



# ARTICLES OF AGREEMENT



BETWEEN

**EDMONTON EXCHANGER & MANUFACTURING LTD.**

(Hereinafter referred to as the Employer)

AND THE

**INTERNATIONAL BROTHERHOOD OF BOILERMAKERS, IRON  
SHIP BUILDERS, BLACKSMITH, FORGERS AND HELPERS  
LOCAL LODGE 146**

(Hereinafter referred to as the Union)

Effective: January 1, 2026 – December 31, 2028

This Collective Agreement, governing wages and working conditions in the Employer's Fabrication Shop shall govern the relations between the Union and the Employer.

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**ARTICLE 1      RECOGNITION, SCOPE AND PURPOSE OF AGREEMENT**

Section 1      The Employer recognizes the Union as the sole bargaining agent for all of its production and maintenance Employees in the performance of all fabrication and repair work in the Employer's shop location. Provided, however, that the Employer is free to conduct research or development of new products or to install and test new equipment and that bargaining unit Employees are trained to operate this new equipment.

Section 2      The Union agrees to cooperate with and assist in every legitimate way the Employer to conduct a successful business, bearing in mind that both parties must provide services to the public.

Section 3      This Agreement shall cover all hourly paid Employees as listed under Article 9, Wages.

Section 4      All references to days or hours as time periods shall be considered as working days or working hours unless otherwise indicated.

**ARTICLE 2      MANAGEMENT**

Section 1      It is the Employer's right to operate and manage its business in all respects in accordance with its responsibilities and commitments. The location of jobs, the choice of equipment, the schedules of manufacture, the methods and means of manufacture, are solely and exclusively the responsibility of the Employer.

Section 2      The Employer has the right to make and alter from time to time rules and regulations to be observed by the Union, provided that they are not inconsistent with this Agreement. The Employer shall furnish the Employees and the Union Representative with updated copies of all policies, rules, and regulations.

Section 3      It is an exclusive function of the Employer to hire, promote, demote, transfer, suspend, discipline or discharge for cause, Employees in the bargaining unit subject to the provisions of this Collective Agreement.

Section 4      A bulletin board for the benefit of the Shop Employees shall be provided in the lunchroom. A listing of shop floor supervisory personnel shall be periodically posted on this bulletin board. Supervisory personnel shall be listed on the bulletin board as supervision.

Section 5      Nothing within this Article shall be interpreted to prejudice other unspecified traditional rights of management.

Section 6      The Employer shall have the right to name hire six (6) Employees on an annual basis. In no case shall this number be exceeded unless mutually agreed upon by the Employer and the Union. Name hires shall apply to Journeypersons who are members in good standing with the Union.

**ARTICLE 3      RESPONSIBILITIES OF EMPLOYEES**

Section 1      The Employee shall accept reasonable responsibility for the tools furnished by the Employer and must report the loss of any of these tools immediately to their supervisor.

Section 2      An Employee found deliberately misusing Employer equipment or property may be subject to discipline that may include dismissal.

Responsibility for normal wear and tear of tools supplied by the Employer is accepted by the Employer upon return of broken or worn tools. Adequate protection shall be provided by the Employer for all tools and equipment.

Section 3      Employees shall adhere to all duties, conditions, responsibilities, and terms of employment posted or published from time to time as may be the case by the employer, providing they are not inconsistent with this Agreement.

**ARTICLE 4      UNION SECURITY**

Section 1      The Employer agrees to employ only members in good standing with the Union, who shall at all times assist the Employer to secure competent shop Boilermakers and/or Helpers. Should the Union find it impossible to secure the necessary Boilermakers and/or Helpers, within forty-eight (48) hours, the Employer may hire such Boilermakers and/or Helpers that may be available, with the understanding that new Employees shall become members of the Union after ninety (90) days from the start of their employment with the Employer. The Employer shall assist to ensure that all new Employees shall become members of the Union. The Employer shall deduct, in accordance with the Labour Relations Code, the amount of dues or levies that may be authorized by the Employee. Such dues shall be deducted from the first pay period of each month and forwarded to the Secretary Treasurer of Local Lodge 146 before the fifteenth (15th) day of the following month.

Section 2      All new Employees must report to the Union Office and sign an Application for Membership and Checkoff Dues before going to work.

Section 3      When any Shop Employees are required to work on any Boilermaker Field, New Construction or Maintenance work, they shall be paid their wages and conditions according to the Boilermakers' Construction or Maintenance Agreement in effect at that time.

Section 4      Should an Employee solicit work in the Field on New Construction or Maintenance, the Employee shall lose seniority rights after sixty (60) days of continuous field work.

If the Employer solicits the Employee to go to the Field on New Construction or Maintenance, their seniority shall continue in the Shop.

Section 5      Disciplinary action may take place for just cause. The Shop Steward shall be present at any meeting of a disciplinary nature between the Employer and the Employee. The Shop

Steward shall be notified prior to any written warning being issued and shall receive a copy of said warning.

Excluded from this section are all Non-Conformance Reports (NCR's) under the Employer's QC Program.

**ARTICLE 5 HOURS OF WORK**

Section 1 Eight (8) hours per day shall constitute a regular day of work. Forty (40) hours per week (Monday through Friday inclusive) shall constitute a regular week of work. The foregoing shall not be interpreted as a guarantee to provide work to any Employee for regularly assigned hours or any other hours.

- OR -

The majority of the Employees within this bargaining unit or with the bargaining agent and the Employer may establish a compressed work week where ten (10) hours per day shall constitute a regular day of work. Forty (40) hours per week shall constitute a regular week of work (Monday to Thursday inclusive or Tuesday to Friday inclusive).

Section 2 The normal hours of work shall be between 7:30 a.m. and 4:00 p.m.; 4:00 p.m. to 12:30 a.m.; and 12:15 a.m. to 7:45 a.m.

Section 3 The majority of the Employees within this bargaining unit or with the Bargaining Agent, and the Employer may change the foregoing start time by one (1) hour either way. The Union and the Shop Steward shall be notified in writing of any change to the start time at least twenty-four (24) hours before implementing the change. Article 7, Section 1, shall be interpreted to reflect the new start time.

Section 4 Employees shall be entitled to two (2) paid ten (10) minute coffee breaks per eight (8) hour scheduled shift.

- OR -

Employees shall be entitled to two (2) paid fifteen (15) minute coffee breaks per ten (10) hour scheduled shift.

**ARTICLE 6 SHIFT WORK**

Section 1 Where two (2) or three (3) shifts are working, the first or day shift shall be paid at the applicable rate, as set out in Article 9. The afternoon shift shall immediately follow the day shift unless otherwise agreed. The afternoon shift shall be paid for eight (8) hours work for a total shift time of eight and one-half (8<sup>1/2</sup>) hours.

The midnight shift shall work seven (7) hours for eight (8) hours pay. The shifts may overlap up to one-half (1/2) hour.

Employees with twenty-five (25) years or more of seniority have the right to request day shift only. The Employer will try to meet the request when possible.

Section 2 Employees shall be given a minimum of two (2) working days of notice, exclusive of Saturday and Sunday, prior to any changes in their shift with the exception of cases of emergency or work force realignments that may be necessary due to Employee absenteeism. The Employer reserves the right of placement of personnel on various shifts. Shifts shall rotate with two (2) weeks on each shift unless the Employee was hired for a specific shift.

Section 3 Employees shall be paid a minimum of four (4) hours at the applicable rate if they report to work and are unable to work due to circumstances beyond their control.

Section 4 The shift premium (as per Addendum 1) shall be paid on all hours worked. The shift premium shall not be compounded on overtime hours worked.

## **ARTICLE 7 OVERTIME AND GENERAL HOLIDAYS**

Section 1 All hours worked prior to and/or after any shift in excess of those provided shall be termed overtime. When such unscheduled overtime is expected to exceed one (1) hour, Employees shall be entitled to a ten (10) minute rest period.

Section 2 All hours beyond eight (8) hours of work per day or forty (40) hours per week are considered to be overtime.

The first two (2) hours of overtime, Monday to Friday, shall be at one and one-half (1<sup>1/2</sup>) times the regular rate of pay. The first eight (8) hours of work on Saturday shall be at one and one-half (1<sup>1/2</sup>) times the regular rate of pay.

Overtime hours worked in addition to the above mentioned shall be paid at two (2) times the regular rate of pay.

Section 3 It is the Employer's right to schedule overtime. The Employer shall request Employees to work overtime in order of seniority sequence within a classification to ensure a fair distribution of overtime. Such request to work overtime shall not be unreasonably refused.

Section 4 When an Employee is required to work unscheduled overtime of more than two (2) hours beyond the end time of their regular scheduled shift, a hot meal shall be provided immediately at the conclusion of the two (2) hour time period and every four (4) hours thereafter, with a twenty (20) minute time period paid at two (2) times the regular rate of pay to consume the meal. In lieu of the hot meal and at the option of the majority of Employees working the overtime, a twenty-five dollar (\$25.00) allowance per Employee may be paid. Unscheduled overtime shall be defined, for the purposes of this Section, as being overtime for which the Employee receives no notice thereof until the last regularly scheduled shift that the overtime follows.

When the Employee is working scheduled overtime of more than two (2) hours, they shall be given a twenty (20) minute time period paid at two (2) times the regular rate of pay to consume the meal at the end of the first two (2) hours of overtime.

Section 5 When Employees are called back to work after completion of their regular shift, they shall receive a minimum of two (2) hours of show-up time to be calculated at two (2) times the Employee's regular rate of pay.

Section 6 The period of time recognized as a General Holiday is the twenty-four (24) hour period beginning at 12:00 a.m. on the day that is recognized as the General Holiday.

Section 7 When a General Holiday occurs during a 4 x 10 work week, the maximum of thirty (30) hours per week shall form the basis of the maximum straight time rate, or during a 5 x 8 work week, the maximum of thirty-two (32) hours per week shall form the basis of the maximum straight time rate.

General Holidays are: New Year's Day, Family Day, Good Friday, Victoria Day, Canada Day, Civic Holiday, Labour Day, National Day for Truth and Reconciliation, Thanksgiving Day, Remembrance Day, Christmas Day, Boxing Day and any other General Holiday proclaimed by either the Federal or Provincial Government.

Section 8 General Holiday pay shall be calculated and paid each pay period at five percent (5%) of gross hourly earnings.

Section 9 No work shall be performed on Labour Day with the exception of cases deemed to be for the preservation of life and property.

Section 10 Christmas Eve and New Year's Eve shall be a day off without pay and may be worked by mutual consent at the regular rate of pay.

Section 11 All General Holidays shall be observed on the day in which they fall unless otherwise agreed upon. When a General Holiday falls on a Saturday, Sunday or recognized day off, the General Holiday shall be observed on either the workday prior to the General Holiday or the first workday following the General Holiday.

If the General Holiday is worked and an alternative day off has not been agreed upon, the day shall be paid at two (2) times the regular rate of pay.

## **ARTICLE 8 VACATIONS**

Section 1 Vacation pay shall be calculated and paid at the time of vacation or on each pay period according to the following rates.

<b>Length of Continuous Employment</b>	<b>% of Regular Pay</b>	<b>Vacation Time</b>
0 - 12 months	4%	10 regular work days
13 - 60 months	6%	15 regular work days

61 - 120 months	8%	15 regular work days
121 - 180 months	10%	20 regular work days
181 months or longer	10%	25 regular work days

Section 2 As far as is reasonably possible, Employees shall be granted their choice of vacation periods according to their seniority. However, the right to allocate vacation periods is reserved by the Employer to ensure efficient and continuous operations of the Shop. Unless mutually agreed, an Employee shall not take more than fifteen (15) consecutive working days of vacation time.

Section 3 It shall be mandatory for all Employees to take vacation after one (1) full year of continuous employment.

**ARTICLE 9 WAGES**

Section 1 Wages as set out in Addendum 1 shall remain in effect from date of ratification.

The wage classifications as shown in Addendum 1 are identical to the seniority classifications referenced in other Sections of this Agreement.

Payment of wages shall be made by Direct Deposit into the bank of the Employee's choice.

**ARTICLE 10 BEREAVEMENT LEAVE**

Section 1 Employees shall be entitled to three (3) days off with pay in the event of the death of a member of their immediate family. Immediate family is defined for the purpose of this Agreement as a mother, father, sister, brother, daughter, son, spouse, and common-law spouse, mother-in-law, father-in-law, son-in-law, daughter-in-law, stepparents and grandparents.

Management shall give consideration for three (3) days off with pay for deaths of relations not mentioned in the above list.

**ARTICLE 11 HEALTH AND WELFARE BENEFITS**

Section 1 The Employer shall provide benefits under the Boilermakers' National Health Plan (Canada) – ISO (Industrial Sector Operations) Division, after ninety (90) calendar days of continuous employment. The Employer shall contribute four hundred and seventy dollars (\$470) per Employee, per month, for the term of this Agreement, or such other amount communicated by the Board of Trustees of the Boilermakers' National Health Plan (Canada).

Section 2 The Employer shall provide each Employee, at no cost to the Employee, Alberta Health Care coverage at either the monthly family or the single monthly rate but the Employer shall not pay for duplication or be held responsible for arrears.

Employees transferring from one location to another within the group benefit program shall serve a ninety (90) calendar day probationary period.

Section 3 The Employer shall contribute on behalf of each Employee to the FSEAP (Family Services Employee Assistance Program).

## **ARTICLE 12 PENSION/RETIREMENT PLAN**

Section 1 The Employer shall contribute at the rate stipulated in the Addendum for each hour worked to the Boilermakers' National Pension Fund.

Employees shall qualify for contributions after completion of ninety (90) calendar days of employment.

Section 2 The current month's contributions shall be remitted by the fifteenth (15th) of the following month and must be accompanied by a report with each Employee's name, social insurance number, hours worked and the amount of the contribution.

Section 3 The Boilermakers' National Pension Fund (Canada) shall be administered by a Board of Trustees which include representation from the International Brotherhood of Boilermakers (IBB) and appointed professionals.

Section 4 The Employer will contribute to the Boilermakers' National Pension Plan (Canada) at an agreed rate to be stipulated in Addendum I for each hour worked, for all Employees eligible to participate in the Boilermakers' National Pension Plan (Canada). The Employer shall cease pension contributions to the Boilermakers' National Pension Plan (Canada), on behalf of those Employees who are seventy-one (71) years of age or older and the pension contributions that would otherwise be payable to the Boilermakers' National Pension Plan (Canada) will be redirected as a wage premium directly to the Employee, by the Employer. The computation of the amount payable will be in accordance with the provisions for pension contributions applicable to all other Employees covered under the terms of this Collective Agreement. In the event the Employer, in error, makes pension contributions beyond the November work month on behalf of an Employee who is seventy-one (71) years of age or older, the administrator of the Boilermakers' National Pension Plan (Canada) will allocate the applicable contributions back to the Employer. The Employer will redirect the contributions as a wage premium back to the Employee.

## **ARTICLE 13 WORK CLASSIFICATIONS**

### **Section 1 WELDERS, FITTERS AND BURNERS**

Welders, fitters and burners shall perform work within the trade claims of Article 11 (Established Jurisdiction of the Trade) of the Constitution of the International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers

### **Section 2 APPRENTICES**

Apprentices shall perform work as in Article 11 of the International Brotherhood of Boilermakers' Constitution. An apprentice shall be given ample opportunity to cover all

sections of their trade. The ratio of apprentices shall be one (1) to three (3) Boilermakers. The same ratio shall apply when lay-offs occur. It is recognized that there may be situations where the above ratio would be impractical. In order to obtain relief, the Employer must consult with the Union's Business Manager or Business Representative to reach a mutually acceptable solution. When attending technical trade school, the Employer agrees to pay indentured apprentices an amount that when added to the weekly government grant, shall amount to ninety percent (90%) of the apprentice's base pay calculated at the regular hourly rate of pay multiplied by forty (40) hours.

Upon returning to work after attending technical trade school, apprentices shall be paid one-third (1/3) of the amount owing on the first pay period upon returning to work. The second third (1/3) shall be paid on the second pay period and the final third (1/3) on the third pay period.

Tuition for apprenticeship training shall be reimbursed at fifty (50%) percent by the Employer if the apprentice achieves a final course mark of between eighty-five percent (85%) and one hundred percent (100%) on the apprenticeship course.

Section 3

**HELPERS, PRODUCTION WORKERS AND MATERIAL HANDLERS**

Helpers, Production Workers and Material Handlers shall perform work such as power brush operation, power grinding, cleaning, assisting welders or fitters in the performance of work referred to in Article 11 of the International Brotherhood of Boilermakers' Constitution and such other work that is generally recognized as Helpers, Production Workers, and Material Handler's work.

Section 4

**STUDENT LABOUR**

The Student Labour classification shall apply between the period of May 1st and September 15th. No permanent Employees shall be replaced by the employment of Student Labourers.

Section 5

**BEGINNERS**

Notwithstanding Article 4, Section 1, Beginners classification shall apply to those Employees who have no work experience in the industry and whose intent it is to enter into the Apprenticeship program. The individual must be indentured as an apprentice within six (6) months from the date of hiring or their employment shall be terminated. The Employer has the right to hire such individuals that are available.

**ARTICLE 14**

**SAFETY AND WORKING CONDITIONS**

Section 1

A change room and lunchroom shall be provided. Location of these facilities is at the discretion of the Employer. Change room and lunchroom facilities shall meet environmental standards.

The Employer is responsible for the destruction by fire on the Employer's premises of personal effects owned by the Employee to a maximum of two hundred dollars (\$200.00).

Section 2

The foreman shall approve safety conditions before any Employee proceeds to work on

any vessel or tank that has or may have contained explosive or hazardous material.

Section 3 If any Employee has an accident during working hours and a physician deems it not safe to continue the shift, the Employee shall be paid at the applicable rate of pay for the full shift.

Section 4 The Employer shall provide the following:

(a) Supply coveralls on an exchange basis, or an exchange service for coveralls on a weekly basis at no cost to the Employees.

(b) When an Employee is required to work outside (plateland, outside cutting, shipping and the outside head press) for two (2) consecutive weeks or more between October 15th and March 15th, a cash payment of two hundred and fifty dollars (\$250.00) shall be provided annually to the Employee, in a timely manner, for the purchase of winter apparel.

Should the Employee terminate their employment within three (3) months, one hundred and twenty-five (\$125.00) shall be deducted to reimburse the Employer from the Employee's final pay cheque.

(c) Winter coats shall be provided to Employees who are required to work outside.

The onus is on the Employee to purchase appropriate apparel and ensure such apparel is kept in the same condition as such apparel that is supplied by the exchange service.

Gloves shall be supplied by the Employer as required on an exchange basis.

Section 5 When practical, spray painting shall be conducted at the time and location that causes the least hazard to the Employees.

Section 6 The Employer shall provide a plug-in for vehicle block heaters for all regular Employees.

Where plug-ins for vehicle block heaters are not available and the temperature is minus fifteen degrees Celsius (-15C) or colder, Employees shall be permitted to start their vehicles fifteen (15) minutes prior to the end of their shift and then return to their work.

Section 7 Employees shall be allowed a paid five (5) minute personal clean-up time prior to the end of their shift.

Section 8 The Employer shall provide all Employees with the rules, regulations and safety information for all equipment and tools.

Section 9 **TRAINING/SAFETY TRAINING**

When an Employee is required to take training and/or safety training such training shall be taken during normal work hours. Should the Employees be required to take such training after their normal hours of work the Employee shall receive the applicable overtime rate of pay (i.e., forklift, overhead crane training).

The Employer shall pay wages to an Employee taking First Aid training (i.e., St. John's).

Section 10 The Employer shall reimburse Employees up to two hundred and fifty dollars (\$250.00) per calendar year for the purchase of work boots with proof of purchase receipt.

#### **ARTICLE 15 WELDING TESTS**

Section 1 A welder who has served their apprenticeship with the Employer and after taking their Initial B Pressure test shall receive six (6) hours of pay at the regular rate of pay for taking the test. If an Employee works for the Employer less than thirty (30) days after receiving the six (6) hours pay at the regular rate of pay for their Initial B Pressure test, they shall have an amount equal to six (6) hours pay at the regular rate deducted from their final pay.

Section 2 After successfully completing the qualification test, any B Pressure welder who is new to the Employer shall be paid for the test time to a maximum of four (4) hours.

#### **ARTICLE 16 SENIORITY**

Section 1 The principle of seniority within a job classification shall govern layoffs and recalls. Consideration shall also be given to ensure sufficient Employees within each job classification are retained to meet the requirements of any remaining work. No new Employee shall be entitled to seniority until they have been employed continuously for a period of sixty (60) calendar days, and then seniority shall date back to the time of hiring.

Section 2 An Employee who is laid off shall retain their accumulated seniority to the time of layoff, providing the layoff does not exceed one (1) month for each year of employment after which the Employee shall lose all Seniority rights. A laid off Employee must make arrangements with the Employer to return to work within five (5) working days after receiving a Notice of Recall, in order to preserve their seniority.

Section 3 Separate Seniority Lists shall be kept for each job classification as per Addendum I, Wage Page. In the case of layoffs, each list shall be considered a separate unit. The Employer shall supply Seniority Lists monthly.

Section 4 Layoffs must comply with Employment Standards Code.

Section 5 An Employee's seniority shall be maintained for a maximum of one (1) year of absence as a result of sickness that is covered under a medical certificate, or an accident recognized by the Workers' Compensation Board (WCB).

#### **ARTICLE 17 SHOP COMMITTEE**

Section 1 The importance of the Union maintaining at all times a Shop Committee, consisting of qualified Employees who are familiar with plant conditions, is recognized.

Section 2 The selection of the members of the Shop Committee is recognized as a function of the

Union. The Shop Committee shall consist of no less than one (1) nor more than three (3) Members as required. The Chairperson of the Committee shall be the Primary Shop Steward. Owing to the importance of their work on the Committee, seniority shall not affect their layoff. Therefore, in the event of a layoff, they shall be the second last Member off the job, provided there is work available for which they are qualified. The Primary Shop Steward shall work only on days and not be required to work either the second or third shifts. In the event the Primary Shop Steward is to be laid off, the Union Business Manager or Business Representative shall be notified in a timely manner to allow for the appointment of a successor. All Shop Stewards shall be given a reasonable length of time to perform their Union and Shop and Safety Committee duties.

Section 3 Shop Stewards shall be included as members of all Shop and Safety Committees with additional Employee participation as necessary.

Section 4 Safety Committee meetings shall be held at least once per month, or as required by the Safety Committee and Occupational Health and Safety requirements.

Section 5 Due to the Employer operating multiple shifts at different locations, it is recognized that there may be a need to appoint Assistant Shop Stewards in these locations for each shift. The Union Business Manager or Business Representative shall appoint the Assistant Shop Stewards and shall provide notification to the Employer in writing.

## **ARTICLE 18 GRIEVANCE MACHINERY**

### **Section 1 GRIEVANCE PROCEDURE**

It is the mutual desire of the parties hereto, that Employee concerns shall be addressed as quickly as possible. The term grievance shall mean any difference of dispute concerning the interpretation, application, administration or alleged violation of the Agreement. Any of the time limits contained herein are mandatory, however, they may be extended if it is mutually agreed to in writing.

Step 1: The foreman or supervisor shall be given the opportunity to address the concern. When an Employee's concern is rendered in written form it shall be termed a grievance and shall be advanced to Step 2.

Step 2: The written grievance shall be submitted to the Employer representative within ten (10) working days from the incident giving rise to the concern.

Step 3: The Employer representative shall hear the grievance within fifteen (15) working days from the incident giving rise to the concern. The grievance shall be presented by the Union Business Manager or the Business Representative and Shop Steward. The written decision of the Employer representative shall be submitted to the Union Business Manager and the Shop Steward within eighteen (18) working days from the incident giving rise to the concern.

Step 4: If the Employer's answer in Step 3 is unacceptable, the grievance shall then be discussed within twenty-eight (28) working days from the incident giving

rise to the concern at a meeting between the Plant Manager or the designated representative and the Union's International Vice-President or the designated representative. If the matter is not resolved in Step 4, the Union may advise in writing within thirty-three (33) working days from the incident giving rise to the concern that it wishes to submit the matter to arbitration.

Section 2      **ARBITRATION**

The Union and the Employer shall establish a list of four (4) acceptable Arbitrators. Arbitrators shall be chosen shortly after ratification. The single Arbitrator shall be selected in rotation from the list. Any of the time limits contained herein are mandatory, however, they may be extended if it is mutually agreed to in writing.

Step 1:      Once the Arbitrator has been named they shall convene a hearing into the grievance within forty-five (45) working days from the incident giving rise to the concern.

Step 2:      The Arbitrator shall render their decision no later than sixty (60) working days from the incident giving rise to the concern. The decision of the Arbitrator shall be final and binding on both parties.

- a)      The Arbitrator shall be governed by the terms of the Agreement and shall not alter, amend or change the terms of the Agreement. If an Employee has been dismissed or otherwise disciplined by the Employer for cause and the Agreement contains no specific penalty for the infraction that is the subject matter of the arbitration, the Arbitrator may substitute any penalty for the dismissal or discipline that seems just and reasonable in all the circumstances.
- b)      Each of the parties to this Agreement shall bear their own expenses for arbitration. The fees and expenses of the Arbitrator shall be shared equally by both parties.

**ARTICLE 19 UNION LABEL**

Section 1      The Employer agrees to accept the Union Label as per the attached memorandum of Agreement.

## **ARTICLE 20 DURATION OF AGREEMENT**

Section 1        This Agreement shall become effective January 1, 2026 and shall remain in full force and effect until December 31, 2028 and from year to year thereafter, unless either party shall, at least sixty (60) calendar days prior to the anniversary date thereof, notify the other party to this Agreement of a desire to modify or terminate this Agreement. In the event that such notice is given, the parties shall meet not later than fifteen (15) calendar days after receipt of such notice.

If an Agreement is not reached on or before the expiry date of the existing contract, then terms and conditions of this contract shall remain in effect until a new Agreement is concluded or strike or lockout commences.

IN WITNESS THEREOF the parties hereto have executed this Collective Agreement this 9<sup>th</sup> day of December, 2025.

Edmonton Exchanger & Manufacturing Ltd.

International Brotherhood of Boilermakers, Iron  
Ship Builders, Blacksmiths, Forgers and Helpers,  
Local Lodge 146

[Redacted Signature Line]

Tim Gusse  
President

Mackenzie Walker  
Business Manager/Secretary Treasurer

[Redacted Signature Line]

Terry Rozak  
Vice President of Manufacturing

Jeff Burns  
Business Representative

[Redacted Signature Line]

Dallas Bartel  
Shop Steward

[Redacted Signature Line]

Daniel Kossman  
Shop Steward

[Redacted Signature Line]

Les Gal  
Bargaining Committee

[Redacted Signature Line]

Dean Parr  
Bargaining Committee

**ADDENDUM 1**

Edmonton Exchanger & Manufacturing Ltd.

**Wage Page**

Classification	January 1, 2026 4%	January 1, 2027 3%	January 1, 2028 2%
Foreman	\$55.19	\$56.85	\$57.99
Lead hand	\$52.99	\$54.58	\$55.67
B Welder	\$51.43	\$52.97	\$54.03
Journeyman Welder	\$46.44	\$47.83	\$48.79
Journeyman Boilermaker	\$46.44	\$47.83	\$48.79
Vessel Layout Fitter	\$51.43	\$52.97	\$54.03
Mobile Crane Operator with Ticket (capacity 15 tons and over)	\$47.82	\$49.25	\$50.24
Production Worker	\$33.07	\$34.06	\$34.74
Helper	\$26.45	\$27.24	\$27.78
Beginner	\$23.55	\$24.26	\$24.75
Student Labourer	\$20.56	\$21.18	\$21.60

Apprentices - As a percentage of the Journeyman rate for a Welder and Boilermaker.

First Year	(60%)	\$27.86	\$28.70	\$29.27
Second Year	(75%)	\$34.83	\$35.87	\$36.59
Third Year	(90%)	\$41.80	\$43.05	\$43.91
Pension	Per Hour	\$4.00	\$4.50	\$5.00

Shift Premium

Day Shift	Applicable rate listed above
Afternoon Shift	Applicable rate listed above plus two dollars (\$2.00) per hour.
Midnight Shift	Shall work seven (7) hours but receive the applicable rate listed above for eight (8) hours plus one dollar and seventy-five cents (\$1.75) per hour.

**ADDENDUM 2**

**MEMORANDUM OF AGREEMENT  
BOILERMAKERS UNION LABEL**

The INTERNATIONAL BROTHERHOOD OF BOILERMAKERS, IRON SHIP BUILDERS, BLACKSMITHS, FORGERS AND HELPERS, AFL-CIO recognizes the undersigned EMPLOYER as a BOILERMAKER UNION LABEL EMPLOYER who has signed and approved agreement with this BROTHERHOOD under which skilled workers and members of our craft enjoy a high standard of wages, hours, fringe benefits and other conditions of employment

In consideration thereof the INTERNATIONAL BROTHERHOOD now authorizes this EMPLOYER to affix the BOILERMAKER UNION LABEL to products fabricated under the terms of this Collective Agreement, in their shop or plant. The EMPLOYER agrees to be bound by the following procedures for affixing the Label:

- 1) The BROTHERHOOD'S UNION LABEL is the property of the BROTHERHOOD and shall only be affixed to the EMPLOYER'S product by the UNION'S duly authorized UNION LABEL STEWARD. Such Stewards shall be designated to the Employer in writing by the Union.
- 2) This Memorandum of Agreement shall be valid only so long as the EMPLOYER'S LABOUR AGREEMENT with this BROTHERHOOD is approved and in full force and effect.

All the foregoing was agreed to this date DECEMBER 9, 2025 at 9:00 a.m., by and between the INTERNATIONAL BROTHERHOOD OF BOILERMAKERS IRON SHIP BUILDERS, BLACKSMITHS, FORGERS AND HELPERS, AFL-CIO and Edmonton Exchanger & Manufacturing Ltd. (Employer)

For the **INTERNATIONAL BROTHERHOOD  
OF BOILERMAKERS**

For **EDMONTON EXCHANGER &  
MANUFACTURING LTD.**

Arnie Stadnick  
Int'l. Vice-President, Western Canada Section  
International Brotherhood of Boilermakers

Tim Gusse  
President  
Edmonton Exchanger & Manufacturing Ltd.

Mackenzie Walker  
Business Manager/Secretary-Treasurer  
Boilermakers Local Lodge 146

Terry Rozak  
Vice President of Manufacturing,  
Edmonton Exchanger & Manufacturing Ltd.



## BOILERMAKERS' NATIONAL HEALTH PLAN (CANADA) SUMMARY OF BENEFITS FOR ACTIVE MEMBERS

All benefits are subject to the terms of the insurance policies and the official Plan documents.  
This is only a summary for your convenience

**AS AT: SEPTEMBER 1, 2024**

BENEFITS		ACTIVE MEMBER'S BENEFITS
<b>Life Insurance:</b>	<b>Benefit Amount:</b>	\$75,000 (member only)
<b>AD &amp; D:</b>	<b>Principal Amount:</b>	\$100,000 (member only)
<b>Optional Benefits:</b>	<b>Benefit:</b>	Optional Life Insurance up to \$500,000; Optional Critical Illness
<b>Long Term Disability Income:</b>	<b>Maximum Benefit Amount:</b>	\$2,400 per month
	<b>Taxes:</b>	Benefit payments are taxable
	<b>Qualifying Period:</b>	26 continuous weeks of total disability. Where applicable LTD benefits will commence after the expiry of the WI benefit.
	<b>Coverage &amp; Benefit Payment Duration:</b>	Maximum to age 65
<b>Weekly Disability Income:</b>	<b>Maximum Benefit Amount:</b>	\$668 per week effective January 1, 2024. WI disability benefit amounts mirror the current EI maximum benefit. WI benefit payments are integrated with EI Sickness benefit payments.
	<b>Taxes:</b>	Benefit payments are taxable
	<b>Qualifying Period:</b>	1st day of accident, 1st day of hospitalization (after 24 hour stay / outpatient surgery), 8th day of illness
	<b>Benefit Duration:</b>	Maximum to the earlier of 26 weeks or age 65.
<b>Special Disability Benefit:</b>	<b>Maximum Benefit Amount:</b>	\$1,000 per month
	<b>Eligibility Criteria:</b>	Under age 65, ready to retire from the Boilermakers' trade due to a permanent disability. Member must be in good standing with the IBB throughout duration of the special disability benefit. Recipients must enroll in the Early Retiree Health Benefit Plan. Member must retire under the National Pension Plan on the same date and at the same time.
<b>Dental:</b>	<b>Deductible:</b>	Nil
	<b>Reimbursement:</b>	100% for basic and major expenses, 60% for orthodontics.
	<b>Fee Guide:</b>	Current
	<b>Maximums:</b>	\$2,500 per person each calendar year for basic and major expenses. \$2,000 lifetime maximum for orthodontics.
	<b>Services Include:</b>	Scaling 8 units, recall 6 months, Bitwings 6 months, specialist fee covered 20%, white fillings covered
	<b>Coverage Notes:</b>	Dental implant coverage may be reimbursed at the equivalent cost of a bridge or partial denture. Orthodontic coverage is for dependant children 19 years of age or younger. Members should submit a pre-determination of benefits form to the Plan for services over \$500 and orthodontics.



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BENEFITS	ACTIVE MEMBER'S BENEFITS	
<b>Vision Care:</b>	<b>Member Benefit Amount:</b>	<b>Lenses:</b> \$800 per 24 months; <b>Frames:</b> \$150 per 24 months
	<b>Dependant Benefit Amount:</b>	<b>Lenses:</b> \$550 per 24 months; <b>Frames:</b> \$150 per 24 months
	<b>Laser Eye Surgery:</b>	\$1,750 Lifetime Maximum (member only)
	<b>Contact Lenses:</b>	\$250 per 24 months per person
	<b>Industrial Safety Glasses:</b>	\$400 per 12 months with a prescription (member only)
	<b>Basic Eye Exam and Retina Exam:</b>	1 basic eye exam or retina exam per calendar year (when not covered by the provincial government plan)
<b>**Medical Benefit: IBB: Enrollment in Provincial Health Care Plan is mandatory. Provincial Plan is the first payer.</b>	<b>Lifetime Maximum:</b>	Unlimited
	<b>Reimbursement:</b>	100% of most eligible expenses subject to maximums and limits; prescription drugs are reimbursed at the lower of the brand name or generic drug ingredient cost. If no generic drug is available, the Plan will pay 100% of the brand name drug ingredient cost. Automatic biologic/biosimilar switching program.
	<b>Deductible:</b>	Nil. Maximum dispensing fee payable of \$9.50 per prescription.
	<b>Out-of-Pocket Maximum:</b>	N/A
	<b>Practitioners:</b>	<b>Chiropractor, Speech Therapist, Osteopath, Naturopath, Homeopath, and Podiatrist:</b> Expenses are reimbursed at 100%, up to a maximum of \$400 annually, per practitioner.
		<b>Acupuncture and Massage Therapy:</b> Expenses are reimbursed at 50%, up to a maximum of \$500 annually.
		<b>Certified Athletic Therapist, Physiotherapist and Occupational Therapist:</b> Expenses are reimbursed at 100%, up to a maximum of \$100 per treatment and \$5,000 annually
	<b>Prescription Drugs:</b>	<b>Psychologist, Psychotherapist, Master Social Worker:</b> Expenses are reimbursed up to a maximum of \$10,000 annually per person and up to a maximum of \$200 per hour. Please consider using the Plan's employee assistance program for free private counselling.
		Reimbursement (as described above) for drugs which by law require the written prescription of a physician. Includes oral contraceptives, fertility drugs (\$2,500 per family / lifetime), diabetic supplies, smoking cessation (100% for 1st course of treatment up to \$400, 50% for 2nd course of treatment up to \$200), erectile dysfunction (\$400 per calendar year), anaesthesia, vaccinations and immunizations (subject to individual maximums). Over the counter drugs, vitamins or minerals are not covered. Medical cannabis including derivatives are not covered. Automatic biologic/biosimilar prescription drug switching program.
	<b>Ambulance</b>	Reimbursement for land ambulance services when used to transport to the nearest hospital. If ambulance services provided by air or rail, there is a \$500 maximum per individual, per calendar year.
<b>Accidental Dental</b>	\$5,000 per dental accident - work must commence within 12 months.	
<b>Annual Medical Exam</b>	\$50 reimbursement to physicians for providing the Plan's "Physician's Confirmation of Annual Medical Exam" note.	
<b>Audiometric Testing</b>	Annual hearing testing or re-testing & custom fitted earplugs.	
<b>Semi Private Hospital Room:</b>	The difference between ward room and semi-private room. Rehabilitation hospital room allowance is \$10 per day up to a maximum of 100 days of confinement per disability prior to age 65.	



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**AS AT: SEPTEMBER 1, 2024**

BENEFITS	ACTIVE MEMBER'S BENEFITS
<b>**Medical Benefit:</b> <i>IBB: Enrollment in Provincial Health Care Plan is mandatory. Provincial Plan is the first payer.</i>	<b>Medical Services and Supplies:</b> Medical equipment and supplies, custom foot orthotics (maximum \$400 per year) and orthopedic shoes (reimbursed at 50%, maximum \$400 per year), PSA tests, oxygen and oxygen supplies.
	<b>Hearing Aids:</b> \$1,500 per 48 month period
	<b>Private Duty Nursing</b> Up to \$10,000 per year
	<b>Mobility Assistance Equipment Benefit:</b> Reimbursement of 75% of the expenses associated with specific mobility equipment and its installation, subject to a lifetime maximum benefit of \$5,000. (member only).
	<b>Age 65 Provincial Plan Benefit</b> \$200 annual maximum benefit to reimburse the actual cost incurred to enroll in the individual's provincially sponsored health care/medical plan. Covers premium, deductibles and co-payments.
	<b>Travel Costs related to Medical Treatment</b> Reasonable expenses associated with travelling at least 100km to receive medically necessary treatment otherwise unavailable. 80% of expenses are reimbursed for members or eligible dependants; subject to a lifetime family maximum benefit of \$1,000. Includes accommodation, meal and gas/travel expenses.
<b>Emergency Travel Assistance (ETA):</b>	<b>Coverage:</b> Unlimited Trips. 90 Day Trip Duration Maximum per trip. \$5,000,000 Maximum per covered person, per trip. Must be in "Stable" Medical Condition prior to departure. Under age 70 "stable" definition: Medical emergency must be considered by insurer as "Sudden and Unforeseen". Age 70 and older "stable" definition: 180 Day "Pre-Existing Medical Condition Stability Period" exclusion applies. Please refer to ETA coverage page in Plan Member Booklet or contact Manulife Group Travel Insurance to confirm eligibility for all travelers prior to departure.
<b>Employee Assistance Program:</b>	<b>Coverage:</b> Confidential 24/7 counselling services providing crisis support, advice and information by telephone, face-to-face, or online. Tel# 1.866.990.1113, TTY: 1.888.234.0414, Website: myfseap.com. Please contact the Plan Administration Office for group name and password.
<b>Home and Auto Insurance:</b>	<b>Benefit:</b> Available to all Plan members through belairdirect - offers discounted premiums for members coast-to-coast
<b>National Substance Abuse Program:</b>	<b>Benefit:</b> Treatment provided through Renascent (Toronto) available to all Construction Sector Operations (CSO) members.
<b>Virtual Health Care:</b>	<b>Coverage:</b> Live interactive health care services that allows members and their dependants to connect directly with a doctor or nurse practitioner 24/7/365, for consultation or other services such as; healthcare advise, prescription renewal, diagnostic and specialist referrals, lab requisitions, help to navigate the health care system, and more.
<b>Current Benefit Contribution</b>	<b>Amount:</b> \$450 per month dollar bank drawdown. Maximum dollar bank is \$6,750 (15 months of coverage). There are several options for pay direct and partial benefits. Drawdown and pay direct amounts are subject to change. Retail Sales Tax (RST) is added where applicable.

**\*\* Medical expenses must be medically necessary, reasonable and customary in the circumstances.**