

MEMORANDUM OF FINAL SETTLEMENT

Negotiations Between

Bombardier

(Hereinafter also referred to as "the Company")

-and-

UNIFOR

Local 673


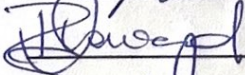
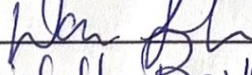
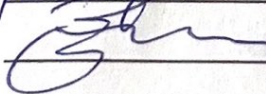
(Hereinafter also referred to as "the Union")

The changes contained herein are for the agreement currently in force but dated to expire on June 22, 2024. Upon notice from the Union to the Company that these contractual changes have been ratified by the Union Membership, such changes shall become effective on the dates noted herein, and the Labour Agreement shall continue in full force until such new termination date.

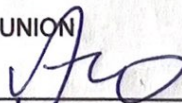

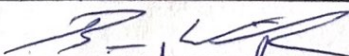
1. The parties herein agree that said Collective Agreement shall include the terms of the previous collective agreement that expired on June 22, 2024, provided, however, that the amendments attached hereto are incorporated.
2. The provisions of the renewal Collective Agreement shall have no retroactive effect whatsoever prior to the date of ratification by both parties, except as specifically and expressly noted.
3. It is agreed that the articles in the Collective Agreement will be renumbered to reflect the amendments as necessary.
4. The parties acknowledge that the errors and omissions may occur in these documents, and they will meet as soon as possible to address them.

Signed this 27th day of June 2024.

FOR THE COMPANY




Michelle Bayle
Ken Walker
Rusultra Hargreaves
Rob B. Smith


FOR THE UNION




nt. J. R.
Marybeth.
Barry Jones

MEMORANDUM OF AGREEMENT

Negotiations Between

Bombardier

(Hereinafter also referred to as "the Company")

-and-

UNIFOR

LOCAL 673

(Hereinafter also referred to as "the Union")

	2024-2025	2025-2026	2026-2027
Salary Increase – All Employees	6.0% + COLA	2.0% + COLA	3.0% + COLA
COLA	Fold-in as per current formula		
Pension	\$86 to \$92	\$92 to \$93	\$93 to \$94
Group 10 Progression	1020 to be upgraded to Group 10 Level 3		
1020 to 1220 Upgrade	Qty 6 with highest seniority		
Professional & Technical Group (New Classifications)	+\$15 per week	-	+\$5 per week (Total: \$20/week)
Professional & Technical Group (Existing Classifications)	+\$10 per week (Total: \$15/week)	-	+\$5 per week (Total: \$20/week)
Shift Premium	Increase +\$0.50/hr (total \$2.00/hr)		
Retiree Lump Sum	In year 1, \$700 lump sum per entitled member In lieu of pension indexation		
Duration of Agreement	3 Years		
Grievance Settlement	\$120,000 for all grievances to be closed as of June 27, 2024		

Benefit Changes

LTD increase	\$1800 to \$2300 per month
Vision Care	Combined (\$280)
Vacation	3 rd week vacation eligibility to include employees with 3 full years of service
Safety Shoes	+\$25 (Total \$175)

It is agreed and understood that current employee benefits under GreenShield Canada will become incorporated into the existing Industrial Alliance benefit plan. This change will occur as soon as it is contractually possible.

June 27, 2024

Agreed:

ARTICLE 7 – Office Committee

7.01 The Company acknowledges the right of the Union to select a Bargaining Committee composed of ~~five (5)~~ **four (4)** Committeepersons, ~~two (2)~~ **three (3)** of whom will be Technical Zone Committeepersons and one of whom shall be the Office Chairperson. ~~The present number of five (5) committeepersons shall be reduced to four (4) upon the end of the present term of the current Bargaining Committee members. Following the reduction of the 1 full-time committeeperson, if~~ If the size of the membership should increase beyond two-hundred sixty (260), the size of the Office Committee shall increase by 1 full-time representative to the level of five (5).

The Company will recognize and bargain with the said Committee on matters arising out of the provisions of this Agreement. The President or in his/her absence, the Vice-President of the Local, will be ex-officio members of the Committee, if not elected thereto.

7.02 Prior to the expiry date of the Collective Agreement, and for thirty (30) days of meetings following the expiry date, members of the Bargaining Committee including members of sub committees, will be compensated for the time spent during regular working hours in negotiating with the Company representatives for renewal of the Collective Agreement. If the parties meet for part of a day, the Bargaining Committee shall be compensated for the full day. The Company will pay the cost of a meeting room during Collective Agreement renewal negotiations.

7.03

(a) The Chairperson of the Bargaining Committee shall be known as the full-time Office Chairperson. He/she shall be on a full-time basis for the purpose of administering the Agreement in cooperation with the Committeepersons. The Office Chairperson shall be allowed access to and from the Company's operations in the performance of his/her duties. He/she shall first inform the Area Manager, of his/her presence before proceeding. The Office Chairperson will be provided with an office and office facilities including desk, chair, telephone, computer and filing cabinet, and will be supplied with written information concerning starts, surpluses, layoffs, discharges, releases, recalls, and changes in job classifications and non-medical information concerning approved sickness and accident, extended disability, worker's compensation claims and bereavement information. Internet access will be provided to the Bargaining Committee conditional upon agreement and signing of current IT policies and agreements of use.

(b) The Office Chairperson shall receive the rate of pay equal to the highest rate of pay in the Bargaining Unit and will be paid the equivalent of forty-nine and one-half (49 1/2) hours per week at straight time.

(c) When the Office Chairperson ceases to hold office, he/she shall, after a three (3) week transition period, be returned, consistent with his/her seniority, to the classification and to the department in which he/she was employed at the time of his/ her selection as Office Chairperson, or to a Job Classification embracing comparable job duties to that which

he/she held prior to his/her election. During such transition period, the outgoing Office Chairperson shall receive the rate of pay of the classification to which he/she is returning. The Company will provide current and relevant training for the outgoing Chairperson upon return to his/her classification.

7.04

(a) The Company agrees that the Union shall be represented in each of **three (3)** ~~two (2)~~ zones of the office by a Zone Committeeperson who shall be elected or otherwise appointed from the employees in the zone he/she is to represent. ~~In addition there will be two (2) Technical Zones represented by a Committeeperson who shall be elected or otherwise appointed from the employees in the technical zone he/she is to represent.~~

(b) The Zone Committeepersons shall be on a full time basis for the purposes of performing their representational obligations. Each Zone Committeeperson will be provided with a desk, chair, telephone, computer and office to be located within his/her zone.

(c) During all absences of greater than one (1) week of a Zone Committeeperson, the Company will recognize a substitute designated by the Union after the initial one (1) week period. However, if there are fewer than three (3) members of the Bargaining Committee present during that one (1) week period, an alternate will be recognized during those times.

~~(d) Each Zone Committeeperson, (other than Technical Zone Committeepersons), or a substitute, shall receive the rate of pay equal to the Salary Group 10 and will be paid the equivalent of thirty seven and one half (37.5) hours per week at straight time. The Technical Zone Committeepersons, or substitutes, shall receive the greater of the rate for the job classification he/she held upon election or appointment as a Committeeperson or the rate of pay equal to the Salary Group 10 12 and will be paid the equivalent of thirty seven and one half forty six and one-half (46.5) hours per week at straight time. The Technical Zone Committeepersons shall receive \$50.00 per week Lead pay.~~

(e) When a Zone Committeeperson ceases to hold office he/she shall be returned, after a two (2) week transition period, consistent with his/her seniority, to the classification and to the department in which he/she was employed at the time of his/her election or appointment as a Zone Committeeperson, or to a job classification embracing comparable job duties to that which he/she held prior to his/her election or appointment. During such transition period the outgoing Committeeperson shall receive the rate of pay of the classification to which he/she is returning. The Company will provide current and relevant training for the outgoing committeeperson upon return to their classification.

7.05 Zone Committeepersons will only be recognized in the zones which they represent. It is understood that there may be occasions when a Committeeperson will be required to follow through a written grievance outside his/her jurisdiction if such grievance originated within his/her district. Permission for this purpose will have to be secured in advance.

7.06 Providing it does not affect the efficient operation of the Plant, the Company will not require an Executive Officer or Zone Committeeperson to work on any shift, the regular quitting time of which is later than 6:00 p.m.

7.07 Upon notification to the Company, the Vice Chairperson of the Bargaining

Committee or, because of his/her unavailability, another designated representative from the Bargaining Committee shall substitute for the Chairperson should he/she be absent from the office.

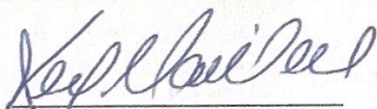
7.08 A National Representative or Representatives of the Union may be present and participate in any meetings of the Bargaining Committee and the Company.

7.09 ~~During the period June 23, 2000 and June 22, 2003~~ During the period of June 23, 2024 to June 22, 2027, the Company will recognize a Training Representative to assist in the coordination of the training programs. The Training Representative will be **jointly selected appointed by the Union and the Company**. ~~While the intent is that the Training Representative will be engaged on a full time basis, it is understood that he/she may only be engaged by the Company on an as required basis from time to time if that is all that is needed to assist in fulfilling its training needs. However, The Company agrees that the Training Representative will be engaged in that capacity for at least two (2) weeks out of every month during the 3 years of the collective agreement.~~

(a) The Training Representative will be a member of the Joint Training Committee throughout the three-year period and will perform needs analyses and make recommendations for training needs. He/she shall be allowed free access to and from the Company's operations in the performance of his/her duties.

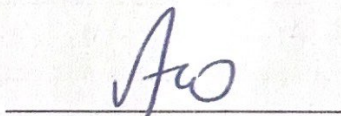
(b) The Training Representative shall receive **the greater of the rate of pay for the job classification he/she held upon appointment or rate of pay equal to the Salary Group 12 40** and will be paid the equivalent of thirty-seven and one-half (37½) hours per week at straight time when assigned. When the Training Representative is not engaged by the Company or ceases to hold office, he/she shall be returned, consistent with his/her seniority, to the classification and to the Department in which he/she was employed at the time of his/her appointment as Training Representative, or to a job classification embracing comparable job duties to that which he/she held prior to his/her appointment.

For the Company:



Veronique Mailloux
Manager, Labour Relations

For the Union:



Vito Furlano
Plant Chair, Local 673

June 27, 2024

Date

27. June. 2027

Date

June 22, 2024

Agreed:

ARTICLE 10 - GRIEVANCES

Preamble

10.01 The Union and the Company recognize that they have a common interest in resolving grievances effectively, and that amidst a complex, multi-disciplinary environment, there will be issues and disputes arising which may not necessitate initiating the grievance procedure. To that end, the Union commits to educating union members about work ownership, roles and responsibilities, types of violations, and types of grievances. The Union further commits to sending any current or newly elected Committeepersons to UNIFOR's Grievance Handling and Workplace Leadership course. Correspondingly, the Company commits to educating its management and salaried employees about the collective agreement and adherence to work ownership, roles and responsibilities, types of violations, and how to interpret the collective agreement to reduce the need for grievances.

10.02 Any complaint or cause of dissatisfaction arising within this Agreement between an employee or employees and the Company, with respect to the administration of this Agreement, shall be addressed through the following procedure. Nothing within this article is intended to discourage or eliminate the ongoing day-to-day discussions that occur between an employee and their Leader, or between a committeeperson and any management representatives. No employee will be discriminated against, nor will his/her record be affected because of his/her lodging a grievance.

STEP NO. 1

10.03 The Zone Committeeperson shall reduce the grievance to writing on electronic Grievance Forms supplied by the Company and approved by the employee (or employees) and the Zone Committeeperson or the Office Chairperson. The Zone Committeeperson shall submit the grievance to the Industrial Relations department and the Leader of the employee and/or any other appropriate management representative. As part of the Zone Committeeperson and the Leader's joint efforts to resolve the grievance, the Union will provide the Leader with all relevant particulars related to the grievance, including any available facts, supporting evidence or documentation, and the specific remedy which is being sought. Similarly, if there are any additional questions or information required by the Union at any stage of the grievance procedure including arbitration/mediation, the Company will provide this information within five (5) working days.

The Zone Committeeperson and the Leader will make an effort to resolve the grievance.

The Leader within five (5) working days of his/her receipt of the grievance **and all available supporting documentations provided by the union**, will furnish his/her written answer to the Zone Committeeperson electronically. If the Leader fails to furnish a response within these five (5) working days after receipt of the grievance form, **the Union will then notify the Industrial Relations department to advance the grievance to Step Two.**

10.04 If the decision of the Leader is not satisfactory to the employee concerned and/or the Union, the Union will notify the Industrial Relations department within five (5) working days of their intent to advance the grievance to Step Two.

STEP NO. 2

10.05 Following advancement of the grievance to Step Two, the parties will convene for a Step Two hearing within five (5) working days. At this hearing will be the Company's designates, the Zone Committeeperson, and any persons necessary to the resolution of the grievance. The Company will provide the Union with its written decision within five (5) working days of the date of the hearing.

10.06 If the Company's written disposition at Step Two is unsatisfactory to the Union, the Union will have five (5) working days to notify the Industrial Relations department of its intent to advance the grievance to arbitration/mediation.

10.07 After the Step Two hearing has occurred, failure by the Union to observe its time limits will constitute withdrawal of the grievance. If the failure is on the part of the Company, the grievance shall be considered settled in the grievor's favour. If the time limits cannot be met due to the legitimate absence from the appropriate Company facilities of persons directly involved in the grievance, an automatic extension of five (5) working days will be granted upon the return of the absent individual. Any grievances withdrawn or conceded under this provision will be treated as without precedent or prejudice and will have no bearing on any other ongoing or future matters between the parties.

10.08 At any stage of the grievance procedure including arbitration/mediation, the conferring parties may have the assistance of the employee or employees concerned and any necessary witnesses. All reasonable arrangements will be made to permit the conferring parties to have access to the office to view the disputed operations or to confer with the necessary witnesses.

10.09 The Company may decline to consider a matter under the Grievance Procedure unless it has to do with the application or interpretation of the terms of this Agreement and the condition or circumstances upon which the grievance is based, originated or occurred thirty (30) working days of its having been brought to the attention of the Leader. However, grievances in respect to group insurance settlements may be placed within ninety (90) working days of date on which they originated.

10.10 All monetary settlements will be paid out within (ten) 10 working days of the grievance being signed and resolved. If any additional time is required for the purposes of gathering, verifying, and calculating settlements, the parties will mutually agree on an extension period.

GRIEVANCE CATEGORIES AND DEFINITIONS


10.11 The parties recognize that a variety of grievances may arise as part of this procedures, and that it is in the parties' interest to utilize the grievance procedure in an organized manner. The Union will follow the definitions within this Article and utilize the appropriate category when filing a grievance.

To that end, grievances shall be identified at the time of filing as falling into one or more of the following categories: Individual, Group, or Policy.

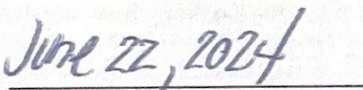
10.12 A group grievance is defined as a single grievance signed by the Zone Committeeperson on behalf of a group of employees in their Zone who have the same grievance with the Company. Group grievances shall be filed at Step Two.

10.13 A policy grievance is defined as a single grievance which alleges a misinterpretation or violation of any provision within the collective agreement which affects numerous employees and/or multiple zones and cannot be resolved due to the nature or scope of the issue in dispute. Policy grievances will be filed by the Plant Chairperson or his/her designate at Step Two.

For the Company:

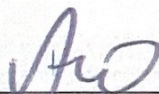


Veronique Mailloux
Manager, Labour Relations



Date

For the Union:



Vito Furlano
Plant Chair, Local 673



Date

June 21, 2024

Without Prejudice
2024 Collective Bargaining Company Proposal

Agreed:

3. Annual Vacations with Pay

3.01 The Company will require all employees to take a vacation and may close the Plant for such purpose or in the alternative, may stagger their vacations in order to maintain facilities. **The Company will post a notice advising employees of its intent to observe a summer shutdown by April 1 of the current year, and sooner if possible.** If the Company staggers vacations, an employee shall be entitled to take all his/her vacation at one time if he/she so requests at a time agreed to by the Company. Vacations are not cumulative and must be taken prior to the end of the vacation year except that an employee who is unable to use his/her full annual vacation entitlement due to illness or disability shall be required to take any unused vacation from the previous vacation year immediately upon his/her return to work.

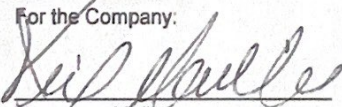
If the Plant is shut down for vacation purposes, employees covered by this Agreement may be required to lay off for the full period of shutdown without remuneration other than vacation pay, as provided in this Article.

For the purpose of this Article, the vacation year shall be from June 1st of one year until May 31st of the following year.

The parties agree that the following guidelines will be used to determine employees' vacation period.

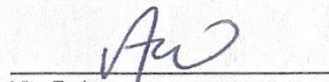
1. Employees are entitled to submit their vacation requests during the canvass period lasting from May 1 to May 15 covering the entire vacation period (June 1 to May 31 of the following year).
2. New vacation requests provided to the leader will be approved on basis of seniority and sufficient level of headcount within department. These requests cannot displace previously approved vacation requests.
3. Transfers to other departments or new positions will not affect an employee's previously approved vacation request.
4. When work is available for summer shutdown, employees will select their shift by seniority within that department until headcount requirement is fulfilled by shift. For any additional headcount requirement, the canvass will be conducted in order of seniority to employees within classification first by program and then plant-wide. Where exceptions apply (within Preflight operations, etc.), the Union will work with Management to sort the matter so that business needs are fulfilled.
5. If work is available for more than one week during the shutdown, no employee will be canvassed for an additional week until all employees within the department have been canvassed for the opportunity to work one week.

For the Company:


Veronique Mailloux
Manager, Labour Relations

June 21, 2024
Date

For the Union:


Vito Furlano
Plant Chair, Local 673

21 June 2024
Date

June 22, 2024

Agreed:

18. Out-of-Town Assignments

18.01 Employees required to work at locations other than the Downsview/Pearson/Waterloo plant, which necessitates their living away from home, shall be subject to the following conditions.

18.02 Method, travel and route shall be determined by the Company.

18.03 Cost of travel fares to location and return will be paid for by the Company. If an employee wishes to use an alternate means of transportation than that determined by the Company, he/she will be compensated to the value of the Company's selected transportation provided he/she reports for work at the designated location at the time specified by the Company.

18.04 Travel by means of personal automobile, either with or without passengers, will be the responsibility of the automobile owner.

18.05 Travelling time to location and return will be paid at regular hourly rate of pay, at straight time, to a maximum of eight (8) hours in any twenty four (24) hour period if a method of travel is selected by the employee, and to a maximum of twelve (12) hours if method of travel is determined by the Company.

18.06 Employees will be paid at their regular weekly rates for the standard hours of work each week, less any deductible time lost. In addition, the Company will pay twenty-five (25) cents premium per hour for each regular or overtime hour worked on such location (subject only to mandatory deductions). Authorized over-time of shift work will be paid in accordance with the provisions of the Collective Agreement.

~~18.07 Work on location where food and lodging is supplied will warrant in addition to the hourly premium, an allowance of three (3) dollars per day for each full day of twenty-four (24) hours on the location.~~

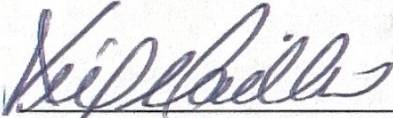
~~18.08 In the case of work parties at locations where food and lodging are not supplied:
(a) Actual expenses under arrangements approved in advance by the Company shall be payable for trips of less than twenty-eight (28) calendar days to major urban centres;
(b) For work parties of longer duration, or if the employee elects to receive expenses under this provision for trips of shorter duration as an alternative to (a) hereof, a per diem allowance of twenty-two dollars (\$22.00) shall be payable to cover all of the employee's expenses at the work location.~~

18.09 An employee on a work party anywhere on the continent of North America will be afforded an opportunity to return home once each six (6) months for a reasonable period of time. Such time shall not be a paid vacation but rather a period in which he/she is afforded an opportunity to take a vacation to which he/she is otherwise entitled, or to take a leave of absence without pay or to work in the plant.

18.10 All conditions relating to work performed by employees outside the limits of Continental North America will be discussed with the parties concerned before such job assignment is initiated.

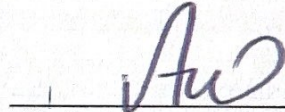
18.11 ~~Anything not addressed by the above sections will be covered by The Company's official Business Expenses and Travel Policy which will apply to all Local 673 employees for per diem allowance.~~

For the Company:


Veronique Mailloux
Manager, Labour Relations

June 22, 2024
Date

For the Union:


Vito Furlano
Plant Chair, Local 673

22 - June - 2024
Date

June 27, 2024

APPENDIX I

1. The purpose of this Appendix is to define Technical **and Professional** classifications, seniority rights and all matters relating to the Technical **and Professional** Group.
2. The provisions of the General Agreement shall apply to employees in the Technical and Professional Group classifications except as altered in this Appendix.
3. The Technical and Professional Group shall be comprised of employees in those classifications listed below:

T-1406 Quality Assurance Technician Lead

T-1410 Tool Designer

T-1420 Methods Analyst Lead

T-1202 Writer – Production Process Standards - Senior

T-1203 Programmer Numerical Control Machine - Senior

T-1206 Quality Assurance Technician – Senior

T-1210 Tool Designer – Senior

T-1213 Estimator – Pricing and Forecasts – Senior

T-1215 Estimator – Engineering

T-1218 Illustrator – Technical – Production Engineering – Senior

T-1220 Methods Analyst Senior

T-1002 Writer – Production Process Standards I

T-1005 Programmer Numerical Control Machine I

T-1006 Quality Assurance Technician Jr.

T-1009 Tool Designer I

T-1010 Illustrator – Technical – Production Engineering I

T-1020 Methods Analyst I

T-1014 Technician - Laboratory Chemical

T-1015 Technician – Laboratory Metallurgical

T-1016 Laboratory Technician Chemical and Metallurgical

T-1255 Laboratory Technician – Senior

T-1260 Tooling, Automation and Robotics SME

T-1036 Work and Material Planner I

T-1236 Material Logistics Agent – Senior

T-1436 Material Logistics Senior – Lead

4. Entry into the **Technical and Professional** ~~positions within this~~ Group shall be restricted to persons who: (a) Have completed Community College education in the field of specialization; or (b) Have six (6) years' practical and general experience covering all phases of the field of specialization; or (c) Have eight (8) years' general experience which is directly related to the field of specialization.

5. **Entry into the 1036, 1236 and 1436 classifications shall be restricted to persons who have five (5) years' general experience which is directly related to the field of specialization.**

6. Technical and Professional Group Seniority

I Employees in the **Technical and Professional** Group classifications at the date of this Agreement shall retain their seniority established at that date and continue to accrue seniority thereafter.

II Employees entering a **Technical and Professional** Group classification after that date, shall have seniority in the **Technical and Professional** Group from date of entry.

III There shall be no crossing between **Technical and Professional** Group classifications except through the job posting procedure.

7. Layoff

Notwithstanding the provisions of any other part of this Agreement, at the time of a layoff an employee in the **Technical and Professional** Group will elect one of the following options: (a) Layoff;

(b) To displace a junior employee in a lower level of the same discipline within the **Technical** Group;

(c) To displace a junior employee in a classification outside of the **Technical and Professional** Group, where the laid off employee had previous vested seniority. In such a case the laid off employee will take his/her seniority to the new classification. Where an employee exercising displacement rights over another employee having less seniority, the employee having longer seniority must be capable and willing to perform in satisfactory manner the work of such shorter seniority employee. Where a dispute arises as to the ability of the longer seniority employee to perform the work, he/she shall be allowed one (1) week (37 1/2 continuous working hours) under normal instruction in which to prove such capability. If the employee is unable to satisfactorily do the work of the displaced employee, he/she will be laid off and a displaced employee recalled in accordance with his/her seniority unless the Union is notified that no replacement is required.

8. Recall

When work is available in the **Technical and Professional** Group, employees who elected options (a) or (b) above will be recalled in inverse order of layoff. Employees who elected option (c)

will return to the Technical and Professional Group only through the job posting procedure and shall have seniority in the Technical and Professional Group from this date of entry.

SCHEDULE "B"
CLASSIFICATION OF EMPLOYEES,
SALARY RATES AND THEIR APPLICATION

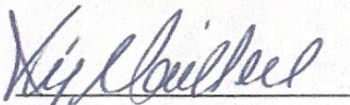
2.01 Salary Rates and Ranges

The level 1 and Level 2 progression rates shall not apply to those ~~Technical~~ classifications which are in the Technical and Professional Group, **exceptions made to classifications 1036, 1236 and 1436**. There will be no further adjustment to the Wage Rates during the renewed term. ~~Effective the first pay period beginning on or after June 23, 2021.~~

New LOU: Technical and Professional Group

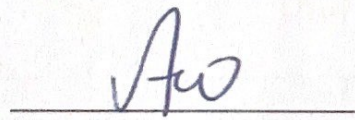
During negotiations leading to the renewal of the 2024 collective agreement, the Company and the Union agreed to retitle the Technical Group to "Technical and Professional" Group and introduce the 1014, 1015, 1016, 1036, 1236, 1255, 1260, and 1436 classifications into the Group. All active employees within the newly added classifications into the Technical and Professional Group will retain their seniority for the purposes of the provisions within Appendix I. Employees entering into 1036, 1236 and 1436 classifications start at Level 1.

For the Company:


Veronique Mailloux
Manager, Labour Relations

June 27, 2024
Date

For the Union:


Vito Furlano
Plant Chair, Local 673

27 June 2024
Date

June 22, 2024

Agreed:

New Letter of Understanding #27. Re: Work Commitment

During negotiations leading to the renewal of the 2006 2024 collective agreement, the parties discussed the future work opportunities at the Downsview Pearson plant. This will confirm the understanding reached that the Company will maintain the following work at the Downsview/Pearson and Waterloo facility facilities for the life of the 2024-2024 2024-2027 collective agreement, or for as long as Waterloo remains a part of Preflight operations.

- Global Express, 5000, 5500, 6000, 6500, 7500, and 7500 8000 and any derivatives thereof (final assembly, 7500 flight controls and preparation and options, production flight test, obtaining certificate of air worthiness, delivery of aircraft at Toronto Pearson site);

- Methods, Quality, Tooling and Material Logistics functions related to the above work;

- Customer Service Representative (944) and Warranty Analyst (945) functions related to the current statement of work pertaining to Bombardier products

The above work will be done exclusively by Bombardier Toronto Pearson site employees, subject to the collective agreement provisions relating to scope of work, performance of bargaining unit work restrictions, new technology and supplier/partner and subject to the announced and projected restructuring initiatives as set out below. The work above will not be transferred to another facility, dual sourced, or otherwise insourced.

The above commitments are subject to there being a market demand for the products and are subject to new technologies and efficiency gains.

Further, if the Company determines that it is necessary to move any of the above work to another facility, the Company may do so provided it replaces the work with jobs of a comparable number and type on one or more work packages not then within at the Toronto-Pearson scope site. Before any changes are implemented, the Company will engage the Union in a consultation regarding the work that is being moved, the incoming work which will replace the outgoing work, and the number of jobs associated to the changes. The parties must mutually agree that the condition of comparable work has been met before any changes are initiated. If the parties are unable to come to a mutual agreement by the conclusion of 30 days from the date in which the Company initiated discussions on the potential exchange of work, the matter is to be referred to the first available arbitrator from the agreed upon list of arbitrators in Article 11 – Arbitration. The matter shall be heard within the 90-day period from when the Company first provided notice to the Union of its intent to engage in discussions on the exchange of work under this LoU.

If the parties are unable to schedule an arbitration hearing within this 90 day period, the parties shall meet to discuss how the matter will be handled while awaiting an arbitration date.

Additionally, it is recognized that there may be specific customer sales agreements or contracts with Foreign Governments or Military Agencies which require, as a condition of the Company securing the work, that a portion of the aircraft work mentioned above be performed at a site, other than the Downsview Pearson facility, designated by the customer. In such event, the Company will be able to meet this requirement without replacing the work provided there is no negative impact on jobs then existing at within the Downsview Pearson scope facility.

The Company will provide ninety (90) days notice to the Union to permit meaningful discussions to take place on either the exchange of work or the customer sales agreements referred to in the two paragraphs above.

** not included in the collective agreement.

1. Further, the Company agrees that the projected restructuring initiatives involving Local 673 employees in Regional Aircraft will not take place before September 30, 2004.

For the Company:

Veronique Mailloux

Veronique Mailloux
Manager, Labour Relations

June 22, 2024

Date

For the Union:

Vito Furlano

Vito Furlano
Plant Chair, Local 673

22 - June - 2024

Date

June 27, 2024

Agreed:

New Letter of Understanding Re: Mental Health and Addiction

The Union and the Company will Jointly recognize that mental illness and addiction are not the fault of the worker and will be dealt with in a non-punitive manner.

EFAP Representative:

One (1) EFAP representative, appointed by the Local 673 Executive Board, will serve as a resource to those individuals looking for assistance.

The EFAP representatives will keep all matters brought to its attention in strict confidence.

- It is agreed the Company will provide time off with pay for the EFAP Representative to transport individuals to assessment and treatment centers where required.
- It is agreed that the EFAP representative will be allowed reasonable time off from the regular job with pay when needed to assist an employee experiencing challenges related to mental health, addiction disorder and substance abuse. This includes transporting individuals to assessments, referrals and treatment centers where required.

Short Term Disability:

It will continue to be understood that employees will be allowed to apply for, and receive sickness and accident benefits, provided they are medically authorized in order to aid in their rehabilitation. This includes the period while waiting for treatment, or if they are waiting to be admitted into a residential treatment center.

Mental Health & Safety:

The parties both agree that a psychologically healthy work environment is a desirable objective for both the employer and its employees. In keeping with that objective, the parties will work together in order to identify psycho-social hazards in the workplace that may cause or contribute to mental health conditions and look for ways to eliminate them or reduce these effects.

Mental Health & Human Rights:

Certain Disabilities under the Human Rights Code, such as mental illness, may not present obvious external symptoms and as such may be considered "invisible disabilities". It is in the best interest of the Employee living with an invisible disability, the Union, and the Employer to encourage early intervention and treatment to assist Employees toward diagnosis and effective treatment. The Employer and the Union recognize that Employees suffering from invisible disabilities are entitled to the same accommodation efforts and requirements as other disabilities under the Human Rights Code. Further, the Employer and the Union recognize that invisible disabilities can have stigmas attached to them and the parties jointly commit to take appropriate actions to minimize such stigmas in the workplace. As with all disabilities and perhaps in some ways more so with invisible disabilities, confidentiality is important, and information related to invisible disabilities should be shared on a need-to-know basis only. The Employer and the Union agree that, depending on individual circumstances, invisible disabilities may call for creative solutions and empathetic approaches when considering accommodation in the workplace and they agree to work in good faith to achieve these ends.

Cost of Treatment:

The employer and the Union agree to work collaboratively in ensuring members with mental illness and addiction are offered the appropriate resources while recognizing the full extent of the Ontario Human Rights Code for the purpose of accommodating such circumstances.

EFAP Training:

The Company will ensure that the Union EFAP representatives will be given the opportunity to attend the Unifor 40-hour Worker Referral Assistance Program courses (level 1 and 2) conducted at the Unifor education training center in Port Elgin, at no cost to the individuals or the Union including travel and lost time during their regular working hours where applicable.

Training Through Bi-annual Conference:

The employer will also allow and cover all costs including registration, travel, meals, lodging and lost time for the EFAP Representative to attend the Unifor bi-annual EFAP addictions conference.

Health/Substance Abuse

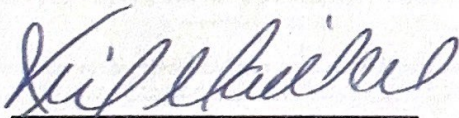
During the 2024 negotiations the Union expressed a concern to the employer about the increased frequency of members and their families experiencing crisis concerning mental health and addiction. The parties recognize that mental health and addiction issues remain a pressing social issue affecting not just members, but their families and the community.

Additionally, the parties agree that addiction and mental illness are not choices and the path to mental wellness and recovery requires support.

The employer and the Union agree to work collaboratively in ensuring members experiencing challenges with mental health and addiction are offered the appropriate resources while recognizing the full extent of the Ontario Human Rights Code for the purpose of accommodating such circumstances.

The employer additionally agrees to absorb the fees in addition to what The Ontario Health Insurance Plan (OHIP) covers (one time lump-sum payment up to \$1000), if any, of a recognized treatment program that might be necessary to assist the member in the successful treatment and recovery from adverse mental health and addiction abuse. Reimbursement will be provided to employee upon receipt of payment to the health care provider and proof of treatment completion.

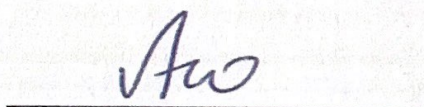
For the Company:



Veronique Mailloux
Manager, Labour Relations

June 27, 2024
Date

For the Union:



Vito Furlano
Plant Chair, Local 673

27 June 2024
Date

June 27, 2024

Agreed:

New LOI - Overtime Management

To further clarify the principles on distribution of overtime among employees normally performing the work, the parties agree to the following:

- Consistent with the requirements in Section 1.04 of Schedule "C", overtime will be distributed on an equal basis to employees within an overtime list.
- Whenever possible, employees will be asked for overtime in advance to allow for maximum notification.
- All overtime hours, whether worked or refused are to be marked on a posted overtime list in the work area. The hours are to be marked as a running total and will be refreshed June 23 of every year.
- With the introduction of end of year variance, the below table has been agreed:

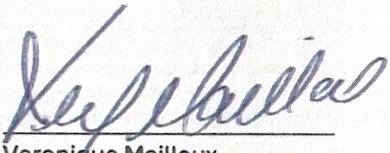
End of Year	Allowable Variance
June 22, 2025	50 hours
June 22, 2026	40 hours
June 22, 2027	37.5 hours

- End of year overtime reconciliation calculation beyond the allowable variance of hours is the difference between the highest hours and the lowest hours within the overtime list. The Company will reconcile end of year overtime variance as long as it's within Company's ability to equalize. The Company will meet with the union to review end of year overtime reconciliation.
- The employee must be capable to perform the work for the overtime shift offered.
- Leaders can identify and establish overtime lists as necessary.
- Overtime worked or refused Monday through Saturday will be marked at straight time, while overtime on Sundays and Statutory Holidays will be marked as 1.5 times hours to reflect the difference in pay premium.
- Offering overtime on an equal basis to eligible employees and maintaining an accurate list is the responsibility of the supervisor/leader.
- On transfer, as defined in the Collective Agreement, an employee will be given the average of the overtime hours of those in their classification. New starts will be given the average of the overtime hours offered on completion of their probationary period.
- In the following circumstances, upon return an employee will be considered averaged within their OT list:
 - Group insurance
 - WSIB
 - Approved leave of absence
- Employees who normally perform the work will be given preference to overtime compared to

those on temporary re-assignment, who are last to be asked. Employees returning from temporary re-assignments and work parties will have their overtime hours marked on their original lists.

- The Union may bring forward concerns to the attention of the Manager of the employee's department and the parties will endeavour to find a satisfactory solution.
- Any questions or concerns regarding overtime not addressed at the department level may be referred to the program HR Generalist or HR Manager.

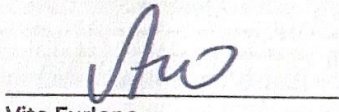
For the Company:



Veronique Mailloux
Manager, Labour Relations

June 27, 2024,
Date

For the Union:



Vito Furlano
Plant Chair, Local 673

27 June 2024
Date

June 22, 2024

Agreed:

Letter of Agreement #3 Re: ME/MA Matrix & Ratio

The parties recognize the necessity of a permanent solution with regard to the ongoing issues arising from the ME/MA Matrix of Shared Functions as well as the ME/MA ratio outlined in Letter of Intent #19, #31, and Letters of Understanding #15, #16, #34, and #37.

1. TRANSFER OF SHARED FUNCTIONS

All of the functions within the ME/MA Matrix – except for one listed below under Non-Exclusive Functions – shall be transferred to the exclusive work of the MA classifications, including but not limited to:

- Define work center layouts
- Define optimum work sequence
- Define Shop Floor layout for the plant
- Perform line balancing
- Implement the hours movement between work centers
- Crew load charts
- Defining workbook consumption processes for implementing fabrication and assembly equipment tied to process changes and manufacturing strategies
- Provide technical inputs for Manufacturing/Methods Requirements Documents
- Develop the program manufacturing schedule for 1st article
- Perform time studies and methods studies
- Develop standard manufacturing processes
- Justify and implement fabrication and assembly equipment tied to process changes and manufacturing strategies
- Define and order consumables
- Determine theoretical capacity for machine loading and efficiency

The above-noted duties are understood to exist in conjunction with the outlined duties of the salaried Methods Project Specialist role. The parties understand that some of the aforementioned duties form part of larger processes which work in conjunction with the Project Specialist (refer to LoU #42 re: Methods Project Specialist).

The existing Joint Training Committee outlined in the collective agreement will immediately convene to discuss any knowledge gaps or training requirements in order to facilitate the transfer of the foregoing functions. The transition of the above noted functions will commence immediately upon ratification and will occur over a period of 6 calendar months. The only exception will be functions related to the Pearson project, which will transfer exclusively to MAs over a period of 14 calendar months. After which the MEs currently performing the above functions shall be redeployed elsewhere in the organization and will no longer be performing any of the remaining joint responsibilities.

Simultaneous to the transfer of this work to the MA classification, those MEs who presently do not perform any work associated to the shared functions will be redeployed to the appropriate existing excluded positions. The job descriptions and duties for the excluded classifications must be mutually agreed to by the Union and the Company prior to ratification. All relevant job descriptions for these positions will be shared with the union and shall not be changed without mutual agreement. If there is any dispute about any overlap in responsibility between these positions and the MA classification, these disputes will be addressed through the regular grievance procedure.

2. NON-EXCLUSIVE FUNCTIONS – JOINT RESPONSIBILITIES

The following functions will remain the joint responsibility of the 5 MEs identified on the nominal list and MAs:

- Prepare functional test procedures

There can never be more MEs/NBUs than MAs in any of the non-exclusive functions listed above.

3. ELIMINATION OF THE ME/MA MATRIX AND TRANSITIONAL PERIOD

Prior to ratification of the 2024-2027 collective agreement, the parties have identified and agreed ~~will convene to identify~~ the 5 MEs which are currently performing the shared functions and who will continue to be part of the ~~create a~~ nominal list. The ~~nominal list must be mutually agreed by the Company and the Union.~~

These employees will be retained in their current positions and the Company will not, under any circumstances, make any further ME hires. The MEs named on the aforementioned list will remain in their positions until such time as their employment expires through resignation, retirement, layoff, termination, or redeployment elsewhere in the organization and no longer performing any of the remaining joint responsibilities. Thus representing a decline in the number of MEs. At which time all of their shared functions shall be transferred to the exclusive work of the MA classifications.

Upon ratification of this collective agreement, all duties in the MA/ME Matrix shall be added to the Normal Duties of the MA classifications. In addition, the job duties of all classifications previously amalgamated into the MA classifications per LOI # 45 shall be added to the Normal Duties of the MA classifications.

4. CREATION OF NEW JOB CODE — FT ANALYST (1370/1470)

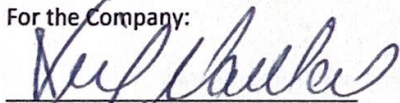
In order to support the final transition of the interim joint responsibilities, a new job classification will be created — the Functional Test Analyst (FTA).

- a. Within 9 months following ratification of the 2021-2024 collective agreement, the Company will post for the required number of FT Analysts in order to provide all current MA's with an opportunity to move into this new role. The selection process will be as follows:
 - i. Applicants will write a test comprised of multiple choice questions and theoretical short answer questions that are relevant to whether the applicant possesses the skills, qualifications, and abilities to perform the job. The Company and the Union will jointly develop study guides and discuss the format of the test and the methodology of calculating scores.
 - ii. Applicants from outside of the Methods organization will also be required to undergo an interview with Leader of the area unless they have vested seniority in the 1020/1220 classifications.
 - iii. All 673 employees, including those on the recall list, may apply for these positions.
 - iv. On an exceptional basis where no applicants from the active employment list or the layoff/recall list are successful, the Company and the Union will meet to discuss a path forward to fill the vacancy.
- b. This classification will be part of the Technical Group as defined in Appendix I. Article 18, Schedule E & F will also be updated. Any employees from the Technical Group who enter the FTA classification will retain their previously vested rights and in the event of a surplus, may exercise their bumping rights to return to their previous classification if they have sufficient seniority.
- c. The Company and the Union will work together to define the job duties of the Functional Test Analyst.
- d. Wage rate of 1370 is the same as Technical Group 12.
- e. Leads in the Functional Test group must be unionized (there can be no ME leads).

Letters to be Deleted:

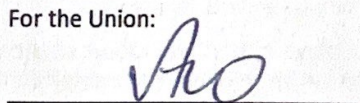
- LoA #4 Re: Blended Recall List (De Havilland)

For the Company:


Veronique Mailloux
Manager, Labour Relations

June 22, 2024
Date

For the Union:


Vito Furlano
Plant Chair, Local 673

22 June 2024
Date



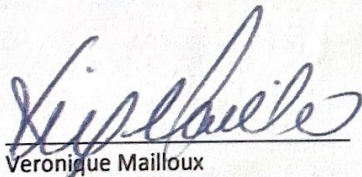
June 22, 2024

Agreed:

New Letter of Understanding Re: Students/Interns

During 2024 collective bargaining, both parties had meaningful conversations about the future for students/interns within Toronto site. While it is important for the Company and the Union that students/interns roles do not encroach on L673 job duties, the Company's objective is to ensure students/interns a positive work experience and effective exposure to fundamentals of the work environment in order to facilitate position Bombardier as employer of choice. The Company's commitment is that no student will be performing Local 673 scope of work.

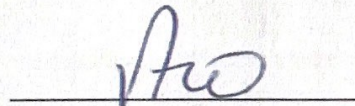
For the Company:



Veronique Mailloux
Manager, Labour Relations

June 22, 2024
Date

For the Union:



Vito Furlano
Plant Chair, Local 673

22 June 2024
Date

June 21, 2024

Without Prejudice
2024 Collective Bargaining Company Proposal

Agreed:

Letter of Understanding 19. Re: Methods Group 1020

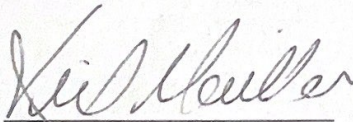
~~During the 2000 negotiations leading to the renewal of the collective agreement, the parties agreed on a mechanism to facilitate an entry level position for Methods Analysts into the Technical Group. To facilitate this training and development position in the Methods Group the Company have the right to recruit academically qualified candidates into the Group 1020 classification based on the following progression plan:~~

- ~~1. Months 1 — 6 paid at a salary rate of 75% of the group 10, level 3 rate.~~
- ~~2. Months 7 — 18 paid at a salary rate of 80% of the group 10, level 3 rate. Progression to the Group 10, level 3 salary rate is dependent on:~~

- ~~— 1. Completion of 18 months on the job experience;~~
- ~~— 2. Successful fulfillment of all requirements of identified Methods training plan.~~
- ~~Where an employee has failed to fulfill the requirements of the plan at the completion of 18 months, he/she will remain on the lower salary rate until he/she either fulfils the requirements or he/she is removed from the position. Upon attaining the level 3 salary rate the employee will be credited with seniority dating from the first day in the group 1020 classification.~~

During the 2024 negotiations leading to the renewal of the Collective Agreement, the Company and the Union discussed the existing progression within the Methods Analyst entry level position. The Company agrees to hire Group 1020 at Level 3 and remove any salary progression within the classification. All current Group 1020 employees on the progression plan will be upgraded to 100% of Level 3 pay upon ratification.

For the Company:




Veronique Mailloux
Manager, Labour Relations

June 21, 2024

Date

For the Union:



Vito Furlano
Plant Chair, Local 673

21 June 2024

Date

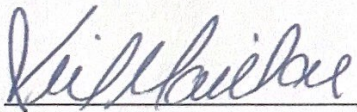
June 22, 2024

Agreed:

Throughout the course of 2024 collective bargaining, the parties invested significant time in discussions concerning jurisdiction of work performed at the Pearson location. Given the content of the discussions, it was apparent that the Company holds an interest in providing meaningful opportunities to its workforce where possible and is responsive to the Union's concerns related to both protection of existing unionized positions and opportunity to expand its skill base into new areas of work. On this basis, the parties agree that the positions listed below will, during the course of the 2024-2027 collective agreement, fall under the jurisdiction of the Unifor 673 collective agreement.

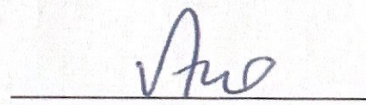
CLASSIFICATION	DESCRIPTION	HC #	Comments
1220	G7500 RED OAK WINGLET TRANSFER	1	Recurring
1220	ACR G5/6	2	Recurring
1220	M Program	2	New Development Program
1206	PIC Coordinator	2	Transfer excluded role 1206
1255	LAB Tech	1	Contingent on work exchange with Local 112 and accessing Permaswage equipment
1207	Technical Writer	1	Transfer work when performed within scope of Unifor CBA
1260	Automation	3	Tooling, Automation Robotics SME New Classification
1210	Tool Design	2	The parties will meet to discuss an exchange or addition of work to facilitate contracted SOW

For the Company:


Veronique Mailloux
Manager, Labour Relations

June 22, 2024
Date

For the Union:


Vito Furlano
Plant Chair, Local 673

22 June 2024
Date

June 27, 2024

Agreed:

Revision of Job Description: QUALITY ASSURANCE TECHNICIAN – SENIOR CODE T-1206

Job Requirement:

Requires a post-secondary degree, diploma or certificate in Quality, Aeronautical, Mechanical, Industrial or Manufacturing Engineering or equivalent. This will be combined with a minimum of three (3) years' experience as a Code 1006 Quality Assurance Technician Jr or equivalent. Requires an in-depth knowledge of aerospace manufacturing, industry standards, practices and specifications. Must be a sight-reader of drawings. Must be cognizant of AS9100 and ISO9001 standards. Familiarization with regulatory requirements is a strong asset. Must be familiar with Engineering, Methods, Work and Material Planning and how they relate to Quality activities. Must possess a strong working knowledge of computer applications including word processing and databases. Able to work in a team environment and must possess team facilitation skills. Requires good organizational skills and the ability to set and prioritize tasks and the ability to work independently.

Normal Duties:

In addition to all the duties described in the Quality Assurance Technician Jr. 1006 job classification:

Task/Duty segregation is for clarity only, management can assign tasks to any 1206 technician as required.

- Technicians conduct analysis, trend identification and root cause, of non-conformances such as QIR, CAB, snags and RNCs
- Analyses existing quality techniques; develops and prepares new or revised quality techniques and other like instructions.
- Recognizes the need for and initiates corrective and preventive action(s) for product or process discrepancies.
- Reviews production documentation for compliance and adequacy of inspection call outs and as necessary, develops required inspection criteria for the production of quality products.
- May review engineering drawings and specifications to ensure that all necessary Quality requirements have been included and may recommend changes to Quality or Engineering Management.
- Reviews production standards and Functional Test Procedures for correct inclusion of Quality System requirements.
- May act as an Authorized Quality representative on the Material Review Board (MRB)*
- Performs other clearly related duties as assigned.
- Write NOE to support product integrity coordinators for Toronto site.
- Actions Quality Investigation Reports (QIR) and provides response of corrective and preventive action(s), taking input from inter-site and Supplier Compliance and report(s)

to field services, as required. Initiates containment or documentations as required including RFQS. Ensure QIR records are maintained and accessible to everyone.

- Inter-site and finishing centers CAB (Corrective Action Board) containment and closure; of issues that are assigned Toronto responsibility.
- Liaise with other departments (Methods, Engineering, Operations, Supplier Compliance, etc.) to resolve CAB issues.
- Complete Line Strike using existing evidence(s), evidence(s) supplied by other functions or by validating themselves.
- Raise Line-Checks based on disclosures or notifications.
- Define problem statement, conduct potential root cause analysis, initiate corrective action work, and follow up on the updates and do validation of corrective actions until closure.
- May participate in continuous improvement/Kaizen activities
- Provide technical input for BCSR (cost of poor quality) for Quality issues.
- Participate in PFMEA
- Ensure Quality issues are addressed in PFMEA
- Review supplier delivery documentation for reconciliation activities.
- As assigned, perform investigation and resolution of serialization issues where processes have resulted in an error
- Prepare and modify site specific Toronto Quality instructions.

It is recognized that the duties related to Material Review Board (MRB) may also be performed by the 845 classifications from Local 112.

Note: in addition to the above, the following also applies to the technician working as an Auditor.

Auditor Duties:

The Auditor role is limited to internal assessments and are for Bombardier's internal diligence only and does not include formal reports or audits that are to be provided to Transport or Registration Authorities.

- Compiles Quality audit check lists based on AS9100 and ISO9001 and/or other Quality standards, including previous findings and corrective action records.
- Performs audits as defined in the check lists.
- Analyzes auditee compliance with applicable Quality System elements, relevant standards, and processes and initiates any required corrective and preventive actions.
- Prepares and distributes audit report(s).
- Verifies the response and effectiveness of the implementation(s).
- Local preparation of the Quality Assurance processes checklist according to ISO/AS9100 certification and compliance requirements of Toronto Site.
- Compile SCAR report and follow up on the SCAR action items.
- Conduct site-level effectiveness audits of the PCS (Process Confirmation System) when required. (Including but not limited to Chemical cross-checks)
- Write-and post Quality alert, FOD alert and Damage alert as assigned by management
- Support preparation of response for CARs when assigned.

Note: in addition to the above, the following also applies to the technician working in the Supplier Compliance Representative Role

Supplier Compliance Duties.

Job Requirements: Supplier Compliance Representatives are required to be eligible for international travel at all times and must be available to travel at a short notice.

The role of the Supplier Compliance Representative is to liaise with suppliers on Quality issues as identified through trend analysis or as requested by stakeholders. The supplier compliance representative falls within the Quality supplier Compliance group in direct support of vendors.

- Liaise directly with the vendors to support corrective action/non-conformance management.
- Ensure acceptable supplier FAI (First Article Inspection) on product changes and new product pertaining to the Toronto site statement of work.
- Issue and manage RSA (Request for Supplier Action).
- Source Inspection
- Create and monitor KPI for assigned vendors.
- Participate in Engineering and Quality Investigations.
- Product Quality and Conformity
- QIR (Quality Investigation Report) - Vendor
- Validate the delivery documentation information.
- Provide quality data for supplier score cards.
- Support gathering of internal data for Supplier cost recovery related to Supplier Quality issues;
- Determine and update final liability, in collaboration with the supplier, for non-conformances detected at the Toronto site
- Assess and validate supplier containment and corrective action plan and follow up on PIC activity for their respective suppliers.
- In collaboration with SQA, coach suppliers in implementation and sustainment of all applicable Bombardier Aerospace Quality System requirements.
- Based on detected non-conformance, support the development of corrective actions, and as required follow-up on implementation with their respective supplier or Toronto site.
- Participate in AQP (Advanced Quality Planning) initiatives with suppliers related to the development of new programs at the Toronto site.
- Support operations in investigating supplier-related issues.
- Visit supplier assembly plants and issue trip reports on those visits as determined by Leadership.
- Issue Stock Purges**
- Lead QA discussions with suppliers, including but not limited to supplier reviews and meetings.
- Support Supplier performance and management upon request.

**Shared with Local 112

For the Company:

Veronique Mailloux

Veronique Mailloux
Manager, Labour Relations

June 27, 2024

Date

For the Union:

AW

Vito Furlano
Plant Chair, Local 673

27 - June - 2024

Date

June 22, 2024

Agreed:

TOOLING, AUTOMATION AND ROBOTICS SME CODE 1260

Job Requirement:

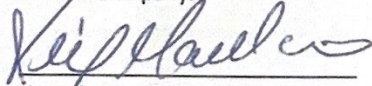
Requires a post-secondary degree in Mechanical, Electrical or Aerospace Engineering, with a minimum of five (5) years of experience in automation, laser metrology or robotic manufacturing. Must be capable of managing technical projects, have knowledge of cost accounting and estimating, problem solving and decision-making skills, a solid understanding of engineering principles and knowledge of dimensional management and metrology principles. Works with minimum supervision.

Normal Duties:

Responsible for the project management, design, support and implementation of all new and retrofit automated and robotic tooling. Administration of automation access control and relationship management of support contracts with external vendors. Definition of cutter design and cutter management process for all automated drilling tooling. Support in developing automation PIP (certification) and PM (maintenance) requirements. Creation of laser shoot starting files, post processing laser shoot data, optimizing and automating the laser shooting process and development of reports and reporting tools. Support / perform the aircraft virtual joint process and analyses for major structures. Set-up, support and on-going process improvements of inventory controls for automation equipment, spare parts, laser metrology tooling and laser metrology kits. Provide technical support and project management for KC/CIP(Key Characteristics and Critical Interface Points). Support and project management in identifying advanced manufacturing improvement opportunities, conduct new technology and automation studies and create detailed business cases. Develop training for automation, robots and laser metrology in alignment with the joint training committee. Deliver training and technical support to employees on the use of the automation / robotic tooling and laser metrology. Develop and deliver solutions with IT relating to automated controls for accessing, operating, backing-up and monitoring changes to all automation and robotic programs and codes. Manage performance metrics, project budgets and KPI's.

Effective June 28, 2021

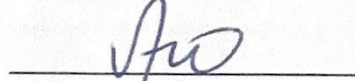
For the Company:



Veronique Mailloux

Manager, Labour Relations

For the Union:



Vito Furlano

Plant Chair, Local 673

June 22, 2024

Date

22 June 2024

Date

June 22, 2024

Agreed:

New Letter of Understanding Re: Excluded Roles within the Pearson Site

During the 2024 negotiations, the Company and the Union had meaningful discussions on Article 2 – Scope and Recognition, specifically roles and responsibilities associated with salaried positions. Throughout negotiations, the Company and the Union have conducted a comprehensive review of existing salaried roles for which the Union identified concerns on the lines of demarcation with bargaining unit work. Arising from these discussions, the following has been agreed between parties:

1. Program/Project Control Job Family

Business Analysts

Both parties agreed to re-classify current Business Analysts employees as Project Specialists with the same job duties as the Methods and/or Quality Project Specialists within 90 days upon ratification. LoU # 42 & 43 will apply. The Company and the Union will reconvene to confirm such excluded jobs will not infringe on bargaining unit work.

Methods Change Agent

Both parties agreed to re-classify current employees into the Methods Project Specialist job title within 90 days upon ratification. The Company and the Union will reconvene to confirm such excluded jobs will not infringe on bargaining unit work.

FATS System

As for the position currently held by Peter Schnurr, the following has been mutually agreed:

Upon retirement, resignation or redeployment elsewhere in the organization, the current job duties of Peter Schnurr will be transferred into the 1420 classification.

2. Supplier Manager

Both parties agreed to further discuss the lines of demarcation for the below excluded Supplier Manager roles at the Toronto site within 90 days upon ratification:

1. Supply Chain Agent

2. Supplier Performance Agent

While it was agreed between the Union and the Company the above roles will remain salaried/ excluded roles, the Company will review any claim of infringements by the Union. The Company will work with the Union to clarify lines of demarcation for these roles.

It is understood that the above job titles will not deviate from the Supplier Manager roles and responsibilities agreed within MoU #7 – Supplier Management, Procurement & Supplier Quality.

3. Applications Analyst

Within 90 days after ratification, the Joint Training Committee will convene to establish a Power BI training program for four (4) 1236/1436. Within 9 months, the Union and the Company will assess if it is practical to transfer the work of creating and maintaining all Pearson site Power BI Dashboards to the Bargaining Unit. The 1236/1436 will continue to work with the existing Application Analysts as needed.

Any classifications not agreed to be excluded during the 2024 negotiations will be scheduled for arbitration within 90 days after ratification. The list of classifications to be arbitrated after ratification will be mutually agreed between the Company and the Union.

For the Company:

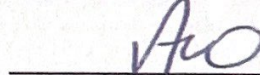


Veronique Mailloux
Manager, Labour Relations

June 22, 2024

Date

For the Union:



Vito Furlano
Plant Chair, Local 673

22 - JUNE - 2024

Date

June 22, 2024

Agreed:

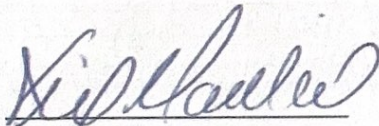
New Letter of Understanding Re: Lines of Demarcation for Salaried/Excluded role – Analyst Quality Assurance and Continuous Improvement Agent

During 2024 collective bargaining, both parties agreed to further discuss the lines of demarcation for the below excluded roles at the Pearson site within 90 days upon ratification:

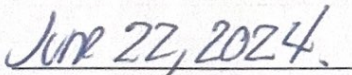
1. Analyst Quality Assurance (TC Auditor) *
2. Continuous Improvement Agent

* It is understood that the above job title will not deviate from the Letter of Understanding for TC Audit dated April 30, 2014.

For the Company:

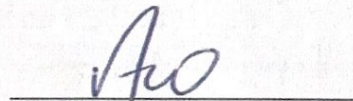


Veronique Mailloux
Manager, Labour Relations



Date

For the Union:



Vito Furlano
Plant Chair, Local 673



Date

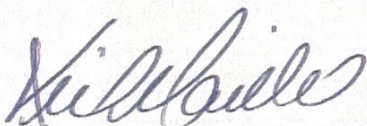
June 22, 2024

Agreed:

New Letter of Understanding Re: DCR Representation Pearson

Within 6 months of ratification of the 2024- 2027 Collective Agreement, the Company agrees to train and appoint a Quality Assurance Technician Senior – 1206/1406 as the back-up to the current 1206/1406 DCR representative for Toronto site.

For the Company:



Veronique Mailloux
Manager, Labour Relations

June 22, 2024

Date

For the Union:



Vito Furlano
Plant Chair, Local 673

22 June 2024

Date