COLLECTIVE AGREEMENT

- between -

GUILDCREST BUILDING CORPORATION

-and-

UNITED BROTHERHOOD of CARPENTERS and JOINERS of AMERICA,
GREATER ONTARIO REGIONAL COUNCIL OF
CARPENTERS, DRYWALL AND ALLIED WORKERS

On Behalf of Local 2000

January 26, 2008 to January 25, 2011
COLLECTIVE AGREEMENT BETWEEN:

GUILDCREST BUILDING CORPORATION

hereinafter called "the COMPANY"

- and -

UNITED BROTHERHOOD of CARPENTERS and JOINERS of AMERICA,
GREATER ONTARIO REGIONAL COUNCIL OF
CARPENTERS, DRYWALL AND ALLIED WORKERS

On Behalf of Local 2000

hereinafter called "the UNION"

ARTICLE 1

GENERAL PURPOSE

1.01 The purpose of this agreement is to maintain harmonious and mutually beneficial relationships between the Company, its employees and the Union, to set forth certain terms and conditions of employment relating to pay, hours of work, employee benefits and general working conditions affecting employees covered by this Agreement and to ensure that reasonable measures are provided for the safety and occupational health of the employees.

ARTICLE 2 - UNION RECOGNITION

2.01 The Company recognizes the Union as the sole exclusive bargaining agent of all employees of Guildcrest Building Corporation in the Township of Winchester save and except foreman, persons above the rank of foreman, office and sales staff; persons regularly employed for not more than 24 hours per week and students employed during the school vacation period.

ARTICLE 3 - MANAGEMENT OF COMPANY

3.01 The Company has and shall continue to have all rights, power and authority to manage its operations and activities and to direct the work force in a manner consistent with the provisions of this Agreement.

3.02 Leadhands have and shall continue to have authority to direct the work force, maintain order, efficiency and enforce company policies and procedures.
ARTICLE 4 - UNION SECURITY AND CHECK-OFF

4.01 All present employees within the bargaining unit on the effective date of this Agreement and every new employee upon completion of the probationary period as defined in Article 10.02 must join the Union and remain members of the Union in good standing as a condition of continued employment with the Company.

4.02 The Company shall deduct monthly, from the wages of each employee in the bargaining unit, whether or not the employee is a member of the Union, the amount of the regular Union dues and remit the amount to the Union forthwith, but not later than the 15th day of the month following that in which the deductions were made.

4.03 The Company further agrees that, upon completion of the probationary period, it shall deduct from the wages of new employees an amount equal to the regular authorized Union initiation fee. The amounts so deducted shall be remitted to the financial secretary of the Union along with the Union dues for that month.

4.04 Supervisors and other non-bargaining unit employees, may perform work on any job normally performed by an existing bargaining unit employee, provided that the performance of such work shall not result in the loss of, regular pay, overtime pay (for work performed by the non-bargaining unit employee after normal working hours), seniority, or cause the layoff of the employee concerned.

4.05 While the Company reserves the right to contract out bargaining unit work, it agrees it will not be done if it would result in the layoff, or prevent the recall, of employees in the bargaining unit.

4.06 The Company agrees that bargaining unit employees who are on temporary layoff shall have the opportunity to do facility-related non-bargaining unit work, which arises periodically and is not done by staff employees, and which is not subcontracted out on a yearly or seasonal basis.

The work opportunity shall be posted on the employee bulletin board and the Company reserves the right to define the work within the existing classification schedule.

ARTICLE 5 - NO DISCRIMINATION

5.01 The Company and the Union shall not discriminate against employees with respect to terms and conditions of employment on grounds of race, national or ethnic origin, colour, religion, sex, age, ancestry, citizenship, creed, sexual orientation, record of offences, family status, marital status or mental or physical disability.
5.02 The Union shall not discriminate against nor exercise any reprisal against any employee because he did not participate in the formation of the Union. The Company shall not discriminate against nor exercise any reprisal because he did participate in the formation of the Union.

ARTICLE 6 - SHOP STEWARD

6.01 The Company recognizes the right of the Union to appoint up to three Shop Stewards from employees in the bargaining unit for the purpose of assisting employees in processing grievances. Only two Shop Stewards will be able to exercise super seniority. The Union shall keep the Company informed in writing of the name(s) of the Steward(s), the effective date of appointment, and which of the Stewards can exercise super seniority.

6.02 The Shop Steward(s) shall be free to attend to Union business during coffee breaks, lunch breaks, and non-working hours. The Shop Steward(s) may attend to urgent Union business during working hours with pay, provided the Company’s permission is obtained beforehand. Such permission shall not be unreasonably withheld. Any other attendance to Union business during working hours shall be without pay.

6.03 In the event of lay-offs, the Shop Steward(s) shall be retained by the Company irrespective of seniority standing, provided that the Steward(s) are willing and able to perform the work available.

6.04 The Company agrees to direct all newly engaged employees to report to the Shop Steward within their first week of employment.

ARTICLE 7 - UNION REPRESENTATIVE

7.01 The Union shall provide to the Company a list containing the names of not more than three authorized Union representatives who are not employees of the Company. Such authorized Union representatives may either enter upon Company premises during coffee breaks, lunch periods, or other non-working hours to meet with the Shop Steward(s) or other employees concerning Union business. The Company reserves the right to require any such authorized Union representative to produce satisfactory identification prior to entry upon the Company’s premises and to refuse entry if such identification is not produced. With prior consent of the Company, the said Union representatives may enter upon Company premises at other times during working hours, provided they do not interfere with the progress of work.
ARTICLE 8 - SETTLEMENT OF GRIEVANCE

8.01 A grievance means any difference arising between the parties relating to the interpretation, application, administration or alleged violation of this Agreement, including any question as to whether a matter is arbitrable.

8.02 Either party to this Agreement may bring a grievance. No grievance shall be considered unless presented in writing to the opposite party within ten (10) days of the events giving rise to the grievance. This time limit may be extended by consent of both parties. The grievances shall briefly state the facts giving rise to the grievance and the remedy requested.

8.03 Upon receipt of the grievance, the opposite party shall provide a response within Seven (7) days. The opposite party may accept, reject, or propose some other Disposition of the grievance. The response shall be in writing and shall be delivered to the party initiating the grievance.

8.04 If the party initiating the grievance is dissatisfied with the response of the opposite party then it may notify the opposite party, in writing, of its desire to submit the grievance to arbitration. The notice must be delivered to the opposite party within thirty (30) days of the response.

8.05 The Board of Arbitration shall be composed of one arbitrator jointly selected by the Company and the Union. In the event that the Company and the Union cannot agree on the selection of an arbitrator then either party may request the Minister of Labour to appoint an arbitrator to hear and settle the grievance.

8.06 The Company and the Union shall each pay one-half of the remuneration and expenses of the arbitrator.

8.07 The arbitrator shall not have the authority to alter or amend any of the provisions of this Agreement or to substitute any provisions in lieu thereof or to render any decision contrary to the terms and provisions of the Agreement or to increase or decrease wages.
8.08 In any grievance concerning Article 9 hereof, the jurisdiction of the arbitrator shall be limited to a consideration of whether the Company's decision or action is unreasonable.

8.09 The arbitrator shall hear and determine the grievance and shall issue a decision and the decision shall be final and binding upon the parties and upon any employee affected by it.

**ARTICLE 9 - DISCHARGE AND DISCIPLINARY PROCEDURE**

9.01 The Company shall not take disciplinary action without first warning the employee unless circumstances justify immediate suspension or discharge. In the event of a claim that an employee has been discharged or suspended unjustly or unreasonably, the grievance shall be filed in writing as provided by Article 8.02 of the Agreement.

9.02 The Company shall provide the employee and the Union with a copy of any written warning or adverse report affecting the employee. Any reply by the employee shall become part of his record. The record of any disciplinary action shall not be referred to or used against him at any time after one year following such action. Failure to grieve previous discipline or to pursue such a grievance to arbitration shall not be considered to be an admission that such discipline was justified. Demotion shall not be used as a disciplinary measure.

9.03 The Company may discharge or suspend without pay any employee, or it may substitute some other remedy, on any of the grounds listed on the attached Appendix A. When determining the above, the Company shall act in a fair and reasonable manner.

**ARTICLE 10 - SENIORITY**

10.01 The parties agree that for opportunity and security of bargaining

(a) In all cases of vacancies, promotions, transfers, layoff recall, termination and vacation scheduling, senior employees and Lead hand's shall have preference if they have the skill, ability and physical fitness to perform the work.

(b) For seasonal layoffs and recalls, job positions as defined in Appendix B, are determined by management for the plant production flo
c) Senior employees may elect to bump a junior employee if they have the existing skill ability and fitness to perform the work. Existing trade’s people are exempt from being bumped by a junior trade’s person with more company seniority.

(d) Employees electing to bump at layoff or recall shall be paid at the wage rate of the position assumed.

Employees in the Trades or Lead hand classification, or with more than 10 years of service, shall maintain their own wage rate if they elect to bump.

(e) It is the employee's responsibility to inform the Company when they want to exercise a right to bump.

(f) At spring recall production employees may review the schedule, and any senior employee wishing to exercise a right to bump a junior employee must do so within the first 2 weeks of recall only.

10.02 Each new employee must successfully complete a period of probation of ninety (90) calendar days. An employee who is transferred permanently to a new position must complete a probationary period of sixty (60) calendar days, within which he/she may be returned to his/her previous position at the previous wage rate.

10.03 Length of service of each employee in the bargaining unit covered by this Agreement shall be established after the probationary period referred to in Article 10.02 but shall count from the date of employment. Length of service shall be maintained and accumulated during:

(a) Absence due to layoff for a period not exceeding eight (8) months;

(b) sickness or accident for a period not exceeding twelve months; and a workplace accident which is compensable by Workers Compensation for a period not exceeding twenty-four months;

(c) A Leave of Absence which has been authorized in writing by the employee's supervisor; a copy of such written authorization shall be forwarded to the Shop Steward;

(d) Maternity leave up to twelve months plus sick leave prior caused by Pregnancy of up to nine (9) months. Total Maximum of 21 months

(e) Promotion outside of the bargaining unit for a period not exceeding six months.
10.04 The Company shall maintain a list indicating each employee's length of service. A copy of such list shall be posted for employee inspection and a copy shall be provided to the Union. This list shall be updated every twelve months.

10.05 All vacancies for positions of more than one month's duration and newly created positions shall be posted for five days on the bulletin board supplied for Union purposes. An employee desiring the position must make application to the Company within five (5) days.

The Company may designate a position as a training position, open to existing employees who are not fully proficient in the classification. A training position pays up to $1.00 less per hour than the classification rate during the three month probationary period.

10.06 If an employee is assigned to replace an absent employee in a higher classification, for more than one full working day, he/she shall be paid for the second day and any subsequent days in the position, at the classification wage rate for the position he/she is substituting in.

If an employee is temporarily placed in a job with a different classification wage rate, and he/she is not replacing an absent employee, he/she shall maintain his/her normal wage rate. This does not apply if an employee is scheduled for layoff, and accepts work at a lower classification rate.

10.07 Employees affected by layoff shall be given notice in accordance with the Employment Standards Act.

10.08 Upon the return to work of an employee following a Leave of Absence for any reason including Maternity Leave, Bereavement Leave, Jury Duty Leave, or work related accidents, the Company shall reinstate the employee to his former position or provide him with alternative work of a comparable nature, at not less than his wages at the time his Leave of Absence began and without loss seniority or other benefits accrued to the commencement of his Leave of Absence.

ARTICLE 11 - LEAVE OF ABSENCE

11.01 The Company may at its option grant a Leave of Absence without pay for a period not exceeding one week at the request of an employee.

11.02 Any employee who has been elected or appointed to attend to Union affairs outside the Company's place of business for a period not exceeding six (6) months, shall be granted a Leave of Absence without pay but no loss of seniority or work
position, providing the Union gives notice in writing to the Company at least two (2) weeks prior to the requested Leave of Absence where the Leave is to be two (2) weeks or less in duration and at least thirty (30) days prior to the requested Leave where the Leave is to be from two (2) weeks and one (1) day to six (6) months in duration. No more than two (2) employees shall be granted a Leave of Absence of two (2) weeks or less at any one time and no more than one (1) employee shall be granted a Leave of Absence of two (2) weeks and one (1) day to six (6) months at any one time.

ARTICLE 12 - BEREAVEMENT PAY

12.01 In the case of a death in the immediate family of an employee who has completed his probationary period, the Company shall grant three (3) days Bereavement Leave with pay. Immediate family is defined as the spouse, child, mother, father, brother, sister, mother-in-law, or father-in-law of the employee. Immediate family also includes common law relatives corresponding to the relatives mentioned above.

12.02 In the case of death of an employee's grandparent, grandparent-in-law, grandchild, brother-in-law, sister-in-law, aunt, uncle, niece or nephew the Company shall grant two (2) days Bereavement Leave with pay provided the employee has completed his probationary period.

12.03 Such paid Bereavement Leave shall be granted only for the purpose of attending the funeral of the deceased and the Company may request proof of attendance.

ARTICLE 13 - PAY ON DAY OF INJURY

13.01 An employee injured in an industrial accident shall be paid for the regular shift he/she was injured. Such pay shall be at his regular wage rate including any overtime premium or shift differential.

13.02 The Company shall provide transportation for medical treatment required as a result of an industrial accident.

13.03 The Company shall not be responsible for the payment of such lost time and transportation expenses as are covered under the Workplace Safety and Insurance Act, 1997.

13.04 Employees and the Union shall co-operate with the Safety Committee complying with the Modified Work Program to return the injured employee safely to the workplace.
ARTICLE 14 - SAFETY AND HEALTH

14.01 The Company shall furnish such safety goggles, working gloves, ear protectors and hard-hats as are required by law or by the Company Health and Safety Policy. The Company shall replace such equipment only upon the return of broken or worn out equipment.

14.02
(a) Employees shall provide at their own expense their personal safety clothing and footwear as required by law.

(b) Employees will be reimbursed for the purchase of prescription safety glasses and "green-tag" safety boots under the following conditions:

- only active bargaining unit employees with one year bargaining unit seniority and a minimum of eight months active work are eligible;

- reimbursement of safety boots shall be the cost, up to $100.00 with provision of sale receipt; reimbursement for prescription safety glasses shall be the cost, up to $100.00 with provision of sale receipt;

- Safety boot reimbursement shall be not more frequent than once per year.

- Prescription safety glasses reimbursement shall not be more frequent than once every 3 years. In the event the employee voluntarily ceases working for the Company within 1 year of reimbursement of lenses the employee shall be required to repay the Company 50% of the amount reimbursed.

14.03 The Company shall consult with the Industrial Accident Prevention Association concerning safety standards.

14.04 Employees, and subcontractors working in the plant, shall use and wear the personal protective devices as required by law and by the Company Health and Safety Policy. An employee found not to comply shall be warned in writing and the warning shall apply to his/her personal file.

ARTICLE 15 - NEGOTIATING COMMITTEE

15.01 For the purpose of meeting with Company representatives to negotiate contract changes, a committee of not more than two shall be designated by the Union plus a paid official of the Union. Members of the negotiating committee shall not lose pay for time spent during regularly scheduled working hours attending scheduled meetings with Company representatives.
ARTICLE 16 - SEVERANCE ALLOWANCE

16.01 Severance allowance shall be paid as provided by the Employment Standards Act.

ARTICLE 17 - PAID STATUTORY HOLIDAYS

17.01 The following shall be paid holidays for employees who meet all of the following three criteria:

1) completed their probationary period as defined in Article 10.02;
2) worked their regular scheduled day of work preceding the holiday, which must be within fourteen (14) calendar days of the holiday, and
3) worked their regular scheduled day of work following the holiday.

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Approved leaves of absence shall not be considered regularly scheduled days of work for the purpose of interpreting this article. Three hours grace will be provided for punching-in, on the scheduled day preceding or following the holiday. Any time lost in excess of three hours on these days will result in the holiday pay being forfeited.

17.02 If any of the above holidays falls on a Saturday, the preceding Friday shall be the recognized holiday; if any of the above holidays falls on a Sunday, the following Monday shall be the recognized holiday. The decree of the Government of Ontario shall take precedence over this clause if its proclamation conflicts with this clause.

17.03

(a) An employee required to work on any of the above-named holidays shall be paid at the rate of one and one-half times the regular straight time hourly rate in addition to the holiday pay.

(b) Holiday pay shall be paid for 8.75 hours.

17.04 In the event one or more of the paid holidays occurs during an employee's vacation, he shall be paid in accordance with the Employment Standards Act.
17.05 Two floating holidays shall be available to each employee under the following conditions:

(a) Only employees with six months seniority from active work by July 31 are entitled to the floaters in that year.

(b) The floater is to be scheduled 2 weeks in advance. No more than 1 request in the same department on the same day shall be approved. Requests for a floater holiday shall be approved on a first submitted basis however, as per Article 10.01(a) seniority will be used in the case of scheduling conflict.

(c) An unscheduled day of absence shall automatically be paid a floater at 8.75 hours if floater is available.

(d) The floater, if not used, will be paid out at 8.75 hours at year-end. All employees with three (3) or more year’s seniority receive a third floater.

All employees with five (5) or more year’s seniority receive a fourth floater.

ARTICLE 18 - VACATIONS

18.01 Each employee shall be entitled to an annual vacation pay credit in accordance with the following:

a) For employees with less than three (3) years service, a credit of 4% of wage earned.

b) For employees with more than three (3) years but less than five (5) years service, a credit of 4.5% of wages earned.

c) For employees with more than five (5) years but less than ten (10) years service, a credit of 5.5% of wages earned.

d) For employees with more than ten (10) years but less than fifteen (15) years service, a credit of 6.5% of wages earned.

e) For employees with more than fifteen (15) years but less than twenty (20) years service, a credit of 7.5% of wages earned.

f) For employees with more than twenty (20) years service, a credit of 9% of wage earned.

18.02 Accrued vacation pay shall be paid twice annually, on the sixteenth and twenty-fourth pay periods of each year. An employee may request that his/her vacation pay be paid on a later pay period than the sixteenth and twenty-fourth pay periods. The Company shall comply with the request provided the employee gives two weeks notice to the Company.

Two weeks of vacation are mandatory for all employees, one during the summer plant shutdown and one during the week of Thanksgiving Day; single vacation days may be granted at the discretion of the Company, upon written request.
ARTICLE 19 - HOURS OF WORK AND OVERTIME

19.01 The basic work week is made up of five days, Monday through Friday.

19.02 The basic work day is nine hours (9), Monday through Thursday and five (5) hours on Friday, broken only by the established coffee breaks and lunch periods.

19.03 The work day shall be between the hours of 7:00 am and 4:30 pm unless otherwise agreed by the parties. The Company retains the right to change the hours of work if required. The Company will give as much notice as possible of any such change, except in the case of an emergency.

19.04 The coffee break period shall be fifteen (15) minutes away from work with pay during the middle of each half-shift.

19.05 The lunch period shall be thirty (30) minutes at the middle of each shift.

19.06 (a) The Company agrees to give notice of overtime as far in advance as is practical. Overtime shall be first offered to the employee regularly doing the job and then to the employees of the same department providing they are able to perform the work.

(b) An employee will not be required to work overtime if he/she has a valid reasonable reason. After the third refusal of overtime for a valid reason, the employee loses the right to be offered future overtime work.

(c) Any dispute about whether a reason for refusing overtime is valid and reasonable shall be resolved by a committee made up of: the Manager, Vice-President, Administration, the Leadhand and the Shop Steward.

19.07 All time worked in excess of forty-one (41) hours in the week shall be considered overtime and shall be paid for at the rate of time and one-half.

19.08 All time worked on Saturday shall be considered overtime and shall be paid for at the rate of time and one-half. All time worked on Sunday shall be paid at double time.

19.09 Shift work may be arranged mutually between the parties.

19.10 Shift work shall be on a two-week rotating basis.

19.11 Fifteen minutes pay shall be deducted every time an employee does not punch in or out at the time clock.
ARTICLE 20 - REPORTING ALLOWANCE

20.01 If the work for which the employee was scheduled to report is not available, or if there is no substitute work which is in the employee's reasonable capacity to perform, and which is not of such a nature as to involve a material change in the employee's working conditions, he shall nevertheless be paid for four (4) hours for reporting for the first half of shift, or two (2) hours for the second half of the shift. The rate of pay shall be the straight hourly rate for the job he was scheduled to report for plus any shift premium that applies. If he refuses to accept substitute work he shall not be paid any reporting pay.

20.02 Article 20.01 does not apply when the employee has been notified in advance that his shift shall be less than the hours specified above.

20.03 In the event that it is necessary to call an employee back to work in the case of emergency he shall be given a minimum of four (4) hours pay at his regular rate, or time and one-half for the hours worked, whichever is greater.

ARTICLE 21- PAY FOR JURY DUTY

21.01 The Company shall pay an employee who is required for Jury Duty, for each day of service, the difference between his average straight time hourly rate for the number of hours he normally works on his shift, and the payment which he receives for Jury Duty. The employee must present proof of service and the amount of pay received.

ARTICLE 22 - HANDICAPPED EMPLOYEES

22.01 In the event of employees sustaining injuries at work, or becoming affected by occupational diseases during the course of their employment and becoming physically handicapped as a result thereof, the Company shall give the handicapped employee such suitable employment as is available.

ARTICLE 23 - NO STRIKES OR LOCKOUTS

23.01 There shall be no strikes or lockouts as long as this Agreement continues to operate.

ARTICLE 24 - WAGES

24.01 Wages of all employees in the bargaining unit as defined in Article 2 shall be in accordance with Appendix B which forms part of the Collective Agreement.
24.02 Employees whose wage rate exceeds that of their classification due to the implementation of job classification, shall receive the general wage increase provided in 24.03.

24.03 The wage rates for the term of the agreement are as per Appendix B.

**ARTICLE 25 – FRINGE BENEFITS**

25.03 The fringe benefits described in the Article shall be provided to each employee who qualifies by having achieved three (3) months seniority. On the first of each month, members of the bargaining unit who have qualified during the previous month shall be provided with the benefits described herein.

25.03 The existing group insurance program, as amended from time to time, shall be provided by the Company to each qualified employee in the bargaining unit. Each employee shall contribute by way of payroll deduction twenty-five percent (25%) of the cost of this insurance program. Participation in this plan is mandatory for each qualified employee in the bargaining unit.

25.03 An employee who has acquired one (1) year seniority may register for a program of continuing education which relates to his work and has been approved, in advance, by the Company. The Company shall reimburse the employee the cost of the program upon proof of successful completion being given to the company.

**ARTICLE 26 – DURATION OF AGREEMENT**

26.01 This Agreement shall be binding and remain in effect from January 26, 2008 to January 25, 2011. It shall be renewed from year to year thereafter unless either party gives the other party notice in writing within ninety (90) days prior to January 25, 2011, that it desires to terminate or amend its provisions.

**SIGNED ON BEHALF OF:**

The Company

The Union

DATED AT Morewood, Ontario this 25th day of, February 2008.
APPENDIX A

GROUND FOR POTENTIAL DISMISSAL

(a) incompetence;
(b) failure to report for work without good reason;
(c) refusal to comply with Company rules;
(d) theft of Company property;
(e) dishonesty, or giving or taking a bribe of any nature as an inducement to obtaining work or retained a position;
(f) disorderly conduct, including bringing intoxicants into, or consuming intoxicants on, the Company's premises;
(g) reporting for duty in an intoxicated condition;
(h) refusal to comply with safety standards;
(i) refusal to accept reasonable work assignments;
(j) inability to perform reasonable work assignments;
(k) refusal to wear or use safety equipment or clothing;
(l) deliberate destruction or removal of the Company's property or another employee's property;
(m) gross carelessness with respect to the Company's buildings, materials and equipment;
(n) neglect of duty including sleeping on duty or smoking in other than permitted areas;
(o) punching of other employee's time cards or falsification of time cards;
(p) gambling on Company premises;
(q) striking or threatening any person or employee except in self-defense;
(r) commission of any crime or provincial offense related to employment;
(s) harassment.

ABSENTEEISM CONTROL

This absenteeism control shall be applicable only when the company floor production reaches four boxes per week. When production is less than four boxes per week line (b) of this schedule and article 9.03 of the agreement shall apply.

The following steps of disciplinary action will commence after one day's absence which does not include granted floaters.

- **STEP ONE:** 2 days OR 18 hrs absent - Written Warning
- **STEP TWO:** 3 days OR 27 hrs absent - Second Written Warning
- **STEP THREE:** 4 days OR 36 hrs absent - 30 days Probation
- **STEP FOUR:** 5 days OR 45 hrs absent - one week Suspension
- **STEP FIVE:** 6 days OR 54 hrs absent - will result in Termination

For absences of two or more consecutive days the Company may request a doctor's note, completed on a prescribed form and the Company shall act in a fair and reasonable manner.
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</tr>
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<td></td>
<td>Unlicensed Carpenter (7+ year's experience)</td>
</tr>
<tr>
<td></td>
<td>$18.63</td>
</tr>
</tbody>
</table>

## TRADES:

<table>
<thead>
<tr>
<th>Class I</th>
<th>Flooring/Ceramics Installer Painter Cabinet Installer Siding Installer</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$19.45                                                  $19.99</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Class II</th>
<th>Licensed Carpenter Taper Senior Plumber</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$22.30</td>
</tr>
</tbody>
</table>

## LEADHANDS:

<table>
<thead>
<tr>
<th>Production Leadhand Delivery Leadhand</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
</tr>
<tr>
<td></td>
</tr>
</tbody>
</table>

APPENDIX B
Hourly Wage Schedule

<table>
<thead>
<tr>
<th>Jan26/08</th>
<th>Jan. 26/09</th>
<th>Jan. 26/10</th>
</tr>
</thead>
<tbody>
<tr>
<td>2.8</td>
<td>2.8%</td>
<td>2.8%</td>
</tr>
</tbody>
</table>

### Note 1
- The Company may pay new employees of each of the above job classifications, up to $1.00 less during a period of up to six months service, excluding periods of layoff.

### Note 2
- The general classes can be assigned to any position as determined by management subject to production rates.