

COLLECTIVE AGREEMENT

between

LOCKHEED MARTIN CANADA INC.

d/b/a

LOCKHEED MARTIN COMMERCIAL ENGINE SOLUTIONS – MONTREAL

And

**L'ASSOCIATION DES TRAVAILLEURS ET TRAVAILLEUSES DE LOCKHEED
MARTIN (FISA)**

represented by



15 July 2023 – 3 June 2028

The parties have negotiated this agreement in French and English and it is their intent that both versions be consistent with one another. However, if, despite the best efforts of the parties, an irremediable inconsistency arises between the English and French version of this agreement, the English version will be considered accurate.

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ARTICLE 1: PURPOSE OF THE AGREEMENT

This AGREEMENT is entered into by and between Lockheed Martin Canada, Inc., d/b/a Lockheed Martin Commercial Engine Solutions – Montreal, located at 7171 Côte Vertu Ouest, Saint-Laurent (Québec), hereinafter referred to as the "Company", and the Association des travailleurs et travailleuses de Lockheed Martin, hereinafter referred to as the "Union."

The purpose of this Agreement is, in the mutual interest of the Company, the Union, and the employees to provide for the operation of the Company's business under methods, which shall ensure, to the fullest extent possible, the safety and the efficiency of operation. It is recognized by this Agreement to be the duty of the Company, the Union, and of the employees to cooperate fully, both individually and collectively, for the advancement of that purpose.

The purpose of this Agreement is also to define the relation between the Company and the Union, the wages and working conditions of employees of the Company represented by the Union and the means by which disputes shall be resolved promptly and equitably.

ARTICLE 2: RECOGNITION

Section 1: The Company recognizes the Union as the exclusive collective bargaining agent for all employees engaged in technical maintenance and operational support functions in Maintenance, Repair and Overhaul employed by the Company in its Engine Solutions Division at its facility located at 7171 Côte Vertu Ouest, Saint-Laurent (Québec), in accordance with the certification document issued by the Canada Industrial Relations Board, under the provisions of the *Canada Labour Code*, unless otherwise directed by the Canada Industrial Relations Board.

Section 2: No employee covered by this Agreement shall be interfered with, restrained, coerced, or discriminated against by the Company, because of memberships in or lawful activity on behalf of the Union.

Section 3: Supervisors, employees and others not covered by the terms of this Agreement shall be permitted to perform work covered by this Agreement on an incidental basis and in the following cases, with notification to the Union President or, in their absence, any other Union executive member:

- a) In emergent cases (defined as an unforeseen set of circumstances that require immediate attention);
- b) To maintain individual currency and proficiency requirements;
- c) For the instruction of bargaining unit employees;
- d) To do experimental work;
- e) To do samples (not part of workload);
- f) In cases wherein no bargaining unit employee, who is qualified to perform such work, is immediately available
- g) In de minimis circumstances
- h) Where required by a third party or regulatory authority

ARTICLE 3: MANAGEMENT RIGHTS

The Union acknowledges that it is the exclusive function of the Company:

To maintain order, structure and efficiency, and to establish all Company policies and procedures;

To hire, classify, direct, transfer, promote, allocate training, evaluate performance, demote, layoff, discipline and dismiss employees, provided that this does not breach any terms of the Collective Bargaining Agreement;

To manage the industrial enterprise in which the Company is engaged and, without restricting the generality of the foregoing, to determine the number and location of plants, the kinds and locations of machines, tools and equipment to be used, the control of materials, parts and components, the schedules of production and the extension, limitation, curtailment, or cessation of operations, and to study and introduce new improved methods, processes, materials and facilities, and to establish rules and regulations covering the operation of its business provided that these said rules and regulations shall be consistent with this Agreement. The Company shall notify the Union President or, in their absence, any other Union executive member of any new or modified rules and regulations.

ARTICLE 4: TECHNOLOGICAL CHANGE

Section 1: The Company intends to utilize the most efficient machines, processes, systems, methods and/or materials. The Company will provide training for its employees as part of their continuous developmental skills program so that they may have the opportunity to acquire the knowledge and skills required by the introduction of new technology/equipment.

Section 2: The Company will provide notification to the Union in accordance with the provisions of Section 52 of the *Canada Labour Code* of the Company's plans to introduce a technological change, which may affect employees. This notification shall inform the Union of anticipated schedules for introduction of the technological change, and will identify areas of skill impacts and the training programs associated with those impacts. The Company will provide training that is designed to make an employee fully proficient in their current job classification and to gain proficiency utilizing any new technology/equipment. In the event an employee refuses such training, or is unsuccessful in learning the qualifications/skills needed to utilize the new technology and/or equipment, the Company and the Union President or, in their absence, any other Union executive member will meet immediately to determine the proper course of action which may include dismissal due to the inability to meet job requirements.

Section 3: Training as a result of new technology/equipment that impacts current job requirements will be offered based on the Company's developmental skills program within classifications, based upon business need and then on a seniority basis.

ARTICLE 5: SUBCONTRACTING AND OUTSOURCING

Section 1: It is understood that the Company has the right to outsource/subcontract any of the work in the following situations, so long as the outsourcing/subcontracting does not result in the layoff of any Bargaining Unit employee.

- 1) The Employee(s) are not certified, qualified, and/or competent to perform the required work;

- 2) Management determines the Employee(s) do not have sufficient time to perform the work in order to satisfy customer requirements;
- 3) Machine or equipment breakdown on a temporary basis;
- 4) Operational peak or capacity restraints;
- 5) Where the nature or volume of the work is such that it does not justify the capital or operating expenditure involved.

Section 2: The Company will provide the Union with written notice of the intent to outsource/subcontract and meet and consult with the Union prior to any work being outsourced/subcontracted. However, doing so shall not impede the Company's ability to act immediately in order to meet urgent operational needs.

ARTICLE 6: UNION SECURITY

Section 1: All employees covered by this Agreement shall become members of, and maintain membership in good standing in the Union as a condition of employment.

Section 2: Membership in the Union shall be available to any employee eligible under the constitution of the Union upon payment of initiation or reinstatement fees uniformly required of all other such applicants by the Union.

Section 3: New employees shall become members of the Union the date they commenced employment with the Company, inclusive of the probationary period.

Section 4: The Company shall deduct the amount of Union dues from their wages, each pay period, and shall remit the amount withheld to the specified Union location monthly accompanied by a list containing the following information; the full name of the employees, the salary earned by each during the period as well as the amount of contribution deducted for each.

Section 5: The amount to be deducted will be advised by the Union in writing to Human Resources Department, no later than thirty (30) days prior to any changes. The Company will be notified in writing by the Union official as to where to remit such withheld dues.

ARTICLE 7: STRIKES AND LOCKOUTS

So long as this Agreement is in effect, the Union will not engage in, authorize, or recognize any strike, picketing, sympathy strike, slowdown, stoppage of work, planned inefficiency or any other curtailment of work or restriction or interference with production, for any reason whatsoever. Upon learning of any unauthorized strike, picketing, sympathy strike, slowdown, stoppage of work, planned inefficiency or any other curtailment of work or restriction or interference with production, the Union shall take all necessary steps to avert or bring such activity to a prompt termination. So long as this Agreement is in effect the Company shall not cause or engage in any lockout.

ARTICLE 8: DISCIPLINE

Section 1: The Company shall have the discretion to discipline at the level deemed appropriate by the Company, taking into consideration the generally recognized principles regarding progressive discipline and the context.

Section 2: Regardless of the above, any disciplinary action placed on an employees file shall remain active for twenty-four (24) months. After that time, such actions shall not be used in the application of progressive discipline.

Section 3: Employees shall have the right to be accompanied by a Union representative when summoned to a meeting for disciplinary reasons. It is understood that this section does not prohibit the Company to

give purely verbal warnings without the presence of a Union representative or to act without delay in situations that require an immediate action.

Section 4: Except for purely verbal warning, all disciplinary measures will be administrated in writing. The document must inform the employee of the facts giving rise to the disciplinary measure and a copy of the document must be given to the Union as soon as feasible.

Section 5: A) During regular office hours, employees by appointment, may review and obtain a copy of their personnel files consistent with Division IV of the Act Respecting the Protection of Personal Information in the Private Sector. A union representative may be present during this interview.

B) The Union may request a copy of an employee's file with written authorization from the affected employee.

Section 6: In disciplinary matters, the burden of proof for establishing cause for employee suspensions and/or discharges lies with the Company.

ARTICLE 9: UNION REPRESENTATION

Section 1: The Company acknowledges the right of the Union to identify Union Representatives. Union Representatives will be obliged to do bargaining unit work. A total of eight (8) hours per week shall be provided to the Union to perform their duties. Once the number of employees within the bargaining unit reaches one hundred (100), the Union will be given up to sixteen (16) hours per week to perform their duties. Should the number reach two hundred (200), Union will be given up to twenty-four (24) hours per week to perform their duties. Should the number reach three hundred (300), the Union will be given up to thirty-two (32) hours per week to perform their duties. Should the number reach four hundred (400), the Union will be given up to forty (40) hours per week to perform their duties, but they will remain eligible for overtime. The parties may agree to give the Union forty (40) hours earlier based upon operational needs. The Union Representative(s) shall also serve as the Shop Steward for their respective department. The duties of the Union Representative in this capacity will involve the application and the administration of the collective agreement. Meetings between the Union Representative and the Company shall be held as required; during these meetings the Union Representative will be accompanied by a shop steward of their choice, if necessary. The Union will have access to an office with a desk, filing cabinet, internet access and a telephone.

Shop Stewards must request and receive approval from their supervisor prior to leaving their work area to handle a grievance. Supervisor approval shall not be unreasonably denied. Any employee so leaving their work shall record their time of leaving and returning to work on appropriate time cards.

Section 2: The privilege of a Shop Steward to leave their work station during working hours is extended with the understanding that the time will be devoted to providing assistance to the Union Representative and the expeditious handling of legitimate grievances and will not be abused. If the privilege is abused, the Company shall inform the Union of that fact.

Section 3: The Union shall supply the Company in writing with a list of the names, addresses and telephone numbers of the shop stewards and Union Representatives and alternates, together with all changes as they occur. The Company shall only recognize those employees so listed. When selecting a reasonable number of Union Representatives, the Union will take into account location and classifications. Time clearance for Shop Steward will be reasonable and on an as needed basis.

Section 4: Union Officials may, upon advance request of at least twenty-four (24) hours to the General Manager or his designee, be admitted to the Company's facility during regular working hours for the purpose of assisting in the adjustment of grievances as provided in the Grievance Procedure. Union



Officials shall keep such time to a minimum and shall at no time disrupt the work of employees. Approval for access shall not be unreasonably denied.

Section 5: The Company will provide one (1) locked bulletin board which may be used by the Union for posting notices of Union meetings, Union elections, appointments, recreational and social affairs only. There shall be no other general distribution or posting of notices, pamphlets, advertising or, any other type of literature on Company property other than as herein provided. In the event of violation of this section, the Company shall request, and the union shall remove the unauthorized material. The location of this board will be agreed between the Company and Union.

ARTICLE 10: GRIEVANCE AND ARBITRATION PROCEDURE

Section 1: A grievance is: 1) a dispute regarding the interpretation, application, or breach of any of the terms of this Agreement; the *Canada Labour code*, Memorandums of Agreement, or Letters of Understanding or 2) a dispute regarding a discipline or discharge of an employee. All grievances shall be submitted by the employee, the Union, or the Company in accordance with the grievance procedure set forth herein. Union grievances will be submitted on the grievance form that conforms with this grievance process.

Section 2: All grievances shall state: 1) the nature of the grievance, 2) the article(s) of the Agreement alleged to have been violated by appropriate reference, and 3) the remedy requested. These steps and time limits shall be followed in all cases unless modified by mutual agreement in writing by the Company and the Union. Failure by the grieving party to follow the procedural steps and time limits shall cause the grievance to be dismissed and cannot be re-filed for the current offense. Failure by the responding party to follow the procedural steps and time limits shall permit the grieving party to proceed to the next Step. Any time limits may be extended by the written mutual agreement of the parties.

Section 3: Grievances shall be resolved in the following manner:

- a) Step One – Grievances shall only be recognized or processed based upon facts or events which occurred and must be submitted verbally, as provided for at the first step fourteen (14) calendar days from when the employee, the Union, or the Company knew or by reasonable diligence should have known of the occurrence. The parties will have a verbal discussion in an effort to resolve the issue between the Employee and/or the Union Steward and the Employee's immediate supervisor/designee. If the issue is not resolved in ten (10) calendar days, the Union may submit the grievance in writing to the employee's manager with a copy for Human Resources within ten (10) calendar days.
- b) Step Two -- A meeting shall be held between the Union Representative and Company representatives within fourteen (14) calendar days following the written submission of the grievance. The responding party shall give their written answer within fourteen (14) calendar days thereafter. Company initiated grievances shall begin at Step 2. Either party may require the grievant's attendance at such meeting.
- c) Step Three -- The grieving party may submit its written intent to arbitrate within thirty (30) calendar days following the disposition of the Step Two response or expiration of Step Two. The matter may then be submitted to arbitration in accordance with the provisions of the *Canada Labour Code*. Failure to do so shall constitute a waiver of the right of the appealing party to resort to the arbitration process and the grievance shall be deemed resolved with the Step 3 disposition.

Section 4: The parties must agree on the choice of an arbitrator within thirty (30) days of the written intent to arbitrate and the arbitrator must be available to set a hearing date within twenty-four (24) months of their appointment. For that purpose, both parties need to submit a list of three (3) arbitrators to which they would agree to submit the grievance. Absent an agreement, the complaining party must ask the Canadian Labour Minister to appoint an arbitrator as soon as possible. The party moving to arbitration is responsible for notifying the arbitrator.

Section 5: The arbitrator shall not have the power to add to, subtract from, or modify any of the terms of this Agreement. The arbitrator shall be bound entirely by the records presented in the form of evidence presented at the hearing and this Agreement. The decision of the arbitrator shall be final and binding upon the parties.

Section 6: Any claim under the *Canada Labour Code* may be submitted to the grievance and arbitration procedures of this Agreement as the sole and exclusive remedy for violations. Arbitrators shall apply appropriate law in rendering decisions based upon claims of the *Canada Labour Code*. Any employee who elects to use a remedy through the Canada Industrial Relations Board (CIRB) to seek a remedy outside the grievance and arbitration procedures of this agreement will not be entitled to Arbitration within the context of this provision, and the Union agrees that such matters shall not be pursued through the grievance and arbitration procedures on behalf of the employee.

Section 7: The compensation and expenses of the arbitrator and meeting room costs shall be borne equally. Costs incurred by the respective parties for their witnesses shall be borne by the respective party, and the cost of any report or transcript shall be divided equally only if furnished by mutual consent.

Section 8-A: Unless explicitly stated otherwise, all grievance settlements are non-precedent setting, shall be without prejudice to the position of either party and shall not be referable or considered for any purpose other than to enforce the provisions of the specific settlement.

Section 8-B: Failure of the Union to process a grievance within any of the time limitations specified in Steps One, Two, and Three shall render the grievance void.

ARTICLE 11: SENIORITY

Section 1: An employee's seniority date is the first day of employment with the Company in the bargaining unit, subject to the provisions of this Agreement. An employee's seniority shall accrue as provided herein and will be listed on the Company seniority list.

Section 2: New employees and those hired into a permanent position shall be regarded as probationary employees for the first one hundred and eighty (180) calendar days, during which period they shall be evaluated by the Company for fit and proficiency in performing required tasks and shall not accrue seniority under this Agreement. An employee's probationary period will be extended for the equivalent duration of any time that an employee is placed on inactive status due to an investigation or a leave of absence during the probationary period. Upon the employee's return to the active payroll, the accumulation of days toward the completion of the probationary period will resume.

The Company shall have the sole right to elect to discontinue a probationary employee's employment. Probationary employees are not entitled to recourse under the grievance procedure in the event of disciplinary measures, suspensions or terminations. Upon successful completion of the probationary period, the employee shall be placed on the seniority list and shall be given a seniority date which is retroactive one hundred and eighty (180) calendar days to the date of hire.

Section 3: Employees classified as Temporary Employees may be hired for a maximum of twenty-six (26) weeks and shall not accrue seniority under the provisions of this Agreement. The Company shall have the

sole right to elect to discontinue a temporary employee's employment without limitation, unless otherwise limited by the *Canada Labour Code*. Temporary employees are not entitled to recourse under the grievance procedure in the event of disciplinary measures, suspensions or terminations. Temporary employees are not eligible for Company Benefits, unless required by law.

Section 4: Where there is more than one employee hired into the same classification on the same day, a Human Resources Representative and the Union designate shall conduct a random draw with the new hires present to determine the seniority ranking of the new employees.

Section 5: Seniority lists shall be posted by the Company, by October 1st each year, in areas that are accessible to all employees. This shall be updated by both the Company's Human Resources Department and the Union President and in their absence, any other Union executive member. Within 30 days following the posting date, an employee may contest in writing any error or omission made concerning him. This letter shall be addressed to the Company Human Resources Department and copied to a Union Representative.

Section 6: The seniority of an employee shall be terminated for any of the following reasons:

- (a) the employee quits or retires;
- (b) the employee is discharged for good and sufficient cause;
- (c) the employee fails to respond to a recall within seven (7) calendar days of being notified;
- (d) the employee is laid off for a continuous period equal to five (5) years;
- (e) the employee does not return from an authorized leave within three (3) working days without properly notifying the Company. In the event where the reason provided by the employee for failing to notify is not satisfactory to the Company, the grievance procedure may be used to establish the employee's inability to notify of their absence; and
- (f) the employee is absent for three (3) consecutive workdays without properly notifying the Company. In the event where the reason provided by the employee for failing to notify is not satisfactory to the Company, the grievance procedure may be used to establish the employee's inability to notify of their absence.

Section 7: Employees shall notify the Company in writing of their proper address and phone number or any change of name, phone number or address. All notices given under this Article by the Company shall be by registered mail. The Company shall be entitled to rely upon the last known address and phone number shown in the Company records.

ARTICLE 12: CLASSIFICATIONS AND RATES OF PAY

Section 1: Employees' wages shall be established in accordance with their classification and their level, as provided for in Appendix A.

Employees' wage rates shall be as follows:

Effective date	7/15/23	1/15/24	1/13/25	1/12/26	1/11/27	1/10/28
GW1	4.5%	3.5%	3.5%	3.5%	3.5%	3.5%

Section 1-A: No later than sixty (60) days following the ratification of the Agreement, each employee who is active or on an approved leave of absence for less than ninety (90) days as of July 15, 2023, shall receive

a Lump Sum Payment equal to their base hourly pay rate as of January 29, 2023, multiplied by one thousand and forty (1040) hours multiplied by four and a half percent (4.5%).

Additionally, each employee who is active or on an approved leave of absence for less than ninety (90) days as of July 15, 2023, shall receive a Lump Sum Payment equal to two thousand dollars (\$2000), provided that the membership ratifies the Agreement in its entirety no later than 12:00 p.m. Eastern time on Friday, July, 14, 2023.

Section 1-B: At the Company's sole discretion, an employee may be selected to function as a Crew Chief. An employee functioning as a Crew Chief shall receive an additional \$2.00 per hour in addition to their applicable hourly rate to perform the Crew Chief function.

Section 1-C: At the Company's sole discretion, an employee may be selected to function as a Shop Certification Authority 1800 (SCA 1800). The employee must obtain the SCA 1800 certification skill to be eligible for the SCA 1800 status. With this status, the employee shall receive an additional \$2.50 per hour in addition to their applicable hourly rate.

Section 1-D: At the Company's sole discretion, an employee who maintains an electrical certificate "CE" shall receive an additional \$1.50 per hour in addition to their applicable hourly rate.

Section 1-E: For the purposes of applying the provisions of this collective agreement with respect to overtime lists, vacation lists, training and development, the following job categories will apply.

<u>JOB CATEGORIES BY TRADE</u>
Non-Destructive Testing Technician
Machinist
Sheet Metal
Welder
Painter
Surface Treatment Technician
Electro-mechanic
Cleaner
Storekeeper
Administrative Technical Support
Administrative Production Support
Aircraft Engine Technician

Section 2: It is understood that the Company has a right to assign an employee to carry out duties of a classification other than their own, on condition that, in the opinion of the Company, the employee is judged to have the required capability and that this does not affect their working conditions.

Section 3: If, during the term of this Agreement, it becomes necessary for the Company to establish new job classifications or revise an existing job classification within the bargaining unit, the Company shall meet with the Union to negotiate the new rate of pay. The Company may introduce the classification if there is an immediate need on an interim basis while bargaining proceeds.

Section 4: Within their classification, employees shall progress from level to level in accordance with the following principles:

- a) For all classifications except NDT Technician, employees shall progress from one level to the other upon having accrued 6 months of effective service in their current level, until they reach level L1;

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- b) For all classifications except NDT Technician, employees shall progress from level L1 to level L2 and from level L2 to level L3 upon having accrued 12 months of effective service in their current level.
- c) For all classifications except NDT Technician, employees shall be eligible to progress from level L3 to level L4 and from level L4 to level L5 upon having a) accrued 18 months of effective service in their current level and b) met the Company's established qualification requirements for said level.
- d) For NDT Technician, employees shall be eligible to progress from one level to the other upon having a) accrued 12 months of effective service in their current level and b) demonstrated that they completed their qualification in one additional NDT skill, as enumerated in Appendix B.

Section 5: A joint committee on training and qualification shall be formed by the Union and the Company, consisting of up to four representatives for the Union and up to four representatives for the Company. The joint committee will meet periodically, or within ten (10) days of a request by either party, in an advisory capacity to review items of interest pertaining to training and qualification, including but not limited to evolving qualifications due to business need and the reasonableness of individual training plans. Recommendations from the joint committee that will have an operational or financial impact must be reviewed and approved by the Company prior to implementation and shall not be unreasonably denied.

Within 60 days of the effective date of this Agreement, the joint committee shall hold a session to discuss the structure of levels L4 and L5 particular plans.

Section 6: Until they reach level L3 (or level L4 for NDT Technician), employees shall have to follow the individual training plan assigned to them by the Company. Without limiting the generality of the foregoing, this obligation requires employees to properly maintain Log Books capturing completed training and qualifications, in accordance with the Company's QMS policies.

Section 7: No later than six (6) months after they obtain a position within a given classification, the Company will provide each employee with an individual training plan. Said plan shall be reasonable and established in accordance with the Company's operational needs. Training plans shall be reviewed yearly with each employee and are subject to changes at the Company's discretion. Employees can suggest changes to their own plan and the Company shall consider these requests in good faith.

Section 8: For all classifications except NDT Technician, once an employee reaches level L3, they shall be assigned a particular training plan outlining the specific qualification requirements that they will need to meet to progress to the next level. Said plan shall be reasonable and established in accordance with the Company's operational needs. Employees who wish to progress to the next level shall have the responsibility to follow said particular training plan and, when required, have their proficiency objectively tested by the Company.

Section 9: If an NDT Technician or an employee in Level L5 of any other classification is exhibiting deficiencies in performing the tasks reasonably assigned to them by the Company, the Company can assign them a special training plan, designed to allow the employee to reobtain the qualifications needed to be able to fulfill the tasks assigned to them by the Company. The Union shall be provided with a copy of any special training plan. Said special training plans shall be designed to be completed in no more than six (6) months and employees shall have the responsibility to follow them and, when required, have their proficiency objectively tested by the Company. Failure to demonstrate their proficiency at the end of the first special training plan shall mean that the employee has to complete a second special training plan, to be completed in no more than (3) months. Failure to demonstrate their proficiency at the end of the second special training plan will mean that the employee is down leveled to the level below their current level. The Union shall be notified of any such situation.

Section 10: The Company shall maintain a list of all the qualifications that can be obtained through a training plan. Said list is subject to change based on operational needs. An up-to-date list of qualifications is made accessible to the Union and any employees, upon request. For reference, a list of the qualifications that can be obtained as of the date of signature of this agreement is attached as Appendix C.

Section 11: The Company shall maintain a list of all the qualifications obtained by each employee and, upon request, provide a copy of said list to the Union.

ARTICLE 13: VACANT POSITIONS AND PERSONNEL MOVEMENT

Section 1: Temporary Vacancy

- (a) Where the skill requirements of specific jobs are required on a non-permanent basis, the Company will hire on a temporary basis, not to exceed 26 weeks. The Company will advise these employees that the job offer is temporary in nature and supply them with a start and end date. The 26 weeks can be extended by mutual agreement between the Company and the Union President and, in their absence, any other Union executive member. If the Company is unable to fill the position through an offer of temporary employment, or while the temporary position is being filled, a contractor may be used, in consultation with the Union President and, in their absence, any other Union executive member.
- (b) Should the Company implement part-time employment, the Company will notify the Union President and, in their absence, any other Union executive member regarding the part-time status of the employee(s).

Section 2: Permanent Vacancy

- a) Whenever new vacancies occur, employees will be given preference. Such positions or vacancies will be filled based on skills, ability, experience, and qualifications. Seniority shall be the determining factor when the above elements are equal.
- b) All unionized permanent vacancies will be posted for a period of seven (7) working days on the Company's bulletin board and through the Company's internal and external systems. If no suitable internal applicants are brought forward by this posting, the Company will fill the vacancy by other means, in consultation with the Union.
- c) Employees who are on vacation or on authorized leave of absence during the posting period must apply to the position within the established timelines.

Section 3: Transfers and promotions

- a) Without prejudice to the right reserved under the Management Rights Article of this Agreement, the Company shall consider seniority, but not as the only factor, when making transfers and promotions. Where essential qualifications, skills, ability, experience, and aptitude are equal, seniority shall be the determining factor.
- b) If any employee who has passed his probation period with the Company wishes to change his Classification for a lateral transfer or promotion, he shall make such request to his Supervisor, copy the Union in writing and provide his reasons for making such request. The request will be given due consideration by the Company. A change in level within a Classification shall not qualify as a transfer or a promotion.

- c) All candidates will be subject to an interview process which will be conducted with the Manager and Human Resources. The objective of the interview process is to verify the qualifications, skills, ability, experience, and aptitude of the applicant for transfer or promotion. The interview recommendation and decision shall be reviewed by the General Manager or designee before a decision shall be issued.

Section 4: Relief Assignments

- (a) The Company will inform the Union of any bargaining unit employee selected for a non-represented relief assignment.
 - i. A non-represented relief assignment will not exceed three (3) months. The relief assignment may be extended by mutual agreement between the Company and Union Representative. If an extension is granted beyond six (6) consecutive months, the employee's seniority will be adjusted by the amount of time exceeding six (6) months. There must be at least six (6) months between each relief assignment.
 - ii. The Company and Union Representative may mutually agree to a fixed term relief assignment beyond six (6) months without loss of seniority. A fixed term relief assignment may not exceed twelve (12) months.

ARTICLE 14: LAYOFF AND RECALL

Section 1: Before resorting to layoffs, the Company shall notify the Union, in writing, twenty-one (21) calendar days in advance of the proposed layoff date, if possible. The Company and the Union shall meet within one (1) week of receiving such notice and try to find appropriate alternatives that could be offered to employees and that would prevent or minimize such layoffs, unless otherwise required by the *Canada Labour Code*.

Section 2: Should causes such as fire, flood, explosion, Act of God, or any unforeseeable work disruption affecting the operations make it necessary to reduce the working force, twenty-four (24) hours' notice will be given to the employees by the Company. The employees affected thereby shall be laid off according to classification seniority. In the event of a resumption of operations, the employees affected shall be recalled by classification seniority.

Section 3: Whenever the Company finds it necessary to reduce the work force, the Company shall notify the Union as soon as possible prior to any lay-off. All employees shall receive at least fourteen (14) calendar days' notice of the lay-off, if practicable and except in the case of lay-off as defined in Section 2. Contractors and then temporary employees in the classification from which the layoff occurs shall be laid off first.

Section 4: When conducting a layoff, the Company will lay off the least senior employee(s) in the Classification provided that there are a sufficient number of employees remaining in the classification that are qualified to perform the remaining work. When a reduction in force occurs, the Company will respect seniority for the impacted classification(s) to the maximum degree possible while maintaining operational requirements.

Section 5: Employees will be recalled into the classification previously held in reverse order in which they were laid off.

ARTICLE 15: HOURS OF WORK

Section 1. The primary schedule governed by this Agreement shall be equal to forty-two and a half (42 1/2) hours divided into five (5) consecutive days of eight and a half (8 1/2) hours and two (2) consecutive days off which shall be Saturday and Sunday. This is inclusive of a 30-minute unpaid meal break and a 20-minute paid break on each day, for a total of forty (40) hours paid week. Since this schedule is established according to operational requirements, it can be modified. Any variation from the standard schedule must be authorized by the General Manager. The Company shall operate one (1), (2), or (3) shifts at its discretion. Should an employee work a full shift overtime, that shift shall be eight (8) consecutive hours with a paid meal break.

The Parties have discussed and recognize that the operation is a dynamic business. The Parties are also committed to being responsive to business dynamics, employee realities, and customer requirements, and have a mutual interest in positioning the Montreal facility to be responsive to changing events and customer requirements. The Company may elect to implement alternate work schedules including but not limited to 5-2, 4-3, 3-4 (Weekend Schedule), and, where possible, 9/80 work schedules. Schedules shall be based upon operational requirements and are subject to change after notification to the Union.

Before a work schedule is established or changed, the Company and the Union will meet to discuss its implications and effects on employees for a period no more than thirty (30) calendar days. After the thirty (30) calendar day period, or sooner if the parties agree, the work schedule will change after no less than fifteen (15) calendar days' notice to the affected employees.

Section 2: The Company shall have the right to implement additional shifts which are deemed necessary to meet operational needs. Prior to implementation, the Company will advise the Union and thereafter provide the Union with written notice of the shifts, hours, or schedules to be implemented. The Company will consider qualifications and skills and then seniority while maintaining the right to select employees as best deemed appropriate to meet operational needs. Should shift patterns be introduced, clarification with regard to selection of employees shall be discussed with the Union Representative. Article 16 - Overtime, Section 3 shall not be applicable when a regularly scheduled shift occurs on a Saturday and/or Sunday. The Company shall provide a notice of at least fifteen (15) working days. Pay shall be on the standard rate as detailed within this Collective Bargaining Agreement.

Section 3: Employees are assigned to a shift by the Company upon their hiring and, when applicable, reclassification.

Section 4: The Company shall be entitled to temporarily assign an employee with less than one (1) year of service to any shift for training purpose, subject to the Company providing the employee with his/her precise schedule at least fifteen (15) days in advance.

The Company shall also be entitled to assign an employee to a shift other than their regular shift to meet operational needs.

- a) If the assignment is temporary (i.e. less than two (2) weeks), the Company shall first ask for a suitable volunteer or volunteers and the assignment shall be made on a first come first serve basis. If no volunteer can be found, the least senior qualified person shall be assigned by the Company. In both cases, the assigned employee shall receive a prior notice of at least twenty-four (24) hours.
- b) If the assignment is not temporary, the Company shall first ask for a suitable volunteer or volunteers. The most senior qualified volunteer shall be assigned if:

1. the Company can properly replace the employee within their current position over a period of no more than nine (9) months, in which case the employee assignment to the new shift may be delayed for the same period; and if
2. the employee has not elected to change their shift during the last twelve (12) months.

If no volunteer can be found, the least senior qualified person shall be assigned by the Company. In both cases, the assigned employee shall receive a prior notice of at least fifteen (15) days, the Company has the ability to temporarily assign in accordance with the previous paragraph in the interim.

Section 5: Where openings exist, employees shall have the opportunity to request a shift transfer providing that they have the required skills and qualifications. Transfers shall be granted based on seniority provided that:

1. the Company can properly replace the employee within their current position over a period of no more than nine (9) months, in which case the employee assignment to the new shift may be delayed for the same period; and if
2. the employee has not elected to change their shift during the last twelve (12) months.

Section 6: Employees experiencing a personal or family issue requiring them to temporarily adjust the start of their regular shift may submit a request to their supervisor in writing. Such requests must state the reason for the requested adjustment and its anticipated duration, if any, and must be submitted as soon as possible, but no later than the end of the shift prior to the requested adjustment. The Company will endeavor to accommodate such requests based upon operational needs, especially if the request does not require an adjustment of more than 30 minutes in the shift.

Section 7: Employees assigned to a Second (2) Shift shall receive a differential pay of \$1.15 for all hours worked on that shift. Employees assigned to a Third (3) Shift shall receive a differential pay of \$1.25 for all hours worked on that shift.

ARTICLE 16: OVERTIME

Section 1: Employees shall be compensated for authorized overtime outside of scheduled shift hours at the rate of time and one half (1.5) for all hours worked except as Section 3 applies.

Section 2: The Company and the Union shall create overtime lists by classification and area using seniority if the employees are deemed by the Company to be equal in skills/ qualifications necessary to be performed. These lists will commence using seniority and continue on a rotational basis using hours worked. New employees entering these lists will be entered as high person. Any hours worked on days off (Saturday, Sunday) will be added to the rotational list on the employee's next regularly scheduled workday. This list will be reset (zeroed) every January 1st.

Section 3: Employees shall be compensated for authorized overtime worked on Saturday at the rate of time and one-half (1.5) for all hours worked. Employees shall be compensated for authorized overtime worked on Sunday at the rate of double time (2x) for all hours worked if the employee worked all authorized overtime on Saturday, otherwise the Employee shall be compensated for authorized overtime worked on Sunday at the rate of time and one-half (1.5) for all hours worked. An employee called back for work performed on Saturday or Sunday shall be paid in accordance with this Section, or four (4) hours pay at their hourly rate, whichever is greater.

Section 4: An employee called into work on a statutory holiday will receive time and one-half (1.5). Overtime conducted during a statutory holiday will not be added to the maximum of 104 hours as per the *Canada Labour Code*.

Section 5: Overtime premium shall be calculated on the employee's regular base hourly rate, including the applicable shift premium.

Section 6: An employee may not exceed a maximum of 16 hours of overtime per pay period. By mutual agreement, an employee may exceed the 16 hours per pay period, but may not exceed 104 hours per calendar quarter.

Section 7: Employees required to work overtime shall be given reasonable notice given the circumstances requiring the overtime. For overtime scheduled during the workweek, employees required to work shall be provided at least twenty-four (24) hours' notice, so long as the Company was aware of the need for overtime at least twenty-four (24) hours in advance, or as much as possible. Employees on shift will be given priority when canvassing overtime. The Company must canvass overtime for after shift no later than two (2) hours prior to the end of the shift. If canvassing occurs later, no assigning will occur, except for holdover overtime.

For weekend overtime, an availability list will be posted on the first day of the week. Only employees who have put their name on the list will be subsequently canvassed to work the weekend overtime.

Signing up on this list will end at the end of shift on Thursday. The Company will use the overtime list in conjunction with the availability list on Friday to canvass for Saturday and Sunday. The updated overtime list will be posted the first working day of the next week.

Section 8: Non-voluntary overtime shall only be called upon where operational requirements cannot be met through overtime canvassing. An employee will not be forced to work overtime more than once within any thirty (30) calendar day period. When assigning an employee non-voluntary overtime, the principles of Section 7 shall be utilized and an employee will be assigned in the order they were canvassed. Specifically, the Company can force the employee on shift who has worked the least number of hours on the list and who has the required skills and qualifications to work overtime. An employee can only be assigned once in a week, unless the list is exhausted.

Section 9: An employee called back to work after completing a regular weekday or weekend shift shall be paid the applicable overtime rate for all additional hours actually worked in a twenty-four (24) period, or four (4) hours pay at their hourly rate, whichever is greater.

Section 10: For Hold-Over overtime, the principles of Section 7 shall not be utilized and the employees performing the work shall be reasonably required to continue to perform the work. Hold-Over overtime shall be limited to no more than three (3) hours and utilized for the continuity of a required job function. Overtime hours will be added to the rotational list for hold-over overtime.

Section 11: Time bank will be voluntary and the employee will advise HR when entering or exiting and follow the instructions per LM Policy. If banking overtime hours, the premium will be paid in the pay period earned. Hours in the "bank" are therefore "straight time" when used/withdrawn. An employee's banked

time shall not exceed forty (40) hours. Bank Time Paid Out will not be included for the purpose of calculating overtime. Employees shall use bank time following the rules for Personal Leave in Article 23, Vacation, Section 5-A and Article 24 Personal and Medical Leave.

Section 12: Once an employee has worked sixteen (16) consecutive hours they will be given a rest period of eight (8) hours prior to returning to work. For their next shift, the employee will be allowed to work a full shift if they so choose.

Section 13: The supervisor must furnish the Union President, or in their absence, any Union executive member with a list of employees who accept the opportunity for overtime prior to the overtime being worked. If the Company agrees that a bypass has occurred, the Company will create an additional opportunity equal to the amount of hours bypassed. This opportunity will be agreed to by the employee and will occur within two (2) weeks of the bypass. Should the bypass occur on a Sunday double time opportunity, the new opportunity will be paid at the double time rate and can be split into two (2) separate shifts. Should the Company not agree that a bypass has occurred, the employee and Union will have the right to grieve.

ARTICLE 17: TRAVEL TIME

Section 1: Travel is defined as all travel for work assignments or work related duties other than Field Service Work, which includes but is not limited to all courses and training, internal business meetings at alternate facilities, and technical advisories, or other similar related activities.

Section 2: A standard work day is defined as the regular shift an employee works. The Company will endeavor to advise the employee of the shift pattern that will be required for the assignment if known, subject to change.

Section 3: Notwithstanding any other provision of this Agreement, employees shall be paid at straight time for all travel time. Employees shall be paid travel time from the employee's standard/regular work location or from home to the visiting work facility or place of lodging, whichever is lesser. Daily pay shall not be less than eight (8) hours pay at straight time during a standard work day (to compensate for circumstances outside of the employees control). All travel time is subject to management approval.

Section 4: Employees shall not be paid for travel time between lodging facilities and the location where the employee is working. Employees shall not be paid for travel from home to their standard/regular work location. Employees shall be responsible for using best LM practices and selecting the quickest routes to and from locations when determining their travel arrangements, in accordance with LM travel policies.

Section 5: All travel must be reviewed and approved by a manager / supervisor prior to booking with LM Travel. Employees shall complete required International Travel Security Training and consult with International Human Resources-Global Mobility in advance of travel.

For work assignments that require travel within a 100 km radius of the facility, the employee shall be paid for all travel and work time in accordance with Article 16 and in conjunction with LM travel policies

ARTICLE 18: FIELD SERVICE WORK

Section 1: Field Service Work is defined as a direct operational assignment outside a 100km radius of the main facility.

Section 2: The Company, in collaboration with the Union, will determine the number of employees required to be available at any given time to perform Field Service work, by classification and skills/qualifications (meaning the ability to perform the work without direct supervisory / technical support). A rotational "Field Service List" will be established from all qualified candidates by seniority.

Field service opportunities will be offered and assigned by rotation. The Company shall post the Field Service List and shall provide the Union a copy whenever it is posted or revised.

Volunteers can be added to the list at any time, and will be placed at the bottom of the list. An employee may request to have their name removed from the list by giving a thirty (30) calendar day written notice to their direct supervisor and the Union. If an employee requests to be removed from the list, they cannot request to be added back to the list for a two (2) year time period, but is still able to be assigned if they volunteer and no other employees are available. However, if their removal causes the list to get below the minimum number of qualified individuals, the Company will ask for volunteers to replace them. If there are no volunteers, the most junior qualified individual will be added to the list.

For the Repair Technicians and Non-Destructive Testing Technicians (NDT) classifications, there will be no established Field Service List. Canvassing for field service opportunities for these classifications will be on a volunteer basis. If there are no volunteers, the Company will assign field service work by skill/qualification in inverse seniority order. In the event that the need arises to establish a minimum manpower requirement in the future, the Company, in collaboration with the Union, will determine the number of employees required to be available at any given time to perform field service work by classification and skills/qualifications.

Section 3: Employees on the Field Service List must provide a telephone number where they can be contacted at all times. If the employee is unavailable, the Company will leave a message with the assignment details and the delay to give an answer. If the employee does not respond within the prescribed time period, the Company will move to the next person on the list.

Updated contact information and valid passports are a requirement, and the responsibility of having these documents and information for the duration of the Field Service List, rests solely with the employees. The Company reserves the right to request proof of a valid passport. All travel will be in accordance with LM Canada policies.

The Company will reimburse for basic costs incurred by the employee while on Field Service Duty, and relating to their work, including the cost to obtain/renew a passport. An employee, who removes themselves from the list within a two (2) year period, will be required to reimburse any costs paid out by the Company.

Section 4: In canvassing for an assignment, the Company will make every attempt to get volunteers prior to assigning an employee(s) from the Field Service List. In the event there are an insufficient number of qualified volunteers to perform an assignment, the Company will assign an employee, firstly from the Field Service List in the canvassing order, and secondly from all remaining qualified employees, in inverse seniority order.

Employees on modified or restricted duties or otherwise unavailable due to leave of absence, bereavement, vacation, sick leave, jury duty, workplace injury, or military leave will be skipped on the list without penalty and will make their way to the top of the list and remain there until they return.

Section 5: For purposes of the safety and security of the employee(s), the Company will ensure that the employee will not work alone on a Field Service Assignment.

Under the *Canada Labour Code*, the Company shall inform the affected employees on all warnings for the country, region or city of the assignment. An employee that refuses a high risk assignment shall not be penalized, and an employee subsequently will not be assigned.

Section 6: The first eight (8) hours of a field service assignment, whether worked or traveled, will be paid at the employee's regular hourly wage to account for the regularly scheduled shift, unless in conjunction with a regularly scheduled shift. All consecutive hours worked/traveled will be paid consistent with the provisions of Article 16: Overtime.

Section 7: Should an employee be passed by mistake, they will be moved to the top of the list.

ARTICLE 19: INCENTIVE PAY

The Company may in its sole discretion implement bonus/award/recognition programs for employees in addition to the wages and benefits provided for in this collective bargaining agreement. The Company agrees to notify the Union prior to the implementation of any such program and meet to discuss the program with the Union upon written request.

ARTICLE 20: BENEFITS/HEALTH & WELFARE

Section 1: As of the effective date of this Agreement, employees, with the exception of temporary employees, benefit from the following policies to the extent and under the terms and conditions set out therein:

- a) Health Plan (policy 166475)
 - 1) Basic Life Insurance;
 - 2) Dependent Life Insurance;
- b) Dental Plan (policy 58600);
- c) Wellness Spending Account (policy 59614)
- d) Optional Life Insurance (policy 166476)
- e) Basic AD&D Insurance (policy 58038);
- f) Voluntary AD&D Insurance (policy 58039);
- g) Employee Assistance Program;
- h) Adoption Assistance;
- i) Wedding Leave;
- j) Discount Programs;
- k) Compassionate Care Leave;
- l) Maternity Leave;
- m) Adoption Leave;
- n) Bereavement Leave; and
- o) Workplace Illness/Injury Protection;

It is agreed that, for the duration of this Agreement, employees will continue to benefit from these policies on the same basis as non-unionized employees if the Company maintains them for the remainder of LM Canada. The Company will notify the Union of any changes to any of these policies as they occur. Nothing in this collective agreement prevents the Company from changing these policies on the same basis as that policy is revised with respect to non-unionized employees.

Section 2: Individuals who retire from the Company while: a) having reached at least fifty-seven (57) years of age and b) having at least ten (10) years of continuous service with the Company at the time of retirement and who were employed by the Company as of the effective date of this Agreement shall be eligible for LM Canada post-retirement benefits as set up in the Retiree Medical Benefits section of the Health Plan Policy 166475. It is understood that said benefits are subject to change at the Company's sole discretion and that nothing in this collective agreement prevents the Company from changing these policies on the same basis as that policy is revised with respect to non-unionized employees.

ARTICLE 21: RETIREMENT/SAVINGS PLAN

The Company shall maintain a RRSP/DPSP plan providing that:

- A. Employees will be eligible on Date of Hire;
- B. Employees contributions shall be between 4% and 20% (subject to CRA limits);
- C. Company contributions shall be equal to 100% of the employee's contributions, up to a maximum of 4% (5% after five (5) years of service), and shall vest immediately;

As long as it respects the principles set out above, the plan itself shall be subject to modification at the Company's discretion.

ARTICLE 22: HOLIDAYS

Section 1: Employees shall be granted the following ten (10) statutory-holidays each year:

- New Year's Day
- Good Friday
- Victoria Day
- St-Jean-Baptiste Day
- Canada Day
- Labour Day
- National Day of Truth and Reconciliation
- Thanksgiving Day
- Christmas Day
- Boxing Day

Section 2: Employees shall be granted three (3) additional Company holidays between December 22nd and January 3rd, to be designated at the beginning of each year by the Company.

Section 3: Employees who are not required to work on a holiday shall be entitled to holiday pay if they have been actively employed by the Company in the previous month. The holiday pay shall be eight (8) hours at the employee's base hourly rate.

Section 4: Employees are typically not required to work on a statutory holiday and those who volunteer to work will receive their holiday pay, plus will be paid at time and a half for all hours worked on the holiday. As per the *Canada Labour Code*, no account shall be taken of any time worked by the employee on the holiday for the purpose of the maximum hours of work per pay period.

Section 5: Employees are typically required to work on a Company holiday and receive their holiday pay, plus will be paid at their base hourly pay rate for all hours worked on the holiday and, when applicable, the appropriate overtime premium.

ARTICLE 23: VACATION

Section 1: Employees shall be entitled to vacation according to the following schedule:

Years of Service*	Vacation Pay	Maximum Vacation Earned Per Completed Year
0 – 3	4%	2 weeks/80 hours
4 – 10	6%	3 weeks/120 hours
11 – 15	8%	4 weeks/160 hours
16+	10%	5 weeks/200 hours

*For purposes of determining vacation hours, for employees hired off of the Opportunity for Employment List (expired June 30, 2016) (OEL), the Company will credit prior years of combined continuous service with AVEOS and Air Canada up until the last day of employment with AVEOS.

Section 1-A: The Company shall offer vacation pay in accordance with Canadian Labour Code annual vacation standards. As per the *Canada Labour Code*, vacation pay is calculated as a percentage of the gross wages an employee earns during the "year of employment". Where the vacation entitlement is 2 weeks, vacation pay is 4 per cent of earnings in the entitlement year; where the entitlement is 3 weeks, the vacation pay is 6 percent of earnings.

Section 2: The Vacation Year is a calendar year beginning on January 1st and ending on December 31st. Vacation time may not be carried over from one calendar year to the next and will not be paid out if unused. Exception: If a member has been on Long Term or Short-Term disability and were not able to take their original vacation selection they will take their vacation earned immediately upon return to full duties. If the Company cannot accommodate the vacation immediately they will pay the employee out. If an employee is absent from work due to sickness or injury for a full calendar year, they shall not be entitled to their vacation allotment for that year.

Section 3: Beginning the last week of October each year, the Company shall post a calendar by job classification with a schedule of available vacation weeks in accordance with production and customer requirements. The number of vacation slots available in a given week for the purpose of the bidding period only shall be a minimum of ten percent (10%) of the job classifications' population except as outlined below. The Company may elect to permit more employees off on any given week based on business needs and production demands. For the following time periods, a Union Representative and the Company shall meet and discuss additional availability based on business needs and production demands:

- The one (1) week period known as "Spring Break" – to be discussed in October of the prior year. During this time period, the number of vacation slots available for the bidding period shall be a minimum of twenty percent (20%).
- For a period of nine (9) weeks, starting the full first week of July, known as "Summer Break" – to be discussed in April, the number of vacation slots available for the bidding period shall be a minimum of twenty percent (20%).
- The last two (2) weeks of December – to be discussed in September. During this time period, the number of vacation slots available for the bidding period shall be a minimum of twenty percent (20%).

Employees will select vacation in three (3) waves. For each wave, for each classification, the Company will publish and provide the Union a selection schedule that sets selection time periods which allow employees to choose their vacation off of the posted vacation calendar by seniority. Employees will have set selection time periods for each wave by seniority per job classification. If the employee does not submit a choice within their scheduled time period, the next employee on the schedule may select. The Company along with the Union will attempt to reach employees currently not on shift for their selection,

allowing up to a two-hour window for a response prior to proceeding to the next employee selection. The employee who did not select within their time period may come back and make their selection at any time during the wave. However, when the employees is ready to choose, only weeks that are available at the time of selection will be made available. Employees must select all of their vacation time by the end of the third wave.

The parties will endeavor to complete all three (3) waves by the middle of December. Once complete, the Company will post the final calendars. Employees will have two (2) weeks to identify any errors on the calendar which the Company and the Union will discuss and correct, if necessary. This correction period is not to be used for an employee to change their selections.

Based upon the number of employees eligible to be off in a particular job classification and according to the vacation schedule, vacation selections will be made based on seniority. Should an employee be deemed essential based on qualifications that prevent two employees from being off at the same time, in consultation with a Union Representative, the employee may be unable to select a particular week due to operational requirements.

Section 4: Employees must make vacation requests in five (5) day blocks of Monday through Friday. If a holiday falls within a vacation week, the employee must add an additional day to the previous Friday, the following Monday, or a day of their choice which is available at that current time within the vacation selection calendar.

Once a requested vacation has been selected, it may only be changed by the written agreement of the Company, Union Representative and the employee.

Section 5: The Company will conduct a review with a Union Representative on the third (3rd) Friday in April and the second (2nd) Friday in September to determine if there is availability to add additional vacation slots for bidding during an annual correction period or to add any dropped vacation slots. If additional lots are able to be added they will be posted no later than 2 weeks following the Company and Union review.

Employees may submit a request to change previously approved vacation requests if there are open vacation slots available. Such requests must be made no later than the second Friday of February, April, June and August, and shall be for the selection of open vacation slots. Employees will not be eligible to submit correction requests more than once in a three (3) month period. The Company shall post open vacation slots the last Friday of each month, a copy of which shall be provided to the Union.

Outside these periods, employees may not change their vacation choice unless prior authorization has been obtained from their immediate supervisor and only if the vacation slot is available on the schedule. All requests are to be submitted in writing with a copy to a Union Representative.

Employees who submitted requests to change vacation will select new vacation in one (1) wave. For this wave, for each job classification, the Company will publish and provide the Union a selection schedule that sets selection time periods which allow employees to choose their vacation off of the posted vacation calendar by seniority. Once an employee has submitted their name to move their vacation and they move to an available slot, the vacation week that they vacated will be made available. Employees will have set selection time periods for the wave by seniority in job classification. If the employee does not submit a choice within their scheduled time period, the next employee on the schedule may select. The employee



who did not select within their time period forfeits their opportunity to make their selection. This wave shall be held during the two (2) week period.

Section 5-A: Employees who possess forty (40) hours of time bank may request in writing to utilize the bank for an open vacation slot. Such requests will be considered on a first come, first serve basis and can only be refused for operational needs. If the request is granted, the employee may not utilize the bank or accrue additional time in the bank until returning from the week off. This Section may not be utilized more than once per calendar year.

Section 6: An employee who terminates will be paid out any allotted but unused vacation hours. If they have used more vacation than has been allotted, the employee must repay the balance at time of termination.

ARTICLE 24: PERSONAL LEAVE AND MEDICAL LEAVE

Section 1: Employees will receive three (3) days of paid personal leave each year. Personal leave allotment is based on a calendar year beginning on January 1st and ending on December 31st. Personal leave can be used in full-hour increments or days. Personal leave may not be carried over from one calendar year to the next and will not be paid out if unused.

Section 1-A: Personal leave may be used when an employee needs time off due to personal business throughout the year. The employee should notify their supervisor as soon as practical of the need to utilize personal leave. Personal leave for personal business will be on a first come, first serve basis, and can be taken consecutively if planned and approved by management in advance.

Section 1-B: If the employee has exhausted personal leave days and time bank hours, they shall be entitled to an additional two (2) days of unpaid personal leave to be used in accordance with Section 1-A. Additional unpaid personal leave may only be granted at management's discretion.

Section 2: Employees with nine (9) months or more of service with the Company are entitled to ten (10) days of paid sick leave each year, to be used in a calendar year beginning on January 1st and ending on December 31st. Employees with less than nine (9) months of service with the Company are entitled to three (3) days of paid sick leave upon their date of hire and will accrue one (1) additional day of paid sick leave per month of service until they reach nine (9) months of service. An employee shall take sick leave in full day increments. Unused paid days as of December 31st shall be paid out to employees at their base hourly pay rate.

Section 2-A: Sick leave days may be used when an employee needs time off due to personal illness throughout the year. The employee should notify their supervisor as soon as practical of the need to utilize sick leave. The Company may request medical documentation from an employee who is absent due to illness for more than five (5) consecutive days, or who has been previously asked to obtain such documentation by the Company for valid reason.

Section 3: The above personal leave and sick leave entitlements are granted to the employees in lieu of the leave to which they would be entitled in accordance with Canada Labour Code (Sections 206.6 and 239).



ARTICLE 25: SHORT TERM DISABILITY LEAVE

Section 1: Short Term Disability Leaves ("STD") are for medical absences expected to last five (5) days or more. Employees must notify their supervisor of their absence as soon as possible when it is known or expected that a medical absence will last longer than five (5) days.

Section 2: The employees shall submit the appropriate and completed Attending Physician Statement form to LM Canada's Medical Health Management Provider ("MHMP") within ten (10) days of the first day of absence. Employees may obtain the Attending Physician Statement from Human Resources. This application must be completed by a legally qualified medical doctor, stipulating both the diagnosis and the prognosis. Any delays in providing the MHMP with the required documents will affect STD benefits. The attending physician may invoice the MHMP directly for a reasonable fee for completing the application. Alternatively, the employee may pay and then submit a Cheque Request form, for the reimbursement of a reasonable fee. If the Company deems the fee unreasonable, the Company and the Union will consult. The employee shall be responsible for the cost related to obtaining any additional required documentation at any time for the duration of the absence. Delays in the provision of requested documentation in excess of five (5) working days will affect the employee's eligibility for STD coverage. The employee shall collaborate with an assigned MHMP Case Manager, who will initiate and maintain contact with the employee for the duration of the absence. Failure to do so will affect the employee's eligibility for STD benefits.

Section 3: STD will be paid for up to twenty-five (25) consecutive weeks at 70% of the employee's base pay, starting as soon as administratively possible following the waiting period. STD ends when one of the following occurs (whichever occurs first):

- a) The employee is medically certified as fit for full or modified duties and released to return to work by the treating health care provider, and confirmed by the MHMP.
- b) The approved leave expires without written documentation requesting an extension, along with the appropriate medical certification. Requests for extensions must be made in a timely manner, and the employee must provide the medical certification of continuing disability, as requested by the Company or the MHMP. If the employee does not satisfy these requirements and fails to return to work within the allotted time period, the employee may be considered to have voluntarily terminated their employment and the Company must inform the Union.
- c) The maximum period of STD for which the employee is eligible is exhausted.

Holidays, vacation or personal absence days may not be used during, or to extend the period of STD.

Section 4: Employees shall notify the Company at least one (1) week before their scheduled return date. Employees must also provide a suitable release from their medical doctor or confirmation from the MHMP that certifies that they are fit for return to work. The release to return to work should include applicable work restrictions and must be submitted to the MHMP for review.

Section 5: No disability payments are made until the confirmation is received by LM Canada from the MHMP that an absence has been medically supported. Once confirmation is received from the MHMP, any retroactive STD payments will be processed on the next available payroll. The MHMP will confirm a specific period of absence that is medically supported. In the event that the STD needs to be extended further than the current notification, disability payments will not continue until the MHMP has received all of the required documents to extend the period of absence, and the Company has received notification

of the new period from the MHMP. Once confirmation is received from the MHMP, any retroactive payment of disability will be processed with the next available payroll run.

Section 6: All terms and conditions of STD Leave, including but not limited to notifications, extensions, benefit information, and return to work issues, shall be administered in accordance with LM Canada policy entitled Paid Leave (Short Term and Long Term Disability) Policy currently in effect and as revised. The Company will notify the Union of changes in policy or processes as they occur. Nothing in this Agreement shall prevent the Company from making changes to this corporate policy on the same basis as that policy is revised with respect to non-bargaining unit employees.

ARTICLE 26: LONG TERM DISABILITY LEAVE

Section 1: Long Term Disability Leaves ("LTD") are medical absences greater than twenty six (26) weeks, where the employee has a restriction or a lack of ability due to an illness or injury which prevents them from performing the essential duties of their own occupation in the first two (2) years of LTD, and then any occupation for which they are qualified or may reasonably become qualified through training, education or experience, all provided by the LTD insurance provider.

Section 2: To receive benefits and avoid delay in payment from the insurance policy, employees must apply for the benefit directly with the LTD provider at least eight (8) weeks prior to the end of the STD period, or as soon as there is indication that the absence will extend past the STD period. When the employee reaches the end of the twenty-six (26)-week absence, and where the insurance provider has approved an LTD claim, the employee's status will be classified as LTD Leave of Absence (LOA). The insurance provider is solely responsible for salary indemnity payments and any complaints with respect to such payments shall not be subject to the grievance and/or arbitration provisions of this Agreement.

Section 3: All terms and conditions of LTD Leave, including but not limited to notifications, extensions, benefit information, and return to work issues, shall be administered in accordance with LM Canada policy entitled Paid Leave (Short Term and Long-term Disability) Policy currently in effect and as revised. The Company will notify the Union of changes in policy or processes as they occur. Nothing in this Agreement shall prevent the Company from making changes to this corporate policy on the same basis as that policy is revised with respect to non-bargaining unit employees.

ARTICLE 27: MATERNITY AND PARENTAL LEAVE

Maternity and Parental leave will be granted in accordance with the provisions of the *Canada Labour Code* and/or provincial law where applicable.

ARTICLE 28: JURY DUTY

Section 1: Employees summoned to serve as a juror or as a witness for a case in which they are not a party, shall be paid at the regular rate for absences during the normally scheduled workday.

Section 2: Employees shall provide a copy of the summons for jury duty or the subpoena to serve as a witness to the Company within one (1) workweek of receipt in order to be eligible for payment under this Article. Proof of jury service must be submitted to the Company upon return to work.

Section 3: Employees scheduled to work on an off shift will be moved to first shift for the duration of the jury duty or the subpoena.

ARTICLE 29: MILITARY LEAVE

Section 1: The Company will grant an employee up to a maximum of fifteen (15) days of Paid Leave for Military Duty or Training during a calendar year. The days do not have to be taken consecutively.

Section 2: After fifteen (15) days of annual Military allotment has been exhausted, any additional military duty will be Unpaid Leave.

Section 3: All terms and conditions of Military Leave, including but not limited to notifications, extensions, benefit information, vacation and service accrual, and return to work issues, shall be administered in accordance with LM Canada policy entitled Military Reserve – Training and Voluntary Active Duty Policy currently in effect and as revised. The Company will notify the Union of changes in policy or processes as they occur. Nothing in this Agreement shall prevent the Company from making changes to this corporate policy on the same basis as that policy is revised with respect to non-bargaining unit employees.

ARTICLE 30: UNPAID LEAVE

Section 1: All unpaid leaves of absence shall be processed in the following manner:

- A. Leaves of absence without pay may be requested and shall be subject to approval by management based on operational requirements. Requests shall be submitted in writing at least seven (7) calendar days prior to the date such desired leave shall take effect, except in cases of emergency. It is understood by the parties that management is under no obligation to approve such requests. Requests shall include:
 - 1. Reasons for such leave;
 - 2. Effective date of such leave;
 - 3. Date of return to work;
- B. All unused Vacation, Personal Time, and time bank hours must be utilized prior to an employee being approved for unpaid personal leave.
- C. The written request for an unpaid leave of absence shall be submitted, in the first instance to Human Resources.
- D. If the request for the unpaid leave of absence is approved, a copy of the approved leave of absence will be given to the employee involved prior to leave.

Section 2: All unpaid leaves of absence shall be subject to the following general provisions:

- A. Seniority shall accumulate during the period of any approved leave of absence subject to the provisions of this Agreement.
- B. Any employee who receives a leave of absence for a definite period of time shall not be entitled to return to work until the expiration of such leave unless the Company elects to waive this provision.

Section 3: All terms and conditions of Unpaid Leave, including but not limited to notifications, extensions, benefit information, vacation and service accrual, and return to work issues, shall be administered in accordance with LM Canada policy entitled Unpaid Leave currently in effect and as revised. The Company will notify the Union of changes in policy or processes as they occur. Nothing in this Agreement shall

prevent the Company from making changes to this corporate policy on the same basis as that policy is revised with respect to non-bargaining unit employees.

Section 4: Employees are eligible for a Compassionate Care Leave under The Canada Employment Insurance Program and the conditions of the LM Canada policy entitled Unpaid Leave.

Section 5: The Company will provide notice of leave to the Union.

ARTICLE 31: HEALTH AND SAFETY

Section 1: All employees are responsible, in conjunction with the Company, for ensuring a safe working environment. Employees must ensure all safety related procedures are followed and report to their Supervisor any aspects, which they judge to be a potential hazard. It is the individual and the Company's responsibility to ensure they comply with the relevant laws and regulations.

Section 2: The parties to this Agreement agree to set up a Health and Safety Committee with the same powers and obligations as those provided for, under the law. This committee shall consist of a minimum of two (2) members appointed by the Union, and of two (2) representatives appointed by the Company.

Section 3: The role of the Health and Safety Committee is to:

- a) Receive, examine and quickly settle complaints concerning the health and safety of the employees;
- b) Maintain a record of its decisions on these complaints;
- c) Cooperate with Company officials designated to address workplace safety;
- d) Develop and promote health and safety programs aimed at educating the employees;
- e) Participate in all investigations concerning health and safety, environmental health and safety and request, when necessary and subject to management approval, the assistance of professionally and technically qualified individuals to act as advisers;
- f) Develop and implement an annual action program that includes measures and procedures aimed at protecting employees or improving their health and safety conditions;
- g) Ensure the follow-up of programs, measures and procedures related to employee health and safety;
- h) Ensure that adequate records are kept on work accidents and health hazards (any accident with or without loss of time must be reported), and regularly monitor data relating to these accidents and health hazards;
- i) Cooperate with safety officials;
- j) Request from the Company the information it considers necessary in order to evaluate the real or potential risks of materials, work methods and equipment in the workplace;
- k) Has access to government and Company reports on the health and safety of the employees;
- l) Post, on a permanent basis and in one or more prominent areas frequented by employees, the names of the Health and Safety Committee members for each work location under its complete authority, as well as the areas where these members work.

Section 4: The Health and Safety Committee shall hold meetings during working hours, at regular intervals, in accordance with the *Canada Labour Code*, Part II. It also shall meet in cases of emergency or exceptional circumstance, even outside working hours.

Section 5: No member of the Health and Safety Committee is personally liable for acts or omissions done in good faith in the exercise of the powers conferred upon him under the present article.

Section 6: Subject to the foregoing, the Health and Safety Committee may set its own rules on the duration of its members' mandate, not to exceed twenty-four (24) months, renewable, the date, place and frequency of its meetings and any other procedure it considers useful to its functioning.

Section 7: As soon as any incident, physical accident or accident involving equipment occurs, the involved employee informs a first responder who completes an accident form and gives it to the employee's supervisor. The supervisor must immediately contact a representative of the health and safety committee to inform them of the incident or accident and all related details as they are known. The Company shall nonetheless proceed with the investigation. A copy of the accident investigation report shall be provided to the Health and Safety Committee and to the employee involved in the incident or accident.

ARTICLE 32: TRAINING AND DEVELOPMENT

Section 1: Employees at grades L4 and L5 can request, using the Company's request form, training to obtain an additional qualification listed in Appendix C. The request shall be granted as long as at least one employee is currently being trained in said qualification in the facility, but training may be delayed by no more than nine (9) months to allow the Company to ensure continuity in its operations. A copy of the employee's written request and Company authorization for training shall be provided to the Union by request no more than two times a year.

If more than one employee request training for the same qualification simultaneously, in whole or in part:

- a) the Company shall have the discretion to decide whether or not it is appropriate to train multiple employees on the same qualification at the same time;
- b) seniority shall be the factor used by the Company to decide which employee(s) shall be trained first;
- c) no additional employee shall be trained in a given qualification as long as the employee(s) currently being trained has not obtained the requested qualification.

The Company may also require training for employees and may request that qualified employees assist in training other employees as part of the Company's continuous developmental skills program.

Section 2: The Company shall make every reasonable effort to schedule employees for training within the employees' normal work schedule and shift. In the event training occurs outside of the normal work schedule, a temporary shift or schedule change will be provided to the employee to accommodate the training with at least two (2) weeks' notice. The Company must allow the employee to have at least eight (8) consecutive hours of rest between their regularly assigned schedule and the temporary shift or schedule without causing him a loss of base wages that would have been incurred on the employee's regular scheduled work shift.

Section 3: Employees sent to training courses provided by external vendors shall be required to sign an agreement requiring the employee to repay the cost of training to the Company should the employee subsequently voluntarily terminate their employment within nine (9) months after completion of the training course. In that case, all charges incurred by the Company for the purposes of the training are subject to reimbursement on a prorated basis for a period of three (3) years. The employee will be notified of the cost of the course at the time they are presented with the agreement.

ARTICLE 33: CONTROLLED GOODS PROGRAM

Section 1: It is understood by and between the parties that, as a necessary condition of employment, employees may be subject to investigation for Controlled Goods clearance under the regulations of Public



Works and Government Services Canada - Controlled Goods Directorate. Failure to apply, maintain or gain a controlled goods clearance and/or the denial or loss of this required clearance by the Controlled Goods Directorate shall be just cause for release from the Company, due to inability to meet the condition of employment. Terminations of this nature shall not be subject to the grievance procedure.

Section 2: However, if an employee's Controlled Goods Clearance is denied or revoked, they shall be solely responsible for initiating and fulfilling all actions associated with the appeal process per guidance and direction provided by the Government. An employee who initiates and fulfills such actions associated with the appeal process will be placed on an unpaid leave of absence and benefits shall cease for the duration of the appeal process. If the employee's appeal is denied, the employee will be discharged in accordance with Article 33: Controlled Goods Program, Section 1. The Company will, however, reinstate the employment of an employee whose denied Controlled Goods Clearance is reinstated by the Directorate, only if the employee is eligible for recall in accordance with the recall period as defined by Article 11: Seniority, Section 6. Any employee whose employment is reinstated under this provision will be reinstated in their previously held job classification where a vacancy exists. If a vacancy does not exist in the employee's previously held classification, they may be reinstated into any lower classification where a vacancy exists, and the employee is immediately qualified to perform the required job duties without any training whatsoever.

ARTICLE 34: NON-DISCRIMINATION

Section 1: The Company agrees to provide equal opportunity for employment and advancement to all qualified persons and there shall be no discrimination by the Company or the Union with regard to rate of pay or with respect to the application of the terms of this Agreement, due to, race, ethnicity, color, religion, national origin, age, sex, pregnancy, disability – mental or physical so long as the essential functions of the job can be performed with or without reasonable accommodation, ancestry, sexual orientation, gender identity or expression, marital status, family structure, genetic information, or veteran status.

Section 2: All claims may be submitted to the grievance and arbitration procedures of this Agreement as the sole and exclusive remedy for violations. Arbitrators shall apply appropriate law in rendering decisions based upon claims of discrimination.

ARTICLE 35: PARTIAL INVALIDITY

Section 1: If any provision of this Agreement or any application of this Agreement to any employee or group of employees shall be found contrary to law, then such a provision or application shall not be deemed valid and subsisting except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.

Section 2: Nothing in the foregoing provisions shall be construed so as to prevent the parties from modifying this Agreement, at any time, pursuant to their mutual, express written consent.

ARTICLE 36: CREW CHIEF

Section 1: Where the Company determines the need for a Crew Chief, an employee will be selected to fill such position, provided such employee is available and has met the necessary qualifications as outlined in this Article below. Crew Chief duties do not constitute an independent job classification.

Section 2: The requesting supervisor will notify the employees, under their authority, working within the area where an opening for a Crew Chief position exists. Employees will then have seven (7) calendar days

following the notification to submit a request via email for consideration to their supervisor. Untimely requests shall not be considered.

Section 3: Where the need to establish a Crew Chief exists, the following criteria shall be used:

- a. Consideration shall be given to employees within classifications, who have the technical skills and work experience where the need exists.
- b. Employees will be evaluated by the supervisor on a 1 to 5 scale (5 is the highest score) based on job-related criteria to include technical skills, leadership qualities, communication skills, and dependability/accountability.
- c. The employee, as determined by the Company, receiving the highest total score will be formally selected to fill the Crew Chief opening. In cases where there is more than one qualified employee who have tied for the high score, the most senior employee will be selected as Crew Chief.
- d. Disputes arising under the application of this Section are not subject to the grievance procedure consistent with Article 10 (Grievance Procedure) of this Agreement.

Section 4: If the Company determines there is no longer a need for the employee to perform Crew Chief duties or determines the employee is ineffective in performing Crew Chief duties, the employee will be notified in writing, and the Company will remove the employee's pay additive. The effective date of the employee's pay adjustment shall be the first Monday immediately following the removal of the employee's Crew Chief designation.

Section 5: An employee designated as a Crew Chief may voluntarily give up the Crew Chief designation with a thirty (30) calendar day written notice. Employees who voluntarily give up the Crew Chief designation may not be reselected for one (1) year.

Section 6: Crew Chief duties include performing a task while continuing to perform their normally assigned duties within their classification. The following are meant to serve only as examples of the types of tasks performed by Crew Chiefs and not an indication of a distinct function. Tasks that may be performed by employees identified as Crew Chiefs include but are not limited to:

- a) Relaying management priorities, directions, and report outs effectively to assigned group. Capable to take complete charge of a shift with respect to company policies when the supervisor is not present on the shift.
- b) Providing guidance, and technical assistance regarding operations, work methods, shop and/or administrative practices, and machine or work set-ups or layouts to the workgroup.
- c) Responsible for assuring completion of self-verifications (6S, ESH, Quality) scoring within area under supervision.

Section 7 : An employee functioning as a Crew Chief shall receive an additional \$2.00 per hour in addition to their current applicable hourly rate to perform the Crew Chief function.

Section 8: In the event of a vacation or leave of absence of a Crew Chief, the nomination of a replacement is at the sole discretion of the Company in accordance with Section 3 of this article.

Section 9: The Crew Chief, together with the supervisors, is responsible with regard to employee safety and quality in accordance with LM Canada Policies. Crew Chief shall notify the department's supervisor of any employee violation of LM Canada Policies or Procedures. Crew Chief will not take any disciplinary action towards bargaining unit employees.

ARTICLE 37: SCOPE OF AGREEMENT

Section 1: This Agreement constitutes the sole and entire existing Agreement between the parties and supersedes all prior agreements, commitments, rules, regulations, and/or practices, whether oral or written, between the Company and the Union, or the Company and any of its employees, existing at any time prior to the execution of this Agreement, and it expresses all obligations of, and restrictions imposed upon the Company and the Union, each with respect to the other. The parties agree that they will not be bound by any past understandings or practices adopted by them or by other companies unless those understandings or practices are agreed to in writing or incorporated in writing in the terms of this Agreement.

Section 2: The former Aveos Collective Bargaining Agreement and any and all local agreements, past practices, understandings, whether written or otherwise, between any prior Company and the Union, or between any prior Company and any individual employee, with or without the knowledge, consent and agreement of the Union shall be null and void and no longer applicable.



Handwritten signature or initials.

ARTICLE 38: DURATION

This Agreement shall remain in full force and effect from July 15, 2023, until 11:59 p.m. on June 3, 2028, and thereafter for successive periods of one (1) year unless either party shall, prior to expiration, serve a written notice on the other party of a desire to modify or change this Agreement.

IN WITNESS WHEREOF, THE PARTIES HAVE SIGNED BY THEIR AUTHORIZED REPRESENTATIVES.

DATE: September 21 2023 DATE: 2023-09-21

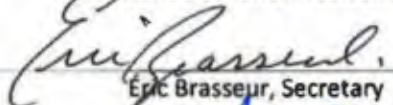
LOCKHEED MARTIN CANADA INC.

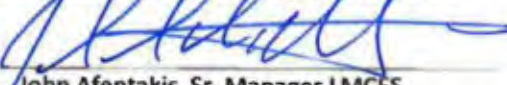
ASSOCIATION DES TRAVAILLEURS ET
TRAVAILLEUSES DE LOCKHEED MARTIN (FISA)


Xavier Jefferson, Labor & Employee Relations

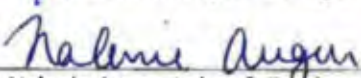

Sacha Bouliane, President


Zachary Budden, Labor & Employee Relations



Eric Brasseur, Secretary

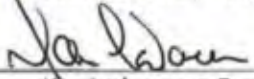

John Afentakis, Sr. Manager LMCES

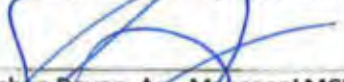

Jean-Sébastien Beaudet, Employee


Nalanie Auger, Labor & Employee Relations


Bruce Godfrey, Employee

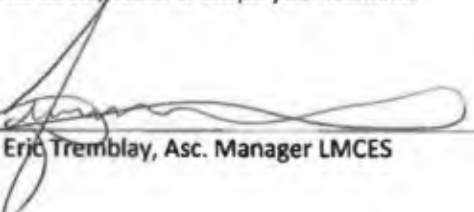

Cassidy Clark, Labor & Employee Relations


Yan Ladouceur, Employee


Stephan Doyon, Asc. Manager LMCES


Sylvain Martel, Employee


Rene Sirois, Labor & Employee Relations


Eric Tremblay, Asc. Manager LMCES

PRE-RETIREMENT

MEMORANDUM OF UNDERSTANDING

Between

Lockheed Martin Canada, Inc.

And

Association des travailleurs et travailleuses de Lockheed Martin

This Memorandum of Understanding (MOU) is entered between Lockheed Martin Canada, Inc., d/b/a Lockheed Martin Commercial Engine Solutions – Montreal (“Company”) and Association des travailleurs et travailleuses de Lockheed Martin (“Union”) to establish an agreement between the Company and Union (collectively the “Parties”) to establish a pre-retirement program.

The Parties agree to the following:

1. Employees participating in the pre-retirement program will be part-time employees who reduce their work schedule by one (1) or two (2) regularly scheduled full shifts per week as determined by management in consultation with the employee. This reduced schedule will never exceed fifty percent (50%) of the regular workweek for that employee’s schedule or shift.
2. Eligibility for the pre-retirement program:
 - a. Employee must be a minimum age of 57 years;
 - b. Employee may not be employed by another company or personal business while in the program; and
3. The Company maintains sole discretion to determine the number of employees for each classification within the program, not to be less than one (1) employee per classification, except in classifications where there are less than ten (10) employees. The number in the prior sentence shall be no less than two (2) in classifications where there are more than one-hundred (100) employees. The Company shall advise the Union and the employees of the number of program allotments per classification no later than October 1st of each year.
4. Employees may submit their interest in participating in the program during a one-month period commencing on October 1st and ending on October 31st each year.
5. Employees will have to communicate their application to become part time (pre-retiree) by submitting their formal retirement letter indicating the date of retirement.
6. The Company shall select amongst the applicants using seniority. In that case, the Company shall notify the employee and the Union of its decision and its reason. Selection of employees for the pre-retirement program shall not be subject to the grievance procedure in Article 10 of the Parties’ collective bargaining agreement.
7. Employees may participate in the program for no longer than five (5) calendar years.
8. Employees who participate in this program will accrue vacation on a prorated basis.
9. Employees who participate in this program may have the opportunity to return to full-time employment under special circumstances solely at the Company’s discretion. In the event an employee returns to full-time status, the employee will not be eligible for the program a second time.

10. In the event of a lay-off, the Company may temporarily pause the program. In this situation, employees who are in the program within the affected classification will have the option to return to full time status or retire.

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APPENDIX A: RATES OF PAY PER CLASSIFICATION AND LEVEL

Classification: NDT Technician	7/15/2023	1/15/2024	1/13/2025	1/12/2026	1/11/2027	1/10/2028
Level 5 (L5)	\$47.27	\$48.92	\$50.63	\$52.40	\$54.24	\$56.14
Level 4 (L4)	\$45.07	\$46.65	\$48.28	\$49.97	\$51.72	\$53.53
Level 3 (L3)	\$44.17	\$45.72	\$47.32	\$48.97	\$50.69	\$52.46
Level 2 (L2)	\$41.72	\$43.18	\$44.69	\$46.25	\$47.87	\$49.55
Level 1 (L1)	\$40.82	\$42.25	\$43.72	\$45.26	\$46.84	\$48.48
Trainee 1 (T1)	\$39.62	\$41.00	\$42.44	\$43.92	\$45.46	\$47.05

Classification: Aero Technician Electro-Mechanical Technician Machinist Sheet Metal Technician Welder	7/15/2023	1/15/2024	1/13/2025	1/12/2026	1/11/2027	1/10/2028
Level 5 (L5)	\$ 43.12	\$ 44.63	\$ 46.19	\$ 47.80	\$ 49.48	\$ 51.21
Level 4 (L4)	\$ 41.77	\$ 43.23	\$ 44.74	\$ 46.31	\$ 47.93	\$ 49.61
Level 3 (L3)	\$ 39.21	\$ 40.58	\$ 42.00	\$ 43.47	\$ 44.99	\$ 46.57
Level 2 (L2)	\$ 34.39	\$ 35.59	\$ 36.84	\$ 38.13	\$ 39.46	\$ 40.85
Level 1 (L1)	\$ 32.56	\$ 33.70	\$ 34.88	\$ 36.10	\$ 37.37	\$ 38.67
Trainee 4 (T4)	\$ 31.35	\$ 32.45	\$ 33.58	\$ 34.76	\$ 35.97	\$ 37.23
Trainee 3 (T3)	\$ 30.14	\$ 31.19	\$ 32.28	\$ 33.41	\$ 34.58	\$ 35.79
Trainee 2 (T2)	\$ 28.93	\$ 29.94	\$ 30.99	\$ 32.07	\$ 33.19	\$ 34.35
Trainee 1 (T1)	\$ 27.71	\$ 28.68	\$ 29.69	\$ 30.73	\$ 31.80	\$ 32.91

Classification: Surface Treatment Technician Painter	7/15/2023	1/15/2024	1/13/2025	1/12/2026	1/11/2027	1/10/2028
Level 5 (L5)	\$ 41.77	\$ 43.23	\$ 44.74	\$ 46.31	\$ 47.93	\$ 49.61
Level 4 (L4)	\$ 39.21	\$ 40.58	\$ 42.00	\$ 43.47	\$ 44.99	\$ 46.57
Level 3 (L3)	\$ 35.77	\$ 37.02	\$ 38.32	\$ 39.66	\$ 41.05	\$ 42.48
Level 2 (L2)	\$ 33.77	\$ 34.96	\$ 36.18	\$ 37.45	\$ 38.76	\$ 40.11
Level 1 (L1)	\$ 32.56	\$ 33.70	\$ 34.88	\$ 36.10	\$ 37.37	\$ 38.67
Trainee (T1)	\$ 31.35	\$ 32.45	\$ 33.58	\$ 34.76	\$ 35.97	\$ 37.23

Classification: Administrative
 Technical Support Agent
 Administrative
 Production Support Agent
 Material and Logistics
 Controller

	7/15/2023	1/15/2024	1/13/2025	1/12/2026	1/11/2027	1/10/2028
Level 5 (L5)	\$ 32.90	\$ 34.05	\$ 35.24	\$ 36.47	\$ 37.75	\$ 39.07
Level 4 (L4)	\$ 31.66	\$ 32.77	\$ 33.92	\$ 35.11	\$ 36.33	\$ 37.61
Level 3 (L3)	\$ 29.51	\$ 30.54	\$ 31.61	\$ 32.72	\$ 33.86	\$ 35.05
Level 2 (L2)	\$ 27.82	\$ 28.79	\$ 29.80	\$ 30.84	\$ 31.92	\$ 33.04
Level 1 (L1)	\$ 26.40	\$ 27.32	\$ 28.28	\$ 29.27	\$ 30.29	\$ 31.35

Classification: Cleaner/Blaster	7/15/2023	1/15/2024	1/13/2025	1/12/2026	1/11/2027	1/10/2028
Level 5 (L5)	\$ 38.29	\$ 39.63	\$ 41.02	\$ 42.45	\$ 43.94	\$ 45.48
Level 4 (L4)	\$ 34.90	\$ 36.12	\$ 37.39	\$ 38.70	\$ 40.05	\$ 41.45
Level 3 (L3)	\$ 30.98	\$ 32.07	\$ 33.19	\$ 34.35	\$ 35.56	\$ 36.80
Level 2 (L2)	\$ 26.65	\$ 27.58	\$ 28.55	\$ 29.54	\$ 30.58	\$ 31.65
Level 1 (L1)	\$ 20.23	\$ 20.94	\$ 21.67	\$ 22.43	\$ 23.22	\$ 24.03
Trainee (T1)	\$ 19.02	\$ 19.68	\$ 20.37	\$ 21.09	\$ 21.82	\$ 22.59

APPENDIX B: NDT TECHNICIAN SKILLS AND PROGRESSION

SKILLS
Fluorescent Penetrant Inspection (FPI)
Magnetic Particle Inspection (MPI)
Eddy Current Inspection (ECI)
Ultrasound (UT)

PROGRESSION	
Trainee 1	N/A
Level 1	N/A
Level 2	N/A
Level 3	2 skills
Level 4	3 skills
Level 5	4 skills

The Parties recognize the mutual benefits of career progression and higher skills. To this end, the Company will endeavor and undertake reasonable steps to facilitate NDT employees' progression to level 5 via the obtainment of all four required skills.



APPENDIX C: LIST OF QUALIFICATIONS AS OF 15 JULY 2023

AERO TECHNICIAN
INSPECTION
INSPECTION OF ENGINE PARTS 1
INSPECTION OF ENGINE PARTS LLP CF6
INSPECTION OF ENGINE PARTS CASE CF6
INSPECTION OF ENGINE PARTS LLP CF34
INSPECTION OF ENGINE PARTS CASE CF34
INSPECTION OF ENGINE PARTS LLP CFM56
INSPECTION OF ENGINE PARTS CASE CFM56
SMALL CMM OPERATOR
QUANTUM RE-SEQUENCING
RECEIVING INSPECTION RO
INTEGRATION
CFM56 KITTING & CONFORMANCE
CFM56 ENGINE UNITS
CF34 KITTING & CONFORMANCE
CF34 ENGINE UNITS
CF6 KITTING & CONFORMANCE
CF6 ENGINE UNITS
AIRFOIL
TEST CELL
TEST CELL 1 BASIC TRAINING
TEST CELL 2 BASIC TRAINING
TEST CFM56 DRESS/UNDRESS
TEST PROCEDURE CFM56-2A/2B/3
TEST PROCEDURE CFM56-5A/5B
TEST PROCEDURE CFM56-7
TEST CF6-50 DRESS/UNDRESS
TEST PROCEDURE CF6-50
TEST CF34 DRESS/UNDRESS
TEST PROCEDURE CF34
ELECTRICAL
CFM56 ENGINE ELECTRICAL-TEST AND TROUBLESHOOTING
CFM56 ENGINE INCOMING ELECTRICAL
CFM56 ENGINE ELECTRICAL FINAL
CFM56 ENGINE ELECTRICAL COMPONENT
CFM56 ENGINE HARNESS GENERAL
CF34-3 ENGINE ELECTRICAL-TEST AND TROUBLESHOOTING
CF34-3 ENGINE INCOMING ELECTRICAL
CF34-3 ENGINE ELECTRICAL FINAL
CF34-3 ENGINE ELECTRICAL COMPONENT
CF34-3 ENGINE HARNESS GENERAL
CF6 ENGINE ELECTRICAL-TEST AND TROUBLESHOOTING
CF6 ENGINE INCOMING ELECTRICAL
CF6 ENGINE ELECTRICAL FINAL
CF6 ENGINE ELECTRICAL COMPONENT
CF6 ENGINE HARNESS GENERAL

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GEAR BOX – MOUNT - BEARING
CFM56 ENGINE FRONT MOUNTS
CFM56 ENGINE REAR MOUNTS
CFM56 No.1 & 2 BEARING SUPPORT
CFM56 INLET GEARBOX & #3 BEARING
CFM56 TRANSFER GEARBOX
CFM56 ACCESSORY GEARBOX
BEARING ROOM
CF34-3 ACCESSORY GEARBOX
CF34-3 POWER TAKEOFF
CF6 INLET GEARBOX
CF6 RADIAL DRIVE SHAFT
CF6 TRANSFER GEARBOX
CF6 ACCESSORY GEARBOX
CFM56 SUB & FINAL
CFM56 ENGINE RECEIVING INSP C-CHECK
CFM56 ENGINE POST TEST OUT GOING INSP
CFM56 ENGINE MODULE INSTALL
CFM56 ENGINE EXTERNAL HARDWARE INSTALL
CFM56 ENGINE MODULE SPLIT
CFM56 FAN DISK & BOOSTER
CFM56 FAN FRAME
CFM56 MAJOR CORE MODULE
CFM56 HPC ROTOR
CFM56 FRONT CASE
CFM56 REAR CASE
CFM56 COMBUSTION
CFM56 HPT NGV's
CFM56 HPT ROTOR
CFM56 NOZZLE BOX
CFM56 MAJOR LPT MODULE
CFM56 LPT ROTOR
CFM56 LPT SHAFT
CFM56 LPT FRAME
CFM56 BOROSCOPE
CF34-3 SUB & FINAL
CF34-3 ENGINE RECEIVING INSP C-CHECK
CF34-3 ENGINE MODULE SPLIT
CF34-3 ENGINE MODULE INSTALL
CF34-3 ENGINE POST TEST OUTGOING INSP
CF34-3 QEC REMOVAL & INSTALL
CF34-3 FAN ROTOR & FAN DRIVE SHAFT
CF34-3 FAN STATOR
CF34-3 FRONT FRAME
CF34-3 HPC STATOR
CF34-3 HPC ROTOR
CF34-3 COMBUSTION CASE
CF34-3 HPT STG 1 NGV'S
CF34-3 TURBINE STATOR
CF34-3 HPT ROTOR



CF34-3 LPT MAJOR MODULE
CF34-3 TURBINE TRANSITION
CF34-3 LPT STATOR
CF34-3 LPT ROTOR
CF34-3 EXHAUST FRAME
CF34-3 BOROSCOPE
HOT SECTION FST
1 & 3 CARBON SEAL FST
TOP CASE FST
CF6 SUB & FINAL
CF6 ENGINE RECEIVING INSP C-CHECK
CF6 ENGINE MODULE SPLIT
CF6 ENGINE MODULE INSTALL
CF6 ENGINE EXTERNAL HARDWARE INSTALL
CF6 ENGINE POST TEST OUT GOING INSP
CF6 FAN ROTOR
CF6 FAN STATOR
CF6 FAN MID SHAFT
CF6 HPC MODULE
CF6 HPC ROTOR
CF6 COMPRESSOR FRONT STATOR
CF6 COMPRESSOR REAR STATOR
CF6 COMPRESSOR REAR FRAME
CF6 LOW PRESSURE TURBINE SECTION
CF6 HIGH PRESSURE TURBINE SECTION
CF6 HPT FIRST STAGE
CF6 HPT SECOND STAGE
CF6 HPT ROTOR
CF6 TURBINE MID FRAME
CF6 FIRST-STAGE LOW PRESSURE TURBINE STATOR
CF6 FIRST-STAGE LOW PRESSURE TURBINE ROTOR
CF6 TURBINE REAR FRAME
CF6 BOROSCOPE

MACHINIST
RADIAL DRILL (LARGE)
HORIZONTAL LATHE (SMALL)
HORIZONTAL LATHE (MEDIUM)
LAGUN VERTICAL MILLS
RAMBAUDI VERSAMILL
HYPERMILL
JACOBSON SURFACE GRINDER
EDM DRILL
LEBLOND SPARK EROSION
MANUAL BENCH WORK
ROTOR EDITOR
ENGRAVELAB
SURFCAM
GOM INSPECTION
PC-DMIS

METROLOGY
FREJOTH
DYNA MYTE MILL
MODERN LATHE
JONES AND SHIPMEN HORIZONTAL GRIND
WEBSTER AND BENNETH
ZOCCA
MORANDO
SPRINGFIELD VERTICAL GRINDER
DIXI JIG BOBE
TRIPLE SCAN
MORI SEIKI
MILLTRONICS
KURAKI 4 AXIS - CNC HORIZONTAL MILL / BORING
KURAKI 4 AXIS - CNC HORIZONTAL MILL / BORING (LARGE)
SPRINGFIELD CNC VERTICAL GRINDER
ROTH ERDE CNC VERTICAL GRINDER
PIETRO CARNAGHI
BETA SP CMM
DANOBAT HIGH SPEED
BENCH SUPPORT
NEW MACHINE / TECHNOLOGY DEVELOPMENT / TOOLING CONCEPTION

SHEET METAL TECHNICIAN
PIECE PART CERTIFICATION
COOLING MANIFOLD ASSEMBLY -REPAIR
OUTER FLANGE – INSP/REPAIR/CERT
FUEL MANIFOLD CFM AND CF34 –INSP/REPAIR/CERT
TUBES –INSP/REPAIR/CERT
FLEX HOLES –INSP/REPAIR/CERT
CF34 EXHAUST FRAME/B SUMP HOUSING –PRESSURE TEST
DUCT –PATCH/REPAIR SLEEVE
LPT FRAME CFM / LPT CASE CFM –PRESSURE TEST/REPAIR/MOD
BASIC SKILLS/BENCH (BLEND/RIVETING/DRILLING)
NOZZLE/CENTER BODY CFM –INSP/REPAIR/CERT
HPT DISK –REMOVE/INSTALL CLINCH NUT
VBV FEEDBACK CABLE CFM –INSP/REPAIR/CERT
BASIC SKILLS/BENCH (BAGGING/MIXING RESIN)
FAN CASE CFM 5A/5B/5C –ABRAIDABLE RUBSTRIP REPAIR
FAN CASE CFM 7B –ABRAIDABLE RUBSTRIP REPAIR
AIR/OIL SEAL CFM –ABRAIDABLE SEAL/COMPOSITE REPAIR
NO.3 BEARING AFT STAT. CFM –TEST PRESSURE/REPAIR
DOT PEEN MARKING
SHROUD CPRSR STTR IGV –INJECTION DEAL
FORMING EQUIPMENT – ROLLER /PICCOLO/BRAKE
CF6-50 VALVE ASSY BYPASS
CF6-50 PRESSURE TEST
CF6-50 ABRADABLE SEAL ON FWD STATOR CASING
BOOSTER VANE ASSY STG1-4 REPLACEMENT

WELDER
BLAST - NETTOYAGE, PREPARATION BRAZE
MICRO SPOT - BLANKET MICRO SPOT WELDING
DABBER TIG - AUTOMATIC WELDING MACHINE
HONEYCOMB - SPOT WELD & BRAZING OF HONEY COMB
BRAZING - GENERAL PIECE PART BRAZING
BANC - GENERAL PIECE PART WELDING
CASING - CASE GENERAL WELD REPAIR
CF34 BASE - CF34 GENERAL WELD REPAIR
CFM BASE - CFM56 GENERAL WELD REPAIR
CERTIFICATION - PIECE PART GREEN TAG
CF34 MODULE - DISS/ASS, PACKAGE & WORKSCOPE
CFM56 MODULE - DISS/ASS, PACKAGE & WORKSCOPE
CF6 BASE – CF6 GENERAL WELD REPAIR
CF6 MODULE – DISS/ASS, PACKAGE & WORKSCOPE
MODULE CERTIFICATION - FINAL CERTIFICATION MODULE PACKAGE
BLAST - SURFACE PREPARATION
OPERATOR BOOTH 1 DUAL ARC - FANUC OPERATOR DUAL ARC PROCESS
OPERATOR BOOTH 2 DUAL ARC - FANUC OPERATOR DUAL ARC PROCESS
OPERATOR BOOTH 1 9M CONSOLE - FANUC OPERATOR 9M CONSOLE
OPERATOR BOOTH 2 9M CONSOLE - FANUC OPERATOR 9M CONSOLE
PLASMA PREPARATION - TAPING & HARD MASKING PREPARATION
BOOTH 1 PROGRAMMING - PROGRAMMING AND COATING RECIPE
BOOTH 2 PROGRAMMING - PROGRAMMING AND COATING RECIPE

ELECTRO-MECHANICAL TECHNICIAN
SHEET METAL
MACHINE SHOP
TEST CELL
CLEANING
HEAT TREAT
WELDING
NDT
PAINT SHOP
PRODUCTION
BUILDING HVAC
SHIPPING/STORES

SURFACE TREATMENT TECHNICIAN
ETCHING OPERATIONS
HEAT TREAT LOCAL
HEAT TREAT PROGRAMMING - SOFTWARE PROGRAMMING
ROTOPEEN OPERATIONS
ELECTRO MARKING MACHINE OPERATIONS
MANUAL SHOTPEEN
AUTOMATIC SHOTPEEN
SHOTPEEN SIEVE TESTING
CHEM. LAB OPERATION (ADDITIONS & ETCH MAKING)
GLASSBEAD PEEN (DRY)
STRESS RELIEVE FURNACE OPERATIONS

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HARDNESS TESTING
HEAT TREAT FURNACE OPERATIONS
CNC SHOTPEEN MACHINE OPERATIONS
GLASSBEAD PEEN (WET)
ELECTROPLATING (SILVER)
VACUUM FURNACE OPERATOR
WATERJET OPERATOR
WATERJET OPERATOR SQUARESE
COMBUSTION LINER BRAZING
HONEYCOMB BRAZING
CNC SHOTPEEN MACHINE PROGRAMMER
VACUUM FURNACE PROGRAMMER
WATERJET PROGRAMMER
WATERJET PROGRAMMER SQUARESE

PAINTER
MASKING OPERATIONS
PRIME APPLICATIONS
SANDING OPERATIONS
GRIT/PLASTIC BLASTING OPERATIONS
PAINT APPLICATIONS
GRAPHITE APPLICATIONS
LUBRICANT APPLICATIONS
TEFLON PAINT APPLICATIONS
CURING AND STRESS RELIEVE OPERATIONS
VISCOSITY TESTING OPERATIONS
SERMETAL PAINT APPLICATIONS

ADMINISTRATIVE TECHNICAL SUPPORT AGENT
ISSUING INCOMING WORK PACKAGES
INTERPRETING/UNDERSTANDING CUSTOMER DOCUMENTATIONS
KNOWLEDGE OF QUANTUM FOR ASSOCIATED DEPARTMENT TASKS
INITIATION TO CLC (BASIC KNOWLEDGE)
ISSUING OUTGOING WORK PACKAGES
NAVIGATION/INTERPRETATION OF THE ENGINE SHOP MANUAL (LIFE LIMITATION)
SERVICE BULLETINS INTERPRETATION
AIRWORTHINESS DIRECTIVES INTERPRETATION
UPDATE/EDIT DOCUMENTATION
FILLING OUT CLC SHEETS
LLP'S HISTORY BACK TO BIRTH
ABLE TO PRODUCE DEPARTMENTAL PROCESS INSTRUCTION
ENGINE PURCHASE/LEASE REVIEW

ADMINISTRATIVE PRODUCTION SUPPORT AGENT
BASIC KNOWLEDGE OF ERP SYSTEMS OR EQUIVALENT SYSTEMS
INTERMEDIATE MS OFFICE SUITE TOOLS (EXCEL, WORD, OUTLOOK), INTERNET, EMAIL
BASIC KNOWLEDGE OF ERP SYSTEMS OR EQUIVALENT SYSTEMS
ADMINISTRATIVE ASPECTS OF STANDARD SUPPLY CHAIN OPERATIONS FUNCTIONS (PURCHASING, INVENTORY CONTROLS AND OTHER SIMILAR ASSOCIATED TASKS)
AVIATION/ENGINE MRO INDUSTRY KNOWLEDGE



ERP SYSTEM TRANSACTIONS ASSOCIATED WITH PURCHASING/REPAIR ORDER FUNCTIONS
TECHNICAL PURCHASING FUNCTIONS INCLUDING SOURCING, COMMERCIAL TRACEABILITY REVIEW, QUOTE COMPARISON AND VENDOR ENGAGEMENT
TECHNICAL REPAIR ORDER FUNCTIONS INCLUDING SOURCING, TRANSFER OF TECHNICAL INSTRUCTIONS, QUOTE ANALYSIS AND VENDOR ENGAGEMENT
INTERPRET ENGINE MANUALS, IPC, CMM/AMM, PART INTERCHANGEABILITY
RESOLVES SNAG MATTERS AND PROCESSING OF RMAS
ADHERENCE TO CAMP+, CANAP, SPI/DPI COMPLIANCE PROCEDURES, INCLUDING COMPLETING ALL REQUIRED DOCUMENTATION
COORDINATION OF ACTIVITIES AND CLERICAL TASKS REQUIRED TO SUPPORT OPERATIONS AND/OR INTEGRATION REQUIREMENTS
COORDINATION OF ACTIVITIES AND CLERICAL TASKS REQUIRED TO COMPLETE SUBSTITUTION PROCESS MANAGEMENT/EXCHANGES AND NEEDS MANAGEMENT IN THEIR FIELD OF EXPERTISE
COORDINATION OF ACTIVITIES AND CLERICAL TASKS REQUIRED TO SUPPORT KIT AUDITS, CRITICAL PATH AND ASSOCIATED TASKS
ADVANCED KNOWLEDGE OF PARTS/MODULES/ASSEMBLIES PART INTERCHANGEABILITY
INTERPRETING TSN/CSN FOR LLP BTB AND TIME CONTROLLED PARTS
SHIPPING PROCEDURES & PROCESS SUPPORT (QUANTUM MODULE, COORDINATION OF SERVICE REQUESTS AND ASSOCIATED TASKS)
ADMINISTRATIVE NON-TECHNICAL PURCHASING FUNCTIONS (VENDOR ENGAGEMENT, DOCUMENTATION CONTROL AND ASSOCIATED TASKS) AND SAP PURCHASE ORDER
PERFORMS EXOSTAR PROCESSING OF VENDORS (ADDITION, MODIFICATION, RENEWAL)
ADVANCED KNOWLEDGE OF INTEGRATION SUPPORT INCLUDING BASIC KIT/MATERIAL CONFORMITY, SB/AD INTERPRETATION AND RELEVANT ASSOCIATED TASKS
DANGEROUS GOODS CERTIFICATION
PROVIDES KNOWLEDGE, SUPPORT AND ON THE JOB TRAINING TO LOWER CLASSIFIED TEAM MEMBERS

MATERIAL AND LOGISTICS CONTROLLER
INTERMEDIATE MS OFFICE SUITE TOOLS (EXCEL, WORD, OUTLOOK), INTERNET, EMAIL
BASIC KNOWLEDGE OF ERP SYSTEMS OR EQUIVALENT SYSTEMS
MME (CERTIFICATION FOR PALLET JACK, SMALL FORKLIFTS, GOLF CART)
TYPICAL WAREHOUSING FUNCTIONS, CYCLE COUNTS & OPERATIONS SUPPORT
OVERHEAD CRANE OPERATION CERTIFICATION
VALID DRIVER'S PERMIT
O/S FOR STORES AND WORKING KNOWLEDGE OF ERP SYSTEM (QUANTUM)
PO RECEIVING (PURCHASED AND CUSTOMER SUPPLIED PARTS)
CUSTOMER WORK ORDER PROCESSING (INBOUND)
OUTBOUND SHIPPING (CUSTOMER WORK ORDERS / REPAIR ORDERS, ETC.)
ADVANCED WAREHOUSING (INCLUDING PICK-TICKETS, U/S PARTS MANAGEMENT, SNAG PROCESSING), BASIC INTEGRATION SUPPORT
INBOUND/OUTBOUND ENGINE SHIPPING PROCESSING
LARGE FORKLIFT CERTIFICATION
ENGINES INCOMING-OUTGOING (USING FORKLIFT)
INTERMEDIATE INTEGRATION SUPPORT (AUDIT CAGES, SUPPORT KITTING MODULES/FINAL, BASIC DOCUMENTATION REVIEW AND ASSOCIATED TASKS)
DANGEROUS GOODS CERTIFICATION
ADVANCED INTEGRATION SUPPORT (INCLUDING BASIC CONFORMITY (INTERCHANGEABILITY), ESM/IPC KNOWLEDGE INTERPRETATION N& APPLICATION
RO RECEIVING INSPECTION/PROCESSING CERTIFICATION

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PROVIDES KNOWLEDGE, SUPPORT AND ON-JOB TRAINING TO LOWER CLASSIFIED TEAM MEMBERS

CLEANER/BLASTER

PROCECO

GRIT BLASTING

MANUAL CLEANING OPERATIONS (ENGINE MOUNTS)

STEAM CLEAN & BOOTH OPERATION

HONEYCOMB DEBURRING

CLEANING LINE 1

ULTRA-SONIC MACHINE OPERATIONS

CLEANING LINE 2

PLASTIC BLASTING

RUB STRIP PORTABLE BLASTING

FRAME ASSEMBLY TUBE PLASTIC BLAST PROCESS

NOVACULITE BLAST MACHINES

WALK-IN SANDBLASTING BOOTH OPERATOR

WALK-IN PLASTIC-BLAST BOOTH OPERATOR

CHEMICAL OPERATIONS (ADDITIONS & SAMPLE TAKING)

CLEANING LINE 3 (3 STEPS PROCESSES)

CLEANING LINE 3 (4 STEPS PROCESSES)