

CONFIDENTIAL

I.M.P. Group Limited, Aerospace Division

and

Public Service Alliance of Canada, Local 1018 (Comox)

Collective Bargaining Proposal on behalf of the Company

Submitted on June 16, 2015

2.01

Current Language

- (i) *“Probation”* means a period of three (3) months from the day upon which an Employee is first hired. If an Employee does not successfully complete his or her probationary period on transfer or promotion the Employer shall appoint the Employee to his or her former position or a position comparable to the one from which he or she was transferred or promoted.

Company Proposal

“Probation” means a period of **six (6) months** from the day upon which an employee is first hired. **Employees shall also be subject to a probationary period of six (6) months from the first day of appointment to a new classification.** If an employee does not successfully complete his or her probationary period on transfer or promotion the Employer shall appoint the employee to his or her former position or a position comparable to the one from which he or she was transferred or promoted.

Current Language

- (v) *“Transfer”* means the appointment of an Employee to another position, which does not constitute a promotion or a demotion;

Company Proposal

- (v) *“Transfer”* means the **assignment** of an Employee to another position, which does not constitute a promotion or a demotion;

11.03

Current Language

A newly hired Permanent Employee shall be on probation for three (3) months. The probation period will be extended for an equivalent period by any absence from the work site of one week or more. For clarity, a period of absence from the worksite shall include any period of time the Employee is on Type training.

Company Proposed

A newly hired employee shall be on probation for **six (6)** months. The probation period will be extended for an equivalent period by any absence from the work site of one week or more. For clarity, a period of absence from the worksite shall include any period of time the Employee is on Type training.

16.06

Current Language

The Employer will grant an employee leave with pay for one (1) working day on the occasion of the birth of a child into his or her family.

Company Proposal

The Employer will grant **any employee eligible for parental leave in accordance with the Canada Labour code**, leave with pay for one (1) working day on the occasion of the birth of a child into his or her family.

16.08

Current Language

- (a) Employees may be granted leave with pay to attend an appointment with a bank, business, doctor, dentist, lawyer, or school authority during working hours. Such requests for leave shall not be unreasonably denied.
- (b) The parties agree that this clause is intended to be used for unforeseen, unusual or difficult circumstances and normally appointments would be scheduled outside working hours.
- (c) An employee is entitled to up to five (5) days of unpaid leave during each employment year to meet responsibilities related to:
 - i. the care, health or education of a child in the employee's care, or;
 - ii. the care or health of any other member of the employee's immediate family.

Company Proposal

- (a) **Subject to operational requirements, employees** may be granted leave with pay to attend an appointment with a bank, business, doctor, dentist, lawyer, or school authority during working hours. Such requests for leave shall not be unreasonably denied.
- (b) An employee is entitled to up to five (5) days of unpaid leave during each employment year to meet responsibilities related to:
 - 1. the care, health or education of a child in the employee's care, or;
 - 2. the care or health of any other member of the employee's immediate family.
 - 3.
- (c) The parties agree that **the provisions above are** intended to be used for unforeseen, unusual or difficult circumstances and normally appointments would be scheduled outside working hours.

17.01

Current Language

The parties agree that the work schedule shall be based upon forty (40) hours per week, excluding a lunch period, over a period not to exceed thirteen (13) weeks.

Company Proposal

The Company Proposes that due to the necessity for irregular hours, the work schedule be based on the principal of an “averaging plan” as provided for in the Canadian Labour Code.

19.06

Current Language

For overtime not related to a deployment, the Employer shall make every reasonable effort to allocate overtime work on an equitable basis among employees who have the qualifications and ability to do the work and to give an employee reasonable advance notice when the Employee is required to work overtime.

“Scheduled Overtime” is overtime that can be scheduled more than twelve (12) hours in advance of the time on which it is to begin. Scheduled Overtime will be offered by seniority to employees who are available and who have the qualifications and ability to do the work. If there are an insufficient number of volunteers, then the overtime will be assigned by the employer in reverse order of seniority to employees who have the qualifications and ability to do the work.

“Unscheduled Overtime” is overtime that is scheduled less than twelve (12) hours before the work is required. Unscheduled Overtime shall be offered to employees who are available at the site on the same shift and who have the qualifications and ability to do the work. If there are an insufficient number of volunteers, then the overtime will be assigned by the employer in reverse order of seniority to employees who have the qualifications and ability to do the work.

Company Proposed

For overtime not related to a deployment, the Employer shall make every reasonable effort to allocate overtime work on an equitable basis among employees who have the qualifications and ability to do the work and to give an employee reasonable advance notice when the Employee is required to work overtime.

“Scheduled Overtime” is overtime that can be scheduled more than twelve (12) hours in advance of the time on which it is to begin. Scheduled Overtime will be offered by seniority to employees who are available and who have the qualifications and ability to do the work. If there are an insufficient number of volunteers, then the overtime will be assigned by the employer in reverse order of seniority to employees who have the qualifications and ability to do the work.

In the case whereby an employee has declined an opportunity, the employee will be deemed to have had an overtime offer, and will not be offered another overtime until their seniority allows.

“Unscheduled Overtime” is overtime that is scheduled less than twelve (12) hours before the work is required. Unscheduled Overtime shall be offered to employees who are available at the site on the same shift and who have the qualifications and ability to do the work. If there are an insufficient number of volunteers, then the overtime will be assigned by the employer in reverse order of seniority to employees who have the qualifications and ability to do the work.

19.07

Current Language:

Employees working overtime may elect, in accordance with article 19.08, to bank the overtime hours (Compensatory Time Off "CTO") in lieu of receiving payment. CTO accumulates in the bank at a rate of 1 overtime hour worked = 1.5 hours in CTO except for overtime hours accumulated in accordance with article 19.04 which accumulates in the bank at a rate of 1 overtime hour worked = 2 hours in CTO. CTO shall be taken by the employee subject to operational requirements and at a time convenient to both the employer and the employee. Requests to use CTO must be received in writing and approval will not be unreasonably denied

Company Proposed:

Employees working overtime may elect, in accordance with article 19.08, to bank the overtime hours (Compensatory Time Off "CTO") in lieu of receiving payment. CTO accumulates in the bank at a rate of 1 overtime hour worked = 1.5 hours in CTO except for overtime hours accumulated in accordance with article 19.04 which accumulates in the bank at a rate of 1 overtime hour worked = 2 hours in CTO. CTO shall be taken by the employee subject to operational requirements and at a time convenient to both the employer and the employee. Requests to use CTO must be received in writing **a minimum of four (4) days prior to the requested date**, and approval will not be unreasonably denied

19.08

Current Language

On April 1st of each year, employees will be permitted to request that overtime be placed in an overtime bank in the form of CTO. An employee may change their selection at the beginning of any month. CTO shall not exceed an annual maximum of one hundred (100) hours at any one time. Any balance remaining at March 31st will be paid out unless an employee advises of his or her intent to carry over CTO prior to March 1st in any year. Employees shall have the right to carry over a maximum of eighty (80) hours from one fiscal year to another.

Company Proposed:

On April 1st of each year, employees will be permitted to request that overtime be placed in an overtime bank in the form of CTO. An employee may change their selection at the beginning of any month. CTO shall not exceed an annual maximum of one hundred (100) hours at any one time. **CTO hours in excess of the annual maximum will be paid out with earnings for the pay period in which they are earned.** Any balance remaining at March 31st will be paid out unless an employee advises of his or her intent to carry over CTO prior to March 1st in any year. Employees shall have the right to carry over a maximum of eighty (80) hours from one fiscal year to another.

21.01

Current Language

ARA (Aircraft Release Authority)

Employees who are granted an ARA authorization shall receive a premium in addition to their basic hourly rate of pay. The ARA authorization may be revoked by the Company where the employee has not had to use it over a period of six (6) months.

Company Proposed

ARA (Aircraft Release Authority)

Employees who are granted an ARA authorization shall receive a premium in addition to their basic hourly rate of pay. The ARA authorization may be revoked by the Company where the employee has not had to use it over a period of six (6) months, **or in any case whereby the company deems necessary.**

28.03

Current Language

Any document or written statement related to disciplinary action which may have been placed on the personnel file of an Employee, shall be removed after eighteen (18) months have elapsed since the disciplinary action was taken provided that no further disciplinary action of a similar nature has been recorded during this period.

Company Proposed

Any document or written statement related to disciplinary action which may have been placed on the personnel file of an Employee, shall be removed after ~~eighteen (18)~~ **thirty-six (36)** months have elapsed since the disciplinary action was taken provided that no further disciplinary action of a similar nature has been recorded during this period.

The Company reserves the right to make new or alternate proposals in response to issues raised during collective bargaining.

