

COLLECTIVE BARGAINING AGREEMENT

Between

Trouw Nutrition

(hereinafter known as the “Company”)



and

Grain & General Services Union (ILWU • Canada)
(hereinafter known as the “Union”)



GSU Local 10 (Trouw – Westlock)

As set out in the Certification Order of the Canada Industrial Relations Board
(Board Order # 12013-U) dated December 10, 2024.

Effective September 28, 2025 to December 31, 2027

Errors & Omissions Excepted

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ARTICLE 1 – SCOPE AND RECOGNITION

- 1.1 Trouw Nutrition (hereinafter referred to as the “Company”) recognizes the Grain & General Services Union (hereinafter referred to as the “Union”) for the duration of this Agreement as the sole collective bargaining agent for purposes of collective bargaining in respect of wages and other conditions of employment on behalf of employees of the Company as set out in the Certification Order of the Canada Industrial Relations Board dated December 10, 2024 (which is Board Order No. #12013-U), and as this Order may be amended from time to time.

ARTICLE 2 – DEFINITIONS

- 2.1 REGULAR FULL-TIME EMPLOYEE – Regular full-time employee shall mean an employee employed to meet ongoing operational requirements on a year-round basis and is scheduled to work the full-time hours contained in Article 17. Regular full-time employees who are laid off shall retain their regular full-time status with the Company while on layoff.
- 2.2 REGULAR PART-TIME – Regular part-time employee shall mean an employee hired to work on a partial day or partial week basis generally consisting of less hours than defined in the Regular or Compressed Work Schedule in Article 17.
- 2.3 TEMPORARY EMPLOYEE – Temporary employee shall mean an employee employed to meet seasonal or temporary operating needs. The only provisions of this Agreement applying to the employment of temporary employees are contained in Schedule B.
- 2.4 CASUAL EMPLOYEE – Casual employee shall mean an individual who is hired on a job contract or on an hourly basis for unscheduled or irregular work. The only provisions of this Agreement applying to the employment of casual employees are contained in Schedule B.
- 2.5 PROMOTION – shall mean the movement of an employee from a position to a position bearing a higher pay structure.
- 2.6 DEMOTION - shall mean the movement of an employee from a position to a position bearing a lesser pay structure.
- 2.7 TRANSFER - shall mean the movement of an employee from a position to another position bearing the identical pay maximum.

- 2.8 REASSIGNMENT - shall mean the movement of an employee to another position which may or may not bear a lesser pay structure resulting from a layoff or other operational issue.

ARTICLE 3 – SPIRIT AND INTENT

- 3.1 The spirit and intention of this Agreement is to maintain good and amicable relations between the Company and all of its employees covered by this Agreement, so that the solution of all matters pertaining to conditions of employment may be arrived at by consultation and agreement between the parties hereto and this Agreement is in no sense to be taken as a discouragement to direct negotiations where a solution can be reached by such means without having recourse to the bargaining procedure hereinafter provided.
- 3.2 The Company shall provide a bulletin board in the facility for official and legitimate union use.

ARTICLE 4 – COMPANY RELATIONS

- 4.1 It is understood and agreed, inasmuch as the Company recognizes the Union as the employees' bargaining agency, as evidence of good faith, the Union assumes responsibility for its members in their relations with the Company and will use its best efforts to have the employees' responsibilities under the contract carried out in letter and spirit and to have its members deliver a fair day's work as called for by the provision involved and the reasonable orders of the Company.

ARTICLE 5 – MANAGEMENT RIGHTS

- 5.1 The Union recognizes that the Company has sole authority to manage its affairs, to direct its working forces, including the right to hire, to classify, to fix the wages of employees (both at the time of hire and throughout the tenure of the employees employment) within the terms of Salary Schedule 'A' hereinafter referred to, to transfer (within the Westlock facility), promote, demote and to suspend or discharge any employee for just cause, and to increase or decrease the working force of the Company, to reorganize, close, disband any part of the plant operations as circumstances and necessity may require, subject to the right of any employee concerned to lodge a grievance in the manner and to the extent hereinafter provided.

- 5.2 The Union further recognizes the right of the Company to operate and manage its business in all respects in accordance with its commitments and responsibilities, and to make and alter from time to time, the rules and regulations to be observed by the employees, not inconsistent with the terms of this Agreement.
- 5.3 The Union further recognizes that any current, ongoing or past practice, policy and/or benefit shall not be construed as a representation that any such practice, policy and/or benefit will continue in the future and that the Company may reorganize its businesses and practices in order to remain productive and competitive.

ARTICLE 6 – MAINTENANCE OF MEMBERSHIP

- 6.1 The Company agrees that as a condition of employment, membership dues or sums in lieu will be deducted from the wages earned by employees in the following categories:
- (a) All employees for whom the Union has bargaining authority under this Agreement.
 - (b) All new employees under this Agreement, as of their complete pay period following commencement of employment.
- 6.2 Membership dues or sums in lieu so deducted from salaries shall be paid within fifteen (15) calendar days following each pay period. Said payments shall be supported by a list of employees and the amount deducted on each person's behalf, including rate of pay, hours worked, seniority date and position, for the period covered by the remittance for that employee.
- 6.3 The Company shall furnish the General Secretary of the Union with staff change lists following each monthly pay period, which shall include the name, location, classification, grade, salary, and effective date of all staff changes, including new hires.
- 6.4 Upon mutual agreement, the Company may submit the dues electronically in a manner acceptable to both parties.
- 6.5 The Union shall give not less than sixty (60) days' notice of any change in the rate at which dues are to be deducted.

ARTICLE 7 – NON-DISCRIMINATION

- 7.1 The Company will not discriminate in its hiring and employment practices against persons, in accordance with the *Canada Labour Code*, as amended.
- 7.2 The Union will not discriminate in its practices against persons, in accordance with the *Canada Labour Code*, as amended.

ARTICLE 8 – NO STRIKE NO LOCKOUT

- 8.1 The Union agrees that neither it, nor any of the employees it represents will collectively, concertedly or individually, during the term of this Agreement and/or any extension thereof, directly or indirectly, cause, permit, call, instigate, induce, sanction or engage in any strike, slowdown, harassment, sympathy strike, boycott, picketing, and/or any other work interference, either primary, secondary, or other in nature, for any reason whatsoever.
- 8.2 The Company agrees that it will not, during the term of this Agreement and any extension thereof, cause, permit or engage in any lockout. The closing down of the operation or any part thereof or the curtailment of operations for business reasons will not be considered a lockout.

ARTICLE 9 – GRIEVANCES

- 9.1 The Company and the Union agree that it is most desirable to resolve misunderstandings and disputes through discussions between the employee and the appropriate management representative, and both the Company and the Union shall encourage employees to discuss their complaints with management so as to resolve differences quickly and directly without necessarily having to resort to the following formal process.
- 9.2 Any employee who is interviewed, where such an interview may result in disciplinary action, the employee must be offered union representation. If the employee does not want union representation they must confirm their decision in writing and it shall be kept on the employee's personnel file.

Management may have the benefit of counsel at any of the grievance procedure steps.

- 9.3 All formal grievances shall be raised within fifteen (15) calendar days of the date on which the grievance becomes apparent, or ought to have become apparent.

Grievances shall be in writing, on the approved grievance form, must identify the specific clauses in this Agreement that are being violated and/or damages resulting from the breach of this Agreement. Grievances shall be dealt with in the following manner without stoppage of work:

STEP 1 – The grievance shall be taken up with the Production Manager, with a copy to the Human Resources Manager, who shall render a decision within three (3) working days of the receipt of the grievance.

Executive grievances (those submitted by the Union, rather than by an individual) or grievances which involve the appointment to a position within the scope of this Agreement, a dismissal or suspension in excess of seven (7) calendar days, shall dispense with Step 1 of the grievance procedure.

STEP 2 – If a matter is not resolved at Step 1, or if a decision is not rendered within seven (7) working days, then the Union or its designate may correspond in writing with the Plant Manager or their designate, who shall render a decision within seven (7) working days.

STEP 3 – In the event that a decision is not rendered within seven (7) working days, or the decision does not lead to a resolution of the grievance in the view of the parties, the General Secretary of the Union or their designate shall immediately consult with the Regional Operations Manager or their designate. If settlement is not achieved within a further fourteen (14) working days it may be submitted to arbitration as hereinafter provided for.

STEP 4 – A grievance is referred to arbitration by either party giving notice to the other in writing of their intention to do so. Such written notice shall be given within ten (10) working days of the receipt of the decision at Step 3, or from the expiry of the time limits at Step 3, whichever is the earlier. If the parties fail to agree on the appointment of a single Arbitrator within fourteen (14) calendar days, the appointment shall be made through the relevant provisions of the *Canada Labour Code* as amended, upon request of either party.

9.4 **TIME LIMIT** – The time limits in the grievance procedure are mandatory and no grievance shall be considered which is not presented within the time limits set forth herein. A grievance not initiated within the time limits shall

be deemed abandoned, and all rights of recourse to the grievance and in an arbitration procedure shall be at an end. If the Company fails to respond within the time limits prescribed within, the grievance shall advance to the next step.

9.5 **EXTENSION OF TIME LIMITS** – Time limits set out in this Article may be extended by mutual agreement between the parties, and must be in writing, provided that requests for extension are made prior to the expiry of the time limit.

9.6 In the event of a grievance, the Company agrees, upon request, to provide the Union with copies of disciplinary and/or appraisal documents, which have been provided to the Employee and which the Company intends to use in regard to the specific grievance. References to disciplinary pattern shall be removed from the employees' personnel file after two (2) years provided there have been no further incidents of the same or substantially similar nature during that two (2) year period, and such references, once removed, will no longer be admissible as evidence at any arbitration hearing.

ARTICLE 10 – ARBITRATION

10.1 The Arbitrator under Article 7 (Step 4) shall not have authority to alter or change any of the provisions in the Agreement, or to insert new provisions, or to give any decision contrary to the terms and provisions of this Agreement, but it is agreed that where disciplinary action is involved the Arbitrator shall have the power to award a penalty or amend a penalty imposed by the Company.

10.2 The decision of the Arbitrator shall be final and binding upon the parties hereto and upon any employee or employees concerned.

10.3 No costs of any arbitration shall be ordered to or against either party, but each party shall be responsible for one-half of the expenses and/or fees payable to the Arbitrator.

ARTICLE 11 – SENIORITY

11.1 Seniority commences at the date of hire with the Company and is only interrupted in accordance with Article 10.2. In the event of a common seniority date, any tie will be broken based on reverse alphabet of the last name.

11.2 An employee shall lose their seniority if they:

- (a) retire;
- (b) resign;
- (c) are placed on layoff, and are not recalled for a period of six (6) months;
- (d) fail to return to work at the expiration of an authorized leave;
- (e) fail to respond to a recall notice within the time required under this Agreement;
- (f) are discharged for just cause; or
- (g) fail to report for three (3) consecutive days/shifts without notification to the Company unless such notification was not reasonably possible. Nothing in this clause shall restrict the right of the Company to discharge an employee who is AWOL.

ARTICLE 12 – PROBATION

- 12.1 Newly hired employees shall be on probation for the employee's first ninety (90) days worked or 720 hours worked.
- 12.2 The probationary period may be extended by agreement between the Company and the Union.
- 12.3 A probationary employee or the Union may grieve a termination, but the answer at Step 3 of the grievance procedure, shall be final and binding and the matter may not be referred to arbitration under the provisions of this Agreement.

ARTICLE 13 – VACANCIES, LAYOFF AND RECALL

VACANCIES

- 13.1 When the Company determines it necessary to fill a vacant position within the scope of this Agreement, the position shall be posted. Vacancies will be open to applicants for a minimum of seven (7) days.
- 13.2 When filling vacancies, performance, skill, ability, qualifications, merit, and consistent demonstration of Company values, shall be the governing factors.
- 13.3 All qualified employees who apply for a position will be granted an interview.

LAYOFFS

- 13.4 In the event of a layoff, the Company shall retain the employees who, based on ability, qualifications, and merit, and consistent demonstration of Company values, are best suited for the positions. In the event, two or more employees are relatively equal, the Company will retain the employee with the greater seniority. Recall from layoff will be done on the same basis.
- 13.5 An employee who is laid off shall endeavor to obtain an alternate position by bidding on vacancies in accordance with Article 11.1. Bumping shall not be permitted.
- 13.6 Notwithstanding any other provision of the Collective Agreement with the exception of the Management's Rights Clause, the Company, in its sole discretion, may reassign an employee who is otherwise subject to layoff, to another position and instead layoff the employee from the reassigned position.

RECALL

- 13.7 Full-time and Part-time employees on layoff will maintain their official employment start date and have recall rights for six (6) months, after which their employment will be deemed to be terminated.
- 13.8 When an employee is to be recalled to work, the Company will attempt to contact the employee by telephone. If telephone contact is not made, then a Recall Notice will be sent by email to the employee's last known email address. It shall be the responsibility of the employee to keep the Company informed of their current email address and telephone number. If the employee does not respond in person or by telephone to the appropriate Manager within seven (7) calendar days of the Recall Notice being emailed, the employee will lose their recall rights and seniority, and employment will terminate.

ARTICLE 14 – LEAVES OF ABSENCE

GENERAL LEAVE OF ABSENCE

- 14.1 Leave of absence without pay may be granted to employees for valid reasons as set out in corporate policy and *Canada Labour Code*, as both amended.
- 14.2 An employee on general leave of absence shall not accumulate sick leave credits, or earn vacation but shall retain the seniority, sick leave credits, and vacation credits earned prior to commencing leave of absence.

14.3 Any employee on a leave of absence engaged in gainful employment without prior written permission from the Employer shall forfeit their seniority rights, their name will be stricken from the seniority list and they will be no longer considered an employee of the Employer.

14.4 Employees on a leave of absence are required to apply for any extension.

BEREAVEMENT LEAVE

14.5 After ninety (90) days of service, leave of absence with pay up to three (3) days and an additional seven (7) days without pay, may be granted to employees for the purpose of arranging or attend the funeral of members of their immediate family. Where major travel or special circumstances are involved, approval may be given to extend the three (3) days paid to five (5) days paid. Immediate family shall be defined to include only the employee's mother, father, mother-in-law, father-in-law, spouse (including common-law), daughter, son, sister, brother, sister-in-law, brother-in-law, son-in-law, daughter-in-law, grandmother, grandfather, grandchild, and spouse's grandparents, step-parents, step-siblings, and step-children, or equivalent relationship.

JURY LEAVE

14.6 An employee shall not suffer a loss of pay while serving as a juror, the remuneration to be received by the employee on any working day the employee on any working day the employee reports for or serves on jury duty shall be regular rate of pay for the day less jury duty fees receivable for that day.

14.7 The Employee shall remit to the Employer any allowances they receive for such duty or service.

MILITARY LEAVE

14.8 Employees who have at least one year of service with the Company shall be entitled to up to two weeks leave of absence without pay per year for the purpose of serving as a member of her Majesty's Canadian Armed Forces. Leaves beyond two weeks in any year may be granted at the discretion of the Company. Upon return from Military Leave, the employee shall be placed in the same or similar position with the same rate of pay as they occupied prior to the leave.

UNION LEAVE

- 14.9 (a) Subject to the Employer's operational requirements, the Employer shall provide leave of absence with pay for two (2) bargaining unit employees to a maximum of six (6) days each for attending negotiations.
- (b) The Employer shall provide leave of absence without pay to bargaining unit employees who are called to appear as witnesses in an arbitration hearing.
- (c) Subject to operational requirements, additional leave shall be granted as requested by the Union. No employee shall experience any loss or interruption in pay, benefits, service or seniority while on such a leave. The Employer shall bill the Union for the cost of such additional leave within one (1) month of its occurrence.
- (d) No employee representative appointed or elected by the Union's members for the purpose of attending grievance or disciplinary meetings or other meetings provided for under this Agreement shall suffer any loss or interruption of pay, benefits, service or seniority while attending such meetings.

MATERNITY / PARTENTAL LEAVE

- 14.10 Maternity Leave shall be governed in accordance with the *Canada Labour Code* and corporate policy, both as amended.
- 14.11 Parental Leave shall be governed in accordance with the *Canada Labour Code* and corporate policy, both as amended.

PERSONAL LEAVE

- 14.12 Personal Leave shall be governed in accordance with the *Canada Labour Code* and corporate policy, both as amended.

VICTIMS OF FAMILY VIOLENCE LEAVE

- 14.13 Personal leave shall be governed in accordance with the *Canada Labour Code* and corporate policy, both as amended.

ARTICLE 15 – VOLUNTEER FIREFIGHTER LEAVE

- 15.1 Subject to operational requirements, the Employer will grant an employee who is a volunteer firefighter leave to attend emergency calls within a one (1) County radius. The employee shall not suffer loss or interruption in pay, benefits, or seniority, while they attend to the emergency call.

ARTICLE 16 – ABSENCE FROM DUTY

- 16.1 No employee shall absent themselves from the Company's premises during the hours of work except with the consent of a Manager.

ARTICLE 17 – VACATIONS

- 17.1 Vacation entitlement, accruals and use of, shall be governed in accordance with the *Canada Labour Code* and corporate policy, as amended.
- 17.2 Vacations shall be taken at times mutually agreed upon between the Company and the Employee. Notwithstanding this, if an employee is approved to carry over vacation, in accordance with the policy, the carryover must be scheduled by January 15th, to be used prior to March 31. In exceptional circumstances, the employee may receive approval to schedule vacation beyond March 31. Failing which, the Company may unilaterally schedule the vacation days. Vacation entitlement cannot be forfeited.
- 17.3 Vacation Entitlement

Subject to Article 16.1 employees shall be entitled to the following vacation with pay each year:

Years of Service	Equivalent Weeks
0 – 6	3
7 – 14	4
15 +	5

Employees shall progress to the next annual vacation threshold the first of the month following the completion of 6 years of service and the completion of 14 years of service.

ARTICLE 18 – GENERAL HOLIDAYS

18.1 The following shall be recognized as statutory holidays with pay at regular straight time hourly rates:

New Year's Day	Victoria Day	Thanksgiving Day
Family Day	Canada Day	Remembrance Day
Good Friday	Heritage Day	Christmas Day
Labour Day	Boxing Day	National Truth & Reconciliation Day

18.2 In addition to pay for the holiday, an employee required to work on the statutory holiday will be paid not less than one and one-half (1 ½ X) times his/her regular hourly rate of pay for all hours worked on that day.

ARTICLE 19 – HOURS OF WORK

19.1 The Company retains the right, in its sole discretion, to schedule hours of work of employees as is necessary to ensure efficient operations and to provide coverage for the determined hours of operations.

REGULAR WORK SCHEDULES & COMPRESSED WORK WEEK SCHEDULES

19.2 Regular schedules for employees shall be defined as up to eight (8) hours per day, averaging forty (40) hours per week, and five (5) days of work per week.

19.3 The Company may also implement compressed work week schedules or schedules with variable hours of work per day, which average up to forty (4) hours per week over the rotation cycle of the schedule, as determined by the Company.

19.4 The Employer shall, where reasonably possible, post work schedules a minimum of two (2) weeks in advance of the scheduled work period.

SCHEDULED DAYS OFF

19.5 As a norm, employees shall be entitled to two (2) consecutive days off each week except where schedule changes or shift rotation on an employee's regular schedule may result in a variation such as one (1) day off at the time of the change.

NO MAXIMUM OR MINIMUM

- 19.6 The hours of work as stated in this Article are not to be construed as a guarantee, as a minimum nor as a restriction, for any maximum hours to be worked.
- 19.7 The Company shall maintain a bi-weekly pay period system.

OVERTIME

- 19.8 When the needs of the operation require it, employees may be required to work overtime. All overtime must be authorized by management or designate. Employees shall only be compensated for authorized overtime.
- 19.9 If an employee is required to work in excess of the hours of regular work schedule or compressed work week schedule as outlined in Article 17.2, the employee will be paid one and half times (1 ½ X) the employee's regular rate for the additional hours worked.
- 19.10 The parties jointly support a *Canada Labour Code* hours of work averaging permit or modified work schedule permit where required.

ARTICLE 20 – CALL OUT, SHIFT DIFFERENTIAL AND TICKET PREMIUM

- 20.1 Shift Differential – a shift differential of one dollar (\$1.00) per hour shall be paid on all hours worked between 1800 hours and 0600 hours.
- 20.2 Call Out Guarantee – A minimum of three (3) hours pay will be paid to an employee who is called out for duty by management after the employee has left the Company premises. The Company and the employee may agree to a lesser amount for less than three hours worked. Any resulting overtime will be compensated at applicable rates.
- 20.3 A premium of one dollar (\$1.00) per hour shall be added to the base pay as outlined in Schedule A for each relevant trade certificates, as determined by the Company.
- Welding ticket
 - Electrical ticket
 - Millwright
 - Power Engineer / Steam ticket

20.4 Employees are eligible for reimbursement for books and course fees for all relevant trade certifications upon proof of completion. Employees will be governed in accordance with the Company Tuition Reimbursement Policy and will be required to repay the Company on a prorated basis should they leave the company within one year of completing any course or completion of certification.

20.5 **Pyramiding of Premiums**

Employees shall be entitled to receive both overtime pay and applicable shift premiums where both apply.

ARTICLE 21 – BENEFIT PLANS

21.1 The Company shall provide a group benefit plan and all eligible employees shall be enrolled in the Company's benefit plan on their date of hire.

21.2 Sick leave entitlement, accrual and use of, shall be in accordance with Company policy.

ARTICLE 22 – RETIREMENT PLAN

22.1 All eligible employees shall participate in the Company's retirement plan as maintained by the Company. These employees shall be enrolled in the plan on their date of hire.

ARTICLE 23 – PART-TIME EMPLOYEES

23.1 Seniority for part-time employees will be earned on the basis of eight (8) hours of work equaling one day of service and shall, on completion of the probationary period, be counted from the date of commencement.

23.2 Part-time employees will pay union dues in accordance with the provisions of herein.

23.3 Pension and Benefit eligibility for part-time employees will be in accordance with Company policy.

ARTICLE 24 – HEALTH AND SAFETY

24.1 The Company and the Union recognize an employees' right to working conditions which show respect for his/her health, safety and physical well-being.

- 24.2 The parties recognize that the maintenance and development of the employees' general well-being constitute a common objective. Consequently, all efforts shall be deployed to prevent and correct any situation and any conduct liable to compromise the health and safety of employees or deteriorate the work environment.

The Company and the Union recognize the need for constructive and meaningful conversations on health and safety matters. Two (2) union members must be present at the Health and Safety committee meetings.

ARTICLE 25 – TECHNOLOGICAL CHANGE

- 25.1 Technological change shall be defined as:

- (a) the introduction of equipment or material of a different nature or kind than that previously utilized by the Company in the operation of the work, undertaking or business; and
- (b) a change in the manner in which the Company carries on the work, undertaking or business that is directly related to the introduction of that equipment or material.

- 25.2 In the event the Company plans to eliminate positions as result of technological change, which results in the permanent layoff of employees, the Company shall give the Union and the employees a minimum of one hundred and twenty (120) calendar days' notice of such. When the notice is referred to above indicates that thirty (30%) per cent or more of employees are negatively affected, the Company and the Union agree to meet within thirty (30) days to review the opportunities and options available to employees.

- 25.3 No layoffs may become effective until after the notice period is complete.

- 25.4 This Article is intended to assist employees affected by technological change and accordingly Sections 52, 54, and 55 of the *Canada Labour Code* with respect to Technological Change do not apply during the term of this Agreement.

ARTICLE 26 – SEVERANCE PAY AND NOTICE PAY

- 26.1 In the event an employee is terminated as a direct result of a permanent plant closure, consolidation, technological change, contracting out work or for any other reason other than just cause, such employee shall be entitled to severance pay.

Severance pay shall be equal to two (2) weeks base pay for each year of service, pro-rated for partial and part-time hours, to a maximum of twelve (12) months base pay. For the purposes of severance, service shall include all continuous service with the Company and its predecessor companies for which severance was not provided.

- 26.2 An employee who is permanently laid off under circumstances to which this Article may apply may elect to abandon his/her recall rights and accept severance pay provided the employee makes the election to take severance during the first three (3) months of his/her layoff. A laid off employee who accepts severance pay shall forfeit his/her employment and all seniority rights including any further right to recall.
- 26.3 Sections 214 to 229 of the *Canada Labour Code* with respect to Group Terminations do not apply during the term of this Agreement.

ARTICLE 27 – SCALE OF WAGES, CLASSIFICATION AND GRADES

- 27.1 The classifications and annual salary ranges for employees covered by this Agreement shall be set forth in Schedule A which shall form part of this Agreement.
- 27.2 The Company shall notify the Union of any new job titles introduced to the bargaining unit and any substantially changed job descriptions. The salary ranges for new or revised positions shall be subject to negotiations between the parties and negotiations shall commence respecting the new position within ten (10) calendar days.

ARTICLE 28 – EFFECTIVE DATE AND DURATION OF AGREEMENT

28.1 This Agreement shall be effective from the **28 day of January 2025**, and shall be valid until the 31st day of December **2027**, and thereafter from year to year unless a written notice is given by either party within the period of four (4) months immediately preceding the date of expiration of the term of this Agreement, of their desire to terminate this Agreement or negotiate a revision thereof, in which case this Agreement shall remain in effect without prejudice to any retroactive clause a new Agreement until negotiations for revision or amendments hereto have been concluded and a new Agreement superseding this Agreement has been duly executed.

On behalf of the Company:

*Darren Lidberg
Carolyn Leonard
Chantel Kassongo*

On behalf of the Union:

*Steve Torgerson
Mason Van Luven
Michelle Monk
Steve Lantz
Andrew Kipling*

SCHEDULE "A"

Employees shall be paid in the following salary ranges according to their classification. An employee's pay level within the range will be determined based on the employee's demonstrated performance, as determined by the Company. An employee's placement in the range at time of hire is at the sole discretion of the Company. The parties recognize the salary ranges and the salary paid to individual employees are minimums.

The Company reserves the right to implement, amend and cancel employee retention programs, share purchase programs, incentive plans and market supplement programs in its sole and absolute discretion.

WAGES

The following adjustments will be made to compensation:

- (a) Effective January 1, 2026, and retroactive to that date, the Company shall increase the rates of pay by the percentage determined by the Company's Cost of Living Calculator.
- (b) Effective January 1, 2027, and retroactive to that date, the Company shall increase the rates of pay by the percentage determined by the Company's Cost of Living Calculator.

Employees, who have been red circled, will be eligible to receive a lump sum payment equal to the respective rate of pay increase set out above, of their base pay, which will be paid in accordance with the terms and conditions of the Company pay.

"Base Pay" shall not include overtime pay, shift differential, pay in lieu of vacation and bonus or incentive pay.

Classification	Position Title	Rate of Pay Min	Rate of Pay Mid	Rate of Pay Max
Class 1	Bagger Stacker Warehouse Worker – Mill Store Warehouse Shipper / Receiver 1 - Operations	\$21.54	\$22.89	\$24.23
Class 2	Pre-Mixer Operator Bulk Shipper / Receiver Warehouse Shipper / Receiver 2 – Operations Sea-Can Operator and Shipper	\$23.19	\$24.64	\$26.09
Class 3	Machine Operator	\$24.81	\$26.36	\$27.91
Class 4	Machine Operator – Shift Lead	\$26.73	\$29.07	\$31.40
Class 5	Maintenance Technician	\$32.45	\$36.06	\$39.66

SCHEDULE “B”

TEMPORARY EMPLOYEES

1. The only provisions of this Agreement that apply to temporary employees and casual employees are as follows:
 - Article 1 – Scope and Recognition
 - Article 2 – Definitions
 - Article 3 – Management Rights
 - Article 4 – Non-Discrimination
 - Article 5 – Maintenance of Membership
 - Article 7 – Grievances
 - Article 8 – Arbitration
 - Article 9 – Health and Safety
 - Article 14 – Probation
 - Article 15 – Absence from Duty
 - Article 17 – Hours of Work
 - Article 19 – General Holidays
 - Article 25 – Call Out, Shift Differential and Ticket Premium
2. Temporary employees shall be paid within the ranges according to their classification. Payment above these minimums shall be at the discretion of the Employer.
3. A Temporary employee as defined in Article 2.3 who is appointed to a Regular full-time or part-time position as defined in Article 2.1 and 2.2 shall have his or her seniority recognized from the date the employee was first hired provided that there is no interruption of service.
4. All other entitlements will be in accordance with the *Canada Labour Code*.

SCHEDULE "C"

BOOT ALLOWANCE AND PERSONAL PROTECTIVE EQUIPMENT

It shall be a condition of employment that appropriate safety footwear be worn where designated by the Company. Regular employees at these worksites who are required to wear safety footwear shall be provided with a payment on an annual basis. The value of the payment shall be two hundred dollars (\$200.00).

The Company shall provide Employees with all required Personal Protective Equipment (including seasonal winter outerwear). It is a condition of employment that Employees wear and use such equipment as directed by the Company. Where an Employee requests replacement of Personal Protective Equipment, the Company may require reasonable proof that such replacement is necessary prior to issuing new Personal Protective Equipment.