

PRE ENGINEERED PANEL AGREEMENT

BETWEEN:

**ALLIED CONSTRUCTION EMPLOYEES, LOCAL 1030
UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA**

(hereinafter referred to as the "Union")

and

JACQUES CARRIER AND SONS CONSTRUCTION LTD.

(hereinafter referred to as the "Employer")

WHEREAS the Employer and the Union wish to make a Collective Agreement with respect to certain workers of the Employer engaged in onsite construction, more particularly described in Article 1 of this Agreement, and to provide for and ensure uniform interpretation and application in the administration of the Collective Agreement.

NOW THEREFORE it is agreed as follows:

The general purpose of this Agreement is to establish mutually satisfactory relations between the Employer and its employees, to provide a means for the prompt and equitable disposition of grievances, and to establish and maintain satisfactory working conditions and hours of work for all employees who are subject to its provisions.

ARTICLE 1 – RECOGNITION

- 1.01 The Employer recognizes the Union as the sole exclusive bargaining agent for all its on site construction employees in the construction industry in the Province of Ontario, save and except non working foreman and persons above the rank of non-working foreman.
- 1.02 Without limiting the foregoing, the work covered by this Agreement shall cover all work in connection with all phases of the on-site fabrication, erection, assembly, construction and finishing of all of pre-engineered structures; including the assembly, erection, and installation of steel frame panels, walls, floors, trusses and additional structural steel members,

including the handling and off loading, the fabrication and installation of all base structural materials including floors, walls and roof sheathing affixed directly to the steel frame whether such material be of steel, plywood, particle board, or any other material used in substitution therefore, and all sealant and vapour barrier systems associated with them; all doors, door frames, windows, window frames and any blocking necessary for their installation; and all clean-up work. The building, erecting and setting of supports, falsework and forms to receive concrete for Q-deck or similar metal deck.

ARTICLE 2 – UNION SECURITY AND CHECK-OFF UNION DUES

- 2.01 All employees shall, when working in a position within the bargaining unit described in Article 1, hereof, be required, as a condition of employment, to be a member of any affiliate local of Carpenters District Council, United Brotherhood of Carpenters and Joiners of America and obtain a clearance slip from the said local within seven days of commencing work, and shall be required to maintain such membership while working within the bargaining unit for the duration of this Agreement.
- 2.02 Each employee shall, when working in a position within the bargaining unit described in Article 1 above, be required as a condition of employment to have his regular monthly union dues and any required working dues checked-off and the Union agrees to duly inform the Employer of the amounts of each union dues and working dues and any changes in the amounts. The Employer agrees to make such deductions from the first pay issued to the employees each calendar month and remit the same to the Union not later than the fifteenth (15th) day of the same month to the Local Union. The Employer shall, when remitting such dues, name the employees and their social insurance numbers from whose pay such deductions have been made.
- 2.03 The Employer agrees not to contract, to sub-contract any work covered by this Collective Agreement to contractors other than those who are bound to this Collective Agreement.

ARTICLE 3 – MANGEMENT RIGHTS

- 3.01 The Union agrees that it is the exclusive function of the Employer to manage his enterprise and without limiting the generality of the foregoing.
- (a) to conduct and determine the nature of his business in all respects, including the right to manage the jobs, located, extend, curtail or cease operations, to determine the number of men required at any or all operations, to assign work to determine the kinds and location of machines, tools and equipment to be used and the schedules of productions, to judge the qualifications of the employees and to maintain order, discipline and efficiency;

- (b) to hire, discharge, classify, transfer, promote, demote, lay-off, suspend or otherwise discipline employees, provided that a claim by an employee that he has been disciplined or discharged without just cause, shall be subject to the provisions of the grievance procedure;
- (c) to make, alter from time to time and enforce reasonable rules of conduct and procedure to be reserved by the employees;

It is agreed that these functions shall not be exercised in a manner inconsistent with the express provisions of this Agreement.

ARTICLE 4 – GRIEVANCE PROCEDURE

- 4.01 The parties to this Agreement are agreed that it is of the utmost importance to adjust complaints and grievance as quickly as possible.
- 4.02 An employee who has a grievance shall discuss the matter with his foreman.
- 4.03 Grievances properly arising under this Agreement shall be adjusted and settled as follows:

Within thirty (30) days after the circumstances, giving rise to the grievance occurred or originated, but not there thereafter, the grievance shall be presented to the Employer in writing by the aggrieved employee, and the parties shall meet within five (5) working days in an endeavor to settle the grievance, if a satisfactory settlement is not reached within five (5) days of this meeting, and if the grievance is one which concerns the interpretation or alleged violation of the Agreement, the grievance may be submitted to arbitration as provided in Article 5 below, at any time within thirty (30) days thereafter.

- 4.04 Grievances dealing with alleged violation of hours of work, rates of pay, overtime, traveling expenses, welfare, pension and dues, or where the grievor's inclusion in the bargaining unit is in dispute, shall be brought forward within sixty (60) days of such alleged violation.
- 4.05 Where the Union has reasonable cause to deem an Employer to be a repeated violator of this Collective Agreement and if the Ontario Labour Relations Board or a Board of Arbitration to which a grievance alleging failure to comply with the provisions of this article determines that the employer has violated this Collective Agreement, then the OLRB or the Board of Arbitration shall also require the Employer to pay all reasonable costs incurred by the Union in prosecuting the Grievance, including but not limited to, all reasonable legal costs on a solicitor-and-client basis, travel, meal and accommodation costs of all witnesses and Business Representatives, conduct money, cost incurred in serving a summons, and any expenses incurred by the Union pursuant to Section 133(4) or otherwise, for the Board of Arbitration.

ARTICLE 5 – ARBITRATION

- 5.01 The parties to this Agreement agree that any grievance concerning the interpretation of alleged violation of this Agreement which has been properly carried through all the steps of the grievance procedure outlined in Article 4 above and which has not been settled, will be referred to single Arbitrator at the request of either of the parties thereto.
- 5.02 Within five (5) working days of the request of either party for an Arbitrator, the parties shall confer to agree upon the name of the Arbitrator.
- 5.03 Should the Employer and the Union fail to agree on an Arbitrator within five (5) days of the notification mentioned in 5.02 above, the Minister of Labour of the Province of Ontario will be asked to nominate an impartial personal to act as Arbitrator.
- 5.04 The decision of the Arbitrator shall be binding upon the employees, the Union and the Employer.
- 5.05 The Arbitrator shall not have any power to alter or change any of the provisions of this Agreement or to substitute any new provisions for any existing provisions nor to give any decision inconsistent with the terms and provisions of this Agreement.
- 5.06 Each of the parties of this Agreement will bear the expense of the Arbitrator jointly.
- (a) The nature of the grievance, the remedy sought, and the section or sections of the Agreement which are alleged to have been violated, shall be set out in the written record of the grievance.
 - (b) In determining the time which is allowed in the various steps, Sundays and Statutory Holidays shall not be excluded, any time limits may be extended by agreement in writing.

ARTICLE 6 – MANAGEMENT AND UNON GRIEVANCE

- 6.01 A Union grievance which is defined as an alleged violation of this Agreement involving a number of employees in the bargaining unit in regard to which a number of employees have signified an intention to grieve, or a grievance involving the Union itself, including the application or interpretation of this Agreement, may be brought in accordance with Article 4 – Grievance Procedure, and if it is not settled, it may be referred an Arbitrator in the same manner as a grievance of an employee.

ARTICLE 7 – BUSINESS REPRESENTATIVE

7.01 The Business Representative of the Union shall have access to all construction sites on which the Employer is working during working hours, but in no case shall his visits interfere with the progress of the work. While visiting a job, he will first advise the superintendent, foreman or other supervisory personnel of the Employer.

ARTICLE 8 – NO STRIKES – NO LOCKOUTS

8.01 During the lifetime of this Agreement, the Union agrees that there will be no strike, slowdown or picketing, and the Employer agrees that it will not cause a lockout.

ARTICLE 9 – SAFE WORKING CONDITIONS

9.01 In co-operation with the Employer's overall program of Accident Control and Prevention, any employee will report to the foreperson any unsafe conditions, unsafe acts or violations of safety regulations he finds on the project.

9.02 Every employee shall, as a condition of employment, be required to wear a safety helmet of a type approved by the Construction Safety Association.

9.03 Every employee shall, as a condition of employment, own and wear suitable protective footwear and a CSA approved full body harness & lanyard.

9.04 The Employer shall, at his own expense, furnish to any work person injured in his employment, who is in need of it, immediate conveyance and transportation to a hospital or to a physician.

9.05 An employee who is injured in a compensable accident during working hours and is required to leave for treatment, or is sent home for such injury, shall receive payment for the remainder of the shift at his regular rate of pay.

9.06 The Employer shall be responsible for maintaining a safe and proper work site, and shall comply with the Occupational Health and Safety Act and its Regulations. The Employer agrees it will not be a violation of the Agreement if employees covered by this Agreement refuse to work due to unsafe conditions.

ARTICLE 10 – GOVERNMENT LEGISLATION

10.01 In the event that any of the provisions of this Agreement are found to be in conflict with any valid and applicable federal and provincial law now existing or hereinafter enacted, it is agreed that such law shall supersede the conflicting provision without in any way affecting the remainder of the Agreement.

ARTICLE 11 – HOURLY WAGE

11.01 The standard hours of work for all employees shall be based on forty-four (44) hours per week exclusive of traveling time to and from the job. All overtime work performed in the excess of nine (9) hours per day, Monday to Thursday and eight (8) hours on Friday, and all Saturday work, shall be paid at the rate of time and one-half the regular rate. No work shall be assigned on Sunday, save and except in the case of emergencies, in which case the rate payable shall be double time.

11.02 A one-half (1/2) hour unpaid, and two (2) ten (10) minute paid rest periods will be provided during a nine (9) hour day as scheduled by the Company.

11.03 (a) Make Up Time - On the construction of the building envelope only, where regular hours of work cannot be worked as a result of inclement weather, the hours lost may be made up by working up to eight (8) hours on Saturday at straight time rates up to the total hours of time lost to a maximum of forty (40) hours total per week. Any intentional violation of this provision will result in the Union having the right to seek and recover damages from the Employer. Should the Employer violate the provision a second time, the Union shall have the right, in addition to any damages it may claim, to withdraw from the violating Employer the right to utilize this provision on any further projects for the currency of this Agreement.

11.04 All hourly employees who work under this agreement shall be paid as per **Schedule "B"**.

11.05 The following days shall be recognized as statutory holidays for the purpose of this Collective Agreement.

New Year's Day	Good Friday
Victoria Day	Canada Day
Civic Day	Labor Day
Thanksgiving Day	Christmas Day
Boxing Day	Family Day

11.06 When any of the enumerated holidays outlined above falls on a Saturday or Sunday, the holiday or holidays shall be observed on the day or days following the weekend, except that Canada Day shall be observed on the day it falls.

11.07 Employees shall be paid vacation and statutory holiday pay in the amount of ten (10%) percent of gross wages earned on a weekly basis. That part of the amount allocated to vacation pay shall be the minimum required by the Employment Standards Act, as amended from time to time and the balance shall be in lieu of payment for statutory holidays. The company shall pay such amounts to the appropriate Vacation Pay Trust Fund. They shall be forwarded by first class mail postmarked no later than the fifteenth (15th) of the month following the month in which the hours have been earned or delivered by the twentieth (20th) day of the month following the month in which the hours were earned.

11.08 **Travel & Board:** The Employer shall pay employees who are required to travel to and from jobs each day the traveling allowance as set out in the following table.

Radius from Toronto City Hall:

Up to 48 km.	Nil
48 km. To 64 km.	\$ 6.00 per day
64 km. To 96 km.	\$18.00 per day
96 km. To 160 km.	\$24.00 per day
160 km. To 240 km.	\$75.00 per day (room & board for 5 days)
Beyond 240 km.	\$75.00 per day (room & board for 7 days)

11.09 On projects located more than 160 km. radius an employee shall be paid in addition to room and board allowance, a traveling allowance of thirty-two cents (.32) per km. at the start and completion of the project or the termination of his/her employment

ARTICLE 12- LIGHT AND HEAVY GAUGE METAL RATES

12.01 All Pieceworkers or hourly workers who perform work stick framing, heavy or light gauge metal studs on residential projects (high or low rise) shall be paid the piecework and hourly rate and the extras as specified in the Residential Collective Agreement between the Interior Systems Contractors Association of Ontario and the Drywall Acoustic Lathing & Insulation Local 675 United Brotherhood of Carpenters and Joiners of America that is effective from May 1, 2019 until April 30, 2022.

12.02 All contributions and deductions for work described in Article 12.01 shall be remitted in the amount, form, and manner specified in their appropriate collective agreements.

ARTICLE 13- PRODUCTIVITY

13.01 The Union and the Employer recognize the mutual value of improving by all proper and reasonable means the productivity of the individual work person, and both will undertake individually and jointly, to promote such

increased productivity provided that the cost of any such promotion to the Employer is covered by the Training Fund contribution contained in this Collective Agreement.

ARTICLE 14 – TRAINING AND UPGRADING

14.01 The Union acknowledges that certain manufactures require for warranty purposes, approval or certification of construction installers. The Union agrees and undertakes to use its best efforts whether through the design of training programs or otherwise, to assist the Employer in obtaining such approval of certification. The training programs may be joint training programs or may be programs instituted by the one or the other of the parties to this Agreement. The costs of these programs shall be paid out of the Training Fund.

ARTICLE 15 – COMPANY RESPONSIBILITY

15.01 The Company shall supply a forklift or crane at no cost to the Piecemaker which will be available to employees at all relevant times. The Company shall also ensure that at least once a day a Superintendent or Foreperson will be on site for supplies and to resolve any problems that may arise during the day.

ARTICLE 16 – BENEFIT PLANS

16.01 During the lifetime of this Agreement, the Union shall have the right at any time to require the Employer to change the amount of contributions to any employee benefit fund by transferring any portion of the contribution required to be made to any particular employee benefit fund to any other employee benefit fund, provided that there shall be no increase in the total monetary contributions required to be made under this Agreement.

16.02

- (a) Contributions and/or deductions shall be forwarded by first class mail, postmarked no later than the fifteenth (15th) day of the month following the month in which the hours have been earned, or delivered by the twentieth (20th) day together with supporting information entered on a report or as designated by the Trustees for the geographic area where the work is being performed. At no time shall the contributions and/or deductions be paid directly to the employee.
- (b) In the event the Company fails to forward or deliver contributions and/or deductions and supporting information in accordance with 16.02(a) the Company shall pay to the Trustees, as liquidated damages and not as penalty, an amount equal to five percent (5%) of the arrears for each month or part thereof, (which is the equivalent of sixty percent (60%) per annum), from the due date for any delinquent contributions fifteen (15)

days in arrears provided the Company has received five (5) days' prior written notice to correct such delinquency and has not done so.

16.03 Deemed Assignment of Compensation under the *Employment Standards Act*. The trustees of the Employee Benefit Plans referred to in this Collective Agreement or the Administrator on their behalf promptly notify the Union of the failure by Employer to pay any employee Benefit contributions required to be made under this Collective Agreement and which are owed under the said Plans in order that the Program Administrator of the Employee Protection Program may deem that there has been an assignment of compensation under the said Program in compliance with the *Employment Standard Act*, in relation to the Employee Wage Protection Program.

16.04 There will be a Company contribution to cover fringe benefits and pension for each employee equal to the prescribed amount for the Union Benefit Plans as set out in **Schedule "B"**.

ARTICLE 17 – INDUSTRY APPRENTICESHIP AND TRAINING COMMITTEE

17.01 The parties agree to establish a joint apprenticeship and training committee consisting of representatives of the Union and the Employer.

ARTICLE 18 – OTHER AGREEMENTS

18.01 The Employer agrees that it will not negotiate terms and conditions of employment directly with any employee or group of employees. Any such agreement shall be null and void. Any amendment or alteration to this Collective Agreement shall not be effective unless it is made in writing and executed both the Employer and the Union.

18.02 Except as set out herein, the Union agrees that it will not execute a Collective Agreement in the residential sector of the construction industry in the Province of Ontario which contains conditions more favorable to the employer party to such Agreement than are contained in this Collective Agreement. If the Union does execute such an Agreement, all of the terms and conditions in such other Agreement shall, at the option of the Employer become incorporated into this Collective Agreement and an amendment to this Collective Agreement, for the geographic area and time period set out in such agreement.

ARTICLE 19 – RE-INSTATEMENT OF EMPLOYEES UPON RETURN FROM INDUSTRIAL ACCIDENT

19.01 An employee injured in the performance of his duties will resume his regular work when medically fit to do so, if work is available and he applies. The job of an injured worker shall be deemed to be available if upon his return, any work within his classification on any project under this Agreement is being performed by any employee who, subsequent to the time of the injury, was hired by the Employer to perform any work within the said classification on any project covered by this Agreement. An employee, who claims he has been denied employment contrary to this provision, may have recourse to the Grievance and Arbitration Procedures as set out in Articles 4,5, and 6 of this Agreement.

ARTICLE 20 – DURATION OF AGREEMENT

20.01 This Agreement shall be effective on the 1st day of MAY 20 19 and shall remain in effect until 30th day of April 2022.

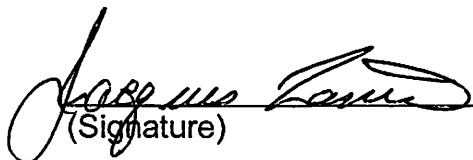
20.02 Should the Union or the Employer desire to change, add to, amend or terminate this Agreement, written notice to that effect will be given not more than one hundred and twenty (120) days and not less than thirty (30) days prior to the termination of this Agreement.

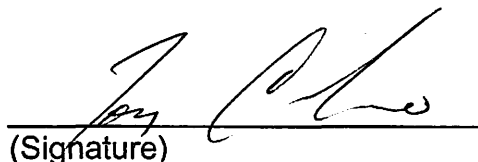
20.03 On receipt of such notice, the parties to the Agreement shall convene a meeting within fifteen (15) days and bargain in good faith to endeavor to reach an Agreement. If no such notice is given, this Agreement shall automatically be renewed and remain in force from year to year from its expiration date.

IN WITNESS WHEREOF the parties have caused their duly authorized representatives to affix their signatures this 24th day of MAY, 2019

**SIGNED ON BEHALF OF
THE EMPLOYER**

**SIGNED ON BEHALF OF
THE UNION**


(Signature)


(Signature)

JACQUES CURRIED
(Print Name)

TONY CHIDMAW
(Print Name)


Witness (Signature)

S PFLANZER
Witness (Print Name)

SCHEDULE "A"
(As per Article 16.04)

PIECEWORKER BENEFITS AND HOURLY WORKERS CONTRIBUTIONS

The following benefit package shall be in effect for:

PIECEWORKERS

Effective May 1, 2019 the Company shall remit 17% of the gross earnings of each worker working pursuant to the Collective Agreement to the Trust Fund Administrator for fringe benefits and for Pension.

Effective May 1, 2020 the Company shall remit 17.5% of the gross earnings of each worker working pursuant to the Collective Agreement to the Trust Fund Administrator for fringe benefits and for Pension.

Effective May 1, 2021 the Company shall remit 18% of the gross earnings of each worker working pursuant to the Collective Agreement to the Trust Fund Administrator for fringe benefits and for Pension.

SCHEDULE "B"
WAGE AND RELATED PAYMENTS
FOR REGULARLY SCHEDULED DAYTIME HOURS

Journey person					
Effective Date	HOURLY RATE	VACATION 4% HOLIDAY PAY 6%	HEALTH & WELFARE	PENSION	TOTAL
May 1, 2018	\$34.84	\$3.46	\$2.40	\$2.40	\$43.10
May 1, 2019	\$35.54	\$3.55	\$2.45	\$2.45	\$43.99
May 1, 2020	\$36.24	\$3.62	\$2.50	\$2.50	\$44.86
May 1, 2021	\$37.04	\$3.70	\$2.55	\$2.82	\$46.11

Equipment Operator					
Effective Date	HOURLY RATE	VACATION 4% HOLIDAY PAY 6%	HEALTH & WELFARE	PENSION	TOTAL
May 1, 2018	\$31.10	\$3.10	\$2.40	\$2.40	\$39.01
May 1, 2019	\$31.80	\$3.18	\$2.45	\$2.45	\$39.88
May 1, 2020	\$32.50	\$3.25	\$2.50	\$2.50	\$40.75
May 1, 2021	\$33.30	\$3.33	\$2.55	\$2.82	\$42.00

Employer Contributions: May 1/18 May 1/19 May 1/20 May 1/21

Training Fund	\$0.15	\$0.15	\$0.15	\$0.15
Promo Fund	\$0.40	\$0.40	\$0.40	\$0.40

Employee Deductions May 1/18 May 1/19 May 1/20 May 1/21

CDC Union Dues	2%	2%	2%	2%
**Monthly Dues	\$25.00	\$25.00	\$25.00	\$25.00

Differentials (from base rate)

Foreman Differential	\$1.50	\$1.50	\$1.50	\$1.50
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Trainees:

- First Term 1800 hrs 50% of rate – no pension
- Second Term 1800 hrs. 65% of rate
- Third Term 1800 hrs 75% of rate
- Fourth Term 1800 hrs 85% of rate

**** Monthly Union Dues:** The Company shall deduct and remit \$25.00 in monthly dues for each employee each month. The monthly dues shall be paid by a cheque payable to "Allied Construction Employees Local 1030, United Brotherhood of Carpenters and Joiners of America." The union reserves the right to amend the amount of monthly union dues from time to time with 30 days written notice to the Company.

**** Note: Pre-Trainees** shall supply necessary tools of the trade: hammer, utility knife, tape measure, carpenters pouch & personal safety equipment as described in Article 9.03.

**** Note: Trainees** shall supply necessary tools of the trade: hammer, utility knife, tape measure, carpenters pouch, cordless drill & personal safety equipment as described in Article 9.03.

**** Note: Journeypersons** should have excellent effective commutative skills, ability to read plans, knowledge of Pre-Engineered Structures and supply tools & equipment to complete that part of his/her job.

**** Note: Summer Students** – The Union agrees that the Employer may engage summer students during the school vacation period between May 1st and September 30th of each year. The students shall be paid at forty (40) percent of the journeyman's rate with no remittances, contributions or Union deductions. The students must obtain a permit from the Local before performing any bargaining unit work. The issuance of a permit shall be at the sole discretion of the Union at a cost of one hundred dollars (\$100.00) to the Company.

LETTER OF UNDERSTANDING NO. 1
Attached to and forming part of the Collective Agreement

BETWEEN:

**ALLIED CONSTRUCTION EMPLOYEES, LOCAL 1030
UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA**

(hereinafter referred to as the "Union")

-and-

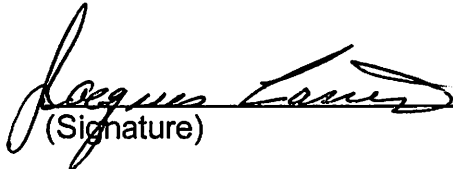
JACQUES CARRIER AND SONS CONSTRUCTION LTD.

(hereinafter referred to as the "Employer")

RE: Pieceworker Rates/Benefits

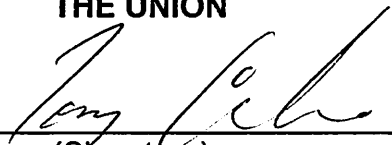
1. The Pieceworker rates shall be negotiated between the Company and Pieceworkers.
2. A copy of the negotiated rates shall be sent to the Union.
3. Benefits shall be paid as per Schedule "A".
4. Pieceworkers must use invoices provided by the Union.
5. Pieceworkers will be required to provide a copy of the invoices to the Union.

**SIGNED ON BEHALF OF
THE EMPLOYER**


(Signature)

Jacques Carrier
(Print Name)

**SIGNED ON BEHALF OF
THE UNION**


(Signature)

Tony CUDIAT
(Print Name)


Witness (Signature)

S PFLANZER
Witness (Print Name)

LETTER OF UNDERSTANDING NO. 2
Attached to and forming part of the Collective Agreement

BETWEEN:

**ALLIED CONSTRUCTION EMPLOYEES, LOCAL 1030
UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA**

(hereinafter referred to as the "Union")

-and-

JACQUES CARRIER AND SONS CONSTRUCTION LTD.

(hereinafter referred to as the "Employer")

WHEREAS the Employer and the Union are parties to the Residential Pre Engineered Panel Agreement that expires on April 30, 2022.

AND WHEREAS the Employer wishes to engage employee(s) and commence on-the-job training of the employee(s) while evaluating the aptitude and attitude of the employee.

AND WHEREAS the Union wishes to assist the Employer with such employees' training and give the employees the opportunity to join the Union.

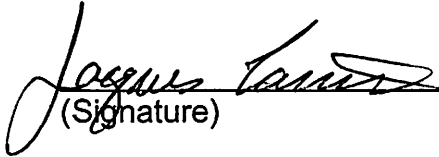
NOW THEREFORE the parties agree as follows:


1. The Union agrees that the Employer may engage individuals designated as Pre-Trainees. These Pre-Trainees shall be issued permits to work by the Union before performing any bargaining unit work. These work permits shall be valid for a period not exceeding ninety (90) calendar days and are intended to provide the Employer with the opportunity to evaluate the aptitude and attitude of the Pre-Trainee. To this end, the Employer agrees to use the ninety (90) calendar day evaluation period to objectively examine the performance of the Pre-Trainee.
2. Should the Employer be satisfied with the performance of the Pre-Trainee at any time before or at the termination of the of the ninety (90) calendar day evaluation period, the Employer shall direct the Pre-Trainee to the Local as a First Year Trainee. Should the Employer be dissatisfied with the performance of the Pre-Trainee at any time before the termination of the ninety (90) calendar evaluation period, the Employer shall inform the Union of the cancellation of the work permit. The issuance of the work permit shall be at the sole discretion of the Union.

3. Where the Pre-Trainee work permit is issued, the Pre-Trainee shall be paid no less than \$14.00 per hour.
4. At no time shall a work permit be extended beyond the ninety (90) calendar day evaluation period.
5. This Agreement shall remain in effect until the 30th day of April, 2022.

**SIGNED ON BEHALF OF
THE EMPLOYER**


**SIGNED ON BEHALF OF
THE UNION**


(Signature)


(Signature)

JACQUES CARRIED
(Print Name)

TONY CALDWELL
(Print Name)


Witness (Signature)

J. PFLANZER
Witness (Print Name)