



**Handout for Ratification Vote
May 14th, 2021
6am – 6pm**

**YOUR NEGOTIATING COMMITTEE IS UNANIMOUSLY
RECOMMENDING THE FOLLOWING CHANGES TO THE
COLLECTIVE AGREEMENT**

HIGHLIGHTS

Duration	3 years from February 28th, 2021 to February 27th, 2024
All active employees	\$0.75 raise effective February 28 th , 2022 \$1.00 raise effective February 28 th , 2023
Retiree Benefits	<p>Upon ratification, any employee that is entitled to receive retiree benefits will receive a lump sum payment of \$10,000. This payment is to compensate retiree benefit eligible employees for a change to retiree benefits. Anyone retiring on or after January 1, 2024 that are entitled to receive retiree benefits will receive a health care spending account in lieu of the current retiree benefits. \$3000 (single plan) / \$6000 (family plan), which will be indexed each year on January 1 following the member's retirement by the lesser of CPI or 1%. Any unused portion of the annual allocation may be carried forward in accordance with CRA guidelines. Current retirees or anyone retiring prior to January 1st, 2024 will not be affected by this change.</p> <p>Upon ratification, any employee that is not entitled to receive retiree benefits will receive a lump sum payment of \$2500.</p> <p>These payments may be put into a District 6 RRSP at arms length or taken in cash, less statutory withholdings.</p>
Benefits	Addition of Massage Therapy to benefit plan for all active employees \$50 per session to a max of \$500.00/12 month
Pension	<p>DB Plan - \$1.00 increase in Basic in Year 1</p> <p>DC Plan – Increase in Mandatory Company contribution from 1% to 3%. Company will match voluntary contributions up to 2%. This formula increases the amount paid into the plan from the Company. If a member contributes 2%, the Company will contribute 5% for a total of 7%.</p>

LANGUAGE CHANGES TO THE COLLECTIVE AGREEMENT:

Article 8

Grievance Procedure

- Agreed that grievance settlements to be paid out within 30 days after settlement is reached and direction is given.

Article 12

Seniority

- Creation of “Group Leader” for maintenance department. Group leaders will be appointed by the Company (taking into account seniority, plant record, equipment knowledge and trade experience). Group leaders will replace Lead Hands and will receive **\$1/hr** additive. Former Lead Hands who do not become Group Leaders will not have their rate reduced.
- Language for filling permanent and temporary maintenance vacancies changed. From posting back to canvass for permanent vacancies. Departmental canvass and application of seniority for shift assignment will be conducted once per year.

Article 13

Lines of Progression

- “Senior may, junior must” language has been deleted. The senior person in a line of progression shall be required to move up to fill vacancies. This is a return to former language.

Article 15

Job Postings

- Changed restriction on applying for postings. Now, production employees can post to another job and don’t have to wait 7 months. But – can only get 2 postings a year and 4 during the CBA.

Article 19

Safety and Health

- New language requires the company to cover any costs when employees are required to take part in any medical surveillance. (medical clearance for fit testing, blood lead program, etc). employees will be paid 2 hrs OT if need to go on day off.

Article 21.01

Pre-Retirement Vacations

- Employees hired after February 28th, 2010 are now entitled to 2 weeks of pre-retirement vacation. Requirements to receive it: 10 years service and 4 weeks written notice.

Article 21

Vacations

- Vacation pay will be paid on the paycheck in the week following the week in which the vacation is taken.
- Company can’t assign any unused vacation until after December 1st.
- Employees can surrender vacation anytime up until December 1st and receive the pay in the following week.

Article 23

Hours of Work

- Updated the groups for shift start time vote. Melt Shop and Rolling Mill Maintenance day shift employees are now in the same group. Shift start times in the groups will be the same regardless of 8 or 12 hour shift. There will be a shift vote within 30 days.

- Company may change the weekly scheduled downday, but there can't be more than one per week in each department.

Article 24.05

Shift exchanges

- Changed the time frame that shift exchanges need to be worked from 14 days to 28 days.

Article 25

Overtime Opportunities

- Overtime Comparator Group language simplified. Charts deleted. Intention is the same as before the change.
- Probationary employees will be permitted to work overtime
- Maintenance Overtime Canvass sheet language incorporated into CBA

Article 28

Apprentices

- 3 Electrical apprenticeships by December 1, 2021
- Due to issue with access to schooling caused by pandemic - current Industrial Mechanic apprentices to have their finalized job seniority recognized at a fixed date – March 19th, 2021.
- Wage scale progression for apprentices updated to incorporate \$2 maintenance additive over the last 4 increases of the scale.

Article 29.04

Contracting Out

- Value of capital projects listed in 29.04 d) increased from \$200k to \$225k for contracting out purposes

Job Lists/Charts

- Updated all job lists and charts

Letter 12

Benefits

- Add – coverage for massage therapy, **\$50** per session up to an annual maximum of **\$500**.
- Anyone retiring on or after January 1, 2024 that are entitled to receive retiree benefits will receive a health care spending account in lieu of the current retiree benefits. \$3000 (single plan) / \$6000 (family plan), which will be indexed each year on January 1 following the member's retirement by the lesser of CPI or 1%. Any unused portion of the annual allocation may be carried forward in accordance with CRA guidelines. Company to pay each affected employee **\$10k** upon ratification.
- Any employee that is currently not entitled to receive retiree benefits to receive **\$2.5k** upon ratification.

Letter 13

Pensions

- Retirement allowance/buyout language deleted from CBA
- Basic pension for DB eligible increased from \$60 to **\$61**
- Historic pension increase info deleted (clean-up)
- DC plan increased from 1% with 3% match to **3%** with **2%** match.
- DC plan enrollment allowed from first pay week after hire.

Letter 15

Schedules

- 2 redundant schedules deleted (weekend only schedules)

Letter 33**Designated Trade and Craft Jobs**

- Addition of 2 Hydraulic Technicians (Industrial Millwrights)
- Agreement to fill 2nd Crane mechanic in RM

Various Letters

The following letters were deleted from the CBA. The deletion was done for clean-up purposes. Deletion of these letters will have no effect on the CBA.

- LETTER NO. 22 – ARTICLE 12.06(c)(5)
- LETTER NO. 26 – LOCOMOTIVE LINE OF PROGRESSION AND OHIO CRANE LINE OF PROGRESSION
- LETTER NO. 32 – CERTAIN EMPLOYEES
- LETTER NO. 37 – ROLLING MILL LINES OF PROGRESSION
- LETTER NO. 42 – RE:HOURLY PENSION PLAN (REGISTRATION #550228) PAYMENT TO MEMBERS
- LETTER NO. 45 – FINISHING HELPER
- LETTER NO. 48 – FINALIZED APPRENTICE SENIORITY DATES
- LETTER NO. 49 - EMPLOYEE JOB SENIORITY
- LETTER NO. 53 – Re: ROLLING MILL/SHIPPING DEPARTMENT
- LETTER NO. 57 – Re: THE TRANSFER OF SEVENTEEN (17) CRANE TO THE STEELMAKING LINE OF PROGRESSION

MONETARY CHANGES TO THE COLLECTIVE AGREEMENT:**Article 26****Wages**

- Upon ratification - lump sum connected to retiree benefits to be paid.
 - For employees entitled to retiree benefits - \$10k
 - For employees not entitled to retiree benefits - \$2.5k
- February 28th, 2022 - \$0.75 increase
- February 28th, 2023 - \$1.00 increase

Article 30**Duration**

New Term 3 years until February 27th, 2024

Notifications from the Company:

- The Company intends to implement drug and alcohol policy
- The Company does not intend to resume printing pay statements
- The Company intends to remove the central punch clock and enforce punching in and out in the departments.
- The Company intends to apply Personal Emergency days as outlined in the ESA

Other Stuff

- Creation of 2 temporary scrap cutters to be posted. 1 year, Monday to Friday day shift schedule, paid at Job Class 6. Cutting targets need to be met.
- Annual payment of \$3600 to Local for EAP
- New Production LOP incorporated into CBA
- New Scrap Yard LOP incorporated into CBA