

**2026 – 2028**

**COLLECTIVE AGREEMENT**

**BETWEEN**

**FOOTHILLS STEEL FOUNDRY LTD.**

**AND**



**UNITED STEEL, PAPER AND FORESTRY,  
RUBBER, MANUFACTURING, ENERGY,  
ALLIED INDUSTRIAL AND SERVICE  
WORKERS INTERNATIONAL UNION**

**LOCAL 360  
CALGARY, ALBERTA**

**JUNE 15, 2026 – JUNE 14, 2028**

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## **COLLECTIVE AGREEMENT**

**Between**

**FOOTHILLS STEEL FOUNDRY LTD.  
(hereinafter referred to as "the Employer")**

**- and -**

**UNITED STEELWORKERS, LOCAL 360  
(hereinafter referred to as "the Union")**

### **PURPOSE**

The general purpose of this Agreement is to establish and maintain Collective Bargaining relations between the Company and its employees, and to provide machinery for prompt and equitable disposition of grievances, and to establish and maintain mutually satisfactory working conditions, hours and wages for all employees who are subject to the provisions of this Agreement.

### **ARTICLE 1 – RECOGNITION**

- 1.01 The Company recognizes the Union as the sole Collective Bargaining agency for all employees duly certified by the Alberta Labour Board, in respect to hours of employment, wages, and all other conditions of employment.
- 1.02 All present employees shall receive a copy of the Agreement. All new employees hired shall receive a copy of the Agreement on completion of their probationary period.
- 1.03 When a new employee is hired, the employee will be given a form with information pertaining to safety, shop rules, classification rate of pay, and name of Shop Steward. This form must be signed by the employee, and a copy of same with the name, address and phone number of the new employee will be given to the Shop Steward.
- 1.04 Whenever the singular and masculine are used in this Agreement, they shall be construed as if the plural and female had been used where the context so requires, and the rest of the sentence shall be construed as if the grammatical and terminological changes hereby rendered necessary have been made.

### **ARTICLE 2 – MANAGEMENT RIGHTS**

- 2.01 Nothing in this Agreement shall be construed or interpreted as limiting in any way, the right of the Company to exercise the regular and customary functions of Management including the extension, limitation, curtailment or cessation of operations, and the Union recognizes that the process and means of manufacture are solely vested in the Company.

- 2.02 The Union agrees that the Company shall have the right to make and alter from time to time, as may be deemed necessary, rules and regulations governing the operation of the Company's business, which rules and regulations shall be observed by the Company's employees. The Company agrees that such rules and regulations so made shall not be inconsistent with the provisions of the Agreement, and that such rules and regulations will be posted in a conspicuous space on a bulletin board on the Company's premises, provided by the Company for such purpose.
- 2.03 The Union recognizes the right of the Company to hire, promote, suspend, discharge for just and sufficient cause, or otherwise discipline any employee. Of prime concern are the following: dishonesty and theft, falsification of records, fighting on Company premises, chronic unexcused absenteeism, abuse of alcohol or drugs, willful and deliberate destruction of Company property. Subject however, to the right of such employee to file a grievance in the manner herein as provided in Article 5

### **ARTICLE 3 – UNION SECURITY**

- 3.01 The Union recognizes the right of the Company to hire, promote, suspend, discharge for just and sufficient cause, or otherwise discipline any employee. Of prime concern are the following: dishonesty and theft, falsification of records, fighting on Company premises, chronic unexcused absenteeism, abuse of alcohol or drugs, willful and deliberate destruction of Company property. Subject however, to the right of such employee to file a grievance in the manner herein as provided in Article 5.
- 3.02 The Initiation Fee set by Local 360, shall be deducted from the wages of the employees after completion of the employee's probationary period. This deduction shall be made separate from the Union Dues.
- 3.03 The Company agrees to submit the Initiation Fee, regular monthly Union Dues and Assessments deducted from the employee's payroll to the Financial Secretary of Local 360, the first pay period of each month.
- 3.04 Union members are to be supplied with Union deduction totals for income tax purposes. The Company agrees to show on the employee's T4 slip, the total Union deductions for the previous taxation year.
- 3.05 The monthly remittance shall be accompanied by a completed USW Form R115 - Summary of Union Dues, and a statement showing the names of the employees and the amount deducted from each employee during the month. The statement shall also list the names of employees from whom no deductions were made, and the reasons therefore.

The cheques shall be payable to the United Steelworkers, and together with the Form 115 and statements, shall be forwarded to:

United Steelworkers  
P.O. Box 9083  
Commerce Court Postal Station  
Toronto, Ontario  
M5L 1K1

A copy of the Form 115 and the employee deduction and information statement shall be forwarded to:

United Steelworkers  
150 – 4000 Glenmore Court S. E.  
Calgary, Alberta  
T2C 5R8

#### **ARTICLE 4 – STRIKES AND LOCKOUTS**

4.01 The Company and the employees agree to abide by the Rules and Regulations set out by the Labour Relations Code.

#### **ARTICLE 5 – GRIEVANCE PROCEDURE**

5.01 For the purpose of this Agreement a grievance is defined as any difference between the parties concerning the interpretation, application, administration or alleged violation of this Agreement.

5.02 The Company recognizes a Grievance Committee who shall have the right to investigate and deal with grievances and complaints.

5.03 If an employee feels there is a grievance, the employee is urged, in the interest of harmony, to settle it immediately, verbally with the employee's foreman. If the alleged grievance cannot be settled in this way, it may be submitted to the following steps:

**Step 1:** Within ten (10) working days of the alleged grievance, submit the grievance, in writing, to the employee's immediate foreman, who will meet with the employee alone or with a committee member and will render a decision in writing within two (2) working days.

**Step 2:** Failing settlement at Step No. 1, within two (2) working days of the decision in Step No. 1, submit the grievance in writing to the Production Manager, who will then meet with the employee and at least two (2) members of the Committee and will render a decision in writing within two (2) working days.

**Step 3:** Failing settlement at Step No. 2, within two (2) working days of the decision in Step No. 2, submit the grievance in writing to the General Manager, who will then meet with the employee and the Grievance Committee accompanied by a Union

Representative within five (5) working days and will render a decision in writing within a further ten (10) working days.

**Step 4:** If no settlement is reached by Step No. 1, 2 and 3, the matter will be referred to an Arbitrator whose decision shall be final and binding on both Parties. If the Parties cannot agree on an impartial Arbitrator within a week, the Parties shall request the Minister of Labour of the Province of Alberta to appoint an Arbitrator. The cost of the Arbitrator will be shared equally by both the Company and the Union.

- 5.04 Where the Union or Company have a grievance, it shall be presented to the other Party, in writing, at Step No. 2 of the Grievance Procedure.
- 5.05 Failure of the grievor to follow the Grievance Procedures or any of the time limits stipulated herein shall constitute abandonment of the grievance. However, the limits stipulated in Steps No. 2, 3, and 4 may be extended by mutual agreement in writing.

## **ARTICLE 6 – UNION REPRESENTATION**

- 6.01 The Company will recognize and deal with a Committee of three (3) persons, elected or appointed from among those employees covered by Article 1 - Recognition. One of the Committee shall be designated as Shop Steward.
- 6.02 The Shop Steward when required to attend, with pay, to the employee's duties as outlined in this Agreement, shall obtain permission from the employee's foreman before leaving the employee's regular assigned duties. Permission not be unreasonably withheld.
- 6.03 The Company agrees to pay the Union Committee members, as outlined in 6.01 at straight time rates, at meetings with the Company.
- 6.04 In the event that an employee is a member of the Executive or Standing Committee of the Union, the employee shall be permitted to attend these meetings if they occur during working hours with notification to the employee's foreman. The employee will be allowed up to a maximum leave of absence of four (4) hours without pay once (1) monthly.
- 6.05 All new employees will be introduced by the foreman or Company representative to their respective Committee person in their working area on the first day of work or as soon as possible.

## **ARTICLE 7 – LEAVE OF ABSENCE**

- 7.01 The Company agrees that if the employee is selected to attend a Union Convention, a leave of absence will be granted without pay not exceeding a duration of three (3) weeks.
- 7.02 Employees requesting leave of absence for other than Union Business, may be granted extra leave without pay and it shall not be unreasonably withheld. Request

and permission shall be in writing with a copy of same to be given to the Shop Steward.

7.03 An employee absent through sickness or an industrial accident, shall continue to accumulate seniority up to one-half (1/2) the employee's total seniority, to a maximum of twelve (12) months.

**7.04 Domestic Violence Leave**

The Employer agrees to recognize that employees sometimes face situations of violence or abuse in their personal life that may affect their attendance or performance at work. The Employer and the Union agree that an employee who is in an abusive or violent situation will be treated with empathy and offered support, rather than be subjected to progressive discipline, provided the absence or performance issues can be linked to the abusive or violent situation.

The Employer agrees that requests for vacation and any other paid or unpaid leaves of absence submitted by employees, in order for them to deal with issues related to domestic violence, shall not be unreasonably denied.

**ARTICLE 8 – BULLETIN BOARD**

8.01 The Company agrees to provide a covered and locked bulletin board for the use of the Union and the Company for the purpose of posting of notices and information relative to the operation of the Company's business, and within the framework of the Collective Agreement between the Company and the Union.

**ARTICLE 9 – SAFETY AND HEALTH**

9.01 The Company recognizes a Safety Committee of not more than five (5) people, two (2) to be appointed or elected by the Union and two (2) to be appointed by the Company, plus a Chair Person.

9.02 The Committee shall meet to discuss all recommendations on Safety and Health. Whenever possible, members of the Committee shall alternate. All safety rules and recommendations will be acted upon without undue delay and where costs are reasonable unless sound reasons are given as to why it is not possible to do so. One copy of the Minutes agreed to at the meeting shall be posted on the Bulletin Board and one copy shall be mailed to the Worker's Compensation Board.

9.03 It is the intention of both the Company and the Union alike to maintain safety throughout the operation. Should an employee be required, or see others, performing an unsafe assignment or operating unsafe equipment, it shall be the responsibility of the employee to bring this matter to the attention of the Safety Supervisor Foreman or a member of the Safety Committee who will immediately investigate the occurrence. No employee shall be disciplined or dismissed for reporting or failing to perform such assignment or operation during the investigating period. Any unsafe condition which is found through such investigation to cause

imminent danger to the health and safety of the workers involved shall be rectified without unreasonable delay.

- 9.04 If an employee meets with an accident during working hours, the employee shall be compensated for a full day's pay for that day. If the employee is required to visit a doctor during working hours arising from the accident, the employee shall not suffer loss of pay for said treatment.
- 9.05 Employees who are holders of a valid First Aid Certificate and who are on call during their shift, shall receive sixty (\$0.60) cents per hour above their classification rate. One employee per shift only and to be appointed by the Safety and Health Committee.
- 9.06 No employee shall work alone in areas designated by the Safety and Health Committee as risk areas.
- 9.07 The Safety and Health meetings shall be held once a month or as required on Company time without loss of pay to those employees attending the meetings. The committee shall make regular monthly inspections throughout the plant prior to the monthly meetings. All meetings and inspections will be during working hours; there shall be no loss of regular pay.
- 9.08 Members of the Safety and Health Committee shall be allowed a combined six (6) working days per contract year with regular pay to attend Safety and Health seminars or conferences recognized by the Safety and Health Committee.
- 9.09 Company required First Aid courses will be taken during company time with pay.
- 9.10 Company required safety and health courses that are scheduled outside of the regular work week, as defined in 23.02, will be taken with pay at regular rates. The company will provide two (2) weeks written notice for any such courses.

Employees who do not attend these courses will be responsible for taking the courses on their own time, without company compensation, within 30 days or at the next available course.

## **ARTICLE 10 – SAFETY SHOES AND CLOTHING**

- 10.01 The Company agrees to pay toward the purchase of safety shoes and clothes for those employees who have passed their probationary period and are not on lay-off or on lay-off notice as follows:

### **First Pair of Safety Shoes**

The Company agrees to pay one hundred percent (100%) of the cost of safety boots for all employees. An outside vender who shall visit the plant once per month or as required will supply the boots. One boot style, a Molder's Gaiter Boot with metatarsal guard, will be supplied for all.

### **Second Pair of Safety Shoes**

The Company will pay one hundred percent (100%) of the cost of replacement safety boots when required. By mutual agreement between the Company and the employee, the first pair may be repaired, where possible.

Employees who normally work outside will be supplied with one winter jacket per year by Foothills Steel Foundry (FSF).

10.02 The Company will pay fifty (50%) percent or thirty dollars (\$30.00) maximum toward the purchase of a third or fourth pair per year in case safety shoes are prematurely rendered useless due to working conditions beyond the control of the employee.

**10.03 Clothing**

Coveralls are to be paid for by the Company. The Company will investigate and implement a more cost-effective system with similar clothing.

10.04 Employees working as Welders, Burners and Arc Air Operators shall receive a welder's jacket once every two (2) years. If jacket is worn out prior to the two (2) year period, F.S.F. may supply another one, when satisfied that there is a need to do so.

10.05 The Company agrees to pay one hundred percent (100%) of the cost of one (1) pair of winter boots per year for employees required to work in the following departments:

Mobile Equipment Operators  
Maintenance Department

The second pair in Article 10.01 will not apply for the above.

**ARTICLE 11 – BENEFITS PLAN**

11.01 The Company will pay ninety percent (90%) of the total cost of the Welfare Plan.

11.02 Welfare Coverage:

(a) Life Insurance  
Employee..... \$40,000.00  
Spouse..... \$20,000.00  
Children..... \$10,000.00

(b) A.D. &D.  
Employee..... \$40,000.00  
Spouse..... \$20,000.00  
Children..... \$10,000.00

(c) Weekly Indemnity - seventy-five percent (75%) of regular wages.

(d) Supplementary Health - twenty-five dollars (\$25.00) deductible.

(e) Long Term Disability - coverage to age sixty-five (65) years.

(f) Dental Plan

(g) Eye Glass Program for employees and dependents limited to three hundred dollars (\$300.00).

*(Terms changed to allow reasons other than prescription lenses only to be covered on the recommendation of an optometrist).*

11.03 In the case of extended sickness, the Company reserves the right to have the Company doctor examine the employee.

11.04 Benefits coverage will end at the termination of employment date.

11.05 **PENSION PLAN**

**Employee Registered Savings Plan (RRSP)**

Employees who have completed their probationary period will be eligible to join the Registered Retirement Savings Plan (RRSP). Each employee covered by the Collective Agreement will receive a minimum monthly contribution of three hundred dollars (\$300.00).

Employees match the Company contribution through payroll deduction. Employees may elect to make additional contributions through the Payroll Plan. (Adjustments can be made once per year).

Effective June 15, 2021, employees will have the benefit of an enhanced RRSP payable, based on the Years Maximum Pensionable Earnings (YMPE). As determined by Revenue Canada, the YMPE for 2021 is \$61,600.

The contribution rate up to YMPE	4.0%
Employed 0 - 9 years of service	4.0%
Employed 10 - 14 years of service	4.25%
Employed 15 - 19 years of service	4.50%
Employed 20 - 24 years of service	4.75%
Employed 25 years or more of service	5.00%

Employees will receive the greater of either the monthly payment of three hundred dollars (\$300.00), or the percentage calculation.

\*Employees with twenty-five (25) or more years of service will receive an additional \$100.00 contribution per month by the Company which will be matched by the Employee.

**ARTICLE 12 – SENIORITY**

12.01 All new employees will serve a probationary period of sixty (60) calendar days. On completion of the probationary period, seniority will revert back to the first (1st) day of employment. Working days not worked for whatever reason will not count as probationary days. These days will be added to the sixty (60) day calendar period until forty (40) working days have been completed.

- 12.02 Seniority rights will be granted on classification first and thereafter on a plant wide basis. Employees affected by a lay-off will have the right to transfer to another classification to displace junior employees, providing however that the employee has the ability to perform the work available in an efficient and work like manner after a reasonable trial period to be agreed upon between the Union Committee and the Management.
- 12.03 An employee who has acquired seniority will have that seniority maintained and accumulated for a period of:
- (a) Six (6) months if the employee has less than five (5) years of completed service.
  - (b) One (1) year if the employee has completed five (5) years of service but less than ten (10) years.
  - (c) Three (3) years if the employee has completed ten (10) or more years of service.
- 12.04 On request, the Company will issue a Seniority List, providing the request is not more than four (4) times a year, with a copy to the Shop Steward and one copy posted on the bulletin board. Length of service will be based on Company service and not departmental.
- 12.05 The Parties agree that an employee who is in good standing with the Union and who is promoted out of the bargaining unit, shall be credited with the seniority acquired while previously employed in the bargaining unit, and additional seniority equal to the period during which the employee was employed elsewhere within the Company, should the employee return to the bargaining unit.

### **ARTICLE 13 – LAY-OFF**

- 13.01 In case of a reduction in the working force, employees with less than three (3) years seniority shall receive six (6) working days' notice. Employees with more than three (3) years seniority shall receive ten (10) working days' notice.
- 13.02 In the event of lay-off, employees exercising their seniority, and transferred to a classification paying a lower rate of pay, and for which they are qualified, will receive their normal rate of pay for two (2) working days' duration. Thereafter, they will receive the classification rate.
- 13.03 Employees on lay-off notice will receive time off with pay to attend certified job interviews as follows:
- After the probationary period, up to one and one-half (1-1/2) hours.
  - After one (1) year of service, an additional one (1) hour for each year of service up to a maximum of sixteen (16) hours.

## **ARTICLE 14 – RECALL OF EMPLOYEES AFTER LAY-OFF**

14.01 Employees will be recalled to work in accordance with their seniority. If an employee does not return to work within five (5) working days of recall, the employee will forfeit the employee's recall rights, unless a valid reason is given.

Employees will accept the classification to which they are being recalled or forfeit recall rights. The employee has the option to return to the employee's former position when work is available in that classification.

14.02 Employees on lay-off will keep the Company advised of their current address and telephone number. The Shop Steward will be given a copy of all recalls, and will assist to get the employees to return to work.

14.03 Any employee who has been called to work for a short period after a shutdown or lay-off shall receive a minimum of four (4) hours' work at straight-time rates. Any employee who has not been notified not to report for work and reports to work as usual, shall receive a minimum of four (4) hours' work at straight-time rates.

## **ARTICLE 15 – TEMPORARY BREAKDOWN**

15.01 In case of a breakdown involving the whole plant, four (4) working hours' notice before lay-off will be given and will not be on a shift basis.

15.02 In case of a breakdown involving only one or two departments, the employees in these departments will be given an opportunity to work in any other department to complete their eight (8) hours, before lay-off for the duration of the breakdown. Employees refusing to work elsewhere in the plant will forfeit their right and will be laid-off immediately.

15.03 The Company will notify employees of a breakdown at their last known telephone number. If the employee cannot be reached at this number, the Company will notify the Shop Steward or, in the absence of the Shop Steward, a committee man will be notified. This will then constitute an official notice.

15.04 The Company will give not less than two (2) working days' notice to an employee when a change in shift is to be made. The advance notice shall not apply in the case of a temporary breakdown.

## **ARTICLE 16 – JOB CLASSIFICATION AND WAGE RATES**

16.01 Classifications and Wage Rates attached hereto and hereinafter called Appendix "A".

16.02 The Company hereby agrees to pay the rates for the various classifications as set out in Appendix "A" attached hereto.

16.03 The Company may hire up to three (3) high school students for duration of the high school summer vacation, as labourers to perform non-bargaining unit work, such as

lawn work, painting, and window cleaning. The starting rate for these high school students shall be minimum wage.

## **ARTICLE 17 – APPRENTICESHIP AND TRAINING**

- 17.01 The Company will assist employees who are desiring to learn a Trade as far as the Company requirements and facilities allow. This training will apply to the Trade of Welding.
- 17.02 If an employee, during the employee's training period, has to attend school during working hours, the Company will give the employee every possible opportunity to earn the employee's normal wages outside of school hours during the regular work week.
- 17.03 The starting rate for apprentices shall be a minimum of seventy percent (70%) of the top Tradesman rate in the Trade in which the apprentice is serving the employee's apprenticeship plus increases of five percent (5%) each six (6) months, or increments of equal proportions with the exception of apprentice.
- 17.04 Term of Training Program:  
(a) Welder ..... 3 years
- 17.05 Where a training period is required for this job, the trainee will receive a starting rate and increments agreed upon by Management and Shop Committee. Minimum increments shall not be less than outlined in Article 17.03 above.

## **ARTICLE 18 – JOB POSTING**

- 18.01 The Company agrees to notify the Shop Steward and post on the bulletin board for three (3) working days any vacancies in the various job classifications and/or new jobs created. Employees on the seniority list may apply for these designated jobs. From those employees applying, a selection must be made according to the applicant's skill and ability to perform the open job, as between two of approximately equal qualifications, seniority will govern.
- 18.02 Where required, 18.01 may be waived by mutual consent between the Union Shop Committee and Management.

## **ARTICLE 19 – PROMOTIONS AND TRANSFERS**

- 19.01 Employees temporarily transferred to a new classification paying a lower rate of pay, and for which they are qualified, shall retain their normal rate of pay. Employees temporarily transferred to a classification paying a higher rate of pay, and for which they are qualified, shall be paid the higher rate of pay after two (2) working days.
- 19.02 An employee who is transferred to a job paying a higher rate of pay and for which the employee is not qualified, will receive the employee's normal pay for five (5)

days. At that time the employee will receive forty percent (40%) of the rate differential, and at the completion of two (2) calendar months, the employee will receive the full classification rate.

- 19.03 Employees permanently transferred to another classification assumes this classification's rate after two (2) working days.

## **ARTICLE 20 – VACATION WITH PAY**

20.01 Employees with less than one (1) year of service with the Company shall be granted vacation with pay in accordance with the Regulations issued by The Employment Standards Act of the Province of Alberta.

20.02 Employees with one (1) year of service with the Company or more will receive vacation with pay as follows:

- |                       |   |                                   |
|-----------------------|---|-----------------------------------|
| (a) 1 to 2 years      | - | 2 weeks at 4% of gross earnings   |
| (b) 2 to 3 years      | - | 2 weeks at 5% of gross earnings   |
| (c) 3 to 5 years      | - | 3 weeks at 6% of gross earnings   |
| (d) 5 to 8 years      | - | 3 weeks at 7% of gross earnings   |
| (e) 8 to 10 years     | - | 4 weeks at 8% of gross earnings   |
| (f) 10 to 14 years    | - | 4 weeks at 9% of gross earnings   |
| (g) 14 to 18 years    | - | 4 weeks at 9.5% of gross earnings |
| (h) 18 to 20 years    | - | 5 weeks at 10% of gross earnings  |
| (i) 20 to 25 years    | - | 5 weeks at 11 % pf gross earnings |
| (j) 25 years and over | - | 6 weeks at 11 % of gross earnings |

### **20.03 Definition of Gross Earnings**

(a) Gross earnings for the purpose of calculation of vacation pay shall include payments received from the Company for regular straight-time hours, overtime hours, shift premium, Paid Holidays and previous year's vacation pay. But excluding any payment received from outside sources i.e. insurance companies and/or Workers' Compensation Board, and payments received from the Company to bring weekly indemnity from two hundred dollars (\$200.00) maximum insured to seventy-five percent (75%) of regular pay.

#### **(b) Cut-Off Date**

The period of gross earnings shall consist of twenty-six (26) pay periods with the last pay period being the last one prior to June 15th of each year of this Agreement.

This date will also determine eligibility for the classes of Vacation Pay and number of weeks of vacation entitlement (June 15th).

- 20.04 All vacations must be taken by May 31, of the year following the year earned, unless agreed upon by the Management and the employee. Vacation pay will be paid on each employee's regular pay day, or as agreed to by Management and the employee.
- 20.05 The normal three (3) week vacation period can be taken during July and August. The fourth (4th) and fifth (5th) week of vacation shall be taken at a mutually agreed time between Management and the employee concerned.
- 20.06 The Company agrees to pay a ten percent (10%) premium of the employee's vacation pay if the employee takes the employee's vacation between December 1st and May 31st. The premium bonus shall only apply to that part of whole that is taken in this period, i.e. December 1st to May 31st. The selection of vacation dates during the above period shall be by mutual agreement between the Management and the employee concerned.
- 20.07 The Company reserves the right to shut down the plant for maintenance shutdown in the Christmas time period. If so, additional vacation premium as specified in 20.06 will not apply during such shutdown. The Company will give twenty-one (21) days' notice to employees.
- 20.08 The Company will endeavour to keep a minimum of three (3) employees working during the shutdown for vacations. These employees will be paid the classification rate for the work performed.
- 20.09 The Company agrees to post a vacation chart for employees to make their selection date, not later than April 1st of each year of this Agreement. Employees with the most seniority will have the first preference of the dates. Consideration will be given to employees with school children so that they can take their vacation during the July and August school shutdown. It is agreed that the Company reserves the right to shut down the plant for vacation rather than stagger same.
- 20.10 Employees may request their vacation pay at the time of a lay-off.

## **ARTICLE 21 – BEREAVEMENT PAY**

21.01 In the case of death in the immediate family of an employee, Husband, Wife, Child, Mother, Father, Brother, Sister, the Company will grant to the employee three (3) days' leave of absence with pay at the employee's classification rate of pay.

In the case of death in the non-immediate family of an employee, Grandparents, Brother-In-Law, Sister-In-Law, Mother-In-Law or Father-In-Law, the Company will grant to the employee three (3) days' leave of absence with pay at the employee's classification rate of pay.

The leave of absence with pay will apply if the employee takes the days between the date of death through to the date of interment, or for attendance at any Celebration of Life.

Employees on lay-off, vacation, sick-leave or approved leave of absence will not be entitled to bereavement pay.

## **ARTICLE 22 – PAID HOLIDAYS**

22.01 The Company agrees to pay each employee one (1) regular day's pay for each of the following holidays:

New Year's Day	Thanksgiving Day
Family Day***	Remembrance Day
Victoria Day	1/2 Day before Christmas Day *
Dominion Day	Christmas Day
Civic Holiday	Boxing Day
Good Friday	1/2 day before New Year's Day*
Labour Day	Anniversary Day**

**And all general holidays proclaimed to be a Statutory Holiday by the Province of Alberta.**

\* The employees who work in the afternoon and night shift will be allowed a half day off with pay on the day immediately preceding the Christmas Day and New Year's Day.

\*\* The Anniversary date of the employee's starting date with the Company shall be taken within the first two weeks of the month.

\*\*\* If the Alberta Government drops or changes the Family Day Holiday to a non-paid holiday, the Company will revert back to Heritage Day being the second Monday of February.

22.02 Payment for Paid Holidays listed in Section 22.01 above for new employees shall be made retroactively on completion of thirty (30) calendar days of employment.

22.03 Company payment of wages for Paid Holidays falling within the first thirty (30) days of absence due to sickness or Workers' Compensation Board claim, will be limited to twenty-five percent (25%) of the day's regular wages.

22.04 Employees will be entitled to payment for the above holidays providing they work their last shift prior to and their first scheduled shift following the day of observance, unless they have received authorization of leave of absence or have evidence of sickness with a doctor's certificate.

22.05 If any of the employees are required to work on any of the Paid Holidays listed on 22.01, they will receive two times (2x) their rate in addition to their holiday pay.

## **ARTICLE 23 – HOURS OF WORK AND OVERTIME**

23.00 Four (4) hours minimum scheduled overtime on Saturday if overtime required.

- 23.01 The regular work day, Monday through Friday, shall be eight (8) hours per day. The Company may operate a day, afternoon or night shift, and shall determine the starting and quitting times of each shift. Each shift shall receive a thirty (30) minute unpaid lunch period, excepting Machine Operators and Forklift Operators where required. The regular hours of work, as defined, are not a guarantee of work.
- 23.02 The regular work week, Monday through Friday, shall consist of forty (40) hours of five (5) days of eight (8) hours each. The regular work week as defined is not a guarantee of work. All hours worked in excess of eighty (80) hours in a pay period shall be paid at overtime rates. Hours included in the eighty (80) hour period will include any scheduled vacation days, and or sick days (with a doctor's note). If the employee has missed time for any other reason, and is requested by Management to work additional time beyond regular working hours, then overtime rates will apply where applicable.
- 23.03 At five (5) minutes before quitting time in the morning and in the afternoon, a whistle will be blown to indicate preparation for wash-up.
- 23.04 One ten (10) minute coffee break will be allowed in the first half of any shift.
- 23.05 **Call Time**  
Any employee called into work after working on the employee's regular shift shall be guaranteed a minimum of three (3) hours of work at prevailing overtime rates.
- 23.06 **Reporting Pay**  
Any employee reporting for work on the employee's regular shift shall receive a minimum of four (4) hours' work at the employee's regular classified wage rate, unless notification was given at least one (1) full shift prior not to report for work.
- 23.07 All hours of daily overtime worked immediately following an employee's regular shift shall be paid for at the rate of one and one-half times (1 1/2x) hereafter on all hours worked.
- 23.08 All hours of overtime worked on a Saturday will be paid for at the rate of time and one-half (1-1/2) for all hours worked.
- 23.09 Double time (2x) shall be paid for all work performed on a Sunday.
- 23.10 Double (2) time shall be paid for all work performed on a Paid Holiday in addition to the regular Holiday pay.
- 23.11 Where possible all overtime shall be distributed equally among the employees engaged in one type of work. That is to say, an employee engaged in a certain class of work will not be asked to carry on the work of those in another class of work in order to deprive overtime remuneration from a given employee or employees.
- 23.12 **Overtime Meals**  
Employees who are requested to work more than two (2) hours unscheduled overtime after completion of their regular shift will be provided fifteen (\$15.00) dollars for a meal to be eaten on Company time which shall count as time worked.

The preceding condition shall apply every four (4) hours of work thereafter. Employees whose shift ends after midnight will receive a paid lunch period of thirty (30) minutes.

**23.13 Maintenance Department Only**

The Company by mutual agreement with the employees of the Maintenance Department may ask employees of this department to exchange a Saturday for any other day of the week except Sunday.

**ARTICLE 24 – PREMIUM PAY**

24.01 Employees commencing their regular scheduled shift 12:00 p.m. (noon) will receive a shift differential of two dollars (\$2.00).

**24.02 Charge Hand**

An Employee who is assigned Charge Hand position will receive a premium of one dollar (\$1.00) per hour over and above the employee's classification wage rate.

**24.03 Lead Hand**

An employee who is assigned Lead Hand position will receive a premium of eighty cents (\$0.80) per hour over and above the employee's classification wage rate.

**ARTICLE 25 – TOOL ALLOWANCE**

25.01 The Company agrees to supply at no cost to the employee all tools and equipment that the employee needs to do the job in a satisfactory manner. Such tools will remain the property of the Company.

**ARTICLE 26 – DURATION**

26.01 This Agreement shall become effective on June 15, 2026, and remain in full force and effect until June 14, 2028.

26.02 At any time within the period of one hundred twenty (120) days and not less sixty (60) days preceding the date of expiry of this Agreement or any extended term thereof, either party may give to the other party, a written notice of termination or renewal of this Agreement or proposals for a modified Agreement.

26.03 If notice to amend or revise the Agreement is given as provided, negotiations for a revised Agreement shall commence not later than ten (10) days after notice is received.

26.04 This Agreement shall continue in full force until all avenues of negotiations have been exhausted, as set out in The Labour Relations Act. If neither party gives said notice to revise said Agreement., then same will be continued on for a further period of one (1) year thereafter.

**APPENDIX "A"**

**JOB CLASSIFICATIONS AND WAGE RATES**

**Note: All employees as of June 15, 2021 will remain at current classification at the beginning of this contract.**

WAGE RATES			
CLASSIFICATION		June 15, 2026 1%	June 15, 2027 2%
Group 5	\$24.66 Casual Labour & Student	24.91	25.41
Group 6	\$28.00 Grinder/Chipper	28.28	28.85
Group 7	\$28.47 Grinder-Finisher Grinder-Machinist Helper Maintenance Helper Truck Driver Wheelabrator Operator	28.75	29.33
Group 8	\$29.06 Arc Air Operator Burner Cleaning Room Utility man Heat Treating Furnace Operator Mobile Equipment Operator	29.35	29.94
Group 9	\$30.22 Grinder Machinist Yard Crane Operator	30.52	31.13
Group 10	\$31.94 Maintenance Shop Quality Control Machinist	32.26	32.90
Group 11	\$33.97 Millwright	34.31	35.00
Group 12	\$30.22 Welder Welder (First Year) \$31.15 (Alberta Ticket) Welder (Second Year) \$32.74 (Alberta Ticket) Welder "C" Pressure \$34.00 (Alberta Ticket) Welder "B" Pressure \$37.08 (Alberta Ticket) Red Seal Electrician \$37.08 Red Seal Millwright \$37.08 Red Seal Machinist \$37.08	30.52  31.46 33.07 34.34 37.45 37.45 37.45 37.45	31.13  32.09 33.73 35.03 38.20 38.20 38.20 38.20

## **DEFINITIONS**

### **Charge Hand**

A Charge Hand is an employee who is assigned to instruct others in the performance of their work, and may be held responsible for the quality and quantity of work.

### **Lead Hand**

A Lead Hand is an employee who is able and willing to instruct others in the performance of their work, or who, because of exceptional skill and ability or the nature of the employee's work is so recognized by the Company.

### **Red Seal Electrician**

Employees obtaining the Group 12 wage rate as a Red Seal Electrician must hold a City of Calgary permit for plant work.

Dated at the City of Calgary, in the Province of Alberta, this 13<sup>th</sup> day of May 2026.

**FOOTHILLS STEEL FOUNDRY LTD.**



Chris Irving

**UNITED STEELWORKERS  
LOCAL 360**



Hugo Cabezas



Robert Wishart



Kevin Sadler



Tara Cavanagh