

COLLECTIVE AGREEMENT

BETWEEN

MAGNA IV ENGINEERING

AND

**LOCAL UNION 424
OF THE
INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS**

EFFECTIVE: February 19, 2022

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COLLECTIVE LABOUR AGREEMENT

BETWEEN:

**MAGNA IV ENGINEERING
of Edmonton, Alberta
(Hereinafter referred to as the "COMPANY")**

AND:

**LOCAL UNION 424
OF THE
INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS of Edmonton, Alberta
(Hereinafter referred to as the "UNION")**

PURPOSE:

The Parties hereto do enter into and establish the following wage schedules and conditions of employment for the purpose of maintaining harmonious relations and establishing stable conditions of employment and providing financial and personal relations mutually beneficial to the Parties.

ARTICLE ONE - EFFECTIVE DATES

This agreement shall be in full force and effect as of February 19, 2022 and continue in full force and effect until February 18, 2025 and from year to year thereafter except as hereinafter provided.

Either Party desiring to amend this Agreement or to commence Collective Bargaining may do so in writing to the other Party, not less than sixty (60) days, or not more than one-hundred and twenty (120) days prior to the expiry date of this Agreement. However, changes can be made at any time by mutual consent.

If notice to negotiate has been given by either Party, this Agreement shall remain in full force and effect up to the date that the Union or the Company commences a strike or lock-out.

Any reference to the masculine gender within this Agreement shall be deemed to apply equally to the feminine gender.

ARTICLE TWO - UNION RECOGNITION

The Company recognizes Local Union 424 of the International Brotherhood of Electrical Workers, as the sole Collective Bargaining Agent on behalf of the employees of Magna IV Engineering employed in electrical high voltage testing and commissioning work when performed within the Province of Alberta and in the District of MacKenzie in the N.W.T.

It is mutually agreed by the Union and the Company that the office Employees and Design Engineers shall be excluded from this Agreement.

It is mutually agreed by the Union and the Company that work involving high voltage splicing or terminating shall be performed by qualified personnel.

The Company agrees that there shall be no discrimination or intimidation by its managers or other agents of the Company against any Employee solely because of the Employee's membership in the Union, or solely by virtue of holding office in the Union.

The Union agrees that neither its officers nor its members, nor persons employed directly or indirectly by the Union will discriminate against or intimidate Employees of the Company.

The Company agrees that no work normally performed by the Employees included in the bargaining unit will be done by Management or any other Employees not included in the bargaining unit. However, the Union agrees that those Employees can perform such work for a period in certain circumstances, such as:

- a) for purposes of instruction and training of Employees;
- b) when there is no other Employee available;
- c) for the introduction of new products, equipment and new methods of operation.

ARTICLE THREE - GRIEVANCE PROCEDURE

Definition:

- a) The word "grievance" means any disagreement respecting the interpretation or application or violation of the present Agreement.
- b) Should a grievance arise there shall be no suspension of work by reason thereof but an earnest effort shall be made by all parties concerned therewith to settle same promptly in accordance with the Grievance Procedure as provided below.

Grievance Procedure:

Before submitting a formal grievance, an Employee may try to settle the problem with his supervisor, in communication with the Union Steward if so requested. If no settlement is reached, the Company and the Union shall conform to the following procedure:

- a) Step One: The grievor shall submit the grievance in writing to his immediate supervisor within five (5) working days of the incident or knowledge of it. The written notice contains a short description of the grievance, the articles of the Collective Agreement that have been violated and the solution requested. The grievance must be signed and dated. The supervisor shall answer the grievance in writing within ten (10) working days of its receipt.
- b) Step Two: In the absence of a satisfactory response or settlement in step one, the grievance shall be submitted within the next five (5) working days to the President of the Company or his designate who shall, within the next ten (10) working days, discuss with the Union in an attempt to resolve the grievance. The President or his representative shall provide his written answer within ten (10) working days following the adjournment of this discussion.
- c) In the absence of a satisfactory response or settlement in step two, either party may submit the grievance to arbitration by a written notice to the other party within forty (40) working days of the date the grievance was submitted at step one.
- d) The Company or the Union may submit a grievance to the other party. If settlement is not reached within twenty (20) working days the matter may be submitted to an arbitrator.

Time Limits

All time limits set here above will be observed by the parties failing which the grievance will be deemed admitted or abandoned, as the case may be, unless by mutual agreement the parties agree to extend the delays. However, Saturdays, Sundays or Statutory Holidays shall not be considered as part of the time limits to submit a grievance.

Arbitration

When a grievance is submitted to arbitration, the choice of arbitrators is made by mutual consent of the parties. Should they fail to agree on the choice of the arbitrator, either party may request that the Labour Relations Board appoint one.

Arbitrator's Jurisdiction

The arbitrator shall render this decision on the basis of the provisions of the Collective Agreement and may not amend, modify or add to these provisions in any way.

Fees

The arbitrator's fees and expenses shall be shared equally between the parties.

Settlement

Any settlement of a grievance between the parties in the course of the above procedure shall be in writing and signed by both parties.

ARTICLE FOUR - MANAGEMENT RIGHTS

The Union acknowledges that it is the exclusive right of the Company to manage and operate its business and equipment, subject to the restrictions imposed by law and provided this right is not expressly restricted by the terms of the present Agreement. Without restricting the generality of the foregoing, these rights include the right:

- a) to maintain order, discipline and to ensure the proper functioning, safety and efficiency of its operation;
- b) to innovate change and improve work and production methods and procedures;
- c) to establish or modify production programs;
- d) to hire, lay off, promote, transfer and demote;
- e) to make and amend rules and regulations, and to apply them equally to all Employees, to suspend, to demote, discharge or otherwise discipline Employees for just cause.
- f) to arrange and schedule work, direct the work force which rights will include the right to classify and to determine the identity of the Company's personnel to whom work shall be assigned.
- g) **Probationary Period** – defined as 3 months from the date of hire, unless an extension is required by Magna IV Engineering (management). Upon any extension to probation, the union will be notified.

The Company will abide by all of the provisions and conditions of the present Agreement when exercising the aforementioned rights, subject to the grievance procedure and arbitration procedure.

ARTICLE FIVE - UNION STEWARDS AND COMPANY REPRESENTATIVES

The Company recognizes the right of the Union to appoint steward(s) as the Union Representative for members of the bargaining unit. The steward(s) shall handle the Union business.

The steward(s) may leave or interrupt their regular work as Employees of the Company in order to attend to Union business after having obtained the verbal authorization of their supervisor.

The steward(s) may meet an Employee in private after having obtained the verbal authorization from his supervisor. The steward(s) may accompany an Employee when he meets with the Employer in order to discuss problems related to the Collective Agreement.

The company shall advise all members of its supervisory staff to cooperate with the Union representative and steward(s) in the application of the provisions of this Agreement.

The Union shall advise its officers, stewards and members to cooperate with the Management's representatives.

The Company will remunerate the steward(s) for time spent in handling grievances for Employees and in attending grievance sessions up to and including the meetings held by the Manager. It is understood and agreed that those Employees will be remunerated only when the Company authorizes the time spent during regular working hours.

The Business Manager and/or the International Representative of the Union may be present to assist the steward(s) or Union Employees.

The Company agrees to keep the Union informed of all Company rules and regulations governing the conduct and discipline of Employees and to post copies of same in the plant.

The Union agrees to inform the Company in writing, of the name of its steward(s).

The Steward(s) shall be notified during, or prior to, the termination or disciplinary action against any other Employee.

ARTICLE SIX - DEDUCTION OF UNION DUES

As a condition of employment, all the Employees covered by this agreement shall become and remain members of the Union in good standing and shall pay the amount of dues specified by the Union. These dues will be deducted from the employee's month-end payroll.

The Company shall deduct the amount of Union dues and any past dues owing, also Rand Formula check-off, from each Employee who is a member of the Union. The deductions shall be submitted to the Union with a list of the Employees and the amount deducted from each Employee and remitted to the Union no later than the 15th day of the following month.

The Union shall advise the Company, in writing, of any change in the amount of the deduction at least twenty (20) days prior to the date of such change. Copy of this notice shall be posted on the Bulletin Board.

All the above deductions shall be made after all prior claims made on the Employee's pay have been justified.

The Union agrees to save and hold harmless the Company against any claim which could be made by an Employee concerning such Union dues deducted on his pay in accordance with this article. Any Employee eligible for a reimbursement shall submit such request to the Union.

ARTICLE SEVEN - STRIKES AND LOCKOUTS

During the term of this Agreement, the Company agrees that there shall be no lockout and the Union agrees that neither it nor its Representatives or Employees will cause or sanction a slowdown, strike, or other stoppage or interference with work.

ARTICLE EIGHT – SENIORITY

An Employee will be considered on probation and will not be placed on the seniority list until after successful completion of the probation period as defined by Article Four (g). Seniority will then be recognized beginning with his date of hire. A probationary Employee may be discharged by the Company but said Employee will not be eligible for a discharge grievance procedure as provided for in this Agreement.

Seniority list will be updated as changes become effective and the seniority list will be supplied to the Union with Employee job classifications.

Seniority will be determined by allocation of Employee number being the lowest when two (2) or more Employees are hired on the same day.

Employees shall maintain and accumulate seniority when absent from work under the following conditions:

- a) during a leave of absence granted by the Company;
- b) during leave of absence due to sickness or injury which did not occur on the job for a period of one (1) year or a period of time equal to the Employees seniority whichever is less;
- c) during a leave of absence due to an accident at work for a period of one (1) year;
- d) during an authorized leave of absence without pay and benefits for the purpose of performing full time representative work for the duration of a Collective Agreement;
- e) during an Employee's annual vacation period;
- f) notwithstanding the provisions of the above paragraphs the Employees shall maintain but shall not accumulate seniority when they are absent from work for periods of time up to one (1) year of absence for Employees with classifications not included in the bargaining unit.

ARTICLE NINE - LAY-OFF PROCEDURE

Employees laid-off will be individually notified as soon as possible. Copy of said notice(s) shall be given to the Union steward.

If a job posting for the Company becomes available within thirty (30) calendar days after a lay-off, the laid-off Employee will be given the opportunity to apply for that job posting.

Recall shall be in reverse order of lay-offs. No new Employee will be hired while there are still laid off Employees with established seniority qualified and willing to accept the vacant job.

If an Employee believes he has been discharged without just cause, his discharge can be treated as a grievance according to the provisions of the Collective Agreement.

ARTICLE TEN - SAFETY

The Company shall make reasonable provisions for the safety of the Employees during the hours of employment, in accordance with the provisions of the laws and regulations governing the Province of Alberta. The Union will cooperate with the Company by having the Employees observe the safety rules and work in a safe manner.

When a work-related accident occurs to an Employee and which injury requires medical care, such Employee shall receive full remuneration for all time lost until the end of the shift during which he has been injured.

The Company shall provide the Employee the opportunity to make up time for the time lost for additional visits to his doctor due to a work-related accident. In order for such opportunity to be granted, such visit must be verified to the Company.

It is the responsibility of all Employees to report all accidents to the Company so that proper reporting and documentation can be made to the Workers Compensation Board within twenty-four (24) hours of the occurrence.

All safety related equipment other than work boots and clothing (as per clothing allowance) will be provided by the company. It is the Employee's responsibility to wear and use this equipment as needed.

It is also the Employee's responsibility to maintain to the best of their ability the safety gear in their possession as well as to report when there is a need to purchase replacements. Safety is everyone's responsibility.

ARTICLE ELEVEN - TOOLS & CLOTHING ALLOWANCE & TOOL LIST

The Employer shall supply all power tools, instruments and other tools not on tool list, including appropriate tool boxes for the storage of such tools. The employee will be held responsible for tools, special and/or protective clothing and safety apparatus or gear supplied to them by the Employer, and for ensuring all tools on the job are locked up on cessation of work each day. All tools lost or broken must be reported to the Employer within twenty-four (24) hours.

The Employer shall provide lock fast facilities for storage of personal tools normally used by Employees in the process of their work when such tools are not in use.

Employees are to supply tools as per the Tool List. Such tools are subject to verification by the Employer upon employment during regular working hours in the presence of the Employee.

The Employee's personal tools shall be in good condition when they hire on with the Company and they shall be maintained and kept in good condition.

For field jobs where special clothing (i.e. Winter attire etc.) is required, the Company will reimburse, one-time, 50% of the cost of the following items up to the maximum amounts shown:

Winter Parka – maximum \$125.00

CSA approved Class 1 winter boots – maximum \$75.00

CSA approved Class 1 rubber boots – maximum \$30.00

CSA approved Class 1 work boots – maximum \$75.00

The cost of transportation for personal tools will be paid to and from a project or job on the same basis as the individual Employee's transportation.

The Employer shall provide:

- Tool allowance of thirty (\$30.00) per month to cover insurance and cost replacement of tools paid retroactively after successful completion of the probation period as defined by Article Four (g).

- Supplied by Company as follows (to be returned when Employee leaves):
 1. Arc rated coveralls or arc rated bib overalls and arc rated shirt (one shirt expensed up to \$60.00 per replacement period); c/w Magna patch and name patch (replaced as per employment policy)
 2. Safety glasses and flash glasses
 3. Hearing protection
 4. Respirator
 5. Hard Hat
 6. Voltage detector/sniffer
 7. Test Leads
 8. High Voltage gloves
 9. Fuse Puller
 10. Appropriate work gloves

TOOL LIST

List of tools to be supplied by Employees:

- 1 3/8" socket set
- 3 Blade Screwdrivers
- 4 Robertson screwdrivers #4/6/8/10
- 2 Phillips screwdrivers
- 2 Crescent wrenches 4"/8"
- 1 box end open end wrench set
- 1 Captive blade screwdriver
- 1 Each stubby - Blade/Phillips/#8 Robertson
- 1 Pair side cutters
- 1 Pair needle nose pliers
- 1 Pair linesman pliers
- 1 Pair channel locks
- 1 10' measuring tape
- 1 Razor knife

Hex wrenches up to 3/8"

Crimping tool

Inspection mirror

Digital Voltmeter (Fluke 87V or equivalent purchased after successful completion of the probation period as defined by Article Four (g))

Digital clip on ammeter (Fluke 337 or equivalent purchased after successful completion of the probation period as defined by Article Four (g))

Fifty (50%) per cent of the cost at Market value of these meters provided by the Company

Safety boots - steel toe, CSA Class 1 approved and in good condition.

The company agrees to calibrate the employees' personal meters on an annual basis.

ARTICLE TWELVE - CONTRACTING OUT

The Employer shall not contract our bargaining unit work.

If a situation arises where it is necessary to do so, work shall be contracted to an Employer fair to the Union.

The Company shall inform the Union immediately of all new Employees; such Employees shall make application for membership in the Union forthwith after commencement of employment. Employees shall, as a condition of employment, remain members of the Union.

All workers must have Union clearance prior to the commencement of work.

ARTICLE THIRTEEN - TRAVEL AND LODGING

The following conditions will apply on jobs within daily commuting distance of Edmonton and on jobs from which Employees commute daily from accommodation provided or paid for by the Employer.

- a) A Forty-five (45) kilometer radius Free Zone from the center of the city of Edmonton or around any place in which Employees are temporarily domiciled by the Employer shall be established. The center for Edmonton is 101 Street and Jasper Avenue. No transportation or travel allowance shall be applicable within the Free Zone except if any Employee is required by the Employer to move from one job to another during a regular day's work.
- b) On jobs outside the Free Zone when Employees travel daily to and from the job, the Employer shall:
 - (i) provide transportation, or pay the Employee sixty-one (\$0.61) cents per kilometre travelled each way between the edge of the Free Zone and the job site
 - (i) pay a travel allowance from the point where the edge of the Free Zone intersects the road which takes the shortest, most appropriate route to the project and return to the intersecting point.
- c) On jobs located outside the Free Zone when Employees do not return daily to the Free Zone the Employer shall pay travel allowance for initial travel and transportation to the project and return subject to actual time travelled.
- d) The Employer shall provide return transportation or bus fare on a weekly basis.
- e) It is understood that travel time is paid at the basic hourly rate of pay, however for project mobilization and demobilization on weekends or statutory holidays travel time will be paid at the rate of time and one-half (1 ½) the Classification Basic Hourly Rate.
- f) On jobs beyond a three-hundred (300) kilometer radius from the center of Edmonton the Employer shall pay an allowance equal to the amount paid for actual travel time hours to the job every twenty-one (21) days.
- g) On jobs located outside the Free Zone when Employees do not return daily to the Free Zone the Employer shall:

Provide a camp or arrange for and provide suitable commercial accommodations and meals.

 - (i) Where a meal per diem is paid it shall be paid at the rate of sixty-five (\$65.00) dollars per day worked, including overnight stay.
 - (ii) Per diem may be adjusted by mutual consent between the Employer and the Union.
 - (iii) Where a per diem is not paid, and the employee is entitled to a meal/accommodation, the employee is required to expense it to the company within 45 days with proper receipt(s) documentation.

ARTICLE FOURTEEN - HOURS OF WORK, SHIFTS, OVERTIME AND TERMS OF PAYMENT

- a) A day shall be defined as being the period from midnight to midnight.
- b) Eight (8) hours shall be a regular day's work, Monday through Friday. The regular day's work shall be from 8:00 a.m. to 12:00 noon and 1:00 p.m. to 5:00 p.m. or by mutual consent ten (10) hours per day Monday through Thursday between the hours of 8:00 a.m. to 7:00 p.m.
- c) Forty (40) hours shall constitute a work week, Monday through Friday, or Monday through Thursday for the ten (10) hour per day option. All other time worked shall be considered overtime and shall be paid as follows:

- (i) When an Employee is required to work in excess of the regular hours, Monday through Friday inclusive, he shall be paid overtime at the rate of time and one-half (1 ½) the Classification Basic Hourly Rate. Any hours (excluding travel) worked in excess of twelve (12) hours shall be paid as overtime at the rate of two (2) times the Classification Basic Hourly Rate.
- (ii) For the purpose of computing overtime pay, when Monday through Thursday ten (10) hour per day option is scheduled, all work in excess of the regular ten (10) hours per day shall be paid at one and one-half (1½) times the Classification Basic Hourly Rate. Any hours (excluding travel) worked in excess of twelve (12) hours shall be paid as overtime at the rate of two (2) times the Classification Basic Hourly Rate.
- (iii) Employees working on Saturday, Sunday or Recognized Holidays shall be paid overtime at one and one-half (1½) times the Classification Basic Hourly Rate.
- (iv) Employees working on work locations north of Lac LaBiche, where primary access to site is available via hwy 63 and 881, two (2) times the basic hourly rate will be paid on Saturdays, Sundays or recognized holidays for hours worked on site.

This clause (Article 14. c. iv) is not in effect for the duration of this agreement and is to be addressed at the next negotiation.)

d) Emergency call out procedure:

- (i) An emergency call shall constitute any call received outside of normal working hours. (i.e. After the work hours of 08:00-17:00 Monday to Friday) An emergency call out ends once an 8 hour rest period is given/taken, after which the non emergency rate(s) would apply.
- (ii) The minimum call out shall consist of four (4) hours at a rate of pay of two (2) times the employee's hourly rate, including all travel time. Call out is defined as a trip to site or office.
- (iii) Weekend on-call duty (8am Saturday to 8am Monday or 8am on Tuesday on long weekends) requiring field staff to be prepared for work at all times and remain within reasonable proximity to the Magna office or home will be paid at fifty (\$50.00) per day.

e) The Employer shall have the prerogative of varying the start/quit times by up to one (1) hour. Variances of greater than one (1) hour shall be mutually agreed between the Employer and the Local Union.

f) Minimum work shift duration shall be considered 3 hours except in the cases of emergency call-outs.

g) A work break of ten (10) minutes shall be allowed approximately two (2) hours after the commencement of the work day and approximately two (2) hours after any meal break when working an eight (8) hour day. A work break of fifteen (15) minutes shall be allowed at the same intervals when working a ten (10) hour day.

h) On termination of employment:

- (i) Pay cheques, record of employment, vacation pay and General Holiday pay shall be given to the Employee at the time of layoff by the Employer. With Union approval the Employer may courier these to the Employee's mailing address within twenty-four (24) hours excluding Saturdays, Sundays and General Holidays.

- (ii) The apprenticeship record, if not in the possession of the Employer at the time of termination, shall be forwarded, upon receipt, without delay to the Union office.

i) **Shift Work**

When an employer operates shifts in addition to the regular shift, the following conditions shall apply:

- (i) The Employer may also schedule shifts for which the start times are between 12:00 noon and 6:00 a.m. To be classified as shift work rather than overtime, such shifts must be scheduled for at least three (3) consecutive work days. The premium(s) for any such second shift ("evening") or third ("night") shifts shall be in accordance with the provisions of the Collective Agreement.

Shift work shall be paid at one-hundred and twenty-five (125%) percent of the basic rate of pay.

- (ii) Hours worked in excess of these eight (8) hour shifts (for a work week consisting of five (5), eight hour shifts or four (4) ten (10) hour shifts) shall be classified as overtime, as will hours worked on Saturday, Sunday or General Holidays, unless such work is part of an eight (8) hour shift more than five (5) hours of which fall within a regular day preceding or following the weekend or a General Holiday.

- (ii) Employees shall be permitted ten (10) minutes near the mid-point of the first half of a shift and then ten (10) minutes near the mid-point for the second half of a shift as "rest breaks" or "coffee breaks".

- i) Time Sheets will be submitted weekly on or before noon on Monday. Should changes to the time sheets be required the employee will be notified in a timely manner.

ARTICLE FIFTEEN - GENERAL HOLIDAYS

General Holidays observed

New Year's Day	Civic Day (August)
Family Day (February)	Labour Day
Good Friday	Thanksgiving Day
Victoria Day	Remembrance Day
Canada Day	Christmas Day
	Boxing Day

Work will not normally be performed on Labour Day.

Change of date by proclamation

Whenever by proclamation of the Government of Alberta or of Canada, the date of a General Holiday listed above shall be changed to some other day, the subject General Holiday shall be taken on the day fixed by such proclamation.

Holiday on weekend

If a General Holiday falls on a Saturday or Sunday that said Holiday shall be observed on the working day preceding or following the General Holiday.

General Holiday pay

For salaried technicians/technologists/Supervisors General Holiday pay shall be eight (8) hours of the Employee's basic hourly rate and shall be paid on the next pay period.

For hourly paid field technicians/technologists/Supervisors General Holiday pay shall be eight (8) hours of the Employee's basic hourly rate and shall be paid on the next pay period. When more than

eight (8) hours are worked on any General Holiday the General Holiday pay will be for the actual hours worked.

ARTICLE SIXTEEN – GENERAL JOB DESCRIPTIONS

MAGNA Tech Level Descriptions *Candidates for any level must meet the qualifications for all previous levels

Category	Tech I	Tech II	Tech III	Tech IV
Formal Education	<ul style="list-style-type: none"> Must have certification in Engineering Technology/Electrical Engineering or Electrician Apprentice/Ticket 	<ul style="list-style-type: none"> Must have certification in Engineering Technology/Electrical Engineering or Electrician Apprentice/Ticket Must have 70% minimum score on Level II NETA exam 	<ul style="list-style-type: none"> Must have C.E.T, Professional Engineering, Electrical or Power Systems Electrician status Must have a seventy (70%) per cent score on the Level III NETA exam 	<ul style="list-style-type: none"> Must have C.E.T, Professional Engineering, Electrical or Power Systems Electrician status Must have an eighty-six (86%) per cent minimum score on the Level IV NETA exam
Relevant Work Experience		<ul style="list-style-type: none"> Must have 2 years (4160 hours) of related experience in the electrical testing industry 	<ul style="list-style-type: none"> Must have 5 years (10,400 hours) of related experience in the electrical testing industry 	<ul style="list-style-type: none"> Must have 10 years (20,800 hours) of related experience in the electrical testing industry
Additional Certification Requirements			<ul style="list-style-type: none"> Requires 48 hours of relevant industry related technical training to maintain certification 	<ul style="list-style-type: none"> Requires 48 hours of relevant industry related technical training to maintain certification
Internal Training	<ul style="list-style-type: none"> Magna's Field Service Career Matrix Level 1 	<ul style="list-style-type: none"> Magna's Field Service Career Matrix Level 1 and 2A 		
Safety	<ul style="list-style-type: none"> First Aid CPR Basic individual safety Personal Protective Equipment Individual lockout/tagout Recognize an electrically safe work condition (ESWC) CSTS certification H2S Regular attendance at Magna safety meetings 	<ul style="list-style-type: none"> Intermediate safety Confined space Electrical personal protective equipment Switching and grounding Determine shock protection boundaries Regular attendance at Magna safety meetings 	<ul style="list-style-type: none"> Understanding of CSA Z462 safety requirements Establish and electrically-safe work condition Regular attendance at Magna safety meetings 	<ul style="list-style-type: none"> Safety equipment selection Manage CSA Z462 safety requirement Regular attendance at Magna safety meetings
*Must be familiar with the principles of the industry and the practices of the applicable electrical testing techniques that relate to each Tech level as detailed below:				
Communications	<ul style="list-style-type: none"> Basic communications 	<ul style="list-style-type: none"> Read and record data 	<ul style="list-style-type: none"> Technical communications Preparation of technical reports 	<ul style="list-style-type: none"> Project management Review technical reports
Math	<ul style="list-style-type: none"> Basic math Metric units and conversions 	<ul style="list-style-type: none"> Intermediate math 	<ul style="list-style-type: none"> Electrical calculations 	<ul style="list-style-type: none"> Advanced knowledge and skills concerning electrical calculations

Category	Tech I	Tech II	Tech III	Tech IV
Tools & equipment	<ul style="list-style-type: none"> Basic tools and equipment 	<ul style="list-style-type: none"> Basic test equipment Multimeter use 	<ul style="list-style-type: none"> Selection 	<ul style="list-style-type: none"> Tool and equipment selection
Electrical & Physical Theory	<ul style="list-style-type: none"> Basic electrical terms and definitions 	<ul style="list-style-type: none"> Basic physical science Fundamentals of electricity Basic ac circuits Basic dc circuits 	<ul style="list-style-type: none"> Intermediate electrical terms and definitions Electrical relationships 	<ul style="list-style-type: none"> AC and DC circuits Dielectric theory
System Analysis and Operation		<ul style="list-style-type: none"> Basic drawings and diagrams 	<ul style="list-style-type: none"> Electrical drawings and symbols Manufacturers product data 	<ul style="list-style-type: none"> Short-circuit and coordination studies Equipment failure analysis SCADA/DCS
Codes and Standards		<ul style="list-style-type: none"> Standards-making organizations NETA standards 	<ul style="list-style-type: none"> Knowledge of codes and standards 	<ul style="list-style-type: none"> Advanced knowledge of subject matter
General Test Equipment		<ul style="list-style-type: none"> Simple ac and dc equipment Basic testing procedures 	<ul style="list-style-type: none"> Insulation tests Thermographic survey Ratio and relative polarity Power-factor/dissipation-factor testing 	<ul style="list-style-type: none"> Partial discharge test equipment VLF high potential test equipment
Emergency/Standby Systems			<ul style="list-style-type: none"> Automatic transfer switches 	<ul style="list-style-type: none"> Paralleling switchgear UPS systems
Switchgear, Switchboards, and Motor Control Centers		<ul style="list-style-type: none"> General maintenance 	<ul style="list-style-type: none"> Types and construction 	<ul style="list-style-type: none"> Advanced knowledge of subject matter
Transformers		<ul style="list-style-type: none"> Types and uses 	<ul style="list-style-type: none"> Inspection and maintenance Connections and ratings Power transformers general Instrument transformers general 	<ul style="list-style-type: none"> Special applications
Wires, Cables, and Buses		<ul style="list-style-type: none"> Properties and types 	<ul style="list-style-type: none"> Inspection and maintenance Cable testing 	<ul style="list-style-type: none"> Fault locating Advanced knowledge and skills
Circuit Breakers and Circuit Switchgears		<ul style="list-style-type: none"> Types and ratings 	<ul style="list-style-type: none"> Inspection and maintenance Testing 	<ul style="list-style-type: none"> Analyze time travel
Electrical Protective Devices		<ul style="list-style-type: none"> Basic devices 	<ul style="list-style-type: none"> Low-voltage breakers Current relays Directional and power relays Voltage relays Differential relays Other relay types Fuses, types, rating and applications 	<ul style="list-style-type: none"> Motor management systems Generation relays Transmission relays Advanced knowledge and skills
Metering		<ul style="list-style-type: none"> Basic devices 	<ul style="list-style-type: none"> Complex metering 	<ul style="list-style-type: none"> Advanced metering
Controls			<ul style="list-style-type: none"> Basic systems Motor control PLC's 	<ul style="list-style-type: none"> Complex control systems Complex motor control DCS systems

Category	Tech I	Tech II	Tech III	Tech IV
Grounding Systems		<ul style="list-style-type: none"> Basic systems 	<ul style="list-style-type: none"> Types, application and testing 	<ul style="list-style-type: none"> Ground system enhancement
Rotating Machinery			<ul style="list-style-type: none"> Types, application and testing 	<ul style="list-style-type: none"> Advanced knowledge and skills
Direct Current Systems		<ul style="list-style-type: none"> Basic devices and sources 	<ul style="list-style-type: none"> Servicing and testing 	<ul style="list-style-type: none"> Advanced knowledge and skills
Capacitors, Reactors and Surge Protection			<ul style="list-style-type: none"> Use, application, and testing 	<ul style="list-style-type: none"> Advanced knowledge
Insulating liquid and gases		<ul style="list-style-type: none"> Properties, types, and sampling procedures 	<ul style="list-style-type: none"> Tests and evaluation 	<ul style="list-style-type: none"> Complex analysis and trending
Troubleshooting			<ul style="list-style-type: none"> Knowledge and skills 	<ul style="list-style-type: none"> Advanced knowledge and skills

ARTICLE SEVENTEEN - WAGE SCHEDULE

a) Field Service Engineering Technician/Technologist/Supervisor

	Length of Service	Required	February 19, 2022	February 19, 2023	February 19, 2024
Level 1	New Hire		\$23.06	\$23.52	\$23.88
Level 2	Approximately After 12 Months		\$26.65	\$27.18	\$27.59
Level 3	Approximately After 24 Months	Pass NETA 2	\$33.31	\$33.98	\$34.49
Level 4	Approximately After 36 Months		\$39.21	\$39.99	\$40.59
Level 5	Approximately After 48 Months	Pass NETA 3	\$43.82	\$44.70	\$45.37
Level 6	Approximately After 60 Months		\$46.70	\$47.63	\$48.35
Level 7	Approximately After 72 Months		2.5% Increase	2.0% Increase	1.5% Increase

Effective January 23, 2021 all union employees (including Level 1 – 8 and above) will be grandparented into their current wage. Moving forward, the above table will be effective for all new hires and current employees changing levels. *As we are removing the current level 2 at \$26.37/hr, employees who are a Level 2 at \$26.37/hr as of January 23,2021 will move to Level 2 at \$28.00/hr on their 12 month anniversary in 2021 subject to the criteria below in bold.*

All employees are paid monthly with a mid-month advance.

Employees successfully completing the probationary period, will start employment at the Technician Level I or otherwise determined by management upon review of the Employee's skills, experience and education.

Progression through a Classification is based upon the completion of the associated criteria and by the recommendation of the review team. Employee's records will be

reviewed annually at a performance review meeting. Movement from one level to the next requires accumulation of hours as per NETA Certification guidelines/standards. Movement between Tech classifications requires a positive performance evaluation and successful completion of NETA exam.

b) Hourly Field Service Engineering Technician/Technologist/Supervisor

Employees which desire to be hourly employees will do so on a case by case basis and with the approval of management.

ARTICLE EIGHTEEN – GENERAL HOLIDAY AND VACATION PAY

a) Hourly Field Service Technician/Technologist/Supervisor

- 2 weeks (4% of salary) from employment commencement to the end of the second year of service.
- 3 weeks (6% of salary) earned starting the third year of service to the end of the seventh year of service.
- 4 weeks (8% of salary) earned starting the eighth year of service.

For the purpose of calculating vacation pay, hourly earnings do not include: Overtime pay, General Holiday pay, termination pay, expense reimbursement or allowances.

Vacation days may be taken in the amount earned, after the Employee has successfully completed the probationary period as defined by Article Four (g), subject to a manager's approval.

ARTICLE NINETEEN - TRAINING

Employees are encouraged to pursue skill enhancement according to the requirements of their positions and/or professional groups.

Where a manager requests the Employee to participate in training and it is the manager's opinion that the training is a job requirement, the Employer shall:

- pay for tuition and required texts and pay for the time if taken during regular business hours up to a maximum of 8 regular hours per day.
- travel time will be paid, at the Basic Hourly Rate only, to and from the location of the training. Should flights be required, travel time will be considered the direct flight time to and from the location. No standby time will be paid for delays outside the control of Magna.

Where training (seminar/course/class) is requested by the Employee:

- the program must be pre-approved by the Employee's supervisor prior to course commencement
- the Employee must pay tuition costs and material costs
- upon successful completion of the program, the employee can claim up to fifty (50%) per cent of the tuition cost and required texts on an expense claim (receipts must be included)
- for NETA exams, the Employer will pay 100% for the first exam writing. Should the Employee fail the first writing, the following shall apply:
The employee shall have the opportunity to rewrite the exam during the next test interval. If the employee successfully passes this exam, the company shall pay 100% of the cost. If the employee fails the exam, the employer shall pay 50% of the exam cost. The above shall remain in effect for each subsequent writing.

The company and employees agree that this policy shall be in effect upon signing of this agreement. Further both parties agree this policy is not retroactive to any previous exam attempts.

ARTICLE TWENTY - GROUP INSURANCE AND HEALTH BENEFITS

It is agreed that during the lifetime of the Collective Agreement, the Company will maintain in force the existing group insurance benefits. In the eventuality that benefits would become obsolete or not available, or if the Company decides to contract with another insurer, the Company agrees to offer benefits of equal or greater value.

It is agreed that the Company shall provide a health and benefit plan in accordance with the personnel policy. It is further agreed that this per employee dollar value shall not change during the course of this agreement.

It is agreed that during the lifetime of the Collective Agreement, the Company will provide group insurance benefits at no cost to the Employees of the Company as follows:

SALARIED EMPLOYEES (SAL)

- after successful completion of the probation period as defined by Article Four (g), benefits paid by the Employer include: accidental death & dismemberment, dependent life insurance, health benefits, vision care benefits, dental benefits and Human Care benefits (Employee pay long term disability, short term disability and life insurance).

HOURLY EMPLOYEE (HRE)

- after successful completion of the probation period as defined by Article Four (g), benefits paid by the Employer include: accidental death & dismemberment, dependent life insurance, health benefits, vision care benefits, dental benefits and Human Care benefits (Employee pay long term disability, short term disability and life insurance).

Contract hourly Employees are not eligible for group insurance benefits

Effective January 23, 2021 any employees hired on or after January 23, 2021 will be enrolled in the company's benefit plans described as 'Plan E' and 'Plan F'.

Current employees hired prior to January 23, 2021 will be grandparented into the existing benefit plans described as 'Plan B' and 'Plan C'.

ARTICLE TWENTY-ONE - REGISTERED RETIREMENT CONTRIBUTION

In addition to the wage table in Article Seventeen of this contract there will be a (as per employees hourly rate and hours earned at that rate throughout the year) RRSP Contribution as follows:

For first year of service 3%

For two and three years of service5%

For four or more years of service7%

Each year of service, for RRSP purposes only, shall advance to the next year on January 1st of each year.

Effective January 23, 2021, employees will be grandparented into the RRSP program as outlined above.

Effective January 23, 2021, employees hired on or after January 23, 2021 will have the following RRSP contribution:

In addition to the wage table in Article Seventeen of this contract there will be a (as per employees hourly rate and hours earned at that rate throughout the year) RRSP Contribution as follows:

For first year of service up to three years 2%

For three years of service and beyond4%

Each year of service, for RRSP purposes only, shall advance to the next year on January 1st of each year.

The employer shall remit to an RRSP, registered in the employees name and for his benefit in accordance with the terms and conditions of agreement between Local Union 424 IBEW and a financial institution to be designated by mutual agreement. This contribution will be made directly to the Financial Institution by means of a monthly contribution paid by the fifteenth day of the following month. This contribution will be on a matching basis and based on the employees gross monthly wages. Effective January 1, 2018 Manulife will be the designated financial institution.

The parties agree that no employer or the local union shall have any obligation or liability beyond remitting the payroll deduction to the banking agencies specified in this article.

ARTICLE TWENTY-TWO - PERSONAL/MEDICAL/SICK LEAVE

For salaried Field Service Engineering Technicians/Technologists/Supervisors, if the first twelve (12) hours of absence were due to illness (see definition) and the Employee continues to be absent due to his illness, the Employee will receive sick pay to a maximum of twelve (12) days per year. Continuous absence longer than five (5) days will be evaluated and Short Term Disability may be applied for. (When the Employee is hospitalized, Short Term Disability begins immediately.) When an Employee is eligible to receive Short Term Disability, they shall receive that and not regular pay.

ARTICLE TWENTY-THREE - PAID BEREAVEMENT LEAVE

For Field Service Engineering Technicians/Technologists/Supervisors

The Company will provide paid bereavement leave for the Employee as follows:
Up to three (3) days for any immediate family member including spouse, child, siblings, grandparents.

SIGNED AT THE CITY OF EDMONTON THIS 28th DAY OF FEBRUARY, 2022.

SIGNED FOR THE EMPLOYER

SIGNED FOR THE UNION:

MAGNA IV ENGINEERING

**LOCAL UNION 424 OF THE
INTERNATIONAL BROTHERHOOD
OF ELECTRICAL WORKERS**

[Redacted signature area]

Kelly Butz

Michael A. Reinhart

[Redacted signature area]

Melissa Ranger

Scott Crichton

[Redacted signature area]

Steven Thomas

Fangfang Xiao

[Redacted signature area]

Keith Moore

Orrie Bliss

Letter of Understanding

Between

Magna IV Engineering

And the

IBEW Local 424

Re: Camp Differential

The Parties agree that should an employee stay in a camp, for work purposes, for longer than five (5) calendar nights continuously, the employee will receive a "Camp Differential." This "Camp Differential" will be paid at a rate of 6% of worked earnings. The "Camp Differential" applies for all days that the employee stays in camp.

The "Camp Differential" does not apply to travel time.

On Behalf of the Employer

On Behalf of the Union

[Redacted Signature Area]

Kelly Butz

Scott Crichton

February 25, 2022

Feb. 28th / 2022

Date

Date