

# COLLECTIVE AGREEMENT

between



**CLYDE UNION CANADA LIMITED**  
**A Celeros Flow Technology Company**  
(hereinafter called the "Company")

and



**TEAMSTERS LOCAL UNION 938**  
*Affiliated with The International Brotherhood of Teamsters*  
(hereinafter called the "Union")

**Expiry: August 31, 2028**

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## **ARTICLE 1 INTENT AND PURPOSE**

- 1.01** The purpose of the Agreement is to establish and maintain an orderly collective bargaining relationship between the Company, its employees and the Union, to set forth all agreements concerning rates of pay, hours of work and other conditions of employment to be observed by the parties hereto, and to provide an amicable method of settling any differences that may arise in the interpretation, application, administration or alleged violation of the agreement.
- 1.02** The masculine pronoun, whenever used in the agreement, shall include the feminine.
- 1.03** Employees shall conduct themselves in an orderly and respectful manner when addressing the Employer or its representatives, and in return the Employee or his representatives shall receive fair and courteous treatment from the employer or its representatives.

## **ARTICLE 2 SCOPE AND RECOGNITION**

- 2.01** The Company recognizes the Union as the sole and exclusive bargaining agent for all its employees at Burlington, Ontario, save and except Foremen, persons above the rank of Foreman, Office and Sales Staff and person regularly employed for not more than twenty-four (24) hours per week.
- 2.02** The word "employee" wherever used in the Agreement shall mean respectively an employee or employees in the bargaining unit defined in Article.
- 2.03** It is not the intent of either party that Foremen or other officials of the Company will perform work normally done by Bargaining Unit employees except in cases for training, *bona fide* emergency or to assist in production difficulties. Non-bargaining Unit personnel shall not perform Bargaining Unit work so as to displace a Bargaining Unit employee.
- 2.04** It is agreed that the job of Field Service is limited to the performance of work directly related to the restoration and service of a customer's or user's equipment outside of the Company's premises. It is not the intent of the Company to utilize Field Service personnel to perform work normally performed by Bargaining Unit personnel as outlined in 2.03 Article.

## **ARTICLE 3 UNION SECURITY**

- 3.01** All employees shall become and remain members in good standing of the Union as a condition of employment, upon completion of their probationary period.
- 3.02** The Company agrees to deduct from each employee, beginning at the time of hire, an amount equal to the regular monthly Union dues as certified by the Union to the Company. The deduction of Union dues shall be made during the first pay period of the month.
- 3.03** Before the end of the month for which the deductions were made, the Company

shall remit the total amount of Union dues deducted to the Union office. The Union office is presently acknowledged as:

Teamsters Local Union 938  
275 Matheson Blvd. E.  
Mississauga, Ontario L4Z 1X8

- 3.04** A list of employees for whom deductions have been made shall accompany the monthly remittance to the Union. If no deduction is made from the wages owing to an employee, the reason for the non-deduction shall be stated on the list. If the Company fails to deduct Union dues from the wages owing to an employee, or there are no wages due, the Company shall make the deduction on or before the next regular dues deduction date.
- 3.05** The Company shall deduct from each employee's first pay period, following completion of his probationary period, an initiation fee to be forwarded to the Union office. The name of the employee shall be added to the pre-billing list which shall show the amount of dues paid, plus the following information: the employee's name, address, social insurance number, rate of pay, seniority (or start date), birth date, postal code and clock or payroll number.
- 3.06** The Company shall deduct re-initiation fees, back dues or assessments if requested to do so by the Union.
- 3.07** The Union agrees to indemnify the Company and save it harmless against any and all claims which may arise in complying with the provisions of Article 3.
- 3.08** The Company will include the annual Union dues deducted on the employee's T4 slip.
- 3.09** The Company agrees to provide to each seniority employee a copy of the Collective Agreement. The Company shall forward to the Union office ten (10) copies of the Collective Agreement to the attention of the Local Business Agent.
- 3.10** All seasonal and student workers will have appropriate dues withheld from their wages and forwarded to the union.

#### **ARTICLE 4            MANAGEMENT RIGHTS**

- 4.01** The Union acknowledges that all management rights and prerogatives are vested exclusively with the Company and, without limiting the generality of the foregoing, it is the exclusive function of the Company to:
  - (a) maintain order, discipline, and efficiency, and in connection therewith to establish, enforce and alter, from time to time, reasonable rules and regulations.
  - (b) hire, transfer, layoff, recall, promote, demote, retire, classify, assign duties, discharge, suspend or otherwise discipline employees, provided that a claim that a seniority employee has been disciplined or discharged without just

cause may be dealt with as provided in the grievance procedure.

- (c) determine the nature and kind of business conducted by the Company, the kinds and locations of plants, equipment and materials to be used, the control of materials and parts, the methods and techniques of work, the content of the jobs, the schedules of production, the number of employees to be employed, the extension, limitations, curtailment or cessation of operations or any part thereof and to determine and exercise all other functions and prerogatives which shall remain solely with the Company except as specifically limited by the express provisions of the Agreement.

**4.02** The Company reserves any and all of its rights which have not been modified, limited, restricted or released in this Agreement.

## **ARTICLE 5            UNION REPRESENTATION**

**5.01** The Company acknowledges the right of the Union to appoint or select two stewards and an Alternate Steward to represent the Union in the Plant. The Alternate Steward will act only in the absence of the Steward.

**5.02** The plant committee of two (2) shall assist the Teamsters Local 938 Business Representative assigned by the Local Union, or his designate, in negotiation, modifying or renewal of the Collective Agreement and will receive eight (8) hours pay at their basic hourly rate for each day they attend such meetings with the Company.

**5.03** The Union shall notify the Company, in writing, the names of the employees who are members of the plant committee.

**5.04** The Union acknowledges that each member of the plant committee has regular work to perform and that he shall only absent himself from such work with the permission of his Supervisor, and this permission will not be unreasonably withheld. The member shall report to his Supervisor upon resuming his regular duties. Members of the plant committee shall be paid at their regular basic hourly rate for legitimate duties performed during their regular scheduled working hours.

**5.05** The plant committee members shall each have at least twelve (12) month's seniority with the Company at the time of their appointment or selection.

**5.06** The Local 938 Business Representative assigned by the Local Union or his designate may, once he has notified the Company enter the premises for purpose of representation, investigation and general goodwill.

## **ARTICLE 6            GRIEVANCE PROCEDURE**

**6.01** The purpose of the grievance procedure is to amicably and fairly settle any complaints and disagreements concerning the employees, the Union and Company, without, so far as is possible, resorting to arbitration. The settlement of any grievance shall be deemed not to conflict with the provisions of the Agreement.

**6.02** It is the mutual desire of the parties that complaints of employees shall be addressed as quickly as possible, and it is agreed that an employee shall not proceed to the grievance procedure until he has first given the Company the opportunity to address his complaint.

**6.03** Should any difference arise between the Company, its employees, and the Union as to the interpretation, application, administration or alleged violation of the provisions of the agreement that cannot be satisfactorily adjusted pursuant to Article 6.02 an earnest effort shall be made to settle such difference in the following manner:

#### STEP ONE

**6.04** Within three (3) working days after knowledge of the alleged grievance, the employee, with the assistance of a Steward shall present his grievance in writing to his foreman and if, within three (3) working days from the time when such grievance was presented a decision satisfactory to the employee, or Union, is not given then:

#### STEP TWO

**6.05** Within three (3) working days after the decision at step one has been or should have been given, the employee or Union shall present the written grievance to the Plant Manager, or a person or persons designated by him to handle such matters at Step Two. The Plant Manager or his designate, shall schedule a meeting to be held within three (3) working days from the time when such grievance was presented to him or his designate. At the Step Two meeting, the employee will be accompanied by a Steward. The Plant Manager, or his designate, shall give a decision in writing on behalf of the Company within three (3) working days immediately following the date of such meeting or he may reply at the meeting.

#### STEP THREE

**6.06** If the decision of the Plant Director or his designate is not satisfactory, the grievance may be presented to the Manager of Personnel or his designate. The meeting will be held within ten (10) working days from the time of receipt. The Manager of Personnel or other management, Local 938 Business Representative assigned by the Local Union, the plant committee and the grievor will attend the meeting.

#### GENERAL PROVISIONS

**6.07** Any and all the time limits set forth in Article 6 for the taking of action by either party of by an employee may be extended at any time by mutual agreement. Neither party shall unreasonably withhold an extension of the time where business needs may dictate.

#### DISCHARGE AND SUSPENSION

**6.08** If the Company determines that an employee is to be discharged or suspended, it shall notify in writing the employee concerned and a member of the plant

committee. The Company will send a copy of the notice to the Local Union Business Agent by email within a reasonable time.

- 6.09** If an employee believes he has been discharged or suspended without just cause, a grievance may be presented at Step Three within ten (10) days after notice has been given to the employee.
- 6.10** All written warnings and suspensions shall no longer form part of an employee's active disciplinary record after 24 months from the date of the last disciplinary action.

## **ARTICLE 7            ARBITRATION PROCEDURE**

- 7.01** In the event that either party desires to submit to arbitration a grievance that has not been settled under the provisions of Article 6, it shall notify the other party in writing within thirty (30) working days from the decision of the Company under Article 6.06. A written request for a reasonable extension of this time limit will not be denied. Once the thirty (30) day time limit and any reasonable extension have expired, the respondent to the grievance will give the grieving party by email a final notice to refer a grievance to arbitration. If the grieving party does not do so within 7 days of the final notice email, the Grievance will be deemed abandoned. In such case, an arbitrator shall have no jurisdiction under Section 48(16), Ontario Labour Relations Act, 1995.
- 7.02** In the event a matter is submitted to arbitration, the parties shall attempt to agree on the appointment of an arbitrator. In the event agreement to an arbitrator cannot be reached either party may apply to the Ministry of Labour Province of Ontario to appoint an arbitrator.
- 7.03** The decision of the arbitrator shall be final and binding on both parties. The fees and expenses of the arbitrator shall be shared equally by the parties.
- 7.04** An arbitrator shall not alter, add to, subtract from, modify or amend any part of this Agreement. He shall, however, in respect of a grievance involving the suspension or discharge of an employee, be entitled to set aside or substitute such other penalty as to the arbitrator seems just and reasonable in all the circumstances.
- 7.05** It is also agreed that if any dispute arises between the parties to this Agreement concerning the general policy of either of the Union the Company which affects the orderly administration of this Agreement that either party may invoke the grievance procedure and arbitration beginning with a conference at Step No. 3.
- 7.06** Any and all time limits fixed in Article 7 for the taking of action by either party may be extended at any time by mutual agreement. Neither party shall unreasonably withhold an extension of time where business needs may dictate.

## **ARTICLE 8            NO STRIKE - NO LOCKOUT**

- 8.01** In view of the orderly procedure arranged for the settlement of complaints and grievances, it is agreed that there will be no strikes or lockouts instigated, endorsed

or condoned by either party to this agreement.

## **ARTICLE 9 SENIORITY**

**9.01** The seniority of an employee means the length of his continuous service with the Company since the date of this last hiring by the Company into the Bargaining Unit, except as expressly provided herein.

**9.02** The seniority of an employee shall be completely lost and he shall be automatically terminated if he:

- (a) quits; or
- (b) is discharged and not reinstated in accordance with the provisions of the Agreement; grievance procedure or arbitration decision; or
- (c) is absent from work for three (3) or more consecutive days without notifying the Company unless he gives a reason satisfactory to the Company for his failure to so notify the Company; or
- (d) is absent due to sickness or a non-compensable injury for a period in excess of twelve (12) consecutive months; or
- (e) works for another employer while absent from the employment with the Company except while on layoff unless the Company grants a leave-of-absence to perform such other work; or
- (f) uses an authorized leave-of-absence for a purpose other than that for which the leave was granted; or
- (g) fails to return to work upon the expiration of an authorized leave-of-absence unless a satisfactory reason is given; or
- (h) is retired under the provisions of a formal Company retirement plan; or
- (i) is required to serve time during regular business hours for any criminal conviction; or
- (j) fails to notify the Company of his intention to return to work within forty-eight (48) hours of being given notice of recall by registered mail or fails to return to work within three (3) days of the date of recall as set out in the notice of recall. Notice sent to most recent address on the employee's employment file shall constitute proper notice. It shall be the responsibility of the employee to inform the Company of his current address by registered mail or in person. Should the employee be unable to comply with the above time limits, the Company will consider the employee's reasons. Provided the reasons can be substantiated, the Company will not unreasonably deny the seniority employee to return to work.

**9.03** The Company will provide the Stewards and local 938 Representative assigned by

the Local Union a seniority list showing each employee's date, every six (6) months or update more often whenever any new additions or deletions are made.

- (a) A seniority list must be permanently posted on the Union Bulletin Board at the plant.
- (b) A seniority list containing names and addresses of employees as contained in the records of the Company will be prepared and forwarded to the Local Union office annually during September of each year.

## **ARTICLE 10 PROBATIONARY EMPLOYEES**

**10.01** Notwithstanding anything to the contrary contained in the Agreement, a person shall be considered a probationary employee and he shall have no seniority until he has actually worked one-hundred twenty (120) days within a one (1) year period at which time he shall become entitled to seniority dated from his last hiring with the Company. The Company shall have the right to discharge a probationary employee for any reason.

**10.02** For clarity, the discharge of a probationary employee is not subject to the grievance or arbitration procedure, except where the action is motivated solely by bad faith on the part of the Company. This constitutes a lesser standard for the purposes of the *Ontario Labour Relations Act*.

## **ARTICLE 11 REDUCTION IN FORCE**

**11.01** In the event of the curtailment of business or in the event of changed conditions which may cause a shortage of work, the Union will be given reasonable notice of the Company's intention to lay-off regular employees or to schedule some, or all of them for less than full-time hours other than regular hours in lieu of lay-off.

**11.02** In case of reduction in force the Company shall consider the following two (2) factors in determining which employee shall be laid off or recalled:

- (a) the seniority of the employee concerned; and
- (b) the qualifications, ability and skill.
- (c) When factor (b) is to all intents and purposes equal between two (2) or more employees then seniority shall be the determining factor. The employee affected by a lay-off will have the opportunity, based on (a) and (b) above, to displace a junior employee where he can perform the available work.

**11.03** The seniority of an employee shall be completely lost and he shall be automatically terminated if he is laid off for a period in excess of twelve (12) consecutive months.

**11.04** Employees facing lay off and exercising their seniority to bump into another classification will be given a period of up to 10 days in which to demonstrate proficiency in the new classification. The employee exercising their seniority to bump into another classification will be paid at the rate of the new position

beginning upon the 10-day trial period.

- 11.05** Once an employee has successfully bumped into another classification, he shall retain recall rights into his pre-layoff classification for a period of twenty-four (24) months.

## **ARTICLE 12      JOB POSTINGS AND NEW CLASSIFICATIONS**

- 12.01** If a vacancy should occur in any Bargaining Unit position or new position created in the plant, the Company will post a notice on the plant bulletin boards in all departments, setting forth the nature of the job, the rate of pay and shift. All seniority employees shall have the right to apply for the job, on forms and in the manner agreed by the Company and the Union. The notice shall be posted for five (5) working days and all applications must be made within this time. The Company may hire externally if the posting is not awarded internally. If the position is not permanently filled within a three (3) month period from the date the notice is posted, then the Company shall repost the position internally should the Company determine the need for the position still exists. The Company may temporarily transfer an employee to the posted job until the job is awarded. Employees on vacation or leave of absence or layoff will be provided reasonable opportunity to make such written application.

The Company will contact all employees that are on vacation, leave of absence or layoff when a job position is posted on the plant bulletin board. It will be the responsibility of any employee who wishes to be notified to provide the Company with either an email address or current phone number before the commencement of the vacation, leave of absence or upon being notified of layoff, and confirm their desire to be notified of a posting.

- 12.02** In awarding the posted job, the Company shall consider the following two (2) factors:
- (a) the seniority of the employee concerned; and
  - (b) the qualifications, ability and/or related skills.

For clarity, an employee shall not be awarded a vacancy unless he or she possess the minimum skills, ability and qualifications set out in the posting.

When factor (b) is to all intents and purposes equal between two (2) or more employees, then seniority shall be the determining factor.

The Company shall provide the successful applicant with a trial period of up to 60 days to determine whether the individual is suitable for the position. If the Company determines, in its sole discretion, that the individual is not suitable for the position then the individual will revert back to the position he or she held before the posting.

It is understood that in order to progress from a lower classification to a higher classification, an employee must move up progressively. This will ensure that the

employee has the adequate skill and knowledge to perform the higher qualified position. Should the employee display the skills from a previous job or acquire the knowledge and skills through education to qualify to advance, this would be considered by the Company.

- 12.03** Upon establishment of a new classification not shown in the Agreement, the Company will notify the Union in writing. The rate of such job classification will be subject to negotiation between the parties. The Company may temporarily transfer an employee to the new classification during the posting period and negotiation period, if any. If the parties fail to reach agreement within thirty (30) working days, the new classification rate may be submitted to arbitration under Article 7 of the Agreement. The arbitrator's decision shall be limited to determining the propriety of the rate in dispute.
- 12.04** Unless the Company agrees otherwise, the successful Applicant for a job posting shall not be considered for any future job postings for a period of four months.
- 12.05** The Company believes all employees should be cross-trained. Cross-training will be offered as the needs of the business allows. The Company maintains a cross-training matrix. The Company will form a committee comprised of both bargaining unit and non-bargaining unit employees to provide input to the cross-training matrix. Cross-training opportunities will be in accordance with the published matrix. All things being equal, cross-training opportunities will be offered in order of seniority. The parties agree that the overtime provisions of the collective agreement do not apply to these meetings, which shall be scheduled at mutually agreeable times.

## **ARTICLE 13      TRANSFERS**

- 13.01** Bargaining unit seniority of an employee who is transferred to a position outside the Bargaining Unit shall continue to accumulate until the employee has worked thirty (30) days in the new position, after which all Bargaining Unit seniority is forfeited.
- 13.02** An employee transferring into the Bargaining Unit shall use his Company seniority for vacations and retirement. All other seniority shall accumulate from the date of transfer.
- 13.03** An employee who is transferred for the convenience of the Company for one (1) or more hours shall receive the higher of his own rate or the rate of the job to which he is transferred.

## **ARTICLE 14      LEAVES OF ABSENCE**

- 14.01** The Company may grant leave of absence without pay to any employee for legitimate reasons. All such requests for a leave-of-absence and all replies to such requests must be given in writing. When such permission is granted, there shall be no loss of seniority for the time absent. The Company will provide with no cost to the employee up to 30 days the health and welfare benefits package while on a leave of absence.

## **ARTICLE 15      BEREAVEMENT LEAVE**

- 15.01** If requested, an employee will be granted a leave-of-absence of up to five (5) days for the purpose of attending the funeral of a spouse, mother, father, son or daughter. A leave of absence of up to three (3) days will be granted for the purpose of attending the funeral of any other member of his immediate family. In either case, if one (1) or more of the days granted would have been the employee's regular scheduled work day(s), the employee will be paid for the day(s) at his regular basic hourly rate. "Immediate Family" shall include brother, sister, mother-in-law, father-in-law, son-in-law, daughter-in-law, grandparents, and grandchildren. If requested, an employee will be granted a leave-of-absence of one (1) day with pay for the purpose of attending the funeral of his brother-in-law or sister-in-law.
- 15.02** An employee will not be eligible to receive payment under Article 15.01 for any period in which he is receiving payments for holiday pay or vacation pay.
- 15.03** The Company may grant an employee additional leave-of-absence for bereavement without pay.

## **ARTICLE 16      REST PERIODS**

- 16.01** It is agreed by the parties that the Company will provide two (2) fifteen (15) minute paid rest periods. One period will be taken before the lunch period and the other after the lunch period.
- If an employee is scheduled to work over two hours in addition to his regular shift he shall be allowed an additional 15 minutes paid rest period during the overtime period. The present practice as it relates to rest periods will continue.

## **ARTICLE 17      JURY DUTY & CROWN WITNESS PAY**

- 17.01** An employee who has completed the probationary period who is called to and reports for Jury Duty or is summoned as a Crown Witness shall be compensated by the Company for the difference between what he receives as compensation for such duty or serving as a Crown Witness and eight hours pay at his regular straight-time hourly rate for each day of Jury Duty performed or each day serving as a Crown Witness when he would otherwise be working, provided that the employee furnishes the Company with a certificate showing the amount of Jury Duty fee paid or the amount paid as a Crown Witness.
- 17.02** The employee is required to show the notice to the Company that he has been selected to serve as a juror, or as a Crown Witness at the earliest possible time.

## **ARTICLE 18      HOURS OF WORK AND OVERTIME**

- 18.01** The basic work week shall consist of five (5) eight (8) hour days for a total of forty (40) hours. All time worked in excess of the basic hours in any one day shall be paid for at time and one-half (1-1/2) the basic wage rate. Nothing in This Article or Agreement shall be construed to be a guarantee of eight (8) hours of work per day or forty (40) hours of work per week. In the event of curtailment of business or in the

event of changed conditions then refer to Article 11.01.

**18.02** Saturday work shall be paid at one and one-half times the basic wage rate provided that the employee has worked at least 40 hours that week at his regular base rate. For clarity, any authorized paid time off shall count towards this 40-hour threshold. The following shall qualify as authorized paid time off:

Bereavement Leave  
Vacation  
Paid Holiday  
Union Leave (Article 5.02; 5.04)

**18.03** Sunday work shall be paid at two (2) times the basic wage rate.

**18.04** It is agreed it is the function of the Company to determine the need for overtime and for the offering of overtime assignments. The acceptance of the offered overtime assignments by an employee to co-operate with the Company agrees to accept reasonable grounds for the employee declining to perform such work.

**18.05** When there is an opportunity for overtime, the most senior member qualified within the department shall be offered the overtime work first. If the offer of overtime is not taken within that department, the Company will then offer the overtime to other departments. Where there are insufficient volunteers, the Company shall have the right to schedule overtime work in reverse order of seniority, based on the skills and qualifications required to perform the work.

**18.06** The Company will give notice of overtime to an employee as far in advance as practicable and will endeavour to distribute opportunities for overtime work as equally as practicable, consistent with efficiency of operations. Employees working on production operation will be given advance notice except when it is impossible to forecast or circumstances are beyond the Company's control.

**18.07** An employee scheduled on the second (2<sup>nd</sup>) shift shall receive a premium of one dollar (\$1.00) per hour in addition to his basic hourly rate for each hour he works on such assignments.

An employee scheduled on the third (3<sup>rd</sup>) shift shall receive a premium of one dollar and twenty-five cents (\$1.25) per hour in addition to his basic hourly rate for each hour he works on such assignments

**18.08** When an employee reports for work at the customary time scheduled for him without being notified to the contrary at least three (3) hours before the start of his or her regular shift and is assigned less than four (4) hours of work he shall be paid at least four (4) hours at straight time rates.

**18.09** When an employee is called in after leaving the plant following his regular shift, he shall be paid for at least three (3) hours at the rate of time and one half (1-1/2) in addition to payment at straight time for any hours worked by him during his regular shift hours.

- 18.10** No wage shall be paid under this Article in cases of general emergency shutdown of the plant caused by fire, flood, failure of power supply, or other emergency conditions beyond control of the Company.
- 18.11** If an employee is injured on the job so that he cannot complete his shift after reporting for work in good health, he will be paid for the balance of the shift for that day only.
- 18.12** Should the Company decide to go to a (4) four day, (40) forty-hour work week, shifts will be assigned for Monday thru Thursday and Tuesday thru Friday. These shifts will alternate days worked every two weeks.
- (a) The basic work week shall consist of four (4) ten (10) hour days for a total of forty (40) hours. All time worked in excess of the basic hours in any one day shall be paid for at time and one-half (1-1/2) the basic wage rate. Nothing in this Article or Agreement shall be construed to be a guarantee of ten (10) hours of work per day or forty (40) hours of work per week.
  - (b) All work on the fifth and sixth days will be paid at 1-1/2 times the basic wage rate.
  - (c) All work on the seventh day will be paid at two times the basic wage rate.
  - (d) Paid holidays will be based on a ten (10) hour day.
  - (e) Rest periods same as article 16.
- 18.13** The Company will provide one (1) weeks' notice before changing the hours of work for employees on probation or receiving training. All other employees will receive two (2) weeks' notice before changing the hours of work.
- 18.14** Service Mechanics working in the field will be paid their regular rate of pay for time spent travelling to and from the job site.
- 18.15** All employees are expected to be at their workstation, uniformed and ready to perform their job function at starting time.
- 18.16** Notwithstanding Articles 18.05 and 18.06, an employee may accept two hours of overtime work at the end of their scheduled shift in order to complete the particular job on which the employee is working.
- 18.17** All employees are required to attend work regularly and on time.
- 18.18** When unable to attend, the employee must contact his/her supervisor or Manager as far in advance as possible of the scheduled starting time on each day of absence unless arranged otherwise. Employees working on the morning shift must make every reasonable effort to advise the Company of lates or absences not later than one hour before the shift starts. Employees working on all other shifts must make every reasonable effort to advise the Company of lates or absences no later than two hours before the shift starts.

## **ARTICLE 19      VACATION WITH PAY**

**19.01** All employees shall be entitled to an annual vacation, with pay, based on the following:

- (a) An employee with one (1) or more years of seniority - two (2) weeks of vacation with pay based on 4% of T-4 earnings, minus taxable benefits for a period from January 1 through December 31, the preceding year.
- (b) An employee with five (5) or more years of seniority - three (3) weeks of vacation with pay based on 6% of his T-4 earnings, minus taxable benefits for a period from January 1 through December 31, the preceding year. Vacation pay for the year in which the employee first becomes eligible for the third (3<sup>rd</sup>) week of vacation shall consist of 6% of his T-4 earnings in previous year, minus taxable benefit.
- (c) An employee with ten (10) or more years of seniority - four (4) weeks of vacation with pay based on 8% of his T-4 earnings, minus taxable benefits for a period from January 1 through December 31, the preceding year. Vacation pay for the year in which the employee first becomes eligible for the fourth (4<sup>th</sup>) week of vacation shall consist of 8% of his T-4 earnings, minus taxable benefit.
- d) An employee with 15 fifteen or more years of seniority-five (5) weeks of vacation with pay based on 10% of his T-4 earnings minus taxable benefits for a period from January 1 thru December 31, the preceding year. Vacation pay for the year in which the employee first becomes eligible for the fifth (5<sup>th</sup>) week of vacation shall consist of 10% of his T-4 earnings in, minus taxable benefit.

**19.02** Any vacation money owing at the end of the year will be paid out in the last pay period of the year on a separate pay slip, or in a lump sum paid on or before March 1<sup>st</sup>.

Upon return to work from Worker's Safety Insurance Board (WSIB) Short Term Disability (STD) and Long-Term Disability (LTD) the employee is then eligible for vacation payout.

**19.03** Employees shall have the choice of vacation periods in accordance with their seniority subject, however, to the Company's right to limit the number who may take vacations in the respective classification in the interest of efficient operation.

**19.04** All requests for vacation must be made by April 1st of each calendar year. Requests made after April will be on a "first come, first served" basis and not based on seniority.

**19.05** Selection of vacation weeks during the summer months of July and August shall be limited to a maximum of two weeks per employee. Trading of vacation weeks is not permitted.

**19.06** Vacation time off must be taken during the current calendar year and cannot accumulate to be taken in any subsequent calendar year. The employee must take a minimum of two weeks of their vacation in the calendar year.

**19.07** For those employees who are off work for four (4) weeks or more due to illness or workers' compensation, they will be paid based on forty (40) hours per each week of vacation earned. There will be no calculation or payments based on a percentage of T4 earnings in these cases.

If an employee is absent from work over the span of an entire fiscal year and is covered for that time by Worker's Safety Insurance Board (WSIB), Short Term Disability (STD), or Long Term Disability (LTD) Insurance, then the employee will not be eligible for vacation pay until he has returned to work.

Example: An employee goes off on Short Term Disability (STD) insurance in November 2004. The employee continues to remain off work and in May 2005 the claim changes to Long Term Disability (LTD). On March 1, 2005, the employee was not eligible for vacation pay per paragraph 19.02. The employee returns to work on February 2006. The employee is eligible for vacation pay March 1, 2006. If the employee returns to work any time within the fiscal year paragraph 19.07 applies.

**19.08** Any employee whose employment is terminated shall be paid their accumulative vacation pay in accordance with above provisions. In the event of death, the employee's estate shall receive all accrued vacation pay in accordance with the above provisions.

**19.09** The Company, during the life of this contract, may institute a summer plant shutdown for a 2-week period during the months of July to August inclusive. Should the Company decide to have a shutdown, it shall notify the Union by March 1<sup>st</sup> of that year. In the event that the Company schedules a shutdown, all or any part thereof, shall be considered as vacation for the affected employees. If a scheduled shut down is cancelled by the Company, the Company shall canvass volunteers to meet its business needs.

**19.10** When an employee is eligible for an extra week vacation it will be based on once they pass their seniority hired date and will receive the new percentage rate on that extra week received. (Based on prior year T4 earnings).

**19.11** Single days of vacation may be taken up to a maximum of two (2) weeks (80 hours) annually.

## **ARTICLE 20 PAID HOLIDAYS**

**20.01** The following days are recognised as paid holidays for full-time active employees who have completed their probationary period:

New Year's Day  
Family Day  
Good Friday

Labour Day  
Thanksgiving Day  
Day Before Christmas

Victoria Day  
Canada Day  
Civic Holiday

Christmas Day  
Boxing Day  
Day Before New Years'

If any of the paid holidays fall on a Saturday or Sunday, the paid holiday shall be observed, at the option of the Company, on the preceding Friday or the following Monday. In order to qualify for payment for any of the holidays designated in Article 20.01, the employee must work his scheduled shift on the day immediately preceding and following the holiday, unless he is absent due to verified illness, or unless otherwise excused by the Company.

**20.02** An employee who qualifies for holiday pay shall be paid the equivalent hours of their basic scheduled shift at their regular basic hourly rate for each paid holiday.

**20.03** If an employee who qualifies for holiday pay is required by the Company to work on any of the paid holidays, he shall be paid a premium rate of 2 times his regular basic rate in addition to the holiday pay.

**20.04** Should any of the above holidays fall during the employee's vacation period, the employee will be given an extra day's holiday with pay.

## ARTICLE 21 JOB CLASSIFICATION

**21.01** The following Job Classifications and basic hourly rates shall be effective during the life of this Agreement.

	1-Sep-25		1-Sep-26		1-Sep-27	
	95%	100%	95%	100%	95%	100%
<b>General Labour</b>						
Slipper/Receiver	\$24.71	\$26.01	\$25.46	\$26.80	\$26.23	\$27.61
Shipper/Receiver II	\$26.49	\$27.88	\$27.28	\$28.72	\$28.11	\$29.59
Hydro Test	\$24.71	\$26.01	\$25.46	\$26.80	\$26.23	\$27.61
Painter	\$22.14	\$23.30	\$22.80	\$24.00	\$23.48	\$24.72
<b>Skilled Labour</b>						
Welder	\$27.40	\$28.84	\$28.22	\$29.71	\$29.08	\$30.61
Machine Operator	\$28.98	\$30.51	\$29.86	\$31.43	\$30.76	\$32.38
Pump Tester	\$31.97	\$33.65	\$32.93	\$34.66	\$33.92	\$35.70
Dynamic Balancer	\$29.85	\$31.42	\$30.75	\$32.37	\$31.68	\$33.35
CNC Operator	\$34.28	\$36.08	\$35.31	\$37.17	\$36.38	\$38.29
CNC Operator II	\$38.40	\$40.47	\$39.56	\$41.64	\$40.75	\$42.89
Assembler	\$31.51	\$33.27	\$32.56	\$34.27	\$33.54	\$35.30
<b>Ticketed Job Classifications</b>						
CNC Machinist - with ticket	\$38.78	\$40.82	\$39.95	\$42.05	\$41.15	\$43.32
Machinist - with ticket	\$38.78	\$40.82	\$39.95	\$42.05	\$41.15	\$43.32
CNC Machinist II - with ticket	\$42.57	\$44.92	\$43.96	\$46.27	\$45.28	\$47.66
Industrial Mechanic - with ticket	\$38.78	\$40.82	\$39.95	\$42.05	\$41.15	\$43.32
Welder - with ticket	\$35.40	\$37.26	\$36.46	\$38.38	\$37.56	\$39.54
<b>Service</b>						
Service Mechanic	\$41.95	\$44.16	\$43.22	\$45.49	\$44.52	\$46.86
Service Assembler	\$32.23	\$33.93	\$33.20	\$34.95	\$34.20	\$36.00
Service Industrial Mechanic - with ticket	\$39.42	\$41.49	\$40.60	\$42.74	\$41.83	\$44.03

Employees hired after September 1, 2022 will start at 95% of full rate for their probationary period per Article 10.01.

The Joint Training Committee shall assist employees who are interested in participating in government sponsored programs that are available to facilitate obtaining trades accreditation.

- 21.02** Lead hand will receive \$2.00 above his regular job rate. The Company and the union agreed to meet for the purpose of establishing an appropriate rate for the senior lead hand.
- 21.03** From June 1<sup>st</sup> through September 30<sup>th</sup> each year the Company may hire 'student' employees. Student employees may perform any task requested and will be compensated at \$1.50 less than the starting rate for the classification of work performed. The Company and Union agree that student workers will not be utilized to avoid hiring.
- 21.04** At any time during the year, the Company may also employ Seasonal workers for periods of up to 60 days in order to meet business demands. Seasonal workers may not be rehired as a seasonal worker more than once in any 12-month period. Seasonal workers will be compensated at \$1.50 less than the starting rate for the classification of work performed. The Company and Union agree that seasonal workers will not be utilized to avoid hiring a full-time position in the Bargaining Unit.
- 21.05** No student or seasonal workers may be hired if any employees are currently laid off.
- 21.06** Notwithstanding any other provision contained in this collective agreement, the Company reserves the right to appoint lead hands as it sees fit.

## **ARTICLE 22      INSURANCE COVERAGE**

**22.01** The Company agrees to pay the premium cost of all plans covered in Article 22 the month following completion of the probationary period, the members of Local 938, who are employees of Clyde Union Canada Limited shall be insured by the Group Insurance Plan. This applies to the employees actively engaged at work and their dependents, except as provided elsewhere in this Agreement.

The Company will make 100% contribution to the premiums for the health and welfare benefit plans effective ratification.

**22.02      SCHEDULE OF INSURANCE – Effective September 1, 2022.**

### **Employees Only**

LIFE INSURANCE	\$ 60,000
PRINCIPAL SUM (AD & D)	\$ 40,000
WEEKLY INDEMNITY	66-2/3% of weekly earnings to the next higher \$1.00 for a maximum period of 17 weeks. Maximum weekly benefit of \$750.
LONG TERM DISABILITY	66.67% of monthly earnings and rounded to the next higher \$1.00 with a 2-year own occupation



becomes effective March 31, benefits continue to April 30 of the same year.

For clarity, benefit continuation will not include weekly indemnity, long term disability or employee/dependant life insurance.

**22.04** It is understood that the Company does not act in any way as the insurer in respect of these benefits or does the Company bear any responsibility in the event of a dispute between an employee and the insurer. The Company's responsibility is fulfilled by arranging for the purchase of insurance programs that provide the benefits outlined herein.

**22.05** The employee has the obligation to maintain and submit all necessary forms, designation and information required for benefit coverage to go into effect, for coverage to continue, and for benefit recovery. The insurer may delay or refuse payment where insufficient information has been provided.

## **ARTICLE 23 HEALTH AND SAFETY**

**23.01** The employees will co-operate in the strict observance of all safety regulations at all times. They will make full use of all safety and accident prevention devices and equipment as provided and maintain safe working practices during their hours of employment within the plant. It is the responsibility of the employees to observe all safety provisions and to immediately advise the Foreman or Plant Supervisor of any unsafe working conditions.

**23.02** The Company agrees to continue to maintain, provisions for the safety of its employees in its plant during the hours of employment and to provide an accident prevention programme with reference to safety hazards where the safety of an employee might be endangered. There shall be a safety committee operating in the plant, the Union members of the safety committee shall be appointed by the Union.

**23.03** Any outstanding matter relevant to safety conditions may be brought up and dealt with at a meeting between the Union and Management.

**23.04** It is the responsibility of the Company to maintain and ensure that all equipment used by the employees be in proper operative condition.

**23.05** The Company agrees to a safety shoe/boot reimbursement of \$175.00 maximum per purchase as required or \$350.00 every two years.

If an employee requires orthotics/orthopaedic shoes the Company agrees to reimburse the employee to a maximum of \$400.00 per purchase once every year.

Employees, as a condition of employment, must wear CSA approved safety shoes/boots. If during the year a new employee attains seniority, his safety boot allowance shall be pro-rated.

**23.06** The Company agrees to provide uniforms, namely shirts and pants. This is intended to improve the Company's image and provide clothing for employees. The

Company will pay the cost of uniforms and laundering of same.

The purchase, colour, quality etc. will be exclusively under the direction of management. The employees are responsible for uniforms issued to them, and are required to wear the uniform while at work.

Upon leaving employment, an employee is required to return all uniforms provided. Failure to do so without providing an acceptable reason will result in any outstanding wages and/or vacation pay from the employee's last two weeks of pay being withheld until such time as reasons are provided or alternative arrangements suitable to the Company and the employee are agreed. The Company will act reasonable in the administration of this clause.

**23.07** If an employee requires prescription safety glasses the Company agrees to reimburse the employee to a maximum of \$175.00 per purchase once every 2 years.

**23.08** Clyde Union Canada Limited is committed to a safe, healthy, and productive workplace for all employees. The Company recognizes that alcohol, drug, or other substance abuse by employees will impair their ability to perform properly and will have serious adverse effects on the safety, efficiency and productivity of other employees. The misuse of legitimate drugs, or the use, possession, distribution or sale of illicit or unprescribed controlled drugs on Company business or premises, is strictly prohibited and is grounds for termination. Possession, use, distribution or sale of alcoholic beverages on Company premises is not allowed. Being unfit for work because of use of drugs or alcohol is strictly prohibited and is grounds for termination of employment. The Company reserves the right to test (at it's expense) any employee it reasonably suspects is under the influence of drugs or alcohol.

## **ARTICLE 24      BULLETIN BOARDS**

**24.01** The Company agrees to provide notice boards for the use of the Union and to post notices of meetings or other Union notices duly signed by an Officer of Business Agent assigned by the local Union.

## **ARTICLE 25      RETIREMENT**

**25.01** The Company will continue to provide the members of Local 938 who are employees of Clyde Union Canada Limited with a retirement savings plan.

**25.02** The provisions of the plan are covered in a separate document.

The Company's contribution will be calculated as follows:

For years of service after September 1, 2004:

- Prior Years T4 earnings
- Less Taxable Benefits

- o The above total times 5%

New employees starting after October 1, 2010:

- o Prior Years T4 earnings with the Company less taxable benefits times 1%
- o Require 2 years vesting
- o The Company will match any employee contribution up to a maximum of 4% (Company contribution shall not exceed 5%)




## ARTICLE 26 DURATION OF AGREEMENT

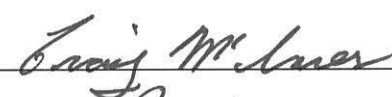


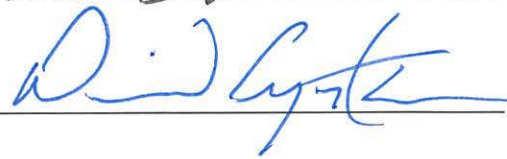
**26.01** This Agreement shall be in full force and effect from September 1, 2025 to August 31, 2028 and shall automatically continue from year-to-year for periods of one year at a time unless either party serves notice on the other party not more than ninety (90) days and not less than thirty (30) days prior to an annual expiry date of its intention to terminate, revise or amend this Agreement.

Signed at BURLINGTON this 30<sup>TH</sup> day of SEPTEMBER 2025

For Clyde Union Canada Limited

For TEAMSTERS LOCAL UNION 938

# LETTER OF UNDERSTANDING #1

*between*

**Clyde Union Canada Limited**  
*(Hereinafter referred to as the "Company")*

*and*

**TEAMSTERS LOCAL UNION 938**  
*Affiliated with The International Brotherhood of Teamsters*  
*(Hereinafter referred to as the "Union")*

## Re: Senior Lead Hand




This will confirm that the Company has established the following set of job related responsibilities for the position of **Senior Lead Hand**.

In addition to the usual duties of a Bargaining Unit employee, a Senior Lead Hand will:


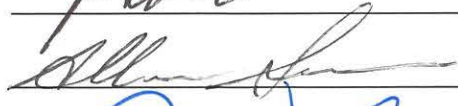
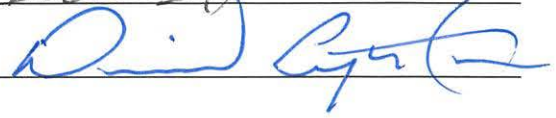
- Provide technical support, guidance, and training to all personnel.
- Write and/or contribute to relevant SOPs (Standard Operating Procedures) and other supporting documentation.
- Participate in and/or organize initiatives to improve processes.
- Assist in the creation and maintenance of a safe working environment.
- Assist with prioritization and execution of Master Production Schedule.
- Act in compliance with all ISO procedures.
- Assist in driving a CIP (Continuous Improvement Process) culture throughout the organization and meeting productivity and safety improvement goals.
- Participate in and lead safety audits.
- Assist in the running of Kaizen events and initiatives.
- Perform Tool Box Talks.

The rate for this position will be \$5.00 per hour above the rate of the employee at the time of assignment into the position of Senior Lead Hand.

For Clyde Union Canada Limited

  
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For TEAMSTERS LOCAL UNION 938

  
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## LETTER OF UNDERSTANDING #2

*between*

**Clyde Union Canada Limited**  
*(Hereinafter referred to as the "Company")*

*and*

**TEAMSTERS LOCAL UNION 938**  
*Affiliated with The International Brotherhood of Teamsters*  
*(Hereinafter referred to as the "Union")*

### ***Re: Assembler and Service Assembler Rates to Industrial Mechanic-with Ticket and Service Industrial Mechanic-with Ticket***

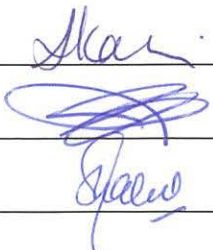
This will confirm that the Company will discontinue the practice of automatically adjusting job classification and accompanying rate of pay when an employee successfully obtains an Ontario or Red Seal Industrial Millwright Mechanic certification. Any employee hired prior to September 25, 2015 who successfully obtains such certification will be recognized in the Industrial Mechanic – with Ticket or Service Industrial Mechanic-with Ticket classification and be paid the rate in place at that time.

This will confirm that the Company will also discontinue the practice of automatically adjusting job classification and accompanying rate of pay when an employee successfully obtains an Ontario or Red Seal CNC or General Machinist certification. Any employee hired prior to September 25, 2015 who successfully obtains such certification will be recognized in the CNC Machinist – with Ticket classification and be paid the rate in place at that time.

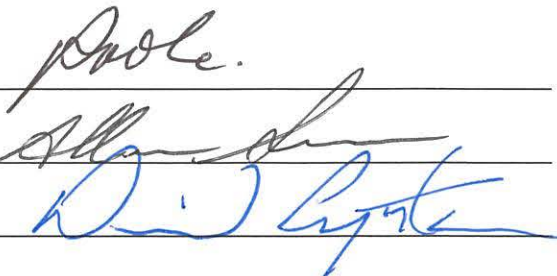
The Company may still post for vacancies in the classifications as may be required by the needs of the business and employees who hold certification will be considered for those vacancies as per the terms of the collective agreement.

The company will continue to provide education/tuition reimbursement for employees enrolled and successfully completing trades related training.

For Clyde Union Canada Limited

  
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For TEAMSTERS LOCAL UNION 938

  
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## LETTER OF UNDERSTANDING #3

*between*

**Clyde Union Canada Limited**  
*(Hereinafter referred to as the "Company")*

*and*

**TEAMSTERS LOCAL UNION 938**  
*Affiliated with The International Brotherhood of Teamsters*  
*(Hereinafter referred to as the "Union")*

### **Re: Apprentices Program**

This will confirm that the Company has established the following criteria regarding the new classification/position including new hourly wages. The classification will be covered by all the terms and conditions of the current Collective Bargaining Agreement.

### **Apprentice Machinist/Millwright**

Apprentices who agree to participate in a recognized government apprentice program shall be paid the applicable wage rates.

<b>Apprentice Millwright/Machinist</b>	<b>Assembler/Machine Operator Rate</b>
Year One	90%
Year Two	95%
Year Three	100%
Year Four	100%

*Current employees who wish to go through the apprentice program will remain in their current classification and respective rate at the time of application to the apprenticeship program.*

Once an available ticketed position is posted an individual who has successfully completed their apprenticeship will have the opportunity to post on to the open role and receive the full ticketed rate should the position be awarded to the employee as per Article 12 Job Posting and New Classifications. The Apprentice must provide documentation of ticket certification for the respective classification at the time of application.



Any employee hired prior to September 25, 2025 who successfully obtains such certification will be recognized in the CNC Machinist/Industrial Millwright Mechanic – with Ticket or Service Industrial Mechanic – with Ticket classification and be paid the rate in place at that time as per LOU #2.

In the event of a temporary lay-off, the apprentice will be retained according to plant seniority as per Article 11 Reduction in Force.




The Company reserves the right to change, modify and cancel the apprenticeship program in the event of curtailment of business or in the event of a change in conditions which may cause a shortage of work, and in accordance with the criteria as set out by legislation through the Government of Ontario and Skilled Trades Ontario. In such circumstances, individuals who are actively employed or on layoff who are enrolled in the Apprentice Program will continue their program.

All apprenticeship opportunities will be posted by the Company. The program will be reviewed including monetary reimbursement, every three years, or as initiated by the Union or Company.

For Clyde Union Canada Limited

  
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For TEAMSTERS LOCAL UNION 938

  
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**LETTER OF UNDERSTANDING #4**

*between*

**Clyde Union Canada Limited**  
*(Hereinafter referred to as the "Company")*

*and*

**TEAMSTERS LOCAL UNION 938**  
*Affiliated with The International Brotherhood of Teamsters*  
*(Hereinafter referred to as the "Union")*

**Re: Discretionary Lead Hand Premium**



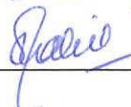
The Company in its sole and absolute discretion can, on the terms that it determines, increase the lead hand premium in Article 21.02 of the collective agreement by an amount up to and not to exceed \$2.00 per hour. The Company's discretion can only be exercised in writing and by the Plant Director.

If the Company decides to grant such an increase, it can revoke it at any time in its sole and absolute discretion. No employee shall suggest, bargain for, request, demand, or resort to any means to seek a premium under this Letter of Understanding.

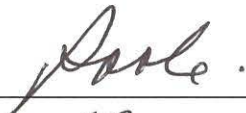


Any alleged breach of this Letter of Understanding shall not be subject to a grievance. Similarly, no arbitrator shall have any jurisdiction to decide any grievance relating to matters covered under this Letter of Understanding.

Nothing in this Letter of Understanding shall be taken to limit the Company's management rights in any way. The Company shall have the sole and absolute right to unilaterally revoke this Letter of Understanding at any time, including during the term of the collective agreement, by sending a written revocation by email to the Union's Business Representative.

For Clyde Union Canada Limited

  
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For TEAMSTERS LOCAL UNION 938

  
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## **APPENDIX A**

## **JOB DESCRIPTIONS**

### **GENERAL NOTES**

All classifications include the following:

- Operators are responsible for producing products and components “to spec”. They are responsible for checking the quality of their work is acceptable and meets all listed specifications before it is passed on to the next operation or to assembly.
- All operators should work in a manner that promotes a productivity advantage for the Plant. This should include, (but shouldn’t be limited to):
- De-burring, inspecting parts, or performing other miscellaneous manual operations, when other components are “in cycle”.

### **MACHINIST**

Employees who have served a recognised apprenticeship in the machinists' trade and are able to without supervision make complex set-ups and operate all machine shop equipment to achieve desired results.

### **CNC MACHINIST**

Employees who have served a recognised apprenticeship in the machinists' trade and are able to, without supervision edit programs, set-up and operate CNC equipment to achieve desired results.

### **CNC MACHINIST II – WITH TICKET**

Employees who have served a recognized apprenticeship in the machinists' trade and are able to:

- Set up work and tooling and is deemed competent on machining equipment and operations for all CNC equipment, Manual Lathes & Mills, Saws including but not limited to milling, boring, turning and drilling without supervision
- Must have the ability to sharpen their own tools
- Must have ability to interpret drawings, create manual program [Manual Data Input], edit CNC programs, inspect machined product using appropriate Inspection, Measuring and Test equipment
- Able to provide input for continuous improvement in machine operations [e.g., tooling life, surface speeds and feeds]

### **MANUAL MACHINE OPERATOR**

*Sets up and operates manual machines to perform all machining operations. Must be able to read and interpret complex part drawings and plan complex work procedures to obtain desired result without supervision.*

## **CNC OPERATOR**

*Sets up work piece - tooling and operates a CNC machine to obtain desired results. Must be capable of making programme adjustments.*

## **CNC OPERATOR II**

- Set up work and tooling and is deemed competent on machining equipment and operations for all CNC equipment, Manual Lathes & Mills, Saws including but not limited to milling, boring, turning and drilling without supervision.
- Must have the ability to sharpen their own tools.
- Must have ability to interpret drawings, create manual program [Manual Data Input], edit CNC programs, inspect machined product using appropriate Inspection, Measuring and Test equipment.
- Able to provide input for continuous improvement in machine operations [e.g., tooling life, surface speeds and feeds.

## **WELDER I**

Employees who are qualified in oxyacetylene and all arc-welding procedures related to all metals used in the Company's business. Must have Department of Labour welding approval and hold a current welding certificate for all position welding according to CSA Must also be able to weld without supervision according to all Clyde Union Canada Limited welding procedures, have a good knowledge of metals and be able to read complex drawings appertaining to welding only.

## **WELDER II**

Employees who are qualified in oxyacetylene and arc welding procedures related to all metals used in the Company's business. Must hold current welding certificates for one-position welding according to CSA Must also be able to weld with a minimum of supervision according to all Clyde Union Canada Limited welding procedures, have some knowledge of metals and be able to read drawings.

## **INDUSTRIAL MECHANIC**

Employees who have served a recognised apprenticeship as an industrial mechanic or have equivalent qualifications and who are capable of building and assembling a complete pump assembly without supervision. Must be able to read and interpret complex drawings and must be able to carry out such fitting operations as: scraping, bedding, balancing, levelling, aligning, cleaning, testing, etc. to meet all desired inspections and design requirements.

## **PUMP TESTER**

Sets up all test floor piping equipment, pumps and valves. Assists the Test Technician in the recording of all required data from instrumentation during testing.

## **ASSEMBLER**

*Assembles a complete pump when shown the procedures. Cuts, files, scrapes, fits, levels, balances, and aligns, etc. to meet all desired inspection and design requirements. Must be able to read and interpret drawings and must be able to detect potential problems that may arise and work with supervision to resolve them.*

## **SHIPPER / RECEIVER**

*Receives, stores and issues materials and/or finished parts and fills orders from requisitions according to Company Procedure; handles and identifies all types of materials and parts without instruction.*

*Prepares and crates all products for shipment according to Company procedures. Must be capable of working with equipment such as, nail guns and saws. Receives goods and compares quantity and description against packing slips to ensure accuracy and inspects for any apparent damage.*

*Uses the Company ERP system to achieve their working goals.*

## **SHIPPER/RECEIVER II**

Meets all requirements of SHIPPER / RECEIVER I with additional responsibilities:

- Deemed competent and knowledgeable with all systems
- Responsible to train other team members as per applicable health and safety requirements
- Knowledgeable with material part numbers, inventory locations, inventory accuracy, cycle counts, material non-conformances, material scrap & quarantine process
- Competent heavy lift operator
- Ability in creating and maintaining a safe lifting plan as per applicable health and safety requirements
- Responsible for maintaining all lifting and handling equipment in a safe and workable order
- Deemed competent and knowledgeable with Vehicle Docking & Storage Racking legislation and inspections
- Assess requisitions for all packaging supplies required

## **HYDRO TESTER**

Assemble pressure retaining parts and test. Assemble high-pressure piping and fitting. Perform the above work after being shown the procedures. Ensures that all parts are clean and free of all obstructions.

## **DYNAMIC BALANCER**

Sets up and operates the Dynamic Balancer to achieve desired results without supervision. The employee will also be required to perform all related tasks, i.e. trimming, cleaning, grinding etc.

## **PAINTER**

Prepares and paints all products according to Company procedures.

## **SERVICE MECHANIC**

### **Key Duties:**

- Service, repair and fault find Clyde Union Canada Limited and heritage built equipment.
- Service, repair and fault find non-Clyde Union Canada Limited. built equipment.
- Normally based at Burlington Operations but will need to travel occasionally to local customer sites.
- Interact with customers.
- Occasionally, preparing technical reports outlining faults and necessary corrective actions.
- Occasionally, prepare and present technical presentations outlining faults and necessary corrective actions.
- Must be willing to see the Service Area as “Their House”, i.e.:
  - Be responsible for the 5S Performance of the Service Area.
  - Be responsible for performing weekly safety audits in the Service Area and ensuring improvement actions are followed up in

### **Skills / Experience preferred and / or required:**

- Experience of testing and / or assembling Clyde Union Canada Limited products.
- Academic training / experience would be an advantage.
- Have knowledge of the theory of pumps, and the key fluid dynamics concepts.
- Fast learner.
- Experience of the Petro-Chemical Industry.
- Experience working in stressful environments preferred.
- Be able to work on own initiative, and under significant time pressure.
- Selection will strictly be made on someone’s ability to do the job. Seniority will only be considered in the case of two or more candidates having equal skills and aptitude.
- Experience of using Microsoft Office Computer Applications.