

Collective Agreement

2023 – 2028





COLLECTIVE AGREEMENT

BETWEEN

CAE INC.

AND

UNIFOR, Local 522

2023 – 2028

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ARTICLES

1. PURPOSE AND GLOSSARY

1.01 The purpose of this agreement is to promote the mutual interests of the Company and its employees by providing for the operation of the plant with due regard for quality and efficiency, and for the safety and welfare of the employees.

1.02 The Union recognizes that the Company must continually revise all of its processes and improve its flexibility to meet customer expectations, particularly to increase its competitiveness and profitability. For this purpose, the Union and its members undertake to work with the Company in order to optimize the work processes subject only to the restrictions imposed by law and by this collective agreement.

1.03

Term	Definition
Bumping rank	Refers to the order in which an employee may exercise his bumping right.
Classification	Refers to a specific job group.
Common-law spouse	Refers to the person who has been living with the employee for more than 1 year or when a child is born of their union.
Department	Operational unit consisting of a group of people working under the same budget heading.
Double time	Indicates twice the employee's hourly rate.
Grade	Refers to the skill level (entry, qualified, specialist) within a classification.
Grievance	Any difference of opinion or disagreement between the parties as to the interpretation, administration, application or alleged violation of this agreement.

Term	Definition
Internship	Period of practical study, of a definite duration, during which a person practices a particular task or completes his professional training, recognized by the Quebec Ministry of Education.
Lead-hand	Designates an employee chosen by the Company to participate in the planning and organization of work and to distribute the work according to the job description set out in Agreement Letter 26.
Master electrician	Designates an employee chosen by the Company from the Electrician classification as Master Electrician for the Company.
Probationary period	Period that begins at the hiring date and ends after 6 months of continuous service. This 6-month period does not include time off in excess of 2 consecutive weeks due to sickness.
Related classifications	Classifications where qualifications and skills are similar in many respects and which are grouped by business sectors as identified in the related classifications table.
Sponsorship	Refers to an employee chosen by the Company to sponsor a trainee during a school internship.
Time and a half	Indicates one and a half times the employee's hourly rate.
Trainee	Refers to the student who is doing an internship according to the provisions of Agreement Letter 3.

Term	Definition
Trainer	Refers to an employee chosen by the Company to prepare and distribute classroom-based training and practical demonstration related to that training, including occupational health and safety training, or structured workshop training where such training cannot be provided in class. This does not include on-the-job training.
Women's advocate	Refers to an employee whose role is to listen to, support and guide women with domestic or spousal violence problems, or who have been sexually assaulted.

2. RECOGNITION

- 2.01 The Company recognizes the Union as the sole bargaining agent for all CAE Inc. employees working in the plants located at 8585 Côte-de-Liesse, 105, 109 and 400 Montée de Liesse in the City of Montreal, Quebec, save and except office staff, the security personnel, all employees excluded in accordance with the Quebec Labour Code and all field employees.

The Company informs the Union whenever the addresses of its establishments are modified.

- 2.02 The terms “employee” and “employees” as used in this agreement mean an employee or employees governed by this agreement. Where masculine pronouns are used, they are construed to mean masculine and feminine employees.

3. MANAGEMENT RIGHTS

- 3.01 The Union recognizes that the Company has the exclusive right to manage and operate its plants and equipment and to carry

on its business as it sees fit, subject only to the restrictions imposed by law and by this agreement. The Company retains all rights and privileges not specifically relinquished or modified, and without restricting the generality of the foregoing, the right to maintain order, discipline and efficiency, to change hours of work, to establish and change work schedules and shifts, to determine or change work assignments or methods, to select materials to be handled, processed or manufactured as well as to determine the engineering and designing of its products. No employee in the bargaining unit will be laid off or suffer a loss of normal hours of work as a result of contracting out of bargaining unit work.

3.02 The Union also recognizes that the Company has the exclusive right to decide, as required, all matters relating to the terms and conditions of employment of the employees, including without limiting the generality of the foregoing, the right to hire, promote, demote, classify, transfer, lay off, retire, suspend or otherwise discipline and discharge employees except as otherwise specified in this agreement and subject to the right of the employees concerned to lodge a grievance in the manner and to the extent provided herein.

3.03 The Company has the right to establish and alter, as required, rules and regulations to be observed by the employees, which rules and regulations are consistent with the provisions of this agreement. The Company is not deemed obligated because of any past practice or any waiver of the strict application of any provision of this agreement.

4. UNION MATTERS

4.01 The Union recognizes that its officers, stewards, members of the Union committees as defined in this collective agreement as well as all employees must perform regular work for the Company, and that they may not leave their respective jobs

except with the permission of their immediate superior, which permission is not unreasonably denied.

- 4.02 No union business is conducted on Company property except as specifically permitted by this agreement.
- 4.03 An employee who wishes to talk with his steward during working hours is permitted to leave his workplace provided he has obtained permission to do so from his immediate superior, which permission is not unreasonably denied. Time off for this purpose does not exceed 30 minutes but can be extended by mutual consent of both parties.
- 4.04 The Union grievance committee consists of 3 union members including 2 officers and 1 shop steward. The Company compensates such employees at their hourly rate for time spent during their regular working hours in handling grievances and in attending meetings of the grievance committee with the Company.

Furthermore, the Company compensates up to 2 employees at their hourly rate for time spent during their regular shift in attending arbitration hearings in connection with unsettled grievances.

- 4.05 The handling of grievances, as stipulated in article 4.04, authorizes the Union grievance committee members to meet with the plaintiff for a period not exceeding 30 minutes prior to the presentation of the grievance to the grievance committee. When the Union grievance committee wants to take advantage of this meeting, the chief steward submits the demand to the plaintiff's immediate superior within a reasonable delay. The leave of the above-mentioned employees is not unreasonably denied.

The Company compensates the plaintiff at his hourly rate for time spent during his regular working hours participating in this meeting.

4.06 The Company agrees to pay the negotiation committee, not exceeding 4 members, at their regular hourly rate including shift and/or lead-hand premiums when applicable, for the negotiation of a collective agreement and attendance at conciliation board hearings during regular working hours. In addition, there is a maximum of 5 employees, including the substitute, released within the negotiation committee.

Two (2) employees designated by the Union are members of the francization committee responsible for implementing the Company's francization program.

4.07 Union officers, not exceeding 6 members, the Union negotiation committee, not exceeding 5 members, and the Union grievance committee, not exceeding 3 members, have completed their probationary period.

4.08 The Union submits, in writing to the Company, the name of its officers, executive board members, stewards and members of its committees as defined in the present collective agreement and likewise promptly notifies the Company of any changes.

4.09 The Company submits in writing to each steward and to the chief steward the name of its supervisory personnel whom they interface with in the administration of this agreement.

Furthermore, the Company submits in writing to the Union the name of its officers whom they interface with in the administration of this agreement.

The Company likewise promptly notifies the Union of any changes as they occur.

4.10 Top seniority in the plant at time of layoff is granted to no more than 6 officers of the Union, namely:

President	Treasurer
Vice President	Financial Secretary
Chief Steward	Recording Secretary

- 4.11 The Company agrees to recognize 18 shop stewards to represent employees. Furthermore, a 19th and/or 20th steward is recognized when a weekend shift is created.
- 4.12 When necessary, their number may be changed by agreement between the Human Resources director and the president of the Union or their respective authorized representative.
- 4.13 None of the Union officers, the 2 members of the occupational health and safety joint committee recognized in article 10.02, nor the shop stewards listed in articles 4.10 and 4.11 are assigned to the 2nd, the 3rd or the weekend shifts if there is another employee in the same classification who is able to perform the work.
- 4.14 In the selection of employees to be laid off, as provided for in article 26.02, the shop stewards recognized under article 4.11 have top seniority in their respective classification, on their shift. Furthermore, the 2 occupational health and safety joint committee members recognized under article 10.02 have top seniority in their respective classification.
 - 4.14.1 When a Union officer, a shop steward or a member of the occupational health and safety committee, for any reason, ceases to fill his union function, he is laid off if an employee with more seniority holds a right to be recalled or reinstated within the affected job classification. The employee is then recalled or reinstated in the position when the layoff comes into effect. The officer or shop steward works the notice provided for in article 26.03.
- 4.15 Provided that the Company can reasonably do without the services of the employees concerned during an unpaid leave of absence for union business, the Company grants an unpaid leave of absence for union business to a maximum of 25 employees at a time among Union officers, shop stewards and members of the committees as defined in this collective agreement as well as to the employees elected in a general assembly to attend union conventions, union educational

seminars as well as to conduct union business, under the following conditions:

- 4.15.1 Except in exceptional cases, the Union submits all written requests to the Company for the unpaid leave of absence for union business at least 5 working days before the beginning of the unpaid leave of absence, indicating the name of the employee concerned and the duration. The Company, within the 3 working days following the request, informs the Union of the decision.
 - 4.15.2 The combined total of these unpaid leaves of absence for union business does not exceed 100 working days per collective agreement year, per group or portion of group of 100 employees. The calculation of those days is done on the basis of the highest number of employees during the current collective agreement year. For the purposes of this article, unpaid leaves of absence for union business of less than 4 hours are calculated on the basis of a ½ working day.
 - 4.15.3 The continuous service and the seniority of an employee accrue during his absence for such an unpaid leave as described in this article.
- 4.16 In addition to unpaid leaves of absence for union business provided for in article 4.15, the Company grants to the president of the Union, Local 522, Unifor, unpaid leaves of absence to conduct union business. The total of those unpaid leaves of absence for union business must not exceed 15 working days per collective agreement year, per group or portion of group of 100 employees. The calculation of those days is based on the highest number of employees during the current collective agreement year.

The president of the Union submits all written requests for unpaid leaves of absence for union business at least 2 working days before the beginning of the leave of absence.

The Company grants this leave of absence for union business as long as it does not affect the Company's operations. Unpaid leaves of absence for union business under this article must not be of less than 1 working day.

- 4.17 Upon written recommendation from the Union, submitted at least 3 months before the beginning of the unpaid leave of absence for union business, the Company grants a renewable unpaid leave of absence for union business to 1 employee at a time for a period of 1 year. For the renewal of this leave of absence for union business, the Union must submit a written request to the Company at least 1 month before its expiration. The Union recognizes that the Company may have other commitments that can delay the granting of this leave of absence for union business. However, the Company makes reasonable efforts to release this employee at the date indicated by the Union.

During such a leave of absence for union business, the employee continues to accumulate union seniority for the first 2 years of the unpaid leave of absence for union business. During such an unpaid leave of absence for union business, the employee is not entitled to any other benefits, rights and privileges arising from this collective agreement.

- 4.18 The Company agrees to recognize 2 employees as social stewards. The Union informs the Company as soon as possible, of the name of these employees. If applicable, their number may be modified by mutual agreement between the Company's Human Resources director and the president of the Union or their respective authorized representative.
- 4.19 The Company agrees to release the president or vice-president of the Union for 40 hours per week for the administration of the collective agreement. Twenty (20) hours are paid by CAE Inc. and 20 by the Union. The latter appoints 1 person and informs the Company of any changes.

4.19.1 The Company agrees to release the chief steward or his replacement, with pay, for 8 hours per week for the administration of grievances and labour relations matters.

4.19.2 The Company also agrees to pay 24 hours per week of additional union release. The Union informs the Company of the name of the person released for this purpose.

4.20 When welcoming new employees, the Company authorizes 1 hour for an interview between a shop steward designated by the Union and the group of new employees.

If the group is made up of only 1 new employee, the Company authorizes an interview between a shop steward designated by the Union and the new employee in accordance with the provisions of article 4.03.

As specified in article 6.02, a copy of the collective agreement is provided at the same time by the designated steward.

4.21 The Company recognizes an employee as a women's advocate. The Union provides the name of the person to the Company and informs the Company of any changes. The role and mandate of the women's advocate are defined in Agreement Letter 25.

4.22 The Company agrees to pay a special union fund of three cents (\$ 0.03) per hour per unionized employee for all regular paid hours, with the purpose of providing paid union education leave.

Amounts are paid monthly by the Company, on behalf of Local 522 (CAE), and are paid by direct deposit to the Unifor CEP Training Fund's bank account.

It is further agreed that the Company agrees to release the candidates selected by the Union so that they can take the CEP training, subject to article 4.15.

5. NATIONAL SECURITY

- 5.01 The Union recognizes that the Company has or may have obligations regarding the security of information or material in its contracts or agreements. The Union agrees that nothing in this contract is intended to place the Company in violation of its obligations under such circumstances and does not contest any action the Company may take to comply with such contractual obligations related to the security of information and material.

6. REPORTS

- 6.01 The Company supplies a seniority list to the Union showing the name of each employee in the bargaining unit, his telephone number, his address, his birth date, his employee number, his grade, his classification and his wage or salary rate, and such list is revised and sent to the Union every 3 months, or once a month as required by the Union. Upon written approval from the Company, the Union is authorized to post copies of the seniority list on the bulletin boards provided for the use of the Union. Any such posted list must include only the name of each employee, his employee number, his grade, his classification and his seniority date.
- 6.02 The Company supplies a copy of this collective agreement as well as a summary of the group insurance and pension plans to each employee in the bargaining unit and to each employee hired for a position covered by the bargaining unit.
- 6.03 The Company provides to the Union all Company bulletins dealing with matters covered by this agreement as they are issued.
- 6.04 The Company agrees to provide bulletin boards for the exclusive use of the Union. Technological improvement will be considered. The Union agrees not to distribute or post any pamphlets, advertising, notices or political matter printouts

within the plant except as provided in this agreement or as duly authorized by the Human Resources director. Communications requiring authorization must be submitted to the Human Resources director or his authorized representative 24 hours in advance. The Company will provide a room near the manufacturing areas for the exclusive use of the Union and an additional individual meeting type room for the exclusive use of the Union for meetings.

6.05 Every month, the Company provides the Union with a report on the distribution of overtime hours offered in the last 6 months, by classification.

6.05.1 When there are employees on the recall list, the Company provides the Union with a weekly report, by classification, of the overtime worked in the last week.

6.06 The Company provides the Union with:

- A list of employees, covered by the collective agreement, who receive short-term or long-term disability benefits from the Commission des normes, de l'équité, de la santé et de la sécurité du travail (CNESST), from the Société de l'assurance automobile du Québec (SAAQ), from the Indemnisation des victimes d'actes criminels (IVAC) or other. The list includes the employee's last name and first name, the employee number, the type of benefit he receives, the disability start date and the return-to-work date, if applicable, updated monthly;
- An updated copy of the recall list, as needed, indicating the name of employees who have been laid off, whether they have been bumped or let go. This list indicates the layoff date, the original position, the bumping position(s), if applicable, and the bumping dates;
- A register of vacant and abolished positions, updated monthly;

- The master insurance plan policy 60 days after the collective agreement is signed and no later than 60 days after each renewal of the policy.
- An electronic copy of all employment-related documents and forms to be signed by a new employee upon hiring, in the course of employment and up to 6 months after the employee has obtained a position outside the bargaining unit must be given to the Union. The Company informs the Union whenever these documents and forms are modified.

6.07 The documents as defined in this article can be provided electronically when possible. All documents to be given to the Union and to the employees as well as those to be given to the Company by the Union are detailed in an annex to this collective agreement.

7. NO STRIKE – NO LOCKOUT

7.01 During the term of this agreement, the Union and its respective members, officers, agents and representatives agree not to cause, authorize, sanction, permit or take part in any strike, slowdown or stoppage of any of the Company's operations, curtailment of work, restriction of or interference with production or picketing of the plant.

7.02 During the term of this agreement, the Company agrees not to cause or sanction a lockout at the plant.

8. UNION SECURITY

8.01 As a condition of employment, all employees must be members of the Union and remain members for the life of this agreement.

8.02 During the term of this agreement, the Company deducts union membership dues from each regular pay and an initiation fee from the wages of each union member.

- 8.03 Such monies are paid by direct deposit to Local 522, Unifor. A detailed list of these deductions as well as the bank statement are sent to the president and the financial secretary of the Local at the email address provided by the Union.
- 8.04 Repealed.
- 8.05 The Union agrees to fully indemnify and save free and harmless the Company from any and all claims made with respect to all deductions and payments made hereunder.

9. DISCRIMINATION

- 9.01 The Company and the Union agree to refrain from discrimination, constraint or intimidation against any employee to compel him to refrain from or to cease exercising a right arising from this agreement. The Company and the Union recognize the joint obligation to promote a workplace free of any kind of discrimination or harassment. In the event of a complaint for harassment involving a unionized employee, the employer investigates in the presence of the Union in accordance with the Company's anti-harassment policy.

10. HEALTH, SAFETY AND HYGIENE

- 10.01 The Company continues to make reasonable provisions for the health, safety and hygiene of its employees during their working hours with the objective of eliminating health, safety and physical hazards at the source. The Union assists in assuring observance of health and safety rules. The Company welcomes from the Union, its members and all employees, suggestions addressed to immediate superiors and/or to the occupational health and safety joint committee regarding health, safety and hygiene so as to enable it to adequately inform employees on the risks of their work and to provide them with appropriate training, coaching and supervision to ensure they have the skills and knowledge required to perform their job

safely. The Company's prevention plan, the deadlines for its implementation as well as the modifications made during its application are communicated to the Union.

- 10.02 Two (2) employees are members of the occupational health and safety joint committee. The Union submits in writing to the Company the name of the employees who act as committee members. The latter meet Company representatives once a week to discuss questions pertaining to the employees' occupational health and safety. The members of the committee investigate jointly in the event of an accident or a right of refusal, unless one of the parties decides otherwise. If the 2 employees who are members of the joint committee designated by the Union are absent for a period of more than 1 month, the Union informs the Company of the replacement(s) within the committee. The 2 Union representatives shall not incur any loss of premium during meetings with Company representatives and/or when they are released from their work to investigate.
- 10.03 The Company informs the committee when a work accident occurs involving an employee and when an employee avails himself of a right of refusal. The Company also informs the committee when an accident occurs and when a right of refusal is invoked in manufacturing areas involving an employee outside the bargaining unit.
- 10.04 The Company submits to the Union and the joint committee a copy of the accident investigation-analysis reports and of the training register. In order to help prevent work accidents, the committee may review the investigations and submit the appropriate recommendations to the employer. The Company agrees to submit as soon as possible to the Union and the joint committee a copy of the employer's notice and reimbursement claim form. The Company ensures that the Medical Office only provides the necessary information to the immediate superior, more particularly for the purpose of accommodating the

workstation or the duties of the employee who has suffered a work accident.

- 10.05 Any employee who is injured while he is at work and requires medical attention outside the plant is paid at the applicable rate for the regular hours he would have worked on that day. Should the injury take place while he is working overtime, he is paid for all overtime hours scheduled. If it is necessary for the employee to subsequently be absent for medical treatment, he is reimbursed for the time lost on that day on presentation of the appropriate supporting documents to the Medical Office.
- 10.06 In order to promote the prevention of occupational illness, the parties agree that any employee may, once a year if he requests it and if the Medical Office authorizes it, receive payment for the regular working hours lost in submitting to an occupational medical examination. If applicable, the payment is carried out upon reception of a confirmation showing that the employee underwent such an exam. The employee must give the medical examination report to the Company doctor as soon as possible. The parties recognize that such examination is scheduled in a way to minimise the time lost by the employee who has obtained prior authorization to be absent with his immediate superior.
- 10.07 The Company provides, free of charge, safety glasses, safety glasses with prescription and safety footwear to all employees who must wear them while performing their work. The Company will adjust the amount allocated for safety footwear to the cost of living and informs the Union each time it is modified.
 - 10.07.1 The Company designates the employees who must wear individual safety equipment (ISE) as well as the places where it can be obtained. The Company informs employees of the ISE selection criteria as well as the authorized suppliers.

- 10.07.2 The Company selects the equipment, after consulting with the committee, to comply with the standards of the Canadian Standard Association.
- 10.07.3 In the event that, in the normal execution of work, this individual safety equipment becomes inadequate, the employee informs his immediate superior who, after verification, recommends its repair or its replacement as needed.
- 10.08 When required in the execution of work, the Company provides the appropriate vests, aprons and gloves to welders. The Company also provides overalls to employees who work with and transform fibreglass when required in performing their work.
- 10.09 If a newly hired employee requires prescription safety glasses, he pays the cost of the glasses to the authorized provider and is reimbursed at the end of his probationary period.
- 10.10 Training needs (including refreshers) are assessed by the Company after consulting with the committee. When a trainer is giving or preparing a health and safety course, he shall not incur any loss of premium.
- 10.11 The Company prioritizes the selection of health and safety trainers from Union employees and establishes the trainer selection process after consulting with the committee.

11. COMPANY-UNION NOTICES

- 11.01 Any written notice that the Union wishes to give to the Company is handed to the Human Resources director or his authorized representative.
- 11.02 Any written notice that the Company wishes to give to the Union is handed to the president of the Union or his authorized representative.

12. DISCHARGE AND SUSPENSION CASES

- 12.01 The Company informs the Union of the discharge or suspension of an employee at the time when the employee is notified in writing at the latest.
- 12.02 When an employee is discharged or suspended, he is permitted an interview with his steward for a period not exceeding 30 minutes.
- 12.03 A claim from the Union or an employee to the effect that he has been unjustly discharged or suspended from his employment is treated as a grievance, if a written statement for such grievance is lodged with the Company within 20 working days after the discharge or suspension. Such a grievance enters the grievance procedure at the last step.
- 12.04 A discharge or suspension grievance may be settled at the last step of the grievance procedure by the Company and the Union directly on such terms and conditions as they deem to be appropriate. In the event that such a discharge or suspension grievance has not been settled through the grievance procedure, an arbitration board may decide to maintain the discharge or suspension, cancel it and reinstate the employee with or without pay or substitute it with any other penalty as the arbitration board may deem to be fair and equitable.

13. WARNING NOTICES

- 13.01 An employee who receives a written warning notice, a written suspension notice or a written notice of termination while at work may, if he wishes, ask for the presence of his steward or, in his absence, of the chief steward or, in his absence, of his substitute, for the presentation of the said notice. The Company provides a copy of the notice given to the employee to the shop steward present during the disciplinary meeting. If the employee does not wish the presence of his steward, a copy of the notice is sent to the chief steward within 5 working days following the

disciplinary meeting. The absence of the steward, the chief steward or his substitute, for any reason, cannot invalidate the measure taken toward the employee and can in no case be put forward by the Union and/or the employee to cancel the measure.

13.02 Any written warning notice received by an employee and not reversed through the grievance procedure cannot be used against the employee if a similar warning is not received within 1 year of the previous warning.

13.03 Any written suspension notice received by an employee and not reversed through the grievance procedure cannot be used against the employee if a similar suspension is not incurred within 2 years of the previous suspension.

14. GRIEVANCE PROCEDURE

14.01 The parties hereto wish that complaints and grievances from the employees be settled as quickly as possible. A grievance may be drawn up as indicated below.

14.02 It is understood and agreed that in settling grievances, the Company is not bound to make the adjustment to the grievance from a date earlier than 20 working days prior to the date the grievance was introduced. Furthermore, a grievance is presented as soon as possible, but in no event later than 20 working days after the occurrence causing the grievance. Any grievance not so presented is deemed abandoned and is not considered thereafter.

14.03 The following procedure is applicable to the settlement of complaints and grievances:

14.03.1 STEP I

A written grievance may be presented to the immediate superior by the steward, or by the steward and the employee. The parties agree that the immediate superior

and the steward (or his representative if the steward cannot act) will examine the problem with the employee concerned with a view to settling the grievance.

To that effect, they may identify the additional information needed to deal with the problem, to discuss and to decide on the best way to obtain the relevant facts.

While the steward carries out the necessary steps to obtain the facts, his wages are maintained. This time off does not exceed 30 minutes but may be prolonged by mutual consent of both parties.

The immediate superior gives his answer in writing to the shop steward within 10 working days following presentation of the grievance. If this delay is not respected, the grievance is considered accepted.

14.03.2 STEP II

If no satisfactory settlement is obtained at the preceding step, the written grievance may be referred, within the next 5 working days, to the grievance committee for final review.

The grievance committee meets on a monthly basis. The composition of the Union committee is determined in article 4.04 with the assistance of the National Union representative if desired by either party. The Company's representatives consist of the Operations director, the Human Resources director or his authorized representative and an Operations manager. The Company communicates its response within 20 working days following the grievance committee. Failure to comply with said deadline results in acceptance of the grievance.

14.03.3 Repealed.

14.03.4 Repealed.

- 14.04 All settlements reached between the Company and the Union at any step of the grievance procedure are final and in writing, and are binding on the Company, the Union and the employee(s) concerned.
- 14.05 The parties may extend, by written mutual consent, the delays provided in this article.
- 14.06 Any disagreement between the parties with respect to the interpretation, the application or the alleged violation of this agreement may be introduced in writing to the other party by either the president of the Union or the Human Resources director or his authorized representative, as the case may be. Such disagreement is dealt with at the last step, while omitting step I. If the disagreement is not settled, it may be submitted to arbitration.

15. ARBITRATION PROCEDURE

- 15.01 Any grievance that has not been settled after being carried through the grievance procedure may be submitted to arbitration. It is also possible to use the expedited arbitration process by mutual consent, where the situation permits, from the private sector.

A written notice of intent to arbitrate is given by either party to the other within 30 working days following the grievance procedure's last step's decision. If such intent is not notified, the matter is considered abandoned unless extended by written mutual consent of the parties.

- 15.02 The parties must agree on the choice of an arbitrator within 10 working days following reception of the arbitration notice. Should the parties not agree on the choice of an arbitrator, either party may request the Minister of Labour to appoint the arbitrator.
- 15.03 The arbitrator hears the grievance, deliberates on the case in the shortest delay possible and renders a decision within 45

days after the completion thereof unless delayed by mutual consent of both parties.

- 15.04 The decision of the arbitrator on the matter at issue is final and binding on both parties and the employees concerned. The jurisdiction of the arbitrator is limited to deciding the matter at issue within the meaning of the existing provisions of the agreement, and in no case does the arbitrator have the power to add to, subtract from, alter or amend this agreement in any way.
- 15.05 Each party bears the expenses of its appointee and witnesses, and the parties jointly bear the expenses, if any, of the arbitrator.
- 15.06 During arbitration, the parties agree that all reasonable arrangements are made to permit employees concerned to attend arbitration proceedings as witnesses.

16. HOURS OF WORK

- 16.01 The normal work week for all employees covered by this agreement is 40 hours, Monday through Friday, not to exceed 8 hours in any one day. Although the Company reserves the right to change working hours when necessary to conform to changes in production schedules, such changes are discussed with the Union before they are put into effect. Unless confronted with extraordinary circumstances, the Company gives the Union a prior written notice of 3 working days when the hours of work of a group of 20 employees or more are changed. For payroll purposes only, the week is from Monday to Sunday.
- 16.02 The employees working on the 1st, 2nd and 3rd shifts are paid 8 hours per day including one 30-minute paid lunch period. Employees must not leave the plant premises during these lunch periods.
- 16.03 The statement of the normal number of days or hours of work per day is for the purpose of calculating overtime pay only and

is not construed as a guarantee of any minimum nor as a restriction on any maximum number of hours to be worked.

16.03.1 The 1st shift is any shift beginning between 05:00 and 09:00.

16.03.2 The 2nd shift is any shift beginning between 13:00 and 18:00.

16.03.3 The 3rd shift is any shift beginning between 21:00 and 01:00.

16.03.4 The weekend shift starts at 06:00 and ends at 17:00. The working conditions can be found in Agreement Letter 27.

16.04 There is one 10-minute rest period without loss of pay in the first half-shift for the 1st, 2nd and 3rd shifts. Employees cannot leave the plant premises during these rest periods.

16.05 Employees are allowed 5 minutes to wash up before the end of each shift.

16.06 As to the choice of work shifts, the Company first offers to the most senior employees within a classification the choice of their work shift. Then, if the number of employees is not sufficient, the Company assigns the employees in reverse order of seniority within the classification. The Company may assign employees to the day shift for training purposes.

A vacant position allows an employee to change shift or, once a year, in February, the employee chooses his shift in accordance with the present article. This choice becomes effective on the 2nd Sunday of March.

17. OVERTIME

17.01 While both parties agree that overtime is undesirable, they recognize that a reasonable amount of overtime is necessary for the efficient operation of the Company's business. If emergencies necessitate overtime, employees co-operate and

are paid the appropriate overtime rates. Refusal to work overtime when requested is not a matter for disciplinary action. However, an employee scheduled to work overtime who does not report to work will see this unjustified absence considered as any other unjustified absence during regular hours of work. A documented medical absence or an absence due to an emergency is however approved in the same way as during regular hours of work.

In the case of overtime hours worked on Sunday or on a legal holiday observed on Monday, the Company prioritizes the employees who worked on overtime the previous day.

- 17.02 The employees and shop stewards are informed verbally of the necessity to work overtime as follows:

On regular working days	Prior to the lunch period
On Saturdays, Sundays and holidays	Prior to the lunch period of the preceding regular working day

- 17.03 All overtime not exceeding 3 hours in a day and up to 8 hours on Saturdays is paid at time and a half. Overtime exceeding 3 hours in a day and 8 hours on Saturdays, and overtime worked on Sundays is paid at double time.
- 17.04 The Company agrees to distribute overtime equally among employees from the classification according to what is provided in Agreement Letter 29. At the end of each quarter, the remaining variances are corrected upon distribution of overtime in the following quarter.
- 17.05 All authorized work performed before the established starting time or after the established quitting time is, for any shift, considered overtime. An employee who performs 2 hours or more of overtime before the start of his shift is entitled to a 10-minute break before starting his regular shift. An employee who performs 2 hours or more of overtime at the end of his shift is entitled to a 10-minute break before starting overtime work.

- 17.06 An employee working hours outside his regular hours of work is not required to take time off during his regular hours to compensate the said overtime.
- 17.07 The Company does not offer overtime a half-hour before, during or a half-hour after a general Union assembly is held, except in emergency cases. The Union advises the Company at least 5 working days in advance of the calling of a general Union assembly. The Company advises the Union as soon as possible when emergencies require overtime.
- 17.08 The Company and the Union recognize that overtime is not used in an excessive and sustained manner to perform normally planned production work when persons have a recall right within the classification in which such overtime is worked. Should the recall of this person alleviate the said overtime, the Company will proceed with the recall of this person.
- 17.09 An employee who works overtime may choose to be paid according to article 17.03 or to accumulate overtime hours in order to take time off. The following conditions apply in managing gain time:
- 17.09.1 The employee must advise his immediate superior prior to working overtime if he wishes to take advantage of gain time.
- 17.09.2 An employee may accumulate a maximum of 56 gain time hours per year. As of October 1st, 2023, it is possible to use a maximum of 8 hours of gain time without having previously accumulated it. In such a case, the gain time bank becomes negative and the employee must reimburse the bank of hours by working overtime.
- The use of a maximum of 8 hours of gain time not previously accumulated does not have the effect of allowing an employee to accumulate a total of more than 56 hours of gain time in a reference year.

When paying gain time bank balances, the employee who presents a negative bank sees an amount equivalent to the overdue hours deducted from his pay.

If an employee leaves the Company before having reimbursed these hours, the balance is automatically withheld from his last pay.

The reference period for the accumulation of hours and their use is 52 weeks. It begins with the pay period including December 1st and ends with the pay period preceding December 1st of the following year. This change in reference year comes into effect for the pay period including December 1st, 2023.

17.09.3 Gain time hours are accumulated as per the increased rate that is provided in the present article.

17.09.4 Any employee may split the entire gain time to which he is entitled, a half-day at a time. All gain time must be approved 24 hours in advance by the immediate superior while taking into account the Company's operational needs. Gain time does not have precedence over vacation.

17.09.5 Unused gain time hours are paid at the hourly rate in effect at the time when the hours are used. The payment is made by direct bank deposit in the last week of November of each year.

17.09.6 In the event of a termination of employment, the employee's gain time hours are paid in accordance with the provisions of article 17.09.5.

17.10 Notwithstanding the other provisions of this collective agreement, the overtime premium is paid only when the employee has effectively worked 40 hours in his regular workweek. For the purposes of this article, the hours worked also include absences paid by the Company, the hours

described in articles 4.15, 4.16, 4.19, 4.19.1 and 4.19.2, all absences for which the employee is entitled to benefits from the Commission des normes, de l'équité, de la santé et de la sécurité du travail or the group insurer as well as the first working day(s) of an absence due to sickness that entitles the employee to receive benefits as described in article 34.03.

- 17.11 Lateness, authorized and unauthorized absences as well as isolated sick days that do not give entitlement to the payment of benefits are not included in the calculation of the 40 hours worked.

18. CALL IN PAY

- 18.01 An employee who is called back to work by the Company after having completed his regular shift or any part thereof is paid an amount equivalent to no less than 4 hours at his regular rate or the prevailing overtime rate for all hours worked, whichever is greater.
- 18.02 An employee who, at the request of the Company, makes himself available outside his regular working hours during normal working days (Monday to Friday) is paid 1 hour per day at his regular rate, in addition to the hours worked. If the employee must be available on weekends (Saturday or Sunday), on a public holiday or on a Company holiday, he is paid 2 hours per day at his regular rate. The employee who makes himself available is required to report if he is called back to work.

19. REPORTING PAY

- 19.01 At the end or before the end of his last regular shift, an employee who reports to work, without having received notice not to, is paid for half the shift hours scheduled on that day, even though idle or sent home early because of delay, shortage or any other reason beyond his control. This article does not

apply to cases in which the failure of the Company to provide work is due to circumstances beyond its control.

19.02 Circumstances beyond the control of the Company include any event that prevents the Company from providing work to employees, such as power failures, fire, flood, etc. This list is not limited to the listed examples.

19.03 Should the event occur when employees are already at work:

19.03.1 The employees must stay at their respective workstation or return to it immediately to await instructions from their immediate superior or an authorized Company representative, except in the case of fire or other serious situations.

The employees cannot leave the work premises without the prior authorization of their own immediate superior or, in his absence, an authorized Company representative.

If the Company decides to cease its operations, the employees are informed by their own immediate superior or, in his absence, an authorized Company representative, and they are released without pay.

19.03.2 In case of power failure or any such event, should the Company have work to be performed in the same or in a different building where the event occurred, the work is offered in the following order:

- To the employees whose work is affected by the event at the time the failure occurs.
- In order of decreasing seniority, to the other employees within the affected job classification.
- If, after those steps, the number of voluntary employees is insufficient, the employees are assigned by increasing order of seniority and must perform the work.

- 19.03.3 Only the regular or overtime hours worked until the time of event as well as those worked between the beginning of the event and the moment operations ceased are paid.

The remaining hours are not paid.

19.04 Should the event occur when employees are not yet at work:

- 19.04.1 The employees who report to work are not paid unless otherwise notified by the Company.
- 19.04.2 The Company makes the best efforts to inform in advance the affected employees not to report to work. However, not doing so or failing to reach the employees is not held against the Company.
- 19.04.3 The Company tries, if possible, to offer gain time for hours not worked. If the Company decides to offer gain time but is unable to grant it to all employees who were performing the work at the time of the event, the immediate superiors offer the gain time hours in priority to those employees and then according to the same rules as the granting of overtime hours provided for in article 17.04 of the collective agreement.
- 19.04.4 Employees may use their paid personal time off or their gain time hours in order to be paid.

All overtime hours worked before the event but during the same week are paid at the overtime rate provided for in article 17.03 of the collective agreement.

All hours worked outside normal working hours during the same week are subject to the provisions described in article 17.10 of the collective agreement relating to the overtime rate, meaning that the overtime premium is paid after the employee has worked 40 hours during the week.

20. HOLIDAYS

20.01 Under the conditions listed below, employees are paid for the following holidays:

Holidays	
New Year's Day	Canada Day
Working day following New Year's Day	Labour Day
Good Friday	Thanksgiving Day
National Patriots' Day	Christmas Day
Quebec National Holiday	Working day following Christmas Day

20.01.1 The last ½ working day prior to Christmas Day and the last ½ working day prior to New Year's Day.

20.01.2 Three (3) floating holidays in each year of the collective agreement are observed as provided for in this collective agreement.

20.02 Should any of the above-mentioned holidays coincide with a Saturday or a Sunday, the said holiday will be observed on the following Monday.

20.03 In all cases, pay for the above holidays is made based on the employee's hourly rate, including shift and/or lead-hand premiums if applicable, times 8 hours.

20.04 An employee is not paid for a holiday:

20.04.1 If he does not work his regular shift on the working days immediately preceding and immediately following the holiday being observed, with the exception of the Quebec National Holiday.

20.04.2 If he does not work on the holiday when having agreed and been scheduled to do so.

20.04.3 If he is absent without prior written permission.

20.04.4 While he is on leave of absence except as provided for in article 20.05.6.

20.05 An employee is paid for a holiday:

20.05.1 If he is absent due to verified illness not exceeding 26 weeks in duration.

20.05.2 If he is on bereavement leave.

20.05.3 If he is on jury duty.

20.05.4 If the holiday coincides with his scheduled vacation period.

20.05.5 If he is laid off during the pay period with which the holiday coincides.

20.05.6 While on leave of absence not exceeding 10 working days. Such leave of absence must be authorized in writing by the Human Resources department.

20.06 An employee who is required to work on any of the above-listed holidays is paid double his hourly rate for hours worked in addition to his holiday pay.

20.07 Christmas and New Year schedule for 2023/2024, 2024/2025, 2025/2026, 2026/2027 and 2027/2028.

20.07.1 Except as specifically provided for in articles 20.07.2, 20.07.3, 20.07.4, 20.07.5, 20.07.6 and 20.07.7 herein, all conditions outlined in article 20 of this collective agreement apply in the observance and application of the holidays referred to below.

20.07.2 The Company and the Union agree that the paid holidays provided for in article 20.01 of this collective agreement should be observed as indicated in the calendar of holidays given in articles 20.07.3, 20.07.4, 20.07.5, 20.07.6 and 20.07.7 herein for the 2023/2024, 2024/2025, 2025/2026, 2026/2027 and 2027/2028 Christmas and New Year holiday periods.

20.07.3 2023/2024 calendar

December 2023 – January 2024

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
24	25 Christmas	26 Day after Christmas	27 2 x half-days	28 Floater 1	29 Floater 2	30
31	1 New Year's Day	2 Day after New Year's Day	3 Floater 3	4	5	6

20.07.4 2024/2025 calendar

December 2024 – January 2025

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
22	23	24 2 x half-days	25 Christmas	26 Day after Christmas	27 Floater 1	28
29	30 Floater 2	31 Floater 3	1 New Year's Day	2 Day after New Year's Day	3	4

20.07.5 2025/2026 calendar

December 2025 – January 2026

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
21	22	23	24 2 x half-days	25 Christmas	26 Day after Christmas	27
28	29 Floater 1	30 Floater 2	31 Floater 3	1 New Year's Day	2 Day after New Year's Day	3

20.07.6 2026/2027 calendar

December 2026 – January 2027

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
20	21	22	23 Floater 1	24 2 x half-days	25 Christmas	26
27	28 Day after Christmas	29 Floater 2	30 Floater 3	31 Day after New Year's Day	1 New Year's Day	2

20.07.7 2027/2028 calendar

December 2027 – January 2028

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
19	20	21	22	23	24 2 x half-days	25
26	27 Christmas	28 Day after Christmas	29 Floater 1	30 Day after New Year's Day	31 New Year's Day	1
2	3 Floater 2	4 Floater 3	5	6	7	8

20.07.8 The Union will be advised if the Company closes for 2 full weeks during the holiday period. Employees will be able to bank time for the missing days.

20.08 An employee cannot forfeit more than 1 paid holiday if he does not work his regular shift on the working days immediately preceding and/or immediately following sequential paid holidays being observed.

20.09 In accordance with article 20.05.4, should a holiday provided for in article 20.01 occur during an employee's vacation, the employee must take the deferred vacation day on the working day immediately preceding or immediately following his vacation. However, such deferred vacation day may be taken at a later date by mutual agreement between the employee and his immediate superior.

21. ANNUAL VACATION

21.01 The vacation reference year that is used in computing the vacation payment is a 52-week period which begins with the pay period including May 1st and ends with the pay period preceding May 1st of the following year.

Years of continuous service	Vacation pay	Paid indemnity
Less than 1 year on April 30 th	- 1 day per month, maximum 10 working days paid at 4 % of wages	
1 year but less than 3 years on April 30 th	- 4 % of wages earned during the reference year - Or 10 working days paid at the regular salary rate on previous April 30 th	Whichever option is the higher

Years of continuous service	Vacation pay	Paid indemnity
3 years but less than 10 years on April 30 th	<ul style="list-style-type: none"> - 6 % of wages earned during the reference year - Or 15 working days paid at the regular salary rate on the previous April 30th 	Whichever option is the higher
10 years but less than 17 years on April 30 th	<ul style="list-style-type: none"> - 8 % of wages earned during the reference year - Or 20 working days paid at the regular salary rate on the previous April 30th 	Whichever option is the higher
17 years but less than 25 years on April 30 th	<ul style="list-style-type: none"> - 10 % of wages earned during the reference year - Or 25 working days paid at the regular salary rate on the previous April 30th 	Whichever option is the higher
More than 25 years on April 30 th	<ul style="list-style-type: none"> - 12 % of wages earned during the reference year - Or 30 working days paid at the regular salary rate on the previous April 30th 	Whichever option is the higher

21.02 Vacation pay is not granted in lieu of vacation. Furthermore, vacation may not be accumulated and is taken at the time scheduled by the Company. However, the latter endeavours to schedule 2 consecutive weeks of vacation during the summer months. Nevertheless, for the 4th, 5th and 6th weeks

of vacation, vacation pay may be granted in lieu of vacation if there is mutual consent between the employee and the employer.

- 21.03 Employees who are entitled to more than 2 weeks of vacation can, before February 15th of the vacation year, inform the Company, in writing, of their preferences for the vacation weeks in excess of 2. When granting these vacation weeks, the Company gives precedence to the most senior employee(s) within the classification, provided the Company's operational needs and schedules are respected.
- 21.04 Each employee may split all of his entitled vacation weeks 1 day at a time. However, a day is indivisible and must be requested and approved 24 hours in advance. In no case can these days cause prejudice to employees who wish to take 1 week or more.
- 21.05 Each employee is notified of his vacation period as soon as possible. Such notification is given no later than March 1st. A Labour Relations Committee is scheduled in the week following March 1st. The committee ensures the delivery of missing notices. Once vacation periods have definitively been scheduled by the Company, the latter confirms them in writing and an employee's vacation schedule cannot be changed thereafter without his consent. The amount of the vacation pay is shown on the employee's pay statement for the pay period following May 1st.
- 21.06 The Company communicates, no later than January 15th, its annual vacation plans, i.e. a complete or partial shutdown of its operations. This complete or partial shutdown of operations takes place during the summer months.

In the event of a partial shutdown of operations, the Company communicates the minimum number of

employees required, by classification, to perform work during this slowdown.

Employees who have not obtained their vacation choices will be prioritized if the need for labour is increased for the slowdown period.

21.06.1 If, due to operational needs, work must be performed during the summer shutdown, the Company offers it as follows: first, to employees within the affected classification who do not have enough vacation hours in bank; then, by seniority, to employees within the affected job classification according to vacation preferences. The employee must be qualified to perform the requested work.

21.07 An employee whose employment with the Company is terminated for any reason or who has been on layoff for more than 6 months receives at that time:

21.07.1 A vacation pay, or the remainder thereof, from the previous completed vacation reference year as provided for in article 21.01.

21.07.2 A vacation pay, calculated from the pay period including the 1st of May preceding his termination date, or from his last return-to-work date if more recent, up to his termination date, based only on the percentage factor applicable on April 30th of the current reference year, as provided for in article 21.01.

21.07.3 If an employee returns to the employment of the Company after having been terminated (including layoff), any payment which he has previously received in relation to a particular vacation reference year is deducted from his next vacation pay. Furthermore, his vacation pay, when calculated according to the number of days provided for in article 21.01, is proportional to the period he actually worked during the reference year.

- 21.08 The employee receives his vacation pay on the normal pay day. If the employee wants his vacation pay prior to leaving, he must request it in writing to his immediate superior at least 3 weeks before.
- 21.09 With regards to the cancellation and postponement of vacation due to illness, hospitalization or accident, the Company and the Union agree on the following:
- 21.09.1 When an employee receives wage replacement payments for the full 7 calendar days immediately preceding the beginning of his scheduled vacation, this period of scheduled vacation during which he received such wage replacement payments is postponed to a later date.
 - 21.09.2 When an employee is hospitalized for at least 24 hours before or during his scheduled vacation, this period of scheduled vacation during which he received wage replacement payments in regard to his hospitalization is postponed to a later date.
 - 21.09.3 When vacation is so postponed, the Company reschedules the employee's vacation, or the remainder thereof, upon the employee's return to work.
 - 21.09.4 When an employee is still unable to return to work because of his disability after having received such wage replacement payments for a period of 26 weeks, the Company pays the rest of the employee's vacation if it had been scheduled by the employee or by the Company in the case of a partial or complete shutdown of operations. If it had not been scheduled, the vacation, or the remainder thereof, is paid at the end of the vacation reference year.
 - 21.09.5 An employee's vacation pay continues to accumulate for the first 26 weeks during which he receives wage replacement payments. Vacation pay does not accumulate thereafter.

21.10 The term "wage replacement payments", as used in this article, means:

21.10.1 Complimentary payments made by CAE Inc. under article 34 of the collective agreement.

21.10.2 Wage replacement payments made under the *Loi sur les accidents du travail et les maladies professionnelles du Québec*.

21.10.3 Wage replacement payments made under the *Loi sur l'indemnisation des victimes d'accident d'automobile*.

22. LEAVE OF ABSENCE WITHOUT PAY

22.01 A leave of absence without pay up to a maximum of 3 months in any year may be granted to an employee for any reason considered acceptable by the Company. Authorization for such unpaid leave of absence is granted in writing by the employee's immediate superior or manager and countersigned by the Human Resources director or his authorized representative. The continuous service and seniority of the employee accumulate during his leave of absence without pay. The Company may agree to maintain benefits during the unpaid leave.

22.02 An employee who fails to return to work on or before the expiration date of the unpaid leave of absence is considered to have resigned from his employment with the Company, unless he provides a satisfactory and acceptable reason to the Company.

22.03 The Company considers an employee's request for an unpaid leave of absence for personal reasons not exceeding 3 days. Such request is considered based on operational needs and on the merit of the request itself.

23. OTHER PAID LEAVES

23.01 Bereavement Leave

Bereavement leave	Number of days of absence with pay
- Spouse or children of employee - Father, mother of employee	5 days
- Brother, sister of employee - Father, mother and children of employee's spouse	3 days
- Grandmother, grandfather, brother-in-law, sister-in-law of employee - Grandmother or grandfather of employee's spouse - Spouse of employee's children - Grandchildren of employee - Relative who resides with the employee	1 day

23.02 In addition to normal bereavement leave pay, an employee who, while at work, receives notification of a decease, receives payment, at his regular hourly rate, for the hours scheduled until the end of his shift. This bereavement leave can be used for other duties pertaining to the death.

23.03 All requests for bereavement leave must be made and approved by the immediate superior within 2 weeks following the death.

23.04 For the purpose of this article, the term "common-law spouse" refers to the person who has been living with the employee for more than 1 year or if a child is born from their union.

23.05 An additional day is paid for each decease that occurs at 400 km or more. It is the employee's responsibility to provide proof.

23.06 Leave for Domestic Violence

The Company may grant up to a maximum of 3 days of paid absence in the event of domestic violence.

24. JURY DUTY

- 24.01 An employee who has been subpoenaed for jury duty (including examination for jury duty) or to appear as witness by the Crown is granted leave of absence for the working days required and is paid the difference between the monies allocated by the Court and his hourly rate for his regular shift, including shift and lead-hand premiums if applicable, but not to exceed 8 hours per day. The employee must supply the Company with the appropriate documentation of his attendance in Court and of the monies received from the Court.

25. SENIORITY

- 25.01 The seniority of every employee governed by this collective agreement is set after his probationary period and is effective from his employment date. The probationary period is of 6 months. A probationary employee can be dismissed at the sole discretion of the Company. However, the Company agrees that this right will not be used capriciously. The Company communicates the dismissal to the Union in writing and provides the reason.
- 25.02 After having completed his probationary period, each employee has seniority in the grade of the classification in which he is then working, except as modified by articles 4.10, 25.05 and 27.02.
- 25.03 After having accumulated seniority, an employee who is transferred to a different classification continues to accumulate seniority in the classification in which he has been transferred.

- 25.04 A probationary employee who is laid off and rehired within the 12 months following his layoff must complete his 6-month probationary period. His seniority and continuous service are retroactive to his most recent hiring date. The same rule applies if the employee is absent due to sickness and returns to work within 12 months.
- 25.05 An employee loses his seniority rights if he performs work outside the bargaining unit for a period exceeding 6 months. During this period, the employee must pay his union dues and may return to his former position at his request without loss of rights and privileges.
- 25.06 In the case where the seniority date of 2 employees is the same, the one holding the smallest original employee number is considered the most senior.

26. LAYOFF AND RECALL

- 26.01 If a reduction in the work force is necessary, probationary employees within the affected job classification are laid off first.
- 26.02 If a further reduction is necessary, employees with the least seniority in the affected job classification are laid off next. An employee laid off under this article is subsequently entitled to alternative employment as provided for in article 26.05.
- 26.03 An employee who, due to lack of work, is laid off for a period of no less than 6 months is entitled to a prior written notice based on the following schedule in accordance with the length of his continuous service:

26.03.1

Years of service	Notice
Less than 1 year	1 week
1 year but less than 5 years	3 weeks
5 years but less than 10 years	6 weeks
10 years but less than 20 years	10 weeks
20 years or more	12 weeks

26.03.2 Provided the laid off employee has not been recalled to work within 6 months from his layoff date, he is paid an amount equal to his regular salary for the period, or any part thereof, that the said prior notice should have been given. In addition, article 21.07 applies.

26.04 All employees wishing to resign from the Company must give 3 working days' written notice. In case of layoff, the Company gives an employee a 5-working day notice or pay in lieu. At least 1 working day before this notice is given, the Company gives notice of the impending layoff to the Union. This article does not apply to temporary layoffs as provided in article 26.07.

26.05 When an employee is laid off from the affected job classification where he has gained seniority, he is entitled to alternative employment as per the Bumping Chart (Appendix A), in the order of preference identified on the bumping choice form given to the Company on February 15th of each year or upon obtaining a position within another classification, under any of the following conditions:

26.05.1 He may claim any vacant position in the same or in a lower bumping rank provided he is willing and able to perform the work satisfactorily. The provisions contained in this paragraph take precedence over the provisions contained in article 29 – Job Posting.

26.05.2 He may bump an employee with lesser seniority in another job classification where he has previously gained seniority, as long as no position in the same salary scale is available.

26.05.3 He may bump an employee with lesser seniority in a position in the same or in a lower bumping rank, as per the Bumping Chart (Appendix A), provided he is willing and able to perform the work satisfactorily.

26.06 An employee who meets the requirements of a position and has exercised his bumping right according to the provisions of the collective agreement is entitled to a trial period that must not exceed 3 working days.

When the employee is unable to perform the work satisfactorily, he is reinstated on the recall list for the position from which he was previously laid off and has not accumulated seniority in the position where he exercised his bumping right.

26.07 The provisions of articles 26.02 and 26.05 do not apply to temporary layoffs of 1 week or less when the employee is reasonably sure to return to the same position at the end of the layoff. However, the Company may affect employees in other classifications when little additional training is required from the employees. In no event is an employee temporarily laid off, under this article, for more than 2 weeks in any contract year.

26.08 A downgraded employee is an employee who, at time of layoff, obtains alternative employment in a classification where the maximum hourly rate of the salary scale is lower than the one from which he has been laid off. A downgraded employee retains his hourly rate for 15 working days following his layoff.

A downgraded employee retains his recall right in the position he was downgraded from according to the following schedule:

Years of service	Duration of recall right
6 months but less than 10 years	24 months
10 years but less than 20 years	36 months
20 years or more	48 months

26.08.1 When the position from which an employee has been downgraded is vacant again, the downgraded employee must be reinstated to this prior position. Furthermore, before any new employee is hired, the employees with greater plant-wide seniority and having previously gained seniority in this classification, where a position is vacant again, are also reinstated.

A downgraded employee who has obtained a position by posting may refuse to be reinstated to a position from which he was laid off. He loses the right to be recalled to this position.

26.08.2 Under this article, the right of a downgraded employee to such a prior position is exercised only if a more senior employee with recall rights to the same vacant position is not on the recall list.

26.09 When, in exercising his bumping rights, an employee is transferred to a classification where the maximum hourly rate of the salary scale is higher than the one from which he is transferred, he continues to receive his actual hourly rate or the minimum of his new classification, whichever is greater, and he continues his progression according to article 30. In the case where an employee is transferred to a related classification, he keeps the same grade.

26.09.1 When, in exercising his bumping rights, an employee is transferred to a classification where the maximum hourly rate of the salary scale is lower than the one from which he is transferred, he continues to receive his actual hourly rate provided it is not greater than the maximum of his new classification, and he continues his

progression according to article 30; otherwise, he receives the maximum rate of his new classification. In the case where an employee is transferred to a related classification, he keeps the same grade.

26.09.2 The salary scales used for articles 26.09 and 29.09.1 are as shown in the Salary Table with Grades (Appendix B).

26.09.3 For the purpose of this article, the salary rates shown in the Salary Table with Grades (Appendix B) are increased according to articles 37.03 to 37.07.

26.10 Before any new employee is hired, the employees with greater plant-wide seniority who are still on layoff, are recalled within a classification where they have previously gained seniority or in which they meet the basic requirements of the position.

27. CONTINUOUS SERVICE

27.01 Continuous service is defined as being the period of uninterrupted employment with the Company and dating from the last hiring date. It is applied as stipulated in this agreement.

27.02 Continuous service of an employee is interrupted for any of the following reasons and, when so interrupted, an employee is considered as a new employee if he is subsequently re-hired:

27.02.1 If the employee voluntarily quits the employment of the Company.

27.02.2 If the employee is discharged for cause and if such discharge is not reversed through the grievance procedure or arbitration.

27.02.3 If any employee, other than a probationary employee, is laid off according to the following schedule:

Years of service	Duration of layoff
6 months but less than 10 years	24 months
10 years but less than 20 years	36 months
20 years or more	48 months

27.02.4 If a laid off employee, on being notified in writing at his last address on record at the Company to report to work within a classification where the maximum hourly rate of the salary scale is equal to or higher than the one from which he was laid off, fails to come to work within 5 working days of such notice. (A copy of the notice to report to work is given to the Union on the day it is given or mailed to the employee.)

27.02.5 When an employee is absent for 3 consecutive working days without having advised his immediate superior and without being able to justify his absence to the satisfaction of the Company, he loses all his seniority in the Company and his employment is terminated. He is notified of his termination via registered mail, to his last address in the files of the Human Resources department. A copy of the notice is sent to the Union.

27.03 An employee's continuous service is not interrupted under the following conditions:

27.03.1 A laid off employee's recall period under article 27.02.3 is not affected if he refuses a recall to work within a classification where the maximum hourly rate of the salary scale is inferior to the one from which he was laid off. However, he will not again be recalled to that classification while still under the same layoff. The recall procedure and its related time periods are provided for in articles 27.02.4 and 27.04.

27.03.2 An employee's recall period under article 27.02.3 is also not affected if he refuses a recall to work for 1 month or less within his classification. In the case where the

period for the return to work exceeds 1 month, the recall right of the oldest employee in the classification who had previously refused is extended by the duration exceeding this month.

- 27.04 If, within 10 working days immediately following a recall notice, an employee notifies the Company that he was unable to reply to the recall within 5 working days, as specified in article 27.02.4, because he did not in fact receive the notification of his recall within the said 5 working days, the Company reinstates his recall rights and he receives his normal recall when the next occasion arises.

28. CLASSIFICATION OF EMPLOYEES

- 28.01 Each employee is classified in a job classification established by the Company. He receives a copy of his job description and of his qualification grid, and a copy is given to the Union. He is also notified in writing whenever they are changed.
- 28.02 The Company agrees to submit to the Union all the job descriptions established by the Company within the bargaining unit.
- 28.03 Any disagreement on the grade and/or classification of an employee as a result of the job description is dealt with according to the grievance procedure provided in this collective agreement.
- 28.04 In accordance with operational needs, the Company may assign an employee to another classification for a maximum period of 6 months. The Company selects candidates based on their abilities and skills. Beyond this deadline, the position must be posted under article 29. An extension may be permitted by consent between the parties.

In all cases, if an employee who was downgraded from this classification is in the workplace, he is given priority for this transfer (by seniority, if more than one employee is in this

situation). In this case, and notwithstanding article 28.05, the employee is paid at the hourly rate that he had before receiving a layoff notice. However, the annual increase provided for in articles 37.03 to 37.07 is applicable. In addition, the acquisition of skills throughout the duration of this assignment is recognized for each period of 1 work week at that position.

Any other employee assigned in this way for over 1 month must have more seniority than the employee on the external recall list in the affected classification.

28.05 If an employee is assigned to another classification where the maximum hourly rate is higher than his classification, he receives either the minimum hourly rate of the classification he is assigned to or his actual hourly rate plus one progression increment provided for in article 37.02, whichever is the higher. In the case where he is paid at an hourly rate higher than the maximum hourly rate of his grade in the classification he is transferred to, he maintains his hourly rate.

28.06 If an employee is assigned to another classification where the maximum hourly rate of the salary scale is the same or lower than his classification, he maintains his hourly rate.

29. JOB POSTING

29.01 All vacant positions in a classification are posted for 3 working days or for a period allowing employees of all shifts to apply. A copy of each posting is given to the Union.

The posting indicates the following information: the required qualifications in relation to academic training, vocational training, skills included in the job description and the qualification grid for this classification and practical experience.

If an employee wishes to withdraw his application, he must inform, in writing, the Human Resources department in the

3 working days following the end of the posting. After this deadline, the employee cannot refuse the position if he gets it.

- 29.02 Any employee may apply for any posted vacant position within the said 3 days. A laid off employee may also apply within the same interval. The Company also considers an application from an employee who presents another equivalent combination of the required qualifications for the posted vacancy. The mentioned combination must be relevant and in relation with the job. A list of applicants is provided to the shop steward concerned within the 5 working days following the end of the posting. This list automatically includes the name of candidates hired under article 29.10 and working in the same classification.
- 29.03 When an employee is away from the plant because of his work during the posting, the shop steward may submit the application of this employee, upon his written request, for a posted vacancy within a related classification or a classification where the employee meets the basic requirements.
- 29.04 Bargaining unit employees are given priority to fill all posted vacancies. Vacancies are filled from among applicants on the basis of their seniority, provided they are willing and able to perform the work in a satisfactory manner. At the end of the trial period, the grade of the candidate in the position is determined based on his learning path and years of experience in this position or a related classification, as provided for in articles 30.03.1 and 30.03.2. Any disagreement in this regard is subject to a grievance that may be referred to the last step of the grievance procedure. Failing to be transferred to his new position, the chosen candidate receives his new hourly rate, if this hourly rate is higher, no later than 30 working days following the date of the position's posting.

- 29.05 The name of the successful applicant is posted on the bulletin boards within the next 5 working days unless the period is extended by mutual consent of the Company and the Union. The list of candidates, successful or not, is sent to the Union.
- 29.06 The Company explains its decision in writing to an employee whose application has not been retained and who has more seniority than those who obtained the job. The Union receives a copy of this notice. An employee wishing to obtain additional information may discuss the matter with the originator of the notice.
- 29.07 Successful candidates selected by the Company to be promoted or transferred are considered on trial for a period of 1 month and are returned to their previous job if they are not able to perform the work satisfactorily, provided that they were given the necessary tools and information to perform the work.
- An employee who is reassigned in this way may not re-apply to the same position for a period of 6 months after being reassigned.
- 29.08 Once a month, the Company reviews all vacant positions within the bargaining unit that were previously posted at least 6 months earlier and posts them again, provided the need still exists.
- 29.09 When a successful applicant is transferred to another classification, his hourly rate is dealt with as follows:
- 29.09.1 If the employee is transferred to a classification where the maximum hourly rate of the salary scale is superior to the one from which he is being transferred, he is paid the minimum hourly rate of his new classification's salary scale or his actual hourly rate plus one progression increment as provided for in article 37.02, whichever is the greater. In no event is he paid more than the maximum hourly rate of his new classification's salary

scale. He then restarts his progression according to articles 30.03 or 37.02, as the case may be. In the case where an employee is transferred to a related classification, he maintains the same grade.

29.09.2 If the employee is transferred to a classification where the maximum hourly rate of the salary scale is equal to the one from which he is being transferred, he is paid the same hourly rate he was paid before the transfer and continues without interruption his progression according to articles 30.03 or 37.02, as the case may be. In the case where an employee is transferred to a related classification, he maintains the same grade.

29.09.3 If the employee is transferred to a classification where the maximum hourly rate of the salary scale is inferior to the one from which he is being transferred, he is paid the same hourly rate he was paid prior to his transfer or the maximum hourly rate of his new classification's salary scale, whichever is the lesser. He continues without interruption his progression according to articles 30.03 or 37.02, as the case may be. In the case where an employee is transferred to a related classification, he maintains the same grade.

29.10 In the event that a position becomes vacant because of the absence of an employee or of an increase in the activity, the Company reserves the right to replace or fill the position without internal posting, for the corresponding period. The Company cannot resort to this provision when the need exceeds 6 months. Furthermore, this period cannot exceed 6 months during a collective agreement year. Beyond this period, the position must be posted as provided for in this article. The Company informs the Union of such posting at least 5 working days in advance.

29.10.1 The Company agrees to post, if the need persists, all positions filled under this article no later than 8 working days before the continuous service of each employee

hired under article 29.10 reaches 6 months. Employees hired under 29.10 are automatically added to the list of candidates who have applied for a position in the same classification. In the case of a replacement due to sickness, the Company proceeds with a posting if, at the end of the short-term disability period, the return date is still unknown.

29.10.2 The Company agrees to recall all employees who are able to perform the work and who possess a recall right.

30. PROGRESSION

30.01 Any activity related to the progression mechanisms is handled within the framework of the Labour Relations Committee (LRC):

- Participate in the development of learning paths, qualification grids, skills to be acquired for each path and requirements for the various classifications, including key skills related to grade progression as well as those required for job postings.
- Receive a copy of the employees' exposure refusal requests.
- Submit recommendations on exposure and training activities and needs related to the implementation and maintenance of learning paths and the progression process.
- Develop and update learning paths when required.
- The 3 employees designated by the Union have access to all the functions of the learning paths.

30.02 Each employee must be exposed to the various activities of his learning path unless he expressly notifies the Company that he is waiving this exposure. The Company commits to allowing the employee to receive the required exposure, according to the parameters provided for in article 30.04.

However, an employee will not be denied the right to be exposed to activities of his learning path that would allow him to progress to a higher grade within his classification, unless otherwise agreed to by the parties.

- 30.03 There are 2 types of progression: the salary progression provided for in article 37.02, subject to grade maximum rates, and the progression from one grade to another which is linked to the completion of the learning path under this article.

For the purpose of the collective agreement, there are 2 groups of related classifications: Group 1 – Mechanical, Group 2 – Electrical. The experience acquired within the classifications of a group is considered only for that group.

Notwithstanding the preceding paragraph, an employee who has acquired previous experience deemed relevant (i.e., previous experience with another employer, acquisition of seniority in the same classification or in accordance with article 28.04) may be positioned at the qualified level according to the evaluation made. In the event of a dispute regarding the recognition of previous experience, a review is made to the LRC.

The mere fact of having accumulated seniority within an unrelated classification cannot be considered as prior experience.

To be eligible for a progression within a classification, employees must meet the following requirements:

- 30.03.1 Progression from the entry grade to the qualified grade within a classification.

Progression from the entry grade to the qualified grade is granted when the employee demonstrates to the Company's satisfaction that he possesses 3 years of experience within the entry grade of the same or a related classification and that he completed the learning path to progress to the next grade during that 3-year period.

The salary progression of an employee at the entry grade continues for a maximum of 3 years. If, during this period, he has not completed the learning path to progress to the qualified grade, his salary progression is suspended until the employee successfully completes the entire path. In the event that the path is successfully completed, the employee's salary is adjusted retroactively; otherwise, his progression stops. However, the increases provided for in articles 37.03 to 37.07 are applicable.

30.03.2 Progression from the qualified grade to the specialist grade within a classification.

Progression from the qualified grade to the specialist grade is granted when the employee possesses 3 years of experience within the qualified grade of the same or a related classification and that he completed the learning path to progress to the next grade during that 3-year period.

The salary progression of an employee at the qualified grade continues for 3 years. At the end of this period, if he has not successfully completed the learning path to progress to the specialist grade, his salary progression is suspended until the employee successfully completes the entire path. In the event that the path is successfully completed, the employee's salary is adjusted retroactively; otherwise, his progression stops. However, the increases provided for in articles 37.03 to 37.07 are applicable.

The salary progression of an employee at the specialist grade continues until he reaches the maximum rate for his grade.

30.03.3 If an employee has not been exposed to his entire learning path to progress to the next level, his salary progression is not interrupted and articles 30.03.1 and 30.03.2 apply.

30.03.4 The salary progression of an employee working in a classification consisting of only one grade is from the minimum to the maximum.

30.03.5 The salary progression of an employee in the Apprentice classification continues for 4 years really worked. At the end of this period, the employee can apply to a vacancy in his respective trade. If no vacant position is available, he remains in the Apprentice classification and the increases provided for in articles 37.03 to 37.07 are applicable.

30.04 Exposure to the various activities of the learning paths is offered as a priority by seniority. In addition, the employer may require employees to complete the learning paths necessary to progress to a higher grade if there are not enough candidates.

For other skills, exposure is offered according to operational needs by the Company.

30.05 The completion of learning paths, as defined by the LRC, is required to progress to the next grade. The employee who cannot adequately complete the entire learning path may submit a revision request to the LRC. The committee is responsible for examining the revision request and verifying the elements preventing the employee from adequately completing the learning path. The employee is given a written answer within 5 working days following the next committee meeting. The committee's answer is final.

30.06 External hiring.

For classifications with grades, the positioning of newly hired employees takes into account the employee's relevant previous experiences in relation to the classification occupied. Subsequently, the employee is included in the progression process and continues his progression according to articles 30.03.1 or 30.03.2, depending on his grade at hiring. At no time can a new employee be hired at

the specialist grade. The positioning of a new employee must allow continuous salary progression over a minimum period of 3 years worked.

31. PRODUCTION WORK

31.01 The Company agrees that it does not permit any person outside the bargaining unit to perform work normally done by members of the bargaining unit, except in special circumstances such as:

31.01.1 Training of new inexperienced employees.

31.01.2 Absence.

31.01.3 Relief of an employee upon request.

31.01.4 Production difficulties.

31.01.5 Work being normally performed by employees classified as engineering technicians.

31.01.6 Other emergencies by mutual agreement.

31.01.7 Work for which the Company does not possess the equipment and/or personnel.

The scope of article 31 is limited only to internal production work carried out in the establishments covered by the accreditation certificate.

In special circumstances other than those provided for in article 31.01, the parties may also agree on exceptions where the employer may have work usually done by members of the bargaining unit carried out by people outside the bargaining unit.

32. TECHNOLOGICAL IMPROVEMENTS

- 32.01 The Company is firmly committed to the principle of technological innovation in all the areas of its activities, services and products, and this commitment continues to represent the best way to ensure future jobs to employees.
- 32.02 Whenever technological improvements are introduced, the Company trains, from among the employees whose jobs are directly affected, those who are required to operate the new equipment. Employees are offered training on all shifts on the basis of their seniority provided they have the required qualifications or equivalent work experience allowing the acquisition of the new required skills. Training time is paid by the Company.
- 32.03 When a position is abolished as a result of the introduction of new equipment, the Company, together with the Union, evaluates the possibility of promoting, reclassifying or transferring the affected employees to another classification according to their skills. The surplus employee may, in accordance with the provisions of article 26, claim a vacant position or bump the employee with the least seniority.
- 32.04 The employee who wishes to exercise this right must have the necessary qualifications for the position and be able to perform the work in a satisfactory manner within the next 20 working days. The Company trains the employee during this period. The parties may agree on an extension of the training period, if necessary.

33. SEPARATION INDEMNITY

- 33.01 The purpose of this article is to define the terms under which an employee is entitled to a separation indemnity should the Company permanently close its entire plant and/or cease its operations at 8585 Côte-de-Liesse, Montreal, Quebec, while said employee is currently at work in the employment of the Company.

- 33.02 The separation indemnity owed to a given employee is paid only in the event of a permanent closure and provided the Company is unable to provide him alternate employment in any of its facilities or affiliated companies of CAE Inc. located on the island of Montreal or in a successor company operating at 8585 Côte-de-Liesse, Montreal, Quebec.
- 33.03 The payment that is paid to an employee who has accumulated 8 years or more of seniority in the bargaining unit is of 5 days of salary for each year of seniority up to a maximum of 100 working days.
- 33.04 For the purpose of this article, one day of pay is calculated on the basis of the employee's regular hourly rate in effect at the date of separation, multiplied by 8 plus, if applicable, the shift or lead-hand premium.
- 33.05 Upon acceptance of the separation indemnity by an employee, he is deemed to have relinquished all rights that he may have had under the terms of the collective agreement, including seniority and recall right. With the exception of payments made under article 21, all other payments made to an employee are deducted from the separation indemnity.
- 33.06 A separation indemnity is not paid to any employee who quits before the closing date determined by the Company nor to any person who was previously laid off and retains recall rights under the collective agreement.
- 33.07 An employee who dies, quits, retires or is discharged for cause and whose discharge is maintained in accordance with the grievance and arbitration procedures contained in this agreement, is not eligible to separation indemnity.
- 33.08 The parties agree that the separation indemnity described above represents the payment due to an employee following his termination of employment in accordance with this article.

34. PERSONAL AND SICK LEAVE

34.01 Any employee with more than 6 months of seniority is entitled to the wage replacement plan offered by the Company.

34.01.1 When an employee is deemed totally disabled by the Medical Office and the treating physician, on receipt of a valid medical certificate, a wage replacement equal to 90 % of his regular weekly pay for the period specified in the sick benefits schedule outlined in articles 34.02 and 34.03 is paid to the employee by the Company, at regular pay periods. However, when an employee has used up his total sick benefits, he will only receive a wage replacement equal to 66⅔ % of his regular weekly pay.

34.01.2 The regular weekly pay reflects 40 times the hourly rate of the employee.

34.01.3 The wage replacement payments shall not exceed 26 weeks.

34.01.4 On the 2nd day of absence from work, any employee who is absent due to illness or to a non-occupational accident must submit a medical certificate, as required by the Medical Office, and signed by a physician. The certificate must include at least the following information:

- Diagnosis
- Date of the medical appointment
- Date of the follow-up and/or return to work

34.01.5 In the case of a disagreement between the treating physician and the Medical Office, particularly regarding the validity, duration, diagnosis, treatment, back-to-work protocol or functional limitations, the file must be submitted to a medical examiner acceptable to both parties. The convocation to the examination is sent to

the employee by priority post. A notice is sent to the Union when an employee is summoned to a medical expertise.

- 34.01.6 The medical examiner is chosen, by specialty, by rotation, as per the list compiled by both parties. The latter renders a binding decision without appeal. It is agreed that if a medical examiner is not available within a 2-week period, the next medical examiner on the list will be considered. The parties will meet on June 20th of each year to update or to modify the list of medical examiners, by request of one of the parties.
- 34.01.7 The wage replacement payments will continue to be paid to the employee until the medical examiner has rendered a decision. If the decision indicates that the employee is fit for work, with or without physical limitations, the employee must immediately return to his workstation. Any payment under the plan ceases on the date upon which the medical examiner determines that the employee is fit for work and when the employee is informed by the Medical Office. From then on, the employee must reimburse the Company for money received after that date, beginning with the first pay following his return to work. The reimbursement is done according to the provision described in article 34.01.8.
- 34.01.8 In the case of an employee who must reimburse the Company for overpayment or for payments to which he was not entitled, the reimbursement will be of \$150 gross per week, from the employee's return to full time, until full repayment of the amount due.
- 34.01.9 If, after having received wage replacement payments, the employee is totally disabled again for the same reasons or for related reasons, the Company considers this 2nd period of disability as an extension of the initial one if less than 2 weeks have passed between periods

of total disability. This resumption of payments cannot exceed the unexpired duration of the maximum period.

34.01.10 No wage replacement payments will be paid for:

- Any period during which the employee does not follow the treatment recommended by his treating physician.
- Any period during which the employee is engaged in a paid or lucrative activity.
- Any period during which the employee does not participate in a rehabilitation program approved by the Medical Office and the treating physician.
- If the employee refuses to undergo a medical examination and/or to attend a follow-up appointment. In this case, if the payment of wage replacement benefits has started, it is interrupted until the employee complies.
- Any period of authorized absence or layoff. However, if the employee becomes totally disabled before he stops working (1 month before in case of a layoff), the wage replacement payments continue to be paid as long as the employee is totally disabled, but for no longer than the maximum period for indemnity benefits.
- For any period during which the employee is serving a prison sentence or is incarcerated in a similar establishment.
- When the disability is due to drug or alcohol use and the employee does not rigorously follow the treatment recommended by his physician.
- When the disability is due to:
 - a) Plastic surgery, not covered by the Régie de l'assurance maladie du Québec.

b) A family planning procedure, except for vasectomy and tubal ligation. The maximum wage replacement period paid by the plan in the case of a vasectomy is 3 days and 3 weeks in the case of tubal ligation.

- When the disability is due to an act of hostility by the armed forces, an insurrection or participation in a riot.
- When the disability is due to the commission of a criminal act.
- When the employee is on maternity, paternity or parental leave.

34.01.11 The payment of wage replacement stops when:

- The employee stops being totally disabled.
- The 26-week maximum wage replacement period ends.
- The employee retires.
- The employee dies.

34.01.12 The Company reserves the right to demand medical examinations and/or periodical administrative follow-up meetings for the duration of the employee's absence due to disability. Such examinations will be performed by one or more physicians elected by the Company. The employee must undergo such medical examinations or follow-ups.

34.01.13 The Company pays for the requested medical examinations and reimburses the employee for reasonable transportation expenses.

34.01.14 When an employee has an unsatisfactory attendance record according to the Company, and is absent for medical reasons, he must provide a valid medical certificate for each absence in accordance with the requirements of the Medical Office, otherwise the

absence is considered unjustified. This measure cannot exceed 1 year unless a written notice and/or a written notice of suspension related to absenteeism has been received by the employee during this period.

34.01.15 The Definitions used for the purposes of article 34 (Appendix C) are provided in annex of this collective agreement.

34.02 Sick benefits relative to an illness extending from one calendar year into the next are wholly applicable against the calendar year in which the absence began as per the schedule specified in article 34.03. In addition, for an illness extending from one calendar year into the next, the employee, after having used up his total sick benefits for the year in which the absence began, is immediately granted his sick benefits for the following year in accordance with the schedule specified in article 34.03, provided wage replacement benefits are still being paid to him.

34.03 Total sick benefits payable per calendar year because of disability due to illness or non-occupational accidents are payable to any employee enrolled in the wage replacement plan. Such sick benefits are paid to an employee based on the following schedule in accordance with the length of his service:

TOTAL SICK BENEFITS	
Years of service	Per calendar year
6 months but less than 1 year	10 working days
1 year but less than 3 years	15 working days
3 years but less than 5 years	20 working days
5 years but less than 10 years	30 working days
10 years but less than 15 years	40 working days
15 years but less than 20 years	45 working days
20 years but less than 25 years	50 working days
25 years but less than 30 years	55 working days
30 years or more	60 working days

- 34.03.1 Employees are not paid sick benefits for the 1st working day of any absence due to illness.
- 34.03.2 Absences due to surgery covered by the Régie de l'assurance maladie du Québec, hospitalization or non-occupational accident are paid as of the 1st day by the Company and qualify, under this article, for sick benefits as of the 1st working day.
- 34.03.3 When the employee is on disability, the 2nd certificate is paid by the Company provided that the initial certificate conforms to the requirements.
- 34.04 Any employee who is eligible to wage replacement benefits is entitled to paid personal time off as follows:
- 34.04.1 Employees who have completed their probationary period accumulate their personal time off in proportion to the time really worked during the reference year, i.e. from the pay period including June 20th to that preceding June 20th of the following year. For calculation purposes, employees who have accumulated a minimum of 35 hours of personal time off are automatically allocated the bank's maximum. The employees who have not completed their probationary period are entitled, as of the end of said period, to 10 hours of paid personal time off per 3 months really worked, retroactive to the beginning of the reference year. The maximum number of personal time off accumulated is equal to 5 days (equivalent of 40 hours).
- 34.04.2 The following is considered time really worked:
- All time worked during regular working hours.
 - All paid lunch periods.
 - Bereavement leave.
 - Jury duty and Crown witness.
 - Vacation.

- Holidays.
 - The first 26 weeks of absence from work due to a verified illness or non-occupational accident and for which the employee is eligible to receive payments from the Company or any other governmental or similar source.
 - Weeks of absence from work on long-term disability in the reference year preceding the return to work, and in the reference year of the return to work.
 - Unpaid leaves of absence not exceeding 3 months, under article 22.
 - Absences under articles 4.15, 4.16 and 4.19.
- 34.04.3 Effective on the pay period following June 20th, the Company credits the paid personal time off bank for each active employee on that date. For employees who are not active on that date, the Company credits the paid personal time off bank upon their return to work.
- 34.04.4 An employee is paid for each absence of 1 hour or more due to illness or to personal reasons, up to the maximum number of days credited. This absence is paid at the employee's regular hourly rate at the time of absence.
- 34.04.5 Leave for personal reasons may be scheduled for a maximum of 2 consecutive days, provided it has been requested and approved 24 hours in advance.
- 34.05 The regular daily pay is 8 times the employee's base hourly rate at the time of absence; a half-day is half that amount. For employees working on the weekend shift, the daily pay is 13.33 or 13.34 times the employee's base hourly rate at the time of absence.
- 34.06 Under article 34, a day of absence or a half-day of absence is defined as a regular working day that the employee did not effectively work.

- 34.07 When an employee receives or is eligible to receive any payment from one of the hereunder mentioned sources, the program does not apply and the paid personal time off is not deducted:
- Wage replacement plan.
 - Sick benefits under article 34.
 - Long-term disability plan.
 - Commission des normes, de l'équité, de la santé et de la sécurité du travail.
 - Jury duty and Crown witness (article 24).
 - Bereavement leave (article 23).
 - Vacation.
 - Holidays.
 - Société de l'assurance automobile du Québec.
 - Régie des Rentes du Québec.
 - Benefits under the parental leave of the *Loi sur les Normes du Travail du Québec*.
 - Any governmental or similar source.
- 34.08 On the pay period following June 20th of each year, unused hours of personal time off are paid to active and laid off employees who have not yet been recalled to work, at 150 % of their regular daily pay at that date. This payment exonerates the Company of any obligation towards the employees regarding paid personal time off.
- 34.09 An employee's days of paid personal time off not used at the time of his layoff are credited to him upon his recall to work as per article 26.
- 34.10 The Company pays the balance of an employee's personal time off when he retires according to article 34.08 as well as

the personal time off accrued during the current reference year for the following year at 100 % of his regular daily pay at that date.

35. GROUP INSURANCE PLANS

35.01 The group insurance coverage provided in accordance with the terms of the insurance policies for employees covered by the bargaining unit and in effect at the signature of this agreement is not modified throughout its duration without the consent of the Union and forms an integral part of this agreement. Participation in the basic group insurance coverage is mandatory. An employee may, however, waive medical coverage if written proof of coverage by another medical insurance is provided.

The president of the Union participates in the cost analysis of the long-term disability plan.

35.02 The insurance coverage offered is the following:

35.02.1 Basic life insurance plan for the employee.

35.02.2 * Hospitalization plan for the employee and his dependants.

35.02.3 * Complementary medical plan for the employee and his dependants.

35.02.4 * Vision care plan for the employee and his dependants. Maximum per 24-month period:

- \$325

35.02.5 * Basic and major restorative dental plans for the employee and his dependants. Maximum benefit per year:

- \$2,500

35.02.6 * Orthodontic treatment plan for eligible children. Maximum lifetime benefits:

- \$2,500

- 35.02.7 * Life insurance plan for persons over 65 years old.
- 35.02.8 Long-term disability plan.
- 35.02.9 Optional life, accidental death or dismemberment insurance plan.
- 35.02.10 Optional life insurance plan.
- 35.02.11 * Biological samples for laboratory analyses are 100 % reimbursed, if the analyses are made in a laboratory elected by the Company (if the analyses are made in another laboratory, the amount paid is equal to the amount paid by the Company to the elected laboratory).
- 35.02.12 * Occupational therapy (covered at 90 %).
- 35.02.13 Lifetime benefits for medical fees are \$500,000.
- 35.02.14 Single-parent coverage is provided to employees and is added to the existing individual and family coverage since January 1st, 2019.
- N.B. The group insurance plans marked by an asterisk are also offered to employees over 65 years old.

35.03 The cost of the following insurance plans is entirely paid by the Company:

- 35.03.1 Basic life insurance plan for the employee.
- 35.03.2 Hospitalization plan for the employee and his dependants.
- 35.03.3 Complementary medical plan for the employee and his dependants.
- 35.03.4 Vision care plan for the employee and his dependants.
- 35.03.5 Basic and major restorative dental plans for the employee and his dependants.
- 35.03.6 Orthodontic treatment plan for eligible children.

- 35.03.7 Life insurance plan for persons over 65 years old.
- 35.03.8 Massage therapy plan for the employee and his dependants.
- 35.03.9 Cost of the long-term disability plan as well as of the optional life insurance plan and optional life, accidental death or dismemberment insurance plan is entirely paid by the employee.

36. PENSION PLAN

- 36.01 It is agreed that, throughout the duration of this agreement, employees covered by this agreement continue to be eligible for membership in the Company pension plan.
- 36.02 The employee contribution is established as follows:
- 2.375 % of his annual base salary up to the Yearly Maximum Pensionable Earnings (YMPE)
- plus
- 4 % of his annual base salary above the YMPE.

37. WAGES

- 37.01 The list of classifications is shown in the Salary Table attached. When the tasks pertaining to a classification are substantially modified or if a new classification is created throughout the duration of this collective agreement, the Company may reclassify and/or determine the grade, as the case may be. The Company informs the Union of the results of its analysis.
- 37.02 The Company and the Union agree that, from the date of signing of this agreement, the minimum and maximum rates for each classification are those set forth in the Salary Table attached to this agreement. It is also agreed that, from the date of signing of this agreement, each employee continues his progression within his salary scale as outlined below.

Following the adjustment of the Salary Table on June 20th, 2023, employees whose hourly rate is lower than the minimum of the grade of their classification are assigned the new minimum of the grade.

On June 20th, 2023, employees at the entry and qualified grades, who had reached the maximum hourly rate of their grade before June 19th, 2023, see their hourly rate adjusted by a maximum of 2 progressions. If the number of remaining progressions, following the adjustment, has the effect of blocking progression again before obtaining the qualified grade, the employee is immediately moved to this grade.

On June 20th, 2023, employees at the specialist level for more than 3 years, who had not reached the maximum hourly rate of their grade on June 19th, 2023, see their hourly rate increased by a maximum of 2 progressions.

The salary progression within the classifications is \$0.33 per hour every 3 months worked, subject to articles 30.03.1, 30.03.2, 30.03.3 and 30.03.4. When progressing from one grade to another, as provided for in articles 30.03.1 and 30.03.2, an additional salary progression of \$0.33 is applied.

- 37.03 As of June 20th, 2023, the minimum and maximum rates of each classification in the Salary Table and the hourly rate paid to each employee covered by this collective agreement are increased by 6.50 %.
- 37.04 As of June 20th, 2024, the minimum and maximum rates of each classification in the Salary Table and the hourly rate paid to each employee covered by this collective agreement are increased by 4.00 %.
- 37.05 As of June 20th, 2025, the minimum and maximum rates of each classification in the Salary Table and the hourly rate paid to each employee covered by this collective agreement are increased by 3.00 %.
- 37.06 As of June 20th, 2026, the minimum and maximum rates of each classification in the Salary Table and the hourly rate

paid to each employee covered by this collective agreement are increased by 3.00 %.

- 37.07 As of June 20th, 2027, the minimum and maximum rates of each classification in the Salary Table and the hourly rate paid to each employee covered by this collective agreement are increased by 3.00 %.
- 37.08 In the case of an employee who is required to reimburse the Company for arrears of salary deductions following an absence for parental, maternity and/or paternity leave, the employee reimburses the sums at a rate of \$150 gross per week, from his return to full time, until full repayment of the amount due. In the case of a reimbursement following an absence for illness under article 34, the repayment conditions are made as per article 34.01.8.
- 37.09 If a pay error equivalent to 8 hours or more affects an employee's regular pay due to the employer's error, the employee may make an off-cycle payment request from their immediate superior.

38. PREMIUMS

- 38.01 The premium for the 2nd shift is of \$1.25 per hour for all hours worked.
- 38.02 The premium for the 3rd shift is of \$1.75 per hour for all hours worked.
- 38.03 The lead-hand premium is of \$1.60 per hour for all hours worked.
- 38.04 The trainer premium is of \$1.00 per hour for all hours spent on preparing and providing training.
- 38.05 The sponsorship premium is of \$0.50 per hour for the duration of the internship, not to exceed 4 weeks.
- 38.06 The master electrician premium is of \$2.50 per hour for all hours worked.

39. AGREEMENT LETTERS

- 39.01 The parties agree that the agreement letters are an integral part of the collective agreement.

40. DURATION

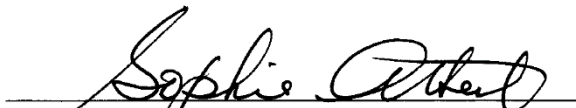
- 40.01 This agreement is effective upon signature and remains in force until June 19th, 2028.

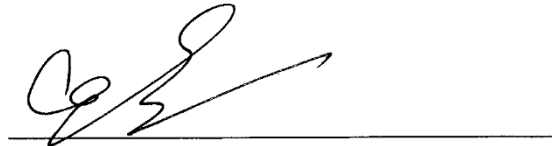
The salary increase scheduled upon signature of this agreement will be retroactive for the hours worked according to the provisions of the collective agreement since June 20th, 2023. To be eligible, an employee must still be employed by the Company at the time of the signature. It is understood that salary changes resulting from the reorganization of the Salary Table with Grades (Appendix B) are retroactive. Retroactivity is payable no later than fifteen (15) working days after the signature.

In witness whereof, the parties have signed on November 29th, 2023.

For Unifor, Local 522

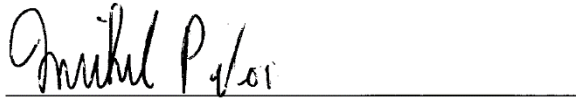
For CAE Inc.


Sophie Albert


Alexandre Benoit

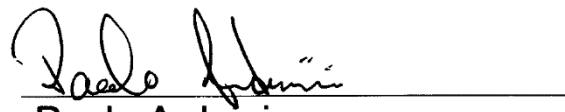

Luc Tardif


Julie Deshaies

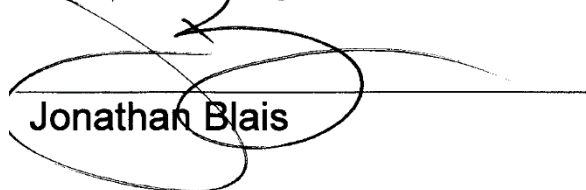

Michel Pilon


Nicolas Werbiski-Fortin


Gabriela Herrera-Hernandez


Paolo Arduini


Alexandre Gagnon


Jonathan Blais

APPENDICES

AGREEMENT LETTER 2 – Employee Assistance Program

BETWEEN

CAE Inc.
(hereafter referred to as “The Company”)

AND

The Communications, Energy and Paperworkers Union of Canada
(CEP)
Local 522
(hereafter referred to as “The Union”)

The Company and the Union agree that such problems as alcoholism, drug addiction or any other social and family problem may have a detrimental impact on the career and personal life of an employee and his family.

Therefore, an Employee Assistance Program is offered to all employees. This program offers employees and their family professional and confidential services that may help them face and solve those difficulties.

The cost of this program is entirely paid for by the Company.

We are confident that this program will continue to provide the necessary help to employees and their family, so they can improve the quality of their personal and professional lives.

Sylvain Dagenais
Manager
Employee Relations,
Environment & Health & Safety
CAE Inc.

Serge Fortin
President
Local 522
CEP

AGREEMENT LETTER 3 – Trainees

BETWEEN

CAE Inc.
(hereafter referred to as “The Company”)

AND

Unifor, Local 522
(hereafter referred to as “The Union”)

WHEREAS the parties wish to modify and adapt the collective agreement in order to offer a better response to the changing business environment in which the Company operates.

WHEREAS the parties wish to preserve amicable relations.

CONSEQUENTLY, THE PARTIES AGREE TO THE FOLLOWING:

1. The preamble forms an integral part of this agreement.
2. An internship is a period of practical studies, of a given duration, during which a person trains to carry out tasks serving to complete his professional training, recognized by the Quebec Ministry of Education.
3. The internship is performed in the work environment with persons competent because of their knowledge and experience.
4. The number of trainees must not exceed a maximum of 10 % of the active manpower per job classification or a maximum of 1 trainee in classifications with less than 10 employees.
5. The voluntary employees selected to train the trainees are not chosen from amongst lead-hands.

6. The trainees are supported at all times during their training period.
7. Repealed.
8. No bargaining unit employee will be laid off or will see his normal number of working hours reduced because of trainees.
9. The trainee classification is part of the bargaining unit's job classifications.
10. Notwithstanding the collective agreement, the employee whose current classification is trainee does not accumulate union seniority.
11. The maximum duration of a trainee position is equivalent to the duration required by the educational establishment to complete his training.
12. An employee within the classification of trainee pays union dues according to the terms and conditions prescribed by the Union.
13. If, at the end of his internship, the employee obtains a position covered by the collective agreement, his continuous service date is retroactive to the date on which his internship began, and he must complete his probation period. His seniority date is recognized at the end of the probation period provided for in article 25.
14. The salary rate of the trainee classification is stipulated in the Salary Table.
15. If an employee obtains a position after the internship period provided in this agreement letter, his salary is dealt with in accordance with articles 29.09 and 30.06.
16. This salary rate is increased in accordance with articles 37.03 to 37.07 of the collective agreement.

17. The parties agree that they had the opportunity to obtain counsel from their representatives and that the terms and conditions of this agreement are reasonable and sufficient, and they confirm that it was reached freely and after due consideration.

In witness whereof, the parties have signed on November 29th, 2023.

CAE Inc.

Unifor, Local 522

Alexandre Benoit
Manager, Human Resources

Sophie Albert
President

AGREEMENT LETTER 4 – Educational Assistance Program

BETWEEN

CAE Inc.
(hereafter referred to as “The Company”)

AND

Unifor, Local 522
(hereafter referred to as “The Union”)

The Company encourages its employees to pursue their studies within the context of their professional development. To this effect, the bargaining unit employees are invited to take advantage of the Educational Assistance Program as amended, from time to time, by the Company.

It is understood that, for the purpose of the Educational Assistance Program, professional studies diplomas are included in the list of eligible courses.

In witness whereof, the parties have signed on November 29th, 2023.

CAE Inc.

Unifor, Local 522

Alexandre Benoit
Manager, Human Resources

Sophie Albert
President

AGREEMENT LETTER 10 – Field Services

BETWEEN

CAE Inc.
(hereafter referred to as "The Company")

AND

Unifor, Local 522
(hereafter referred to as "The Union")

WHEREAS the term “employee” means an employee represented by the Union.

WHEREAS the parties wish to determine the applicable rules regarding the employees likely to work in the Field.

WHEREAS field services include any assignment to a job, such as installation, repair, upgrade, maintenance under warranty and/or sale of spare parts, in particular, simulation and control.

WHEREAS the parties wish to preserve amicable relations.

CONSEQUENTLY, THE PARTIES AGREE TO THE FOLLOWING:

1. The preamble forms an integral part of this agreement.
2. Participation in assignments is strictly on a voluntary basis.
3. The Company continues to collect union dues when an employee is working for field services.
4. When an assignment to field services ends, the employee must return to his original job.

5. Employees may not be assigned to field services for a period of more than 6 months without written agreement with the Union.
6. If a layoff occurs during the period of assignment to field services, the employee's bumping rights are applied as if he had remained in his job at the time of the layoff.
7. The Company informs the employee who agrees to be part of the field services team of his rights and privileges under this agreement in the presence of his shop steward. The Company informs the Union of the holding of selection interviews.
8. In the event of such assignment, the Company offers employees working for field services the same working conditions as those included only in the following articles of the collective agreement between the parties:
 - Discharge and suspension: 12
 - Grievance procedure: 14
 - Arbitration procedure: 15
 - Overtime: 17.03 / 17.09 / 17.10 / 17.11
 - Holidays: 20
 - Vacation: 21.01
 - Other paid leaves: 23
 - Seniority: 25
 - Continuous service: 27
 - Progression: 30.03
 - Sick leave: 34
 - Group insurance: 35
 - Pension plan: 36
 - Salary: 37
 - Premiums: 38
 - Salary Table
9. When an employee works for field services, the parties agree that the employee is entitled to use the grievance procedure

only on the articles provided for in paragraph 8 of this agreement, if he believes that the Company has not treated him fairly.

10. If a new contract is won for field services in Quebec, the Company agrees to use its employees for the work they normally perform.
11. The period for an employee assigned to field services to submit a grievance starts when he returns to work within the bargaining unit.
12. Every month, the Company provides the Union with a list of all planned assignments to field services and the employees assigned to them.
13. The Company continues to apply its travel policy to employees assigned to field services. The Union and the employees concerned are informed of any modification within a period of 10 working days before it takes effect.
14. This letter does not constitute an extension of the collective agreement for field services.
15. The activities of janitorial services and building maintenance performed from time to time at Bombardier (8575 Côte-de-Liesse) and at L3 Communications (8565 Côte-de-Liesse) by employees represented by the Union are also covered by the union certification and the collective agreement.
16. This letter shall under no circumstances be interpreted as meaning that the tasks performed in the field are covered by the intentional scope of the union certification.

In witness whereof, the parties have signed on November 29th, 2023.

CAE Inc.

Unifor, Local 522

Alexandre Benoit
Manager, Human Resources

Sophie Albert
President

AGREEMENT LETTER 12 – Pension Plan

BETWEEN

CAE Inc.
(hereafter referred to as "The Company")

AND

Unifor, Local 522
(hereafter referred to as "The Union")

-
1. The Company will enhance the Retirement Plan for the Employees of CAE Inc. and Associated Companies (hereinafter referred to as the Plan) to provide 2 special early retirement programs as follows.
 2. The Plan will provide an unreduced pension to unionized employees who meet all of the following criteria:
 - a. Being a member of the Pension Plan.
 - b. Having reached the 90-point rule (combination of years of continuous service since hiring + age) at the time of retirement.
 - c. Having reached the age of 58 or more at the time of retirement.
 - d. Taking early retirement on a date included in one of the following periods:
 - From April 1st to June 30th, 2025
 - From April 1st to June 30th, 2027, and
 - e. Being enrolled in the Special Early Retirement Program and having formally notified management of his decision to take early retirement under the program with a minimum

notice of 3 months preceding one of the above-mentioned periods.

3. As agreed between the Union and the Company, the Company will amend the text of the Pension Plan no later than 2025, with an effective date of April 1st, 2025, to reflect the provisions of the 2025 special program.
4. As agreed between the Union and the Company, the Company will amend the text of the Pension Plan no later than 2027, with an effective date of April 1st, 2027, to reflect the provisions of the 2027 special program.

In witness whereof, the parties have signed on November 29th, 2023.

CAE Inc.

Unifor, Local 522

Alexandre Benoit
Manager, Human Resources

Sophie Albert
President

AGREEMENT LETTER 15 – Advisory Committee

BETWEEN

CAE Inc.
(hereafter referred to as "The Company")

AND

Unifor, Local 522
(hereafter referred to as "The Union")

WHEREAS the parties would like to amend Agreement Letter 15 from the 2013-2018 collective agreement which dealt with subcontracting.

WHEREAS the parties wish to preserve amicable relations.

CONSEQUENTLY, THE PARTIES AGREE TO THE FOLLOWING:

1. The preamble forms an integral part of this agreement letter.
2. The parties have set up an advisory committee whose mandate is to examine and discuss the Company's subcontracting practices. This mandate continues during this collective agreement. The parties' objective is to better meet customer requirements in terms of quality, cost, cycle time and schedule. The committee tries to find ways of meeting customer requirements by adopting better manufacturing practices.
3. During committee meetings, the Company informs the Union of the subcontracting it plans to carry out over the next month. It also informs the Union of the termination of contract of agency employees who have completed 800 hours or more. The committee closely monitors the application of the agreement letter on the use of employees from personnel

agencies. In all cases, the parties agree to analyze the problematic cases as soon as they are identified and to send in writing the necessary corrections to the labor relations committee.

4. The joint committee consists of 2 representatives from each of the parties to the agreement. Either party may invite other participants if they consider it necessary to meet the committee's objective.
5. This committee does not remove the Union's right to file a grievance, as provided for in the collective agreement.
6. The parties agree that they had the opportunity to obtain counsel, that the terms and conditions of this agreement letter are reasonable and sufficient, and they confirm that it was reached freely and after due consideration.
7. This agreement is made with neither admission nor prejudice for the parties. In addition, it may not be used in any administrative, quasi-judicial or judicial procedure.

In witness whereof, the parties have signed on February 6th, 2019.

CAE Inc.

Unifor, Local 522

François Couture
Leader, Human Resources,
Employee Relations and
Global Labour Relations

Sophie Albert
President

AGREEMENT LETTER 18 – Use of Personnel Agency Employees

BETWEEN

CAE Inc.
(hereafter referred to as “The Company”)

AND

Unifor, Local 522
(hereafter referred to as “The Union”)

WHEREAS the Company must continually revise all of its processes and improve its flexibility to meet customer expectations, particularly to increase its competitiveness and profitability.

WHEREAS the parties wish to establish mechanisms to meet operational needs and recognize that the use of personnel agency employees is not the only lever available to the Company to respond to them.

WHEREAS this agreement letter does not modify the text or the meaning of the scope of article 29.10.

WHEREAS the parties wish to preserve amicable relations.

CONSEQUENTLY, THE PARTIES AGREE TO THE FOLLOWING:

I.

1. The preamble forms an integral part of this agreement letter.
2. The parties agree that the Company may use personnel agency employees to meet its operational needs.

3. Pursuant to article 3.01, the Company commits to ensuring that no employee in the bargaining unit will be laid off or suffer a loss of normal hours of work as a result of the use of personnel agency employees.
4. The parties agree that, in the case of layoffs within a given classification, personnel agency employees are laid off before any employee who is a member of the bargaining unit in that classification. When an employee is laid off from his classification, he may take the position occupied by a personnel agency employee as though he were bumping and according to the bumping process set out in articles 26.05 and following.
5. The parties carry out the overall and classification evaluation of the level of the workforce coming from a personnel agency within the framework of the Labor Relations Committee (LRC).

II.

6. 1040 hours and job posting
 - a. An employee who works for a personnel agency in the employer's facility for a maximum period of 1040 cumulative hours worked within 39 consecutive weeks is hired by the Company as an employee, pursuant to article 29.01 of the collective agreement after the following conditions have been met:
 - i. The Company has previously posted the position internally pursuant to article 29.01, no later than 8 working days before the 1040 hours worked by the personnel agency employee are reached.
 - ii. The Company was unable to fill the position under articles 29.02 to 29.09.
 - iii. If steps i. and ii. are not completed when the maximum period of 1040 cumulative hours worked

within 39 consecutive weeks is reached, the person working for the agency is hired under article 29.01 immediately, up to completion of steps i. and ii.

- b. If he obtains the position under article 29.01, the seniority and hiring date of this employee will be recognized in accordance with paragraph 6 b. i.
 - i. At the end of his probationary period, his seniority and continuous service are established. These are calculated retroactively from the hiring date as provided for in article 25.01.
- 7. Personnel agency employees may not work on the day shift unless no other bargaining unit member is available to carry out the work in that classification. Employees who are bargaining unit members have priority over personnel agency employees in terms of choice of work shift at all times. However, the Company may assign personnel agency employees to a day shift for training purposes for a maximum of 1 month.
- 8. Except as otherwise specifically provided, the provisions in this collective agreement do not apply to personnel agency employees; their wages and other working conditions are determined by the agency that employs them.

Notwithstanding the preceding paragraph, the work hours of personnel agency employees assigned to the 1st, 2nd and 3rd shifts must comply with the provisions set out in articles 16.03.1, 16.03.2 and 16.03.3.

The employer first offers overtime to its employees within the classification who are qualified to do the work before requesting overtime from an employee working for a personnel agency.

- 9. Any disagreement over this agreement letter can be referred to the grievance procedure established in the collective

agreement. It is expressly agreed that personnel agency employees have no rights under the collective agreement.

III.

10. Maintenance Attendant positions are eliminated by attrition and the tasks are transferred to Signature Service d'entretien or another subcontractor.

11. The following Maintenance Attendants, however, retain their position:

Jose Lorenzo Flores
Franca Cello
Maria Elena Carstea
Daniel Alarie

12. The attrition of the Maintenance Attendant positions is achieved when the employees identified in paragraph 11 obtain another position, retire or leave the Company. It is however understood that a departure caused by the employer's decision and that is being contested by a grievance will not be effective as defined herein before the exhaustion of the recourses.

13. In the event of a personnel reduction, employees of the Company cannot bump subcontractor employees working as Maintenance Attendants.

14. This agreement does not create a precedent and cannot be invoked by the Company for any classification other than that of Maintenance Attendant.

IV. Article III of this agreement letter remains in effect until the last employee referred to in paragraph 11 of this agreement letter has left his employment.

V. The parties acknowledge that they had the opportunity to seek counsel and that the terms and conditions of this agreement letter are reasonable and sufficient, and they confirm that this agreement was freely entered into after careful consideration.

In witness whereof, the parties have signed on November 29th, 2023.

CAE Inc.

Unifor, Local 522

Alexandre Benoit
Manager, Human Resources

Sophie Albert
President

AGREEMENT LETTER 25 – Women’s Advocate

BETWEEN

CAE Inc.
(hereafter referred to as "The Company")

AND

Unifor, Local 522
(hereafter referred to as "The Union")

WHEREAS the Company takes the safety of its employees seriously and recognizes that women sometimes face violence or abuse in their personal lives and that these can have a negative impact on their presence or job performance.

WHEREAS the consequences can be tragic when employees do not know what to do if they are in a situation of domestic violence or if they have reason to believe that a colleague is in such a situation.

CONSEQUENTLY, THE PARTIES AGREE TO THE FOLLOWING:

1. The preamble forms an integral part of this agreement letter.
2. The Union must appoint a women’s advocate.
3. The Company agrees to release the women’s advocate to receive appropriate training.
4. The Union provides a 40-hour training to women’s advocates. The main parts of this course are: definition of acts of violence, risk assessment, communication, suicide and sexual harassment. The course contains several role-playing

scenarios as well as a visit to a women's shelter. An annual 3-day upgrade course must be followed subsequently.

5. The role of the employer is to support the women's advocate. The advocate works with a person appointed by management and, together, they take the necessary and reasonable steps to assist women who need help. The women's advocate also works with her employer counterpart when domestic violence issues reduce a worker's productivity or cause her to miss work.
6. Threat assessment, access to a shelter and a food bank, planification of the victim's safety, follow-up, presence in the workplace of a person who is familiar with the appropriate community resources are part of the mandate of the women's advocate.
7. The advocate provides guidance to women who have problems of domestic or spousal violence or who have been sexually assaulted. The advocate works with her employer counterpart to develop strategies to ensure safety in the workplace and employee protection.
8. The confidentiality of the personal information of the employee who is the victim of domestic violence must be ensured and respected. Confidential information must be disclosed only to those who "need to know".
9. The Company and the Union accept, upon confirmation from a recognized professional (for example, physician, lawyer, authorized counselor), that a woman in a violent situation is not subject to disciplinary action if a link can be established between job performance or absence from work and the violent situation in which she finds herself. Absences not covered by sick leave or disability insurance are charged as unpaid leave of absence.

10. Protection against taking unfavorable or discriminatory actions against an employee who admits being a victim or who believes that she is a victim of domestic violence must be put in place by both parties.

In witness whereof, the parties have signed on February 6th, 2019.

CAE Inc.

Unifor, Local 522

François Couture
Leader, Human Resources,
Employee Relations and
Global Labour Relations

Sophie Albert
President

AGREEMENT LETTER 26 – Lead-hand

BETWEEN

CAE Inc.
(hereafter referred to as "The Company")

AND

Unifor, Local 522
(hereafter referred to as "The Union")

WHEREAS the parties have had discussions on many occasions to define the role and job description of lead-hands.

WHEREAS the parties had agreed on June 15th, 2000 on a text to this effect.

WHEREAS the parties wish to preserve amicable relations.

CONSEQUENTLY, THE PARTIES AGREE TO THE FOLLOWING:

1. The preamble forms an integral part of this agreement letter.
2. A lead-hand is an employee chosen by the Company who, because of his specific knowledge of the work to be done and his leadership qualities, assists his immediate superior in achieving the various performance objectives of the department.
3. The lead-hand is not a manager and has no disciplinary authority.
4. All lead-hands must be functional in French.

5. The lead-hand's job description reads as follows:

The lead-hand, assigned to a group of employees, is required to:

- Participate in the planification and organization of the work and distribute the work among the employees without managing personnel;
- Ensure that the required parts, equipment and documents are available to perform the assigned work in the most efficient manner;
- Provide technical expertise to the team and, if this is not sufficient, submit the issues to the various technical services required;
- Help promote teamwork within the group and participate, if required, in manufacturing meetings;
- Assist in the identification of training needs and facilitate their implementation;
- Facilitate continuity between shifts as well as continuous improvement;
- Inform his immediate superior of all technical incidents related to manufacturing;
- Help maintain a safe and healthy work environment, free from any form of discrimination or harassment;
- Perform the work of his classification.

In witness whereof, the parties have signed on February 6th, 2019.

CAE Inc.

Unifor, Local 522

François Couture
Leader, Human Resources,
Employee Relations and
Global Labour Relations

Sophie Albert
President

AGREEMENT LETTER 27 – Weekend Shift

BETWEEN

CAE Inc.
(hereafter referred to as “The Company”)

AND

Unifor, Local 522
(hereafter referred to as “The Union”)

WHEREAS the Company must continually revise all its processes and improve its flexibility to meet customer expectations, particularly to increase its competitiveness and profitability.

WHEREAS the parties have agreed to formalize the terms of the weekend shift of article 16.03.4

WHEREAS the parties wish to preserve amicable relations.

CONSEQUENTLY, THE PARTIES AGREE TO THE FOLLOWING:

1. The preamble forms an integral part of this agreement letter.
2. Repealed.
3. Hours of work.

The regular daily hours of the employees assigned to this shift are 11 hours per day, from Friday to Sunday.

Employees on this shift are entitled to 1 paid lunch period of 30 minutes and 2 rest periods of 10 minutes each within the normal 11-hour workday.

The training of a new employee is done on any shift.

The employees for this shift are selected as follows:

- a) The weekend shift is first offered to employees on a voluntary basis and by seniority within the classification.
- b) The weekend shift is then offered to other employees through posting.
- c) External hiring.

An employee wishing to change shifts must do so by availing himself of the provisions set out in article 16.06. However, employees hired specifically for the weekend shift must remain in place for at least 6 months.

4. Repealed.

5. Layoff and recall

Any employee working on the weekend shift who is laid off can take advantage of the provisions contained in articles 25 and 26 and choose his work shift as provided for in article 16.

Notwithstanding article 16, any employee may refuse to be assigned to the weekend shift during a layoff or recall to work without losing his rights and privileges provided for in articles 26 and 27. In the event of a recall to work, the Company must offer the employee who has agreed to be assigned to the weekend shift to avoid layoff to return to a weekday schedule before proceeding with the recall to work of an employee with less seniority.

6. Repealed.

7. Shift premium

Employees on the weekend shift receive a 2.33-hour or 2.34-hour work premium at their regular rate for each worked and completed shift. Except in cases of absolute necessity, the

shift premium is not paid when an employee is absent or late without valid reason for more than 1 hour.

8. Holidays

Employees on the weekend shift whose holidays, as provided for in article 20, coincide with a day scheduled as worked, are paid for 11 hours at their regular rate. The shift premium applies.

Notwithstanding the provisions of article 20.01, the Good Friday holiday is observed on Easter Sunday, and any other holiday which coincides with a normally worked day is observed on that day notwithstanding the provisions of article 20.02. If the holiday occurs outside of a normally worked day, the holiday is then moved to the following Friday.

Employees working during holidays are paid double time for hours worked, in addition to the normal payment of holidays as mentioned in the preceding paragraph.

To receive payment for holidays, with the exception of the Quebec National Holiday, the employee must work:

- a) On the day scheduled as worked immediately following the holiday.
- b) On the day scheduled as worked immediately preceding the holiday.

Should a holiday occur while an employee is on vacation and should this holiday coincide with a day scheduled as worked, the employee is paid for the holiday. He must take the deferred vacation day on the day scheduled as being worked immediately preceding or immediately following his vacation. However, such a deferred vacation day may be taken at a later date by mutual agreement between the employee and his immediate superior.

Notwithstanding the provisions of this article, each year, employees appointed to the weekend shift are assigned to

the available shift of their choice for a maximum period of 3 weeks during the Holiday period, including the weeks mentioned in article 20.07.

9. Benefits

For the purposes of the Retirement Plan for the Employees of CAE Inc. and Associated Companies, the CAE Group Insurance Plan and the CAE Employee Share Purchase Plan, the weekend shift premium is included in the salary definition. Note that, for the purposes of the plans mentioned, this premium is 2.33 hours at regular rate for the first 2 11-hour shifts worked and completed and 2.34 hours at regular rate for the 3rd 11-hour shift worked and completed.

10. Repealed.

11. Vacation

Vacation pay calculated on the base salary is established on 40 hours per week or according to the percentages provided in article 21 of this collective agreement. A vacation day is of 13.33 or 13.34 hours.

12. Overtime

Overtime is distributed in accordance with the distribution rules provided for in article 17 and the overtime agreement letter of the collective agreement.

An employee on the weekend shift is considered on overtime after having worked 33 hours.

If an employee on the weekend shift is required to work overtime, he is paid as follows:

- a) Mondays, Tuesdays and Wednesdays are considered a Saturday.
- b) Thursdays are considered a Sunday.

All other provisions of article 17 of this collective agreement apply to the weekend shift.

13. Paid personal time off

Employees on the weekend shift are entitled to paid personal time off and accumulate it in accordance with article 34. The regular daily pay for the first 2 shifts is 13.33 hours and 13.34 hours for the 3rd shift or in proportion to the hours used.

In witness whereof, the parties have signed on November 29th, 2023.

CAE inc.

Unifor, Local 522

Alexandre Benoit
Manager, Human Resources

Sophie Albert
President

AGREEMENT LETTER 29 – Overtime Distribution

BETWEEN

CAE Inc.
(hereafter referred to as "The Company")

AND

Unifor, Local 522
(hereafter referred to as "The Union")

WHEREAS the parties wish to clarify the overtime distribution process in order to simplify and improve it.

WHEREAS the new overtime process is implemented according to a schedule agreed between the parties, at the time of signing the collective agreement.

WHEREAS the parties wish to preserve amicable relations.

CONSEQUENTLY, THE PARTIES AGREE TO THE FOLLOWING:

1. The preamble forms an integral part of this agreement letter.
2. Repealed.
3. The new implemented process includes the following elements and clarifies the application of article 17.04:
 - Employees must indicate their availability to work overtime; if employees do not indicate their availability, overtime is not offered to them.
 - Overtime in continuity with the normal working day is offered as a priority to employees who have indicated their availability and are performing the work at the time the overtime is requested.

- Otherwise, overtime is offered equitably among employees who have indicated their availability and have the fewest paid hours on the overtime register.
- Analysis of the overtime distribution is reviewed each pay period based on hours paid to employees of the same classification in the form of a register that can be consulted by employees. A copy of the register is given to the Union as soon as it is updated.
- Any employee who has been wronged in the process of allocating overtime must report it to his immediate superior within 10 working days following the last update of the register. After validation, if there is confirmation of an error in the allocation of overtime, the employee becomes a priority for the next 3 months in order to work the equivalent of the overtime that he should have worked.
- The overtime register is reset to zero on March 1st, June 1st, September 1st and December 1st of each year.
- When allocating overtime for the Holiday period, the Company uses the register which was reset to zero on the previous December 1st.
- The overtime requested during the Holiday periods provided for in articles 20.07.3 to 20.07.7 is offered daily, by classification, to employees who have indicated their availability and have the fewest paid hours in the overtime register.
- If an employee is temporarily transferred to another classification, he retains the same number of hours accumulated in the overtime register of his original classification. He may work overtime in the classification to which he is temporarily transferred, only if there are not enough employees available in this classification.
- An employee who obtains a position by posting in a new classification is included in the overtime register while retaining his number of overtime hours from the previous

classification. To be eligible for overtime, he must be able to perform the work requested.

- A new employee is included in the overtime register. To be eligible for overtime, he must be able to perform the work requested.
- Overtime worked in the field is recorded in the overtime register and considered when the employee returns as part of the overtime distribution process.

4. Repealed.

5. Repealed.

In witness whereof, the parties have signed on November 29th, 2023.

CAE Inc.

Unifor, Local 522

Alexandre Benoit
Manager, Human Resources

Sophie Albert
President

AGREEMENT LETTER 31 – Creation of the Logistics Agent Classification

BETWEEN

CAE Inc.
(hereafter referred to as "The Company")

AND

Unifor, Local 522
(hereafter referred to as "The Union")

WHEREAS the Company must continually revise all its processes to increase its competitiveness and profitability.

WHEREAS the parties wish to preserve amicable relations.

CONSEQUENTLY, THE PARTIES AGREE TO THE FOLLOWING:

1. The preamble forms an integral part of this agreement letter.
2. The classifications of Material Attendant, Shipper and Packer are merged to become the Logistics Agent classification.
3. Employees who occupy a position within the classifications of Material Attendant, Shipper and Packer are transferred to the new classification of Logistics Agent.
4. The Company, with the help of the Union, develops a job description for the new Logistics Agent classification.
5. The Packer and Shipper classifications are removed from the Bumping Chart (Appendix A), the Salary Table with Grades (Appendix B) and the Salary Table.

6. The Material Attendant classification is replaced by that of Logistics Agent in the Bumping Chart (Appendix A), the Salary Table with Grades (Appendix B) and the Salary Table.
7. The new Logistics Agent salary scale corresponds to the current minimum hourly rate for the Shipper classification and the current maximum hourly rate of Material Attendant.
8. Employees in the Shipper classification who are at the maximum of their salary scale, get the maximum of the new Logistics Agent salary scale. Employees in the Packer classification get a raise of \$1.00 per hour.
9. Subsequently, employees continue their salary progression up to the maximum of the Logistics Agent classification, as provided for in article 37.02 of the collective agreement.
10. Any activity of moving loads or equipment which is not considered to be critical lifting is carried out by Logistics Agents who have acquired the skills required to perform this task.
11. Material Handlers are assigned solely to critical lifting tasks and operations.
12. The maximum of the Material Handlers' salary scale is adjusted to \$34.00 upon signing of the collective agreement and the Material Handlers continue to progress up to this new maximum.
13. Driving a forklift is considered to be an exceptional skill and the Company provides theoretical and practical training to enable the acquisition of this skill according to operational needs.
14. In the event that layoffs are necessary, driving a forklift does not offer any specific protection.
15. Seniority, shift choices, overtime allocation, layoffs and recalls, vacation allocation and any other provision of this

collective agreement apply to the new classification of Logistics Agent from its effective date.

16. Due to the new task distribution among Logistics Agents and Material Handlers, upon signing of the collective agreement, a mechanism is put in place to allow employees in the Material Handler classification to be transferred to the new classification of Logistics Agent on a voluntary basis. If there are too many volunteers, seniority determines the order of priority.
17. Knowledge of English is an exceptional skill in the Logistics Agent classification and cannot be required for hiring. The employer may only request knowledge of English to meet operational needs and perform the tasks of the former Shipper classification. In this context, the number of employees from whom the Company can require knowledge of English is limited to 2 within the new Logistics Agent classification.
18. This agreement letter comes into force upon signing of the collective agreement.

In witness whereof, the parties have signed on November 29th, 2023.

CAE Inc.

Unifor, Local 522

Alexandre Benoit
Manager, Human Resources

Sophie Albert
President

AGREEMENT LETTER 32 – Creation of the Electrical Inspector and Logistics Inspector Classifications

BETWEEN

CAE Inc.
(hereafter referred to as "The Company")

AND

Unifor, Local 522
(hereafter referred to as "The Union")

WHEREAS the Company must continually revise all its processes to increase its competitiveness and profitability.

WHEREAS the parties wish to preserve amicable relations.

CONSEQUENTLY, THE PARTIES AGREE TO THE FOLLOWING:

1. The preamble forms an integral part of this agreement letter.
2. The Inspector classification is replaced by the Logistics Inspector and Electrical Inspector classifications.
3. Employees holding a position in the Inspector classification on the date of creation of the new classifications choose, by seniority, the new classification of Logistics Inspector or Electrical Inspector.
4. Nine (9) Logistics Inspector positions and seven (7) Electrical Inspector positions are available as of the creation of the classification.
5. The Company develops, jointly with the Union, the requirements and qualification grids required for the new Logistics Inspector and Electrical Inspector classifications.

6. The Inspector classification is replaced by the Logistics Inspector and Electrical Inspector classifications in the Bumping Chart (Appendix A). The Electrical Inspector and Logistics Inspector classifications have the same bumping rank. The position in the salary scale remains unchanged. Job titles are modified in the Salary Scale with Grades (Appendix B) and in the Salary Table.
7. Employees maintain the same hourly rate that they held at the time of the transfer.
8. Employees continue their salary progression up to the maximum of the classification, as provided for in article 37.02 of the collective agreement.
9. All provisions of this collective agreement apply to the new classifications on the effective date, according to paragraph 10 hereof.
10. This agreement letter comes into force when paragraph 5 hereof is finalized.

In witness whereof, the parties have signed on November 29th, 2023.

CAE Inc.

Unifor, Local 522

Alexandre Benoit
Manager, Human Resources

Sophie Albert
President

AGREEMENT LETTER 33 – 4-Day Shift (Pilot Project)

BETWEEN

CAE Inc.
(hereafter referred to as "The Company")

AND

Unifor, Local 522
(hereafter referred to as "The Union")

WHEREAS the Company must continually revise all its processes and improve its flexibility to meet customer expectations, particularly to increase its competitiveness and profitability.

WHEREAS the parties have agreed to set up a pilot project on the implementation of 4-day-per-week shifts.

WHEREAS the objective of this project is not the elimination of the evening (5 days per week / 8 hours per day) and night (5 days per week / 8 hours per day) shifts already in place.

WHEREAS the duration of this pilot project will be 1 year starting from its implementation.

WHEREAS for any valid reason, either party may terminate this pilot project by giving a notice of 20 working days to the other party.

WHEREAS at the end of the term, if neither party has notified the other party of its desire to end the pilot project, the 4-day shifts become regular shifts within the meaning of article 16.

WHEREAS meetings will be held every 3 months as part of the Labor Relations Committee (LRC) to provide governance for this pilot project.

WHEREAS the parties wish to preserve amicable relations.

CONSEQUENTLY, THE PARTIES AGREE TO THE FOLLOWING:

1. The preamble forms an integral part of this agreement letter.

2. Objective

The use of 4-day shifts is intended to meet market requirements. To satisfy production needs and requirements, the Company may implement 4-day shifts.

All provisions of this collective agreement apply to the employees assigned to one or other of the 4-day shifts, subject to the modifications agreed to in this appendix.

3. Hours of work

The regular daily hours of the employees assigned to these shifts are 10 hours per day.

Employees work on these shifts only in accordance with the following provisions:

a) Evening: From Monday to Thursday.

b) Night: From Tuesday to Friday.

Employees on these shifts are entitled to 1 paid lunch period of 30 minutes and 2 rest periods of 10 minutes each within the normal 10-hour workday.

Notwithstanding article 16.03, the start time of the 4-day night shift may differ from the time provided for in article 16.03.3.

The training of a new employee is done in accordance with article 16.06.

4. Implementation

When 4-day shifts are required by the Company, the employees for these shifts are selected as follows:

- a) The 4-day shifts are offered to employees on a voluntary basis and by seniority within the classification.
- b) The 4-day shifts are offered to the other employees through posting.
- c) External hiring.

Any employee who obtains such a position may only leave this shift during a shift selection exercise provided for in article 16.06.

5. Layoff and recall

If layoffs prove necessary within a sector of activity, any employee assigned to a 4-day shift and who is laid off may take advantage of the provisions of articles 25 and 26.

6. Mode of payment

All work performed by employees on the 4-day shifts is paid at the employee's regular hourly rate. The evening and night shift premiums provided for in article 38 apply.

7. Holidays

Employees on the 4-day shifts whose holidays, as provided for in article 20, coincide with a day scheduled as worked, are paid for 10 hours at their regular rate.

Employees who work during holidays are paid double time for hours worked, in addition to the normal payment of holidays as mentioned in the preceding paragraph.

When one of the aforementioned holidays coincides with a Saturday or Sunday, it is postponed to:

- a) The following Monday for the evening shift (a).
- b) The following Tuesday for the night shift (b).

For the evening shift (a), when one of the holidays mentioned in article 20 coincides with a Friday, this holiday is brought forward to the Thursday and Good Friday is postponed to Easter Monday.

For the night shift (b), when one of the holidays mentioned in article 20 coincides with a Monday, this holiday is postponed to the Tuesday.

To receive payment for holidays, with the exception of the Quebec National Holiday, the employee must work:

- a) On the day scheduled as worked immediately following the holiday.
- b) On the day scheduled as worked immediately preceding the holiday.

Should a holiday occur while an employee is on vacation and should this holiday coincide with a day scheduled as worked, the employee is paid for the holiday. He must take the deferred vacation day on the day scheduled as being worked immediately preceding or immediately following his vacation. However, such a deferred vacation day may be taken at a later date by mutual agreement between the employee and his immediate superior.

Notwithstanding the provisions of this article, each year, the 4-day shifts are suspended during the 2 weeks of the Holiday period.

8. Overtime

All the provisions of article 17 of this collective agreement apply to the 4-day shifts.

9. Paid personal time off

Employees on the 4-day shifts are entitled to paid personal time off and accumulate it in accordance with article 34. The regular daily pay is 10 times the employee's base hourly rate at the time of absence.

In witness whereof, the parties have signed on November 29th, 2023.

CAE inc.

Unifor, Local 522

Alexandre Benoit
Manager, Human Resources

Sophie Albert
President

AGREEMENT LETTER 34 – Kanban

BETWEEN

CAE Inc.
(hereafter referred to as "The Company")

AND

Unifor, Local 522
(hereafter referred to as "The Union")

WHEREAS the Company must continually revise all its processes and improve its flexibility to meet customer expectations, particularly to increase its competitiveness and profitability.

WHEREAS the Company aims to reduce the inventory of parts purchased externally and managed using the Kanban method with the aim of generating warehouse space to allow the establishment of a consolidation unit (to do more “kitting”).

WHEREAS the Company is transferring the operations of reception, storage, preparation and delivery of parts using the Kanban method to one or more external suppliers.

WHEREAS the external supplier or suppliers have access to the facilities and deliver the parts to the station using the Kanban method.

WHEREAS the parties wish to preserve amicable relations.

CONSEQUENTLY, THE PARTIES AGREE TO THE FOLLOWING:

1. The preamble forms an integral part of this agreement letter.

2. Notwithstanding articles 3.01 and 31.01, the external supplier or suppliers assume all operations of reception, storage, preparation of parts using the Kanban method in its facilities and delivery of these parts to the Kanban stations, within the establishments provided for in article 2.
3. The tasks of receiving, storing, preparing and delivering parts using the Kanban method are gradually transferred to one or more subcontractors. The positions of Logistics Agents and Day Labourers which are affected by the transfer of reception, storage, preparation and supply activities of parts using the Kanban method are eliminated by attrition.
4. Attrition of the positions of Logistics Agents and Day Labourers is done by obtaining another position, retirement or departure from the Company of employees holding a position of Logistics Agent or Day Labourer at the time of signing the collective agreement. It is also understood that a departure caused by the Company's decision which is being contested by a grievance will not be effective as defined herein before the exhaustion of the recourses.
5. In the event of layoff, reception, storage, preparation and delivery of parts using the Kanban method continue to be carried out by the identified external supplier or suppliers.
6. This agreement does not constitute a precedent and cannot be invoked by the Company for any other similar situation.

In witness whereof, the parties have signed on November 29th, 2023.

CAE inc.

Unifor, Local 522

Alexandre Benoit
Manager, Human Resources

Sophie Albert
President

AGREEMENT LETTER 35 – Labour Relations Committee (LRC)

BETWEEN

CAE Inc.
(hereafter referred to as "The Company")

AND

Unifor, Local 522
(hereafter referred to as "The Union")

WHEREAS the parties have determined the operating conditions of the Labour Relations Committee, hereinafter the LCR.

WHEREAS the parties wish to preserve amicable relations.

CONSEQUENTLY, THE PARTIES AGREE TO THE FOLLOWING:

1. The preamble forms an integral part of this agreement letter.
2. Composition
 - Three (3) employees designated by the Union from among the officers.
 - Three (3) authorized representatives from the Operations and Human Resources departments.
3. Frequency of meetings

The LCR meets every 2 weeks or as needed.
4. Objectives
 - Discuss the measures to be taken to comply with the application of the collective agreement.

- In all cases, the parties agree to analyze problematic cases as soon as they are identified by one or other of the parties and to make the necessary corrections, including any special agreement or accommodation measure to resolve an exceptional and temporary situation.
- Analyze training needs.

5. Means

The LCR may appoint other people to carry out its mandate, for the operationalization of the collective agreement and for other needs identified by the parties.

If necessary, the parties may agree on a text which modifies the collective agreement. The Union organizes a vote by secret ballot to validate or not the modification of the collective agreement.

6. Mandate

Deal with subjects arising from the interpretation and application of the collective agreement. Promote good practices in labour relations and accommodation.

The LCR must in particular, but not limited to, address the following items to carry out its mandate:

6.1 Overtime

The LCR follows the process established in article 17 (or agreement letter, if applicable) of the collective agreement.

6.2 Learning path

The LCR replaces the joint progression committee and monitors activities related to the learning path.

All members of the LCR have access to all functions related to learning path monitoring. When it comes to

tools or registers related to employee management,
Union representatives only have viewing access.

6.3 Subcontracting

The LCR replaces the advisory committee described in
Agreement Letter 15 of this collective agreement.

In witness whereof, the parties have signed on November 29th, 2023.

CAE inc.

Unifor, Local 522

Alexandre Benoit
Manager, Human Resources

Sophie Albert
President

AGREEMENT LETTER 36 – Deburring Operations

BETWEEN

CAE Inc.
(hereafter referred to as "The Company")

AND

Unifor, Local 522
(hereafter referred to as "The Union")

WHEREAS the Company must continually revise all its processes to increase its competitiveness and profitability.

WHEREAS the deburring tasks in the sheet metal department are transferred from the classification of Day Labourer to that of Surface Treatment Operator.

WHEREAS the parties wish to preserve amicable relations.

CONSEQUENTLY, THE PARTIES AGREE TO THE FOLLOWING:

1. The preamble forms an integral part of this agreement letter.
2. The Company determines the additional number of positions required in the Surface Treatment Operator classification.
3. The number of positions in the Day Labourer classification is reduced accordingly and the positions available in the Surface Treatment Operator classification are offered as a priority by volunteering and by seniority to employees in the Day Labourer classification.
4. Employees transferred to the Surface Treatment Operator classification continue their salary progression according to article 30.03.4.

5. This agreement letter comes into force upon signing of the collective agreement.

In witness whereof, the parties have signed on November 29th, 2023.

CAE inc.

Unifor, Local 522

Alexandre Benoit
Manager, Human Resources

Sophie Albert
President

AGREEMENT LETTER 37 – Clarifications on the Application of the Layoff Procedure

BETWEEN

CAE Inc.
(hereafter referred to as "The Company")

AND

Unifor, Local 522
(hereafter referred to as "The Union")

WHEREAS due to the shortage of electrical components between November and December 2021, the Company had to reduce its workforce.

WHEREAS the Company has implemented a reduction in working hours for the entire Assembler classification equivalent to 3 regular workdays as opposed to a layoff of 3 regular workweeks affecting 20 Assemblers.

WHEREAS this Company decision does not go against the collective agreement.

WHEREAS this agreement letter is intended to regulate a similar situation that could arise in the future, without limiting the rights and recourses of the parties arising from the collective agreement and applicable laws and regulations.

WHEREAS the parties wish to preserve amicable relations.

CONSEQUENTLY, THE PARTIES AGREE TO THE FOLLOWING:

1. The preamble forms an integral part of this agreement letter.

2. Articles 26.02 and 26.05 of the collective agreement apply when a lack of work lasting more than 1 week occurs in a classification.
3. A layoff resulting from a lack of work of more than 1 week cannot have the effect of reducing normal working hours in lieu of the application of article 26; unless expressly agreed between the parties.

In witness whereof, the parties have signed on November 29th, 2023.

CAE inc.

Unifor, Local 522

Alexandre Benoit
Manager, Human Resources

Sophie Albert
President

AGREEMENT LETTER 38 – Annual Vacation Pilot Project

BETWEEN

CAE Inc.
(hereafter referred to as "The Company")

AND

Unifor, Local 522
(hereafter referred to as "The Union")

WHEREAS the parties have agreed to set up a pilot project aimed at applying article 21.06 of this collective agreement.

WHEREAS the objective of this pilot project is to allow the complete or partial shutdown of operations provided for in article 21.06 at a time when a majority of employees prefer to be on vacation and according to operational needs.

WHEREAS the pilot project targets the 2024 annual vacation period.

WHEREAS either party may end this pilot project following the 2024 vacation period.

WHEREAS following the 2024 vacation period, if one of the two parties has not ended the pilot project, the parties may agree to extend the pilot project to the following vacation period.

WHEREAS at no time can this pilot project have the effect of harming the Company's operations.

WHEREAS the parties wish to preserve amicable relations.

CONSEQUENTLY, THE PARTIES AGREE TO THE FOLLOWING:

1. The preamble forms an integral part of this agreement letter.
2. The parties meet in December 2023 to establish the process for identifying the complete or partial shutdown period provided for in article 21.06.
3. The identification process is implemented no later than the week preceding January 15, 2024.
4. The weeks of complete or partial shutdown must be between the first week of July and the last week of August.
5. In the event that the process is used successfully during the complete or partial shutdown periods of 2024 and 2025, the process is automatically renewed for the remaining periods of this collective agreement.

In witness whereof, the parties have signed on November 29th, 2023.

CAE inc.

Unifor, Local 522

Alexandre Benoit
Manager, Human Resources

Sophie Albert
President

DOCUMENTS TO BE SUBMITTED TO THE UNION BY THE COMPANY		
Document	Frequency	Notes
Addresses of CAE establishments in Quebec	Whenever they are amended	Article 2.01
Rules and regulations to be observed by employees	Whenever they come into force and whenever they are amended, in electronic version	Article 3.03
Name of supervision members with whom shop stewards must deal	With each change	Article 4.09
Name of management with whom the Union must deal for the administration of the collective agreement	With each change	Article 4.09
List of employees including: phone number, address, birth date, employee number, grade, classification, salary rate	Every 3 months or once a month when required by the Union	Article 6.01
All group insurance plans provided for in articles 35.02 and 35.03	60 days after the signature of the collective agreement and 60 days at the latest after each renewal	Articles 35.02 and 35.03
Summary of the Pension Plan	60 days after the signature of the collective agreement and 60 days at the latest after each renewal	Article 6.02
All CAE newsletters dealing with matters governed by the collective agreement	As soon as they are published	Article 6.03
Overtime register	Every month for the previous 6 months	Article 6.05
	Every week in times of layoff for the previous week	Article 6.05
Recall list	If needed	Article 6.06
Group insurance master policy	60 days after the signature of the collective agreement and 60 days at the latest after each renewal	Article 6.06

**DOCUMENTS TO BE SUBMITTED TO THE UNION BY THE COMPANY
(cont'd)**

Document	Frequency	Notes
Employees governed by the collective agreement who are absent for medical reasons (IVAC, Sunlife, CNESST, SAAQ or other)	Every month	Article 6.06
Vacant/Abolished positions	Every month	Article 6.06
All employment-related documents and forms to be signed by a new employee upon hiring, in the course of his employment and up to 6 months after the employee has obtained a position outside the bargaining unit	Whenever they come into force and whenever they are amended, in electronic version	Article 6.06
Detailed list of union dues deducted from the employees' pay	Every month	Article 8.03
Accident investigation-analysis reports	Whenever a work accident occurs	Article 10.04
Occupational health and safety training register	As needed and upon request by the members of the occupational health and safety joint committee	Article 10.04
Company's prevention plan, deadlines for its implementation and modifications made during its application	Whenever it comes into force and whenever it is amended	Article 10.01
Employer's notice and reimbursement claim forms	Whenever a work accident occurs	Article 10.04
Written warning notice, written suspension notice or written notice of termination	During the disciplinary meeting or to the chief steward within 5 working days following the disciplinary meeting	Article 13.01
Emergency cases requiring overtime on the day set for a general union assembly	Whenever they occur (minimum 4 times a year)	Article 17.07
Notice of impending layoff	1 working day before affected employees receive layoff notice	Article 26.04

**DOCUMENTS TO BE SUBMITTED TO THE UNION BY THE COMPANY
(cont'd)**

Document	Frequency	Notes
Copy of the bumping choice form filled by the employee	February 15 th of each year or upon obtaining a position within another classification	Article 26.05
Copy of notice to report for work	The day this notice is given or mailed to the employee	Article 27.02.4
Copy of the termination of employment notice	The day this notice is given or mailed to the employee	Article 27.02.5
Job description and qualification grid of all the classifications in the bargaining unit	Whenever they are amended, in electronic version	Articles 28.01 and 28.02
Job postings, list of candidates and list of candidates who have obtained the position(s)	Every time a job is posted	Articles 29.01 and 29.05
Refusal of application	Every time the application of an employee with more seniority than those who obtained the job is not retained	Article 29.06
Employees' exposure refusal requests	Whenever an employee gives one to the Company	Article 30.01
Summons for a medical expertise	The day this notification is given or mailed to the employee	Article 34.01.5
Employee Assistance Program	Whenever it comes into force and whenever it is amended	AL #2
List of school trainees	Every month	AL #3 paragraph 9
Educational Assistance Program	Upon signature of the collective agreement and whenever it is amended	AL #4
Hours worked by employees outside the bargaining unit	Every month	AL #15 paragraph 3 and Article 31
List of employees assigned to field services	Every month	AL #10 paragraph 12
Company travel policy for employees assigned to field services	Upon signature of the collective agreement and whenever it is amended (no later than 10 working days after modification)	AL #10 paragraph 13

**DOCUMENTS TO BE SUBMITTED TO THE UNION BY THE COMPANY
(cont'd)**

Document	Frequency	Notes
Full text of the Pension Plan	60 days after ratification of the collective agreement and no later than 60 days after each amendment	
Investment policy, deed(s) of delegation, financial report(s), actuarial valuation(s), transfer agreement(s), annual return(s) and correspondence between Retraite Québec and the Pension Plan administrator (except when it relates to a particular person)	60 days after ratification of the collective agreement and no later than 60 days after each amendment, in electronic version	

DOCUMENTS TO BE SUBMITTED TO THE EMPLOYEES BY THE COMPANY

Document	Frequency	Notes
Collective agreement	To all employees in the bargaining unit upon renewal and to all new employees upon hiring	Article 6.02
Summary of the group insurance and pension plans	To all employees in the bargaining unit and to all new employees upon hiring	Article 6.02
Notification of the vacation period	By March 1 st of each year	Article 21.05
Bumping choice form	February 15 th of each year or upon obtaining a position within another classification	Article 26.05
Qualification grid (job description)	Upon hiring. Whenever it is amended. Upon obtaining a posted position	Article 30.02
List of the ISE selection criteria and authorized suppliers	Upon hiring. Whenever it is amended. Upon obtaining a posted position	Article 10.07.1

DOCUMENTS TO BE SUBMITTED BY THE UNION TO THE COMPANY		
Document	Frequency	Notes
Name of officers, executive board members, shop stewards and members of the committees as defined in the collective agreement	With each change	Article 4.08
Dates of the Union's general assemblies	5 working days in advance of the calling of the assembly	Article 17.07

RELATED CLASSIFICATIONS

Group 1 – Mechanical	Assembler Fitter
	Mechanical Fitter
	Products and Methods Auditor – Material
Group 2 – Electrical	Electrical Inspector
	Inspector Technician Electronic
	Assembler
	PCB Assembler
	Products and Methods Auditor – Material

BUMPING CHART (Appendix A)		
Classifications	Grades	Notes
Refrigeration Mechanic	27	
Products and Methods Auditor – Material	26	
Machinist	25	
Electromechanic	24	
Building Mechanic	23	
Inspector Technician Electronic	22	
Electrician	21	
Mechanical Fitter	20	
Pipe Fitter, Licensed Plumber / Fire Protection Mechanic	19	
Inspector	18	
Electrical Inspector	18	
Logistics Inspector	18	
Assembler Fitter	17	
Operator-Adjuster	16	
Fitter Welder	15	
PCB Assembler	14	
Composite Materials Technician	13	
Assembler	12	
Painter	11	
Maintenance Carpenter	10	
Carpenter	9	
Material Handler	8	
Raw Material Storeperson	7	
Logistics Agent	6	
Material Attendant	6	Effective until the implementation of the Logistics Agent classification
Shipper	6	
Packer	6	
Tool Crib Attendant	5	
Apprentice	4	
Surface Treatment Operator	3	
Day Labourer	2	
Maintenance Attendant and Maintenance Attendant (GF)	1	

SALARY TABLE WITH GRADES (Appendix B)											
Classifications	Grades	June 20 th , 2023		June 20 th , 2024		June 20 th , 2025		June 20 th , 2026		June 20 th , 2027	
		Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
Apprentice <i>(Certificate of competence / qualification from the Gov. of Qc)</i>		\$25.30	\$31.47	\$26.31	\$32.73	\$27.10	\$33.71	\$27.91	\$34.72	\$28.75	\$35.76
Assembler	Entry	\$24.98	\$30.06	\$26.48	\$31.26	\$27.65	\$32.20	\$28.86	\$33.17	\$30.10	\$34.17
Assembler	Qualified	\$25.50	\$34.63	\$26.52	\$36.02	\$27.65	\$37.10	\$28.86	\$38.21	\$30.10	\$39.36
Assembler	Specialist	\$30.06	\$37.52	\$31.26	\$39.02	\$32.20	\$40.19	\$33.17	\$41.40	\$34.17	\$42.64
Assembler Fitter	Entry	\$27.97	\$34.22	\$29.59	\$35.59	\$30.85	\$36.66	\$32.15	\$37.76	\$33.49	\$38.89
Assembler Fitter	Qualified	\$29.65	\$38.79	\$30.84	\$40.34	\$31.77	\$41.55	\$32.72	\$42.80	\$33.70	\$44.08
Assembler Fitter	Specialist	\$34.22	\$40.51	\$35.59	\$42.13	\$36.66	\$43.39	\$37.76	\$44.69	\$38.89	\$46.03
Building Mechanic		\$30.10	\$42.64	\$31.81	\$44.35	\$33.14	\$45.68	\$34.51	\$47.05	\$35.92	\$48.46
Carpenter		\$25.42	\$36.21	\$26.44	\$37.66	\$27.23	\$38.79	\$28.07	\$39.95	\$29.27	\$41.15
Composite Materials Technician	Entry	\$26.02	\$33.04	\$27.56	\$34.36	\$28.76	\$35.39	\$30.00	\$36.45	\$31.28	\$37.54
Composite Materials Technician	Qualified	\$27.37	\$37.61	\$28.46	\$39.11	\$29.31	\$40.28	\$30.19	\$41.49	\$31.28	\$42.73
Composite Materials Technician	Specialist	\$28.63	\$38.56	\$29.78	\$40.10	\$30.67	\$41.30	\$31.59	\$42.54	\$32.54	\$43.82
Day Labourer		\$24.61	\$30.69	\$25.59	\$31.92	\$26.36	\$32.88	\$27.15	\$33.87	\$27.96	\$34.89
Electrical Inspector	Entry	\$28.20	\$34.68	\$29.83	\$36.07	\$31.10	\$37.15	\$32.41	\$38.26	\$33.76	\$39.41
Electrical Inspector	Qualified	\$30.11	\$39.25	\$31.31	\$40.82	\$32.25	\$42.04	\$33.22	\$43.30	\$34.22	\$44.60
Electrical Inspector	Specialist	\$34.68	\$40.74	\$36.07	\$42.37	\$37.15	\$43.64	\$38.26	\$44.95	\$39.41	\$46.30
Electrician		\$30.54	\$42.42	\$32.24	\$44.12	\$33.56	\$45.44	\$34.92	\$46.80	\$36.32	\$48.20
Electromechanic	Entry	\$30.10	\$36.07	\$31.81	\$37.51	\$33.14	\$38.64	\$34.51	\$39.80	\$35.92	\$40.99
Electromechanic	Qualified	\$31.50	\$40.70	\$32.76	\$42.33	\$33.74	\$43.60	\$34.75	\$44.91	\$35.92	\$46.26
Electromechanic	Specialist	\$36.14	\$42.64	\$37.59	\$44.35	\$38.72	\$45.68	\$39.88	\$47.05	\$41.08	\$48.46
Fitter Welder		\$27.25	\$39.13	\$28.82	\$40.70	\$30.04	\$41.92	\$31.30	\$43.18	\$32.60	\$44.48
Inspector	Entry	\$28.20	\$34.68	\$29.83	\$36.07	\$31.10	\$37.15	\$32.41	\$38.26	\$33.76	\$39.41
Inspector	Qualified	\$30.11	\$39.25	\$31.31	\$40.82	\$32.25	\$42.04	\$33.22	\$43.30	\$34.22	\$44.60
Inspector	Specialist	\$34.68	\$40.74	\$36.07	\$42.37	\$37.15	\$43.64	\$38.26	\$44.95	\$39.41	\$46.30
Inspector Technician Electronic	Entry	\$29.95	\$37.09	\$31.65	\$38.57	\$32.98	\$39.73	\$34.35	\$40.92	\$35.76	\$42.15
Inspector Technician Electronic	Qualified	\$32.53	\$41.66	\$33.83	\$43.33	\$34.84	\$44.63	\$35.89	\$45.97	\$36.97	\$47.35
Inspector Technician Electronic	Specialist	\$37.09	\$42.49	\$38.57	\$44.19	\$39.73	\$45.52	\$40.92	\$46.89	\$42.15	\$48.30
Logistics Agent		\$27.01	\$34.67	\$28.09	\$36.06	\$28.93	\$37.14	\$29.80	\$38.25	\$30.69	\$39.40
Logistics Inspector	Entry	\$28.20	\$34.68	\$29.83	\$36.07	\$31.10	\$37.15	\$32.41	\$38.26	\$33.76	\$39.41
Logistics Inspector	Qualified	\$30.11	\$39.25	\$31.31	\$40.82	\$32.25	\$42.04	\$33.22	\$43.30	\$34.22	\$44.60
Logistics Inspector	Specialist	\$34.68	\$40.74	\$36.07	\$42.37	\$37.15	\$43.64	\$38.26	\$44.95	\$39.41	\$46.30

SALARY TABLE WITH GRADES (Appendix B) (cont'd)											
Classifications	Grades	June 20 th , 2023		June 20 th , 2024		June 20 th , 2025		June 20 th , 2026		June 20 th , 2027	
		Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
Machinist	Entry	\$30.10	\$36.07	\$31.81	\$37.51	\$33.14	\$38.64	\$34.51	\$39.80	\$35.92	\$40.99
Machinist	Qualified	\$31.50	\$40.64	\$32.76	\$42.27	\$33.74	\$43.54	\$34.75	\$44.85	\$35.92	\$46.20
Machinist	Specialist	\$36.07	\$42.64	\$37.51	\$44.35	\$38.64	\$45.68	\$39.80	\$47.05	\$40.99	\$48.46
Maintenance Attendant		\$21.25	\$26.65	\$22.10	\$27.72	\$22.76	\$28.55	\$23.44	\$29.41	\$24.14	\$30.29
Maintenance Attendant (GF)		\$24.19	\$30.63	\$25.16	\$31.86	\$25.91	\$32.82	\$26.69	\$33.80	\$27.49	\$34.81
Maintenance Carpenter		\$26.70	\$36.21	\$27.77	\$37.66	\$28.60	\$38.79	\$29.46	\$39.95	\$30.34	\$41.15
Material Attendant		\$25.82	\$34.67	\$26.85	\$36.06	\$27.66	\$37.14	\$28.49	\$38.25	\$29.34	\$39.40
Material Handler		\$25.30	\$36.21	\$26.31	\$37.66	\$27.10	\$38.79	\$28.07	\$39.95	\$29.27	\$41.15
Mechanical Fitter	Entry	\$28.75	\$35.33	\$30.40	\$36.74	\$31.69	\$37.84	\$33.02	\$38.98	\$34.39	\$40.15
Mechanical Fitter	Qualified	\$30.76	\$39.89	\$31.99	\$41.49	\$32.95	\$42.73	\$33.94	\$44.01	\$34.96	\$45.33
Mechanical Fitter	Specialist	\$35.33	\$41.29	\$36.74	\$42.94	\$37.84	\$44.23	\$38.98	\$45.56	\$40.15	\$46.93
Operator-Adjuster	Entry	\$27.97	\$34.22	\$29.59	\$35.59	\$30.85	\$36.66	\$32.15	\$37.76	\$33.49	\$38.89
Operator-Adjuster	Qualified	\$29.65	\$38.79	\$30.84	\$40.34	\$31.77	\$41.55	\$32.72	\$42.80	\$33.70	\$44.08
Operator-Adjuster	Specialist	\$34.22	\$40.51	\$35.59	\$42.13	\$36.66	\$43.39	\$37.76	\$44.69	\$38.89	\$46.03
Packer		\$24.93	\$32.73	\$25.93	\$34.04	\$26.71	\$35.06	\$27.51	\$36.11	\$28.34	\$37.19
Painter		\$25.04	\$36.40	\$26.04	\$37.86	\$27.12	\$39.00	\$28.29	\$40.17	\$29.50	\$41.38
PCB Assembler	Entry	\$26.23	\$31.09	\$27.78	\$32.33	\$28.99	\$33.30	\$30.24	\$34.30	\$31.52	\$35.33
PCB Assembler	Qualified	\$26.52	\$35.66	\$27.78	\$37.09	\$28.99	\$38.20	\$30.24	\$39.35	\$31.52	\$40.53
PCB Assembler	Specialist	\$31.09	\$38.77	\$32.33	\$40.32	\$33.30	\$41.53	\$34.30	\$42.78	\$35.33	\$44.06
Pipe Fitter, Licensed Plumber / Fire Protection Mechanic		\$31.31	\$40.80	\$32.56	\$42.43	\$33.54	\$43.70	\$34.55	\$45.01	\$35.59	\$46.36
Products and Methods Auditor – Material	Entry	\$30.10	\$37.18	\$31.81	\$38.67	\$33.14	\$39.83	\$34.51	\$41.02	\$35.92	\$42.25
Products and Methods Auditor – Material	Qualified	\$32.61	\$41.75	\$33.91	\$43.42	\$34.93	\$44.72	\$35.98	\$46.06	\$37.06	\$47.44
Products and Methods Auditor – Material	Specialist	\$37.18	\$42.64	\$38.67	\$44.35	\$39.83	\$45.68	\$41.02	\$47.05	\$42.25	\$48.46
Raw Material Storeperson		\$25.60	\$36.00	\$26.62	\$37.44	\$27.42	\$38.56	\$28.24	\$39.72	\$29.09	\$40.91
Refrigeration Mechanic		\$37.35	\$49.23	\$39.32	\$51.20	\$40.86	\$52.74	\$42.44	\$54.32	\$44.07	\$55.95
Shipper		\$27.01	\$34.60	\$28.09	\$35.98	\$28.93	\$37.06	\$29.80	\$38.17	\$30.69	\$39.32
Surface Treatment Operator		\$24.61	\$30.69	\$25.59	\$31.92	\$26.36	\$32.88	\$27.15	\$33.87	\$27.96	\$34.89
Tool Crib Attendant		\$24.61	\$32.73	\$25.59	\$34.04	\$26.36	\$35.06	\$27.15	\$36.11	\$27.96	\$37.19
Trainee		\$18.80	\$18.80	\$19.55	\$19.55	\$20.14	\$20.14	\$20.74	\$20.74	\$21.36	\$21.36

DEFINITIONS USED FOR THE PURPOSES OF ARTICLE 34 (Appendix C)

Accident	Wound solely caused by a violent, sudden and incidental action of an external cause.
Alcoholism	Abuse of alcoholic beverages, leading to a number of morbid disorders: these disorders themselves resulting from the regular consumption of alcohol.
Disability	Illness or wound preventing the employee from performing his usual tasks.
Doctor	Physician or surgeon licensed to practice medicine at the place where he gives medical care.
Drug addiction	Repetitive consumption of toxic substances (drugs, narcotics or medication) leading to a state of intoxication, creating a state of psychological and physical addiction.
Illness	Also includes an injury, a disorder or a mental disability. Any surgery to donate an organ to another person that results in total disability, is considered an illness.
Medical examiner	A physician chosen jointly and found on the list compiled by both parties as provided for in article 34.01.6 of this collective agreement.
Paid or lucrative activity	To receive money for a service, for work or for an activity providing earnings, profits or benefits.
Proper treatment	Treatment given and prescribed by a physician or, when the Company deems it necessary, by a medical specialist. The treatment must be reasonable and of standard practice which is not limited to examinations or tests, and the frequency of the treatments must be the same as what is normally required for that condition.
Retirement date	If an employee is totally disabled, the retirement date corresponds to his 65 th anniversary, unless the employee has retired before that date.
Riot	Uprising, generally spontaneous and unorganised, which may simply take the form of a tumultuous gathering accompanied by screams and fights.
Weekly pay	Earnings paid by the Company to the employee, excluding bonuses, overtime and performance or shift premiums.

SALARY TABLE 2023 TO 2028

Classifications		June 20 th , 2023		June 20 th , 2024		June 20 th , 2025		June 20 th , 2026		June 20 th , 2027	
		Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
3 GRADES (Entry / Qualified / Specialist)											
Assembler		\$24.98	\$37.52	\$26.48	\$39.02	\$27.65	\$40.19	\$28.86	\$41.40	\$30.10	\$42.64
Assembler Fitter		\$27.97	\$40.51	\$29.59	\$42.13	\$30.85	\$43.39	\$32.15	\$44.69	\$33.49	\$46.03
Composite Materials Technician		\$26.02	\$38.56	\$27.56	\$40.10	\$28.76	\$41.30	\$30.00	\$42.54	\$31.28	\$43.82
Electrical Inspector		\$28.20	\$40.74	\$29.83	\$42.37	\$31.10	\$43.64	\$32.41	\$44.95	\$33.76	\$46.30
Electromechanic		\$30.10	\$42.64	\$31.81	\$44.35	\$33.14	\$45.68	\$34.51	\$47.05	\$35.92	\$48.46
Inspector		\$28.20	\$40.74	\$29.83	\$42.37	\$31.10	\$43.64	\$32.41	\$44.95	\$33.76	\$46.30
Inspector Technician Electronic		\$29.95	\$42.49	\$31.65	\$44.19	\$32.98	\$45.52	\$34.35	\$46.89	\$35.76	\$48.30
Logistics Inspector		\$28.20	\$40.74	\$29.83	\$42.37	\$31.10	\$43.64	\$32.41	\$44.95	\$33.76	\$46.30
Machinist		\$30.10	\$42.64	\$31.81	\$44.35	\$33.14	\$45.68	\$34.51	\$47.05	\$35.92	\$48.46
Mechanical Fitter		\$28.75	\$41.29	\$30.40	\$42.94	\$31.69	\$44.23	\$33.02	\$45.56	\$34.39	\$46.93
Operator-Adjuster		\$27.97	\$40.51	\$29.59	\$42.13	\$30.85	\$43.39	\$32.15	\$44.69	\$33.49	\$46.03
PCB Assembler		\$26.23	\$38.77	\$27.78	\$40.32	\$28.99	\$41.53	\$30.24	\$42.78	\$31.52	\$44.06
Products and Methods Auditor – Material		\$30.10	\$42.64	\$31.81	\$44.35	\$33.14	\$45.68	\$34.51	\$47.05	\$35.92	\$48.46
1 GRADE											
Apprentice (Certificate or competence / qualification from the Gov. of Quebec)		\$25.30	\$31.47	\$26.31	\$32.73	\$27.10	\$33.71	\$27.91	\$34.72	\$28.75	\$35.76
Building Mechanic		\$30.10	\$42.64	\$31.81	\$44.35	\$33.14	\$45.68	\$34.51	\$47.05	\$35.92	\$48.46
Carpenter		\$25.42	\$36.21	\$26.44	\$37.66	\$27.23	\$38.79	\$28.07	\$39.95	\$29.27	\$41.15
Day Labourer		\$24.61	\$30.69	\$25.59	\$31.92	\$26.36	\$32.88	\$27.15	\$33.87	\$27.96	\$34.89
Electrician		\$30.54	\$42.42	\$32.24	\$44.12	\$33.56	\$45.44	\$34.92	\$46.80	\$36.32	\$48.20
Fitter Welder		\$27.25	\$39.13	\$28.82	\$40.70	\$30.04	\$41.92	\$31.30	\$43.18	\$32.60	\$44.48
Logistics Agent		\$27.01	\$34.67	\$28.09	\$36.06	\$28.93	\$37.14	\$29.80	\$38.25	\$30.69	\$39.40
Maintenance Attendant		\$21.25	\$26.65	\$22.10	\$27.72	\$22.76	\$28.55	\$23.44	\$29.41	\$24.14	\$30.29
Maintenance Attendant (GF)		\$24.19	\$30.63	\$25.16	\$31.86	\$25.91	\$32.82	\$26.69	\$33.80	\$27.49	\$34.81
Maintenance Carpenter		\$26.70	\$36.21	\$27.77	\$37.66	\$28.60	\$38.79	\$29.46	\$39.95	\$30.34	\$41.15
Material Attendant		\$25.82	\$34.67	\$26.85	\$36.06	\$27.66	\$37.14	\$28.49	\$38.25	\$29.34	\$39.40
Material Handler		\$25.30	\$36.21	\$26.31	\$37.66	\$27.10	\$38.79	\$28.07	\$39.95	\$29.27	\$41.15
Packer		\$24.93	\$32.73	\$25.93	\$34.04	\$26.71	\$35.06	\$27.51	\$36.11	\$28.34	\$37.19
Painter		\$25.04	\$36.40	\$26.04	\$37.86	\$27.12	\$39.00	\$28.29	\$40.17	\$29.50	\$41.38
Pipe Fitter, Licensed Plumber / Fire Protection Mechanic		\$31.31	\$40.80	\$32.56	\$42.43	\$33.54	\$43.70	\$34.55	\$45.01	\$35.59	\$46.36
Raw Material Storeperson		\$25.60	\$36.00	\$26.62	\$37.44	\$27.42	\$38.56	\$28.24	\$39.72	\$29.09	\$40.91
Refrigeration Mechanic		\$37.35	\$49.23	\$39.32	\$51.20	\$40.86	\$52.74	\$42.44	\$54.32	\$44.07	\$55.95
Shipper		\$27.01	\$34.60	\$28.09	\$35.98	\$28.93	\$37.06	\$29.80	\$38.17	\$30.69	\$39.32
Surface Treatment Operator		\$24.61	\$30.69	\$25.59	\$31.92	\$26.36	\$32.88	\$27.15	\$33.87	\$27.96	\$34.89
Tool Crib Attendant		\$24.61	\$32.73	\$25.59	\$34.04	\$26.36	\$35.06	\$27.15	\$36.11	\$27.96	\$37.19
Trainee		\$18.80	\$18.80	\$19.55	\$19.55	\$20.14	\$20.14	\$20.74	\$20.74	\$21.36	\$21.36