

**Lehigh Cement**

**Company Offer to Boilermakers D359**

**For Employee Vote**

The following additions or changes are to be incorporated into the new Collective Agreement upon ratification, which expired on November 30, 2010. During the negotiations leading up to this Offer, each party made certain proposals to the other. Any Company proposals not included in this offer will be withdrawn, and any Union proposals not included in this offer have either been withdrawn or are rejected by the Company. All increases to wages and premiums listed in this offer will be retroactive to the date of expiration of the current Collective Agreement after ratification.

1. The Company will post for one apprenticeship at the Edmonton plant for the next Maintenance Journeyman (exception for Heavy Duty Mechanic) who retires and replace the incumbent with a new hire, presumably into a Labourer position.
2. There will be a four person committee (comprised of two management and two bargaining unit employees) formed to discuss how work will be performed in compliance with A.B.S.A. and C.W.B.
3. Two year term of agreement from date of expiration November 30, 2010.
4. Change 5.01b) WEEK to read: "...23:00 hours on Saturday and ending 23:00 hours the following Saturday" provided that the Union agrees that there will be no grievances during the transition period related to the pay work week transition. The transition will take place within 2 months following ratification.
5. Change 12.02 to read:  
"The Union shall co-operate with the Company in setting up Safety Committees at the Cadomin Quarry and at the Edmonton Plant. Each Safety Committee shall consist of four (4) members appointed by the Union, who shall represent the employees, and four (4) members appointed by the Company to carry out its responsibilities in accordance with the Safety Program Policy and Procedure Manual. Three (3) members appointed by the Union and the Company shall represent the employees at the Edmonton Plant, and one (1) member by the Union and the Company shall represent the Cadomin employees

The Safety Committee shall act as an advisory body to the Company. A Safety Committee meeting shall be scheduled monthly. Incident investigations, planned inspections, and safety audits shall be performed jointly by Committee members and the findings shall be submitted, in writing, to the Quarry Manager at Cadomin and to the Plant Manager at Edmonton."

6. Shift differential 5.06a) - \$0.10 increase per year in each of the two years