completion of 12.04 (a,) the vacancy will ~~be posted~~ in the classification ~~affected~~ first. The subsequent vacancy, created by ~~the~~ original posting, will be filled by a second posting within the ~~classification~~. The vacancy created by the second ~~classification~~ posting will be filled based on plant ~~wide~~ seniority. Any subsequent vacancy ~~will be filled at~~ the discretion of the Company.

12.05

Results of the ~~job~~ posting, including ~~the~~ name, employee number and department of the ~~successful~~ applicant, ~~will~~ be submitted to the plant chairperson and posted on the plant bulletin boards. The employee will be put in the new position within (10) ten working days ~~of~~ notification.

12.06

In the event a job posting is cancelled, the company will ~~inform~~ the union, ~~in~~ writing, the reason for the ~~cancellation~~.

12.07

Temporary work assignments shall ~~be~~ defined as the movement ~~of~~ employees within the classification or from one classification to another classification ~~and/or~~ one department to another department having a duration of longer than (3) three days.

a.) For a ~~period of~~ thirty (30) days or less, the opportunity will first be given to seniority employees within the affected classification in ~~the~~ department on the shift.

Preference ~~will~~ be given to the most senior ~~employee~~ who has expressed a written interest to ~~learn~~ another job falling within section 12.02 (a). Employees who wish to be ~~so~~ considered may make a ~~written~~ application to the Human Resources Department expressing their preference for a particular Department and ~~Classificaton~~. All applications ~~will~~ expire on December 31st of ~~each~~ year and employees must make ~~a~~ new written application if they wish to continue to be considered. No employee ~~may~~ have more than ~~two~~ (2) applications ~~on~~ file at any one time.

b.) The company will ~~fill the~~ resultant vacancy, if any, ~~from~~ the ~~classification of their choosing~~ on the shift within the department by

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seniority providing **the** employee is **able** to satisfactorily perform the work to **be** done.

- c.) For periods of over (30) calendar days, temporary work assignments will be restricted to leaves **of** absence, including medical leaves. The company will post the **necessary** assignments on the posting board in the department and will **fill** the vacancy from the department by seniority, provided the employee is able to satisfactorily **perform** the work to be done. It is understood that a posting **for** vacation relief can cover more than one relief assignment.
- d.) Temporary work assignments of three days or less **shall be** filled at the company's discretion.
- e.) Temporary work assignments shall not **be** used to avoid **job** postings or circumvent seniority rights.
- f.) If the posted vacancy is a temporary vacancy, the person **who** is awarded the vacancy **shall** return to their previous position **when** the person for **whom** they were filling in returns to work.

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ARTICLE XIII
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LAYOFF AND RECALL

- 13.01 When the Company deems it necessary to reduce the workforce, the Company whenever possible, will attempt to give employees, five (5) working days notice of layoff.
- 13.02 In case of a layoff of three (3) weeks or less, employees may be laid off and recalled by plant wide seniority amongst the employees in the classification within the department and shift affected provided the remaining employees have the necessary skill and ability to perform satisfactorily the work.
- 13.03 In case of layoffs from work for more than three (3) weeks, employees will be laid off by plant wide seniority amongst employees in the classification within the department and shift affected, provided the remaining employees, with the appropriate familiarization, have the necessary skill and ability to perform satisfactorily the work.
- 13.04 Employees affected by a layoff for more than three (3) weeks may displace the employee with the lowest seniority in the same classification and same department regardless of shift, or, at their option, may displace the employee with the lowest seniority plant wide on the same shift.

Employees who cannot displace the lowest seniority employee on their shift, plantwide will displace the lowest seniority employee in the plant, regardless of shift.

Seniority employees must demonstrate the skill and ability to perform satisfactorily the new work assigned with appropriate familiarization.

Employees who take a lower paying position rather than being laid off will receive the pay rate of the lower classification.

- 13.05 In the case of a recall within sixty (60) days of a layoff pursuant to section 13.03, employees who have been displaced by such layoff shall automatically go back to the job from which they were displaced. In all other cases, employees on layoff shall be recalled on the basis of seniority provided the employee has the skill and ability to perform satisfactorily the work available with appropriate familiarization.
- 13.06 Seniority employees who are subject to layoff are entitled to receive benefits under the Layoff Security Plan negotiated between the Company and Human Resources Development Canada. To be eligible, employees must
 - (1) be eligible for E.I. benefits; and

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(2) be laid off solely due to temporary shortage of work.

Such employees will be paid 60% of their normal weekly income, up to the E.I. maximum, to cover the two (2) week waiting period before E.I. benefits normally become available. The benefit is not payable until the employee is in receipt of E.I. benefits. Employees will be required to submit their E.I. benefit stub to the Human Resources Department to verify receipt of E.I. benefits.

The administration of this plan shall be governed solely by the summary document approved by Human Resources Development Canada and it is hereby understood that in case of any inconsistency between the summary document and this Agreement, the summary document shall prevail.

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- A signature with "A.S." written below it.
- A signature with "K.S." written below it.
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ARTICLE XIV

LEAVES OF ABSENCE

14.01 A personal leave of absence of three (3) days or less must be approved by the employee's immediate supervisor. Leave of absence periods of more than three (3) days must be approved in advance, in writing, by the Manager, Human Resources or his designate on the forms provided.

14.02 Pregnancy/ Parental Leave of Absence will be available to any employee in accordance with the Employment Standards Act. Seniority will accumulate during the period of pregnancy/parental leave.

Before returning to work, following the pregnancy leave, the employee must provide the Company with a physician's certificate stating that she is fit to return to her **normal** duties, at least five (5) working days prior to the date of return.

14.03 Medical Leave: An employee with **seniority who** is unable to work because of illness or injury and who provides the Company with satisfactory medical evidence shall be granted a medical leave while disabled, equal to his seniority at the date of disability or five (5) consecutive years, whichever is greater, provided however, that **such** leave shall cease when the employee attains age 65.

14.04 Bereavement Leave: When a death occurs in an employee's immediate family (current spouse, father, mother, son, daughter, ~~mother-in-law, father-in-law~~, brother, sister, brother-in-law, sister-in-law), the employee **will** be granted bereavement leave with **pay** for five (5) consecutive working days, excluding Saturday and Sunday.

Employees will be granted bereavement leave with pay for three (3) consecutive working days, excluding Saturday and Sunday for the following; grandparents, spouses' grandparents, great-grandparents and grandchildren.

Special consideration may be given for unusual circumstances that are not covered by the above.

Employees are responsible for requesting bereavement leave from their immediate supervisor and may be required to submit documentation, upon request.

Bereavement pay will not be paid in **addition to any other type of allowable**

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pay for the same **day(s)**, such as holiday pay, vacation pay or any other days that would have been used when not **performing** work for the Company.

The parties agree that attending a memorial service when individuals are unable to travel to the funeral will be considered eligible for bereavement leave and pay.

14.05 Jury Duty/Crown Witness Leave: A seniority employee who is summoned and reports for jury duty, shall be paid by the Company an amount equal to the difference between the daily jury fee paid by the Court (not including travel allowance or reimbursement of **expenses**), for each day on which he/she reports for, or **performs**, jury duty, on which he/she otherwise would have **been** scheduled to work for the Company and, the wages that would have been earned by the employee from the Company by working during straight-time hours on such days.

This clause will **also apply** in the case of an employee who was working afternoon or night shift, **who has** to report for jury duty or crown witness during non-scheduled working hours. **Such** employee will be granted his **shift off** with pay, the shift following or shift prior to the day he reports for jury duty or **crown witness**.

14.06 Union Leave: Any employee with seniority elected or appointed to Union office or **selected for** other Union activities by the national Union, local Union, the Ontario Federation of Labour, Canadian Labour Congress, shall be granted an unpaid leave of absence for a period of one (1) year with extension privileges, providing however, that such employee shall renew their leave of absence annually.

Any employee with seniority elected or appointed to any public office of the municipal, provincial or federal government, shall be granted an unpaid leave of absence for a period of one (1) year with extension privileges provided however, that such employee shall renew their leave of absence annually.

14.07 Education Leave: An employee with one (1) or more years seniority wishing to further their education by full-time attendance at a recognized college, university, trade or technical school, shall be granted an unpaid leave of absence for up to one (1) year under the following conditions:

- (1) Before receiving the leave, or an extension, the employee shall provide the Company with satisfactory evidence that he/she has

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ARTICLE XV
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HOURS OF WORK

15.01 This article is intended to define the normal hours of work and shall not be construed as a guarantee of hours of work per day or per week, or of days of work per week.

15.02 The normal work week will consist of eight (8) hours per day Monday through Friday.

Each shift will include:

A 30 minute unpaid lunch period. In the event the Company switches to three (3) shifts, a twenty (20) minute paid lunch will be included in each shift for those departments on a three (3) shift schedule.

A ten (10) minute rest period for all employees shall be scheduled each half shift.

15.03 Report In Pay:

An employee who has not been notified in advance not to report for work and who reports for their scheduled shift will be given the minimum of four (4) hours work at the regular rate.

This will not apply if the Company is unable to provide work due to power shortage, failure of power supply or any other conditions beyond the control of the Company.

15.04 Call In Pay:

When an employee has left the premises, after completion of their normal shift and is called upon to return to the plant for emergency duties, that employee will be paid for the time actually worked at the applicable rate. The employees called back under this provision will be guaranteed a minimum of four (4) hours work or pay at the applicable rate.

15.05 If an employee is required to change shift, such change will be by seniority unless mutually agreed otherwise. The employee will transfer to the same classification group on the opposite shift. Employees will be given at least five (5) working days advance notice, whenever possible.

15.06 In the event it becomes necessary for the Company, because of customer requirements, to change the starting and stopping times of the normal shifts, or establish new shifts, the Company will review such change with the plant committee (5) working days in advance, if possible, before such changes are affected. Employees will be given at least five (5) working days advance notice whenever possible.

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ARTICLE XVI

OVERTIME

16.01 Overtime premiums shall be established as follows:

- a) Time and one-half will be paid for all time worked by an employee in excess of eight (8) hours in a day or forty (40) hours in a week.
- b) Time and one-half will be paid for all time worked on a Saturday.
- c) Double time will be paid on Sunday.
- d) Overtime premiums shall not be paid more than once for any hours worked, and there shall be no pyramiding of overtime.

16.02 a) When reasonably possible the employee shall be given twenty-four (24) hours notice in the case of weekend overtime. Such notice shall also be given to the steward representing the employees concerned.

- b) As far as reasonably practicable, overtime will be equally distributed by classification in the department on the shift the overtime occurs. If the Company is unable to obtain sufficient employees among those employees in the classification, the opportunity will be given to the employees with the least amount of overtime on the same shift in the department, who are capable of performing the work to be done without training.
- c) If the Company is still unable to obtain sufficient employees among those employees on the same shift in the department, the opportunity will be given to employees on the same shift within the plant who have the ability to perform the work.
- d) An employee who is absent from work for any reason when overtime is being distributed and who would have been requested to work, shall be charged with the overtime hours so scheduled.

16.03 An employee who has accepted an overtime assignment and fails to report for work, shall be charged an additional number of hours equal to that number of hours originally scheduled.

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- 16.04 **The Company** will maintain up to date **records** of the overtime worked in each department and these records shall be posted each Thursday throughout the bargaining unit.
- 16.05 Any employee entering the classification shall take **the** highest hours of overtime in **the** classification in the department on the shift for the purpose of equitable distribution.
- 16.06 When the **company** must schedule overtime to meet the proper operation **of** the business, and sufficient volunteers cannot be obtained, overtime will be mandatory for those in the classification, department, **and** shift affected.
- 16.07 An employee working overtime shall be paid the applicable **shift** premium for any **hours worked**.
- 16.08 An employee working more than eight (8) consecutive hours in a day will get a ten (10) minute rest period **prior** to the commencement of overtime.

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ARTICLE XVII
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VACATIONS

17.01 Each employee is granted vacation based on length of continuous service with the Company. For the purposes of vacation entitlement only, length of continuous service is calculated from the original date of hire with the Company or any other Magna Division provided that such continuous service is not broken for a period greater than six (6) months.

The vacation reference period will be from July 1st to June 30th of each year. Vacations will be taken during the calendar year (January 1st to December 31st) of each year, based on vacation time the employee is eligible for on June 30th of that year. Employees may be required to take their earned vacation during plant shutdown, which is normally scheduled for July of each year..

17.02 All employees are required to submit an Authorized Time Off Form, twenty-four (24) hours in advance if they desire to be absent for vacation day(s). Subject to the proper operation of the business, the employee's Supervisor will approve or deny the absence.

17.03 Vacation eligibility for employees with less than one year of service is determined by the following schedule :

<u>Month</u>	<u>Year</u>	<u>Days Earned</u>
July	Previous	10
August	Previous	10
September	Previous	9
October	Previous	8
November	Previous	7
December	Previous	6
January	Current	5
February	Current	5
March	current	4
April	Current	3
May	Current	2
June	Current	1

17.04 Vacation eligibility is determined by the following schedule:

<u>years of Service</u>	<u>Vacation</u>
1 year to 3 years	2 weeks
After 3 years	3 weeks
After 10 years	4 weeks
After 15 years	5 weeks

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- 17.05 Pay for vacation time will be at regular base wages. The employee pay stub will only show accrual on overtime hours.
- 17.06 The Company reserves the right to schedule vacation periods and limit the number of employees on vacation at any one time in order to assure the proper operation of the business.
- 17.07 Employees must submit their vacation requests to their supervisor no later than January 31 of each calendar year. Vacation requests submitted on or before January 31 will be considered and scheduled in accordance with the employee's seniority, subject to the proper operation of the business.
- 17.08 Employees submitting their vacation requests on or after February 1 but prior to June 1 of the calendar year will have their vacation request considered and scheduled in accordance with the date the request was submitted, subject to the proper operation of the business. Vacation requests submitted on the same day will be considered and scheduled in accordance with the employee's seniority, subject to the proper operation of the business.
- 17.09 The Company will schedule, at its sole discretion, all vacation time remaining outstanding as at June 1 for which an employee has not submitted a vacation request.
- 17.10 Any employee who, without a reasonable explanation and without notifying the appropriate Company officials in a timely manner, does not return to work after their vacation will be considered to have voluntarily terminated their employment.
- 17.11 Vacation days must be taken as full days only.
- 17.12 Unused vacation cannot be accumulated and carried into the next calendar year.
- 17.13 An employee's vacation entitlement, over and above the first two (2) weeks of vacation eligibility, must first be utilized prior to any personal leave of absence, excepting a personal leave of absence for a Saturday, being requested.

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Article XVII Vacations

All employees are required to submit an Authorized Time Off Form, twenty-four (24) hours in advance if they desire to be absent for a floating holiday(s) or vacation day(s). Subject to the proper operation of the business, the employee's Supervisor will approve or deny the absence.

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ARTICLE XVIII

PAID HOLIDAYS

18.01 Employees will be eligible for the following designated holidays:

New Year's	January	Labour Day	September
Good Friday	March	Thanksgiving Day	October
Victoria Day	May	Remembrance Day	November
Canada Day	July	Christmas Day	December 25
		Boxing Day	December 26

18.02 The Company will pay up to a maximum of eight (8) days off during Christmas Shutdown, including statutory holidays. Any working day(s) off in excess of the maximum eight days off will be classified as temporary layoff for all employees affected.

18.03 The Company Will pay for "Chrysler Days" at the customer's Windsor Assembly Plant and such day will be observed on the same day it is observed by the customer.

18.04 In addition to annual vacation, employees are entitled to three (3) floating holidays each year. To qualify for all three floating holidays, employees must have completed their probationary period. For the first year of employment, the floating holiday eligibility is as follows:

<u>Employment Date</u>	<u>Days Allowed</u>
January 1 - April 30	3
May 1 - August 31	2
September 1 - December 31	1

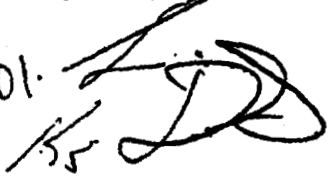
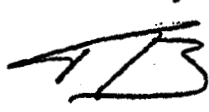

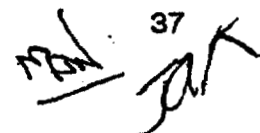
18.05 Employees may request a half-day floater.

18.06 All employees are required to submit an Authorized Time Off Form, twenty-four (24) hours in advance if they desire to be absent for a floating holiday(s). Subject to the proper operation of the business, the employee's Supervisor will approve or deny the absence.

18.07 Floating holidays may not be accumulated and carried over into the next calendar year.

18.08 To qualify for a paid holiday, employees must work their last scheduled shift before the holiday and their first scheduled shift after the holiday.

18.09 When the day of the designated holiday falls within the employee's scheduled vacation period, an additional vacation day will be given to the employee.

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ARTICLE XXI

HEALTH AND SAFETY

- 21.01 (a) The Company recognizes its obligations to provide a safe, healthful working environment for the employees.
- (b) The Union recognizes its obligation to cooperate in maintaining and improving a safe and healthful work environment.
- (c) The parties agree to use their best efforts jointly to achieve these objectives and to comply fully with existing health and safety legislation.
- (d) The parties agree to abide by all provisions of the Occupational Health and Safety Act (R.S.O. 1990 C.O.1) and its regulations.

It is understood that when the term Health and Safety Committee is used that it shall mean the Union/Management Joint Health, Safety and Environment Committee.

21.02 The wearing of safety glasses is compulsory in areas designated by the Company.

The Company will bear the full cost of the first pair of such glasses including prescription lenses with a variety of frames, where required, and the employees that require bifocal lenses shall have basic type of lenses.

In addition, the Company will assume the cost of replacement safety glasses only if they are damaged accidentally during the course of employment, but not due to personal negligence, or carelessness or lost on the job, or if a new prescription is required.

The Company will provide hearing protection at no cost to employees and will replace, repair, or cause to be repaired without cost to the employees, any hearing protection that is accidentally damaged during the course of employment if not due to personal negligence or carelessness or lost.

21.03 The Company will subsidize the purchase of safety boots and shoes to a maximum of ninety (\$90) dollars plus applicable taxes per calendar year for those employees who are required to wear safety shoes. Maintenance department employees will be subsidized for a second pair of safety shoes under the same terms for the calendar year.

21.04 Where the nature of the task assigned to an employee requires the use of other special equipment or clothing, such other equipment or clothing will be provided by the Company in good repair.

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21.05 The Union/~~Management~~ Health and Safety Committee will be maintained during the life of this Agreement. The Committee shall consist of six (6) members, three (3) of whom shall be appointed by the Company and three (3) of whom shall be appointed or elected by the Union. One (1) of the Union's Representatives shall be designed as the Union Co-chair and shall be retained on the day shift. The other two (2) Union Representatives will rotate and function as required. Should a third shift of production be established and additional Union Representative will be added to cover such shift.

One Union Health and Safety Representative will be trained as Certified Worker Representative, with the cost of such training to be paid by the Company. Extra training will be by mutual agreement and the Company will pay the cost, when agreed.

One Company appointed Health & Safety Representative shall be a trained Certified member who shall have the right to exercise a bilateral work stoppage in accordance with the Ontario Occupational Health and Safety Act.

On health and safety complaints, the on shift Union Health and Safety Representative will investigate with the affected employee and immediate Supervisor, without undue delay. It is agreed that when the nature of the complaint is such that the on shift Union Representative requires assistance, he/she may request through the supervisor the presence of the Union Co-chair.

The Union Health and Safety Representatives shall be allowed the opportunity to meet privately for one (1) hour once a month, paid by the Company. Such meetings shall take place at a mutually convenient time and day. Time for additional meetings shall be provided by the Company to deal with emergencies and other extenuating circumstances.

21.06 Members will be paid by the Company to carry out functions which will include but not be limited to the following:

- (a) Meet at least monthly at a mutually agreed time and date with Company Health and Safety Representatives to:
 - (i) Review health and safety conditions within the plant and make recommendations as deemed necessary and desirable, and
 - (ii) Review, recommend, and participate in the development of plant safety education, information programs, and employee job related safety training programs.

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- (b) Make monthly inspections ~~of~~ the plant with Company Health and Safety Representative(s) to assure there is a safe, healthful and sanitary working environment.
- (c) For purposes of making health and safety inspections, the National Union Health and Safety Staff Representative(s) with proper advance notice, have access to the plant and locations where members of the Union are employed, when accompanied by the Company Health and Safety **Director** or their **designate**.
- (d) Receive prompt notification of any fatalities or critical injuries resulting from work related accidents.
- (e) Receive all required accident reports and when an accident occurs the Supervisor and the on shift Union Health and Safety representative will jointly conduct the initial interview with the employee.
- (f) The Company shall make available to the Union Health and Safety Representatives access to any testing equipment on Company premises.
- (g) The Union Health and Safety Representative shall accompany the Government Health and Safety Inspector during an inspection. A copy of any order issued by the Government Inspector, as a result of their inspection, shall be given to the Union **Health** and Safety Representatives.
- (h) The Company will provide access to any software and data, including trend analysis the Company is using or has available to it related to Health and Safety and worker compensation issues to the Union Health and Safety Representatives. Any confidential data will not be released without proper authorization.

21.07 The Company will continue to disclose the identity of **all** known physical agents, toxic materials or other hazardous substances to which **workers** are exposed. Also symptoms, medical remedies and antidotes **will** be **disclosed** at the request of the Union.

21.08 (a) The Company will provide to employees who are exposed to potentially agents ~~or~~ toxic materials, at no cost to them, those medical services, physical examination and other appropriate tests including audiometric and lung **function** examinations, at a frequency and **extent** necessary to determine whether the health of such employees is being adversely affected.

(b) Provide to each employee ~~or~~ their physician, upon written request of the employee, a complete report of the results of any **such** tests ~~or~~ examination, and will review the test results with the employee.

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21.09 The procedures established in this health and safety program shall not preclude the right on any employee to file a grievance at Step One of the grievance procedure or take a matter to the Fairness Committee. The primary responsibility of resolving differences involving health and safety matters remain the management and Plant Committee.

- 21.10 (a) An employee has the right to refuse hazardous work which may harm the employee or any other person in the workplace.
- (b) When a worker exercises his or her right to refuse, he or she shall notify the Supervisor who shall promptly notify the on shift Union Health and Safety Representative who shall participate in all stages of the investigation. The worker shall stand by at a safe place and participate fully in the investigation of the hazard.
- (c) The Company shall ensure that no other worker is asked or permitted to perform the work of the worker who refused unless the second worker is advised of the reasons for the work refusal in the presence of the on shift Union Health and Safety Representative.
- (d) If the Union and the Company cannot agree on a remedy to the work refusal, the government inspector shall be called in.
- (e) **No employee shall be discharged, penalized, coerced, intimidated or disciplined by the Company for acting in compliance with this Article.**
- (g) For the employee who refuses to work under this Article and all employees affected by the refusal and any direction under this Article, there shall be no loss of pay, seniority or benefits during the period of refusal.
- (g) The Company agrees that the Union certified members of the Joint Health and Safety Committee have the right to investigate dangerous circumstances at the workplace.

21.1 The Company reserves the right to formulate and publish from time to time, rules and regulations regarding the safe operation and use of machinery or equipment. The Company agrees to discuss these rules and regulations with the Union prior to implementation.

It is further understood that the Company will welcome the suggestions of any employee regarding improvements in conditions considered to be of a hazardous nature.

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21.12 The Company will install a "lock-out system" on machinery and equipment in conformity with the Ministry of Labour, including the identification of energy sources and shall provide appropriate training to all employees. A lock-out program shall be jointly developed and delivered by members of the Joint Health and Safety Committee and delivered by competent persons who have been approved by the Committee. Such training shall be no more than four (4) hours in length for maintenance personnel.

- 21.13 (a) If an employee is injured on the job, they will be paid for the balance of the initial shift on which they have been sent home or to a hospital or doctor by the medical staff of the Company because of such injury. An employee shall also be paid for any time off work that an employee is required to take for required follow-up treatment as a result of a finding from an employer medical surveillance program.
- (b) If an employee is referred to a doctor as a result of findings from the Company's medical surveillance program, the employee will be paid for any necessary time off from work to attend his doctor.
- (c) If an employee is injured in the plant and the Company wishes to place him/her on a job within their capabilities, the employee shall be paid their own rate or the rate of the job, whichever is greater.
- (d) Employees returning from Workers' Compensation, while still partially disabled, shall be paid as per (b) above except that when Workers' Compensation Board is still providing the employee with partial benefits, they shall receive the rate of the job.
- (e) If required, the Company will supply and pay for transportation to the hospital or doctor's office and then back to the plant and/or to the employee's home.

It is further agreed that an employee will be paid for reasonable time lost due to subsequent treatments related to an occupational injury or illness when such treatments are arranged by the doctor during their regular working hours subject to proof of attendance and such treatment is not available during off work hours.

21.14 In addition to clause 21.05 the Company agrees to provide up to a total of forty-five (45) working days with pay throughout the term of this agreement for the Union Health and Safety Representatives to participate in CAW Health and Safety Training programs. The Union agrees that the Company Health and Safety Representatives may also participate in the training programs.

21.15 It is agreed that a joint ergonomics sub committee of the Health and Safety Committee will be established. There will be one member from the Union and

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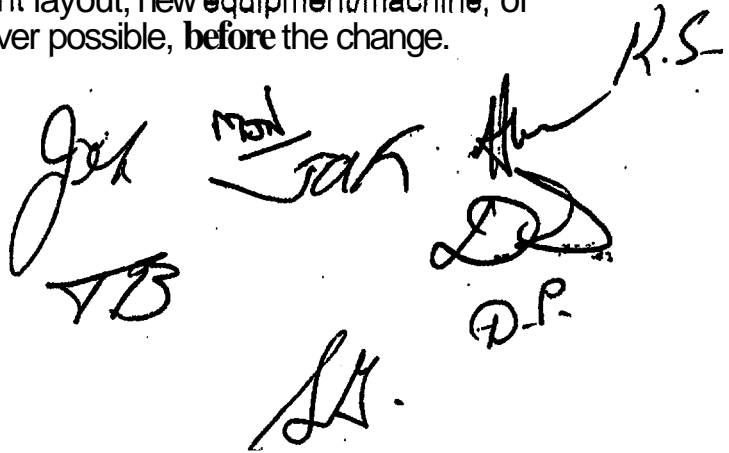
one (1) member from the Company. All members of the Joint Health and Safety Committee will receive appropriate training.

- (a) Where an ergonomic concern is beyond the scope of the Committee or the Company engineer, the Company shall hire a consultant. The Committee shall have input in such selection to ensure that the consultant selected is qualified to address the ergonomic concern.
- (b) The Committee shall consider all issues pertaining to proper application of ergonomic principles.

21.16 Each year on **April 28**, at **1:00** am, work will stop and one (1) minute of silence will be observed in memory of workers killed or injured on the job.

21.17 It is agreed that a Joint Environment Sub Committee of the Health and Safety will be established. There will be one (1) member from the Union and one (1) member from the Company. All members of the Sub Committee will receive appropriate training.

The Company agrees to inform the Joint Health and Safety Committee in advance of any changes including but not limited to plant layout, new equipment/machine, or substantial modifications to any job, whenever possible, before the change.



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ARTICLE XXII

CLASSIFICATION AND WAGES

22.01 Wages will be calculated over a seven day period beginning on Sunday and ending at the end of the employee's regularly scheduled shift on Saturday. Wages will normally be available to employees by the Thursday following the end of the pay period. Employees will be advised prior to any changes to this schedule.

Employees will be paid by direct deposit to the employee's bank account and will receive a pay stub outlining the employee's gross and net pay and deductions.

22.02 A shift premium is provided to all employees working on the afternoon and midnight shift.

The shift premium is \$0.75 per hour for the afternoon shift and \$1.00 per hour for the midnight shift.

22.03 Employees will be paid a shift premium when the employee is working overtime hours outside of their regularly scheduled shift and the employee is required to start early or required to stay late.

An employee who works on the midnight shift shall be paid the \$1.00 shift premium for starting early or staying late.

An employee who works on the day shift shall be paid the \$1.00 shift premium for starting early and the \$0.75 shift premium for staying late.

An employee who works on the afternoon shift shall be paid the \$0.75 shift premium for starting early and the \$1.00 shift premium for staying late.

SHIFT	SHIFT PREMIUM GRID	
	START EARLY	STAY LATE
A-Midnights	\$1.00	\$1.00
O-Days	\$1.00	\$0.75
C-Afternoons	\$0.75	\$1.00

*H.S. TB
Hinter
Oct 12/01*

L.

D.R.

*MAN
JAN 46*

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ARTICLE XXII

CLASSIFICATION AND WAGES -- MONETARY

[Open]

To be negotiated consistent with The Magna Employee's Charter. This process will be based on competitive analysis of total wages and total benefits provided by those competitors who compete with the division for the customers' contracts OEM's are not to be considered competitors nor shall this process include comparisons to suppliers who are operating under collective agreements that had previously been OEM collective agreements.

22.01 Wages will be calculated over a seven day period beginning on Sunday and ending at *the end of the* employee's regularly scheduled shift on Saturday. Wages will normally be available to employees by the Thursday following the end of the pay period. Employees will be advised prior to any changes to this schedule.

Employees will be paid by *direct deposit* to the employee's bank account and will receive a pay stub outlining the employee's gross and net pay and deductions.

*Hunter
Oct 11-01 K.S.*

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JAK*

Article

Union Bulletin Board

The Company will provide four (4) bulletin boards for notices regarding meetings and matters pertaining only to the Union. Before posting, all such notices must be approved by the Company. Such approval will not be unreasonably withheld.

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LETTER OF UNDERSTANDING
RE: Article 15

During negotiations, the Parties discussed the issue of rotating shifts versus straight shifts.

The Parties agree that any future changes to the status quo provisions of Article 15 are first subject to agreement being reached between the Parties on what the preference of the employees is on this issue.

Consequently, the Parties will make a good faith effort to the holding of a vote on this issue during the duration of this Agreement.

The Parties will jointly investigate the preference of the employees through a secret ballot vote on this issue, as follows:


A proposal to approve shift rotation is being submitted to the membership at Integram Windsor Seating by a secret ballot vote. The terms of the proposal are a mandatory monthly rotation of day shift to afternoons, afternoon shift to midnights, and midnight shift to days.

As an employee of Integram, do you accept this proposal for mandatory shift rotation?

_____ YES

_____ NO

Should a majority of employees (50% plus one) want mandatory rotating shifts, the Parties will by joint Committee develop a timetable to implement mandatory rotating shifts subject to the need of the Company to maintain a qualified workforce on each shift and subject to the proper operation of the business.

Anthony 10/01 T.B. K.S.
C.A.W. 

Integram

10/10/01 2:00 PM

D.P.
AG *J.K.*

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- **been** accepted as a student by a recognized college, university or school.
- (2) On the expiry of each term or semester ~~the~~ employee shall provide the Company with proof of attendance.
- (3) The Company may **extend** the leave for additional periods, not to exceed one (1) year each period.
- (4) Provided the student's course of ~~instruction is~~ related to his employment opportunities with the Company, seniority shall accumulate during the leave. Attendance at a primary or **high** school shall be regarded as meeting this provision.

14.08 CAW Paid Education Leave:

- a) ~~The~~ Company **agrees** to pay into a special fund ~~3¢~~ per employee for all compensated hours ~~for~~ the purpose of providing paid education leave. Such monies to ~~be~~ paid on a quarterly basis into a trust fund established by the ~~national~~ Union, CAW and sent by the Company to the CAW Leadership Training Fund, R.R.#1, CAW Road 25, Port Elgin, Ontario N0H 2C5.

The Company further agrees that ~~members of~~ the bargaining unit, selected by the Union to a maximum of four (4) employees per year to attend such courses, will be granted a leave of absence without pay, for twenty (20) days of **class** time, **plus** travel time where necessary, said leaves of absence to be intermittent over a **twelve** (12) month period from the first day of **leave**.

- b) The Company agrees to contribute ~~1¢~~ per hour worked to the Social Justice Fund effective on the signing of this Agreement. The Company agrees to forward the contributions quarterly to the Bank of Montreal, Transit # 2465 Account # 1018-788.

The Company **will forward** the number of employees, the number of hours used in the payment calculation and ~~the~~ period of time covered to the plant chairperson and to the following **address** at the same time the contributions are made: CAW/Social Justice Fund, 205 Placer Court, Toronto, Ontario M2H 3H9

14.09 After a leave of absence, except where otherwise provided in this collective agreement, an employee will be **placed** into ~~his~~ former classification if it still exists, seniority permitting.

Appendix

THE NATIONAL AUTOMOBILE, AEROSPACE, TRANSPORTATION AND GENERAL WORKER UNION OF CANADA (CAW-CANADA)

- 50
1. Skilled trades for the purpose of this agreement shall be those ~~trades and~~ classifications listed below:

~~Millwright~~ Maintenance Mechanic.
~~Mould Maker (Maintenance)~~ Mould Maintenance Mechanic
Electrician
Electronic Technician (Technologist)

2. The term "Journeyman/Woman" as used in this agreement shall mean any person:

- (Journeyman)
- (a) who presently holds a journeyman/~~woman~~ classification in a skilled trades occupation as listed in one above, or
, if applicable,
- (b) who has served a bona fide apprenticeship of four (4) years - 8000 hours or (5) five years - 9000 hours and holds a certification which substantiates his/her claim of such service, and holds a Certificate of Qualification in such trade,
- (c) who has eight (8) years of practical experience in the skilled trade or classification in which he/she claims Journeyman's designation and can prove same. A CAW Journeyman/Women Card will be accepted as proof.
- (d) Any further employment in the Skilled Trades occupations as listed in one above, after signing of this Agreement, shall be limited to journeymen/women and apprentices. The Company will present to the Union proof of qualifications before hiring.
3. (a) Seniority in the skilled trades shall be by non-interchangeable occupations or trades within the Company. Seniority lists shall be by ~~basic trades or~~ ^{skilled} classifications.
- (b) Future employees entering a trade shall have date of entry seniority in the skilled trades as listed in number one (1) above.
- (c) Layoff and recall procedure for skilled trades employees - all layoffs will go by classification seniority. Skilled trades employees subject to a permanent layoff will have the right to exercise their recall rights in accordance with our policy to bump into non-skilled classifications.

4. In the event of a decrease in force in any skilled trade or classification, the following procedure shall apply:

- (a) FIRST, apprentices will be laid off from their classification in the reverse order of their entry into their apprenticeship.
- D.P. 2u SA H.S. MAM JAK TTSO

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- (b) SECOND, probationary employees will be laid off from their classification.
- (c) If further employees are to be laid off, such employees will be laid off in order of their seniority within their classification.

- 5. Should a skilled trades employee become permanently medically unfit and unable to follow his/her skilled trade, both the Company and the Union will co-operate in endeavouring to place such an employee on a job he or she is capable of performing taking their total seniority with them. However, if placed in a non-skilled classification he/she shall then forfeit all rights within the skilled trades.
- 6. The Company agrees to deduct Canadian Skilled Trades Council dues as adopted by the Canadian Skilled Trades Council, 1/2 hour per year.

This first such dues deduction will be made from employee's first pay following completion of their probationary period. Thereafter, dues deductions will be made in January of each succeeding year or upon completion of one month's work in the calendar year. These deductions along with the names of the employees shall be remitted to the financial secretary of the local union.

- 7. **Tool Allowance** - The Company agrees to arrange with a Tool Supplier for the purchase of tools required in the performance of a trade for each Skilled Trades employee. The Company further agrees to pay for a tool allowance annually up to three hundred (\$300.00) dollars. Employees will be allowed to carry over to the next year, any unused portion of the annual \$300.00

In addition, the Company agrees to pay the cost of license renewals for Skilled Trades when required by law.

8. **New Technology Training**

During negotiations, the parties discussed concerns regarding the introduction of new technology in the plants and its impact on the skilled trades workforce. Recognition was given to the role of the skilled trades workforce and their contributions to the competitiveness of the company. Recognition was also given to the need for a cooperative attitude toward technological progress on the part of all parties ensuring the company's growth and its ability to compete effectively.

The company understands the union's legitimate concern that ongoing changes in technology may alter, modify, or otherwise change the job content and responsibilities of skilled trades employees at plant locations. The company is interested in affording maximum opportunities for skilled trades employees to progress with advancing technology and, as a result, the company shall make available appropriate specialized training programs so that skilled trades employees, including apprentices, will be capable of performing the new or changed work. Training will be made available prior to new equipment entering the plants.

^ When ever practicable,

- 9. The Company and the Union have addressed Skilled Trades concerns over income and job.

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~~security. Recognizing that employment levels will fluctuate with changes in the marketplace, the parties have negotiated language to provide workers and their families with a measure of income security. The parties negotiated the Job Security and Work Ownership agreement during this set of negotiations.~~

Primary among these understandings is the Company's commitment that there will be no reduction of skilled trades employees as a result of outside contracting throughout the life of this agreement.

More specifically:

- (a) **Planning** - Plant management shall meet semi-annually to review with CAW Skilled Trades representatives projected work loads regarding the installation, construction, maintenance, repair, service, and warranty work of existing or new equipment, facilities and the fabrication of tools, dies, jigs, patterns and fixtures.
- (b) **Information** - Advance notice of outside contract activities will be provided, in situations other than emergencies, at least 10 days in advance to permit meaningful discussion and a careful analysis of the Company's workforce capabilities in connection with the subject work. This written notice will provide the Union with all available information on the nature of work, including plans and the number of trades persons required to perform the work.
- (c) **Layoff Recall** - When Skilled Trades employees are on layoff in a classification, the nature of which they customarily perform, and consideration is being given to outside contracting said work, Integram Seating trades employees will be given first priority for the work, before letting the contract provided that they can perform the available work.
- (d) **Full Utilization** - It is the policy of the Company to full utilize its own employees in maintenance skilled trades classifications in the performance of maintenance and construction work. ~~Consistent with local scheduling practices, when such work is required to be performed, skilled trades employees will be given first priority to do such work provided they are capable of performing such work.~~

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SKILLED TRADES APPRENTICES

GENERAL

1. The purpose of the Appendix is to define the provisions governing registration, education, seniority, and all other matters peculiar to skilled trades apprenticeships.
2. Provisions of the Collective Agreement shall apply to all skilled trades apprentices.
3. A Joint Apprenticeship Committee shall be composed of an equal number of members, three (3) from management and three (3) from the skilled trades classification, one of which will be the skilled trades chairperson. *representative*

The function of this committee shall be to advise on all phases of the Apprenticeship Training Program. This Committee shall meet ^{quarterly} and as required. At least ^{one} (1) member of the Committee from the Union and ^{one} (1) member of the Committee from the Company must be present in order to administer the Apprenticeship Standards.

REGISTRATION

4. All apprentices will be registered with the Ontario Department of Labour and the Ontario Training Adjustment Board. All apprentices will sign a written Apprenticeship Agreement with the Company.

INITIAL EDUCATION REQUIREMENTS

5. An Apprentice will be required to have all Ontario Academic Credits or equivalent. Exception to these requirements may be made by the Apprenticeship Committee. *In addition an apprentice will be required to pass a College Aptitude Test administered by a mutually agreed outside party (presently St. Clair College)*

SCHOOL ATTENDANCE

6. Apprentices will be required to attend classes for related instruction. Any time spent in the Classroom instruction will be paid for by the Company if the apprentice loses time from his/her regular work schedule as a result of school attendance. The Apprenticeship Committee will establish a related progressive training schedule for the apprentices ~~similar to that recommended by the CAW Apprenticeship Standards~~, offering full exposure to all aspects of the apprentices trade. The Company will arrange for the apprentices to attend such courses.

COMPLETION OF APPRENTICESHIP

7. An apprentice, upon completion of his/her apprenticeship, shall receive the journeyman's classification. No certificates will be issued by the Apprenticeship Branch, Ontario Department of Labour, unless approved by the Joint Apprenticeship Committee.

Ministry

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SENIORITY

8. The apprentices will exercise their seniority in their own classification. (For example, if there are four (4) apprentices in the Electrical Trade and a reduction in this number is required due to lack of work, the first hired shall be the last laid off and the last laid off shall be the first to be reinstated.) >

Upon satisfactory completion of the Apprenticeship Program, the apprentice will obtain skilled trades seniority as of the starting date of the apprenticeship, minus any time spent on layoff or in production due to exercising bumping rights due to layoff. Accumulation of production seniority is frozen and excludes time served in apprenticeship.

Employees who enter the Apprenticeship Training Program shall retain their relative plant seniority until such time as they complete their apprenticeship when the regular apprenticeship seniority rule shall apply. The apprentice will exercise his relative plant seniority at a time of layoff from the apprenticeship.

~~RATIO~~ General

9. ^{There} ~~The ratio~~ shall not be more than one apprentice ^{for every} ~~to~~ six journeymen. ~~In the event of a layoff or recall, the ratio shall be one apprentice to six journeymen. The company will endeavour to maintain these ratios.~~

^{This} ~~The above mentioned ratio~~ may be modified as the need arises upon approval of the Joint Apprenticeship Committee.

APPLICATIONS

10. Seniority Employees - (Restricted Pool)

- (a) Notice of apprenticeship openings will be posted on the Company's Bulletin Board.
- (b) Applications for apprenticeship will be accepted by the ^{Human Resources} ~~Personnel~~ Department from seniority employees (employees within the Bargaining Unit) who consider themselves eligible under this program of training.
- (c) A numbered application blank will be filled out and each applicant will sign a register noting that he/she has received and filed an application.
- (d) Applicants meeting the minimum requirements as per #5 will be turned over to the joint Apprenticeship Committee for approval or disapproval.

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Credit For Previous Experience

11. Credit for previous related experience in an apprentice training program, or a skilled trade in any plant, may be given up to the time required on any phase of the apprentice shop training or related training schedules. Credit for such previous experience shall be given the apprentice at the time he/she has satisfactorily demonstrated that he/she possesses such previous experience and is able to do the job. Related training credit shall be given the apprentice at the time that he/she is requesting credit under the related training schedule. At the time such credit is given, the apprentice's wage rate shall be correspondingly adjusted within the apprentice rate schedule based on the amount of credit given toward completion of the shop training schedule.

Discipline

12. The Committee shall have the authority to discipline an apprentice and to cancel the apprenticeship agreement of the apprentice at any time for cause pertaining to his apprenticeship such as:
- (a) Inability to learn
 - (b) Unsatisfactory work
 - (c) Lack of interest in his/her work or education

This shall not limit the right of the Company to discipline an apprentice for cause ~~for matters not related to his/her training as an apprentice.~~ Such discipline by the Company shall be subject to the Grievance Procedure.

APPRENTICES

Apprentices in each of the Trades covered shall be paid a progressively increasing schedule of wage as follows:

- 1st 1000 hours not less than 65% of the Journeyman's rate
- 2nd 1000 hours not less than 70% of the Journeyman's rate
- 3rd 1000 hours not less than 75% of the Journeyman's rate
- 4th 1000 hours not less than 80% of the Journeyman's rate
- 5th 1000 hours not less than 85% of the Journeyman's rate
- 6th 1000 hours not less than 90% of the Journeyman's rate
- 7th 1000 hours not less than 95% of the Journeyman's rate
- 8th 1000 hours not less than 95% of the Journeyman's rate

An employee with seniority rights who enters the apprenticeship program will remain at his/her current hourly rate until such time as the percentage (%) of the journeyman's rate is greater of the two (2) and will continue to progressively increase as per above chart.

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Departments:

1. Assembly
2. Foam
3. Commercial Products (Seadoo)
4. Sequencing
5. Materials
6. Quality
7. Maintenance

Job Classifications:

1. Assembler
2. Utility
3. Team Leader
4. Trim Development and Sewers
5. Operator
6. Inspector/Packer
7. Material Handler
8. Q.A. Coordinator
9. Lab Technicien
10. Janitor
11. Crib Attendant
12. Apprentice
13. Electronic Technologist
14. Maintenance Mechanic
15. Mould Maintenance Mechanic
16. Electrician

*After 12:30
Sept. 4/01.*

*June 28, 2001
K.S. D.P.*

Stewart

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de AS J. J. [unclear] Sept 19/01
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Letter of Agreement on Workplace Harassment 09/19/01 7:08 PM

Integram Windsor Seating and the CAW are committed to providing a harassment-free workplace. Harassment is defined as a "course of vexatious comment or conduct that is known or ought reasonably be known to be unwelcome", that denies individual dignity and respect on the basis of the grounds such as; gender, disability, race, colour, sexual orientation or other prohibited grounds, as stated in the Ontario Human Rights Code. All employees are expected to treat others with courtesy and consideration and to discourage harassment.

The workplace is defined as any Company facility and includes areas such as offices, shop floors, rest rooms, cafeterias, lockers, conference rooms, and parking lots.

Harassment may take many forms: verbal, physical, or visual. It may involve a threat or an implied threat or be perceived as a condition of employment. The following examples could be considered as harassment but are not meant to cover all potential incidents:

- Unwelcome remarks, jokes, innuendoes, gestures or taunting about a person's body, disability, attire, or gender, racial or ethnic backgrounds, colour, place of birth, sexual orientation, citizenship or ancestry;
- Practical jokes, pushing, shoving, etc., which causes awkwardness or embarrassment;
- Posting or circulation of offensive photos or visual materials;
- Refusal to work or converse with an employee because of their racial background or gender, etc.
- Unwanted physical conduct such as touching, patting, pinching, etc.
- Backlash or retaliation for the lodging of a complaint or participation in an investigation.

Harassment is not:

Harassment is in no way to be construed as properly discharged supervisory responsibilities, including the delegation of work assignments, the assessment of discipline, or any conduct that does not undermine the dignity of the individual. Neither is this policy meant to inhibit free speech or interfere with normal social relations:

JAK
MTN

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Reporting an Incident:

09/19/01 7:08 PM

If an employee believes he/she has been harassed and/or discriminated against on the basis of any prohibited ground of discrimination, **there** are specific **actions** that may be **taken** to put **a stop** to it:

- Request a stop **of** the unwanted behaviour;
- inform the individual that is doing the harassing or the discriminating against you that the behaviour is unwanted **and** unwelcome;
- Document the events, **complete** with times, dates, location, witnesses and **details**;
- **Report** the incident to any Company or Union Representative;
- **Report the** incident to the Magna **Employee Hotline** at 1-800-263-1691.

Women's Advocate:

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

For this reason, the parties agree to recognize the role of the Women's Advocate in the workplace. The Women's Advocate will meet with female members as required, to discuss problems with **them and refer** them to the appropriate community agency **when** necessary. The Company will provide access to a **private area so** that **confidentiality** can be maintained when a female **employee is** meeting **with** the Women's Advocate.

The Women's Advocate **will** participate **in** an annual two day training **program**, including travel. The **Company** will be **responsible** for wages and meal expenses to a maximum of **\$35** per day. The Union will **be** responsible **for** transportation and lodging expenses.

Violence against Women:

The parties agree that when there is adequate verification from a recognized professional (i.e. **doctor**, lawyer, professional counsellor) a woman who is in **an** abusive or **violent** personal situation will not be subjected to discipline without giving **full** consideration to the facts in the **case** of each individual and the circumstances **surrounding** the incident **otherwise** supportive **of** discipline. This statement of intent is subject to a standard of good faith on the part of the Company, the Union, and **affected employees and will not be utilized by the Union or employees to subvert the application of otherwise appropriate disciplinary measures.**

The bottom of the document features several handwritten signatures and initials. On the left, there is a signature that appears to be 'JAN' with 'MDN' written below it. In the center, there is a signature that looks like 'D.P.' with 'D.P.' written below it. On the right, there are several other signatures and initials, including 'TB.', 'K.S.', and 'J.D.'.

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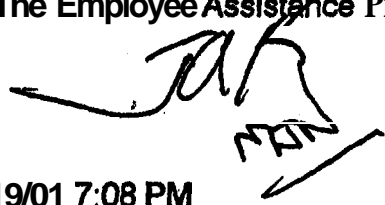

Moment of Silence:

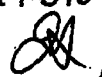

The parties agree that a minute of silence will be observed each year in memory of women who have died due to acts of violence. This minute of silence will be observed on December 6 at 11:00 a.m. or when Integram management determines the observance will have the least impact on plant operations.



Confidential Assistance:

The parties recognize that female employees may sometimes need to privately and confidentially discuss matters such as violence or abuse at home or workplace harassment. For confidential assistance, an employee can contact:

- The Women's Advocate at Integram.
- The CAW Employment Equity Representative at 1-519-944-5866.
- The Magna Employee Hotline at 1-800-263-1691;
- The Employee Assistance Program (EAP) at 1-519-969-3534;


 MAN



 K.S.



 D.P.


09/19/01 7:08 PM

60

Letter of Understanding
Employee on Reinstatement

Guidelines to Determine Eligible Voters

- 1.) Employees voting on the reinstatement of a discharged seniority employee shall be seniority employees who would reasonably be considered to be peers of the terminated employee.
- 2.) The voting *constituency* will be a minimum of fifty (50) employees.
- 3.) The Group of eligible voters will be those employees working in the same department on the same shift of the employee seeking reinstatement.
- 4.) Should there be less than fifty (50) employees in the department on the same shift of the employee seeking reinstatement, the eligible voters shall be all employees on the same shift as that of the employee seeking reinstatement.

Process for voting on discharges

- 1.) Fairness committee selects one manager and one hourly employee from the Fairness Committee to set up and monitor the voting process.
- 2.) Selected Fairness Committee members conduct meeting with potential voters to read statements by both parties (employee and management). Upon conclusion of meeting, conduct *secret* ballot vote.
- 3.) Upon conclusion of voting process, Fairness Committee members count votes.
- 4.) Fairness Committee notifies Human Resource Manager and the Committee Chairman of the voting results.
- 5.) Fairness Committee notifies discharged employee of voting results.
- 6.) Fairness Committee posts the results of the vote.

[Handwritten signature: Steve Nov 8/01]

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After two (2) years of participation in the plan, employees are fully vested in their account. This means they are entitled to keep all of the contributions made on their behalf in the event of termination, etc. Employees who terminate employment prior to becoming fully vested, will forfeit the balance in their account. Eligible employees enrolled in the Defined Benefit Pension Plan and participating in the DPSP are not permitted to make in-service withdrawals on contributions made after January 1, 2002 until such employee reaches age 55.

An employee who has completed 1,000 hours of service during the fiscal year at one or more participating divisions and is employed on December 31 of that year is eligible to participate in the Employee Equity and Profit Participation Program.

2. The Defined Benefit Pension Plan

The Defined Benefit Pension Plan (known as the "Pension Plan for Canadian Employees of Magna International, Inc.") provides a guaranteed dollar amount at retirement. The guaranteed pension benefit is calculated by multiplying 1.5% by the average of highest base earnings over three consecutive years multiplied by years of credited service in the Pension Plan.

Employees can start receiving full pension anytime after age 60. Employees will also receive a "bridge" pension from retirement to age 65 in addition to the regular pension benefit. An employee who retires and begins receiving pension benefits between ages 55 and 60, will have both the regular pension and "bridge" pension reduced.

Employees will be given the opportunity to purchase past service credits in the DBPP for years of service prior to January 1, 2002. These opportunities will be provided annually over a number of years in accordance with the Plan. The level of contribution required to purchase past service will be those as provided to Magna employees and to the Union in the 2001 negotiations.

3. Group Registered Retirement Savings Program (GRRSP)

The Company has established an optional GRRSP for eligible employees. This plan allows employees to make regular contributions through payroll deductions.

Employees may enroll in this plan the first day of the month following the completion of six months of employment. Employees may contribute between two (2) and twelve (12) per cent of pre-tax earnings to the GRRSP.

If not enrolled in the Defined Benefit Pension Plan, the Company will match fifty per cent (50%) of the first six per cent (6%) of base wages contributed to the GRRSP. Pension Plan participants are able to participate in the GRRSP, however, are not eligible to receive a Company match to their contribution.

The Company pays all regular administrative costs associated with the GRRSP.

Handwritten signatures: L., K.S., D.P., J.W., and others.

63

These descriptions provide a summary only. The detailed plan terms are governed by the Plan documents filed with Canada Customs & Revenue Agency. In case of conflict between the summary and the Plan documents, the Plan documents will govern.

L. ^{to} D.A.S. J
M. P.
J.W.

24

**Letter of Understanding
Concerning the Proposed
CS PROGRAM LAUNCH**

11/07/01 10:19 PM

The Parties agree to the following principles:

1. All hourly rated positions at the new CS facility will be posted for a period of 60 days plant wide at Integram-Windsor Seating.
2. Employees at Integram-Windsor Seating will bid on these positions through the job posting procedure. The most senior applicant will be awarded the position providing he has qualifications and ability to fulfill the job requirements. If voluntary bids do not fill the number of CS openings, the least senior employees will be assigned to the remaining positions.
3. Integram Windsor Seating employees who transfer to the new CS facility will be governed by comparable terms and conditions of employment.
4. Integram-Windsor Seating employees who transfer between facilities based on the provisions of this letter will maintain and continue to accrue their seniority.
5. An employee who transfers to the new CS facility will have a ten working day trial period to demonstrate their capability to perform the work. The performance review shall be conducted before the end of the trial period. Should an employee be found to perform unsuccessfully, or decline the new position, they shall be returned to their original job.
6. After completion of the initial job offering at CS, all future job bidding will be conducted only among the employees of the affected facility.
7. After completion of the initial job offering at CS, further transfers between CS and Integram Windsor Seating will occur only in cases of permanent layoff. In the event of a permanent layoff at one facility, the most junior person in either facility will be laid off. The employee displaced due to permanent layoff will assume the position of the most junior employee in either facility.
8. Employees who transfer due to permanent layoff conditions will retain their seniority.
9. During the transition period of the CS Launch, Integram-Windsor Seating will hire temporary employees under the guidelines of the Temporary Employment Program.

K.S.
 2
 11/9/01
 AH
 JAS
 MSB
 2A

**LETTER OF UNDERSTANDING
SUPPLEMENTARY STAFFING
INTEGRAM-WINDSOR SEATING**

The parties recognize that the Company requires the use of supplementary staffing to meet the following needs of the business.

- 1.) The purpose of the Supplementary Staffing is to provide short term employees that will be available from time to time to augment or substitute for the permanent employees for reasons such, as the following:
 - Approved time off such as leaves of absence, vacation during the period May 1st through August 31, etc.
 - Replacing employees absent due to WSIB / WI / modified duties (subject to Article 12)
 - Abnormally high absenteeism.
 - In the event of an emergency.
 - Program Launches.
 - Other situations as jointly agreed by Management and the Union.
- 2.) Except in the case of vacation replacement and Program Launches, in no case will the company allow a supplementary employee to work more than sixty (60) working days in a calendar year.
- 3.) Except in the case of vacation replacement and Program Launches, once an employee works sixty (60) working days in a calendar year, they will then become of a permanent employee.
- 4.) Supplementary employees who become permanent employees will have an Integram-Windsor Seating seniority date reflecting when they started as a supplementary employee.
- 5.) Supplementary employees will not be utilized while any permanent employees are on lay-off.
- 6.) Supplementary employees will not be eligible for benefits.
- 7.) Supplementary employees shall be paid the starting rate of the respective classification they are in.
- 8.) Supplementary employees shall be paid the respective shift premiums and overtime as outlined in the collective agreement.

H.S.

NET 1

*White
11/29/01*

AS

MAN

D.P.

66

EMP #	NAME	HIRE DATE	JOB TITLE
1 1116	LAI, JAMES	26-Oct-87	ASRS HELPER
2 1129	LAI, KIM	12-Jan-88	Q.A. COORD.
3 2143	APPLETON, BRENDA	21-Mar-88	Q.A. COORD.
4 2149	WAITE, RAY	18-Apr-88	MAINT/MECH/MILL
5 2150	GISSBRECHT, HERMAN	18-Apr-88	FOAM ASSEMBLER
6 1154	TRANG, PHAT	01-May-88	SR, PROD. OPERATOR
7 1169	NGUYEN, HUNG	08-Aug-88	ASRS HELPER
8 1194	CAO, DIEP	24-Oct-88	CAROUSEL WORKER
9 2196	KIBORN, DAVID	01-Dec-88	TEAM LEADER
10 2204	JOHNSON, TREVOR	28-Dec-88	ELECTRONICS TECHNICIAN
11 2210	DROUILLARD, KEN	07-Jan-89	TEAM LEADER
12 2211	BONDY, LINDA	07-Jan-89	INSP/PACKER
13 2218	LAUZON, GARY	07-Jan-89	SR, PROD. OPERATOR
14 2224	MANCINI, DAN	07-Jan-89	CYCLE COUNTER
15 2221	CHEVALIER, KEN	13-Jan-89	LAB TECH.
16 2225	BENETEAU, CHUCK	13-Jan-89	MOULD/MAINT/MECH
17 2226	LASSALINE, ROBERT	13-Jan-89	MACHINE OPERATOR
18 2212	BECHARD, GARY	21-Jan-89	MAINT/MECH/MILL
19 2230	RINDLISSACHER, KEVIN	21-Jan-89	MTL/HDLR
20 2234	JACQUES, PAUL	21-Jan-89	MACHINE OPERATOR
21 2243	ANTOVSKI, WALLY	21-Jan-89	TEAM LEADER
22 2232	JACKSON, CHRIS	27-Jan-89	LAB TECH.
23 2240	SESSETTE, JAMIE	27-Jan-89	MTL/HDLR
24 2241	JANUSAS, VALENCIA	27-Jan-89	INSP/PACKER
25 2245	DESJARLAIS, DALE	27-Jan-89	MAINT/MECH/MILL
26 2247	MAKISH, CHARLES	30-Jan-89	MTL/HDLR
27 2256	MATTON, GEORGE	30-Jan-89	ASSEMBLER-PROWLER
28 2236	SAYARATH, SOMCHIT	03-Feb-89	REWORKER/SEWER
29 2237	FEHR, PETER	03-Feb-89	FOAM ASSEMBLER
30 2248	IMESON, DUAIN	03-Feb-89	MTL/HDLR
31 2254	O'NEIL, GLEN	03-Feb-89	MAINT/MECH/MILL
32 2255	AMONITE, VALERIE	03-Feb-89	INSP/PACKER
33 2249	MCEACHRAN, RON	06-Feb-89	MOULD/MAINT/MECH
34 2252	FRIESEN, PETER	06-Feb-89	MAINT/MECH/MILL
35 2258	PATRICK, PATRICIA	15-Feb-89	TRIM DEV SEWER
36 2259	BENNETT, OSCAR	15-Feb-89	TEAM LEADER
37 2281	BEAULIEAU, GARY	27-Feb-89	APPRENTICE-MILLWRIGHT
38 2282	LAPORTE, ROSE	27-Feb-89	JANITOR
39 2284	FLORESCA, MANUEL	27-Feb-89	Q.A. COORD.
40 2294	CORRA, THERESA	20-Mar-89	Q.A. COORD.
41 2296	REH, GREG	27-Mar-89	SEQUENCER-T
42 2299	COCCIMIGLIO, TONY	27-Mar-89	JANITOR
43 2310	BURGESS, ROBERT	19-Apr-89	MTL/HDLR
44 2312	TALBOT, KEVIN	22-Apr-89	MTL/HDLR
45 2314	DUMONT, NICOLE	22-Apr-89	TRIM DEV SEWER
46 2319	KHAMYONGSA, DARA	06-May-89	ASRS OPERATOR
47 2320	JOHNSON, CHANTHONE	06-May-89	INSP/PACKER
48 2321	SLAVIK, DAVID	06-May-89	INSP/PACKER
49 2322	LAY, SIEM	06-May-89	ASRS OPERATOR
50 2323	MIDDLETON, KEVIN	06-May-89	S/H/JAN
51 2324	PEREZ, SANTIAGO	06-May-89	TEAM LEADER

[Handwritten signatures and initials]
 JJD
 JP
 RP
 SA

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52 2329	JANKULOVSKI, VASILKA	06-May-09	SR. REWORKER/SEWER
53 2330	BONIFERRO, ALDO	06-May-89	SR. PROD. OPERATOR
54 2333	MONK, ISABELLE	06-May-89	INSP/PACKER
55 2335	PERRY, TIM	06-May-89	LOADER/DEMOULDER
56 2336	NHEK, BUNCHHOEUT	06-May-89	TEAM LEADER
57 2337	ROACH, INGRID	23-May-89	Q.A. COORD.
58 2341	MONK, GLEN	29-May-89	ASSEMBLER-CHILD SEAT
59 2345	KURON, MONIKA	05-Jun-89	INSP/PACKER
60 2348	NANTAIS, CHRISTOPHER	05-Jun-89	ASSEMBLER-NS
61 2349	SAYARATH, RATHASISOUK	05-Jun-89	ASRS HELPER
62 2361	DROUILLARD, MARION	07-Jun-89	TEAM LEADER
63 2362	HAIG, LILLY	07-Jun-89	REWORKER/SEWER
64 2347	HILLMAN, NEIL	12-Jun-89	TEAM LEADER
65 2356	DAWSON, JACOB	12-Jun-89	TEAM LEADER
66 2370	DINH, TAI	19-Jun-89	JANITOR
67 2368	PROULX, KEVIN	20-Jun-89	JANITOR
68 2369	CHHEM, CHHATH	26-Jun-89	FOAM ASSEMBLER
69 2373	MCCALLUM, TIM	26-Jun-89	MACHINE OPERATOR
70 2375	PIPER, DON	26-Jun-89	JANITOR
71 2381	MCNORTON, GARY	17-Jul-89	ASSEMBLER-NS
72 2388	REEKERS, PATRICK	17-Jul-89	MAINT/MECH/MILL
73 2382	NGUYEN, HIEN	21-Jul-89	REWORKER/SEWER
74 2374	MORRIS, BARRY	24-Jul-89	ASRS OPERATOR
75 2394	HUY "", HUNG	31-Jul-89	SR. PROD. OPERATOR
76 2396	MURRAY, DENIS	31-Jul-89	S/H/JAN-FOAM
77 2400	SILUANGRATH, MINA	02-Aug-89	INSP/PACKER
78 2397	PROM, HONG	03-Aug-89	MOULD/MAINT/MECH.
79 2398	YOUNG, JEFF	03-Aug-89	PRODUCT TEST COORD.
80 2399	CULPAN, STEVE	07-Aug-89	ASSEMBLER SEADOO
81 2401	MCCREADY, JAMES	14-Aug-89	MTL/HDLR
82 2405	GIESBRECHT, DAVID	28-Aug-89	REPAIRPERSON
83 2407	HUYNH, LONG	29-Aug-89	ASRS OPERATOR
84 2411	CAMPBELL, CELIA	31-Aug-89	SERVICE PACKER
85 2412	MELO, SANTIAGO	31-Aug-89	TEAM LEADER
86 2410	DINH, AI	05-Sep-89	ASSEMBLER-NS
87 2416	MOONEY, MICHAEL	12-Sep-89	MAINT/MECH/MILL
88 2417	BOWERS, TED	12-Sep-89	TEMP S/H/JAN
89 2426	ANTOVSKI, MIRA	08-Nov-89	REWORKER/SEWER
90 2425	LAJEUNESSE, KEN	15-Nov-89	CRIB ATTENDANT
91 2443	STRONG, HELEN	08-Jan-90	JANITOR
92 2444	PALENCHUK, MICHAEL	22-Jan-90	MTL/HDLR
93 2450	RANOLA, EDGARDO	05-Mar-90	REWORKER/SEWER
94 2451	HA, VUONG	10-Mar-90	ASSEMBLER-NS
95 2453	SARAJCIC, SAMKA	10-Mar-90	INSP/PACKER
96 2455	SOULLIERE, STEPHANIE	10-Mar-90	Q.A. COORD.
97 2456	TAYLOR, JEFFREY	10-Mar-90	LAB TECH.
98 2457	APOSTOLOVSKA, BORA	10-Mar-90	FOAM ASSEMBLER
99 2458	PHUNG, VAN	10-Mar-90	MTL/HDLR
100 2459	SILUANGRATH, MIKE	10-Mar-90	TEAM LEADER
101 2461	DUNN, TIM	10-Mar-90	S/H/JAN
102 2473	HAIG, JIM	13-Mar-90	CRIB ATTENDANT
103 2474	NEDELKOVSKI, BLAGA	17-Mar-90	INSP/PACKER

104 2475	CURTIS, BRAD	17-Mar-90	ASSEMBLER-NS
105 2477	SHEPLEY, KEVIN	17-Mar-90	TEAM LEADER
106 2476	STALLARD, STANLEY	26-Mar-90	ELECTRONICS TECHNICIAN
107 2482	FROESE, ISAAC	26-Mar-90	MTL/HDLR
108 2516	JOHNSON, ROBERTDAN	02-Apr-90	MTL/HDLR
109 2517	SELAYA, JENNIFER	02-Apr-90	INSP/PACKER
110 2489	SCHAAFSMA, JIM	07-Apr-90	LOADER/DEMOULDER
111 2495	DUROCHER, JODI	07-Apr-90	INSP/PACKER
112 2497	TAM, LAY	07-Apr-90	MTL/HDLR
113 2500	HAYNES, CALVIN	07-Apr-90	ASSEMBLER-NS
114 2501	DESROSIERS, TIM	07-Apr-90	ASSEMBLER-NS
115 2507	VOKOUN, JAROSLAVA	07-Apr-90	Q. A. COORD.
116 2503	DIMAMBRO, ALESSANDRA	10-Apr-90	INSP/PACKER
117 2509	BUTT, CHARLES	10-Apr-90	SEQUENCER
118 2512	JAMIESON, JEFF	10-Apr-90	MTL/HDLR
119 2513	SMITH, DARRYL	10-Apr-90	FOAM ASSEMBLER
120 2514	ANSELMO, LUTGARDO	10-Apr-90	ASRS OPERATOR
121 2515	KUNDEVSKA, CENA	10-Apr-90	REWORKER/SEWER
122 2518	CHAO, BUNAN	20-Apr-90	ASSEMBLER-NS
123 2522	SUTHERLAND, BILL	20-Apr-90	JANITOR
124 2524	MORRIS, TRACEY	20-Apr-90	INSP/PACKER
125 2528	LABELLE, SUSAN	20-Apr-90	INSP/PACKER
126 2532	LAUKO, LESZEK	20-Apr-90	MTL/HDLR
127 2535	BRYCELAND, JIM	21-Apr-90	TEAM LEADER
128 2540	COMARTIN, DAVID	21-Apr-90	MTL/HDLR
129 2544	TRPESKI, SLAVE	21-Apr-90	REPAIRPERSON
130 2546	PAGADUAN, RUDY	30-Apr-90	SR. PROD. OPERATOR.
131 2549	SENGMANY, SOMPHONE	04-May-90	SEQUENCER
132 2550	TAT, MUOI	04-May-90	FOAM ASSEMBLER
133 2552	SAWHNEY, PRAHLAD	04-May-90	FOAM ASSEMBLER
134 2553	FRIESEN, JACOB	04-May-90	ASSEMBLER-NS
135 2554	PRESTIA, GUISEPPE	04-May-90	MAINT/MECH/MILL
136 2556	BONNETT, SCOTT	09-May-90	INSP/PACKER
137 2558	GIOIOSO, FRANCO	09-May-90	S/ AN -FOAM
138 2560	VEZINA, ROLAND	09-May-90	MAINT/MECH/MILL
139 2561	MOLUBI, DAVID	09-May-90	ASSEMBLER-NS
140 2562	LAO, SE	09-May-90	MTL/HDLR
141 2563	MAHAVONGTHAPANY, KHAMCHO	09-May-90	CAROUSEL WORKER
142 2571	SUHAN, DAVID	04-Jun-90	S/H/JAN
143 2573	GIORDIMAINA, JOSEPH	11-Jun-90	MAINT/MECH/MILL
144 2575	LEE, NORMAN	03-Jul-90	MOULD/MAINT/MECH
145 2580	COTE, MARY	14-Aug-90	INSP/PACKER
146 2581	ADLESIC, LOUISE	14-Aug-90	INSP/PACKER
147 2583	WILLIE, ERIC	14-Aug-90	PRODUCT TEST COORD.
148 2582	BENNETT, JULIE	20-Aug-90	INSP/PACKER
149 2584	MENDLER, TERRIL	20-Aug-90	INSP/PACKER
150 2588	CALIBOSO, BEN	20-Aug-90	MTL/HDLR
151 2589	NEUFELD, ISAAK	20-Aug-90	MTL/HDLR
152 2585	ZIEBA, ERIC	21-Aug-90	MTL/HDLR
153 2586	OUDOMSOUK, DETTTPHONE	21-Aug-90	MACHINE OPERATOR
154 2587	KONDOVSKI, PANDO	21-Aug-90	SR. ASSEMBLER
155 2590	WONG, EDDY	21-Aug-90	MTL/HDLR

156 2593	NHEK, VIRYA	21-Aug-90	Q.A. COORD.
157 2600	HANG, CHANDRA	24-Aug-90	Q.A. COORD.
158 2602	NEAL, FRANCINE	24-Aug-90	Q.A. COORD.
159 2606	KHAMVONGSA, BOUASY	24-Aug-90	FOAM ASSEMBLER
160 2597	DUFRESNE, MARY	27-Aug-90	Q.A. COORD.
161 2598	MONFORTON, RICK	04-Sep-90	LOADER/DEMOULDER
162 2604	PETERS, MICHAEL	04-Sep-90	ASSEMBLER-NS
163 2605	GIROUX, MIKE	04-Sep-90	TEAM LEADER
164 2609	LOTAKOUN, LOY	04-Sep-90	MTL/HDLR
165 2610	PAGADUAN, RIZALDY	04-Sep-90	ASSEMBLER-NS
166 2615	JOVANOVSKI, VIKTOR	10-Sep-90	REPAIRPERSON
167 2624	SKROBAR, MARJAN	13-Sep-90	INSP/PACKER
168 2620	MINA, RUBEN	14-Sep-90	MACHINE OPERATOR
169 2622	RIDSDALE, JEFF	14-Sep-90	INSP/PACKER
170 2628	NGUYEN, NHO	15-Sep-90	MTL/HDLR
171 2635	TRAN, LU	19-Sep-90	SR. ASSEMBLER
172 2661	IVANENKO, BROUK	01-Oct-90	Q.A. COORD.
173 2652	CHAO, KIM	06-Oct-90	INSP/PACKER
174 2642	WISNIEWSKI, JERRY	09-Oct-90	ASSEMBLER-NS
175 2647	OUELLETTE, WAYNE	09-Oct-90	SR. ASSEMBLER
176 2648	SENGMANY, PAUL	09-Oct-90	ASSEMBLER-NS
177 2649	WRIGHT, DAN	09-Oct-90	ASSEMBLER-NS
178 2651	EMLEY, NICOLE	09-Oct-90	INSP/PACKER
179 2653	SROKA, WIESLAW	09-Oct-90	ASSEMBLER-NS
180 2654	MORNEAU, RANDY	09-Oct-90	S/H/JANITOR/DOOR 15
181 2656	WHITESELL, DAN	09-Oct-90	CARRIER WASHER/JANITOR
182 2665	NGUYEN, CHU	11-Oct-90	JANITOR
183 2668	ROBERTO, ROBERTO	12-Oct-90	ASSEMBLER-NS
184 2669	WAJDA, RAFAL	12-Oct-90	Q.A. COORD.
185 2663	NGUYEN, HIEU	15-Oct-90	ASRS OPERATOR
186 2672	NONIEWICZ, HENRYK	15-Oct-90	ASSEMBLER-NS
187 2662	FATTORE, TITO	17-Oct-90	ASSEMBLER-NS
188 2680	BUMMA, BALRAM	25-Oct-90	ASSEMBLER-NS
189 2684	SWIETECHOWSKI, BOGDAN	29-Oct-90	ASSEMBLER-NS
190 2692	TAING, CHHANG	21-Mar-91	ASSEMBLER-NS
191 2706	LUCHMUN, HURRIS	14-Jun-91	ASSEMBLER-NS
192 2700	VU, THINH	17-Jun-91	ASSEMBLER-NS
193 2704	JANIAK, KRZYSZTOF	17-Jun-91	ASSEMBLER-NS
194 2698	FROESE, FRANZ	24-Jun-91	ASSEMBLER-NS
195 2701	WIEBE, JOHAN	24-Jun-91	ASSEMBLER-NS
196 2705	WIEBE, PETER	24-Jun-91	ASSEMBLER-NS
197 2709	KRAHN, DAVID	02-Jul-91	ASSEMBLER-NS
198 2710	INTING, RODOLFO	02-Jul-91	TEAM LEADER TEMP
199 2712	WIEBE, CORNELIUS	02-Jul-91	ASSEMBLER-NS
200 2711	NOWICKI, PETER	03-Jul-91	MAINT/MECH/MILL
201 2703	ABOU-ALI, ALI	17-Jul-91	SR. PROD. OPERATOR
202 2641	TOMA, GEORGE A.	29-Jul-91	MACHINE OPERATOR
203 2714	HORVAT, MICHAEL	29-Jul-91	ASSEMBLER-NS
204 2639	RAINALDI, VINCE	12-Aug-91	ELECTRONICS TECHNICIAN
205 2717	PARENT, KIMBERLY	16-Sep-91	INSP/PACKER
206 2716	VERBEEM, JUDY	17-Sep-91	INSP/PACKER
207 2718	SACLAYAN, EULOGIO	23-Sep-91	ASSEMBLER-NS

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208 2719	AENG, ENG	26-Sep-91	ASSEMBLER-NS
209 2720	KAO, WAYNE	06-Oct-91	MACHINE OPERATOR
210 2723	SEKULOVSKI, KRSTE	29-Oct-91	MTL/HDLR
211 2725	BERGERON, GEORGE	29-Oct-91	TEAM LEADER
212 2730	PETRESKI, MIROSLAV	13-Dec-91	ASSEMBLER-NS
213 2731	THACH, SARUM	13-Dec-91	MTL/HDLR
214 2732	TASEVSKI, ZARKO	13-Dec-91	REPAIRPERSON
215 2733	WIEBE, FRANK	13-Dec-91	ASSEMBLER-NS
216 2735	TRAN, LY	10-Jan-92	S/H/JANITOR/DOOR 15
217 2737	PHAM, TONG	10-Jan-92	MACHINE OPERATOR
218 2740	MATOVSKI, MIRCE	18-Jan-92	MTL/HDLR
219 2759	MCCABE, JOHN	14-Mar-92	MTL/HDLR
220 2768	STOJKOVSKI, ZORAN	21-Mar-92	ASSEMBLER-NS
221 2748	SCHIVES, RANDY	25-Mar-92	MAINT/MECH/MILL
222 2754	MUIR, MARK	04-Apr-92	MTL/HDLR
223 2758	KHAO-ON, THAI	14-Apr-92	S/H/JAN-FOAM
224 2763	MUELLER, RANDY	18-Apr-92	MTL/HDLR
225 2767	VO, SON	18-Apr-92	LOADER/DEMOULDER
226 2769	KLASSEN, JOHANN	18-Apr-92	CARRIER WASHER/JANITOR
227 2760	HUYNH, VAN	21-Apr-92	MACHINE OPERATOR
228 2761	BUECKERT, JACOB	21-Apr-92	ASSEMBLER-NS
229 2766	KHAMVONGSA, BOUAVONE	21-Apr-92	MACHINE OPERATOR
230 2774	HA, MUON	03-May-92	INSP/PACKER
231 2770	GAZO, DAN	31-Aug-92	MTL/HDLR
232 2771	NGIN, PONGMONY	31-Aug-92	SR. PROD. OPERATOR
233 2781	WAITE, JOHN	08.-Sep-92	M/H/TEMP
234 2782	LATH, YAM	14-Sep-92	S/H/JAN
235 2785	IMESON, BRIAN	23-Oct-92	ASSEMBLER-NS
236 2787	AU, CAP	13-Nov-92	MACHINE OPERATOR
237 2789	ILIOU, BILL	13-Nov-92	ASSEMBLER-NS
238 2791	GIRLMONTE, SALVATORE	27-Nov-92	ASSEMBLER-NS
239 2793	TRAN, HOANG	27-Nov-92	S/H/JAN
240 2792	HUYNH, HUNG(QUOC)	29-Nov-92	SR. PROD. OPERATOR
241 2797	DYCK, DAVID	14-Apr-93	LOADER/DEMOULDER
242 2798	INTHIPHAB, BOUNTHANH	14-Apr-93	MACHINE OPERATOR
243 2799	PETERS, ISAAC	14-May-93	ASSEMBLER-NS
244 2801	INNES, JOHN	13-Jun-93	LOADER/DEMOULDER
245 2803	KHAMPHAN, CHANSAVANG	14-Jun-93	LOADER/DEMOULDER
246 2805	GURSOY, JOHN	14-Jun-93	ELECTRONICS TECHNICIAN
247 2807	SIMEONOV, PETAR	04-Aug-93	INSP/PACKER
248 2808	BENNETT, SCOTT	04-Aug-93	MTL/HDLR
249 2810	VILLENEUVE, JULES	01-Nov-93	CAROUSEL WORKER
250 2813	DYCK, ISAAK	01-Nov-93	ASSEMBLER-NS
251 2814	BUECKERT, JOHAN	01-Nov-93	ASSEMBLER-NS
252 2820	BOSCHMAN, JOHAN	29-Nov-93	ASSEMBLER-NS
253 2821	GIAHATZIS, ANTONIOS	29-Nov-93	SEQUENCER
254 2822	LATTUCA, VINCENZO	29-Nov-93	LOADER/DEMOULDER
255 2826	KHALED, HOUDA	29-Nov-93	REWORKER/SEWER
256 2827	HIEBERT, GEORGE .	29-Nov-93	ASSEMBLER-NS
257 2828	MIHALJI, MIROSLAV	29-Nov-93	ASSEMBLER SEADOO
258 2829	COUVILLON, CHRIS	29-Nov-93	Q.A. COORD.
259 2830	WIEBE, DIEDRICH	29-Nov-93	ASSEMBLER-NS

260 2833	BUCKERT, PETER	29-Nov-93	ASSEMBLER-NS
261 2835	DYCK, PETER	29-Nov-93	LOADER/DEMOULDER
262 2836	WALL, ABRHAM	29-Nov-93	ASSEMBLER-NS
263 2838	LEFLER, DAVID	29-Nov-93	TEAM LEADER
264 2839	GRGICAK, DRAGO	29-Nov-93	LOADER/DEMOULDER
265 2841	THIESSEN, JACOB(P)	29-Nov-93	LOADER/DEMOULDER
266 2846	BEELUT, ABDOL	29-Nov-93	ASSEMBLER-NS
267 2850	MORRIS, RON	13-Dec-93	SEQUENCER
268 2852	KONG, LEAK	13-Dec-93	INSP/PACKER
269 2853	SHOSHKIC, SLAVENKO	13-Dec-93	LOADER/DEMOULDER
270 2857	LATH, MOULYVAN	13-Dec-93	REWORKER/SEWER
271 2859	PROULX, KIMBERLY	13-Dec-93	TEMP/INSP/PACKER
272 2860	POWNEY, EVA	13-Dec-93	INSP/PACKER
273 2861	BACH, LOUISE	13-Dec-93	CAROUSEL WORKER
274 2862	DUONG, HIA KIM	13-Dec-93	CAROUSEL WORKER
275 2864	SIVILAY, CHANH	13-Dec-93	LOADER/DEMOULDER
276 2865	PHILLIPS, ALAN	13-Dec-93	LOADER/DEMOULDER
277 2866	OUDOMSOUK, THATSAPHONE	13-Dec-93	SR. PROD. OPERATOR
278 2868	PROMMAWONSEE, JOE	13-DEC-93	MTL/HDLR
279 2873	PENNER, HENRY E	13-Dec-93	SEQUENCER
280 2875	HENRICH, CHRIS	13-DEC-93	ASSEMBLER-NS
281 2876	STANISIC, MILIVOJ	13-Dec-93	MTL/HDLR
282 2877	BECHARD, TIM	13-Dec-93	CAR/WAS/JAN TEMP
283 2878	NEDELKOVSKI, SASHO	13-Dec-93	LOADER/DEMOULDER
284 2880	INTHAHACK, VINCE	20-Dec-93	ASSEMBLER-NS
285 2886	HILLMAN, R. SCOTT	20-Dec-93	Q.A. COORD.
286 2887	LEBRUN, ALAIN	20-Dec-93	TEAM LEADER SEADOO
287 2888	OLIVER, DAN	03-Jan-94	S/H/JANITOR/DOOR 15
288 2889	POCOCK, TIM	03-Jan-94	ASSEMBLER-NS
289 2890	PELADEAU, PAUL	03-Jan-94	REPAIRPERSON
290 2892	WIEBE, WILHEHM	03-Jan-94	ASSEMBLER-NS
291 2894	FONG, WAX-SUM (KENT)	03-Jan-94	ASSEMBLER-NS
292 2895	NGUYEN, NHAN	03-Jan-94	Q.A. COORD. TEMP
293 2896	MIRKOVIC, RADIVOJE	03-Jan-94	ASSEMBLER-NS
294 2900	WIEBE, WILHELM	03-Jan-94	ASSEMBLER-NS
295 2902	DYCK, HEINRICH	03-Jan-94	ASSEMBLER-NS
296 2903	MCCABE, MARC	03-Jan-94	ASSEMBLER-NS
297 2904	NGUYEN, TRUNG	10-Jan-94	LOADER/DEMOULDER
298 2906	TONG, VAT	10-Jan-94	LOADER/DEMOULDER
299 2907	THA, CHEA	10-Jan-94	INSP/PACKER
300 2909	MCDUGALL, JUDITH	10-Jan-94	ASSEMBLER-NS
301 2910	WIEBE, KATHARINA	10-Jan-94	ASSEMBLER-NS
302 2914	ZUNDL, STEPHAN	10-Jan-94	TEAM LEADER
303 2915	BELANGER, CRYSTAL	10-Jan-94	INSP/PACKER
304 2916	ROUSSEAU, DENNIS	10-Jan-94	TEAM LEADER
305 2920	DUONG, PHU	10-Jan-94	SEQUENCER
306 2921	PEREZ, LUZ MARINA	17-Jan-94	INSP/PACKER
307 2922	VO, KINH	24-Jan-94	ASSEMBLER-NS
308 2934	BYRNE, MICHELLE	26-May-94	INSP/PACKER
309 2936	ILIEVSKI, VELKO	19-Jul-94	ASSEMBLER-NS
310 2940	SCHAAFSMA, ALLAN	19-Jul-94	SEQUENCER
311 2941	GALJOVSKI, ZORAN	19-Jul-94	ASSEMBLER-NS

312	2943	TAING, CHHANSENG	25-Jul-94	INSP/PACKER
313	2946	RISTOVSKI, JOVICA	25-Jul-94	MTL/HDLR
314	2947	MLADENOSKI, LJUBISA	25-Jul-94	TEAM LEADER
315	3160	PETERS, HENRY	25-Jul-94	SEQUENCER
316	2949	GKOYIYA, DON	01-Aug-94	ASSEMBLER-NS
317	2950	WIEBE, FRANK	01-Aug-94	ASSEMBLER-NS
318	2953	WALL, ABRAM	09-Aug-94	ASSEMBLER-NS
319	2954	KOHLI, PREM	09-Aug-94	CAROUSEL WORKER
320	2956	PROMMAWONSEE, WILAI PORN	17-Aug-94	ASSEMBLER-NS
321	2957	SMILEVSKI, VELE	17-Aug-94	ASSEMBLER-NS
322	2958	AENG, HOUT	17-Aug-94	ASSEMBLER-NS
323	3256	ZEWOLDI, FETSUM	17-Aug-94	LOADER/DEMOULDER
324	2960	AU, KIET	23-Aug-94	SEQUENCER
325	2965	HIEBERT, JOHN	06-Sep-94	LOADER/DEMOULDER
326	2967	LAO, CHANDA	06-Sep-94	INSP/PACKER
327	2968	TRPESKI, ZORICA	06-Sep-94	INSP/PACKER
328	2969	NAMSAVANG, CHRISTOPHE	06-Sep-94	LOADER/DEMOULDER
329	2971	SIMONOVSKI, JULIJANA	06-Sep-94	TEMP FOAM ASSEMBLER
330	2972	BAO, TRONG	06-Sep-94	SEQUENCER
331	2973	PHOUNPADITH, SENGTHONE	06-Sep-94	ASSEMBLER-NS
332	2976	MILLS, KURTIS	10-Sep-94	ASSEMBLER-NS
333	2977	INTHAVALY, JAMES	12-Sep-94	SEQUENCER
334	2978	PENNER, JOHN	12-Sep-94	LOADER/DEMOULDER
335	2979	OGRIZOVIC, STEVAN	12-Sep-98	ASSEMBLER-NS
336	2980	LY, PHEAP	12-Sep-94	ASSEMBLER-NS
337	2981	DZIVER, DALE	12-Sep-94	INSP/PACKER
338	2983	JAMIESON, TIMOTHY	26-Sep-94	SEQUENCER
339	2985	TASEVSKI, BORIVOJE	26-Sep-94	ASSEMBLER-NS
340	2995	BROWN, JON	31-Oct-94	ASSEMBLER SEADOO
341	2997	GILL, MATTHEW	31-Oct-94	ASSEMBLER SEADOO
342	2998	LYONS, MARK	31-Oct-94	ASSEMBLER SEADOO
343	3001	KLASSEN, ISAAK	31-Oct-94	ASSEMBLER-NS
344	3002	BERG, ABE	31-Oct-94	ASSEMBLER-NS
345	3003	ANDRUKONIS, JASON	31-Oct-94	ASSEMBLER-NS
346	3005	MAHAVONGTHAPANYA, DETH	31-Oct-94	ASSEMBLER-NS
347	3006	ELLWOOD, SCOTT	02-Nov-94	TEAM LEADER
348	3008	DANCEL, CESAR	02-Nov-94	ASSEMBLER-NS
349	3009	MAZEVSKI, ICE CHRIS	02-Nov-94	ASSEMBLER-NS
350	3010	KORCOK, JAN	02-Nov-94	ASSEMBLER-NS
351	3011	BUOC, RATKO	02-Nov-94	ASSEMBLER-NS
352	3012	SIMONE, DAVE	02-Nov-94	ASSEMBLER SEADOO
353	3013	MURRAY, AARON	02-Nov-94	REPAIRPERSON
354	3016	JOVANOVIC, NEDELJKO	02-Nov-94	SEQUENCER
355	3022	BURKOSKI, JOHN	06-Nov-94	ASSEMBLER-NS
356	3017	TU, THANH	08-Nov-94	ASSEMBLER-NS
357	3018	LE, KHA KINH	08-Nov-94	ASSEMBLER-NS
358	3019	MCCALLUM, DEREK	08-Nov-94	LOADER/DEMOULDER
359	3020	DROBNJAKOVIC, DRAGAN	08-Nov-94	ASSEMBLER-NS
360	3023	LAMONT, ROBERT	08-Nov-94	TEAM LEADER
361	3024	SIMSIC, SLOBODAN	08-Nov-94	ASSEMBLER-NS
362	3025	SIMPSON, DENIS	08-Nov-94	S/H/JAN
363	3029	STOJKOSKI, STOJAN	08-Nov-94	ASSEMBLER-NS

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364 3030	GLOBAREVIC, CEDOMIR	08-Nov-94	SEQUENCER
365 3035	LAZAREVSKI, PETAR	13-Nov-94	ASSEMBLER-NS
366 3036	HANG, SEYHA KHOUTH	13-Nov-94	ASSEMBLER-NS
367 3040	FROESE, KLASS	13-Nov-94	ASSEMBLER-NS
368 3042	NEUFELD, HERMAN	13-Nov-94	ASSEMBLER-NS
369 3047	NEUERT, STEVE	13-Nov-94	ASSEMBLER-NS
370 3050	ACOVSKI, ACE	13-Nov-94	ASSEMBLER-NS
371 3033	STOJKOVSKI, BOBAN	14-Nov-94	ASSEMBLER-NS
372 3034	WIEBE, PETER	14-Nov-94	ASSEMBLER-NS
373 3037	SELAYA, EDWIN	14-Nov-94	CAROUSEL WORKER
374 3041	SCHILLER, DEREK	14-Nov-94	ASSEMBLER-NS
375 3043	BULLEY, DAVID	14-Nov-94	ASSEMBLER-NS
376 3045	TRIEU, THUAN	14-Nov-94	ASSEMBLER-NS
377 3048	KHAMVONGSA, VONG	14-Nov-94	CAROUSEL WORKER
378 3055	PENNER, ABE	15-Nov-94	SEQUENCER
379 3056	KILUK, JACK	15-Nov-94	Q.A. COORD.
380 3061	LEE, ASTON	20-Nov-94	Q.A. COORD.
381 3067	DIVETO, JASON	20-Nov-94	ASSEMBLER-NS
382 3057	HENDERSON, GARY	21-Nov-94	ASSEMBLER-NS
383 3058	EAR, DARITH	21-Nov-94	ASSEMBLER-NS
384 3062	TRAN, HUNG	21-Nov-94	ASSEMBLER-NS
385 3063	WALL, DAVID	21-Nov-94	ASSEMBLER-NS
386 3065	KHAOWOORN, JANDEE	21-Nov-94	ASSEMBLER-NS
387 3071	HEBERT, JEFFREY	21-Nov-94	ASSEMBLER-NS
388 3072	SMITH, KENNETH	21-Nov-94	MTL/HOLR
389 3074	LANGS, MARK	21-Nov-94	ASSEMBLER-NS
390 3075	LONGO, ANGELO	21-Nov-94	ASSEMBLER-NS
391 3077	MOUNTRIVONG, BOUNLAB	21-Nov-94	ASSEMBLER-NS
392 3080	GUENTHER, GEORGE	21-Nov-94	ASSEMBLER-NS
393 3070	MIGSA, CHRISTIAN	22-Nov-94	ASSEMBLER-NS
394 3078	MCCULLOUGH, MARK	22-Nov-94	ASSEMBLER-NS
395 3079	POPOSKI, MITKO	22-Nov-94	ASSEMBLER-NS
396 3083	BAKRESKI, BRANKO	22-Nov-94	ASSEMBLER-NS
397 3086	DISIC, PETAR	28-Nov-94	ASSEMBLER-NS
398 3087	BANMAN, ABE	28-Nov-94	ASSEMBLER-NS
399 3089	MCCANDLESS, CHRISTOPHER	28-Nov-94	Q.A. COORD.
400 3091	GAGNON, RICK	28-Nov-94	SEQUENCER
401 3092	DREIKI, MAHMOUD	28-Nov-94	ASSEMBLER-NS
402 3093	RUBINO, SAM	28-Nov-94	ASSEMBLER-NS
403 3094	QUINLAN, TODD	28-Nov-94	S/H/JAN
404 3095	NGO, VUONG	28-Nov-94	ASSEMBLER-NS
405 3097	LELAS, ZELJKO	28-Nov-94	ASSEMBLER-NS
406 3114	DOBRIĆ, NIKOLA	30-Nov-94	Q.A. COORD. TEMP
407 3100	RAINALDI, REMO	05-Dec-94	ASSEMBLER-NS
408 3101	LOEWEN, WILHELM	05-Dec-94	ASSEMBLER-NS
409 3102	MAZLOUM, SAMI	05-Dec-94	ASSEMBLER-NS
410 3104	LUCIER, DWAYNE	05-Dec-94	ASSEMBLER-NS
411 3106	NGUYEN, CHIEN	05-Dec-94	ASSEMBLER-NS
412 3107	HALL, ANTHONY (TROY)	05-Dec-94	ASSEMBLER-NS
413 3109	RISTIC, JESENKO	05-Dec-94	PRODUCT TEST COORD.
414 3110	MCLEAN, RALPH	05-Dec-94	ASSEMBLER-NS
415 3118	QUINLAN, GLENN	05-Dec-94	ASSEMBLER-NS

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416 3120	TU, HOA	05-Dec-94	ASSEMBLER-NS
417 3123	DUROVIC, ZLATKO	05-Dec-94	ASSEMBLER-NS
418 3124	DUPUIS, ROGER	05-Dec-94	ASSEMBLER-NS
419 3126	TRAN, TRANH	05-Dec-94	ASSEMBLER-NS
420 3129	SINASAC, DUANE	05-Dec-94	ASSEMBLER-NS
421 3132	FRIESEN, FRANZ	12-Dec-94	ASSEMBLER-NS
422 3137	TRAN, AN CO	12-Dec-94	ASSEMBLER-NS
423 3138	KLASSEN, PETER	12-Dec-94	ASSEMBLER-NS
424 3141	PILLON, LESLIE	03-Jan-95	ELECTRONICS TECHNICIAN
425 3161	GIESBRECHT, DIEDRICH	03-Aug-95	ASSEMBLER-NS
426 3248	DIMCEVSKI, BORCE	03-Aug-95	ASSEMBLER-NS
427 3250	FRKOVIC, SLAVKO	05-Aug-95	S/H/JAN
428 3163	PETERS, JACOB	07-Aug-95	ASSEMBLER-NS
429 3164	NGUYEN, UT NGOC	07-Aug-95	SEQUENCER
430 3166	TAING, KIEM	07-Aug-95	ASSEMBLER-NS
431 3167	LE, THIEN	07-Aug-95	ASSEMBLER-NS
432 3168	NGUYEN, THANG	07-Aug-95	ASSEMBLER-NS
433 3225	NEUFELD, JOHN	07-Aug-95	ASSEMBLER-NS
434 3231	KOBEISSI, ALI	07-Aug-95	S/H/JAN
435 3353	DISIC, VASILIJE	07-Aug-95	ASSEMBLER-NS
436 3171	SUSNJAR, ZORAN	10-Aug-95	ASSEMBLER-NS
437 3172	ENNS, PETER	10-Aug-95	ASSEMBLER-NS
438 3251	PETERS, JOHAN	10-Aug-95	ASSEMBLER-NS
439 3174	MINOFF, LARRY	11-Aug-95	ASSEMBLER-NS
440 3175	WIEBE, ANNA	11-Aug-95	CAROUSEL WORKER
441 3176	REIMER, MIKE	11-Aug-95	ASSEMBLER SEADOO
442 3177	ZOROSKI, KLIME	11-Aug-95	ASSEMBLER-NS
443 3178	JAMIESON, MELISSA	11-Aug-95	CAROUSEL WORKER,
444 3182	SACLAYAN, FIDEL	11-Aug-95	ASSEMBLER-NS
445 3185	PHILLIPS, LLOYD	11-Aug-95	LOADER/DEMOULDER
446 3186	TAING, SOU HUONG	11-Aug-95	CAROUSEL WORKER
447 3188	FEHR, ISAAC	11-Aug-95	ASSEMBLER-NS
448 3189	BARTLETT, JOHN	11-Aug-95	ASSEMBLER SEADOO
449 3280	POCZEKAJ, BERNARD	11-Aug-95	ASSEMBLER-NS
450 3190	PARUSSINI, RANDY	16-AUG-95	ASSEMBLER-NS
451 3192	KRA", FRANZ	25-Sep-95	ASSEMBLER-NS
452 3233	NEUFELD, GERARDO	10-Oct-95	ASSEMBLER-NS
453 3234	POWNEY, JOHN	10-Oct-95	ASSEMBLER-NS
454 3316	POPOSKI, MATEJA	21-Oct-95	ASSEMBLER-NS
455 3330	NOLA, BECKNA	21-Oct-95	LOADER/DEMOULDER
456 3310	SIEFKER, WAYNE	30-Oct-95	ASSEMBLER SEADOO
457 3197	VELIOV, KOSTADIN	01-Nov-95	SEQUENCER
458 3198	TOWERS, BRIAN	01-Nov-95	SEQUENCER
459 3199	KLASSEN, DAVID	01-Nov-95	SEQUENCER
460 3202	POLLARD, JAMIE	01-Nov-95	SEQUENCER
461 3204	SIMPRAGA, BRANISLAV	01-Nov-95	SEQUENCER
462 3207	TOMOVIC, DJORDJO	01-Nov-95	SEQUENCER
463 3208	SCOTT, GRANT	01-Nov-95	SEQUENCER
464 3209	WESTON, JASON	01-Nov-95	SEQUENCER
465 3213	FORD, NEAL	01-Nov-95	SEQUENCER
466 3215	KOJOVIC, VLADO	01-Nov-95	SEQUENCER
467 3227	DRAIHI, HUSSEIN	06-Nov-95	ASSEMBLER-NS

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468 3235	PENNER, HENRY	07-Nov-95	ASSEMBLER-NS
469 3236	FROESE, PETER	07-Nov-95	ASSEMBLER-NS
470 3237	LOC, TAY	07-Nov-95	ASSEMBLER-NS
471 3216	FU, SOKHOUR	13-Nov-95	TRIM DEV SEWER
472 3228	FEHR, DAVID	13-Nov-95	ASSEMBLER-NS
473 3238	DYCK, ISAAK	13-Nov-95	ASSEMBLER-NS
474 3239	NGUYEN, MUON	14-Nov-95	ASSEMBLER-NS
475 3240	ROBERTSON, SCOTT	03-Dec-95	ASSEMBLER-NS
476 3252	COOKE, DENNIS	29-Jan-96	ASSEMBLER-NS
477 3221	MAITRE, MARC	12-Feb-96	ELECTRONICS TECHNICIAN
478 3241	MOUNTRIVONG, DON	19-Feb-96	ASSEMBLER-NS
479 3242	GUENTHER, JACOB	19-Feb-96	ASSEMBLER-NS
480 3245	MONTAGANO, NATE	19-Feb-96	ASSEMBLER-NS
481 3246	SCHMITT, FRANZ	19-Feb-96	ASSEMBLER-NS
482 3247	HILDEBRANDT, JAKE	19-Feb-96	ASSEMBLER-NS
483 3253	JOVANOVSKI, VLATKO	19-Feb-96	ASSEMBLER-NS
484 3254	BERG, CORNELIUS	19-Feb-96	ASSEMBLER-NS
485 3255	DYCK, DAVID	19-Feb-96	ASSEMBLER SEADOO
486 3230	MARENTETTE, RODNEY	04-Mar-96	MOULD/MAINT/MECH
487 3257	PHOTHITAY, VIENVILAY	12-Apr-96	LOADER/DEMOULDER
488 3260	KLASSEN, HERMAN	15-Apr-96	LOADER/DEMOULDER
489 3285	GINOSKI, SIMO	17-Apr-96	LOADER/DEMOULDER
490 3286	LUANGKHOT, SITHONE JOE	17-Apr-96	ASSEMBLER-NS
491 3288	VULOVIC, VITOMIR	17-Apr-96	ASSEMBLER-NS
492 3289	SIMMALAVONG, PAUL	17-Apr-96	ASSEMBLER-NS
493 3273	PROCTOR, BRAD	21-Apr-96	ASSEMBLER-NS
494 3272	FANTIN, DAVE	22-Apr-96	ASSEMBLER SEADOO
495 3297	MOUNIVONG, SENGSOURY	23-Apr-96	LOADER/DEMOULDER
496 3298	PAPINEAU, RANDY	23-Apr-96	LOADER/DEMOULDER
497 3299	FEHR, PETER	23-Apr-96	ASSEMBLER-NS
498 3282	GRONDIN, THOMAS	30-Apr-96	ASSEMBLER SEADOO
499 3283	PINSONNEAULT, KEN	30-Apr-96	ASSEMBLER SEADOO
500 3302	KLASSEN, PETER	30-Apr-96	ASSEMBLER SEADOO
501 3292	DIVETO, MIKE	01-May-96	ASSEMBLER SEADOO
502 3305	BOSCHMAN, JOHAN	26-Aug-96	ASSEMBLER-NS
503 3315	PETERS, ABRAM	05-Sep-96	ASSEMBLER-NS
504 3295	TRIEU, KHOI	09-Sep-96	ASSEMBLER-NS
505 3318	ZLATESKI, BOZIDAR	09-Sep-96	ASSEMBLER-NS
506 3319	ILIOU, JOHN	09-Sep-96	ASSEMBLER-NS
507 3320	MAILLOUX, RAY	09-Sep-96	ASSEMBLER-NS
508 3321	FROESE, JOHN	09-Sep-96	ASSEMBLER-NS
509 3323	KHAOWORN, MEE	09-Sep-96	ASSEMBLER-NS
510 3324	LUONG, BINH	10-Sep-96	ASSEMBLER-NS
511 3325	TRAN, HUNG	23-Sep-96	ASSEMBLER-NS
512 3326	SALEH, MAHMOUD	30-Sep-96	ASSEMBLER-NS
513 3327	SCHMITT, DAVID	30-Sep-96	ASSEMBLER-NS
514 3329	INTHAVALY, JOHN	07-Oct-96	INSP/PACKER
515 3331	BEDARD, JEFFERY	09-Oct-96	ASSEMBLER SEADOO
516 3350	JANKULOVSKI, CHRIS	15-May-97	MTL/HDLR
517 3349	FEHR, CORN	05-Jan-98	ASSEMBLER-NS
518 3360	WONGSUNA, SUBAN	05-Jan-98	ASSEMBLER-NS
519 3361	CASTEIN, MICHAEL	05-Jan-98	ASSEMBLER SEADOO

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520 3362	KHATH, SOTRA	05-Jan-98	ASSEMBLER-NS
521 3364	THIESSEN, DAVID	05-Jan-98	ASSEMBLER-NS
522 3366	VUCINIC, JOVICA	29-Jan-98	LOADER/DEMOULDER
523 3367	NEUFELD, JAKE	29-Jan-98	ASSEMBLER-NS
524 3369	FU, KOK YI	02-Feb-98	ASSEMBLER-NS
525 3372	APHAYVONG, BOUALONE	02-Feb-98	ASSEMBLER-NS
526 3374	OUDOMSOUK, SISOUFANH	02-Feb-98	ASSEMBLER-NS
527 3375	DYCK, ABRAM	02-Feb-98	ASSEMBLER-NS
528 3376	PEREZ, LOUIS	02-Feb-98	ELECTRONICS TECHNICIAN
529 3378	KHALIL, ASAAD	03-Feb-98	ASSEMBLER-NS
530 3379	SERHAN, ZEIN	03-Feb-98	ASSEMBLER-NS
531 3403	TIM, TICH	22-Feb-98	ASSEMBLER-NS
532 3404	PHAM, DUONG	22-Feb-98	ASSEMBLER-NS
533 3405	PHAM, DA"	22-Feb-98	ASSEMBLER-NS
534 3406	HASSAN, NABIL	22-Feb-98	ASSEMBLER-NS
535 3407	OUN, LONG	02-Mar-98	ASSEMBLER-NS
536 3409	DJUKIC, ZLATAN	02-Mar-98	ASSEMBLER-NS
537 3410	BUECKERT, JOHAN	02-Mar-98	ASSEMBLER-NS
538 3384	SKOPE, PETER	06-Apr-98	MOULD/MAINT/MECH
539 3411	MCCANDLESS, STEPHEN	13-Oct-98	ASSEMBLER-NS
540 3412	VERZOSA, WILFREDO	19-Oct-98	ASSEMBLER-NS
541 3413	ILIOU, CHRIS	19-Oct-98	ASSEMBLER-NS
542 3414	NANTAIS, MARK	20-Oct-98	LOADER/DEMOULDER
543 3415	VELKOV, VALENTIN	20-Oct-98	ASSEMBLER-NS
544 3416	ELIAS, FRANK	20-Oct-98	ASSEMBLER-NS
545 3417	LOTAKOUN, KAITHANOU	20-Oct-98	ASSEMBLER-NS
546 3421	GUENTHER, PETER	23-Oct-98	ASSEMBLER-NS
547 3422	FEHR, CORNELIUS	23-Oct-98	ASSEMBLER-NS
548 3423	STANKOVSKI, PETAR	23-Oct-98	ASSEMBLER-NS
549 3425	SYCHANTHA, PHOUVANG (SI)	02-Nov-98	ASSEMBLER-NS
550 3427	LAW, WAYNE	02-Nov-98	ASSEMBLER-NS
551 3428	CIROVSKI, JOVO	02-Nov-98	LOADER/DEMOULDER
552 3432	VONGPHAKDY, SYLA	04-Jan-99	ASSEMBLER-NS
553 3435	BILBILOVSKI, RASO	04-Jan-99	ASSEMBLER-NS
554 3436	COLIC, PROKO	04-Jan-99	ASSEMBLER-NS
555 3438	KOURKIAS, JOHNY	04-Jan-99	ASSEMBLER SEADOO
556 3454	MITANOVSKI, NAUM	19-Jul-99	ASSEMBLER-NS
557 3460	ABOU-ZEENI, GHASSAN	16-Aug-99	ASSEMBLER-NS
558 3461	ABOU-ZEENI, AHMAD	16-Aug-99	ASSEMBLER-NS
559 3462	HA, THANH	16-Aug-99	ASSEMBLER-NS
560 3463	LAUZON, ROB	16-Aug-99	ASSEMBLER-NS
561 3464	SARAFIN, CODY	16-Aug-99	ASSEMBLER-NS
562 3475	ALI, SOPHIA	07-Feb-00	LAB TECH.
563 3490	PENNER, JOHN F	03-Apr-00	ASSEMBLER-NS
564 3491	TRUONG, LUU	03-Apr-00	ASSEMBLER-NS
565 3492	PETERS, GEORGE	03-Apr-00	ASSEMBLER-NS
566 3485	SINNOTT, ANDREW	10-Apr-00	ELECTRONICS TECHNICIAN
567 3510	AVELAR, CYNTHIA	27-May-00	ASSEMBLER-NS
568 3498	DROUILLARD, TONYA	29-May-00	ASSEMBLER-NS
569 3499	DEMIC, MILAN	29-May-00	ASSEMBLER-NS
570 3501	DUROVIC, VLATKO	29-May-00	ASSEMBLER-NS
571 3502	THIESSEN, JAKE	29-May-00	ASSEMBLER-NS

572 3503	AHMAD, ALI	29-May-00	ASSEMBLER-NS
573 3504	CORNEJO, JIM	29-May-00	ASSEMBLER-NS
574 3505	TRAN, NGUYEN (NELSON)	29-May-00	ASSEMBLER-NS
575 3506	LENG, KONG	29-May-00	ASSEMBLER-NS
576 3507	FACCHIN, DENNIS	29-May-00	ASSEMBLER-NS
577 3508	GIDILLINI, EZIO	29-May-00	ASSEMBLER-NS
578 3509	TRAN, TRANG	29-May-00	ASSEMBLER-NS
579 3511	FRIESEN, JAKE	29-May-00	ASSEMBLER-NS
580 3513	NEUFELD, CORNIE	29-May-00	ASSEMBLER-NS
581 3514	NGUYEN, PHAT	29-May-00	ASSEMBLER-NS
582 3516	SZYMANSKA, BOZENA	29-May-00	ASSEMBLER-NS
583 3517	PHOUNPADITH, BOUNTHIENG	29-May-00	ASSEMBLER-NS
584 3518	LE, LUONG	29-May-00	ASSEMBLER-NS
585 3520	JANEVSKI, MI SO	29-May-00	ASSEMBLER-NS
586 3522	NGUYEN, DANNY	29-May-00	ASSEMBLER-NS
587 3523	MATIC, NENAD	05-Jun-00	ASSEMBLER-NS
588 3527	HARDER, JULIUS	12-Jun-00	ASSEMBLER-NS
589 3528	GAINES, JOSEPH	19-Jun-00	ASSEMBLER-NS
590 3529	BERGERON, RHONDA	19-Jun-00	ASSEMBLER-NS
591 3530	APPLETON, JODY	19-Jun-00	INSP/PACKER
592 3531	DOBRIC, MIRKO	19-Jun-00	INSP/PACKER
593 3532	KHAMVONGSA, KONE	19-Jun-00	CAROUSEL WORKER
594 3534	SCHMITT, MARY	19-Jun-00	ASSEMBLER-NS
595 3535	KIM, TI TUI	19-Jun-00	LOADER/DEMOULDER
596 3536	BERG, FRANK	19-Jun-00	INSP/PACKER
597 3537	NGUYEN, LUONG	19-Jun-00	ASSEMBLER-NS
598 3538	VUJANOVIC, NIKOLA	19-Jun-00	TEMP/INSP/PACKER
599 3539	ABOUZEENI, CHAWKI	19-Jun-00	LOADER/DEMOULDER.
600 3549	TONG, RA	21-Jun-00	ASSEMBLER-NS
601 3584	BUI, NGHI	21-Jun-00	ASSEMBLER-NS
602 3585	SOK, NATH	22-Jun-00	ASSEMBLER-NS
603 3542	GASIC, PERO	28-Jun-00	ASSEMBLER-NS
604 3543	SLAVIK, PAT	28-Jun-00	ASSEMBLER-NS
605 3544	FILLIER, THERESA	21-Jul-00	FOAM ASSEMBLER
606 3545	MASSE, PAUL S.	21-Jul-00	ASSEMBLER-NS
607 3586	MAVI, BHUPINDER	24-Jul-00	ASSEMBLER-NS
608 3587	ROBERTSON, SHERRY	28-Jul-00	ASSEMBLER-NS
609 3588	VRBJAR, STAN	31-Jul-00	ASSEMBLER-NS
610 3589	WESTON, JORDAN	31-Jul-00	ASSEMBLER-NS
611 3590	MAW, KYLE	31-Jul-00	ASSEMBLER-NS
612 3551	VUKICEVIC, DUSAN	07-Aug-00	ASSEMBLER-NS
613 3552	LATINOVIC, BOGDAN	07-Aug-00	ASSEMBLER-NS
614 3553	GAINES, ROBERT	07-Aug-00	ASSEMBLER-NS
615 3555	FREISEN, CORNELIUS	07-Aug-00	ASSEMBLER-NS
616 3556	WEBER, JAMES	07-Aug-00	ASSEMBLER-NS
617 3557	BULLEY, DAVID JR	07-Aug-00	ASSEMBLER-NS
618 3559	VLAJIC, DANILO	07-Aug-00	ASSEMBLER-NS
619 3560	FREISEN, PETER	07-Aug-00	ASSEMBLER-NS
620 3561	MATOVSKI, MIKE JR.	07-Aug-00	ASSEMBLER-NS
621 3562	MRAVIK, JAN	07-Aug-00	ASSEMBLER-NS
622 3563	PHAN, HOANG	07-Aug-00	ASSEMBLER-NS
623 3566	MLADENOSKI, TAMI	07-Aug-00	ASSEMBLER-NS

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624 3591	ZARANKIN, DENISE	07-Aug-00	FOAM ASSEMBLER
625 3567	RADAN, TIHOMIR	08-Aug-00	ASSEMBLER-NS
626 3592	LABONTE, ROGER	09-Aug-00	ASSEMBLER-NS
627 3593	OGRIZOVIC, ALEKSANDRA	09-Aug-00	ASSEMBLER-NS
628 3594	WRIGHT, CHRIS	09-Aug-00	ASSEMBLER-NS
629 3595	KARAGOVSKI, ZIVKO	09-Aug-00	ASSEMBLER-NS
630 3596	ZUBER, DJORDJE	09-Aug-00	ASSEMBLER-NS
631 3597	REDEKOP, DAVID	10-Aug-00	ASSEMBLER-NS
632 3598	NGUYEN, TIN	10-Aug-00	ASSEMBLER-NS
633 3599	LOTAKOUN, PORNCHAI	10-Aug-00	ASSEMBLER-NS
634 3600	HARDER, PETER	10-Aug-00	ASSEMBLER-NS
635 3601	TRAN, DAO	10-Aug-00	ASSEMBLER-NS
636 3602	NGUYEN, TUAN	11-Aug-00	ASSEMBLER-NS
637 3546	BECHARD, CHRISTINE	14-Aug-00	LAB TECH.
638 3603	ABOUZEENI, ZAHER	15-Aug-00	ASSEMBLER-NS
639 3604	JANUSAS, RICHARD	16-Aug-00	ASSEMBLER-NS
640 3605	THEISSEN, PETER	16-Aug-00	ASSEMBLER-NS
641 3606	DYCK, JACOB	16-Aug-00	LOADER/DEMOULDER
642 3607	SORMAZ, MILAN	17-Aug-00	ASSEMBLER-NS
643 3609	AZIZ, OMAR	17-Aug-00	FOAM ASSEMBLER
644 3611	ZUTIC, ZORAN	17-Aug-00	ASSEMBLER-NS
645 3612	PHAM, KIM	17-Aug-00	FOAM ASSEMBLER
646 3610	JEVRIC, ZELJKO	18-Aug-00	ASSEMBLER-NS
647 3613	TRAN, TOAN	18-Aug-00	ASSEMBLER-NS
648 3614	VILANDRE, JESSIE	18-Aug-00	ASSEMBLER-NS
649 3615	ÉLIAS, PETER	18-Aug-00	ASSEMBLER-NS
650 3617	NGUYEN, PHUONG	21-Aug-00	LOADER/DEMOULDER
651 3618	LUCHMUN, NEETA	21-Aug-00	FOAM ASSEMBLER
652 3619	DRAGOMIR, NELU	21-Aug-00	ASSEMBLER-NS
653 3620	KABZINSKI, MARTIN	21-Aug-00	ASSEMBLER-NS
654 3621	BATE, MICHEAL	21-Aug-00	ASSEMBLER-NS
655 3622	UNGER, WILLY	21-Aug-00	ASSEMBLER-NS
656 3623	TODOROVSKI, SASO	21-Aug-00	LOADER/DEMOULDER
657 3624	KING, BRIAN	23-Aug-00	ASSEMBLER-NS
658 3625	CHARAFEDDINE, ELIZABETH	28-Aug-00	FOAM ASSEMBLER
659 3626	CHARRON, RAYMOND	28-Aug-00	ASSEMBLER-NS
660 3627	SOPEL, MARK	28-Aug-00	ASSEMBLER-NS
661 3628	BACKO, STEVE	28-Aug-00	ASSEMBLER-NS
662 3629	KLOKANOVSKI, STEPHAN	28-Aug-00	ASSEMBLER-NS
663 3630	SATH, SRENG	28-Aug-00	FOAM ASSEMBLER
664 3631	MARAZITA, VINCE	28-Aug-00	LOADER/DEMOULDER
665 3633	GREWAL, RAVINDER	28-Aug-00	FOAM ASSEMBLER
666 3634	LEBERT, RYAN	28-Aug-00	ASSEMBLER-NS
667 3635	FEHR, PETER	28-Aug-00	ASSEMBLER-NS
668 3636	DYCK, DAVID	28-Aug-00	ASSEMBLER-NS
669 3637	BANMAN, NEIL	28-Aug-00	ASSEMBLER-NS
670 3639	KRAHN, DAVID	28-Aug-00	LOADER/DEMOULDER
671 3640	ACOUSKI, DAN	28-Aug-00	LOADER/DEMOULDER
672 3641	PUSKAR, LJUBOMIR	28-Aug-00	LOADER/DEMOULDER
673 3642	JELACA, MIRKO	28-Aug-00	ASSEMBLER SEADOO
674 3660	NGUYEN, CANG	28-Aug-00	LOADER/DEMOULDER
675 3661	DUMONT, NANCY	28-Aug-00	LOADER/DEMOULDER

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676 3662	TRAM, BUU	28-Aug-00	LOADER/DEMOULDER
677 3680	SORDACHANK, VIRASITH	29-Aug-00	ASSEMBLER-NS
678 3681	LOEWEN, JOHN	05-Sep-00	ASSEMBLER-NS
679 3682	DOAN, THUAN	05-Sep-00	ASSEMBLER-NS
680 3683	HARDER, MARTIN	05-Sep-00	ASSEMBLER-NS
681 3684	ZUBAC, DUSAN	05-Sep-00	ASSEMBLER-NS
682 3685	TOJCIC, MLADEN	05-Sep-00	ASSEMBLER-NS
683 3686	PETERS, JOHAN	05-Sep-00	ASSEMBLER-NS
684 3687	JUSSILA, MICHAEL J.	05-Sep-00	ASSEMBLER-NS
685 3688	VASIC, MIROSLAV	05-Sep-00	ASSEMBLER-NS
686 3689	LUONG, DUNG	05-Sep-00	ASSEMBLER-NS
687 3690	RADEVSKI, GOCE	05-Sep-00	ASSEMBLER SEADOO
688 3691	TODOROVIC, BORIS	05-Sep-00	ASSEMBLER SEADOO
689 3692	VASILIC, VLADIMIR	05-Sep-00	ASSEMBLER SEADOO
690 3693	WESTFALL, STEVEN	05-Sep-00	ASSEMBLER SEADOO
691 3694	UNGER, AARON	05-Sep-00	ASSEMBLER SEADOO
692 3699	THAI, THAN	05-Sep-00	ASSEMBLER SEADOO
693 3700	NAJM, KHODR	05-Sep-00	ASSEMBLER SEADOO
694 3702	PETERSON, KEVIN	05-Sep-00	ASSEMBLER SEADOO
695 3703	PENNER, PETER	05-Sep-00	ASSEMBLER SEADOO
696 3704	WIEBE, WILL	05-Sep-00	ASSEMBLER SEADOO
697 3663	BENETEAU, BRETT	19-Sep-00	LOADER/DEMOULDER
698 3664	SAMARDEZIJA, DAVOR	19-Sep-00	LOADER/DEMOULDER
699 3638	HEPBURN, PAUL	25-Sep-00	ELECTRONICS TECHNICIAN
700 3643	SPANOVIC, MILAN	25-Sep-00	ASSEMBLER SEADOO
701 3644	ISKANDAR, KARIM	25-Sep-00	ASSEMBLER SEADOO
702 3646	WOLFE, PETER	25-Sep-00	ASSEMBLER SEADOO
703 3647	WOLFE, BEN	25-Sep-00	ASSEMBLER SEADOO
704 3648	LAZOVIC, GORAN	25-Sep-00	ASSEMBLER SEADOO
705 3665	WIEBE, CORNELIUS	25-Sep-00	LOADER/DEMOULDER
706 3666	DJAKOVIC, VLATKO	25-Sep-00	LOADER/DEMOULDER
707 3668	PILJIC, ZORAN	25-Sep-00	LOADER/DEMOULDER
708 3669	FERRATBEGOVIC, REMZIJA	25-Sep-00	LOADER/DEMOULDER
709 3705	CIFOLLA, TIZIANO	25-Sep-00	ASSEMBLER SEADOO
710 3706	POPIN, BRAJAN	25-Sep-00	ASSEMBLER SEADOO
711 3708	DOMINQUEZ, JAVIER	26-Sep-00	LOADER/DEMOULDER
712 3575	LLOYD, ROBERT	27-Sep-00	ELECTRONICS TECHNICIAN
713 3707	JUNIKI, AHMET	02-Oct-00	LOADER/DEMOULDER
714 3709	ABOUZEENI, AYMAN	02-Oct-00	SEQUENCER-T
715 3649	JEFTIC, RADOVAN	10-Oct-00	ASSEMBLER SEADOO
716 3659	RITZER, MARCUS	10-Oct-00	ASSEMBLER SEADOO
717 3670	HCKROW, MATTHEW	05-Dec-00	LOADER/DEMOULDER
718 3671	FRIESEN, GEORGE JR.	05-Dec-00	LOADER/DEMOULDER
719 3672	PILLON, JOHN	06-Dec-00	LOADER/DEMOULDER
720 3650	CARADONNA, VITO	08-Jan-01	ASSEMBLER SEADOO
721 3651	BOTTINEAU, SHANE	08-Jan-01	ASSEMBLER SEADOO
722 3652	CACILHAS, LUIS	08-Jan-01	ASSEMBLER SEADOO
723 3653	DARLISON, KYLE	08-Jan-01	ASSEMBLER SEADOO
724 3673	ANGER, JUSTIN	08-Jan-01	LOADER/DEMOULDER
725 3654	PRSTOJEVIC, SASHO	15-Jan-01	ASSEMBLER SEADOO
726 3655	PETROVIC, JURAJ	15-Jan-01	ASSEMBLER SEADOO
727 3656	SULJIC, FADIL	15-Jan-01	ASSEMBLER SEADOO

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728 3657	TONCEVSKI, SASA	15-Jan-01	ASSEMBLER SEADOO
729 3658	RATKOV, SLOBODAN	15-Jan-01	ASSEMBLER SEADOO
730 3675	TRUONG, AN	15-Jan-01	LOADER/DEMOULDER
731 3676	MURRAY, IAN	17-Jan-01	LOADER/DEMOULDER
732 3677	SHEPLEY, ROBERT	22-May-01	MOULD/MAINT/MECH
733 3678	HUNTER, BRETT	22-May-01	MOULD/MAINT/MECH
734 3695	SCHILLER, COREY	06-Aug-01	ELECTRICIAN

Sort by Class Date Within Job Class

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EMP#	NAME	JOB_TITLE	CLASS_DATE
1 3695	SCHILLER, COREY	ELECTRICIAN	06-Aug-01
2 2204	JOHNSON, TREVOR	ELECTRONICS TECHNICIAN	28-Dec-88
3 2476	STALLARD, STANLEY	ELECTRONICS TECHNICIAN	26-Mar-90
4 2805	GURSOY, JOHN	ELECTRONICS TECHNICIAN	14-Jun-93
5 2639	RAINALDI, VINCE	ELECTRONICS TECHNICIAN	17-Nov-94
6 3141	PILLON, LESLIE	ELECTRONICS TECHNICIAN	03-Jan-95
7 3221	MAITRE, MARC	ELECTRONICS TECHNICIAN	12-Feb-96
8 3485	SINNOTT, ANDREW	ELECTRONICS TECHNICIAN	10-Apr-00
9 3376	PEREZ, LOUIS	ELECTRONICS TECHNICIAN	25-Sep-00
10 3575	LLOYD, ROBERT	ELECTRONICS TECHNICIAN	27-Sep-00
11 3638	HEPBURN, PAUL	ELECTRONICS TECHNICIAN	19-Feb-01
12 2252	FRISSEN, PETER	MAINT/MECH/MILL	06-Feb-89
13 2573	GIORDIMAINA, JOSEPH	MAINT/MECH/MILL	11-Jun-90
14 2711	NOWICKI, PETER	MAINT/MECH/MILL	03-Jul-91
15 2554	PRESTIA, GUISEPPE	MAINT/MECH/MILL	23-Sep-91
16 2748	SCHIVES, RANDY	MAINT/MECH/MILL	25-Mar-92
17 2254	O'NEIL, GLEN	MAINT/MECH/MILL	13-Jul-94
18 2560	VEZINA, ROLAND	MAINT/MECH/MILL	07-Apr-97
19 2388	REEKERS, PATRICK	MAINT/MECH/MILL	16-Jun-97
PO 2245	DESJARLAIS, DALE	MAINT/MECH/MILL	30-Sep-98
21 2149	WAITE, RAY	MAINT/MECH/MILL	05-Oct-98
22 2416	MOONEY, MICHAEL	MAINT/MECH/MILL	05-Oct-98
23 2212	BECKARD, GARY	MAINT/MECH/MILL	03-Nov-99
24 2575	LEE, NORMAN	MOULD/MAINT/MECH	03-Jul-90
25 2249	MCEACHRAN, RON	MOULD/MAINT/MECH	04-Sep-94
26 3230	MARENTETTE, RODNEY	MOULD/MAINT/MECH	04-Mar-96
27 2225	BENETEAU, CHUCK	MOULD/MAINT/MECH	26-May-97
28 3384	SKOPE, PETER	MOULD/MAINT/MECH	06-Apr-98
29 2397	PROM, HONG	MOULD/MAINT/MECH	01-Jan-01
30 3677	SHEPLEY, ROBERT	MOULD/MAINT/MECH	22-May-01
31 3678	HUNTER, BRETT	MOULD/MAINT/MECH	22-May-01
32 2281	BEAULIEAU, GARY	APPRENTICE-MILLWRIGHT	

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Integram Windsor Seating Current and Proposed Wage Classifications

Current				#	New		
Rate	Classification	Description	Location		Classification	Rate	
1	19.45	Sequencer	Sequencing	27	Assembler	Sequencing	19.60
2	18.98	Carousel Worker	Foam	5	Assembler	Foam	19.60
3	19.60	Assembler	Assembly	336	Assembler	Assembly	19.60
4	19.60	Assembler	Foam	19	Assembler	Foam	19.60
5	19.60	Assembler	Seadoo	35	Assembler	Seadoo	19.60
6	19.60	Loader/Demoulder	Foam	41	Assembler	Foam	19.60
7	19.60	Repair Person	Assembly	6	Assembler	Assembly	19.60
8	20.83	Sr. Assembler	Assembly	3	Utility	Assembly	20.83
9	20.83	Sr. Production Operator	Foam	9	Utility	Foam	20.83
10	21.68	Team Leader	Assembly	9	Team Leader	Assembly	21.68
11	21.68	Team Leader	Seadoo	2	Team Leader	Seadoo	21.68
12	21.68	Team Leader	Foam	11	Team Leader	Foam	21.68
13	18.98	Reworker/Sewer	Foam	8	Trim Development & Sewers	Foam	19.45
14	19.45	Sr. Reworker/Sewer	Foam	1	Trim Development & Sewers	Foam	19.45
15	19.45	Trim Development Sewer	Foam	3	Trim Development & Sewers	Foam	19.45
16	18.98	ASRS Helper	Materials	3	Operator	Materials	19.60
17	19.60	ASRS Operator	Materials	6	Operator	Materials	19.60
18	19.60	Machine Operator	Foam	12	Operator	Foam	19.60
19	19.24	Inspector/Packer	Assembly	17	Inspector Packer	Assembly	19.60
20	19.24	Inspector/Packer	Foam	26	Inspector Packer	Foam	19.60
21	19.60	Service Packer	Materials	1	Inspector Packer	Materials	19.60
22	19.24	Stock Handler/Janitor	Assembly	12	Material Handler	Assembly	19.60
23	19.24	Stock Handler/Janitor	Foam	3	Material Handler	Foam	19.60
24	19.60	Cycle Counter	Materials	1	Material Handler	Materials	19.60
25	19.60	Material Handler	Assembly	13	Material Handler	Assembly	19.60
26	19.60	Material Handler	Foam	7	Material Handler	Foam	19.60
27	19.60	Material Handler	Materials	16	Material Handler	Materials	19.60
28	20.40	Q.A. Coordinator	Quality	19	Q.A. Coordinator	Quality	20.40
29	20.83	Product Test Coord	Quality	3	Lab Technician	Quality	20.83
30	20.83	Lab Technician	Quality	5	Lab Technician	Quality	20.83
31	19.60	Crib Attendant	Materials	3	Crib Attendant	Maintenance	19.60
32	18.98	Janitor	Maintenance	8	Janitor	Maintenance	18.98
33	18.98	Janitor/Carrier Washer	Maintenance	2	Janitor	Maintenance	18.98
34	24.53	Apprentice	Maintenance	1	Apprentice	Maintenance	24.53
35	27.84	Electronic Technologist	Maintenance	11	Electronic Technologist	Maintenance	27.84
36	27.84	Tool Crib Attendant	Maintenance	1	Electronic Technologist	Maintenance	27.84
37	27.84	Maintenance Mechanic	Maintenance	13	Maintenance Mechanic	Maintenance	27.84
38	27.84	Mould Maintenance Mechanic	Maintenance	8	Mould Maintenance Mechanic	Maintenance	27.84
39	27.84	Electrician	Maintenance	1	Electrician	Maintenance	27.84
40	27.84	Part Time Mould	Maintenance	1	Part Time Mould	Maintenance	27.84

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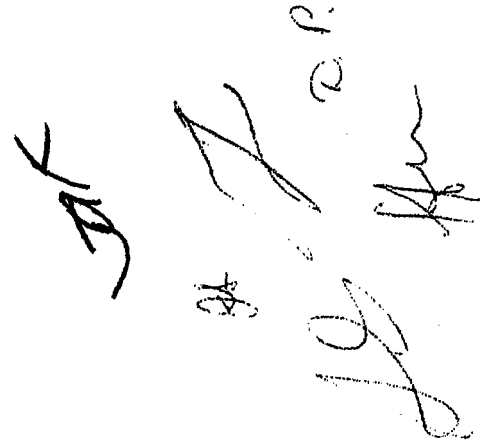


EXHIBIT "A"

Effective Nov 12, 2001

<u>TITLE</u>	<u>New Hire</u>	<u>60</u> <u>Working</u>	<u>1 Year</u>
	<u>Rate</u>	<u>Day Rate</u>	<u>Rate</u>
Assembler	19.60	20.10	20.60
Utility	20.87	21.37	21.87
Team Leader	21.76	22.26	22.76
Trim Development & Sewers	19.45	19.95	20.45
Operator	19.60	20.10	20.60
Inspector Packer	19.60	20.10	20.60
Material Handler	19.60	20.10	20.60
Q.A. Coordinator	20.42	20.92	21.42
Lab Technician	20.87	21.37	21.87
Crib Attendant	19.60	20.10	20.60
Janitor	18.98	19.48	19.98
Apprentice	24.91	25.41	25.91
Electronic Technologist	28.38	28.88	29.38
Maintenance Mechanic	28.38	28.88	29.38
Mould Maintenance Mechanic	28.38	28.88	29.38
Electrician	28.38	28.88	29.38
Part Time Mould	28.38	28.88	29.38

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EXHIBIT "A"

Effective Jan. 1, 2002

TITLE	New Hire Rate	60	1 Year Rate
		Working Day Rate	
Assembler	19.89	20.39	20.89
Utility	21.16	21.66	22.16
Team Leader	22.05	22.55	23.05
Trim Development & Sewers	19.74	20.24	20.74
Operator	19.89	20.39	20.89
inspector Packer	19.89	20.39	20.89
Material Handler	19.89	20.39	20.89
Q.A. Coordinator	20.71	21.21	21.71
Lab Technician	21.16	21.66	22.16
Crib Attendant	19.89	20.39	20.89
Janitor	19.27	19.77	20.27
Apprentice	25.20	25.70	26.20
Electronic Technologist	28.67	29.17	29.67
Maintenance Mechanic	28.67	29.17	29.67
Mould Maintenance Mechanic	28.67	29.17	29.67
Electrician	28.67	29.17	29.67
Part Time Mould	28.67	29.17	29.67

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D.P.
A. [unclear]
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EXHIBIT "A"

Effective Nov. 3, 2002

TITLE	BO		
	New Hire Rate	Working Day Rate	1 Year Rate
Assembler	20.52	21.02	21.52
utility	21.82	22.32	22.82
Team Leader	22.74	23.24	23.74
Trim Development & Sewers	20.36	20.86	21.36
Operator	20.52	21.02	21.52
Inspector Packer	20.52	21.02	21.52
Material Handler	20.52	21.02	21.52
Q.A. Coordinator	21.36	21.86	22.36
Lab Technician	21.82	22.32	22.82
Crib Attendant	20.52	21.02	21.52
Janitor	19.88	20.38	20.88
Apprentice	25.99	26.49	26.99
Electronic Technologist	29.56	30.06	30.56
Maintenance Mechanic	29.56	30.06	30.56
Mould Maintenance Mechanic	29.56	30.06	30.56
Electrician	29.56	30.06	30.56
Part Time Mould	29.56	30.06	30.56

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EXHIBIT "A"

Effective Nov. 2, 2003

TITLE	60		
	New Hire Rate	Working Day Rate	1 Year Rate
Assembler	21.17	21.67	22.17
Utility	22.50	23.00	23.50
Team Leader	23.45	23.95	24.45
Trim Development & Sewers operator	21.00	21.50	22.00
inspector	21.17	21.67	22.17
Packer	21.17	21.67	22.17
Material Handler	21.17	21.67	22.17
Q.A. Coordinator	22.03	22.53	23.03
Lab Technician	22.50	23.00	23.50
Crib Attendant	21.17	21.67	22.17
Janitor	20.51	21.01	21.51
Apprentice	26.80	27.30	27.80
Electronic Technologist	30.48	30.98	31.48
Maintenance Mechanic	30.48	30.98	31.48
Mould Maintenance Mechanic	30.48	30.98	31.48
Electrician	30.48	30.98	31.48
Part Time Mould	30.48	30.98	31.48

**MEMORANDUM
OF
AGREEMENT**

BETWEEN

**National Automobile, Aerospace, Transportation
and General Workers Union of Canada,
And It's Local 444**

(Hereafter "the Union")

AND

**Integram Windsor Seating, a division of
Intier Automotive Inc.**

I (Hereafter "the Company")

- 1.) This Memorandum of Agreement between the Union and the Company refers to all outstanding issues between the Parties with regard to a Collective Agreement.
- 2.) This Memorandum of Agreement includes all items previously agreed to between the Parties.
- 3.) The Collective Agreement will commence November 6, 2001 and expire November 7, 2004 pursuant to Article XXIII, Duration of the Agreement.
- 4.) Health Care Amendments (Effective January 1 2002)
 - 4.1) Denial
Current Integram 80/20 reimbursement plan
Increase yearly maximum to \$1,500
Orthodontics to \$2,200 lifetime maximum
 - 4.2) Drugs
Current Integram reimbursement
ODB Formulary- reimbursement 90%
Non ODB - reimbursement 85%

- 4.3) **Extended Health Care**
Hearing Aids - \$500 every 3 years
Binorial hearing aids covered
- 4.4) **Psychological and Speech Therapy**
\$500 per maximum- each
- 4.5) **Vision**
Current Integram 80/20 reimbursement plan
Raise maximum
 - 1.) Lenses and frames \$200 every 2 years
 - 2.) Contacts \$240 every 2 years
- 4.6) **Retiree Health Care**
Magna Premium Reimbursement Plan
(To be made available to current eligible retirees)
- 4.7) **Out of Province Coverage**
Employer will pay for and maintain the existing coverage.
- 4.8) A benefit booklet outlining all benefits shall be provided to all employees.
- 5.) **Sub Pay**
 - 5.1) **Weekly Benefit**
Increase to \$85 in year 1 MFR, \$95 in year 2, and \$100 in year 3
 - 5.2) **Special Circumstances Pay**
Covers unscheduled partial days and partial weeks.
- 6.) **Pension**
 - 6.1) Employees to be given a one time option during calendar year 2002 to join the Magna Pension Plan or stay with the current DPSP program. Enrollment into aie pension plan to be effective January 1, 2002.
 - 8.2) Employees to be part of the Intier DPSP upon creation and introduction of successor plan (January 2002 or January 2003)
 - 6.3) **Replacement Income Program, attached hereto.**
 - 0.4) **Confirmation of company match for all contributions to Group RRSP prior to January 1 2002**

- 7.) Signing Bonus
- 7.1) \$1,000 for current active employees at **date** of ratification, payable within two (2) pay periods.
- 7.2) Employees will **have** the opportunity to deposit the signing bonus to **an RRSP**.
- 8.) **Wages**
- | | | |
|-----------------|-------------|-----------------------------------|
| 8.1) First year | 5.0% | Effective MFR |
| Second year | 3.0% | Effective November 3 2002 |
| Third year | 3.0% | Effective November 2, 2003 |
- 8.2) The first year increase will be **retroactive** to July 29, 2001 for all paid hours for current active employees at **date of ratification**, **payable within 2 pay periods**.
- 8.3) **Shift Premiums - Effective MFR**
 increase afternoon premium to \$1.00
 Increase midnight premium to \$1.25
- 9.) **STD**
1-1-8-26
 Increase weekly maximum by \$25 in year 1 MFR; \$25 in year 2; \$25 in year 3.
- 10.) \$5,000 life insurance coverage for current employees upon their retirement, minimum age 60.
- 11.) **Skilled Trades Adjustment - \$0.15 MFR**
- 12.) Convert Divisional Performance Bonus to wages
 Maintain percentage of bonus for Quality, Safety, and Attendance programs.
 Eliminate sales portion and roll on a one time basis into wages.
 \$0.29 per hour starting January 1, 2002
- 13.) Letter of Understanding - CS Program Launch, **attached hereto**.
- 14.) Letter of Understanding - Supplementary Staffing, attached hereto.
- 15.) Employee hire **date list**, attached **hereto**.
- 18.) Skilled trades seniority list, attached hereto.

17.) Wages and classifications, attached hereto.

18.) The Parties agree to unanimously recommend acceptance of this Memorandum of Agreement to their respective principals.

This Memorandum of Agreement signed this 8th day of November, 2001 at the City of Windsor.

For the Union

For the Company

Ken Lewens

Alister

Tom Lawrence

Ken Smith

Eric S

D Papi

Dave Simco

Scott Canto

Joseph A. Sordani

John Vici

Robert

Mohammed

Philip

Alvin Alessi

Christie