

# **Memorandum of Agreement**

**Between**

**Latecoere Aerostructures Canada (Avcorp Industries)**

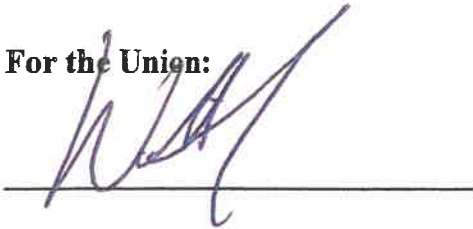
**And**

**International Association of Machinists and Aerospace Workers Local 11**

1. This document constitutes the agreed settlement of all outstanding collective bargaining issues with respect to a revised Collective Agreement.
2. All of the amendments to the new Collective Agreement are as contained in this proposal including the agreed to Green Sheets. Other than these amendments, the full terms and conditions of the existing agreement will apply.
3. It is understood by the parties, that all items of the collective agreement will apply retroactively to April 1, 2025, unless otherwise specified. Retroactive wage payments will be split into installments, to be paid in September and November.
4. The Parties agree to recommend this proposal to their respective principals.
5. This proposal is subject to ratification by the Union.

**Dated at Delta, B.C. this 18 Day of August, 2025.**

**For the Union:**



**For the Company:**



**Delete as follows:**

**~~21.6 Profit Sharing~~**

~~A Deferred Profit Sharing Program will provide an opportunity for employees to share in the profits of the Company. The details of program will be developed within eighteen (18) months following ratification of the contract. Upon Board approval, the Company will distribute a percentage of the Company's annual profits as outlined in Annual Reports, into employee's RRSP accounts. Any such contributions will be made in accordance with established mechanisms and time frames as established by the Board of Directors and prevailing regulatory bodies.~~

**Removal of Article 21.6 Profit Sharing, in lieu of an additional 2% to be added to the Wage Rates (Article 21.2) per year of this Agreement.**

**Amend as follows:**

**Article 21 Wages**

April 1, 2025	April 1, 2026	April 1, 2027
6.5%	3%	3%

**See the attached Wage Rates Table:**

**Amend as follows:**

**23.2 Term of Agreement**

This Agreement shall become effective as of April 1, ~~2025~~ 2019 and shall continue in full force and effect until March 31, ~~2028~~ 2025 and shall renew itself without change each succeeding March 31<sup>st</sup> thereafter unless written notice of intended change is served by either party in accordance with the British Columbia Labour Code.

**Delete as per Union Proposal #40 Green Sheet:**

**Letter of Intent No. 1                      Subject: Collaborative Efforts to Improve Competitive Position**

**Renew:**

**Letter of Intent No. 2                      Subject: Commercial Work**

*Re  
will*

**Amend as per Employer Proposal #16 Green Sheet:**

**Letter of Understanding No. 1                      Subject: Functional Areas**

**Delete as per Union Proposal #41 Green Sheet:**

**Letter of Understanding No. 2                      Subject: Inspector Transition Plan**

**Delete as per Union Proposal #42 Green Sheet:**

**Letter of Understanding No. 3                      Subject: Chargehand Transition Plan**

**Renew:**

**Letter of Understanding No. 4                      Subject: Inspector Technician Training Plan**

**Delete as per Union Proposal #43 Green Sheet:**

**Letter of Understanding No. 5                      Subject: Retirement**

**Amend as per Union Proposal #44 Green Sheet:**

**Letter of Understanding No. 6                      Subject: Tool Replacement**

**Renew:**

**Letter of Understanding No. 7                      Subject: Attendance Management Program for the  
Calculation of Plan Averages**

**Add New:**

**Letter of Understanding No. 8                      FSR Permit Holder (see attached)**

**Add New:**

**Letter of Understanding No. 9                      Electrical Systems Development & Design (see attached)**



**CBA 16 - DRAFT Rev B**  
**Article 21.2 Wage Rates**

New Classification Level	April 1, 2025	April 1, 2026	April 1, 2027
	5.50%	5.00%	5.00%
Tool and Die Maker Optics / Laser Tracker (*premium)	0.27	0.28	0.30
Journey person Tool and Die Maker	46.12	48.43	50.85
Tool and Die Maker 3	42.75	44.89	47.13
Tool and Die Maker 2	40.74	42.78	44.92
Tool and Die Maker 1	38.06	39.96	41.96
Inspector Technician	45.32	47.59	49.97
Inspector	42.75	44.89	47.13
NDI Technician	47.49	49.86	52.36
Lab Technician 1	45.32	47.59	49.97
Lab Technician 2	38.14	40.04	42.05
Journey person Machinist	42.75	44.89	47.13
Machinist Apprentice 5	39.45	41.42	43.49
Machinist Apprentice 4	36.08	37.88	39.77
Machinist Apprentice 3	34.33	36.05	37.85
Machinist Apprentice 2	32.98	34.63	36.36
Machinist Apprentice 1	29.39	30.86	32.41
Certified Mechanic (*Company)	42.75	44.89	47.13
Mechanic 4	39.45	41.42	43.49
Mechanic 3	36.08	37.88	39.77
Mechanic 2	34.33	36.05	37.85
Mechanic 1	32.98	34.63	36.36
Mechanic	29.39	30.86	32.41
Aircraft Structural Technician	42.75	44.89	47.13
AST Apprentice 5	39.45	41.42	43.49
AST Apprentice 4	36.08	37.88	39.77
AST Apprentice 3	34.33	36.05	37.85
AST Apprentice 2	32.98	34.63	36.36
AST Apprentice 1	29.39	30.86	32.41
TQ, Journey person, or Company Certified Painter	42.75	44.89	47.13
Painter Apprentice 4	39.45	41.42	43.49
Painter Apprentice 3	36.08	37.88	39.77
Painter Apprentice 2	34.33	36.05	37.85
Painter Apprentice 1	32.98	34.63	36.36
Material Handler 1	38.45	40.38	42.39
Material Handler 2	36.08	37.88	39.77
Material Handler 3	34.33	36.05	37.85
Master Electrician	47.49	49.86	52.36
Journey person Electrician	42.75	44.89	47.13
Electrician Apprentice 5	39.45	41.42	43.49
Electrician Apprentice 4	36.08	37.88	39.77
Electrician Apprentice 3	34.33	36.05	37.85
Electrician Apprentice 2	32.98	34.63	36.36
Electrician Apprentice 1	29.39	30.86	32.41
Journey person Millwright	42.75	44.89	47.13
Millwright Apprentice 5	39.45	41.42	43.49
Millwright Apprentice 4	36.08	37.88	39.77
Millwright Apprentice 3	34.33	36.05	37.85
Millwright Apprentice 2	32.98	34.63	36.36
Millwright Apprentice 1	29.39	30.86	32.41
General Operations Support 1	34.76	36.50	38.33
General Operations Support 2	32.22	33.84	35.53
General Operations Support 3	29.72	31.20	32.76
General Operations Support 4	27.19	28.55	29.98

**Employer Proposal 27 Rev A: LOU 8 Field Safety Representative Permit Holder**

**LETTER OF UNDERSTANDING NO. 8**

**Avcorp Industries, Inc. (dba Latecoere Aerostructures Canada)**

**And**

**IAMAW District 250**

**Subject: Field Safety Representative Permit Holder**

Whereas pursuant to prevailing legislation and / or regulations, the Company requires a permanent Field Safety Representative (FSR) Permit Holder at the manufacturing facility located in Delta, BC

The parties agree that:

1. The Company shall have the sole discretion to designate one employee in the bargaining unit as the Field Safety Representative Permit Holder. Preference will be given to a Journeyman or Master Electrician, specifically, to the Electrician Chargehand.

Subject to prevailing legislation and / or regulations, it is understood that there will only be one designated FSR Permit Holder for the site. Other employees holding an FSR Certificate will not be entitled to the remuneration defined in this LOU.

2. Prior to confirmation as the FSR Permit Holder, the designated employee must successfully pass the necessary governmental/ regulatory examination(s). Suitable FSR Certification levels are FSR Class A or FSR Class B or equivalent, should the current standards be changed. FSR Class A or B with Restrictions, or any FSR Class C certifications, are not suitable for this role.
3. The Company shall pay all reasonable costs associated with the course(s) approved by the Company, related fees, and reference materials required for the training and examination(s).

For the course(s) approved by the Company, the designated employee will be compensated for the course attendance hours and examination hours at the regular wage rate only, however, this compensation is subject to successful completion of the examination and acquisition of the Field Safety Representative certification.

4. In the event the designated employee fails the initial examination, or, a recertification examination, or, does not acquire the Field Safety Representative certification for any reason whatsoever, the designated employee will be provided with one more opportunity to acquire the certification, as soon as practicable.

During the second opportunity, the Company shall pay all reasonable costs associated with the course(s) approved by the Company, related fees, and, reference materials required for the training and examination(s) only. The designated employee will not be compensated for the hours attending the course(s) approved by the Company or the examination.

In the event the designated employee fails the second opportunity or does not acquire the Field Safety Representative certification for any reason whatsoever, the designated employee will not be eligible for the premium effective the date that determination is made. In this case the Company can designate another employee as the FSR Permit Holder in order to comply with regulations. There will be no layoffs or reduction in manpower in the event this occurs.

5. The FSR Permit Holder may not resign from the designation until another employee has been confirmed as the FSR Permit Holder.
6. The FSR Permit Holder may withdraw from their appointment with 60 calendar days' notice.
7. The FSR Permit Holder will be responsible for all applicable duties outlined in relevant legislation and / or regulations.
8. The FSR Permit Holder will receive a premium of **\$2,400.00** every quarter of the calendar year. The premium will be paid on the first pay period after January 1, April 1, July 1 and October 1. This premium will increase at the same percentage rate as other wages on April 1 of each year as outlined in 21.2 Wage Rates table.

Signed on this \_\_\_\_\_ day of \_\_\_\_\_, 202\_\_.

\_\_\_\_\_  
For the Union

\_\_\_\_\_  
For the Company

☐ Hard Copy

☐ Emailed

**Employer Proposal 28 Rev A: LOU 9 Electrical Systems Development & Design**

LETTER OF UNDERSTANDING NO. 9

Avcorp Industries, Inc. (dba Latecoere Aerostructures Canada)

And

IAMAW District 250

Subject: Electrical Systems Development & Design

This LOU is in recognition that the current Electrician Chargehand, in addition to certifications as FSR Permit Holder and a Master Electrician, has obtained the relevant training, skills, and abilities that allow him to carry out Electrical Development & Design activities pertaining specifically to this site.

And whereas the Company requires ongoing Electrical Systems Development & Design work at the manufacturing facility located in Delta, BC

The parties agree that:

1. The Company shall have the sole discretion to designate this employee in the Bargaining Unit as the Electrical Systems Development & Design Specialist.
2. In general terms, this work is considered outside of Bargaining Unit work. The Parties agree to re-visit this work in the case that the current employee leaves this role and/or his current position.
3. If the current employee leaves his current position and there is no suitable Union member willing or capable of doing this work, the Company reserves the right to employ suitable Staff or Contractor(s) to carry out this work. Additionally, if volume of this work exceeds the capacity or capability of the current Union member, the Company may at any time employ Staff or Contractor(s) to perform the overflow work and, as necessary, will work collaboratively with the Electrical Systems Development & Design Specialist. In such a case, the Current Employee shall not have his work hours or the Design & Development “bonus” reduced or withheld.
4. The Union and/or the Current Employee may withdraw from the Design & Development work content with 60 calendar days’ notice; the quarterly premium payment will be adjusted to meet the calendar days of actual work at that time.

☐ Hard Copy

☐ Emailed

5. The Company may withdraw the Design & Development work content with 60 calendar days' notice; the quarterly premium payment will be adjusted to meet the calendar days of actual work at that time.
6. Should any of the Parties withdraw from this arrangement, such withdrawal shall be considered separate from the Master Electrician and/or FSR Permit Holder role, and those roles shall not be negatively impacted by withdrawal of the Electrical Systems Development & Design Specialist role.
7. The Electrical Systems Development & Design Specialist will be responsible for all applicable duties outlined in relevant legislation and / or regulations.
8. The Electrical Systems Development & Design Specialist will receive a premium of **\$1,400.00** every quarter of the calendar year. The premium will be paid on the first pay period after January 1, April 1, July 1 and October 1. This premium will increase at the same percentage rate as other wages on April 1 of each year, starting in the second year of this Agreement (2026), as outlined in 21.2 Wage Rates table.

Signed on this \_\_\_\_\_ day of \_\_\_\_\_, 202\_\_.

\_\_\_\_\_  
For the Union

\_\_\_\_\_  
For the Company

☐ Hard Copy

☐ Emailed



**Agreed To Item**  
between  
**Latecoere Aerostructures Canada (Avcorp Industries)**  
and  
**IAMAW District 250**

Re: 1.4 Gender Reference  
Union Proposal #2

**AMEND:**

**1.4 Gender References**

~~Wherever the masculine form is used in this Agreement, it shall be construed as also the feminine had been used. The remainder of the sentence shall be construed as if the grammatical changes required had been made.~~

Both parties agree to adopt a gender-inclusive approach to drafting language in this collective bargaining agreement. Our principles are consistent with the values of equality recognized, for example, in the *Canadian Charter of Rights and Freedoms*, as well as with policies that seek to promote gender equality.

X

Walter Gerlach  
IAMAW District 250

X

Robert Coates  
General Manager, LAC

**Agreed To Item**  
between  
**Latecoere Aerostructures Canada (Avcorp Industries)**  
and  
**IAMAW District 250**

Re: 2.2 Rules and Regulations  
Union Proposal #3

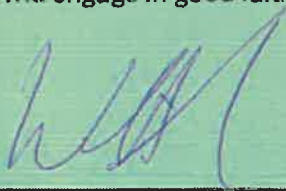
**AMEND:**

**2.2 Rules and Regulations**

The Company shall have the right to establish, maintain and enforce rules and regulations to assure orderly plant operations. It is understood that such rules and regulations shall not be inconsistent with the provisions of the Agreement, and that they shall be freely available for all employees to review upon request. A copy of the Company Rules and Regulations shall also be furnished to the Union ***Business Representative and Senior Steward.***

The Company agrees to provide sixty (60) calendar days notice of any changes that impact employees and will engage in good faith discussions with the Union on such matters.

X



Walter Gerlach  
IAMAW District 250

X



Robert Coates  
General Manager, LAC

**Agreed To Item**  
between  
**Latecoere Aerostructures Canada (Avcorp Industries)**  
and  
**IAMAW District 250**

Re: 5.1 Probationary Employee  
Union Proposal #4

**AMEND:**

**5.1 Probationary Employee**

A new employee must successfully complete a probationary period of one hundred and ~~twenty (120)~~ **(100)** days worked, exclusive of overtime.

This probationary period may be extended by mutual agreement between the Company and the Senior Shop Steward or ~~his~~ **their** designate.

After completing the probationary period an employee shall be regarded as a permanent employee and their seniority shall be calculated from the date of hire.

If during the probationary period, it is recommended by the employee's manager with Chargehand input, the employee's wage rate shall be reviewed and a ~~one-time~~ wage rate increase may be made. All decisions with respect to wage rate increases rest with management. Adjustments shall not be retroactive.

X

Walter Gerlach  
IAMAW District 250

X

Robert Coates  
General Manager LAC



**Agreed To Item**  
between  
**Latecoere Aerostructures Canada (Avcorp Industries)**  
and  
**IAMAW District 250**

Re: 6.4 (a) Mechanic  
Union Proposal #5

**AMEND:**

6.4 (a) Mechanic

One who has passed through recognized training and has demonstrated to the Company that he has ~~they have~~ sufficient experience and ability in carrying out machine, bench, hydraulics, assembly, finished work, **oil and dipping of production parts** or other duties, and is competent to work directly from drawings and perform all operations of his ~~their~~ trade. Includes Bench and Structural Assembler, Production Machine Operator (excluding machine shop production machines) and Process Line Operator (Chromic and Phosphoric Lines), as well as sufficient experience and ability in the general operations of the Company's Metal Bond shops and clean rooms. Employees assigned to Robotic cell operation must be at the highest Mechanic level or Aircraft Structural Technician.

X

Walter Gerlach  
IAMAW District 250

X

Robert Coates  
General Manager LAC

**Agreed To Item**  
between  
**Latecoere Aerostructures Canada (Avcorp Industries)**  
and  
**IAMAW District 250**

Re: 6.5 a) Inspector Technician & 6.5 b) Inspector  
Union Proposal #6

**AMEND:**

**6.5 a) Inspector Technician**

An employee who performs all the requirements of the Inspector (Article 6.5 (b)) classification and is qualified in one or more of the following capabilities:

Fluorescent penetrant inspection - level 2 mil-std **NAS-410**  
CMM Qualifications Level 1  
**Laser Tracker (Metrology)**

**6.5 b) Inspector**

One who has demonstrated to the Company that he has sufficient knowledge of process specifications, materials, specifications and blueprint reading, measurement /testing and recording requirements, **in house Calibration**, manufacturing process audit techniques, in order to inspect in accordance with approved standards, all repaired, overhauled, or manufactured parts, components, and assemblies and / or audit of the related manufacturing processes and ~~i~~nstron testing related to production coupon testing.

***Any non conformance identified during inspection or audits, must be documented and reported according to company quality procedures.***

X



Walter Gerlach  
IAMAW District 250

X



Robert Coates  
General Manager, LAC

**Agreed To Item**  
between  
**Latecoere Aerostructures Canada (Avcorp Industries)**  
and  
**IAMAW District 250**

Re: 6.6 NDI Technician  
Union Proposal #7

**AMEND:**

One who has demonstrated to the Company that they have the sufficient knowledge to progress in the required field Ultrasonic testing.

Upon appointment to the NDI classification an employee will commence training in Ultrasonic testing discipline **up to and including level II.**

NDI Technician shall be paid the wage rate set out in Article 21 of the Collective Agreement as follows:

A training rate of \$2.00 per hour less than the top NDI Inspector rate until qualified as a level one.

Should the Company be required to add Magnetic Particle or Eddy Current capabilities, this work and associated certifications would be part of the NDI classification.

X

Walter Gerlach  
IAMAW District 250

X

Robert Coates  
General Manager, LAC



**Agreed To Item**  
between  
**Latecoere Aerostructures Canada (Avcorp Industries)**  
and  
**IAMAW District 250**

Re: 6.8 General Operations Support  
Union Proposal #8

**AMEND:**

6.8 General Operations Support

Employees who can carry out any of the following functions:

1. General Labour
2. Janitorial Functions
3. Oiling / Dipping
4. Part and Tool transfer from workstation to workstation
5. 3. Supplies pickup
6. 4. General Woodworking
7. 5. General Maintenance for the facility

The tasks numbered 1 to 3-5 covered by this classification can also be carried out by employee(s) in other classifications if so decided. Employees in this classification will not be restricted from using the appropriate tools to carry out their function efficiently.

X

Walter Gerlach  
IAMAW District 250

X

Robert Coates  
General Manager LAC

**Agreed To Item**  
between  
**Latecoere Aerostructures Canada (Avcorp Industries)**  
and  
**IAMAW District 250**

Re: 6.13 Chargehand  
Union Proposal #10

**AMEND:**

**6.13 Chargehand**

- Takes an active role in health and safety matters.
- Must have obtained the highest level within one of the classifications within the area.
- Will be the leading working member of the assigned area who organizes and assigns the work.
- Responsible for administration of employee time verification, shift rotations, and management authorized overtime.
- Provide on-the-job training and technical advice.
- Schedule work through work centers and make every effort within their control to ensure schedules are met.
- Ensure that clear employee and functional area performance expectations are communicated to employees.
- ~~Mediate conflict resolution.~~
- Provide input to supervisors for employee evaluations.
- Lead by example.
- Make every effort within his control to ensure productivity in their assigned area.
- Make every effort within his control to ensure proper operational procedures and quality standards are adhered to.

X

Walter Gerlach  
IAMAW District 250

X

Robert Coates  
General Manager, LAC



**Agreed To Item**  
between  
**Latecoere Aerostructures Canada (Avcorp Industries)**  
and  
**IAMAW District 250**

Re: 6.15 Apprentice  
Union Proposal #11

**AMEND:**

**6.15 Apprentice**

**Skilled Trades BC apprenticeship opportunities for Aircraft Structural Technician (AST), Millwright, Electrician, Machinist, Painter and Decorator, and Tool and Die Maker shall BC Government Aircraft Structural Technician Apprentice and Machinist Apprentice. Shall be hired per Article 8. They shall accrue seniority in the classification into which they are hired.**

**Third party institutions administering the programs must be acknowledged by Skilled Trades BC. The Apprenticeship requirements of Skilled Trades BC and third parties administering the programs are subject to change at their discretion.**

**In the event an apprenticeship opportunity is not available through Skilled Trades BC, the parties will mutually agree to an alternate certification process or refer to Article 8.6.**

X

Walter Gerlach  
IAMAW District 250

X

Robert Coates  
General Manager: LAC

**Agreed To Item**  
between  
**Latecoere Aerostructures Canada (Avcorp Industries)**  
and  
**IAMAW District 250**

Re: 8.1 Joint Training Committee  
Union Proposal #12

**AMEND:**

The purpose of this Committee ~~will be to oversee the training required for progression to trades qualifications.~~ **evaluate and administer the certification pathway for Employees obtaining either an Apprenticeship (ref Article 6.15) or Alternate Certification (ref Article 8.6).**

The Committee will be comprised of two (2) nominated members from the Union and two (2) from the Company.

Management is responsible for creating, modifying and approving ~~TQ task list~~ **Alternate Certification** criteria and shall request relevant input from the Joint Training Committee.

~~All Members~~ of the Committee must **unanimously** endorse all applications to challenge the **Alternate Certification TQ Exam**. ~~This Committee will be responsible for administering Apprentice Training. The Committee will be responsible for monitoring the approved TQ task list criteria and setting up the Avcorp log book for recording work experience.~~

X

Walter Gerlach  
IAMAW District 250

X

Robert Coates  
General Manager LAC



**Agreed To Item**  
between  
**Latecoere Aerostructures Canada (Avcorp Industries)**  
and  
**IAMAW District 250**

Re: 8.3 Posting of Apprenticeship Openings  
Union Proposal #13

**AMEND:**

Openings for any Apprenticeships shall be posted on the Company bulletin boards and appointments shall be made in accordance with Article 7. Existing bargaining unit employees of Avcorp shall be given first preference for these positions **provided they meet the eligibility requirements of the applicable apprenticeship.** ~~should they meet the required qualifications and successfully complete the government placement exams.~~

The Company shall make every effort to maintain ~~present numbers of Apprentices~~ **apprenticeship opportunities** by posting new positions when existing Apprentices ~~complete their Apprenticeship and achieve Journeyman status~~ **a Certificate of Apprenticeship.** **Apprenticeship opportunities are subject to operational requirements.**

Employees who successfully post into the Apprenticeship program shall have their current wage rate maintained until such time as their Apprentice wage rate exceeds the rate they were earning at the time of acceptance into the Apprenticeship program. ~~The Joint Training Committee shall recommend which stage of the Apprenticeship training program an Apprentice shall enter dependent on his education and experience.~~

~~On-site training classes for Apprentices shall be conducted during normal dayshift work hours. This time shall be unpaid. Where an Apprentice desires, and with the agreement of his~~ **their** Manager, an Apprentice may work additional hours to make up for the time spent in training.

X

Walter Gerlach  
IAMAW District 250

X

Robert Coates  
General Manager LAC

**Agreed To Item**  
between  
**Latecoere Aerostructures Canada (Avcorp Industries)**  
and  
**IAMAW District 250**

Re: 8.6 ~~TQ~~ **Alternate Certification for Existing Employees**  
Union Proposal #14

**AMEND:**

**Openings for Alternate Certification training shall be posted on the Company bulletin boards, and appointments shall be made in accordance with Article 7. Existing bargaining unit employees shall be given first preference for these positions provided they meet the eligibility requirements of the applicable classification.**

**a) Mechanics**

In order to meet the requirements of Article 6.4 ~~(b)~~ the Company will provide **mechanics** opportunities ~~for cross-training and challenge of TQ certification or to achieve a Certificate of Apprenticeship in accordance with Article 8.3, or achieve a Company certification by participating in an alternate certification training program, or achieve a Company certification by successfully completing the challenge exam for Company certification. The Joint Training committee will provide recommendations for the pathway to certification Per Article 8.1. Such cross-training will be made available to employees who are Mechanics at the date of ratification of this Collective Agreement, provided they achieve the required six (6) years' experience in the trade. Cross-training shall be subject to operational requirements and capacity.~~

~~In order to be classified as an Aircraft Structural Technician, employees challenging the TQ exam must complete the approved task list and pass the practical examination. Completion of the task list may be for tasks completed at the Company and / or for previous experience as verified by outside companies.~~

Mechanics who do not participate in the **apprenticeship or Company certification program** ~~cross-training program~~ shall progress through the Mechanic classification levels in accordance with Article 21.

~~Employees who are Learner Mechanics at the date of ratification of this Collective Agreement, or who are hired from outside the Company as Learner Mechanics, will be encouraged to bid into and successfully complete the apprenticeship program.~~

Nothing in this Article shall be interpreted in such a way as to prevent employees who are Mechanics at the date of ratification from posting for an Apprenticeship position.



**b) Machinists**

Cross-training shall be offered to employees who are Machinists at the date of ratification of this Agreement, or who are hired from outside the Company as Machinists. Current eligible Machinists shall take priority over those hired from outside.

For current Machinists, cross-training opportunities shall commence, in order of classification seniority, within three (3) months of proving the required six (6) years experience in their trade. Cross-training shall be completed within twelve (12) months. For Machinist hired from outside, cross-training shall be subject to operational requirements and capacity.

**c) Metal Bond / Composite Fabricator**

Employees in the Metal Bond / Composite Fabricator classification as of the date of ratification shall be eligible for enrollment in the Journeyman program provided they meet the hours of experience requirement of the existing program.

**d) Painter**

Employees in the Painter classification will be encouraged to bid into and successfully complete the apprenticeship program or achieve a Company Certification by participating in an alternate certification training program. The Joint Training committee will provide recommendations for the pathway to certification Per Article 8.1. as of the date of ratification shall be eligible for enrollment in the Journeyman program provided they meet the hours of experience requirement of the existing program.

**e) Toolmaker**

Employees in the Toolmaker classification as of the date of ratification shall be eligible for enrollment in the Journeyman ~~company certification or other approved~~ programs provided they meet the hours of experience requirement of the existing programs.

X

Walter Gerlach  
IAMAW District 250

X

Robert Coates  
General Manager, LAC

**Agreed To Item**  
between  
**Latecoere Aerostructures Canada (Avcorp Industries)**  
and  
**IAMAW District 250**

Re: 8.7 Mentor Training  
Union Proposal #15

**AMEND:**

**8.7 Mentor Training**

The parties agree to the development of a mentor-training program ~~during the life of this Collective Agreement.~~ **based on the understanding that a mentor is a Bargaining Unit employee with the applicable qualifications.**

This program is to be developed by the Joint Training Committee and approved by Management and shall include recommendations regarding train the trainer opportunities for employees tasked with providing training in house.

Any employee who presents classroom-based training programs to other employees shall receive a premium of one dollar (\$1.00) per hour for Management approved classroom hours.

X

Walter Gerlach  
IAMAW District 250

X

Robert Coates  
General Manager LAC

**Agreed To Item**  
between  
**Latecoere Aerostructures Canada (Avcorp Industries)**  
and  
**IAMAW District 250**

Re: 12.2 Absence for More Than Three Working Days Per Year  
Union Proposal #20

**DELETE:**

~~12.2 Absence For More Than Three Working Days Per Year~~

~~If an employee is absent from work for a total of three (3) working days per year and neglects to notify the Company, the employee's service may be terminated.~~

X

  
\_\_\_\_\_  
Walter Gerlach  
IAMAW District 250

X

  
\_\_\_\_\_  
Robert Coates  
General Manager, LAC



**Agreed To Item**  
between  
**Latecoere Aerostructures Canada (Avcorp Industries)**  
and  
**IAMAW District 250**

Re: Article 15 Hours of Work  
Union Proposal #21

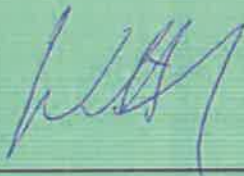
**AMEND:**

Article 15 Hours of Work

The Union recognizes the Company's requirement to meet customer needs for a seven (7) day week operation and the Company recognizes the employees desire to maintain the nine (9) day fortnight. Based on the above, the parties agree to maintain the nine (9) day fortnight but on an alternating basis in order to accommodate the Company's need for a seven (7) day week operation in the increasingly competitive aerospace manufacturing industry. The parties may review requests to alter current fortnight arrangements.

Locally affected employees may recommend to the Employer and the Union changes to their starting times as set out in this Article.

X



Walter Gerlach  
IAMAW District 250

X



Robert Coates  
General Manager LAC



**Agreed To Item**  
between  
**Latecoere Aerostructures Canada (Avcorp Industries)**  
and  
**IAMAW District 250**

Re: 16.5 Authorization of Overtime  
Union Proposal #24

**AMEND:**

**16.5 Authorization of Overtime**

Overtime will be voluntary, however should ~~manpower~~ ***overtime*** be required ***on an emergent basis, the company shall seek volunteers first. In the event there are no volunteers, on a rotational basis, the least senior employee in the functional area who is capable of performing the work will be directed to perform the required task on a rotational basis the least senior employee in the functional area who is capable of performing the work will be directed to perform the required task.***

Whenever possible when overtime is authorized, twenty-four (24) hours advance notice shall be furnished to the employee concerned, and the wishes of the employees shall be given consideration in the allocation of such overtime. For weekend overtime, whenever possible forty-eight (48) hours advance notice shall be furnished to the employee concerned. A rest period shall be included in each four (4) hour work period exclusive of meal period, as per Article 15, "Hours of Work."

X

Walter Gerlach  
IAMAW District 250

X

Robert Coates  
General Manager, LAC

**Agreed To Item**  
between  
**Latecoere Aerostructures Canada (Avcorp Industries)**  
and  
**IAMAW District 250**

Re: 16.6 Distribution of Overtime  
Union Proposal #25

**AMEND:**

Article 16.6 – Distribution of Overtime

The Company agrees to make every effort to distribute overtime equally among employees in the functional area who are able to do the work.

The method of equally distributing overtime will be posted on Company visibility boards throughout the plant.

***Time refused will count as time worked for the purpose of establishing fair distribution.***

X 

Walter Gerlach  
IAMAW District 250

X 

Robert Coates  
General Manager, LAC

**Agreed To Item**  
between  
**Latecoere Aerostructures Canada (Avcorp Industries)**  
and  
**IAMAW District 250**

Re: 16.7 Banking of Overtime  
Union Proposal #26

**AMEND:**

**16.7 Banking of Overtime**

Overtime hours can at the employee's option and at the time of each overtime occurrence, be credited to an overtime bank at the applicable overtime ~~basis rate~~ or will be paid as ~~above out~~. On forty-eight (48) hours advance notification by an employee and at the Company's discretion, hours in the overtime bank may be granted as time off in lieu. Any ~~amounts of excess~~ banked time outstanding at the end of March, June, September and December will be paid to the employee at the rate earned.

***Up to 42.5 hours will be carried over automatically.***

Outstanding banked overtime will be paid out on the first pay following the last pay period in each of these months. Employees will be advised of their overtime bank status on their bi-weekly pay statements.

An employee may request, in writing, an extension equal to forty-two and one-half (42.5) hours of banked time from one period to the next.

X

Walter Gerlach  
IAMAW District 250

X

Robert Coates  
General Manager, LAC



**Agreed To Item**  
between  
**Latecoere Aerostructures Canada (Avcorp Industries)**  
and  
**IAMAW District 250**

Re: 16.9 Overtime Flow Chart  
Union Proposal #27

**AMEND:**

16.9 Overtime Flow Chart

***Change flow chart to reflect article 16.2 (weekly Overtime)***

X

Walter Gerlach  
IAMAW District 250

X

Robert Coates  
General Manager, LAC

**Agreed To Item**  
between  
**Latecoere Aerostructures Canada (Avcorp Industries)**  
and  
**IAMAW District 250**

Re: 18.3 Requests For Vacation  
Union Proposal #28

**AMEND:**

**18.3 Requests For Vacation**

The Company will require all employees to take annual vacation and ~~may close the plant for such purposes, or in the alternative,~~ may stagger their annual vacation in order to maintain continuous production.

Employee(s) will be provided an opportunity to submit written requests for vacation time off. All such requests are to be provided to the employee's Supervisor or his designate for approval by March 31 of each year. Such requests will be responded to by April 15 of each year and employee requests will be either approved or denied. Employees whose requests are denied may re-submit alternative dates within ~~forty-eight (48) hours.~~ **5 working days.** Such requests will be responded to by April 30 of each year.

Requests for vacation time between December 15 and January 15 shall be responded to by October 15 of each year. ~~However, should there be a Christmas Plant Shutdown scheduled for that year, requests for vacation time between December 15 and following January 15 shall be responded to by November 15 of that year.~~

Should there be conflicts regarding the scheduling of vacation, then such employee conflicts will be resolved by Company seniority within a functional area.

Employee requests for vacation received on or after April 1st will be considered for approval on a first come, first serve basis. Such requests must be made at least forty-eight (48) hours prior to the commencement date of the vacation leave. The Company will respond to such requests within forty-eight (48) hours of the time the request is made.

All vacations are to be taken as time off by April 30th of the following vacation year.

No vacation carry over will occur except in exceptional situations on a case by case basis as determined and approved by the Employer.

X

Walter Gerlach  
IAMAW District 250

X

Robert Coates  
General Manager, LAC



**Agreed To Item**  
between  
**Latecoere Aerostructures Canada (Avcorp Industries)**  
and  
**IAMAW District 250**

Re: 18.4 Plant Shutdown  
Union Proposal #29

**AMEND:**

**18.4 Plant Shutdown**

Employees will be notified by March 1st of a Summer Plant Shutdown required in that year. Employees will be notified by ~~October 1st~~ **September 15<sup>th</sup>** of any Christmas Plant Shutdown required in that year.

~~Unless some justified circumstances based upon customer needs exist, s~~ Shutdowns shall be limited to a total of three (3) weeks per calendar year. ~~Where such justified circumstances based upon customer needs exist, the Company shall meet with the Union Shop Committee in order to discuss reasons for shutdown.~~

In the event of a plant shutdown the Company will specify which department(s) and / or project(s) if any, aside from the Maintenance Department, will continue normal operations. The Company agrees to provide the Union with ~~forty-two (42)~~ **fifty-six (56)** days prior notice which departments will continue normal operations.

Employees who want to work during the shutdown should notify the Human Resources Department by written memo at least thirty (30) calendar days prior to the particular plant shutdown date.

The selection criteria sequence for determining which employees will work during a plant shutdown will be as follows:

1. Within a Functional Area by Classification Seniority.
2. Within a Classification by Classification Seniority.
3. Outside Classifications by Company Seniority.

A list of employees that have been selected to work during the plant shutdown will be posted twenty- one (21) calendar days prior to the shutdown.

To schedule this time off, the leave will be approved in the following sequence:

1. Prior year(s) vacation entitlement, then,
2. Banked overtime, or current year's vacation entitlement, or Unpaid Leave of Absence

X



Walter Gerlach  
IAMAW District 250

X



Robert Coates  
General Manager, LAC

**Agreed To Item**  
between  
**Latecoere Aerostructures Canada (Avcorp Industries)**  
and  
**IAMAW District 250**

Re: 21.4 Progression  
Union Proposal #31

**AMEND:**

Qualifications for higher wage rates through scheduled progression assumes that an employee will achieve a normal rate of progress in the accumulation of the skill and job knowledge required **provided the company gives an opportunity to participate in the training.**

*An employee evaluation process will be used to determine an employee's progress and will occur at pay progression intervals.*

Should an employee not achieve a normal rate of progress in the accumulation of the skill and job knowledge required, then the employee may be held at their current rate until they reach an acceptable rate of progress.

Both the employee and the Union will be so advised. Such written warning must be issued no later than fourteen (14) calendar days prior to the scheduled increase.

***As a condition of employment, all new hires (including existing employees filling a posted vacancy) will participate in the recommended training path that will lead to either Journey person, Master, AST, TQ, or Company Certification in Progression Groups B and C.***

**21.4 a) Progression Group A**

*Progression shall be fifty-two (52) weeks except for Learners 1 through 6 which will be twenty-six (26) weeks. for the following Article 6 Classifications:*

- **6.8 General Operations Support**
- **6.9 Material Handler**
- **6.12 Laboratory Technician**

**21.4 b) Progression Group B: Alternate Certifications**

**This Group applies to the following Article 6 Classifications who are following the Article 8.6 Alternate Certification training and/or challenge pathways:**

- **6.4a Mechanic**  
or
- **6.10 Aircraft Parts Painter**



Employees in this Group shall not progress to the next level until they have successfully completed all the requirements of their current level. If training opportunities are limited due to operational requirements, employees in these two classifications will progress after fifty-two (52) weeks.

Employees in this Group will not progress to the top level of their classification (Journeyman, Company Certified, or TQ rates), unless they have obtained their Certificate of Apprenticeship (or equivalent) or Company Certification.

#### **21.4 c) Progression Group C: Apprenticeships**

This Group applies to the following Article 6 Classifications:

- 6.3 Machinist
- 6.4a Mechanic
- 6.4b Aircraft Structural Technician
- 6.7 Electrician
- 6.10 Aircraft Parts Painter
- 6.11 Millwright

Apprentices in this Group shall not progress to the next level until they have successfully completed the requirements of their current apprentice level.

Employees in this Group will not progress to the top level of their classification (Journeyman, Master, AST, or TQ rates), unless they have successfully completed all required training, work-based hours, and examinations and have obtained their Certificate of Apprenticeship or equivalent.

#### **21.4 d) Progression Group D**

Employees in the Article 6.2 Tool and Die Maker classification will only progress through the classification levels through successful completion of training as follows:

- i) Tool and Die Maker 1:  
Successful completion of Machinist Apprenticeship (including Challenge opportunities as applicable) to progress to Tool and Die Maker 3.
- ii) Tool and Die Maker 2:  
Successful completion of Machinist Apprenticeship (including Challenge opportunities as applicable) to progress to Tool and Die Maker 3.
- iii) Tool and Die Maker 3:  
Tool and Die Maker Red Seal Challenge to progress to Journeyman Tool and Die Maker.
- iv) Journeyman Tool and Die Maker:

Employees in this Group will not progress to the Journey person Tool and Die Maker level unless they have successfully completed all required training, work-based hours, and examinations and have obtained their Red Seal (or equivalent).

- v) **Tool and Die Maker Optics / Laser Tracker:**  
The Optics/Laser Tracker premium is available to all levels in this Classification per Article 6.2, provided the employee has successfully completed the requirements. This premium is independent of progression.

Employees in the Tool and Die Maker classification who do not participate in these training pathways will remain at their current classification levels without progression.

#### 21.4 e) Progression Group E

The following Article 6 Classifications have only one level and therefore progression does not apply:

- 6.5a Inspector Technician
- 6.5b Inspector
- 6.6 NDI Technician

These classifications generally have specific training requirements for their disciplines, and when applicable, rates during training and after qualification are defined within their respective Article 6 classification descriptions.

X

Walter Gerlach  
IAMAW District 250

X

Robert Coates  
General Manager, LAC



**Agreed To Item**  
between  
**Latecoere Aerostructures Canada (Avcorp Industries)**  
and  
**IAMAW District 250**

Re: 25.2 Notification  
Union Proposal #34

**AMEND:**

*When planning the introduction of technological changes, the Company agrees to notify the District Lodge as far in advance as possible before the introduction of significant technological changes **no later than ninety (90) days prior to implementation of technological changes.** Following such notification, the Company and the District Lodge will meet to determine and resolve:*

- a) The effect upon the members of the Bargaining Unit
- b) The classifications necessary to cover the work required (Reference Article 6.)
- c) Reasonable training and instruction of Bargaining Unit members necessary to perform the work
- d) The impact of work moving from one classification to another

*Technological change will be considered the introduction of new or modified equipment, or techniques which will displace Bargaining Unit employees.*

X

Walter Gerlach  
IAMAW District 250

X

Robert Coates  
General Manager, LAC

**Agreed To Item**  
between  
**Latecoere Aerostructures Canada (Avcorp Industries)**  
and  
**IAMAW District 250**

Re: 25.3 On-The-Job Training  
Union Proposal #35

**AMEND:**

**25.3 On-The-Job Training**

It is the Company's practice to continue on-the-job-training to ensure Bargaining Unit employees ~~(with the basic knowledge and the ability to be trained)~~, will be provided with the opportunity to keep current with new methods, tools, machines and new technology affecting their work and job security.

When technological change may require additional knowledge and skill on the part of a permanent employee, such employee shall be given the appropriate training ~~where practical~~, to qualify to retain their employment. A reasonable time will be afforded to the employee in which to qualify. Instruction or training shall be done at the employee's regular rate and during scheduled working hours.

X

Walter Gerlach  
IAMAW District 250

X

Robert Coates  
General Manager, LAC

**Agreed To Item**  
between  
**Latecoere Aerostructures Canada (Avcorp Industries)**  
and  
**IAMAW District 250**

Re: 25.5 Artificial Intelligence  
Union Proposal #36

Article 25.5 **Artificial Intelligence** (NEW ARTICLE 25.5, RENUMBER ARTICLES AS REQUIRED)

***The parties agree that AI will be used to augment, not replace the work done by the bargaining unit employees.***

***"Artificial Intelligence": For the purposes of this agreement, "artificial intelligence" shall refer to technology that performs tasks that normally require human intelligence, including but not limited to machine learning and natural language processing.***

X

Walter Gerlach  
IAMAW District 250

X

Robert Coates  
General Manager, LAC



**Agreed To Item**  
between  
**Latecoere Aerostructures Canada (Avcorp Industries)**  
and  
**IAMAW District 250**

Re: 25.5 Employees Unable to be Retrained  
Union Proposal #37

**25.5 Employees ~~Unable~~ to be Retrained**

If by reason of a technological change the employee cannot be retrained in accordance with Article 25.3 above the employee shall:

- i) Be given an opportunity to fill any vacancy for which ~~he/she is~~ **they are** qualified in accordance with Article 7, ~~or~~ **if unsuccessful in filling the vacancy, then**
- ii) Follow the procedure as outlined in Article 9.

X

Walter Gerlach  
IAMAW District 250

X

Robert Coates  
General Manager LAC

**Agreed To Item**  
between  
**Latecoere Aerostructures Canada (Avcorp Industries)**  
and  
**IAMAW District 250**

Re: 26.9 Health and Dental Coverages  
Union Proposal #39

**AMEND:**

**26.9 Health and Dental Coverages**

*The following is for clarification of the Health and Dental Coverages as per this agreement.*

*The previous plan was Desjardins policy # 640890.*

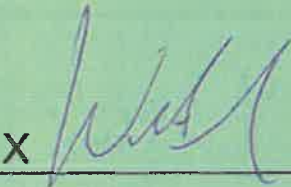
*Presently the coverages are as follows:*

<i>Union employees</i>	<i>Policy number</i>	<i>Carrier</i>
<i>Accidental Death and Dismemberment (AD&amp;D)</i>	<i>100012326</i>	<i>Industrial Alliance - Special Markets Solutions (IAP)</i>
<i>Employee Assistance Program (EAP)</i>	<i>avcorpsi</i>	<i>Telus</i>
<i>Life, Disability</i>	<i>RBC00003484</i>	<i>RBC</i>
<i>Health and Dental</i>	<i>Group # 61027</i>	<i>Telus Health, Administration by ARC</i>
<i>Travel</i>	<i>23063</i>	<i>Blue Cross</i>

*An employee can request a printed version of the coverage, if they do not have access to the electronic information, including the production of a benefits card.*

***Any subsequent plan to replace the present Health and Dental Plan will be the equivalent coverage or better.***

X



Walter Gerlach  
IAMAW District 250

X



Robert Coates  
General Manager, LAC



**Agreed To Item**  
between  
**Latecoere Aerostructures Canada (Avcorp Industries)**  
and  
**IAMAW District 250**

Re: Letter of Intent No.1  
Union Proposal #40

**DELETE:**

**LETTER OF INTENT NO. 1**

~~**Avcorp Industries**  
**And**  
**IAM & AW Northwest District 250**~~

~~**Subject: Collaborative Efforts to Improve Competitive  
Position**~~

~~The Company and Union recognize that long term viability of the Company rests on our ability to collaborate to improve our competitive position. Notwithstanding the jurisdictions and rights / responsibilities as laid out in the Collective Agreement, the Company and the Union agree that through the life of the contract, collaborative effort among all employees improving the competitive position of the Company shall be a primary consideration.~~

~~A key component of our collaborative approach is creating an environment of mutual respect and fairness in the workplace. All employees of the Company, including both management and bargaining unit employees, are expected to treat one another in a respectful and professional manner in the performance of their duties and interactions with other employees. Where it is alleged that any employee has breached this obligation in his treatment of another, a complaint may be lodged in writing with the Senior Shop Steward and the Human Resources Department. Nothing in this Letter or the Process for Investigation precludes an employee from filing a grievance over an alleged violation.~~

~~**Process for Investigation of Complaints under Letter of Intent No. 1:**~~

~~The parties have agreed to build an environment of mutual respect in the workplace at Avcorp. This is outlined in Letter of Intent No. 1. It is agreed that complaints under this Letter of Intent shall be dealt with quickly and efficiently, in order to maintain a high level of professionalism in the workplace.~~

~~Where an event occurs that is alleged to have breached Letter of Intent No. 1, respecting an employee's obligation of respect and professionalism, the following process shall be followed:~~

~~Step 1 The individual shall lodge a complaint in writing with the Senior Shop Steward and the Senior Employee Relations Specialist of Human Resources.~~

~~Step 2 As soon as possible thereafter, the Senior Shop Steward and the Senior Employee Relations Specialist (or their alternates) shall review the document and investigate the matter to confirm the facts. This may include interview of the complainant and the person against whom the complaint has been lodged, as well as other appropriate individuals and /or witnesses.~~

Collective Agreement  
April 2019

Determination is made as to whether the complaint is to be accepted or dismissed.

If the complaint is accepted, the Senior Shop Steward and Senior Employee Relations Specialist shall convene a mediation meeting (where appropriate) in an effort to resolve the complaint. If such efforts fail to resolve the complaint the matter shall be moved to Step 3.

~~Step 3 Failing resolve at Step 2, the matter shall be discussed between the Business Representative of the Union and the Vice President of Human Resources for the Company. All relevant information shall be reviewed by the parties. If the matter cannot be finally resolved at such meeting, the matter shall be moved to Step 4.~~

~~Step 4 If the Complaint is made against a member of management or staff, the matter shall be put before the President / CEO of the Company or his designate. If the complaint is made against a member of the Union, the matter shall be put before the Directing Business Representative of the Union or his designate.~~

X

Walter Gerlach  
IAMAW District 250

X

Robert Coates  
General Manager LAC



**Agreed To Item**  
between  
**Latecoere Aerostructures Canada (Avcorp Industries)**  
and  
**IAMAW District 250**

Re: Letter of Understanding #3  
Union Proposal #42

**DELETE:**

LETTER OF UNDERSTANDING NO. 3

Avcorp Industries Inc.

And

IAM & AW Northwest District 250

Subject: Chargehand Transition Plan

With the move to cells the Chargehand's role may evolve into co-ordination of a multi-functional work

group:

Chargehands will continue to give technical advice to employees in their own classification. If technical advice is needed for employees in other classifications under his area of responsibility he may

call on staff technical support or other employees with the technical background:

Signed on this \_\_\_\_\_ day of \_\_\_\_\_, 2020.

For the Union

For the Employer

X 

Walter Gerlach  
IAMAW District 250

X 

Robert Coates  
General Manager, LAC



**Agreed To Item**  
between  
**Latecoere Aerostructures Canada (Avcorp Industries)**  
and  
**IAMAW District 250**

Re: Letter of Understanding #5  
Union Proposal #43

**DELETE:**

~~LETTER OF UNDERSTANDING NO. 5~~

~~Avcorp Industries Inc.~~

~~And~~

~~IAM & AW Northwest District 250~~

~~Subject: Retirement~~

~~The language below modifies Article 19.2 for a period of twenty-four (24) months from the date of ratification of Collective Agreement 15:~~

~~Retirement pay will be provided, at the employee's hourly rate of pay times one hundred (100) hours, in addition to the retirement pay provided in Article 19.2 and 11.12.~~

~~Signed on this \_\_\_\_\_ day of \_\_\_\_\_, 2020:~~

For the Union

For the Employer

X



Walter Gerlach  
IAMAW District 250

X



Robert Coates  
General Manager, LAC

**Agreed To Item**  
between  
**Latecoere Aerostructures Canada (Avcorp Industries)**  
and  
**IAMAW District 250**

Re: Letter of Understanding #6  
Union Proposal #44  
**AMEND:**

LETTER OF UNDERSTANDING NO. 6  
Avcorp Industries Inc.  
And  
IAM & AW Northwest District 250  
Subject: *Tool Replacement*

The Company will determine tool requirements and provide all tools.

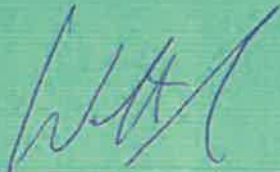
The Company will reimburse Machinists, Millwrights, **Electricians** and Toolmakers for the value of personal tools that have been authorized for use by the Company and have been worn out or broken. The employee will submit an invoice to the Company for approval and payment.

To be eligible for tool replacement, an employee must provide the Company with the worn or broken tool, a list of their tools not supplied by the Company but required for their work, verified by a management representative in authority.

Missing tools will not be replaced by the Company.

Signed on this \_\_\_\_\_ day of \_\_\_\_\_, 2020-2025.  
For the Union                      For the Employer

X



Walter Gerlach  
IAMAW District 250

X



Robert Coates  
General Manager, LAC

**Agreed To Item**  
between  
**Latecoere Aerostructures Canada (Avcorp Industries)**  
and  
**IAMAW District 250**

**8.7 Mentor Training**  
Union Proposal #45

**AMEND:**

The parties agree to the development of a mentor-training program during the life of this ~~Collective Agreement~~ **based on the understanding that a mentor is a certified Journeyperson (or has achieved the highest certification level within a classification where the Journeyperson designation does not exist) with the applicable qualifications.** This program is to be developed by the Joint Training Committee and approved by Management and shall include recommendations regarding train the trainer opportunities for employees tasked with providing training in house.

Any employee who presents classroom-based training programs to other employees shall receive a premium of ~~one dollar (\$1.00) per hour~~ **twenty-five dollars (\$25) for the day** for Management approved classroom hours.

X

Walter Gerlach  
IAMAW District 250

X

Robert Coates  
General Manager, LAC



**Agreed To Item**  
between  
**Latecoere Aerostructures Canada (Avcorp Industries)**  
and  
**IAMAW District 250**

Re: 9.1 Shutdowns  
Union Proposal #46

**AMEND:**

9.1 **Emergency** Shutdowns

X



Walter Gerlach  
IAMAW District 250

X



Robert Coates  
General Manager, LAC

**Agreed To Item**  
between  
**Latecoere Aerostructures Canada (Avcorp Industries)**  
and  
**IAMAW District 250**

Re: 10.1 General  
Union Proposal #47

**AMEND:**

The Company agrees to establish and maintain healthy and safe working conditions throughout its buildings and will continue to provide protective clothing and supply all special equipment or devices where the need is established or recognized and will ensure compliance with the British Columbia Occupational Health and Safety Regulations.

The Company will provide:

- Annual Audiometric Testing
- Approved and appropriate Hearing Protection
- Hand and Eye Protection
- Barrier Creams
- First Aid Facilities
- Respiratory Protection
- Acid / Caustic Protection
- Rain Wear (outside workers)
- Parkas (made available to outside workers)
- Fall - Arresting Equipment
- Hard Hats or **Bump Caps**
- **High visibility clothing (coveralls or shop coats) including laundry service**
- Approved appropriate Safety Footwear for employees required to wear safety footwear  
(Maximum: \$100.00 per year) **\$150.00 per year or combined \$300.00 every 2 years (at employee discretion and based on last date of purchase)**
  - o **An employee may obtain reimbursement for safety footwear immediately on employment, and this reimbursement will be considered as that calendar year's reimbursement. The Company will reclaim the reimbursed amount in the case of voluntary probationary resignation.**
- Prescription Safety Glasses if required (Maximum: \$250.00 Two Hundred Fifty Dollars **\$275.00** per two years)
  - o Safety glasses must be purchased from a list of approved opticians participating in the **eye safe Eye Safe BC** plan.
  - o **Employees will be reimbursed for the required repairs to Prescription Safety Glasses damaged due to work activities.**

In the case where safety equipment is provided to employees, an employee wanting to replace an item must ~~firstly~~ **first** present the used **or damaged** item to the Company.

Employees whose employment terminates with the Company will return any safety equipment or will have the value of such items deducted from ~~his~~ **their** wages.

X

Walter Gerlach  
IAMAW District 250

X

Robert Coates  
General Manager, LAC

**Agreed To Item**  
between  
**Latecoere Aerostructures Canada (Avcorp Industries)**  
and  
**IAMAW District 250**

Re: 15.8 Shift Differential  
Union Proposal #49

**AMEND:**

Employees required to work an afternoon shift will receive a premium of ~~one dollar (\$1.00)~~ **one dollar and fifty cents (\$1.50)** per hour in addition to their hourly rate.

Employees required to work night shift will receive a premium of ~~one dollar (\$1.00)~~ **one dollar and seventy-five cents (\$1.75)** per hour in addition to their hourly rate.

X

Walter Gerlach  
IAMAW District 250

X

Robert Coates  
General Manager, LAC



**Agreed To Item**  
between  
**Latecoere Aerostructures Canada (Avcorp Industries)**  
and  
**IAMAW District 250**

Re: 15.9 Weekend Shift  
Union Proposal #50

**AMEND:**

**15.9 Weekend Shift**

The Company agrees that when there is a need to run a weekend shift within a functional area, they and the Union Shop Committee will meet and review ~~manloading~~ **workforce** requirements. When a weekend shift is required within a given functional area, the Company will first seek to staff the shift with volunteers.

Employees requesting and approved to work the weekend shift will receive seven (7) days advance notification of shift change.

Volunteer employees must have the ability to perform the required work. When this is the case, they shall be selected based upon their classification seniority. It may not be possible to accommodate all volunteers in a particular area. If this is the case, volunteers may be offered weekend shift work in another area, provided they have the ability to perform the required work.

Should there be insufficient voluntary employees to perform the required work the Company will select the additional employees in order of reverse seniority within their classification within the functional area to perform the required work. Shift rotation for non-voluntary employees will be on a three (3) month interval.

~~Employees on the weekend shift will be paid twelve and three-quarter (12.75) hours for each full shift worked. The additional three-quarter (.75) hours per shift shall be in lieu of a premium. Partial shifts shall be paid based upon the actual hours worked.~~

***A shift premium of three-quarter (.75) hours per shift will be paid provided the employee works a minimum of six (6) hours of the scheduled weekend shift. There will be no shift premium applied for shifts worked less than six (6) hours of the scheduled weekend shift.***

The hours of work for the weekend shift shall be 6 a.m. to 6 p.m., Friday - Sunday.

Employees on the weekend shift will be excluded from the application of Article 16.3 of the Collective Agreement, Sundays at double time (2x).

Time worked on a third rest day or subsequent rest day(s) will be paid at double time (2x) with a daily duration of no more than 8.5 hours worked. All other provisions of Article 16.2 will apply.

Employees transitioning onto the weekend shift will be excluded from the application of Article 16.2 of the Collective Agreement for the weekend they transition onto the weekend shift.

General holidays shall be paid as if they are a day worked (ie. employees shall be paid the number of hours scheduled on the day the holiday falls). Where a general holiday falls on a normal non-working day, the working day closest to the holiday shall be recognized as the holiday.

Employees who volunteer for the weekend shift may decide to leave the shift and return to normal shift schedule with four (4) weeks' notice in writing to the Human Resources Department. In order to minimize the impact of movement to and from the weekend shift, employees will be moved in such a fashion that provides the least amount of impact on the continuity of pay cheques.

Movement onto the weekend shift would be after completion of a week of work and moving directly onto the weekend shift.

When the Chargehand is required on the weekend shift, the posting and selection process outlined in Article 7.2 shall be followed. Chargehands appointed through this process will revert to their previous wage rate should they return to a non-weekend shift.

Functional areas that have a weekend shift, employees not on the weekend shift may, by mutual agreement between the Company and the Union, work a four (4) day work week, consisting of four (4), ten (10) hour shifts. Employee agreement to alter the regular work week for four (4), ten (10) hour shifts must be unanimous.

Those areas that vote to alter the regular work week shall remain on the four (4) day work week as long as the weekend shift remains in that area.

The hours of work for the four (4), ten (10) hour work week shall be: Day shift 5:30 a.m. - 3:30 p.m.; Afternoon shift 3:30 p.m. - 1:30 a.m.

X

Walter Gerlach  
IAMAW District 250

X

Robert Coates  
General Manager, LAC



**Agreed To Item**  
between  
**Latecoere Aerostructures Canada (Avcorp Industries)**  
and  
**IAMAW District 250**

Re: 18.2 Vacation Entitlement  
Union Proposal #57

**AMEND:**

Vacation entitlement listed below will be increased by eight and one half (8.5) hours for each General

Holiday that occurs during their vacation period provided the employee meets the eligibility requirements as set out in Article 17.2.

Employees with length Will be entitled to:

With the following pay applicable:

YEARS OF SERVICE	TIME ENTITLEMENT	PAY ENTITLEMENT
Less than 1 year	Eight and one half (8-1/2) hours for each month of service to a maximum of seventy-six and one half (76-1/2) hours	4% of his gross salary to June 30 <sup>th</sup> of that year
Greater than 1 year and Less than 4 years	Seventy-six and one half (76-1/2) hours	Seventy-six and one half (76-1/2) hours pay at current rate or 4% of previous years gross salary whichever is greater
Greater than 4 years and Less than 9 years	One hundred and fourteen and three quarter (114-3/4)	One hundred and fourteen and three quarter (114-3/4) hours pay at current rate or 6% of previous years gross salary whichever is greater
Greater than 9 years and Less than 15 years	One hundred and fifty three (153) hours	One hundred and fifty three (153) hours pay at current rate or 8% of previous years gross salary whichever is greater
Greater than 15 years and Less than 20 years	One hundred and ninety-one and one quarter (191-1/4) hours	One hundred and ninety-one and one quarter (191-1/4) hours pay at current rate or 10% of previous years gross salary whichever is greater
Greater than 20 years	Two hundred and twenty nine and one half (229-1/2) hours	Two hundred and twenty nine and one half (229-1/2) hours pay at current prate or 12% of



		previous years gross salary whichever is greater
--	--	---

<b>Employees with length:</b>	<b>Will be entitled to:</b>	<b>With the following pay applicable:</b>
<b>YEARS OF SERVICE</b>	<b>TIME ENTITLEMENT</b>	<b>PAY ENTITLEMENT</b>
<b>Less than 2 years</b>	<b>Eight and one half (8 1/2) hours for each month of service to a maximum of seventy-six and one half (76 1/2) hours</b>	<b>4% of his gross salary to June 30<sup>th</sup> of that year</b>
<b>Greater than 2 years and less than 9 years</b>	<b>One hundred and fourteen and three quarter (114 3/4)</b>	<b>One hundred and fourteen and three quarter (114 3/4) hours pay at current rate or 6% of previous year's gross salary, whichever is greater</b>
<b>Greater than 9 years and less than 15 years</b>	<b>One hundred and fifty-three (153) hours</b>	<b>One hundred and fifty-three (153) hours pay at current rate or 8% of previous year's gross salary, whichever is greater</b>
<b>Greater than 15 years and less than 20 years</b>	<b>One hundred and ninety-one and one quarter (191 1/4) hours</b>	<b>One hundred and ninety-one and one quarter (191 1/4) hours pay at current rate or 10% of previous year's gross salary, whichever is greater</b>
<b>Greater than 20 years</b>	<b>Two hundred and twenty-nine and one half (229 1/2) hours</b>	<b>Two hundred and twenty-nine and one half (229 1/2) hours pay at current prate or 12% of previous year's gross salary, whichever is greater</b>

X

Walter Gerlach  
IAMAW District 250

X

Robert Coates  
General Manager. LAC

**Agreed To Item**  
between  
**Latecoere Aerostructures Canada (Avcorp Industries)**  
and  
**IAMAW District 250**

Re: 19.2 Retirement Bonus  
Union Proposal #58

**AMEND:**

**19.2 Retirement Bonus**

An employee who retired on their normal retirement date or retires when their age plus service equals the number seventy (70) or greater shall be provided with a retirement bonus equivalent to their hourly rate of pay times five hundred (500) hours **paid as salary continuance.**

X

Walter Gerlach  
IAMAW District 250

X

Robert Costes  
General Manager, LAC

**Agreed To Item**  
between  
**Latecoere Aerostructures Canada (Avcorp Industries)**  
and  
**IAMAW District 250**

21.2 Wage Rates (Chart)

Union Proposal #59

**AMEND:**

***Mechanics – Delete Learner classification***

***TQ Painter – Delete Learner classification***

X



Walter Gerlach  
IAMAW District 250

X



Robert Coates  
General Manager, LAC



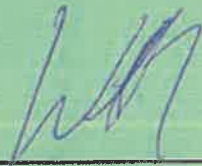
**Agreed To Item**  
between  
**Latecoere Aerostructures Canada (Avcorp Industries)**  
and  
**IAMAW District 250**

Re: 21.5 Additional Rates  
Union Proposal #60

**AMEND:**

**21.5 Additional Rates**

Chargehand ~~\$2.15/hour~~ **\$2.50/hour.**  
First Aid Ticket Level II ~~\$100.00/month~~ **\$150.00/month.**

X 

Walter Gerlach  
IAMAW District 250

X 

Robert Coates  
General Manager LAC

**Agreed To Item**  
between  
**Latecoere Aerostructures Canada (Avcorp Industries)**  
and  
**IAMAW District 250**

Re: 21.7 Travel  
Union Proposal #62

**AMEND:**

Employees who are required to travel outside of Greater Vancouver on Company authorized business will be paid straight time rate for the actual hours traveled. For weekend travel, inclusive of an employees scheduled Friday or Monday off in accordance with Article 15, employees will be paid time and one-half (1.5) to a maximum of eight and one-half (8.5) hours per trip; straight time rate for the actual hours traveled more than eight and one-half (8.5) hours. If, due to travel, an employee is unable to fulfill their regularly scheduled number of hours, they will be compensated for their full regular shift.

Airfares and accommodations shall be paid in advance by the Company, or a cash advance will be provided to the employee to cover such costs. The employee will be provided a travel per diem of ninety (\$90.00) dollars ~~net in the appropriate currency~~ for meals and other approved out-of-pocket expenses. **This payment will be made in the local currency or Canadian dollars, whichever amount is greater.** Any expenses not covered by this clause shall be in accordance with the Companies travel policy, a copy of which shall be provided to each employee prior to leaving on travel for Company business.

X

Walter Gerlach  
IAMAW District 250

X

Robert Coates  
General Manager, LAC

**Agreed To Item**  
between  
**Latecoere Aerostructures Canada (Avcorp Industries)**  
and  
**IAMAW District 250**

26.4-Deductions for Contributions to RRSP *or Union Pension* Plan

Union Proposal #64

**AMEND:**

Contributions will be on a monthly payroll deduction basis, first payroll in each month, or as otherwise agreed to by the parties.

All contributions to be paid to ~~Royal Trust~~ **Royal Bank** (RBC) R.R.S.P. or Union Pension accounts will be no later than ten (10) days after deduction from payroll.

X

Walter Gerlach  
IAMAW District 250

X

Robert Coates  
General Manager, LAC



**Agreed To Item**  
between  
**Latecoere Aerostructures Canada (Avcorp Industries)**  
and  
**IAMAW District 250**

Re: NEW: Article 8.9 Apprenticeship Training  
Union Proposal #67

***NEW: Article 8.9 Apprenticeship Training***

The Company will cover the costs through reimbursement, of tuition and books for the first attempt at each appropriate apprenticeship schooling level, and if required, one (1) re-write. Upon successful completion and attainment of a passing grade, the Employee will provide the Company with proof of this (transcript) and receipts for tuition and books required for the course. Reimbursement will be provided for each level at the time of completion. If the Apprentice fails at any level of the apprenticeship program, a joint discussion with the Apprentice, Union Business Representative and the Manager will be arranged by the Company. If it is determined that more schooling is required the Apprentice will be responsible for those costs except in the case of proven extenuating circumstances agreed to by both parties.

For trades that allow challenge exams, if an Employee chooses to challenge any level of the apprenticeship, the Apprentice will be responsible for all costs and lost time. If the Apprentice is successful on their first attempt at challenging the exam the Company will reimburse the Apprentice for costs and normal rate of pay. If an Apprentice is unsuccessful on the challenge exam, they will not be permitted to challenge any other level and will be required to attend each appropriate schooling level.

In the event that an Employee who has been hired into an Apprenticeship Program and voluntarily resigns employment within two (2) years following the completion of any apprenticeship training, the Employee will be required to reimburse the Employer for tuition fees and textbooks on a pro-rated basis for the previous schooling.

The Company will provide a Record of Employment (ROE) and the Employee (student) will be eligible for Employment Insurance Benefits (EI) per the stipulations of the program.

Current Mechanic 1 Employees who are recommended by the Joint Training Committee will be given opportunity to participate in Challenge Exam(s) by the end of 2025.

X

Walter Gerlach  
IAMAW District 250

X

Robert Coates  
General Manager, LAC

2025-May-22

Agreed to Item

Between

Avcorp Industries, Inc. (dba Latecoere Aerostructures Canada)

And

IAMAW District 250

**Employer Proposal 1:1 Preamble**

**1 Preamble**

This Agreement has been entered into this, April 1, ~~2019~~ **2025** by and between Avcorp Industries Inc. (**dba Latecoere Aerostructures Canada**), hereinafter referred to as the "Company", and the International Association of Machinists and Aerospace Workers - Northwest District 250, hereinafter referred to as the "Union".

NOTE: This addition of "(dba Latecoere Aerostructures Canada)" to be made wherever "Avcorp Industries Inc." appears throughout the Agreement.

Signed on this 22<sup>nd</sup> day of May, 2025.

X

Walter Gerlach

IAMAW District 250

X

Robert Coates

General Manager, LAC

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☐ Emailed



## Between

And

Re: 6.4 a) Mechanic

### Employer Proposal #3

### 6.4 a) Mechanic

One who has passed through recognized training and has demonstrated to the Company that ~~he~~ **has they have** sufficient experience and ability in ~~carrying out~~ machine, bench, hydraulics, assembly, finished work, **oil and dipping of production parts** or other duties, and is competent to work directly from drawings and perform all operations of his trade. Includes Bench and Structural Assembler, Production Machine Operator (excluding machine shop production machines) and Process Line Operator (**Chromic Boric Sulfuric** and Phosphoric Lines), as well as sufficient experience and ability in the general operations of the Company's Metal Bond shops and clean rooms. Employees assigned to Robotic cell operation must be at the highest Mechanic level or Aircraft Structural Technician.

X 

Walter Gerlach

## IAMAW District 250

X *R. R. R.*

Robert Coates

General Manager, LAC



2025-Jul-22

Agreed to Item

Between

Avcorp Industries, Inc. (dba Latecoere Aerostructures Canada)

And

IAMAW District 250

**Employer Proposal 4a RevD: 6.7 Electrician**

**6.7 Electrician**

One who has demonstrated to the Company their capabilities in the maintenance, installation, expansion, and/or upgrade of the plant's electrical facilities and plant equipment. This position provides a building electrical maintenance capability.

In BC this Trade is separated into Industrial Electrician and Construction Electrician at the Journeyperson level. Work-Based Training (WBT) hours are required by Skilled Trades BC in order to progress to some levels of the apprenticeship pathway.

**a) Electrician Apprentice 1**

One who is registered as an Apprentice Level 1 or is enrolled in the Electrician Foundation Program.

**b) Electrician Apprentice 2**

One who has successfully completed Apprentice Level 1 or Electrician Foundation Certificate of Completion and is accumulating WBT hours towards, or is attending Technical Training at, Apprentice Level 2.

**c) Electrician Apprentice 3**

One who has successfully completed Apprentice Level 2 and is accumulating WBT hours towards, or is attending Technical Training at, Apprentice Level 3.

**d) Electrician Apprentice 4**

One who has successfully completed Apprentice Level 3 and is accumulating WBT hours towards, or is attending Technical Training at, Apprentice Level 4. A minimum of 4500 recorded hours of Work-Based Training (WBT) are required to be an Apprentice Level 4.

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2025-Jul-22

**e) Electrician Apprentice 5**

One who has completed Apprentice Level 4 Technical Training but:

- has not completed their total WBT hours  
or
- has not passed the Certification exam  
or
- has not obtained their Red Seal designation.

**f) Journeyperson Electrician**

One who possesses an Interprovincial Red Seal or Certificate of Qualification with Interprovincial Red Seal Endorsement designation as a Journeyperson Electrician, Industrial Electrician, or Construction Electrician. Journeyperson Electricians must assist in the training of Apprentices.

**g) Master Electrician**

One who possesses a BC Master Electrician designation. An FSR Class A, B, or C certification is required to become a BC Master Electrician.

This Classification does not include designation as the site FSR Permit Holder role.  
Reference LOU 8.

X

Walter Gerlach

IAMAW District 250

X

Robert Coates

General Manager, LAC

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2025-Jul-22

Agreed to Item

Between

Avcorp Industries, Inc. (dba Latecoere Aerostructures Canada)

And

IAMAW District 250

**Employer Proposal 4b RevD: 6.11 Millwright**

**6.11 Millwright**

One who has demonstrated to the Company that **they have** sufficient abilities and experience in manufacturing support activities connected with the setup, installation and maintenance of production and related equipment, including waste treatment operations. This position provides a building mechanical maintenance capability.

In BC this Trade is interchangeably titled Industrial Mechanic and Millwright. Provincial Apprenticeships and Certifications are currently titled as "Industrial Mechanic (Millwright)". Work-Based Training (WBT) hours are required by Skilled Trades BC in order to progress to some levels of the apprenticeship pathway.

**a) Millwright Apprentice 1**

One who is Registered as an Apprentice Level 1 or is enrolled in the Industrial Mechanic (Millwright) Foundation Program.

**b) Millwright Apprentice 2**

One who has successfully completed Apprentice Level 1 or Industrial Mechanic (Millwright) Foundation Certificate of Completion and is accumulating WBT hours towards, or is attending Technical Training at, Apprentice Level 2.

**c) Millwright Apprentice 3**

One who has successfully completed Apprentice Level 2 and is accumulating WBT hours towards, or is attending Technical Training at, Apprentice Level 3.

**d) Millwright Apprentice 4**

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One who has successfully completed Apprentice Level 3 and is accumulating WBT hours towards, or is attending Technical Training at, Apprentice Level 4.

e) Millwright Apprentice 5

One who has completed Apprentice Level 4 Technical Training but:

- has not completed their total WBT hours
- or
- has not passed the Certification of Apprenticeship (C of A) exam
- or
- has not obtained their Red Seal designation.

f) Journeyperson Millwright

One who possesses an Interprovincial Red Seal or Certificate of Qualification with Interprovincial Red Seal Endorsement designation as a Journeyperson Industrial Mechanic (Millwright). Journeyperson Millwrights must assist in the training of Apprentices.

X 

Walter Gerlach

IAMAW District 250

X 

Robert Coates

General Manager, LAC

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2025-Jul-22

Agreed to Item

Between

Avcorp Industries, Inc. (dba Latecoere Aerostructures Canada)

And

IAMAW District 250

**Employer Proposal 4c RevB: 6.3 Machinist**

**6.3 Machinist**

One who has demonstrated to the Company that ~~he has~~ **they have** sufficient experience and ability in the setting up and operation of machine shop equipment both conventional and computer numerical controlled (CNC). Also includes use of tool and cutter equipment for sharpening of various cutters, drills, end mills, countersinks, saw blades and other cutting tools.

**Work-Based Training (WBT) hours are required by Skilled Trades BC in order to progress to some levels of the apprenticeship pathway.**

**a) Machinist Apprentice 1**

One who is Registered as an Apprentice Level 1 or is enrolled in the Machinist Foundation Program.

**b) Machinist Apprentice 2**

One who has successfully completed Apprentice Level 1 or Machinist Foundation Certificate of Completion and is accumulating WBT hours towards, or is attending Technical Training at, Apprentice Level 2.

**c) Machinist Apprentice 3**

One who has successfully completed Apprentice Level 2 and is accumulating WBT hours towards, or is attending Technical Training at, Apprentice Level 3.

**d) Machinist Apprentice 4**

One who has successfully completed Apprentice Level 3 and is accumulating WBT hours towards, or is attending Technical Training at, Apprentice Level 4.

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2025-Jul-22

e) **Machinist Apprentice 5**

One who has completed Apprentice Level 4 Technical Training but:

- has not completed their total WBT hours  
or
- has not passed the Certification exam  
or
- has not obtained their Red Seal designation.

f) **Journeyman Machinist**

One who possesses an Interprovincial Red Seal or Certificate of Qualification with Interprovincial Red Seal Endorsement designation as a Journeyman Machinist. ~~Journeyman~~ Journeyman Machinists must assist in the training of Apprentices.

X

Walter Gerlach

IAMAW District 250

X

Robert Coates

General Manager, LAC

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2025-Jul-22

Agreed to Item

Between

Avcorp Industries, Inc. (dba Latecoere Aerostructures Canada)

And

IAMAW District 250

**Employer Proposal 4d RevA: 6.4 b) Aircraft Structural Technician**

**6.4 b) Aircraft Structural Technician (AST)**

One who is registered as an Apprentice and is actively working towards, or has obtained, their Aircraft Structural Technician certification.

Work-Based Training (WBT) hours are required by Skilled Trades BC in order to progress to some levels of the apprenticeship pathway.

**i) Aircraft Structural Technician Apprentice 1**

One who is Registered as an Apprentice Level 1 of the Aircraft Structural Technician Program.

**ii) Aircraft Structural Technician Apprentice 2**

One who has successfully completed Apprentice Level 1 and is accumulating WBT hours towards, or is attending Technical Training at, Apprentice Level 2.

**iii) Aircraft Structural Technician Apprentice 3**

One who has successfully completed Apprentice Level 2 and is accumulating WBT hours towards, or is attending Technical Training at, Apprentice Level 3.

**iv) Aircraft Structural Technician Apprentice 4**

One who has successfully completed Apprentice Level 3 and is accumulating WBT hours towards, or is attending Technical Training at, Apprentice Level 4.

**v) Aircraft Structural Technician Apprentice 5**

One who has completed Apprentice Level 4 Technical Training but:

- has not completed their total WBT hours
- or
- has not passed the Certification exam.

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2025-Jul-22

vi) **Aircraft Structural Technician**

One who possesses a ~~B.C. or Interprovincial Journeyman designation~~ as an Aircraft Structural Technician **Certificate of Apprenticeship or Certificate of Qualification** and ~~has satisfied the requirements of Article 8.~~ Aircraft Structural Technicians must assist in the training of Apprentices.

X



Walter Gerlach

IAMAW District 250

X



Robert Coates

General Manager, LAC

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☐ Emailed

2025-Jul-22

Agreed to Item

Between

Avcorp Industries, Inc. (dba Latecoere Aerostructures Canada)

And

IAMAW District 250

**Employer Proposal 4e: 6.2 Jig and Toolmaker**

**6.2 ~~Jig and Toolmaker~~ Tool and Die Maker**

One who possesses a B.C. or Interprovincial Journeyman designation as a Toolmaker or has demonstrated to the Company that ~~he has~~ **they have** sufficient experience, ability and competence to work directly from drawings, **specifications** and ~~perform all operations in his trade without direction from others.~~ **CAD/CAM designs to produce and repair production tools such as dies, jigs, fixtures, and specialty tools used to manufacture parts. They fabricate components to meet exacting standards and close tolerances.**

To ensure accuracy, Tool and Die Makers use hand tools, measuring equipment, manual and computer numerical control (CNC) machines and may also use 3D printers. They calculate dimensions, tolerances and types of fit, and are knowledgeable about the properties of metal and non-metallic materials such as plastic, rubber and composite materials.

Skilled Trades BC does not currently provide support for Apprenticeships in this trade. Interprovincial (Red Seal) Certifications for Tool and Die Maker are only available through a Skilled Trades BC Challenge Pathway, which includes:

- Approved Challenge Application
- 2700 hours of Tool and Die Maker trade related work experience
- Machinist Certificate of Qualification with Red Seal Endorsement

Employees in the Tool and Die Maker classification will progress through the classification levels per Article 21.

**a) Tool and Die Maker 1**

Hired as a Tool and Die Maker due to relevant training and/or experience in complementary disciplines but has inadequate Machinist training or experience.

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b) Tool and Die Maker 2

Experienced Machinist but does not have training, experience, or qualification as a Tool and Die Maker.

c) Tool and Die Maker 3

Journeyman Machinist with Interprovincial Red Seal Endorsement but does not have qualification as a Tool and Die Maker Red Seal Endorsement.

d) Journeyman Jig and Tool and Die Maker

One who possesses a B.C. or Interprovincial Journeyman designation as a Toolmaker or has demonstrated to the Company that he has sufficient experience, ability and competence to work directly from drawings and perform all operations in his trade without direction from others.

One who possesses an Interprovincial Red Seal or Certificate of Qualification with Interprovincial Red Seal Endorsement designation as a Tool and Die Maker. Formal Tool Maker training and qualifications outside of Canada will be considered on a case-by-case basis. Journeyman Tool and Die Makers must assist in the training of employees in this classification who have not achieved qualification as a Journeyman.

e) Jig and Tool and Die Maker Optics / Laser Tracker

An employee who satisfies all the requirements of any the Jig and Tool and Die Maker position (Article 6.2 (b)) with the additional capability of jig fabrication and assembly and erection using jig mastering techniques, utilizing optical tooling equipment or theodolites / laser tracker. Also includes use of tool and cutter equipment for surface grinding and jig preparation. All levels in the Tool and Die Maker classification are eligible for this certification premium, provided the employee successfully completes company training and certification in Optics/Laser Tracker.

X 

Walter Gerlach

IAMAW District 250

X 

Robert Coates

General Manager, LAC

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☐ Emailed

2025-Jul-22

Agreed to Item

Between

Avcorp Industries, Inc. (dba Latecoere Aerostructures Canada)

And

IAMAW District 250

**Employer Proposal 4f RevA: 6.10 Aircraft Parts Painter**

**6.10 Aircraft Parts Painter**

One who has passed through a recognized training program or has demonstrated to the Company that ~~he has~~ **they have** sufficient experience and ability in the preparation and painting of aircraft and associated components.

The Ratio of Apprentice Painters to Painters shall not exceed four (4) Painters to one (1) Apprentice unless mutually agreed by both parties.

**Work-Based Training (WBT) hours are required by Skilled Trades BC in order to progress to some levels of the apprenticeship pathway.**

**a) Painter Apprentice 1**

One who is Registered as an Apprentice Level 1 and is enrolled in the Painter and Decorator program.

**b) Painter Apprentice 2**

One who has successfully completed the Painter and Decorator Level 1 and is accumulating WBT hours towards, or is attending Technical Training at, Apprentice Level 2.

**c) Painter Apprentice 3**

One who has successfully completed the Painter and Decorator Level 2 and is accumulating WBT hours towards, or is attending Technical Training at, Apprentice Level 3.

**d) Painter Apprentice 4**

One who has completed Apprentice Level 3 Technical Training but:

- has not completed their total WBT hours  
or
- has not passed the Certification exam  
or
- has not obtained their Red Seal designation.

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2025-Jul-22

e) **Journeyperson Painter**

One who possesses a Painter and Decorator Certificate of Qualification with Interprovincial Red Seal Endorsement. Alternate formal Painter training and qualifications will be considered on a case-by-case basis. Journeyperson Painters must assist in the training of employees in this classification who have not achieved qualification as a Journeyperson.


f) **TQ Painter**

One who has successfully completed company training in the legacy TQ program. TQ Painters must assist in the training of employees in this classification.

g) **Company Certified Painter**

One who has successfully completed training in the Company certification program. Company Certified Painters must assist in the training of employees in this classification.

X



Walter Gerlach

IAMAW District 250

X



Robert Coates

General Manager, LAC

☐ Hard Copy

☐ Emailed



2025-Jul-22

Agreed to Item

Between

Avcorp Industries, Inc. (dba Latecoere Aerostructures Canada)

And

IAMAW District 250

**Employer Proposal 4g RevA: 6.4 a) Mechanic**

**6.4 a) Mechanic THE FIRST PARAGRAPH IS AGREED ON GREEN SHEET**

One who has passed through recognized training and has demonstrated to the Company that he ~~has~~ **they have** sufficient experience and ability in ~~carrying out~~ machine, bench, hydraulics, assembly, finished work, **oil and dipping of production parts** or other duties, and is competent to work directly from drawings and perform all operations of his trade. Includes Bench and Structural Assembler, Production Machine Operator (excluding machine shop production machines) and Process Line Operator (~~Chromic Boric Sulfuric~~ and Phosphoric Lines), as well as sufficient experience and ability in the general operations of the Company's Metal Bond shops and clean rooms. Employees assigned to Robotic cell operation must be at the highest Mechanic level or Aircraft Structural Technician.

The company will make a pre-determination of mechanic classification level upon hire of new mechanics. After the new mechanic has completed their probationary period, the joint training committee will be responsible for evaluation and training progression per Article 8.1.

Progressions will be per Article 21.4.

**i) Mechanic**

One who is operating as a mechanic, pre-certification or pre-apprenticeship.

**ii) Mechanic 1**

One who is attending Level 1 Training of the Company Alternate Certification Program.

**iii) Mechanic 2**

One who has successfully completed Level 1 Training and is accumulating Work-Based Training (WBT) hours towards, or is attending Technical Training at, Trainee Level 2.

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2025-Jul-22

iv) **Mechanic 3**

One who has successfully completed Level 2 Training and is accumulating WBT hours towards, or is attending Technical Training at, Trainee Level 3.

v) **Mechanic 4**

One who has successfully completed Level 3 Training and is accumulating WBT hours towards, or is attending Technical Training at, Trainee Level 4.

vi) **Company Certified Mechanic**

One who:

- a. has obtained a Certificate of Completion of the Company Mechanic Certification Program, including all required WBT hours, or
- b. possesses a Transport Canada AME-S license, or
- c. possesses an equivalent Certification and is recommended by the Joint Training Committee and approved by the Company, or
- d. has obtained a Certificate of Completion of the Company Certified Mechanic challenge exam

**Company Certified Mechanics must assist in the training of employees in this classification who have not achieved qualification as a Company Certified Mechanic.**

X

Walter Gerlach

IAMAW District 250

X

Robert Coates

General Manager, LAC

☐ Hard Copy

☐ Emailed

Agreed to Item

Between

Latecoere Aerostructures Canada (Avcorp Industries)

And

IAMAW District 250

Re: 17.1 List of General Holidays

Employer Proposal #11

17.1 List of General Holidays

New Year's Day

Labour Day

Family Day

**National Day of Truth and Reconciliation**

Good Friday

Thanksgiving Day

Victoria Day

Remembrance Day

Canada Day

Christmas Day

B.C. Day

Boxing Day

X

  
Walter Gerlach

IAMAW District 250

X

  
Robert Coates

General Manager, LAC





Agreed to Item  
Between  
**Latecoere Aerostructures Canada (Avcorp Industries)**  
And  
**IAMAW District 250**

RE: Employer Proposal #16, Letter Of Understanding No. 1

**LETTER OF UNDERSTANDING NO. 1**  
*Latecoere*  
And  
**IAMAW Northwest District 250**  
**Subject: Functional Areas**

The parties agree that, for the purpose of the Collective Agreement, the following will be recognized as functional areas. Functional areas cross reference in the Collective Agreement to overtime distribution, shift rotation, and vacation priority.

It is further agreed by the parties that the Shop Committee may by mutual agreement amend such designations as required.

**FUNCTIONAL AREAS**

***Bombardier CL650 HSTAB & BLR Wing Adapter Plug***

Group 1        Final Assembly/ Elevator/ Sub-Assembly  
Group 2        Inspection  
Group 3        Material Handlers

***Bombardier CL650 Fuel Tanks & MHI Global Express Doors***

Group 1        Fuel Tank Assembly  
Group 2        MHI Global *Express* Door Assembly  
Group 3        Inspection  
Group 4        Material Handlers

***BOEING Boeing 737 Wheel Well Fairings***

Group 1        Final/ Sub-Assembly  
Group 2        Inspection  
Group 3        Material Handlers

**~~AGE Door - Boeing 737~~**

~~Group 1        Final / Sub-Assembly~~  
~~Group 2        Inspection~~  
~~Group 3        Material Handlers~~

***Boeing 737 Spoilers***

Group 1        Final Assembly  
Group 2        Inspection  
Group 3        Material Handlers

**Boeing 767 Flap Track & Panoramic Camera Fairings**

Group 1      Final / Sub-Assembly  
Group 2      Inspection  
Group 3      Material Handlers

**~~Boeing-Defense~~ CH47, Boeing KC-135 Ruddervator Ruddevator**

Group 1      Final/ Sub-Assembly  
Group 2      Inspection  
Group 3      Material Handlers

**~~Boeing-Defense~~ F-18**

~~Group 1      Final/ Sub-Assembly~~  
~~Group 2      Inspection~~  
~~Group 3      Material Handlers~~

**JSF**

Group 1      Final / Sub Assembly  
Group 2      Inspection  
Group 3      Material Handlers

**Boeing Flex**

Group 1      Detail Part Fabrication  
Group 2      Sub-Assembly  
~~Group 3      Machine Shop~~  
Group 4      Inspection  
Group 5      Material Handlers

**Metal Bond**

Group 1      Metal Bond & Composites  
Group 2      Phosphoric Process Line  
Group 3      Adhesive Primer Paint Shop  
Group 4      Metal Bond Assembly  
Group 5      Inspection  
Group 6      Material Handlers

**Shared Assets**

Group 1      ~~Chromic Boric Sulfuric Process Lines~~  
Group 2      Primer Paint Shop  
Group 3      Detail Part Fabrication  
Group 4      Inspection  
Group 5      Material Handlers  
Group 6      3-axis routers & 5-axis CMS Machine Center

**Machine Shop**

Group 1      Machinists  
Group 2      Vibro Deburr / Shot Peen  
Group 3      Inspection  
Group 4      Material Handler  
Group 5      Boeing Flex Machining



## **SUPPORT GROUPS**

### **Facilities**

Group 1	Millwrights
Group 2	Electricians
Group 3	General Operations Support

### **Tool Shop**

Group 1	Jig and Toolmakers
Group 2	Inspection

### **Laboratory**

Group 1	Lab Technicians
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### **NDI**

Group 1	NDI Technicians
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Initial Overtime Distribution, Shift Rotation and Vacation Scheduling will be done by Company Seniority, by groups within Functional Areas with the exception of the following classifications:

### **Inspectors:**

**Bombardier CL605-CL650 HSTAB & Fuel Tanks, MHI Global Express Doors, & BLR Wing Adapter Plug**

**JSF**

**Boeing CH47, & Boeing KC-135 Ruddervator Ruddevator, Boeing Defense F-18**

**Boeing Wheel Well, AOE Door, Boeing 767 Flap Track & Panoramic Camera Fairings, Boeing 787**

**Boeing Final Assembly (737 Wheel Well Fairings & Spoilers, 767 Panoramic Camera Fairings & Flap Track Fairings)**

**Metal Bond**

**Boeing Flex, APB**

**Shared Assets & Main Machine Shop**

### **Material Handlers:**

**Shipping/Receiving**

**Bombardier CL605-CL650 HSTAB & Fuel Tanks, MHI Global Express Doors, & BLR Wing Adapter Plug**

**JSF, Boeing CH47, KC-135 Ruddervator Boeing KC-135 Ruddevator, Boeing Defense F-18**

**Boeing Wheel Well, AOE Door, Boeing 737 Spoilers, Boeing 767 Flap Track & Panoramic Camera Fairings**

**Boeing Final Assembly (737 Wheel Well Fairings & Spoilers, 767 Panoramic Camera Fairings & Flap Track Fairings)**

Boeing Flex, Shared Assets & Machine Shop

Metal Bond

**Material Handlers**

Material Handlers will move between functional areas at Management's discretion. Work requirements will dictate the number of Material Handlers. If a Material Handler feels after one (1) year in their present location that they want to move, they may request such a move through their Supervisor. The move will be based on operational requirements at the time of the request.

Signed on this \_\_\_\_\_ day of \_\_\_\_\_, 202\_\_.

X



Walter Gerlach

IAMAW District 250

X



Robert Coates

General Manager, LAC

Employer 18  
4/1/25

Agreed to Item

Between

Latecoere Aerostructures Canada (Avcorp Industries)

And

IAMAW District 250

LETTER OF UNDERSTANDING NO. 8

Latecoere Aerostructures Canada (Avcorp Industries)

And

IAMAW Northwest District 250

Subject: Field Safety Representative Permit Holder

Whereas pursuant to prevailing legislation and / or regulations, the Company requires a permanent Field Safety Representative (FSR) Permit Holder at the manufacturing facility located in Delta, BC

The parties agree that:

1. The Company shall have the sole discretion to designate one employee in the bargaining unit as the Field Safety Representative Permit Holder. Preference will be given to a Journeyman or Master Electrician, specifically, to the Electrician Chargehand.

Subject to prevailing legislation and / or regulations, it is understood that there will only be one designated FSR Permit Holder for the site. Other employees holding an FSR Certificate will not be entitled to the remuneration defined in this LOU.

2. Prior to confirmation as the FSR Permit Holder, the designated employee must successfully pass the necessary governmental/ regulatory examination(s). Suitable FSR Certification levels are FSR Class A or FSR Class B or equivalent, should the current standards be changed. FSR Class A or B with Restrictions, or any FSR Class C certifications, are not suitable for this role.
3. The Company shall pay all reasonable costs associated with the course(s) approved by the Company, related fees, and reference materials required for the training and examination(s).



For the course(s) approved by the Company, the designated employee will be compensated for the course attendance hours and examination hours at the regular wage rate only, however, this compensation is subject to successful completion of the examination and acquisition of the Field Safety Representative certification.

4. In the event the designated employee fails the initial examination, or, a recertification examination, or, does not acquire the Field Safety Representative certification for any reason whatsoever, the designated employee will be provided with one more opportunity to acquire the certification, as soon as practicable.

During the second opportunity, the Company shall pay all reasonable costs associated with the course(s) approved by the Company, related fees, and, reference materials required for the training and examination(s) only. The designated employee will not be compensated for the hours attending the course(s) approved by the Company or the examination.

In the event the designated employee fails the second opportunity or does not acquire the Field Safety Representative certification for any reason whatsoever, the designated employee will not be eligible for the premium effective the date that determination is made. In this case the Company can designate another employee as the FSR Permit Holder in order to comply with regulations. There will be no layoffs or reduction in manpower in the event this occurs.

5. The FSR Permit Holder may not resign from the designation until another employee has been confirmed as the FSR Permit Holder.
6. The FSR Permit Holder may withdraw from their appointment with 60 calendar days' notice.
7. The FSR Permit Holder will be responsible for all applicable duties outlined in relevant legislation and / or regulations.
8. The FSR Permit Holder will receive a premium of \$\_\_\_\_\_ every quarter of the calendar year. The premium will be paid on the first pay period after January 1, April 1, July 1 and October 1. This premium will increase at the same percentage rate as other wages on April 1 of each year as outlined in 21.2 Wage Rates table.

Signed on this \_\_\_\_\_ day of \_\_\_\_\_, 202\_\_.

X

Walter Gerlach

IAMAW District 250

X

Robert Coates

General Manager, LAC

Employee 19  
Apr 1/25

Agreed to Item

Between

Latecoere Aerostructures Canada (Avcorp Industries)

And

IAMAW District 250

LETTER OF UNDERSTANDING NO. 9

Latecoere Aerostructures Canada (Avcorp Industries)

And

IAMAW Northwest District 250

Subject: Electrical Systems Development & Design

This LOU is in recognition that the current Electrician Chargehand, in addition to certifications as FSR Permit Holder and a Master Electrician, has obtained the relevant training, skills, and abilities that allow him to carry out Electrical Development & Design activities pertaining specifically to this site.

And whereas the Company requires ongoing Electrical Systems Development & Design work at the manufacturing facility located in Delta, BC

The parties agree that:

1. The Company shall have the sole discretion to designate this employee in the Bargaining Unit as the Electrical Systems Development & Design Specialist.
2. In general terms, this work is considered outside of Bargaining Unit work. The Parties agree to re-visit this work in the case that the current employee leaves this role and/or his current position.
3. If the current employee leaves his current position and there is no suitable Union member willing or capable of doing this work, the Company reserves the right to employ suitable Staff or Contractor(s) to carry out this work. Additionally, if volume of this work exceeds the capacity or capability of the current Union member, the Company may at any time employ Staff or Contractor(s) to perform the overflow work and, as necessary, will work collaboratively with the Electrical Systems Development & Design Specialist. In such a



case, the Current Employee shall not have his work hours or the Design & Development "bonus" reduced or withheld.

4. The Union and/or the Current Employee may withdraw from the Design & Development work content with 60 calendar days' notice; the quarterly premium payment will be adjusted to meet the calendar days of actual work at that time.
5. The Company may withdraw the Design & Development work content with 60 calendar days' notice; the quarterly premium payment will be adjusted to meet the calendar days of actual work at that time.
6. Should any of the Parties withdraw from this arrangement, such withdrawal shall be considered separate from the Master Electrician and/or FSR Permit Holder role, and those roles shall not be negatively impacted by withdrawal of the Electrical Systems Development & Design Specialist role.
7. The Electrical Systems Development & Design Specialist will be responsible for all applicable duties outlined in relevant legislation and / or regulations.
8. The Electrical Systems Development & Design Specialist will receive a premium of \$\_\_\_\_\_ every quarter of the calendar year. The premium will be paid on the first pay period after February 1, May 1, August 1 and November 1. This premium will increase at the same percentage rate as other wages on April 1 of each year, starting in the second year of this Agreement (2026), as outlined in 21.2 Wage Rates table.

Signed on this \_\_\_\_\_ day of \_\_\_\_\_, 202\_\_.

X 

Walter Gerlach

IAMAW District 250

X 

Robert Coates

General Manager, LAC



**IAM**  
**LOCAL 11**

# Absentee Ballot Request

If you require an absentee ballot, please contact  
your Business Representative Michael Ferns at

**[mferns@iam250.org](mailto:mferns@iam250.org)**

No later than August 21, 2025, with the following information:

**Full Legal Name:** \_\_\_\_\_

**Date of Birth (MM/DD/YYYY)** \_\_\_\_\_

**Voter Registration Address:**

Street \_\_\_\_\_

City \_\_\_\_\_

Province \_\_\_\_\_

Postal Code \_\_\_\_\_

**E-mail Address** \_\_\_\_\_

**Phone Number:** \_\_\_\_\_

**Reason you are unable to attend:**

I Will Be Out of Town ☐

Illness or Disability ☐

Other (Please Specify) ☐

**Note: If an Absentee Ballot is issued to you, you will NOT be eligible to vote in person.**

