



COLLECTIVE AGREEMENT

BETWEEN

NIFAST CANADA CORPORATION
(the “Company”)

AND

UNIFOR AND ITS LOCAL 2163
(the “Union”)

Effective: April 30, 2021—April 30, 2023

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ARTICLE 1—RECOGNITION

- 1.1 The Company recognizes the Union as the sole and exclusive bargaining agent with respect to wages, hours of work, and other working conditions, and this agreement will pertain to all hourly employees of Nifast Canada in the City of Ingersoll, Ontario save and except supervisors, those above the rank of supervisor, office and sales staff.
- 1.2 “Employee” as used in this Agreement shall mean those persons in the bargaining unit described in Article 1.1
- 1.3 The Company having recognized the Union for the purpose above noted will negotiate with the chosen accredited representatives of the Union as required by the Ontario *Labour Relations Act*.

ARTICLE 2—NO DISCRIMINATION/WORKPLACE HARASSMENT

- 2.1 The Company and the Union agree that there shall be no discrimination, interference, restriction, harassment or coercion exercised or practised by reason of age, marital status or other prohibited ground in contravention of the Ontario Human Rights Code or by reason of union membership or activity.
- 2.2 **WORKPLACE HARASSMENT**
The Company and the Union are committed to providing a harassment free workplace. Harassment is defined as a "course of vexatious comment or conduct that is known or ought reasonably to be known to be unwelcome", that denies individual dignity and respect on the basis of the grounds such as: gender, disability, race, colour, sexual orientation or other prohibited grounds. All employees are expected to treat others with courtesy and consideration and to discourage harassment.
- 2.3 The workplace is defined as any Company facility and includes areas such as offices, shop floors, restrooms, cafeterias, lockers, conference rooms, and parking lots.
- 2.4 **HARASSMENT IS NOT**
Harassment is in no way to be construed as properly discharged supervisory responsibilities including the delegation of work assignments, the assessment of discipline or any conduct that does not undermine the dignity of the individual. Neither is this policy meant to inhibit free speech or interfere with normal social relations.
- 2.5 **FILING A COMPLAINT**
If an employee believes that they have been harassed and/or discriminated against on the basis of any prohibited ground of discrimination, there are specific actions that may be taken to put a stop to it. First, request a stop of the unwanted behaviour. Inform the individual that is doing the harassing or the discriminating against you that the behaviour is unwanted and unwelcome. It is advisable to document the events, complete with times, dates, location, witnesses and details.

However, it is also understood that some victims of discrimination or harassment are

reluctant to confront their harasser or they may fear reprisals from the harasser, lack of support from their work group, or disbelief by their supervisor or others. The incident should be brought to the attention of your Supervisor and/or Committeeperson.

- 2.6 The Company will retain a Harassment Policy.
- 2.7 The Union will be involved and updated on all matters relating to an investigation of harassment complaints relating to union members. Furthermore, as necessary the Union will also be involved and updated in an investigation of harassment complaint if it involves a non-union member being accused of harassment by a union member.
- 2.8 The Company agrees to allow employees one (1) minute of silence at 11:00 a.m. on December 6th of each year in observation of the women killed in the Montreal massacre.

ARTICLE 3—UNION SECURITY

- 3.1 All current employees who have not done so and all new employees will be required to complete and sign an Application for Membership and Authorization for check off of Dues and Initiation Fee on Form A230-86, supplied by the Union to the Company.
- 3.2 The Local Union copy of this form will be forwarded to the Local Union Financial Secretary upon completion.
- 3.3 All dues and initiation fees will be deducted on the last pay day of the month and will be remitted to the Local Union Financial Secretary within twenty-five (25) working days of the deductions along with a list of names and the amount of each deduction.
- 3.4 The Company will also supply a list of those members who did not have Union dues deducted and the reason why no deduction took place at the same time dues are remitted in accordance with Article 3.3.
- 3.5 The Financial Secretary of the Local Union will notify the Company of any change in the amount of Union Dues and/or Initiation Fee to be deducted in line with constitutional requirement of the National Union.
- 3.6 The Union agrees to indemnify and save harmless the Company against any claim resulting from the deduction of union dues and initiation fees, except for any claim arising out of an error by the Company.

ARTICLE 4—MANAGEMENT RIGHTS

- 4.1 The Union acknowledges that, subject to the expressed provisions of this agreement, that it is the exclusive function of the Company to:
 - (a) maintain order and efficiency;

- (b) hire, assign, retire as permitted by law, transfer, classify, promote, demote, layoff, recall and discharge or discipline employees for just cause.
- (c) operate and manage its business in all respect and to make reasonable rules and regulations to be observed by the employees. The Company is to advise the Union Plant Committee of new and/or changes in rules and regulations prior to posting.

4.2 The Company agrees that the management rights and provisions set out in Article 4 are subject to the express terms and conditions of this agreement.

ARTICLE 5—DATA TO BE SUPPLIED TO UNION

5.1 Company will supply the Plant Chairperson with the following information by the twenty-fifth (25th) day of every other month, except in cases of lay-off, recall and hiring where the information will be given before the event takes place.

- a. The names of employees who are in the bargaining unit, regardless of whether or not they paid dues in the month, their hourly rate and classification.
- b. The number of hours worked by each employee in the month.
- c. Employee status (i.e. at work, on vacation, weekly sick benefits, LTD, WSIB, retired in the month, any other leave of absence) and the date of occurrence of any change
- d. Layoffs and recalls.
- e. Employees who have lost seniority
- f. Employees transferred into or out of the Bargaining Unit.

5.2 The company to supply to the National Union via email, an up-to-date employee data spreadsheet using the template provided by the union.

ARTICLE 6—SENIORITY

6.1 Seniority will be established and maintained for all employees in the bargaining unit on a plant wide basis.

6.2 The names of all employees will appear on a seniority list as of their date of hire and be revised every six (6) months and posted on plant notice board, except in cases of lay-off, recall and hiring where the revision will be done immediately.

6.3 Employees will be regarded as probationary employees for the first ninety (90) calendar days or four hundred and eighty (480) hours worked, whichever comes first, of their employment. During this period, probationary employees shall have no seniority rights.

It is expressly understood by both parties that during the probationary period an employee shall be considered as being employed on a trial period and may be disciplined or discharged at any time at the sole discretion of the Company unless such discipline or discharge is contrary to the statutes of the Province of Ontario, at which time a grievance may be filed.

- 6.4** On successful completion of the probationary period, an employee shall be placed on regular staff, their name shall be placed on the seniority list and their seniority shall date back to the date of hire. Employees acquiring seniority on the same date shall be added to the Company seniority list in alphabetical order.

ARTICLE 7—LOSS OF SENIORITY

- 7.1** Seniority rights shall cease and employment will terminate for any of the following reasons:
- a. If an employee voluntarily quits the employ of the Company.
 - b. If an employee is discharged for just cause and such employee is not reinstated pursuant to the provisions of the grievance procedure.
 - c. If an employee overstays a leave of absence or is absent for more than three (3) consecutive working days without notifying the Company, unless the employee has a justifiable reason for such absence.
 - d. If an employee fails to report for work in accordance with a notice of recall, or within five (5) working days after registered mailing date of such notice to the last address supplied by the employee, whichever is later, unless the employee has a justifiable reason for such absence.
 - e. If laid off, an employee will be retained on the seniority list for a period of eighteen (18) months.
 - f. If an employee is transferred to a position outside the bargaining unit.

ARTICLE 8—LAYOFFS AND RECALLS

- 8.1** The Company will give at least six (6) working days' notice to non-probationary employees and the union of a temporary layoff and in the case of a permanent lay-off eleven (11) working days' notice.
- 8.2** Whenever it becomes necessary to decrease the working force, probationary employees will be the first laid off. If further layoffs are necessary, employees with the least amount of seniority shall be laid off, provided those remaining employees with more seniority have the skill and ability to do the work available.

- 8.3** When employees are laid off, in the event of a dispute regarding an employee's skill and ability to perform the available work, such employee will be given up to five (5) working days to determine their skill and ability. Where the Company reasonably concludes that the employee cannot perform the job, the trial period may be ended prior to the expiry of five working days. The Company will discuss the early termination of the trial period with the Plant Chairperson prior to the terminations.
- 8.4** The Union Plant Committee will be retained in the employ of the Company during their respective terms of office, notwithstanding their position on the seniority list, so long as the Company has work available which they have the skill and ability to perform.
- 8.5** Employees who have been laid off in accordance with the above provisions will be returned to work in line of seniority in which they were laid off provided they have the skill and ability to do the work available.
- 8.5 (a)** A laid-off employee who fails to report to work in accordance with a notice of recall above, within five (5) working days after the registered mail date of such notice, unless satisfactory reason is provided.
- i) The above clause is for recalls of more than five (5) working days, under five (5) working days, the current practice will continue.
- 8.6** The Company will provide the Chairperson of the Union Plant Committee with a list of employees laid off or recalled, also any cancellation of such notices.
- 8.7** Should an emergency plant shutdown cause CAMI's operation to cease, the employer will notify the union/employee with at least six (6) hours notice.

ARTICLE 9—WAGE ADMINISTRATION AND RATE PROTECTION

- 9.1** An employee who is upgraded to a higher classification shall have their wages adjusted on the date of such assignment and receive the higher wage any period worked at that higher classification for that period.
- 9.2** An employee who is moved by the Company to a lower paying job shall maintain his or her rate of pay in effect at the time of such move for the life of the agreement, except in cases of lay-off or where the move was at the request of the employee or to otherwise accommodate the employee, or to an employee who refuses to return to his or her formerly held job from which they were moved.
- 9.3** No job will be re-evaluated either upward or downward during the life of the agreement, except by mutual agreement.

ARTICLE 10—JOB POSTING

- 10.1** In the event new jobs are created or vacancies occur within the bargaining unit, the Company will post such new jobs or vacancies for a period of five (5) working days, in order to allow bargaining unit employees to apply.
- 10.2** In filling the position of Shipping/Receiving I under this Article, the senior employee who applied for the job will be awarded the position. For all other classifications, the employee must have the skill and ability for the position.
- 10.3** In filling jobs under this section, the employee awarded the job will be given up to ten (10) working days to work at the job to determine their ability to perform the work required. Where the Company reasonably concludes that the employee cannot perform the job, the trial period may be ended prior to the expiry of ten (10) working days. The Company will discuss the early termination of the trial period with the Plant Chairperson prior to the termination.
- 10.4** In case the employee is not retained in the job by the Company, or the employee voluntarily elects to give up their rights to the job, providing it is within the ten (10) working day period mentioned in 10.3 above, the employee will be returned to their former job, and any other employee affected thereby will be returned to their job on a similar basis and thereafter the original job will be filled in accordance with this section of the agreement.
- 10.5** If the Company cannot fill the vacancy through the above procedure, the Company may hire a new employee to perform the work.
- 10.6** Nothing in the above procedure would deny the Company the right to operate efficiently by filling the job with a qualified employee for a period of fifteen (15) working days while the job posting procedure is being satisfied. Experience gained as a result of temporary assignment will not be considered as qualification on a posting.
- 10.7** When a new job is created the Company will discuss with the plant committee the wage rate and classification for such new job. If the Committee and the Company fail to agree on the new rate or classification for such new job, a policy grievance may be filed. The arbitrator shall have authority to determine what the rate shall be but in doing so, shall be governed by the relative value of the other classifications covered by this Agreement.
- 10.8** An employee filling a job posting will be moved to the new position within ten (10) working days after the job posting closing date, unless mutually agreed to by the Company and the Union.
- 10.9** A temporary vacancy, which is defined as a period not to exceed thirty (30) working days, will be filled by the Company at its discretion. After said period, the job will be posted and filled in accordance with the preceding provisions unless the period has been extended by mutual agreement.

10.10 Vacancies caused by employees being on sick and accident leave, Workers' Compensation, leaves of absences or maternity and parental leave shall be considered temporary but will only be posted under this article where the absence exceeds thirty (30) days.

ARTICLE 11—INCAPACITATED EMPLOYEES

11.1 In the event an employee becomes physically handicapped and is unable to perform certain jobs, exception will be made in favour of such employee on the following basis:

- (a) If the incapacitated employee can be reasonably accommodated in order to perform a job (in accordance with the Company's obligations under the *Human Rights Code*), he/she will be placed on such job.
- (b) A doctor's certification of disability by the employee's and the Company's doctor must be submitted.
- (c) An employee placed on a job because of a disability will have that disability reviewed at least annually.
- (d) The Company will review all the circumstances with the Union Committee before exercising this provision.
- (e) When an employee is requested to provide a doctor's note, the employee shall have the doctor complete the form provided by the Company. Where the form is properly completed any further request by the Company for a doctor's note in connection with the matter shall be paid for by the Company in the event that the doctor charges a fee for such additional documentation.

ARTICLE 12—GRIEVANCE PROCEDURE

12.1 The purpose of this Article is to establish a procedure for the settlement of all grievances.

12.2 Any employee having a grievance shall first take the matter up with his/her committeeperson who will discuss said complaint with the supervisor concerned (step 1). If the complaint is not satisfactorily resolved within twenty-four (24) hours, the committeeperson will then submit the grievance in writing, on a form to be supplied by the Company to the supervisor (step 2). The supervisor shall give his/her decision in writing to the committeeperson within five (5) working days of the receipt of the grievance. Should the union be dissatisfied with the supervisor's decision the Union may refer the grievance to a meeting of the plant committee and representatives of the Company (step 3), who shall meet within five working (5) days of the request for such meeting. The Unions' National Representative and/or President of the local union may be in attendance at this meeting.

12.3 The Company's decision relating to the grievance shall be in writing and, if not rendered during the conference, shall be rendered to the Chairperson of the Committee within five (5) working days after the holding of the conference.

- 12.4** If the Company's decision is not satisfactory to the union, it may be referred to an arbitrator, provided written notice of the party's intention to refer the dispute to an arbitrator is given to the other party within ten (10) days after the Company's decision. Within five (5) days of the giving of written notice, both parties will exchange lists of three (3) proposed arbitrators. In the event that no name is common to both lists, either party may within ten (10) days after the lists have been exchanged request the Minister of Labour of Ontario to appoint an arbitrator and shall provide the other party with a copy of such request.
- 12.5** A grievance filed over a suspension, discharge or Company grievance shall commence at Step 3 of the grievance procedure as provided in Article 12.2. The right to file a grievance shall be deemed to be waived if no grievance has been presented within five (5) working days of the aforesaid dismissal or discharge.
- 12.6** The term working days when used in this Agreement for grievance procedure, shall exclude Saturdays, Sundays, holidays and vacations as defined herein. Time constraints in the grievance procedure shall only be extended by mutual agreement.
- 12.7** The grievance procedure outlined in this Agreement shall apply equally to a grievance lodged by a group of employees, or to a Union policy grievance. All grievance forms and appeal forms shall be supplied by the Company.
- 12.8** Each of the Parties hereto will bear its own expense with respect to any arbitration proceedings. The Parties hereto will bear equally the expenses of the arbitrator.
- 12.9** The arbitrator shall not have any power to alter or change any of the provisions of the Agreement or to substitute any new provisions for any existing provisions, or to give any decision inconsistent with the terms and provisions of this Agreement.

ARTICLE 13—LEAVES OF ABSENCE

- 13.1** The Company may, in its discretion, grant leaves of absence without pay and without loss of seniority to employees for personal reasons provided that such leaves do not interfere with the Company's operation and provided that any request is made in writing at least two (2) weeks prior to the start of such leave except in case of an emergency. The Company will reply, in writing, within one (1) week. Such requests for leaves of absence will not be unreasonably withheld. Such leave of absence may be extended at the discretion of the Company.
- 13.2** An employee elected or appointed to a full-time position in the Union will be granted a leave of absence without pay and benefits and will accumulate seniority.
- 13.3** The Company will grant all reasonable requests for leave of absence to a maximum of one (1) committee member at any one time to attend to Union business, provided that the total leave granted for all committee members will not exceed twenty-five (25) working days per calendar year excluding time spent in arbitration and negotiations. Such requests will be in writing with five (5) working days' notice and the Company will

bill the Union bi-weekly for the cost of such leave. If the bargaining unit doubles in size, the Company agrees to discuss this provision with the Union.

It is understood that the total Plant Committee will be allowed to take a leave of absence, once per year, should it be requested and upon proper notice. Such leave of absence for the Plant Committee will not extend beyond three (3) days, unless with the agreement of the Company.

- 13.4** Any employee engaging in other employment during a leave of absence or extension thereof shall be subject to immediate dismissal.

ARTICLE 14—PREGNANCY AND PARENTAL LEAVE

- 14.1** The Employer agrees to provide an unpaid pregnancy leave of up to seventeen (17) weeks for a pregnant employee with a minimum of thirteen (13) weeks service prior to her due date.
- 14.2** In addition, the Employer agrees to provide a parental leave of up to thirty-five (35) weeks for an employee who is a parent, including an adoptive parent, following the birth of his/her child or the adoption of the child.
- 14.3** In the case of a pregnant employee, the parental leave shall commence forthwith after the expiry of her pregnancy leave.
- 14.4** Each of the rights, benefits, terms and conditions for pregnancy and parental leave as set out in the *Employment Standards Act, 2000* and the regulations made thereunder as of the date of the signing of this Agreement, shall be minimum requirements incorporated within this Collective Agreement.
- 14.5** Benefit coverages shall be maintained for an employee on leave under this article and the employer shall continue to make the employer's contributions for such coverages.
- 14.6** An employee on leave under this article shall accrue seniority and pension credits throughout his/her period of leave.

ARTICLE 15—PUBLIC OFFICE LEAVE OF ABSENCE

- 15.1** An employee with seniority, elected or appointed to an essentially full-time Federal, Provincial, or Local public office, may make written application for an unpaid leave of absence for the period of his/her first term of active service in such public office. If such leave is granted, additional leaves of absence for service in such office may be granted at the option of the Company upon written application by the employee.
- 15.2** Any employee granted such leave of absence shall be entitled to reinstatement at the then current rate of pay, to such work as they may be entitled on the basis of the seniority provisions of this Agreement. Seniority will continue to accumulate during the period of such leave.

ARTICLE 16—SHIFT PREMIUM

- 16.1** An employee who is scheduled to work on the afternoon as set out in Article 31 shall receive a shift premium of sixty-five cents (\$0.65) per hour for each hour worked during the afternoon.
- 16.2** An employee who is scheduled to work on the midnight shift as set out in Article 31 shall receive a shift premium of seventy cents (\$0.70) per hour for each hour worked during the midnight shift.

ARTICLE 17—REPORTING IN PAY

- 17.1** The Company agrees that an employee, upon reporting for work at the commencement of their shift unless notified not to do so, shall receive a minimum of four (4) hours of pay at their regular standard hourly rate, unless the cause of the lack of work is due to acts of God, fire, flood or other cause beyond the control of the Company.
- 17.2** Employees who have commenced the second half of their shift shall be paid for the balance of the shift.

ARTICLE 18—EMERGENCY CALL-BACK PAY

- 18.1** Any employee called back to work after completion of their regular shift shall receive in such instances a minimum of four (4) hours pay based on their regular hourly rate.

ARTICLE 19—INJURY ON THE JOB

- 19.1** Employees who are injured at work and are unable to continue at their job shall be paid their regular earnings for the balance of the shift on which the injury occurs.

ARTICLE 20—JURY DUTY

- 20.1** The Company will make up the difference between the amount of money per day an employee received while serving as a member of a jury, including coroner's juries and as a subpoenaed witness in a Crown proceeding, to an amount equal to the normal eight (8) hours pay which he/she would have been eligible to receive for working that day, provided that the employee provides a written statement of the amount received during the course of the jury duty.
- 20.2** Any employee who, by reason of any summons, subpoena, writ, petition or other legal process, with the exception of an employee serving a period of incarceration, is required by law to do anything, shall be granted an immediate unpaid leave of absence for the period of time required for such employee to complete anything that the employee is required to do by reason of any such summons, subpoena, writ, petition or other legal process and the employee shall retain and accumulate seniority while on such leave of

absence. An employee who has been charged with a Criminal offence will be granted an unpaid leave of absence to attend trial dates.

ARTICLE 21—BEREAVEMENT LEAVE

- 21.1** In the event of the death of the spouse or child of any employee not on a leave of absence and covered by this Agreement, such employee shall be granted an excused absence of five (5) working days at his/her base rate of pay, inclusive of any shift premium, for the purpose of attending the funeral and conducting other associated activities.
- 21.2** In the event of the death of the mother or father, sister or brother, father-in-law or mother-in-law, sister-in-law or brother-in-law, step-parent or a step-parent of a current spouse, stepchild, stepsister, or stepbrother, grandparents of a current spouse, grandparents and grandchildren of any employee covered by this Agreement, such employee shall be granted an excused absence of three (3) working days at his/her base rate of pay, inclusive of any shift premium for the purpose of attending the funeral and conducting other associated activities.
- 21.3** An employee may request a further unpaid leave of absence, which request shall not be unreasonably denied.

ARTICLE 22—TUITION FEES AND BOOK REFUND

- 22.1** An employee who wishes to enrol in a course related to his or her employment must complete a tuition refund application, and submit it to the Human Resources Manager for prior approval. When the course is completed, the employee must remit evidence of successful completion (a passing grade or a certificate of completion), including fees and textbook(s) paid, to the Human Resources Manager, and the latter will make arrangements with the payroll office for reimbursement. Textbooks paid by the Company will remain the property of the Company.

ARTICLE 23—LUNCHROOM, WASHROOM AND FIRST AID

- 23.1** The company shall provide for all employees a proper lunchroom facility that will include microwave ovens and refrigerator.
- Clean sanitary washrooms shall be maintained.
 - First aid supplies shall be supplied by the Company.
 - The Company will provide training to a minimum of one (1) bargaining unit employee per shift in C.P.R. application.

First aid training will be done during shutdown, on a frequency basis recommended by the service provider.

ARTICLE 24—BULLETIN BOARDS

24.1 The Committee will have the use of one bulletin board in the plant for posting of union notices. Such bulletin boards to be supplied by the Company.

ARTICLE 25—PARKING

25.1 The Company will maintain a parking area for all employees at no cost to them.

ARTICLE 26—PAYDAY

26.1 Pay day shall be bi-weekly on Fridays. In the event that a paid holiday falls on a Friday the payday shall be the Thursday preceding the holiday.

ARTICLE 27—COPY OF AGREEMENT

27.1 The Company to provide a copy of the Collective Agreement in booklet form to all employees.

27.2 The Company shall also supply an outlined brochure of all the Company paid benefit programs.

ARTICLE 28—STRIKES AND LOCKOUTS

28.1 The Company and the Union agree to abide by the Ontario Labour Relations Act with respect to strikes and lockouts.

ARTICLE 29—CLASSIFICATIONS AND WAGES

29.1 The Company will pay employees according to the wage and classification structure as set out in Schedule A and which forms part of the Collective Agreement.

ARTICLE 30—PLANT CLOSURE

30.1 Nifast Canada Corporation, and Unifor and its Local 2163 agree that in the event of a workplace closure that would result in significant permanent job losses, the Employer will provide the Union with as much notice as possible, but not less than three (3) months.

The information supplied to the union will include the number of employees potentially impacted and the rationale for the decision. It is understood that the information will be used for discussions between the parties and the workforce and will be considered confidential. The Union will have the opportunity to make proposals, which could alter or modify the decision.

If job losses become unavoidable due to the closing of the facility which causes the

Employer to reduce all or a significant part of its operations, the following provisions shall take effect for those employees who lose their employment.

30.2 Application of this Agreement

This Memorandum of Agreement between Nifast Canada Corporation, and Unifor and its Local 2163, expiring April 30, 2023.

30.3 Notice of Termination

All employees affected by the plant closure will receive notice of termination or pay in lieu of notice as per the ESA, including mass termination notice where applicable.

30.4 Severance Pay

1. All active employees severed due to plant closure with one (1) year or more seniority will receive enhanced severance pay calculated as one (1) week of regular wages for each year of service, up to a maximum of eight (8) weeks. Partial year of service will be prorated.
2. This severance pay is inclusive of any amounts of severance pay required under the Ontario Employment Standards Act.

Example Calculations:

Example 1

Employee A: Hourly wage of \$20.92 and 5.09 years of service

Severance = \$20.92 x 40 hours x 1 x 5.09 years =

Example 2

Employee B: Hourly wage of \$24.54 and 6 years of service

Severance = \$24.54 x 40 hours x 1 x 6 years = \$

3. Severance pay will be received within 14 days of the employees last day worked (termination date).
4. An employee may complete a direction under the Income Tax Act, and the Company will direct all or a part of the employee's severance into their:
 - a) Personal RRSP or,
 - b) Company Group RRSP or,
 - c) The employee can elect to be paid by separate cheque/direct deposit transfer.
5. RRSP contributions are subject to individual RRSP limits as set by the Canada Revenue Agency.
6. An employee who has been given written notice of termination can resign and retain their Ontario Employment Standards Act severance pay, provided the

employee; 1) gives the Company at least 2 weeks written notice of resignation and, 2) the resignation takes effect in the statutory notice period.

7. Severance Election and Recall Rights

Terminated employees under this provision will have the following options with respect to severance pay and recall rights:

Option 1:

The employee can elect to receive their enhanced severance calculated as set out above (1 week of regular wages for each year of service, up to a maximum of eight (8) weeks. Partial service year is prorated, or

Option 2:

Decline the enhanced severance pay and retain recall rights for the period set out in the Collective Agreement, or, 24 months from the employee's termination date, whichever is longer.

8. If an employee selects option 2, if eligible, they remain entitled to severance as set out above, unless the employee accepts a recall to work.

9. If an employee chooses to retain recall rights, they will receive the severance, as set out above, if the employee renounces recall rights during the recall period, or their recall rights expire.

Vacation

10. The Company will pay any outstanding vacation monies to employees being severed on the next pay following the termination date. (Payment will be on the employee's last pay cheque/direct deposit transfer).

11. An employee may complete a direction under the Income Tax Act regarding vacation pay, and all or part of the employee's vacation monies will be paid directly into an RRSP, subject to their individual RRSP limits.

30.5 Health and Group Insurance Benefits

The Company will continue the employee's participation in the health care benefit plan (Health, Dental, Life and AD&D, excluding STD and LTD) for one (1) month from the date of lay-off/termination from the employee's last day worked.

30.6 Employees on Disability

An employee in receipt of Short Term Disability (STD) or Long Term Disability (LTD) benefits at the time of layoff will continue to receive such disability benefits, provided the employee qualifies. An employee on STD will be eligible to apply for LTD upon exhaustion of STD and will receive LTD if they meet the qualifications.

An employee in receipt of STD or LTD is also eligible for termination pay and enhanced severance pay as outlined above. In calculating the severance payment, years of service

shall include the period during which the employee was in receipt of disability benefits at the date the employee otherwise would have been laid off.

30.7 Workers' Compensation Benefits

An employee in receipt of workers' compensation benefits is also eligible for severance pay as outlined above. In calculating the severance payment, years of service shall include the period during which the employee was in receipt of workers' compensation to the date the employee otherwise would have been laid off.

The Company will continue the Company-paid employee benefit coverage (including Life Insurance) for the period in which the employee is receiving workers' compensation. In no event will the employee receive less coverage than would have been received had they not been on workers compensation.

30.8 Employee Records

The Company will retain all employee records, including disability and Workers' Compensation records, for a period not less than seven (7) years from the date of closure. The Union will have reasonable access to and/or copies of employee records. The Company will not deny the Union access to, or copies of such records, where the employee gives permission to release such records.

The Company will provide the Union an updated and complete seniority list of bargaining unit employees including addresses and phone numbers. The final list will be provided within 7 days of closure.

The Company will provide each employee a letter of reference that indicates their job loss is a result of restructuring. The letter will include a general description of the employees' job duties and specialized certifications/qualifications.

30.9 Contact information

The Company will provide terminated employees with Company contact details including; name, telephone number and email address.

Employees must immediately notify the Union and Company of any change in address, telephone number or any other contact information currently on file.

30.10 Grievances

The parties will attempt to resolve all outstanding grievances within two (2) weeks of closure. Grievances not settled within the 2-week period may be sent to arbitration, after the parties have tried to resolve the issues in good faith.

30.11 Enforcement

The union reserves the right to file a grievance(s) for any violation of the terms of the collective agreement and including this Memorandum of Agreement.

The parties agree to meet and discuss any issues that may arise from the application of

this agreement with the intent to reach resolution.

ARTICLE 31—HOURS OF WORK

- 31.1** The regular work week will consist of eight (8) hours per day, five (5) days per week, Monday through Friday, with a thirty (30) minute unpaid lunch. There shall be no guarantee of hours of work either per day or per week.
- 31.2** Subject to operational requirements, the hours of work will be as follows:
- (a) Day Shift: 6:30 a.m. to 3:00 p.m.
 - (b) Afternoon Shift: 2:30 p.m. to 11:00 p.m.
 - (c) Night Shift: 10:30 p.m. to 7:00 a.m.
- 31.3** The Company shall have the right to vary the start and finish times of shifts for up to one (1) hour and in circumstances where CAMI changes its shift times and hours of work. Prior to implementing such a change, the Company will advise the Plant Chairperson. In addition, the Company and the Union may agree to change the regular hours of work.
- 31.4** If multiple shifts are scheduled, employees within the same job classification will be permitted from time-to-time to exchange shifts provided that both employees agree and:
- (a) neither employee is a probationary employee;
 - (b) they have requested the exchange from their supervisor with written notice at least seventy-two (72) hours prior to the first shift affected by the exchange; and,
 - (c) the exchange does not interfere with the production requirements of the affected shifts.
- 31.5** The Company agrees that shifts shall be non-rotating, unless otherwise agreed to between the Company and the Union.

ARTICLE 32—PAID REST PERIOD

- 32.1** The Company will schedule two (2) rest periods of fifteen (15) minutes, one in each half shift, and a fifteen (15) minute rest period prior to the commencement of any overtime of one (1) hours or more.

ARTICLE 33—OVERTIME PAY

- 33.1** Any work performed by an employee in excess of eight (8) hours worked in a day or forty (40) hours worked in a week will be paid at the rate of time and one-half.
- 33.2** All work performed on Saturday will be paid for at the rate of time-and-one-half.

- 33.3** All work performed on Sunday will be paid for at the rate of double time, except Sunday night start-up.

ARTICLE 34—OVERTIME EQUALIZATION

- 34.1** Overtime opportunities will be evenly divided amongst those employees who are able to perform the work by shift on a rotating seniority basis. A list shall be posted and updated weekly showing the date each employee was offered overtime.

If roles cannot be filled by the method above, opportunities will be given to all bargaining unit employees able to perform the work, by seniority. Payment will be based on classification worked by that employee.

- 34.2** Notice of overtime opportunities must be given at least two (2) hours before the shift ends for an extended shift, or in the case of a weekend, the work notice for overtime work must be given by 2:30 p.m. on the Thursday prior to the weekend, and in the event of a holiday not on a weekend, a forty-eight (48) hour notice is to be given, notwithstanding emergency cases.
- 34.3** An employee who believes that their overtime opportunity rights have been bypassed shall within five (5) working days notify the Company of the lost opportunity. If the employee is correct that he/she lost an overtime opportunity, the Company shall give the employee the next available overtime opportunity. The Company shall give the employee one (1) shift notice of the overtime opportunity. If the employee does not accept the overtime opportunity, the employee forfeits the overtime opportunity.
- 34.4** If the Company fails to offer the next available overtime opportunity, then the employee will be compensated an amount equivalent to the overtime pay such overtime would have provided.
- 34.5** If no employee volunteers for an overtime opportunity, the Company shall have the right to assign the overtime opportunity to the employee with the lowest seniority in the job classification where work is required.
- 34.6** All overtime must be approved in advance by the Company.
- 34.7** Any new employee shall be credited with the average number of hours in the classification to which he/she is assigned.
- 34.8** Any employee who changes classifications shall be credited with the average number of hours in the classification to which he/she enters.

ARTICLE 35—OVERTIME BANKING

- 35.1** Employees may choose to receive full payment of overtime hours worked or elect to bank the equivalent paid overtime hours up to a maximum of fifty-six (56) hours in the calendar year.

- 35.2** Time off must be taken in increments of four (4) or eight (8) hours.
- 35.3** Employees must cash in any accumulated or deferred banked overtime hours if lieu time is not taken by November 30th each year. The Company will pay out the unused or deferred banked overtime hours on the following regular pay.
- 35.4** All requests to bank overtime must be submitted on the approved form prior to the overtime being worked.
- 35.5** A copy of the signed form (employee & supervisor) will be given to the employee.
- 35.6** When an employee requests their lieu days off, they shall do so with one (1) weeks' notice on the appropriate form to be supplied by the Company and the Company will endeavour to accommodate employees' needs in this request. The Company will supply a reasonable explanation if employees are not granted the dates requested.
- 35.7** The Company shall reply in writing within three (3) working days of the request.
- 35.8** Banked overtime requests will be on a first received, first granted basis. In the event two (2) or more employees request banked time on the same day seniority will prevail.
- 35.9** The employees must own the banked time prior to making the request for banked overtime.
- 35.10** When payment for banked time is made to an employee the amount per hour for such time shall be calculated on the rate in effect in which the banked time was earned.

ARTICLE 36—UNION REPRESENTATION

- 36.1** The Union shall be entitled to appoint one (1) Committeeperson on each shift inclusive of the Chairperson to form the Plant Committee and Bargaining Committee. The Plant Committee will meet with the Company once a month. The purpose of these meetings is to discuss and resolve grievances and other matters that either party may raise. The Company shall supply the meeting room during regular working hours. It is further understood that where the Company reduces its operations to less than three (3) shifts, the Bargaining and Plant Committees shall be reduced in an equal manner.
- 36.2** The Company agrees that the Chairperson shall be assigned to the day shift. When the legitimate business of the Chairperson requires him to leave their work duties, they shall first receive the permission of their supervisor. Such permission shall not be unreasonably withheld.
- 36.3** Members of the Plant Committee shall be permitted paid time off the job to handle grievances and other related union business at the plant.

- 36.4** The Company agrees to retain members of the Plant Committee at work during any layoffs or cutbacks in employment provided they have the skill and ability to perform the job during their respective terms of office.
- 36.5** The Union shall provide the Company with the names of the members of the Plant Committee, and shall notify the Company promptly of any change to the composition of the Plant Committee.
- 36.6** The Company upon proper notification shall grant the President of the Local and National Representatives entry into the company plants or offices.

ARTICLE 37—UNIFOR TRAINING FUND

- 37.1** The Company agrees to pay into the Unifor training fund as follows:

2021-\$800.00

2022-\$800.00

ARTICLE 38—UNION OFFICE

- 38.1** The Company agrees to provide the plant committee with the use of a telephone and will provide a filing cabinet for the use of the Union.
- 38.2** The Company agrees to make a room available for the use by Union Committee persons so that they may meet with employees in a private space from time-to-time and upon notice to the Company.

ARTICLE 39—WORK BY SUPERVISORS

- 39.1** Supervisors and all other excluded employees will not perform any work done by the bargaining unit except for the purpose of instruction, training, investigating an operation, developing a new process or procedure, or in an emergency situation.

ARTICLE 40—TRANSFERS

- 40.1** Employees, who are or have been appointed or selected for a supervisory position, or for any position not subject to the provisions of this Agreement, will not be covered by the provisions of this Agreement. However, if any employee on a seniority list, covered by the Agreement, is transferred or appointed to a position outside of the bargaining unit, and later is transferred back to a position which is covered by this Agreement, then only the seniority which he/she held prior to his/her transfer shall be accredited to him/her. If the transfer necessitates an employee being replaced, the employee in the plant with the least seniority shall be the one replaced. Employees having been employed only in positions outside the bargaining agreement shall, if subsequently employed on a job covered by this Agreement, be considered new employees for the purpose of seniority.

Transfers out of the bargaining unit will be limited to sixty (60) days to return with current seniority.

ARTICLE 41—EQUIPMENT AND TOOLS

41.1 The Company agrees to continue to supply all necessary tools and equipment at no cost to the employees to ensure that a proper job is performed.

ARTICLE 42—PROTECTIVE CLOTHING

42.1 The Company agrees to reimburse employees for the purpose of purchasing safety footwear, up to a maximum of one hundred and seventy-five dollars (\$175.00) for every year of the agreement upon presentation of a valid receipt. The present practice with regards to purchasing footwear at “Mr. Safety Shoes” will be maintained to the extent that is feasible.

42.2 As required by law, the Company will provide necessary protective clothing to allow the employees to work safely.

ARTICLE 43—NEW EMPLOYEE ORIENTATION

43.1 The Company agrees to acquaint new employees with the fact that a Collective Agreement is in effect and with the conditions of employment set out in the articles dealing with Union Security and Dues Check-off. The Company agrees that a Union representative will be given an opportunity to meet with each new employee within regular working hours, without loss of pay, for fifteen (15) minutes sometime during the first thirty (30) days of employment for the purpose of acquainting the new employee with the benefits and duties of Union membership and the employee's responsibilities and obligations to the Employer and the Union.

ARTICLE 44—ADMINISTRATION OF DISCIPLINE

44.1 When an employee is called to an interview by the Company, and the subject of the interview is discipline less than a suspension, the employee and the shift Committee Person or designate will be so informed in advance of the interview. The employee will have their Committeeperson present at any discipline. The meeting will be conducted in a private area. The Plant Chairperson or designate will be notified in advance of all suspensions and terminations. In the event it is necessary to suspend an employee pending investigation, the Plant Chairperson will be notified as soon as possible. The Plant Chairperson or their designate shall be present at all meetings dealing with suspensions/terminations. The Plant Chairperson shall receive copies of all disciplinary action taken against employees.

44.2 Should an employee be discharged at a meeting at the plant, the Company shall give the discharged employee an opportunity before leaving the plant, to meet a Committee Person for a reasonable period of time in a private area. The Company will conduct the

termination meeting at the plant. However, exceptions may occur. The Plant Chairperson will be advised in advance of these situations and will receive a copy of the written termination.

- 44.3** No verbal or written warning shall remain in an employee's record for a period longer than twelve (12) months or any suspension for more than eighteen (18) months, provided that the employee has received no further discipline during these time frames.
- 44.4** Discipline is defined as a verbal or written warning, suspension or discharge to an employee.

ARTICLE 45—HEALTH & SAFETY

- 45.1** The Company and the Union will make every effort to comply in a timely manner with all applicable legislation pertaining to the Health and Safety of the employees at the Company.
- 45.2** The Union and the Company agree to actively promote measures to assure the Health and Safety of all employees.
- 45.3** The Joint Health and Safety Committee (JHSC) will have a total of two (2) members, one (1) representing the Union, who is elected or appointed and one (1) representing the Company. With one (1) week's advance notice, a Unifor Health & Safety Representative may attend a meeting of the JHSC and the Company may invite a member of the Company to attend.
- 45.4** Each member of the JHSC shall be certified as required.
- 45.5** During all absences, both parties will recognize a substitute member as designated.
- 45.6** Forklift training must be done by a recognized certified trainer to ensure the health and safety of all employees in the workplace.

ARTICLE 46—VACATIONS WITH PAY

- 46.1** Each employee will be entitled to a vacation with pay in accordance with the following schedule:
- a. Employees with less than one (1) year seniority will receive 4% of their gross earnings.
 - b. One (1) year but less than five (5) years' seniority, two (2) weeks' vacation with 4% of their gross earnings.
 - c. Five (5) years' seniority but less than ten (10) years' seniority, three (3) weeks' vacation with 6% of their gross earnings.

- d. Ten (10) years' seniority or more, four (4) weeks' vacation with 8% of their gross earnings.

It will be mandatory for an employee to take his/her vacation herein provided by December 31.

- 46.2** Vacation pay and entitlement is earned in the previous year to be taken in the current twelve-month period.
- 46.3** Vacations must be requested in writing by May 15th of each year directly to the employee's supervisor and on the appropriate form. Should the employee not request their vacation by May 15, the employee and the company will meet by June 30 to finalize their vacation requests. The Company will respond to vacations of May 15 by June 15 and respond to vacation requests done by June 30 by July 30. Vacations will be scheduled by seniority within the classification and shift. Once vacations have been scheduled, they can only be changed by mutual agreement between the Company and the employee. Employees not requesting vacation by June 30 shall have their vacations scheduled for them by the Company. Requests to change a vacation scheduled by the Company shall be on a first come, first served basis.
- 46.4** The Company will allow for the extra vacation days, as applicable under the collective agreement under Article 46.1 on the anniversary hire date of each employee. For clarification, the vacation percentage accrual under Article 46.1 will begin on anniversary date and will be applied to total vacation entitlement the following January 1st.

ARTICLE 47—HOLIDAY PAY PLAN

47.1 For the purpose of this agreement, the following days are paid holidays:

New Year's Day	Civic Holiday (subject to Article 47.4)
Labour Day	Good Friday
Thanksgiving Day	Victoria Day
Canada Day	Christmas Day
December 26 (Boxing Day)	Floating Holiday (as per Article 47.8)

47.2 All holidays shall be set out in the Agreement and shall be celebrated on a regular workday, Monday through Friday.

47.3 All holidays falling on a Saturday or Sunday will be scheduled with the same replacement day off as CAMI. In addition, calendar holidays noted in Article 47.1 will be assigned in conjunction with CAMI working schedule and will be scheduled with the same replacement day off as CAMI.

47.4 Employees will be entitled to the Civic Holiday if CAMI also observes the Civic Holiday. If CAMI schedules a different holiday day in lieu of the Civic Holiday, Nifast shall also take the same. Should CAMI not observe the civic holiday, employees will be entitled to one (1) floating holiday in lieu of the Civic Holiday. An employee must provide one (1) weeks' notice of their intent to take the floating holiday. Where two or more employees request a floating holiday on the same day, the Company agrees that the employee with the most seniority will have priority.

47.5 An employee will be eligible for holiday pay where they have worked a minimum of seven (7) hours on their scheduled work shift immediately preceding such holiday, and a minimum of seven (7) hours on the scheduled work shift immediately following such holiday, unless their absence has been authorized by the Company.

47.6 All hours worked on a paid holiday will be paid at time and a half, plus Holiday pay.

47.7 Where a holiday falls during an employee's scheduled vacation period the employee's vacation shall be extended by one (1) day or a day may be taken at a later date by mutual agreement between the employee and the Company.

47.8 Employees will be entitled to take one (1) floating holiday per year, at their option. An employee must provide one (1) weeks' notice of their intent to take a floating holiday. Where two or more employees request a floating holiday on the same day, the Company agrees that the employee with the most seniority will have priority.

ARTICLE 48—BENEFITS

48.1 The Company agrees to pay 100% of the benefit premiums for employees who have completed their probationary period and in accordance with the provisions and conditions outlined in the insurance policies:

- (a) Life insurance - \$50,000.00 per employee
- (b) Accidental Death & Dismemberment - \$50,000.00 per employee
- (c) Emergency Travel Assistance - 100% of eligible expenses in addition to eligible services
- (d) Short-Term Disability (Weekly Disability Income) - 66.7% of weekly earnings, subject to a maximum benefit equal to the maximum disability benefit available under the *Employment Insurance Act* as determined as of the date of disability. Benefits begin on the 1st day of disability due to an accident and on the 8th day of disability due to sickness. Maximum duration of the benefits is 26 weeks.
- (e) Long-Term Disability - 70% of monthly earnings to a maximum of \$3,000 per month. Qualifying disability period is 26 consecutive weeks prior to age 65, or the duration of the benefit provided under the Short-Term Disability benefit, whichever is greater.
- (f) Dental Plan - 80% for Minor Procedures and 50% for Major Procedures, with \$25 deductible per individual or per family per calendar year, to a maximum of \$2,000 per calendar year for Minor and Major Procedures Combined, per individual.
- (g) Vision Care - \$300.00 per person in any period of 24 consecutive months
Eye examinations – \$75.00 every two years, as per current policy
- (h) Medical, including hospitalization and drug plan. Twenty-five dollars (\$25) deductible per individual or per family per calendar year. 100% of Preferred Accommodation in Canadian Hospitals and 80% of all other eligible expenses in excess of the deductible, including prescription drugs.

48.2 The benefits set out in this article and the eligibility for such benefits shall not be changed or modified during the life of this agreement except by negotiation and the mutual agreement of the union and the Company. Where there is a conflict between the benefits as defined herein and the benefits as set out in the current benefit booklet, the benefits set out in the current benefit booklet shall govern.

- a. In addition to the current benefit level referred to in Article 48.2. Employees will now be entitled to massage/physiotherapy with a combined benefit maximum of \$500 per year.

48.3 The Company confirms that same-sex partners are covered in accordance with the terms of the insurance policies.

48.4 The company will continue to provide the current Employee Assistant Program (EAP) to all bargaining unit employees.

ARTICLE 49—SICK DAYS

- 49.1** Employees, upon completion of the probationary period, shall be entitled to six (6) sick days. Any unused sick days will be paid out to the employee on the last pay date of the calendar year.
- 49.2** Doctor's notes for sick time are not required until three (3) consecutive days of being off.

ARTICLE 50—PENSION PLAN

- 50.1** The Company will contribute to the Canada Wide Industrial Pension Plan (CWIPP) for all hours worked per year, including overtime, at the rate described below. The contributions will be per hour per employee, with no yearly cap. Upon ratification of agreement, employees will contribute ten cents (\$0.10) per hour worked.

Effective April 30, 2021 employer contribution will increase fifty-nine (\$0.59) cents

Effective April 30, 2022 employer contribution will increase to sixty-three (\$0.63) cents.

- 50.2** Employees may volunteer to contribute additional amounts into the plan beyond the ten cents (\$0.10) required in Article 50.1.

ARTICLE 51—SUBSTANCE ABUSE

- 51.1** The Company and the Union are unaware of any employee who is currently suffering from any substance abuse problem. However, if an employee comes forward with a substance abuse problem or the Company reasonably suspects that an employee is suffering from a substance abuse problem, the Company will direct an employee to appropriate counselling services or treatment and rehabilitation facilities.
- 51.2** The Company will provide all normal group insurance benefits to an employee under a medically prescribed course of treatment, in accordance with its benefit policies.

ARTICLE 52—NATIONAL DAY OF MOURNING


- 52.1** The Company agrees to allow employees one (1) minute silence at 11:00 a.m. on April 28th of each year in observance of those workers killed on the job.

ARTICLE 53—DURATION OF AGREEMENT

- 53.1** The agreement shall be effective from the April 30, 2021 to and including the 30th day of April, 2023. Either party shall be entitled to give notice in writing to the other party as provided in the *Labour Relations Act* of its desire to bargain with a view to the renewal of the expiring collective agreement at any time within a period of 90 days before the expiry date of the agreement. Following such notice to bargain the parties shall meet within 15 days of the notice or within such further period as the parties mutually agreed upon.
- 53.2** It is agreed that during the course of bargaining, it shall be open to the parties to agree in writing to extend this agreement beyond the expiry date of the 30th day of April, 2023, for any stated period acceptable to the parties and in accordance with the *Labour Relations Act*.
- 53.3** Provided that for purposes of all notices under this article, notice in writing shall be deemed to have been received by the party to whom it is sent upon the mailing of such notice by registered mail addressed to the current address of the other party.

Dated in Ingersoll, Ontario on this 7th day of June, 2021

FOR NIFAST CANADA CORPORATION



Sei Ino, President



Dave Groh, Vice President



Ian Hunt, Regional Manager



Peta Allard, Operations Manager

FOR UNIFOR AND ITS LOCAL 2163



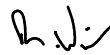
Luis Domingues, National Representative



Wade Saunders, Local 2163 President



Branden Brouwer, Chairperson



Ron Wilson, Comitteepersoon

SCHEDULE "A"

Classification	April 30, 2021	April 30, 2022
Shipping/Receiving I	\$19.49	\$19.78
Dimensional Inspector	\$19.49	\$19.78
Shipping/Receiving II	\$20.33	\$20.63
Shift Leader	\$21.52	\$21.84
QA Technician	\$23.17	\$23.52

1. New employees shall start at \$1.00 per hour below the wage rate in effect at time of hire, and shall receive the rate for the classification upon completion of the probationary period.
2. The Parties agree that these rates comply with any obligations under the *Pay Equity Act*.
3. The Company agrees to cover one-half the cost of bargaining, for the negotiations for this Agreement.

LETTER OF UNDERSTANDING—DELIVERIES

It is understood that bargaining unit employees will continue to do the CAMI deliveries, and whenever possible other deliveries in Ingersoll.

Dated in Ingersoll, Ontario on this 7th day of June, 2021

FOR NIFAST CANADA CORPORATION



Sei Ino, President



Dave Groh, Vice President



Ian Hunt, Regional Manager



Peta Allard, Operations Manager

FOR UNIFOR AND ITS LOCAL 2163



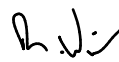
Luis Domingues, National Representative



Wade Saunders, Local 2163 President



Branden Brouwer, Chairperson



Ron Wilson, Committeeperson

ttlcope343

2021

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13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

April						
Su	M	Tu	W	Th	F	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

May						
Su	M	Tu	W	Th	F	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

June						
Su	M	Tu	W	Th	F	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

July						
Su	M	Tu	W	Th	F	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

August						
Su	M	Tu	W	Th	F	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

September						
Su	M	Tu	W	Th	F	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

October						
Su	M	Tu	W	Th	F	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

November						
Su	M	Tu	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

December						
Su	M	Tu	W	Th	F	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

2023

January						
Su	M	Tu	W	Th	F	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

February						
Su	M	Tu	W	Th	F	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28				

March						
Su	M	Tu	W	Th	F	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

April						
Su	M	Tu	W	Th	F	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

May						
Su	M	Tu	W	Th	F	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

June						
Su	M	Tu	W	Th	F	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

July						
Su	M	Tu	W	Th	F	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

August						
Su	M	Tu	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

September						
Su	M	Tu	W	Th	F	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

October						
Su	M	Tu	W	Th	F	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

November						
Su	M	Tu	W	Th	F	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

December						
Su	M	Tu	W	Th	F	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						












Nifast CBA 2021-2023


Final Audit Report


2021-06-09


Created:	2021-06-07
By:	Trinh Lai (trinh.lai@unifor.org)
Status:	Signed
Transaction ID:	CBJCHBCAABAA2RZN8ip7NTdaHcAQ7eTRS_AzPbtvF-dc


"Nifast CBA 2021-2023" History


-  Document created by Trinh Lai (trinh.lai@unifor.org)
2021-06-07 - 8:22:55 PM GMT- IP address: 174.119.40.10
-  Document emailed to Luis Domingues (luis.domingues@unifor.org) for signature
2021-06-07 - 8:41:42 PM GMT
-  Document emailed to Branden Brouwer (brouwer.b@nifast.com) for signature
2021-06-07 - 8:41:42 PM GMT
-  Document emailed to Wade Saunders (wsaunders2163@outlook.com) for signature
2021-06-07 - 8:41:42 PM GMT
-  Document emailed to Ronald Wilson (wilson.r@nifast.com) for signature
2021-06-07 - 8:41:42 PM GMT
-  Document emailed to Sean Ino (ino.s@nifast.com) for signature
2021-06-07 - 8:41:42 PM GMT
-  Document emailed to David Groh (groh.d@nifast.com) for signature
2021-06-07 - 8:41:42 PM GMT
-  Document emailed to Ian Hunt (hunt.i@nifast.com) for signature
2021-06-07 - 8:41:43 PM GMT
-  Document emailed to Peta Allard (allard.p@nifast.com) for signature
2021-06-07 - 8:41:43 PM GMT
-  Email viewed by Wade Saunders (wsaunders2163@outlook.com)
2021-06-07 - 8:42:11 PM GMT- IP address: 209.204.208.137
-  Email viewed by Peta Allard (allard.p@nifast.com)
2021-06-07 - 8:44:27 PM GMT- IP address: 97.107.62.188


 Document e-signed by Peta Allard (allard.p@nifast.com)
Signature Date: 2021-06-07 - 8:51:13 PM GMT - Time Source: server- IP address: 97.107.62.188- Signature captured from device with phone number XXXXXXX9080


 Email viewed by David Groh (groh.d@nifast.com)
2021-06-07 - 9:02:23 PM GMT- IP address: 208.95.26.10


 Email viewed by Luis Domingues (luis.domingues@unifor.org)
2021-06-07 - 9:25:09 PM GMT- IP address: 174.119.116.148


 Document e-signed by Luis Domingues (luis.domingues@unifor.org)
Signature Date: 2021-06-07 - 9:27:05 PM GMT - Time Source: server- IP address: 174.119.116.148


 Email viewed by Sean Ino (ino.s@nifast.com)
2021-06-07 - 9:32:15 PM GMT- IP address: 208.95.26.10


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Signature Date: 2021-06-07 - 9:33:49 PM GMT - Time Source: server- IP address: 208.95.26.10


 Email viewed by Ronald Wilson (wilson.r@nifast.com)
2021-06-07 - 9:36:59 PM GMT- IP address: 99.226.169.246


 Document e-signed by David Groh (groh.d@nifast.com)
Signature Date: 2021-06-07 - 9:41:24 PM GMT - Time Source: server- IP address: 208.95.26.10


 Document e-signed by Ronald Wilson (wilson.r@nifast.com)
Signature Date: 2021-06-07 - 10:49:49 PM GMT - Time Source: server- IP address: 99.226.169.246


 Email viewed by Branden Brouwer (brouwer.b@nifast.com)
2021-06-08 - 11:02:19 AM GMT- IP address: 207.164.225.227

 Document e-signed by Branden Brouwer (brouwer.b@nifast.com)
Signature Date: 2021-06-08 - 11:22:23 AM GMT - Time Source: server- IP address: 207.164.225.227

 Document e-signed by Wade Saunders (wsaunders2163@outlook.com)
Signature Date: 2021-06-08 - 11:41:12 AM GMT - Time Source: server- IP address: 209.204.208.137

 Email viewed by Ian Hunt (hunt.i@nifast.com)
2021-06-09 - 5:58:23 PM GMT- IP address: 23.248.115.143

 Document e-signed by Ian Hunt (hunt.i@nifast.com)
Signature Date: 2021-06-09 - 6:01:32 PM GMT - Time Source: server- IP address: 23.248.115.143- Signature captured from device with phone number XXXXXXX2403

 Agreement completed.
2021-06-09 - 6:01:32 PM GMT