

SKILLED TRADES AGREEMENT

between

**BOMBARDIER TRANSPORTATION CANADA INC
THUNDER BAY PLANT**

and

**LOCAL 1075
UNIFOR**

and

SKILLED TRADES LABOUR CLASSIFICATIONS

JUNE 1, 2020 - MAY 31, 2023

**THE UNIFOR SKILLED TRADES AGREEMENT FORMS
PART OF THE GENERAL AGREEMENT WITH UNIFOR,
LOCAL 1075, NEGOTIATED FOR THE PERIOD
JUNE 1, 2020 - MAY 31, 2023**

**'THE PROVISIONS OF THE GENERAL AGREEMENT
AND OTHER APPENDICES SHALL BE APPLICABLE
TO SKILLED TRADES EMPLOYEES,
EXCEPT AS IT MAY BE DIFFERENT IN THIS
SKILLED TRADES AGREEMENT."
(Skilled Trades Agreement: Article 12)**

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SKILLED TRADES AGREEMENT

The following procedures shall be used to fill the Company's needs in the Skilled Trades.

ARTICLE 1

1. Seniority Rights of Journeyperson

All Journeypersons with seniority rights shall first be returned to their classification.

ARTICLE 2

2. Skilled Trades Job Posting; Definition of Documentation

If additional Journeypersons are required, the Company will post within the Plant. If no Journeypersons are available through the posting procedure, then apprentice ratios may be filled to maximum of applicable progression schedules used to the same ratios as in apprenticeship ratios.

If further help is required, then the Company will hire outside Journeypersons, who possess the following qualifications and can prove same with documents.

- a) One who has served a bona-fide apprenticeship of four (4) years (8,000 hours) at the trade in which he/she claims Journeyperson status and has a certificate to substantiate such claim of service;
- or
- b) Has eight (8) years of practical experience in the Skilled Trades Classification in which he/she claims Journeyperson status and can prove same by documentation. A Unifor, CAW, CEP or UAW Journeyperson's card will be accepted as proof of Journeyperson status in the trade or classification stated on the card at the time of hire.

Definition of Documentation: On previous employer's stationery, describing work performed, totaling at least eight (8) years. This documentation must be signed by one company official. Xerox copies are not acceptable.

- c) The Union's Skilled Trades Committeeperson shall have the right to examine any documents submitted as proof of Journeyperson status at the time of hire or promoted from any classification from the plant. At the time of hire, or promotion from the plant, by mutual consent, the time necessary to produce

any of the previously mentioned documents may be extended. If an employee requires an extension, fifteen (15) working days will be granted.

The Company agrees to pay for licensing fees for Skilled Trades Journeyperson as it relates to their current classification

ARTICLE 3

3. Apprenticeship Progression Schedules

Employees selected to enter one of the Progression Schedules or Apprenticeship Training shall have their work experience evaluated by the Joint Apprenticeship Committee and if given credits, shall then be placed at the appropriate wage level under such schedule of progression or apprenticeship program.

- a) An employee on a Progression Schedule shall not be permitted to bid for any other Skilled Trade classification until such time as he/she has completed the schedule of training.
- b) An employee selected to enter one of the Apprenticeship Training Programs shall enter the training program within two (2) weeks of the effective date of the Job Posting.

ARTICLE 4

4. Apprenticeship Program

The Apprenticeship Program, as negotiated, or as may be amended, is an inseparable part of this Skilled Trades Agreement.

ARTICLE 5

5. Team Leads (Skilled Trades)

A Team Lead of Skilled Trades Employees is defined as one who is a Journeyperson, and while engaged in his/her trade leads or processes the work per the following schedule. It is understood that Journeypersons and Team Leads may only direct non-skilled trades employees when assigned to assist the tradesperson.

ARTICLE 6

6. Skilled Trades Team Lead Bonus

A bonus of one dollar and twenty (\$1.20) per hour over highest paid employee on their crew shall be paid to all Skilled Trades Team Leads.

ARTICLE 7

7. Promotion and Transfer

Promotions or transfers within the Bargaining Unit to higher paid jobs within a Skilled Trade shall be based on the qualifications necessary as a Journeyperson for such jobs. When these factors are equal, the employee with the greatest plant seniority will be given the preference.

ARTICLE 8

8. Training Programs

- a) The impact of the implementation of new technology shall be dealt with by the Joint Apprenticeship and Training Committee. The Committee will be notified of any changes three (3) months in advance. The Committee will recommend training to upgrade the skills of Tradespersons affected by technological changes so that present Skilled Trades Classifications can properly service, maintain and operate machines and equipment in the plant for which they are responsible”.
- b) If employees wish to participate in technically oriented night school courses, the Company will pay for tuition fees after successful completion of course. In the application of the above, prior approval must be obtained in the selection of such courses.
- c) When there is a specific application to a particular need in the shop then (a) applies. When an individual wishes to add to his basic knowledge, then (b) will apply.
- d) The Company will pay 100% of all applicable tuition fees, lab fees and textbook costs recommended by the Joint Apprenticeship Committee and approved by the Company. The Company will process the reimbursement immediately upon submission.
- e) The Company will provide a travelling allowance of \$350.00 per week, with receipts, to Apprentices for the period they attend trade school outside Thunder Bay.

ARTICLE 9

9. Skilled Trades Overtime Hours

The Company will provide the Skilled Trades Committeeperson with a quarterly tab listing of overtime hours worked by the Skilled Trades.

ARTICLE 10

10. Skilled Trades Seniority

Upon completion of Apprenticeship Program, the employee will be credited with the time spent on the progression for purposes of seniority within the trade.

Present employees of Skilled Trades shall have seniority as may be established as of October 27, 1982.

Future employees entering the Skilled Trades classification shall have "date of entry" seniority.

A Skilled Trades employee who bids out of the Skilled Trades into a Production job, shall forfeit any recall right to a Skilled Trades classification, as per Article 15.6 of the General Agreement. If such employee at sometime in the future bids back into the Skilled Trades, she/he shall have a new date of entry seniority in Skilled Trades.

Employees working in a skilled trade on temporary posting(s) will be granted a Skilled Trades entry date crediting them with three (3) months Skilled Trades seniority when they have accumulated three (3) months of time on such temporary assignments in a single classification. If an employee so credited is not assigned temporary future work in such classification for thirty-six (36) months, his/her skilled trades seniority shall lapse.

In Skilled Trades, vacation will be paid at the Journeyperson rate,

- a) if he/she has worked a minimum of three (3) months in the trade in the previous vacation year.
- or
- b) is in the trade at the time the vacation is taken.

If the employee is not in the trade at the time vacation is taken and subsequently works three (3) months in the trade, he/she will be paid vacation at the Journeyperson rate the following vacation year.

ARTICLE 11

11. Bumping Rights

11.1 An employee who is laid off from a Skilled Trades Classification shall exercise bumping rights in the following order:

- a) To another Skilled Trades classification already held by the employee;
- b) To the last original classification held by the employee outside the Skilled Trades;
- c) To any other classification held, starting with the highest labour group;
- d) To Finisher.

"Original Classification" means the last classification obtained through hire or rehire, or through a successful job bid or assignment on a job vacancy as referred to in Article 17.4 (a) and 38.2 of the General Agreement.

11.2 For the purpose of this agreement, when two (2) or more skilled trades employees have the same skilled trades entry date, the one having higher plant seniority shall be deemed to hold higher skilled trades seniority.

ARTICLE 12

12. General Agreement

The provisions of the General Agreement and other appendices shall be applicable to Skilled Trades employees, except as it may be different in this Skilled Trades Agreement.

ARTICLE 13

13. Skilled Trades Work

The Company agrees that it will not direct its production employees to build jigs of a temporary or permanent nature, or any other Skilled Trades Work.

ARTICLE 14

14. Skilled Trades Committeeperson

It is understood that the Skilled Trades Zone Committeeperson referred to in Articles 7 and 17 of the General Agreement, represents Skilled Trades Workers on a plant-wide basis, and will be retained in a Skilled Trades Classification, notwithstanding his/her Skilled Trades Seniority and the work available which he/she is qualified and willing to perform.

ARTICLE 15

15. Tool Allowances

A tool allowance of up to \$525 effective June 1, 2002 will be made to all Skilled Tradespersons, including apprentices, for the purpose of purchasing tools, used in the performance of each Tradesperson's regular duties. The Tradesperson shall provide a receipt from a retail outlet.

Tool Allowance will only be paid after the employee has spent thirty (30) working days in the Trade in a contract year.

Effective June 1, 2009, the Tool Allowance of \$525.00 will convert to a wage increase of \$0.25 per hour.

ARTICLE 16

16. Smock/Coveralls Allowance

Welder/Skilled Trades employees will receive an annual coveralls allowance of \$155. The \$155 lump sum payment will be paid in January. In the event the employee is new to the classification or has recently transferred into the classification and have not received the annual lump sum payment, the employee will receive the \$150 lump sum 30 days after the transfer or reclassification. It is understood that an employee will only receive one \$150 lump sum payment per year.

For the purposes of Articles 15 & 16, a year shall be from January 1st to December 31st.

APPENDIX "A"

SKILLED TRADES LETTERS OF INTENT

1. **Welder-Combination (Certified) - Maintenance & Tool & Die**

It is agreed between the parties that when a Combination Welder is not gainfully occupied at work in his/her own classification, on a plant-wide basis within the Skilled Trades, he/she will be permitted to assist the Millwrights in the Millwright classification or the Tool & Die makers in the Tool & Die maker classification.

When more than one (1) welder is employed in this classification, it is understood that the above is only applicable to one (1) welder. When there is not at least four (4) hours or more of welding to be done by this welder, he/she will be laid off or transferred.

2. **General Tool Machinist, All Around**

Employees who held the classification of General Machinist on June 1, 1993, will now hold the classification of General Tool Machinist All Around. Employees so classified, who are not capable of operating at least three (3) machines, will be given the necessary instruction and training to operate such other machines as may be necessary.

Future employees entering this classification shall be as per Article 2 Skilled Trades or through the negotiated Apprenticeship Training Program.

3. **Pipefitter, Plumber, Steamfitter**

The Company will provide Gas Fitter training to permanent Journeypersons in the above classification, to be composed of seventy (70) hours class and fifty (50) hours practical time. Following successful completion of the above training, the Company will assign these Journeypersons Preventive Maintenance work on the plant HVAC system. The Company reserves the right to call in contract staff to deal with equipment breakdown, malfunction or other unexpected service requirements.

4. **Predictive and Planned Maintenance**

During the 2008 Negotiations, the parties discussed the importance of preventative maintenance, predictive and planned maintenance. The Skilled Trades can play a critical role in the pursuit of these programs and in making Bombardier a World Class Manufacturing facility.

The parties have agreed that following negotiations, local meetings will be held between members of management and the Skilled Trades representative and Chairperson to explore opportunities to enhance participation and training of the Skilled Trades employees.

APPENDIX "B"
APPRENTICESHIP PROGRAM

SECTION 1

STANDARDS AND PURPOSE

(a) Apprentice Standards

The following standards of apprenticeship covering the employment and training of apprentices in the trades included in these standards have been agreed to by the Company and Unifor and its Local Union 1075.

(b) Purpose

The purpose of these standards is to make certain that extreme care is exercised in the selection of men/women and that the methods of training are uniform and sound, with the result that they will be equipped for profitable employment, and to further assurance of the Company of proficient workers at the conclusion of the training period.

SECTION 2

DEFINITIONS

- (a) The term "Company" shall mean Bombardier Transportation Canada Inc Thunder Bay Plant.
- (b) The term "Union" shall mean the duly authorized representatives of Unifor and its Local Union 1075.
- (c) "Registration Agency" is the government agency that oversees apprenticeships and trades (Ministry of Labour, Training and Skills Development) or any successor agencies (Ontario College of Trades) that may be involved with (registration, training, testing, etc) an apprentice or journey person.
- (d) "Apprenticeship Agreement" shall mean a written agreement between the Company and the person employed as an apprentice and his/her parent or guardian if he/she is a minor, which agreement of indenture shall be approved by the Secretary of the Joint Apprenticeship Committee and registered with the Registration Agencies.

- (e) "Apprentice" shall mean a person who is engaged in learning and assisting in the trade to which he/she has been assigned under these standards and who is covered by a written agreement with the Company providing for his/her training in accordance with these standards of apprenticeship and who is registered with the Registration Agencies.

"Committee" shall mean the Joint Apprenticeship and Training Committee organized under these standards.

- (f) "Coordinator of Apprentices" shall mean the person employed by the Company or the person assigned the responsibility to perform the duties outlined in these standards of apprenticeship.
- (g) "Standards of Apprenticeship" shall mean this entire document, including these definitions.

SECTION 3

APPLICATIONS

Applications for apprenticeship will be received by the Human Resources Department of the Company from applicants considering themselves eligible under this program of training, and after consideration and investigation by the Human Resources Department eligible applications will be turned over to the Joint Apprenticeship Committee for final approval or disapproval.

A list of successful candidates will be generated, specific to each trade, by the Joint Apprenticeship Committee and ranked in order. This list will remain in effect for one (1) year from date of posting and will be utilized on subsequent vacancies.

Subsequent vacancies will be filled when required and skilled trades seniority date will be the date of notification of entry into the trade, not the date of the original posting.

SECTION 4

APPRENTICESHIP ELIGIBILITY REQUIREMENTS

In order to be eligible for apprenticeship under these standards the applicant must meet the following qualifications:

1. Grade 12 education inclusive of grade 12 mathematics.

2.
 - a) Must meet the requirements as outlined in the 2020 Employment Standards Act for new hires.
 - b) Where suitable applicants are available from the Bargaining Unit, as determined by the Joint Apprenticeship Committee, they shall be selected before outside hires.
 - c) Applicants will be graded with an independently run aptitude test of the Joint Apprenticeship and Training Committee's choice.
3. Exceptions to these requirements may be made by the Joint Apprenticeship Committee for applicants who have unusual qualifications which may apply to the apprenticeship.
4. Apprentices may not hold a union position (executive, bargaining committee, steward).

SECTION 5

CREDIT FOR PREVIOUS EXPERIENCE

Employees of the Company and those who have had previous employment experience, who desire to become apprentices and are selected may be allowed credit in accordance with these Standards for applicable experience, after their record has been checked and evaluated by the Joint Apprenticeship Committee. Evaluated work experience must have been gained under an apprenticeship program or under a trainee, upgrading and/or changeover program and not in a trade school or vocational school.

SECTION 6

TERM OF APPRENTICESHIP

The term of apprenticeship shall be established by these apprenticeship standards in accordance with the Schedule of Work Processes and related instructions attached hereto.

SECTION 7

PROBATIONARY PERIOD

The first six hundred (600) hours of employment for every apprentice shall be a probationary period. During this probationary period the apprenticeship agreement may only be cancelled

as outlined in Section 14 paragraph 3 below. The Registration Agencies shall be advised of all such cancellations.

SECTION 8

HOURS OF WORK

Apprentices shall work the same hours and be subject to the same conditions regarding overtime as the Skilled men/women employed by the Company. In case an apprentice is required to work overtime, he/she shall receive credit on the term of apprenticeship for only the actual hours of work. Apprentices may work overtime hours providing that the proper ratio of apprentices to Journeypersons established by these Standards is maintained.

SECTION 9

RATIOS

Except as provided below, the ratio of apprentices to Journeypersons shall be one (1) apprentice to each five (5) Journeypersons employed.

The ratio may be amended as the Company's need for Journeypersons arises on the approval of the Joint Apprenticeship Committee.

In any trade where there are not sufficient numbers of Journeypersons to permit the entry of an apprentice, one apprentice will be allowed up to the number of Journeypersons employed in the trade, but no additional apprentices will be allowed until such time as an additional five (5) Journeypersons are employed in that trade.

When the ratio in any trade is greater than one (1) apprentice to each five (5) Journeypersons and layoffs become necessary, the ratio of apprentices to Journeypersons shall revert to one (1) apprentice for each five (5) Journeypersons.

Should a requirement be identified for a third Pipefitter on a permanent basis, the requirement for a third position will be filled by a Pipefitter Apprentice. The ratio of apprentices to Journeyperson Pipefitter shall be one (1) apprentice to two (2) Journeypersons employed for a first apprenticeship position; thereafter, the ratio shall revert to one (1) apprentice to every five (5) Journeyperson Pipefitters employed.

SECTION 10

DISCIPLINE

The Committee shall have the authority to recommend to the Company the appropriate discipline for an apprentice at any time for cause such as:

- (a) Inability to learn
- (b) Unsatisfactory work
- (c) Lack of interest in his/her work or education

SECTION 11

WAGES

11.1 (a) Employees of the Company who qualify and are accepted into the "Apprenticeship Training Program" shall be paid a progressively increasing schedule of wages as follows:

- 1st 2000 hours - not less than 85% of Journeyperson's rate
- Next 3000 hours - not less than 90% of Journeyperson's rate
- Next 3000 hours - not less than 95% of Journeyperson's rate
- After 8000 hours - not less than 100% of Journeyperson's rate

- (b) Apprentice Painter Pay Scale
- 0 to 1200 - 85% of Journeyperson's rate
 - 1201 to 3000 - 90% of Journeyperson's rate
 - 3001 to 4800 - 95% of Journeyperson's rate
 - Completion - 100% of Journeyperson's rate

11.2 (a) The apprentice shall be paid his/her regular hourly rate for actual school attendance.

- (b) The apprentice shall also receive the annual improvement factor for all cost of living increases that are accorded all other plant employees, where such contract provisions exist.
- (c) Hours spent in classroom instruction shall not be considered as hours of working in computing overtime.
- (d) Apprentices who are given credit for previous experience shall be paid, upon signing the apprenticeship agreement, the wage rate for the period to which such credit advances them.

When an apprentice has completed the designated hours of training, he/she is to receive not less than the minimum rate of a skilled Journeyperson in that classification or trade to which he/she may be assigned after approval of his/her completion of training by the Joint Apprenticeship Committee.

- (e) When an apprentice has successfully completed the designated hours of training/schooling, he/she will be paid 95% of Journeyperson's rate until his/her attainment of the Government trade certificate (Certificate of Qualification). Until such time as an apprentice successfully writes the final exam, he/she will be considered an apprentice with no Journeyperson status, rights or privileges. Upon attaining the Trade Certificate, apprentices will be considered Journeypersons and will

be back-paid the difference between his/her rate and that of 100% of a Journeyperson's rate retroactive to the date of completion of the designated hours of training. Any variance from this policy must be agreed upon by the Joint Apprenticeship Committee.

SECTION 12

RELATED INSTRUCTION AND SCHOOL ATTENDANCE

- (a) Each apprentice shall enroll and attend classes as instructed by the Joint Apprenticeship Committee.

Hours of schooling are counted as part of the total number of hours required in the apprenticeship in each trade.

Each apprentice after enrolment in such classes shall be registered with the appropriate Educational Institution as an apprentice student on forms furnished for this purpose.

- b) Classroom instruction shall be supplied in the appropriate trades by the appropriate Educational Institution and shall be considered as part of this apprenticeship program.
- c) Apprentices will complete classroom training before completion of hours

SECTION 13

JOINT APPRENTICESHIP AND TRAINING COMMITTEE

There is hereby established a Joint Apprenticeship Committee as defined in Section 2 (f) above. This Committee shall be composed of equal numbers, half of whom shall represent the Company and half of whom shall represent the Union. The Committee shall elect a Chairperson and a Secretary and vice versa. The Committee shall meet at least once every two (2) months or as required on a more frequent basis or on call of the Chairperson or Secretary or any two members of the Joint Committee. It shall be the duty of the Committee:

1. (a) To accept or reject applicants for apprenticeship after the preliminary examination by the Human Resources Department of the Company, and to maintain a list of eligible applicants in the chronological order in accordance with their date of filing of application.

- (b) The acceptance or rejection of application for Apprenticeship shall be governed by the standards established herein and shall not be subject to review through the grievance procedure.
2. To place apprentices under agreement.
 3. To hear and decide on all questions involving apprentices which relate to their apprenticeship.
 4. To determine whether the apprentice's scheduled wage increase shall be withheld in the event that he/she is delinquent in his/her progress.
 5. To offer constructive suggestions for the improvement of training on the job.
 6. To certify the names of graduate apprentices in accordance with Section 17. No certificate will be issued unless approved by the J.A.T.C.”.
 7. Upon successful completion of trade school and required hours spent in the trade, the Apprenticeship Committee will arrange for the Apprentice to write the Government trade certificate examination. Apprentices will normally be required to sit such an exam within sixty (60) calendar days of completion of required hours and of Trade School.
 8. In general, to be responsible for the successful operation of the apprenticeship standards in the plant and the successful completion of the apprenticeship by the apprentices under these standards.
 9. The Committee shall also be responsible for reviewing, evaluating and recommending training to be implemented within the Skilled Trades.

SECTION 14

SUPERVISION OF APPRENTICES

Apprentices shall be under the general direction of an Apprentice Coordinator appointed by the Company and under the immediate direction of the Supervisor of the Department while working with a Journeyperson to whom assigned. Each apprentice shall be moved from assignment to assignment in accordance with the predetermined schedule of work processes. No apprentice may be retained on any particular assignment for a period longer than that stipulated unless permission is granted by the Joint Apprenticeship Committee.

The Apprentice Coordinator, or an individual charged with this responsibility, in consultation with the Joint Committee, shall prepare adequate record forms to be filled in by the Supervisor under whom the apprentices receive instruction and experience. Supervisors shall make a report at least every three (3) months to the Apprentice Coordinator on the work and progress

of the apprentices under their supervision. These reports shall be submitted to the Joint Committee for its approval or disapproval.

If the Apprentice Coordinator finds that an apprentice shows a lack of interest or does not have ability to become a competent tradesperson, he/she shall place all the facts in the case before the Joint Committee for its decision. Under these circumstances, an apprentice may be permitted to continue in probationary status, required to repeat a specified process or series of processes, or his/her agreement may be terminated. The Registration Agencies and the Union shall be advised of all terminations and the reasons therefore.

SECTION 15

CONSULTANTS

The Company may request interested agencies or organizations to designate a representative to serve as a consultant. Consultants will be asked to participate without a vote in conferences on special problems related to apprenticeship training which affect the agencies they represent.

SECTION 16

SENIORITY

The apprentices will exercise their seniority in their own groups. For example, if there are four apprentices in the Tool & Die Department and a reduction in this number is required due to lack of work, the first hired shall be the last laid off and the last laid off shall be the first to be recalled. Apprentices selected on the same job posting will all have the same Skilled Trades entry date.

Upon satisfactory completion of the apprenticeship program, the apprentice will be given seniority equal to the time spent on course as a Journeyperson.

Subsequent vacancies needed to be added after the original job posting will get a skilled trades date on the date notified of entry into the trades.

SECTION 17

APPRENTICESHIP AGREEMENT

"Apprenticeship Agreement" shall mean a written agreement between the Company and the person employed as an apprentice, and his/her parent or guardian (if he/she is a minor) which agreement shall be approved by the Secretary of the Committee and registered with the

Registration Agencies. Every apprenticeship agreement entered into under these standards of apprenticeship shall contain a clause making the standards part of the agreement with the same effect as if expressly written therein. For this reason every applicant (and his/her parent or guardian if he /she is a minor) shall be given an opportunity to read the standards before he/she signs the apprenticeship agreement. The following shall receive copies of the apprenticeship agreement:

1. The Apprentice
2. The Company
3. The Joint Apprenticeship Committee
4. The Registration Agencies
5. The Local Union

SECTION 18

CERTIFICATION OF COMPLETION OF APPRENTICESHIP

Upon completion of the apprenticeship under these apprenticeship standards, the Joint Apprenticeship Committee will recommend to the Industrial Training Branch, Ministry of Skills Development, that a certificate signifying completion of the apprenticeship be issued to the apprentice. No certificates will be issued by the Industrial Training Branch, Ministry of Skills Development, unless approved by the Joint Apprenticeship Committee.

SECTION 19

MODIFICATION OF STANDARDS

These standards of apprenticeship may be amended or a new schedule added at any time on the approval of the Joint Apprenticeship Committee and final approval of the Company and the National Union, Unifor

The Registration Agencies and apprentices shall be given copies of such amendments.

SECTION 20

GENERAL

Should any dispute arise which cannot be satisfactorily settled within the Joint Apprenticeship Committee, either party may request the Registration Agencies to consider the matter for their recommendation which shall not be binding on either party.

SECTION 21

TOOL ALLOWANCE

On completion of the probationary period, each apprentice shall be provided a lump sum of \$400.

The apprentice during the course of training shall be instructed by the Joint Apprenticeship Committee to purchase certain tools of his/her trade which will be made available, by the Company, at cost through payroll deduction.

SECTION 22

SCHEDULES OF WORK PROCESSES

Schedules are to be used as a guide only, subject to recommendations by the Joint Apprenticeship Committee. These Standards of Apprenticeship are to be under the supervision of a Joint Apprenticeship Committee.

The Company and Union agree that the Schedules of Work Processes for the different apprentice classifications are subject to change. The change will be governed by the Ministry of Labour, Training and Skills Development, Colleges and Universities and the Ontario College of Trades. It is understood that any changes to the schedules will be the responsibility of the Joint Apprenticeship and Training Committee to ensure compliance. The committee will review and update the schedules within six (6) months from the date of ratification.

SCHEDULE 1

Schedule of Work Processes For Electrician Construction Maintenance Apprentice

	Hours of Work
Related Training & Trade Theory	1000
Safety	500
Electrical Construction	2000
General Maintenance	1000
Cranes & Elevators	650
Electrical & Electronic Equipment & Controls	2500
Power House Maintenance	250
Welding Equipment	1000
Power House Construction	100
Total	9000

SCHEDULE 2

Schedule of Work Processes for General Tool Machinist All Around Apprentice

	Hours of Work
Safety	100
Bench	700
Radial Drill	300
CNC Lathes	2200
CNC Milling Machine	2200
Milling Machine	300
Lathe	300
Precision Grinding	500
Jig Borer & Other	500
Precision Machines	
Related Training	900
TOTAL	8000

SCHEDULE 3

Schedule of Work Procedures For Heavy Duty Equipment Mechanic Apprentice

	Hours of Work
Chassis and Springs	500
Front Axle and Steering	800
Differential assy. And rear axle assy.	800
Tranmission Clutch	1000
Motors (gas and diesel)	1928
Brakes: (a) Electrical	100
(b) Mechanical	100
(c) Hydraulic	100
(d) Vacuum	100
Tune-up including carburetion and ignition	900
Electrical	700
Cooling	200
Fuel Pump	100
Related Instruction	672
TOTAL	8000

SCHEDULE 4

Schedule of Work Processes for Millwright Apprentices

	Hours of Work
Dismantling, moving, erecting machinery and equipment	1800
Repairing and rebuilding pulleys, belting, conveyors, cranes, elevators, furnaces, shot blast	1800
Repairing and rebuilding conveyor drives And replace speed reducers and reduction boxes and electric motors	1000
Floor layout and installation of machinery And equipment	1000
Lathe and Milling Machine	500
Steel fabrication and miscellaneous iron	1000
Related training and Trade Theory	900
TOTAL	8000

SCHEDULE 5

Schedule of Work Processes For Pipefitter Apprentice

	Hours of Work
Pipe fabrication	1000
Installation and maintenance of high and Low pressure process piping, including air acids, paint, gas, oil, steam and water, ammonia	1800
Installation and maintenance of steam and hot water heating systems with high and low pressure	1000
Installation of piping for waste, soil Sewage, vent and leaders	1800
Installation and connection of fixtures used in the plumbing and drainage system	600
Repairing of globe, gate, safety and regulating Valves, steam traps, air vents and radiators	400
Installation and maintenance of piping or air Conditioning and refrigeration systems	500
Related Training and Trade Theory	900
TOTAL	8000

SCHEDULE 6

Schedule of Work Processes For Toolmaker Apprentices

	Hours of Work
Related Training & Trade Theory	900
Safety	100
Bench Work	2600
Drilling	400
Grinding	400
Metallurgy	100
Milling Machine	800
CNC Milling Machine	300
Boring Mills	300
Welding & Brazing	100
Lathe	800
CNC Lathe	300
Optical	200
Lazar Tracker Faro Arm	700
TOTAL	8000

SCHEDULE 7

Schedule of Work Processes For Painter Apprentices

Hours of Work

Related Training & Trade Theory	300
Safety	100
Prep Cleaning Masking	500
Sanding	1000
Paint Mixing	200
Body Filler	600
Touch Up's	500
Primer Application	800
Top Coat Application	800
TOTAL	4800

The above schedules are to be used as a guide only, subject to recommendations by the joint Apprenticeship Committee. These Standards of Apprenticeship are to be under the supervisor of a Joint Apprenticeship Committee.

APPENDIX "C"

SKILLED TRADES LABOUR CLASSIFICATIONS

310 Electrician, Construction Maintenance

Must be capable of installing and maintaining low and high tension power circuits, both A.C. and D.C., install electrical equipment and motors, read blueprints and follow layouts; be familiar with various testing instruments. May operate Overhead Crane to test functioning of unit.

Be capable of trouble shooting and repairing digital integrated circuits, analog and logic circuits. Install and maintain electronic devices. Must be a Journeyman Electrician and have successfully completed the Electronics Course component of the apprenticeship program.

390 General Tool Machinist All Around

Operate all machine tools to fabricate production parts, cutting tools and machine parts for plant equipment under repair by millwright. Machine parts for jigs, dies and fixtures, and outside contractors when required. Work to specifications called for on drawings, sketches, or instructions, and make all necessary calculation and set-ups. Must be capable of effecting changes and corrections to preprinted programs such as additions, deletions and making tool offsets, etc.

400 Mechanic - Auto, Gas, Electric

Overhaul, repair and maintain all types of plant vehicles, motors, mobile machines and repairs bicycles. Must hold a Class "A" Ontario Mechanic's License.

410 Millwright, Maintenance

Erect, install, maintain and repair all machines and mechanical equipment in the plant. This work includes pouring of bearings and fitting of parts. Perform grouting-in as required. Fabricate and erect buildings and booths, using structural steel and do miscellaneous iron work. Any parts to be machined will not be done by the Millwright, but by the General Tool Machinist All Around.

May operate transfer table and cranes for maintenance purposes for test functioning of crane units. Will change and may top up oil and or grease any type of machinery or equipment, using the correct lubricant as recommended by the manufacturer or lubricant specialist.

Will not replace work of the Machine Cleaner.

420 Pipefitter, Plumber, Steamfitter

Fabricates, installs, repairs and maintains high and low pressure pipeline systems, steam, water, air, oil, acid, gas solvents, etc.; selects proper material.

Install, repair and maintain valves, traps, waste and sewage plumbing systems, sprinkler systems, etc.

Must have basic knowledge of safety codes: characteristics of steam, water, air, oil, gas, acids, etc., pressure ranges and pipeline expansion. Test PH levels in water test areas.

430 Tool & Diemaker

Layout, construct, machine and test, jigs, fixtures, piercing dies, form dies, gauges and special tools. Required to use precision instruments, including optical tools, digital measuring equipment and work on a variety of materials to very close tolerances. Must be capable of interpreting tool design and tool drawings or assembly drawings. Understand and operate all machines in Machine Shop. Must be able to draw out patterns from open or closed moulds. Must be able to layout and develop jig construction templates, set up, fill with plaster, file to fine lines, clean and fit dies to drawings and/or templates. Does all precision grinding of tools, both for Tooling and for Machine Shop, except for Machine Shop drill bits. Work out mockups on new customer specifications or other new work; perform installations on experimental components or unit. Familiar with processes for annealing, hardening and normalizing material. Capable of inspecting all types of fixture, jig reference and facility gauges, templates and checking fixtures. May be required to approve first-off parts, castings, forgings, etc.

**460 Welder - Combination (Certified)
(Maintenance and Tool & Die)**

Required to pass Company and Government Standards Approval Tests. Perform all types of welding on machine parts, tools, dies, jigs, fixtures, plant equipment, structural fabrication, etc. In general, cut, burn, braze, metallize, etc. in conjunction with such functions required on work performance by the Tool & Die and Maintenance Trades. Weld structural assemblies on tanks subject to pressure test.

500 Spray Painter Final Line

Prepares exterior car body for painting and other treatments, which include cleaning, masking, sanding, caulking and applying filler and spray preservatives prior to finish coating.

Spray paint exterior car body in spray booth. Must be capable of preparing car surface with primers and topcoats, plus touchup on final line and interior painting. Apply exterior stencils, transfers or paint enhancement decals.

Apply paint, using either brush or spray, to interior and exterior offices, factory, furniture and other similar surfaces.

May change own booth filters, including compacting, when unoccupied by painting duties. Any filter change outside of regular working hours will be done by cleaner. Preference will be given to persons who now hold the classification of surface preparer.

**GENERAL AGREEMENT
APPENDIX "A" CLASSIFICATIONS
AND
SKILLED TRADES AGREEMENT
APPENDIX "D"
SKILLED TRADES - RATES**

EFFECTIVE JUNE 1, 2020				
HIRE	1st Progression	2nd Progression	3rd Progression	Max
\$31.52	\$31.92	\$32.22	\$32.47	\$32.72

EFFECTIVE JUNE 1, 2021				
HIRE	1st Progression	2nd Progression	3rd Progression	Max
\$31.57	\$31.97	\$32.27	\$32.52	\$32.77

EFFECTIVE JUNE 1, 2022				
HIRE	1st Progression	2nd Progression	3rd Progression	Max
\$31.62	\$32.02	\$32.32	\$32.57	\$32.82

The following classifications will be paid at the above pay rate:

- #310 – Electrician Construction Mtce
- #390 – General Tool Machinist All Around
- #400 – Mechanic – Auto, Gas, Electric
- #410 – Millwright – Maintenance
- #420 – Pipefitter – Maintenance
- #430 – Tool and Die Maker
- #460 – Welder Combination (Cert) (Maintenance Tool and Die)
- #498 – President, Unifor
- #500 – Final Line Spray Painter
- Chairman, Unifor, Bargaining Committee

Progressions

1st – 60 working days - \$0.40

2nd – 6 months - \$0.30

3rd – 9 months - \$0.25

Max – 1 year – \$0.25

REPRESENTING

The Company:

Valeriia Orzenko
Head of Site Human Resources

Unifor and its Local Union 1075.

Patrick. Buzzi
Committeeperson, Skilled Trades.

REGISTRATION AGENCIES AND CONSULTANTS

Representing the Ministry of Labour, Training and Skills Development

Representing the National Union, Unifor Skilled Trades Department.

Representing the Ontario College of Trades

Signed this ____ day of _____, to officially implement this document
as the Collective Agreement between the following parties:

Bombardier Transportation Canada Inc, Thunder Bay Plant

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Trades Agreement Abbreviations

C.A.W.	Canadian Auto Workers
C.E.P.	Communication Energy and Paper workers
U.A.W.	United Auto Workers
H.V.A.C	Heating Ventilation Air Conditioning
J.A.T.C.	Joint Apprentice and Trades Committee
C.N.C.	Computer Numerically Controlled
A.C.	Alternating Current
D.C.	Direct Current
P.H.	A measure of acidity and alkalinity of a solution
M.T.C.E.	Maintenance
C.E.R.T.	Certification