

up to a maximum of 26 weeks. Effective at the date of contract ratification, the weekly benefit amount shall be $66 \frac{2}{3}$ of regular earnings to a maximum of nine hundred dollars (\$900.00) Any E.I. premium reduction due to qualification of the Weekly Indemnity Plan shall be retained by the Company. Benefits will be considered taxable earnings."

16. Amend Appendix C Section 1.01 to add new paragraph j. as follows:

"Reimbursement for completion of doctor forms for all claims is limited to one hundred fifty dollars (\$150.00) annually. If required by the benefits provider, this limit will not apply for approved disability claims and will be reimbursed by the Company."

17. LOU #4 In Production paragraph on page 81 eliminate the phrase "provided he is paid a callout" as follows:

"Production

Call out personnel regularly assigned to the area (e.g. P.A. Kiln, Crushing, etc.). If the area attendants are not available, a production employee on scheduled overtime or on a call out who is on site may be re-assigned. If not, continue to the next qualified individual in the production department with the lowest hours on the Overtime (O.T.) Equalization list."

18. LOU #12 Change to read:

"When work is contracted out under Section 1.04, the employees in the affected classification (i.e. Repairmen, Labourers, Claypit Operator, etc.) will be given the opportunity to work a twelve (12) hour shift that day. Exceptions will be for capital projects, construction, work that requires special skills and equipment, and mobilization and de-mobilization of tools and equipment. The Company shall not be required to offer such overtime if the Bargaining Unit work is incidental to the work being performed by the contractor as above."

19. AIP 1 Overtime Calculations – Add the following to existing language:

"This section also will not apply when an employee has not worked a part of his shift due to tardiness. In these instances, the employee must work eight hours to be eligible for premium time pay."

20. AIP 5 will be removed from contract.

21. Modify existing Discipline Policy (as proposed).

22. AIP 2 will remain in the new contract with the deletion of the last sentence referencing the 2008 payroll transition.

23. AIP 6 will be removed from contract.

24. The Letter of Understanding regarding the Lab Analyst Requirements at the Cadomin Quarry will be re-extended and placed in the contract as a Letter of Understanding: