

AMENDED Collective Agreement

For All Aluma Scaffold Yards (Edmonton)

Between

AlumaSafway Inc. & Aluma Systems Inc.
(Hereinafter referred to as The Employer)

And

**United Brotherhood of Carpenters and
Joiners of America
Local Union 2010**
(Hereinafter referred to as The Union)

November 1, 2024 to October 31, 2027

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PREFACE

LAND ACKNOWLEDGEMENT

We acknowledge that where we are located is on traditional lands, referred to as Treaty 6 Territory. Treaty 6 encompasses the traditional territory of numerous diverse First Nations including the Cree, Dene, Anishinaabe, Nakota Sioux, and Saulteaux. It is also the unceded territory of the Métis and home to the largest Inuit population south of the 60th parallel. We thank the Indigenous Ancestors and Elders who were caretakers of this land since time immemorial. It is our commitment to all First Nations, Métis, and Inuit people that we will continue to work towards building positive relationships. We make this acknowledgement as an act of reconciliation and gratitude to those whose territory we live, work, and play on.

INCLUSION AND DIVERSITY

Except where specifically stated to the contrary, all terms of this agreement shall be considered to apply to all employees equally. The Parties recognize the market in which the business operates is multicultural and gender diverse. Therefore, the Parties are committed to ensuring an inclusive and non-discriminatory work environment.

The parties agree that there shall be no discrimination, bullying or any form of intimidation towards any employee, by any other employee because of race, colour, creed, nationality, gender identity, gender expression or sex, or any other prohibited ground under the Human Rights Act.

ARTICLE 1.00 SCOPE & PURPOSE

- 1.01 Whereas the parties agree that it is mutually beneficial and desirable to work together harmoniously to arrange and maintain fair and equitable earnings, labour standards, wage rates and working conditions to obtain efficient operations, to protect the safety and health of employees and to provide the guidance for the adjustment of disputes which may arise between the parties working in the Edmonton Main yard for: AlumaSafway Inc. & Aluma Systems Inc.

Therefore the Employer and Union agree as follows:

- 1.02 The Union agrees to instruct its members and the Employer agrees to instruct its supervisors and other personnel responsible for the administration of the Agreement concerning the terms of this Agreement. Both parties agree to respect each other's rights and to assume their obligations accordingly.
- 1.03 The Employer recognizes the Union as the sole collective bargaining agent for all employees of the Edmonton Main Yard as herein before enumerated, with the exception of office employees and those with the authority to hire and discharge.
- 1.04 In recognition of the importance of safety and expertise in the workplace, the Union and Employer have agreed in steps forward as it relates to the handling of repair work. Both parties agree that when certain repair tasks exceed the skill level or ability of the Union membership, and cannot be safely completed in-house, the Employer will have the authority to outsource these tasks. This decision ensures that all repair work is performed to the highest standards of safety and competence, protecting both workers and the integrity of the work environment. The Union and Employer are committed to maintaining a safe and efficient workplace, and this agreement reflects a shared understanding of the need to leverage external expertise when necessary.

ARTICLE 2.00 RECOGNITION

- 2.01 All storing and handling of merchandise, goods, or other materials or the use of machinery or equipment, shall be carried out by members of the Union, when such work is under the control of the Employer. Only in times of unforeseen emergencies or unavailability of bargaining unit employees will the foreman be allowed to do work within the scope of bargaining unit employees.
- 2.02 The parties to this agreement recognize all the causes and articles contained herein are subject to the grievance procedure.
- 2.03 The Union Business Representative shall appoint a shop steward for the Main Yard with one alternate and will notify The Employer In writing of such appointment. The Employer shall acknowledge the appointment of the Shop Steward and shall not discriminate against them and also allow proper and reasonable time for them to carry out their duties. The Employer will notify The Union prior to terminating the Shop Steward.
- 2.04 The Employer shall allow time off work without pay, to any employee who is required to attend Union activities away from the workplace, provided written notice is provided to the Employer by the Union. No more than one (1) employee per yard will be granted such leave.
- 2.05 For Collective Bargaining Negotiations, The Union's Bargaining Committee shall consist of two (2) Union employees plus the Union Business Representative or other Union Representative. The above two (2) employees shall be granted time off with pay for the purpose of contract negotiations with the Employer.
- 2.06 An authorized agent of The Union will upon request have access to The Employer's workplace during working hours, for the purpose of carrying out investigations and dealing with any related matters pertaining to the collective agreement. The agent shall not interrupt The Employer's working schedule.
- 2.07 Any supervision or other Employer employee outside the scope of this bargaining unit shall not perform the duties of employees within the bargaining unit, except for the purpose of training, instruction, evaluation or unforeseen emergencies or unavailability of bargaining unit employees.

ARTICLE 3.00 UNION SECURITY

- 3.01 All employees shall, as a condition of employment, become Union members on their initial date of hire and shall maintain such membership as a condition of employment. (To be signed up within 30 days of start)
- 3.02 The Employer agrees to deduct monthly dues of two (2) times the hourly rate of pay per month, to the maximum of thirty (30) dollars per month or amounts as determined by The Union from time to time. Such monies will be remitted to the local Union, along with a list of employees from whom the money has been deducted by the fifteenth (15th) day of the following month of the said deductions. Please note Appendix B.

All employees who come within the terms of this Agreement shall become members of the Union immediately or upon hire and serve a probation period of ninety (90) calendar days from the date of their first employment. During the probationary period there will be an evaluation process to determine the employee's suitability for retention. If an employee is not meeting the required standard, a meeting will be held with the employee, in the presence of a shop steward, to formally document the required areas of improvement. If the required standard is still not attained the employee will be terminated.

Subject to mutual agreement between the Employer and the Union the probationary period for any given employee may be extended. At the Employer's discretion a probationary employee may be transferred to another shop where their skills may be a more suitable fit.

- 3.03 All employees who have completed their ninety (90) days probationary period will be considered a regular employee. All new employees shall be signed up for Union membership by a Shop Steward during the onboarding, as soon as possible, no later than thirty (30) calendar days after starting their employment.
- 3.04 All new employees shall be introduced to the Shop Steward in the area in which they will be employed.

ARTICLE 4.00 MANAGEMENT RIGHTS

- 4.01 The Employer has the exclusive right to manage its operations in all respects; and in accordance with its commitments and responsibilities to the public, to conduct its business efficiently and to direct its workforce. The Employer has the right to hire, promote, transfer, demote or lay off employees and to suspend, discharge or otherwise discipline employees for just cause. The Employer agrees that any exercise of these rights shall not contravene the provisions of this agreement. All Employer rules and regulations shall be applied in a fair and non-discriminatory manner.
- 4.02 Should a Doctor's note be required by the Employer, the cost will be reimbursed to the employee with a receipt from the Doctor.
- 4.03 In the event the Employer requires employees to work outside of regular hours for repair and maintenance for equipment and/or material and insufficient numbers of employees commit to working extra shifts to accommodate that work, the Employer may subcontract or outsource the work required. All bargaining unit employees must be asked and a review of outsourced work will be tabled at the quarterly Joint Labour Management Meetings.

ARTICLE 5.00 SENIORITY

- 5.01 Seniority shall commence from the date on which the employee complete the probationary period.
- 5.02 Seniority, once established for any employee, shall be forfeited under the following conditions:
- Voluntarily quitting
 - Discharge for just cause
 - Failure to report for duty after layoff
 - Absence from work for three consecutive days without proper notice
 - A layoff exceeding ninety days

- 5.03 Providing the employee has the necessary qualifications and the ability to perform the work, seniority shall prevail for the purposes of determining shift preference, working overtime and selection for new positions and layoffs.
- 5.04 The Employer may employ students under the following conditions:
- a) During the students semester break; between May and August.
 - b) Providing that student does not replace any Union member.
 - c) Each student shall, as a condition of employment, remit a work permit fee of thirty dollars (\$30.00) per month in accordance to article 2c of this agreement.
 - d) A student is defined as a person in full time attendance at school or university.
 - e) No students will accrue seniority rights.
 - f) Student employment will not exceed 5% of the Union membership employed by The Employer.
 - g) Students will be employed as new starts and will be paid the new start rate of pay.

ARTICLE 6.00 LEAVE OF ABSENCE

- 6.01 Employees will be granted leave of absence for personal reasons providing Employer management has given pre-authorization.
- 6.02 Voluntary request for leave of absence will be submitted in writing by the employee two (2) weeks prior to the commencement date of the leave of absence. The request must state the reason for the request.
- 6.03 An unpaid leave of absence of up to thirty (30) days may be granted to a regular employee annually. In the case of an authorized leave the employee's seniority will continue to accumulate.

6.04 The Employer will pay a maximum of five (5) days' pay to those employees who become incapacitated due to non-work related injury or illness and who, due to the severity of the illness/injury, receive payment under the provisions of the Union's short term disability program and/or Employment Insurance Benefits. This payment is intended to compensate the employee for the 5 days waiting period from the time of the illness/injury to the start of the short term disability program. The employee must provide evidence that he has been accepted for and is receiving short term disability program. The employee must provide evidence that he has been accepted for and is receiving short term disability payments under the Union's insurance program prior to any payment being received.

6.05 Sick Leave:

Employees to have three (3) days per calendar year of paid sick leave.

Effective January 1 of each year, all Union members are awarded three (3) sick days. These sick days are intended to provide members with paid time off in the event of illness or injury that prevents them from performing their duties.

- a) Annual Allocation: Each Union member receives three (3) sick days on January 1 of each year.
- b) Use of Sick Days: Sick days may be used for personal illness or injury that prevents the member from attending work. Members are expected to notify their supervisor as soon as possible when taking a sick day.
- c) No Carryover: Unused sick days do not carry over to the following year. Any unused sick days will expire on December 31 of each year.
- d) No Payout: Sick days are provided as a benefit for use during the year and are not subject to payout if unused.

6.06 Bereavement Leave:

When a death occurs to a member of a regular employee's family, the employee shall be granted, if requested a leave of absence. The employee shall be compensated at their regular straight time hourly rate based on eight (8) hours paid per day from their regular schedule on the days preceding, during or after the funeral for a maximum of three (3) consecutive days.

An employee's immediate family shall be defined as their parents, the spouses' parents, their children, their own siblings and their spouse's siblings, their grandparents and their spouse's grandparents as well as their spouse, and all other

immediate family member or pregnancy loss as defined in the Alberta Labour Code.
<https://www.alberta.ca/bereavement-leave>

ARTICLE 7.00 HEALTH & SAFETY

- 7.01 It will be the obligation of The Employer to provide a safe and healthy workplace and ensure all repairs and training for the proper and efficient use of all tools and equipment comply with the requirements of the Alberta Occupational Health and Safety Act.
- 7.02 All employees shall comply with all Aluma Systems Safety Inc. Safety and Quality policies and procedures.
- 7.03 The Union and the Employer mutually agree to hold monthly Occupational Safety Meetings to promote a safe and healthy work environment. These meetings will include equal representation from both the Union membership and management, as stipulated under the Occupational Safety Act.

In acknowledgment of the current operational structure, which includes two distinct functional groups—Commercial and Industrial—within the building, the Employer agrees that equal representation from both groups will be required at these meetings.

Meeting minutes will be documented and maintained to ensure proper follow-up on all safety-related issues and discussions. This commitment to regular, representative meetings underscores our shared dedication to workplace safety and compliance with regulatory standards.

ARTICLE 8.00 PAY & WORK CONDITIONS

- 8.01 All employees covered by this agreement shall be paid weekly by cheque or direct deposit. No more than one (1) calendar week's pay may be held back. Only when documentation supports an employee's ineligibility for a bank account will they be exempt from direct deposit.
- 8.02 The regular work week shall consist of forty (40) hours of employment Monday to Friday each day consisting of eight (8) consecutive hours. The regular work day shall be between the hours of 8:00am and 4:30pm.
- 8.03 The Employer may vary start/quit times by up to two (2) hours to accommodate any change in its business commitments. Regular shift times will be set by The Employer and employees shall be given forty-eight (48) hours notice of change to the schedule. Variances greater than 2 hours shall be mutually agreed between the Employer and the Union.
- 8.04 Shift work will be defined as continuous operation, for which start times shall be between 12:00pm (noon) and 4:00am for a minimum of two (2) consecutive work days. A shift premium of two dollars (\$2.00) per hour will be paid for each and every hour worked. There shall be no pyramiding of premiums.
- 8.05 A non-paid lunch break of one-half (half) hour will be taken as close as possible to the mid-point of each shift. A fifteen (15) minute coffee break will be taken at the mid-point of the morning and afternoon portions of the shift.
- 8.06 When employees are required to work extended hours in excess of eleven (11) hours, the Employer shall provide a hot meal at no cost to the employees at the end of the tenth hour and a one-half (half) hour paid break at straight time rate of pay shall be allowed to consume that meal. Where it is impractical to provide a hot meal, the Employer shall provide the employee's a payment of forty (\$40.00) dollars as a meal allowance, thirty (30) minutes at straight time rates in lieu of a meal break.
- 8.07 When an a full-time employee is laid off or discharged, all outstanding wages, vacation and statutory holiday pay will be paid on their next regular pay day. Apprenticeship work record book, EI statement of earnings and any other relevant documentation or records will also be returned to the employee. In no event shall they be given or mailed to the employee any later than the working day following the time of termination. The Union will be notified in writing on the day of termination or lay off.

- 8.08 When an employee is requested to take FORKLIFT training they will be on probation for two (2) weeks while taking the initial training, after such time they shall receive the two dollars (\$2.00) per hour for operating a forklift. The Employer shall ensure that the employee's training is completed within four (4) weeks of when training is initially started.
- 8.09 Working Conditions:
- 8.10 The Employer agrees to provide clean and adequate lunchrooms, equipped with a fridge, and microwave oven in adequate numbers for use by all employees. Proper washroom facilities will also be provided with flush toilets and hot running water.
- 8.11 The Employer agrees to provide employees on an as needed basis summer and winter coveralls and appropriate gloves at no cost to the employee.
- 8.12 Any employee who has completed their ninety (90) day probation period and who purchases CSA approved safety boots, will be reimbursed up to two hundred and fifty (\$250.00) dollars maximum per year. The employee will be reimbursed for such expense upon presentation of a bona fide receipt to the Employer. If an individual quits prior to the one year the Employer will recover fifty (50%) of the cost of safety boots from the employee's final pay.
- 8.13 Any employee that is required to attend training for a safety certificate will be paid a day's pay eight (8) hours at straight time while attending each day of the course.

ARTICLE 9.00 HOURS OF WORK & OVERTIME

- 9.01 The Employer may elect from the following day work schedules to suit their business needs, however the cycle must remain intact for a period of no less than two (2) working weeks:
- a) A 5x8 shift shall be eight (8) hours per day Monday to Friday.
 - b) A 4x10 shift shall be ten (10) hours per day for four (4) consecutive days, scheduled Monday through Friday.

9.02 Overtime

- a) All overtime in excess of eight (8) hours on a 5x8 schedule shall be paid at: one and a half (1.5x) times the base rate for twelve (12) hours and two (2) times the base rate after the twelfth (12th) hour.
- b) On a 4x10 shift Monday through Thursday, the Friday shall be paid at one and a half times (1.5x) the base rate for twelve (12) hours and two times (2x) the base rate after the twelfth (12th) hour.
- c) On a 4x10 shift Tuesday through Friday, Monday shall be paid at one and a half times (1.5x) the base rate for twelve (12) hours and two times (2x) the base rate after the twelfth (12th) hour.
- d) All hours worked on Saturday will be paid at one and a half (1.5x) times the base rate. All hours after twelve (12) hours will be paid at double (2x) time the base rate.
- e) All overtime hours will be on a voluntary basis, scheduled or nonscheduled.
- f) All hours worked on any Sunday will be paid at double (2x) times the base rate of pay.

9.03 Travel time, accommodations, mileage and meals will be paid for by The Employer. Any expenses incurred by the employee will be reimbursed.

9.04 On a normal working day on which the employee travels but does not work, the employee shall receive their regular pay for the day, for a combined period of travel and work not exceeding his/her regularly scheduled working hours and at the applicable overtime rate for additional travel time in excess of their regularly scheduled hours of work and travel.

9.05 When an employee reports to work at the regular start time and is not put to work, the employee will be entitled to a minimum of three (3) hours of pay at their regular rate of pay.

9.06 An employee must have worked forty (40) regular hours to have priority for unscheduled overtime, save and except for authorized leave of absences.

ARTICLE 10.00 GENERAL HOLIDAYS

10.01 The Employer agrees to recognize the following as paid General Holidays.

New Year's Day	Civic Holiday (August)
Family Day	Labour Day
Good Friday	Thanksgiving
Victoria Day	Remembrance Day
Canada Day	Christmas Day
Boxing Day	

In the event a new statutory holiday is declared by the province and is recognized in the Employment Standards Code of Alberta, such statutory holiday shall be added to the list above.

10.02 No work shall be performed on Labour Day except in the case of an emergency.

10.03 When one of the general holidays falls on a Saturday (or the Monday or Friday off if a compressed work week is in effect), the following regular working day shall be observed as the holiday.

10.04 When Christmas and Boxing Day fall on a Saturday or Sunday, the following Monday and Tuesday shall be observed as the holidays.

10.05 In the event employees are scheduled to work on a statutory holiday or an observed day in lieu of, the employee will receive one and a half (1.5x) times their applicable hourly rate for twelve (12) hours and double (2x) the applicable rate on all hours after twelve (12) hours worked.

ARTICLE 11.00 ANNUAL VACATION

11.01 Vacation Entitlement

Employee vacation time entitlements and accrual rates are:

Years of Service	Vacation Time Entitlements	Accrual Rate
0 to less than 1 year	1 day/month for a maximum of 10 days / 2 weeks	0.84 days/month
1 to less than 3 years	10 days / 2 weeks	0.84 days/month
4 to less than 10 years	15 days / 3 weeks	1.25 days/month
11 to less than 20 years	20 days / 4 weeks	1.67 days/month
20 years and over	25 days / 5 weeks	2.08 days/month

Vacation cannot be carried over from year, to year, without written permission from the Branch Manager.

11.02 Calculating Years of Service:

For the purposes of this agreement and in calculating vacation entitlements and vacation pay, an employee's first January 1st following their hire date will be considered the completion of their first year of service. This date will then serve as the anniversary date for future vacation entitlement calculations.

If an employee is hired on August 1, 2023, they will be considered to have completed one year of service on January 1, 2024, and will be entitled to two weeks of vacation. On January 1, 2026, they will be deemed to have completed three years of service, entitling them to three weeks of vacation.

For partial months of service, employees who complete 15 or more days within a month will receive full credit for that month. Those completing fewer than 15 days will receive a half-month credit.

11.03 Leaves of Absence:

Approved leaves of absence (such as pregnancy leave, parental leave, short- or long-term disability leave) will not affect the accrual of vacation days. However, vacation pay is calculated based on annual earnings, so unpaid leaves may reduce the amount of vacation pay.

11.04 Early Use of Accrued Vacation:

Employees accrue vacation throughout the year but may take their forecasted annual vacation entitlement at any time during the year. However, if an employee leaves the Employer during the year, any overpaid vacation pay will become a debt owed immediately back to the Employer and may be offset against amounts owed to the employee, subject to applicable law.

11.05 Termination of Employment:

Upon termination of employment, any accrued but unpaid vacation pay will be paid out in the employee's final paycheck or as soon as reasonably possible thereafter. Any overpayment of vacation pay will become a debt owed immediately back to the Employer and may be offset against amounts owed to the employee, subject to applicable law.

ARTICLE 12.00 PROGRESSIVE DISCIPLINE

- 12.01 Progressive Discipline for all permanent employees shall be as follows: verbal warning, then written warning, then suspension or termination. Verbal warnings and written warnings shall not be taken into consideration after a twelve (12) months period excluding periods of absence. Suspension shall not be taken into consideration after a one-year period excluding periods of absence. The parties recognize that any serious acts of misconduct, including repeated violations of Employer safety policy, may result in certain progressive discipline steps being bypassed.
- 12.02 The Union and Employer agree that Progressive discipline is designed to provide employees with an opportunity to correct behavior or performance issues before more severe disciplinary action is taken. The steps of progressive discipline are as follows:
- Verbal Discipline
 - Written Discipline
 - 3 Day Suspension
 - 5 Day Suspension
 - Last Chance Agreement
 - Termination
- 12.03 The Employer reserves the right to bypass steps in the process if the seriousness of the offense warrants immediate action.
- 12.04 For all disciplinary action on any employee, a Shop Steward of the employee's choosing, or the Union's Business Representative shall be present. The Shop Steward chosen to represent the Employee ought to be reasonably available and working in the same proximate area, if at all possible. Shop Stewards who work in other buildings will not normally be chosen as the representative of the employee, unless under special circumstances mutually agreed by the Employer and the Union.
- 12.05 Where the Employer intends to discipline an employee, such discipline must take place within five (5) business days of the occurrence of the alleged infraction or when the Employer first becomes aware of the alleged infraction. This time limit can be extended by mutual agreement, with such agreement not to be unreasonably denied.
- 12.06 At the request of either party the employee's immediate Lead Hand will attend the meeting.

ARTICLE 13.00 NO STRIKE OR LOCKOUT

During the life of this agreement, there shall be no-lock by The Employer or any strike, sit down, work stoppage, or suspension of work, wither complete or partial for any reason by The Union and its members.

ARTICLE 14.00 VALIDITY OF ARTICLES

In the event of legislation enacted subsequent to the signing of this agreement, invalidating the application of any article the relevant section only of this agreement shall be nullified and the applicable legislation will form part of this agreement.

ARTICLE 15.00 HEALTH AND WELFARE, & PENSION

- 15.01 All employees shall, as a condition of employment, be eligible for the Employer to pay contributions to the Alberta Carpenters and Allied Workers Health and Wellness Plan and any subsequent increases.

Contributions must be received at the Alberta Carpenters Fund Office on the fifteenth (15th) day of the following month in which the hours were worked.

- 15.02 Effective January 1, 2025, the Employer will offer Union employees who have completed one (1) year of service the option to opt into a Registered Retirement Savings Plan, administered by Canada Life. Eligible employees may contribute up to 1.5% of their earnings to the RRSP plan. The Employer will match their contributions to a maximum of 1.5%. Eligible employees may choose to contribute an amount greater than 1.5% however, the Employer will not match.

Monies contributed to the plan can only be withdrawn if the employee is withdrawing to utilize for Life Long Learning Plan; Homebuyers Plan or if your terminate employment.

Employees will have access through Canada Life, to access their individual accounts, they can adjust their own contributions through Telus Flexit 360 Portal. Please note the additional contributions will not be matched by the Employer.

ARTICLE 16.00 GRIEVANCE PROCEDURE

In the event The Union or The Employer wish to process a grievance resulting from a violations of this agreement, it shall be adjusted and settles within the terms and conditions as set forth in this agreement and in the manner provided by this article.

Step 1

Either party to this collective agreement shall within ten (10) working days of the alleged violation, submit the grievance in writing to the other party and shall include the following:

- i. Summary of circumstances giving rise to the grievance
- ii. Provisions of the agreement considered to be violated
- iii. Particulars if the remedies sought.

Step 2

If the complaint is not settled by The Employer Representative and The Union Representative within a further ten (10) day period, the matter will proceed to Step 3.

Step 3

Failing settlement under Step 2, the matter will be referred to an arbitrator mutually agreed upon by The Union and The Employer.

In the event the parties cannot agree upon a neutral arbitrator, the Director of Mediation Services will be requested to appoint an arbitrator and will be contacted by either party within five (5) working days.

The Arbitrators decision will be final and binding and shall be applied forthwith. The cost of The Arbitrator will be borne by the losing party in the grievance.

ARTICLE 17.00 WAGES

17.01 The following wage increases shall apply to each classification in the Agreement. The Union shall have the right to distribute each increase between wages and/or Employer Contributions.

a) Effective the first Sunday after date of ratification:

- Effective November 3, 2024: four percent (4%)
- Effective November 3, 2025: three percent (3%)
- Effective November 1, 2026: two percent (2%)

17.02 Wage Table:

**See Appendix A*

17.03 Classification breakdown

The Employer and Union agree to meet and discuss the current classifications within the collective agreement on or before the end of June 2025.

For all persons who are appointed to Temporary Lead hand by management to provide relief for a period greater than one (1) day, will receive three dollars (\$3.00) per hour premium in addition to their base rate for the period spent in relief. No other premiums will apply during this period.

Designated forklift drivers will receive a premium of two (\$2.00) dollars per hour above their regular rate of pay. Designated overhead crane operators will receive a premium of one dollar (\$1.00) per hour above their regular rate of pay.

ARTICLE 18.00 TERM OF AGREEMENT

The parties agree the new Agreement shall have a term of three (3) years from November 1, 2024 to October 31, 2027. The parties specifically agree sections 50(2) and (3) of the Labour Relations Code shall not apply to the Agreement.

Signing Page

Dated at Edmonton, Alberta this 28 day of November, 2025.

Signed on behalf of:

The United Brotherhood of Carpenters and
Joiners of America – Local 2010

[Redacted Signature]

Kristine Byers - Sr. Business Representative

[Redacted Signature]

Samir Silvestri – Legal Counsel, Alberta
Operations

[Redacted Signature]

Todd Hewlett - Bargaining Committee
Member

[Redacted Signature]

Bob Hiller - Bargaining Committee Member

Signed on behalf of:

AlumaSafway & Aluma Systems Inc.
Edmonton

[Redacted Signature]

Lorna Jellow - Director Human Resources

[Redacted Signature]

Sean Sylvester - VP Operations

Letter of Understanding #1

Between

AlumaSafway Inc. & Aluma Systems Inc.

(The Employer)

And

United Brotherhood of Carpenters and Joiners of America

Local Union 2010

(The Union)

Re: Apprentices

When the Employer has requirements for apprentices in Carpentry or Scaffolding, it will place a posting on the bulletin board inviting existing employees to make an application for such apprenticeship opportunities. Employees who express interest will need to have been employed for a minimum of six (6) months and have not received any discipline in the past year. The Employer and Union will meet to discuss and mutually agree on those chosen to go forward.

The Union will indenture the successful candidates in their respective trades in accordance with the Apprenticeship and Industry Training/Alberta Learning (or its successor).

All Apprentices shall be employed at work which will advance their knowledge of their trade. The advancement for each apprenticeship term shall be the completion of both the practical and technical requirements. Any exceptions shall be determined by mutual agreement between the Employer and the Union. The Apprentice will be required to provide at minimum three (3) months advance notice to the Employer the dates of their next educational term. Failure to do so, may result in the Apprentice not being able to attend.

The Apprentice must also agree to maintain an employment for up to one year after completing their trades training.

Dated at Edmonton, Alberta this 28 day of November, 2025.

Signed on behalf of:

The United Brotherhood of Carpenters
and Joiners of America – Local 2010

[Redacted Signature]

Kristine Byers - Sr. Business
Representative

[Redacted Signature]

Samir Silvestri – Legal Counsel, Alberta
Operations

Signed on behalf of:

AlumaSafway & Aluma Systems Inc.
Edmonton

[Redacted Signature]

Lorna Jellow - Director Human
Resources

[Redacted Signature]

Sean Sylvester - VP Operations

Memorandum of Agreement #1

Between

AlumaSafway Inc. & Aluma Systems Inc.
(The Employer)

And

United Brotherhood of Carpenters and Joiners of America
Local Union 2010
(The Union)

Re: Transition to "Earn & Burn" Vacation Policy

Effective January 1, 2025, Union members covered under this agreement as of the date of ratification will transition to an "Earn & Burn" vacation policy. The Union and the Employer mutually agree to the following terms regarding this transition:

1. Carryover of Accrued Hours: Any accrued vacation hours for Union members as of January 1, 2025, will be carried over.
2. Utilization of Accrued Vacation: During the subsequent two (2) years, Union members will be able to utilize their accrued vacation time earned prior to January 1, 2025.
3. Vacation Request Process: Union members are required to follow the standard process for requesting vacation time as outlined in Employer policy.
4. No Payout for Accrued Vacation: There will be no payout for any accrued vacation hours. Union members must utilize their accrued vacation time by December 31, 2026.

This Memorandum of Understanding reflects the agreement between the Union and the Employer regarding the implementation of the "Earn & Burn" vacation policy and the management of accrued vacation hours during the transition period.

Dated at Edmonton, Alberta this 28 day of November, 2025.

Signed on behalf of:

The United Brotherhood of Carpenters
and Joiners of America – Local 2010

[Redacted Signature]

Kristine Byers - Sr. Business
Representative

[Redacted Signature]

Samir Silvestri – Legal Counsel, Alberta
Operations

Signed on behalf of:

AlumaSafway & Aluma Systems Inc.
Edmonton

[Redacted Signature]

Lorna Jellow - Director Human
Resources

[Redacted Signature]

Sean Sylvester - VP Operations

APPENDIX A

**NOVEMBER 3,
2024- 4%**

Current Level	Classification	Base Rate April 2024	November 1, 2024 Base Rate	*Max Pension 1.5% Matched	Health & Welfare
Level 7	Senior Lead Hand	\$32.65	\$33.96	\$0.51	\$2.10
Level 6	Lead Hand	\$30.19	\$31.40	\$0.47	\$2.10
Level 5	Temporary Lead Hand	\$27.51	\$28.61	\$0.43	\$2.10
Level 4		\$27.51	\$28.61	\$0.43	\$2.10
Level 3		\$25.31	\$26.32	\$0.39	\$2.10
Level 2		\$24.16	\$25.13	\$0.38	\$2.10
Level 1		\$23.01	\$23.93	\$0.36	\$2.10

**November 3,
2025 3%**

Current Level	Classification	November 3, 2024 Base Rate	November 3, 2025 Base Rate	*Max Pension 1.5% Matched	Health & Welfare
Level 7	Senior Lead Hand	\$33.96	\$34.97	\$0.52	\$2.10
Level 6	Lead Hand	\$31.40	\$32.34	\$0.49	\$2.10
Level 5	Temporary Lead Hand	\$28.61	\$29.47	\$0.44	\$2.10
Level 4		\$28.61	\$29.47	\$0.44	\$2.10
Level 3		\$26.32	\$27.11	\$0.41	\$2.10
Level 2		\$25.13	\$25.88	\$0.39	\$2.10
Level 1		\$23.93	\$24.65	\$0.37	\$2.10

**November 1,
2026 2%**

Current Level	Classification	November 3, 2025 Base Rate	November 1, 2026 Base Rate	*Max Pension 1.5% Matched	Health & Welfare
Level 7	Senior Lead Hand	\$34.98	\$35.68	\$0.54	\$2.10
Level 6	Lead Hand	\$32.34	\$32.99	\$0.49	\$2.10
Level 5	Temporary Lead Hand	\$29.47	\$30.06	\$0.45	\$2.10
Level 4		\$29.47	\$30.06	\$0.45	\$2.10
Level 3		\$27.11	\$27.65	\$0.41	\$2.10
Level 2		\$25.88	\$26.40	\$0.40	\$2.10
Level 1		\$24.65	\$25.14	\$0.38	\$2.10

* Per Article 15.02 eligible employees must be enrolled through Canada Life, to access their individual accounts and can adjust their own contribution amounts through Telus Flexit 360 portal.

APPENDIX B



LOCAL 2010 CARPENTERS' REGIONAL COUNCIL

United Brotherhood of Carpenters & Joiners of America
2626 23rd Street NE, Calgary, AB T2E 8L2

T: (403) 283-0747 Toll Free: +1 (888) 331-0563 F: (403) 283-6425

EMPLOYER	LOCAL 2010 CONTRACTORS	
New Members:	The following items must accompany initiation fees and remittances: UBC Membership Application and Dues Authorization Slip	
Initiation:	New members \$30.00 – to be deducted from first pay cheque	
	New Members in addition to \$30 Initiation must pay first and last months dues for a total of \$90.	NOTE: If an individual is rehired or comes back to work from a lay-off, a new application must be sent to the Union. No \$30.00 is charged if a member of Local Union 2010 in the last 24 months
Dues:	Two times the hourly rate of pay per month to a maximum of \$30.00 per month.	
	These items must be sent directly to :	Local Union 2010, Carpenters Union 2626 23 St NE, Calgary, AB T2E 8L2
Health and Wellness	Health and Wellness papers will be sent to the individual worker by the Health and Wellness Administration:	ACAW Trust Funds, Suite 101, 15315 123 Ave, Edmonton, AB T5V 1S6 Phone: 780.477.9131 Fax: 780.477.9134
2010 Administration:	Administration of 2010 members will be done through our Calgary Union Hall:	Local Union 2010, Carpenters Union 2626 23 St NE, Calgary, AB T2E 8L2
Business Representative for Local 2010:	Kristine Byers Phone : 403.283.0747 Ext 5224 Email : kbyers@ubcja.ca	