

MEMORANDUM OF AGREEMENT
FOR A RENEWAL COLLECTIVE AGREEMENT

BETWEEN:

DASHWOOD INDUSTRIES INC.

(the "Company")

and

UNITED STEELWORKERS LOCAL 1-500

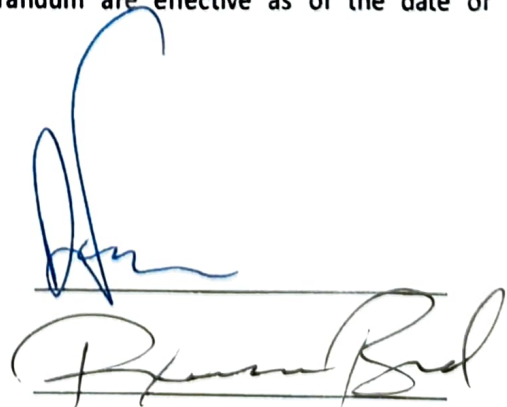
(the "Union")

1. The Company and Union agree that the terms of this Memorandum of Agreement, subject to ratification by the membership of the Union, constitute full and final settlement of all matters in dispute regarding the negotiation of the Collective Agreement between the Company and the Union.
2. The undersigned representative of the Union agrees to present all the terms in this Memorandum to the Union's membership.
3. The undersigned representative of the Union agrees the Union shall hold a ratification vote on or before February 2, 2024, and shall notify the Company in writing of the results of the vote.
4. The Union and Company agree that the Collective Agreement shall include the terms of the prior Collective Agreement, which has an expiry date of November 15, 2023 together with the amendments set forth on the attached Schedule "A" to this Memorandum. The term of the new Collective Agreement is from November 16, 2023 to November 15, 2026.
5. All amendments agreed to during these negotiations set forth on the attached Schedule "A" form a part of this Memorandum.
6. All proposals not agreed to are considered withdrawn.
7. Unless otherwise indicated, all terms of this Memorandum are effective as of the date of ratification.

DATED this 25th day of January 2024.

Dennis Foran, General Manager Dashwood Industries

Roxanne Bond, Servicing Representative USW Local 1-500



The image shows two handwritten signatures in blue ink. The first signature is for Dennis Foran, General Manager of Dashwood Industries, and the second is for Roxanne Bond, Servicing Representative for USW Local 1-500. Both signatures are written over horizontal lines.

SCHEDULE "A" TO THE MEMORANDUM OF AGREEMENT

- Amend all references of Chief Steward to Unit Chair throughout the CBA.

ARTICLE 2 – RECOGNITION

- AMEND Article 2.02 as follows:

This article does not pertain to the ~~three~~ two owners of the Company.

- AMEND Article 2.04 with the addition of the below verbiage, as follows:

A student is a member registered in attendance at a secondary or post-secondary institution.

c) Notwithstanding Articles 11 and 12 of the collective agreement, the Company may hire students and schedule shifts on weekdays or weekends as their regular shift work. Students' shift hours, breaks and overtime pay shall be provided in accordance with applicable employment standards legislation. The Company will advise the Union of the shift times applicable to students and will advise of any change in the shift's times within a reasonable timeframe of implementing any such changes. Students will not be used to avoid the hiring of full-time seniority employees.

ARTICLE 5 – SHOP STEWARDS

- AMEND Article 5.03(c) as follows:

The ~~Chief Shop Steward~~ Unit Chair will be allowed one (1) hour at the end of the shift on Friday or the last regular shift of the week for Union work.

ARTICLE 7 - DISCHARGE AND DISCIPLINARY PROCEDURES

- AMEND Article 7.01 as follows:

The Company shall not take any disciplinary action without first warning the employee in the presence of a Shop Steward. The company will select the Shop Steward that is required to be present for the disciplinary action.

ARTICLE 8 - GRIEVANCE PROCEDURE AND ARBITRATION

- AMEND Article 8.03 as follows:

STEP TWO: Should the Steward or the employee be dissatisfied with the Supervisor's written disposition of such complaint or request, the Steward may, within ~~two (2)~~ three (3) working days refer such grievance in writing to the Senior Management.

- AMEND Article 8.03 as follows:

The Company shall receive written notice within thirty (30) calendar days of any grievance that has been referred to arbitration. If notice is not received within ~~15~~ the time specified the grievance shall be deemed to have been withdrawn unless the specified time limits have been extended by mutual consent of the parties where application for such extension is made prior to the expiration of a time period as defined below.

ARTICLE 11 - HOURS OF WORK

- AMEND Article 11.03 as follows:

The normal hours of work shall be as follows:

1. Day Shift	7:00 AM to 3:30 PM
2. Afternoon Shift	3:30 PM to 12:00 mid-night

In case where a full Afternoon shift is not required, the normal hours of work will be:

1. Day Shift	7:00 AM to 3:30 PM
2. Afternoon Shift	12:00 PM to 8:30 PM

In case of three (3) shift operations the normal hours of work will be:

1. Day Shift	7:00 AM to 3:00 PM 3:30 PM
2. Afternoon Shift	3:00 PM 3:30 PM to 11:00 PM 12:00 AM
3. Night Shift	11:00 PM to 7:00 AM 7:30 AM

- AMEND Article 11.03 as follows:

The normal hours of work shall be as follows:

...The start times may vary based on equipment availability and demand, but will be communicated to the employee no later than noon the previous shift and must allow the minimum number of hours ~~off~~ off between shifts as outlined in the *Ontario Employment Standards Act*.

ARTICLE 12 – OVERTIME

- AMEND Article 12.01 as follows:

All overtime shall be on a voluntary basis and no employee shall be penalized for exercising this right. However, if an employee commits to working overtime and does not show up, they are subject to disciplinary action. *Exception noted in 12.01 a).*

- a) When a production line or area is scheduled for overtime, overtime could be mandatory for up to 8 hours per week for;
 1. The designated Chargehand (s) of the production line and or area.
 2. Rated positions required to run the production line and or area.

An employee having been scheduled to work overtime, shall be required to report to work.

ARTICLE 13 - EQUALIZING OVERTIME

- AMEND this portion of Article 13.01 as follows:
 - a) Employees working on the shift that the overtime is required will be asked first in inverse order of their overtime ration.
 - b) ~~All other employees on the "Overtime Notice" who are not at work, but not on vacation will be called in inverse order of their overtime ratio. Should it be necessary to phone employees at home, the Company shall have a Union Steward present to verify the calls.~~

ARTICLE 14 – ANNUAL VACATIONS

- AMEND the vacation chart in Article 14.01 as follows:

YEARS OF SERVICE	NO. OF WEEKS	% OF GROSS PAY
0-1	0	4%
1-3	2	4%
3-5	2	5%
5-8	3	6%
8-10	3	7%
10-15	4	9% 10%
15-30	5	10%
30+	6 7	10% 12%

- AMEND the second paragraph of Article 14.06 as follows:

The vacation calendar listing the vacation periods granted shall remain posted on the Plant bulletin boards until the end of the current vacation year and updated monthly.

ARTICLE 19 - LAY-OFF & RECALL PROCEDURE

- AMEND Article 19.04 as follows:

Because of the nature of the work involved and the skills required in the following classifications:

- Maintenance Millwright (licensed)
- Service Persons and Service Helpers
- ~~Electrician (licensed)~~

ARTICLE 20 – TRAINING

- DELETE Article 20.03:

~~The Union will be given written notification prior to all cross training assignments.~~

ARTICLE 21 – WAGES

- AMEND Article 21.04 as follows:

Travel and Meal Expenses

In the event of the employee being away from the Company's premises for more than one (1) day the Company shall pay the employee for their individual lodging and meal expenses for each day they are away as shown in following table...

- AMEND Article 21.06 as follows:

Group RRSP

The Company contribution to the Plan will be for employees on the active payroll of the Company only and employees on Workers' Compensation, Weekly Indemnity, Long Term Disability, or leave of absence will be excluded.

ARTICLE 22 – HEALTH & SAFETY

- AMEND the first paragraph of Article 22.01 as follows:

...The Company shall provide ~~one hundred thirty dollars (\$130.00)~~ one hundred fifty dollars (\$150.00) per year to each eligible employee towards the cost of safety footwear. This subsidy shall not be accumulative from year-to-year and shall be payable only to active employees...

ARTICLE 25 – DURATION

- Amend "2020" and "2023" to read "2023" and "2026", respectively.

SCHEDULE "A" CLASSIFICATIONS

- AMEND the list of Rated Jobs as follows:

Feature Door Final Assembler
Four Corner Welder - Set-up and Operate
Material Handler
Maintenance
Special Unit Assembler / Offline Mulling
Painter (Paint Booth)
Service Person
Shipper/Loader
~~Special Unit Assembler~~

SCHEDULE "B" HOURLY WAGE RATES

- REVISE the wage grid to read as follows:

SCHEDULE "B" HOURLY WAGE RATES

Effective Nov 16, 2023	Hourly Wage Rates
Student Wage	\$18.75
Production Worker Start Rate	\$19.75
After 1 continuous year of service	\$20.50
After 2 continuous years of service	\$21.25
After 3 continuous years of service	\$22.00
After 4 continuous years of service	\$22.75
After 5 continuous years of service	\$23.50
After 5 continuous years of service Effective Nov 16, 2024	\$23.75
After 5 continuous years of service Effective Nov 16, 2025	\$24.00
Maintenance Millwright	\$28.00
Premium for a rated job	\$1.50

- Amend and Include Premiums as follows:

Additional Premiums:

1. Charge Hand Premium: Wage Rate + \$1.50 premium

The charge hand premium above shall be for all hours worked and said premium shall not be used in calculating the premium to be paid on overtime work.

4. Attendance Premium

The company reserves the right to Amend Schedule "B" Hourly Wage Rates, by applying a Premium for hours worked whose purpose is to recognize hours worked. It will apply as a Wage Rate + premium. The Union will be advised on the premium rate and its application in advance of being applied.

NOTE: It is understood that all wage increases are to be retroactive to November 16, 2023.