

7. Safety Boots 12.04a) - \$10.00 increase per year in each of the two years
8. Wage Increases Appendix A and B – 2.0% increase per year in each of the two years for all classifications
9. Multiple Trade differential Appendix A and B- \$0.15 increase in the first year, \$0.20 increase in the second year
10. Pension Appendix C, Section 1.04 – 0.25% increase per year in each of the two years
11. Section 1.04 Assignment of Work change to read:

“Should the Company subcontract any part of its operation, the Company agrees not to transfer regular and customary bargaining unit work to any other concern when an employee is discontinued or laid off from his current position or suffers a reduction in regular hours, or which prevents a laid off employee from being recalled. The Company has the right to change employee shifts as required to ensure efficiency of operations.”

12. Amend Article 13 Section 13.04 paragraph f. to read:

“If he is laid off for a maximum period of thirty six (36) months after his name has been removed from the active roll due to layoff...”

13. Amend Article 13 Section 13.14 Temporary Vacancies to read:

“Positions which are temporarily vacated by an employee by reason of sickness, accident, training of employees under the provisions of Article 14, Technological Change, or for other reasons or in the event that the Company should create a new temporary position shall be posted and filled on a temporary basis for a period of up to ninety (90) days. Applications shall be considered in accordance with Section 13.06 of this Article. Any employee who fills the job on such basis must revert back to his former position, regardless of his seniority, when the original employee returns to work or when such temporary vacancy ceases. The ninety (90) day period contained in this Section may be extended by mutual agreement between the Company and the Union. The employee successful on such posting will be paid the rate of the job. Employees in Class 7 positions and higher in Edmonton (Class 4a or higher at Cadomin) are restricted from bidding on Temporary Vacancies.”

14. Amend Appendix C Section 1.01 paragraph b. Eliminate the paragraph and re-label subsequent paragraphs. Company will not reimburse employees for three day waiting period.

15. Amend Appendix C Section 1.01 paragraph c) **SHORT TERM SICKNESS AND ACCIDENT BENEFIT** to eliminate the current employee benefit allowance and replace with language as follows:

“A short term sickness and accident disability benefit will be provided after the third day of absence due to illness and the first day of absence due to a non-occupational accident