

MEMORANDUM OF AGREEMENT

BETWEEN:

Tree Island Industries

(hereinafter referred to as the "Employer")

PARTY OF THE FIRST PART

AND:

**The Canadian Office and Professional Employees Union, Local 378 d.b.a.
MoveUP**

(hereinafter referred to as the "Union")

PARTY OF THE SECOND PART

WHEREAS:

- A. The Parties are bound to a Collective Agreement effective October 1, 2020, through September 30, 2025 (the "Collective Agreement").
- B. The Parties have engaged in collective bargaining to reach an agreement to renew the Collective Agreement.

THEREFORE:

1. The Parties agree that the Collective Agreement is renewed for a term of two (2) years from October 1, 2025, through September 30, 2027, with the changes set out in the Memorandum of Agreement subject to the following conditions.
2. This Memorandum of Agreement ("Memorandum") shall be deemed to include all attachments hereto affixed as Appendix "A".
3. Except as specifically amended below and by the attached, all terms and conditions of the Collective Agreement effective from October 1, 2020, through September 30, 2025, including Letters of Understanding or Memorandum of Agreement, shall remain in full force and effect for the renewed term of the Collective Agreement, unless subsequently amended by mutual agreement of the Parties.
4. The Parties agree that this Memorandum of Agreement is subject to ratification by the Parties' respective principals. The Employer expressly agrees, however, that the Union shall not be required to conduct any ratification vote with respect to this

Memorandum unless and until the Employer has ratified this Memorandum and advised the Union in writing of its acceptance.

5. The Parties agree to recommend this Memorandum of Agreement, without reservation, to their respective principals.
6. Upon ratification by both Parties in accordance with this Memorandum of Agreement, the Employer agrees to pay a signing bonus of \$1,500 to all employees active on the payout date, followed by a \$500 payment in the pay period immediately following January 1st, 2027 payable to employees active on the payout date.
7. All items not addressed herein will be considered withdrawn on a without prejudice basis.
8. Any amendment to this Memorandum of Agreement must be confirmed in writing by both Parties.
9. The Parties agree that this Memorandum of Agreement is, to this date, the entire agreement between the Parties with respect to collective bargaining for the renewal of a Collective Agreement.
10. If this Memorandum is ratified, the Union agrees to provide the Employer with a draft copy of the resultant Collective Agreement both in "hard-copy" and digital form within ninety (90) calendar days of the date of completion of the ratification vote and the Employer shall thereafter have thirty (30) calendar days within which to respond to the draft Collective Agreement provided by the Union. The Parties agree the objective will be to have a finalized Collective Agreement within one-hundred and twenty (120) calendar days of the date of completion of the ratification vote.

Signed at Burnaby, B.C. this 26 day of June, 2026



FOR THE EMPLOYER



FOR THE UNION

APPENDIX "A"

All sign offs as attached



**TREE ISLAND STEEL
PROPOSALS 2025
Union Proposals (UP Item)**

(Canadian Office and Professional Employees Union, Local 378)

Union		Date:	Time:
Number	Affected Article/MOU	9 April	4 04
UP#1 ✓	Article 6.01 Article 6.02	Amend	

6.01 Exclusivity of Bargaining Unit Work

Duties normally performed by Employees within the bargaining unit will not be performed by non-bargaining unit Employees except in the case of emergencies. The application of this clause does not limit bargaining unit Employees or non-bargaining unit Employees in the performance of functions or use of equipment which are common to their normal duties.

Work normally performed by members of the bargaining unit as part of their duties and responsibilities shall continue to be performed only by members of the bargaining unit except in emergency circumstances, when qualified employees in the bargaining unit are not available.

E&OE
Signed off this 9 day of April 20 26

For the Union

For the Employer

[Signature]

[Signature]

(Canadian Office and Professional Employees Union, Local 378)

6.02 Contracting Out

- a) The Employer will not contract out bargaining unit work:
 - i) which may result in the layoff of Employees, or
 - ii) to do the job of Employees on layoff.

- b) It is not the intent of the Employer to replace its regular workforce through the use of contract firms within the plant.

E&OE

Signed off this 9 day of April 2026

For the Union



For the Employer





**TREE ISLAND STEEL
PROPOSALS 2025
Union Proposals (UP Item)**

(Canadian Office and Professional Employees Union, Local 378)

Union Number	Affected Article/MOU	Date:	Time:
UP#2 v2	Article 10	April 9 2026	10:50
		Amend Temporary Employees	

ARTICLE 10 – TEMPORARY EMPLOYEES

10.01 Definition of Temporary Employee

"Temporary Employee" means an Employee engaged for work of a transient nature in a specific job or series of specific jobs on either a part time or a full time hours of work basis for a continuous period of six (6) consecutive months or less. The Employer and the Union may mutually agree to extend the period beyond six (6) months. Each extension must be agreed to by the Parties in writing prior to such extension.

10.02 Application of Agreement

Except as expressly provided otherwise by this Agreement, Temporary Employees who work full time hours shall be treated in all respects under this Agreement on the same basis as Full Time Regular Employees. Except as expressly provided otherwise by this Agreement, Temporary Employees who work part time hours shall be treated in all respects under this Agreement as Part Time Regular Employees.

10.03 Hours of Work

The total number of hours of work each week for a Temporary Employee shall be established at the time of the Employee's engagement and shall not be reduced thereafter during the temporary assignment, except by mutual agreement of the Parties or when notice of termination is provided in accordance with Clause Article 10.04 below. In all cases, such hours of work must be consistent with either full time hours of work or part time hours of work as defined in this Agreement.

E&OE
Signed off this 9 day of April 2026

For the Union

For the Employer







(Canadian Office and Professional Employees Union, Local 378)

**TREE ISLAND STEEL
PROPOSALS 2025
Union Proposals (UP Item)**

10.04 Notice of Termination

- a) Temporary Employees shall be entitled to notice or pay in lieu of notice with respect to termination of employment in accordance with the Employment Standards Act of British Columbia, or any of its successors, based on the following formula, whichever is greater:
 - i) After three (3) months consecutive employment, one (1) week's pay or notice,
 - ii) After one (1) year, two (2) week's pay or notice.

10.05 Restrictions On Use of Temporary Employees

- a) Temporary Employees shall only be used by the Employer to cover temporary absences by Full Time Regular or Part Time Regular Employees or for special projects of limited duration.
- b) Temporary Employees shall not be used to avoid the long term continuance or creation of full time regular or part time regular positions.
- c) Temporary Employees shall not be engaged if such engagement will result in the displacement or layoff or the continuing layoff or displacement of any Full Time Regular or Part Time Regular Employee.
- d) ~~Where reasonably practicable, the~~ The Employer shall make every effort to temporarily promote existing Full Time Regular or Part Time Regular Employees prior to engaging Temporary Employees.
- e) No Temporary Employees shall be used in another temporary position for at least thirty (30) consecutive calendar days following their last date of termination as a Temporary Employee.

E&OE
Signed off this 9 day of April 20 26

For the Union

For the Employer



(Canadian Office and Professional Employees Union, Local 378)

TREE ISLAND STEEL PROPOSALS 2025 Union Proposals (UP Item)

- f) The Employer shall not at any time engage or use more than a combined total of fifteen (15) Part Time Regular and Temporary Employees, without the prior express written consent of the Union.

Further, the Employer shall not at any time engage or use more than a total of ten (10) Part Time Regular or a total of ten (10) Temporary Employees, without the prior written consent of the Union. For the purposes solely of the limitations set forth in this Clause 10.05 f), it is agreed that "agency personnel" engaged or used pursuant to Clause 10.06 below shall be deemed to be Temporary Employees and shall be counted as such.

10.06 Agency Personnel

- a) Subject to the provisions of Clause 10.05 f), the Employer shall have the right to engage personnel through employment agencies as follows:
 - i) to provide temporary replacement for bargaining unit Employees absent as a result of sickness, injury or approved leaves of absence (including vacation) for the duration of the sickness, injury or approved leave of absence (including vacation); or
 - ii) to provide temporary coverage of vacant positions for the duration of the period necessary to fill the position in accordance with the job posting provisions contained in Article 16 of this Agreement.
 - iii) in any case, the engagement of agency personnel shall not exceed a maximum of seventeen (17) consecutive weeks for the same assignment or circumstance, unless otherwise mutually agreed in writing between the Employer and the Union.
- b) Notwithstanding anything, it is agreed that "agency personnel" engaged under this Clause 10.06 shall only be used by the Employer to perform work which involves accounting, clerical, reception or secretarial work functions at Job Group 6 or below.
- c) Notwithstanding anything, it is agreed that "agency personnel" engaged under this Clause 10.06 shall not be deemed to be Employees within the bargaining unit, hence their individual terms and conditions of employment shall not be regulated by this Agreement. Without limiting the generality of the foregoing "agency personnel" shall not have access to the grievance and/or arbitration procedures contained in this Agreement.

E&OE
Signed off this 1 day of April 2026

For the Union

For the Employer

[Signature] [Signature]



(Canadian Office and Professional Employees Union, Local 378)

TREE ISLAND STEEL PROPOSALS 2025 Union Proposals (UP Item)

- d) The Employer shall pay to the Union in respect of each person engaged through an employment agency under this Clause 10.06 an amount of money each month equivalent to the Union dues which would apply if the work was being performed by a bargaining unit Employee.

10.06 Change of Status

If a Temporary Employee or a person engaged through an employment agency pursuant to Clause 10.06 above becomes a Full Time Regular or Part Time Regular Employee of the Employer either during or within ninety (90) consecutive calendar days following completion of his or her "temporary" or "agency" assignment with the Employer, the Collective Agreement shall apply to that Employee retroactively to the date he or she last commenced work for the Employer within the bargaining unit.

~~Unless there are performance concerns Notwithstanding the foregoing, an Employee or person thus reclassified as a Full Time Regular or Part Time Regular Employee shall thereafter not be subject to the applicable probation period per Article 12 (Probation Period) and, for this purpose, shall be treated as a "new" Employee.~~

10.07 Monthly Usage Reports

Once each calendar month the Employer shall provide the Union and the Executive Councillor with a written report detailing the use of Temporary Employees and any "agency personnel" by name and job title.

10.08

No Job Posting for Temporary Jobs – Job vacancies for any temporary positions or personnel as defined in this Agreement shall not require job posting.

For the purposes of this Agreement, a "temporary position" or "temporary job" shall mean a job filled by the Employer in accordance with Article 10 (Temporary Employees) and all other applicable provisions of this Agreement by use of Full Time Regular, Part Time Regular or Temporary Employees, as the case may be. Such vacancies may be filled at the discretion of the Employer, however, failure by the Employer to fill any Temporary position shall not be relied upon by the Employer to deny any Full Time Regular or Part Time Regular Employee any applicable time off work referred to in this Agreement.

E&OE
Signed off this 9 day of April 20 26

For the Union

For the Employer







(Canadian Office and Professional Employees Union, Local 378)

**TREE ISLAND STEEL
PROPOSALS 2025
Union Proposals (UP Item)**

Union			
Number	Affected Article/MOU	Date:	Time:
		Apr 9	11:39
UP#4	Article 16.02 (b)	<i>Amend</i> Remove b from this article. Moved to Article 10.	

16.02 Posting Job Vacancies

~~b) No Job Posting for Temporary Jobs—Job vacancies for any temporary positions or personnel as defined in this Agreement shall not require job posting. For the purposes of this Agreement, a "temporary position" or "temporary job" shall mean a job filled by the Employer in accordance with Article 10 and all other applicable provisions of this Agreement by use of Full Time Regular, Part Time Regular or Temporary Employees, as the case may be. Such vacancies may be filled at the discretion of the Employer, however, failure by the Employer to fill any Temporary position shall not be relied upon by the Employer to deny any Full Time Regular or Part Time Regular Employee any applicable time off work referred to in this Agreement.~~

E&OE
Signed off this 9 day of April 2026

For the Union

For the Employer



(Canadian Office and Professional Employees Union, Local 378)

TREE ISLAND STEEL PROPOSALS 2025 Union Proposals (UP Item)

Union			
Number	Affected Article/MOU	Date:	Time:
UP#6	Article 21	ADD	
		Add National Day for Truth and Reconciliation	

ARTICLE 21 - PAID HOLIDAYS

21.01 Paid Holidays

- a) For the purposes of this Agreement, the following are acknowledged as Paid Holidays:

New Year's Day
 Family Day
 Good Friday
 Easter Monday
 Victoria Day
 Canada Day
 BC Day

Labour Day
National Day for Truth and Reconciliation
 Thanksgiving Day
 Remembrance Day
 Christmas Day
 Boxing Day

- b) In addition to the above, any other public holiday gazetted, declared or proclaimed by the Federal Government, or the Government of the Province of British Columbia, shall be deemed to be a Paid Holiday for the purposes of this Agreement.

E&OE

Signed off this

2

day of

December

20

25

For the Union

For the Employer



(Canadian Office and Professional Employees Union, Local 378)

TREE ISLAND STEEL PROPOSALS 2025 Union Proposals (UP Item)

Union Number	Affected Article/MOU	Date:	Time:
		April 9	11 34
UP#10	Article 28.03	Amend	
		Clarify Union Leave for fulltime elected officers or staff and part-time union officials	
	Article 28.05	Clarify union communication	

28.03 Leave of Absence for Union Business

Union Officers, Representatives or Staff

- a) Employees who are acting as full time officers or representatives of the Union or who are hired, elected or appointed to positions representing the COPE Union or ~~COPE National Union~~ shall be granted an unpaid leave of absence to perform their duties, with the time involved considered as service with the Employer.
- b) An Employee on leave pursuant to this Article 28.03 may elect to continue some or all of the benefit plan coverage provided by this Agreement in which case s/he shall be responsible for reimbursing the Employer on a monthly basis for the cost of such continued coverage, unless either the Union or the COPE Union makes such monthly payments on behalf of the employee.
- c) Except as expressly provided otherwise by this Article 28.03, the Employee shall be kept "whole" by the Employer with respect to all seniority, benefits and other rights and entitlements which would accrue under this Agreement had he or she remained working. Such benefits and entitlements will be at no cost to the Employer.
- d) On conclusion of a leave of absence under this Article 28.03(a), the Employee shall be returned to his former job and work location, unless the Employee has been the successful applicant for another job during the period of the leave, in which case the Employee shall be placed in the new job.

E&OE
Signed off this 9 day of April 2026

For the Union

For the Employer



(Canadian Office and Professional Employees Union, Local 378)

TREE ISLAND STEEL PROPOSALS 2025 Union Proposals (UP Item)

- e) Permission for leave pursuant to this Article 28.03(a), shall not be unreasonably denied by the Employer and such leave, once approved, shall not be interrupted by the Employer during the approved period of the leave.

Union Executive Councillors or Union Executive Board Members

- f) Article 28.03(b) through Article 28.03(d) shall apply to employees who are Union Executive Councillors or Union Executive Board members.
- g) Every reasonable effort shall be made to grant a leave of absence to employees who are Union Executive Councillors or Union Executive Board members.

28.05 Union Bulletin Boards and Ballot Boxes

- a) The Employer shall provide free bulletin board facilities at each of its premises for the exclusive use of the Union, with the location in each case to be determined by mutual agreement of the Parties. Such bulletin boards shall be used to post Union communications.
- b) The Employer agrees that the Union shall have the right to use the Employer's electronic mail system to communicate with Employees in the bargaining unit. Any such communications shall be subject to prior approval by the Employer and such approval shall not be unreasonably withheld.
- c) It is agreed that the Union shall have the right to place ballot boxes in the workplaces of the Employer for the purposes of conducting Union elections, referenda, polling or collective agreement votes.

E&OE
Signed off this 1 day of April 20 26

For the Union

For the Employer



(Canadian Office and Professional Employees Union, Local 378)

TREE ISLAND STEEL PROPOSALS 2025 Union Proposals (UP Item)

Union Number	Affected Article/MOU	Date:	Time:
UP#11v2	Article 37.02	1435 April 9	1130
		Amend	
		Clarify union representation and confirm current practice to assist both the Union and the Employer.	

37.02 Union Representation

- ~~(a) Union representation will be present for any discussion or meeting involving any representative(s) of the employer if:~~
- ~~i. the meeting is or may become discipline related; or~~
 - ~~ii. the employee, the Union or the Employer has reason to believe a representative(s) of the Union (i.e., job steward or Union Representative) should be present at meetings related but not limited to:~~
 - ~~a. conduct or competency concerns;~~
 - ~~b. attendance;~~
 - ~~c. medical fitness or medical accommodation; or~~
 - ~~d. any other matter pertaining to the employee's terms and conditions of employment.~~
- ~~(b) At any meeting between an employee and a representative of the Employer, the employee or the Employer representative shall have the right to suspend the meeting until a representative(s) of the Union is present.~~

An Employee shall have the right to have Union representation present at any formal investigation meeting with the Employer which may give rise to any discipline or discharge and at the time any discipline or discharge is imposed by the Employer. When thus requested by an Employee, it shall be the responsibility of the Union to ensure that Union representation under this Clause 37.02 is provided within a reasonable time period.

E&OE
Signed off this 9 day of April 2026

For the Union

For the Employer

[Signature]

[Signature]



(Canadian Office and Professional Employees Union, Local 378)

TREE ISLAND STEEL PROPOSALS 2025 Union Proposals (UP Item)

Union			
Number	Affected Article/MOU	Date:	Time:
UP#12	Article 40	Amend Layoff and Recall	

ARTICLE 40 – DISPLACEMENT, LAYOFF AND RECALL

40.01 Layoff of Regular Employees

- a) If it is necessary to layoff regular Employees in a department or location due to shortage of work, organizational changes, or for reasons other than technological or procedural changes, as outlined in Article 41 (Technological Change and New Procedure), the Employer shall meet with the Union, in a timely manner, and advise the Union of the proposed reduction and the jobs and Employees affected.

Layoff is defined as one or more Employees losing their employment with the Company.

- b) Prior to laying off any regular Employee, the Employer shall terminate temporary Employees in the department or location affected.
- c) Regular Employees shall be laid off in inverse order of their seniority, provided that the retained Employees have the present ability to perform the job.
- d) Regular Employees who are to be laid off will receive four (4) ~~week's~~ weeks of written notice or four (4) weeks of salary in lieu of notice at the Employer's discretion except in cases of unforeseen operational requirements. A copy of such written notice will be sent to the Union.

E&OE
Signed off this 1 day of April 2025

For the Union

For the Employer



(Canadian Office and Professional Employees Union, Local 378)

TREE ISLAND STEEL PROPOSALS 2025 Union Proposals (UP Item)

40.02 Full Time Regular Employee Who Becomes Redundant

- a) For the purposes of recall under Article 40 (Displacement, Layoff and Recall), qualifications shall mean a reasonable expectation that the employee will be able to perform the duties of a specific position based upon that employee's education, certification, training or experience.
- b) A full time regular Employee who becomes redundant under Article 41 (Technological Change and New Procedure) or is subject to layoff under Article 40 (Displacement, Layoff and Recall) may elect to be placed into other vacant positions which, as reasonably determined by the Employer, in the opinion of the Employer, the Employee could satisfactorily perform per Article 40.02(a) or they may elect to bump in the following order:
 - i) the Employee with the least seniority in the same job; or,
 - ii) the Employee with the least seniority in a job which the redundant Employee previously held; or.

If there is no Employee to be bumped under Article 40.02(b) (i) or Article 40.02(b) (ii), the Employee may elect to bump to the position held by the Employee with the least seniority in an equal or lower group job that the redundant Employee has not previously held and but which, as reasonably determined by the Employer, in the opinion of the Employer, the Employee could satisfactorily perform.

- c) Where such vacancy placement or bumping occurs the Employee shall be entitled to retain his/her regular rate of pay for ninety (90) calendar days after which he/she shall receive either his or her regular salary or the highest salary for the job group being entered, whichever is the lesser. In all cases of vacancy placement, the Union may waive job postings when requested by the Employer.
- d) Any election by an Employee taken under this Article or Article 41 shall be given in writing to the Employer no later than three (3) working days after the Employer has given the required written notice of layoff to the Employee, identifying the Employee's options.
- e) Regular Employees who become laid off shall be placed on the recall list pursuant to Article 40 (Displacement, Layoff and Recall).

E&OE

Signed off this 9 day of April 2025

For the Union

For the Employer

[Signature]

[Signature]



(Canadian Office and Professional Employees Union, Local 378)

TREE ISLAND STEEL PROPOSALS 2025 Union Proposals (UP Item)

f) Any Employee with ~~six (6) months or more of service~~ who is laid off due to lack of work or redundancy, shall be placed on the recall list for a period of twenty-four (24) six (6) months.

~~Any Employee with twelve (12) months or more service who is laid off due to lack of work or redundancy, shall be placed on the recall list for an additional six (6) months if the Employee confirms his/her availability for recall immediately prior to the expiration of the first six (6) months on the recall list.~~

~~Any Employee with sixty (60) months or more service who is laid off due to lack of work or redundancy, shall be placed on the recall list for an additional twelve (12) months if the Employee confirms his/her availability for recall immediately prior to the expiration of the second six (6) months on the recall list.~~

g) The Employer agrees to maintain an up-to-date recall list and provide a copy to the Union upon request.

40.03 No new Employee will be Hired

a) No new Employee will be hired until Employees on the recall list who have the present ability to perform the vacant job have been offered the position per Article 40.02(a), in order of seniority.

A vacancy at the same salary group as the position which an Employee on the recall list previously held shall not be posted until such Employees on the recall list who have the present ability to perform the vacant job have been offered the position, in order of seniority.

When it is necessary to increase personnel in the job group from which Employees have been laid off, laid off Employees will be recalled in order of seniority. The following conditions shall apply:

b) It shall be the responsibility of the laid off Employee to notify the Human Resources Department of any change in his/her postal address.

E&OE
Signed off this 9 day of April 2026

For the Union

For the Employer







(Canadian Office and Professional Employees Union, Local 378)

**TREE ISLAND STEEL
PROPOSALS 2025
Union Proposals (UP Item)**

Laid off Employees who have complied with the foregoing procedure shall be notified by the Employer either personally, by the employee's personal email, or by registered mail at their last known address of the date on which they are to report to work.

- c) Should an Employee fail to report to work within seven (7) days of being notified personally or within ten (10) days of the postal registration date of the written notice, the Employee shall lose the right of re-employment and seniority.
- d) An Employee who has been laid off in accordance with the provisions of Article 40 (Displacement, Layoff and Recall), will be removed from the recall lists if s/he has not been recalled at the conclusion of the recall period as defined in Article 40.02 e) (f), unless the Employee is unable to work due to sickness or injury at the time of recall . At the Employer's request, the Employee will be required to produce a medical certificate to substantiate that the sickness or injury prevented the Employee from working.

E&OE
Signed off this 9 day of April 20 26

For the Union

For the Employer







(Canadian Office and Professional Employees Union, Local 378)

TREE ISLAND STEEL PROPOSALS 2025 Union Proposals (UP Item)

Union			
Number	Affected Article/MOU	Date:	Time:
		June 26 '26	4 pm
UP#13v2	Article 45	Amend: Improve benefits.	

ARTICLE 45 – BENEFIT PLANS

45.01 Eligibility

- a) All Employees shall be eligible for coverage and benefits under all of the benefit plans referred to in this Article, subject to the provisions of this Article and the respective benefit plans.
- b) Each Employee's spouse and dependents, if any, shall be eligible for coverage and benefits under all of the benefit plans referred to in this Article, subject to the provisions of this Article and the respective benefit plans.
- c) The plans shall allow for dual coverage.

45.02 Cost for Benefit Plans Borne by the Employer

The Employer shall pay the full premium costs for providing the benefit plants referred to in this Article.

45.04 Extended Health Care Plan

Prescription drug coverage at 100%, The Employer will provide a mutually acceptable Direct Pay Drug Plan, which will pay one hundred percent (100%) reimbursement for prescription drugs directly to the pharmacist without any payment being required of any Employee. The cost in full for this coverage, either on a single or family basis, as the case may be, shall be borne by the Employer.

Professional Services to be provided by an optometrist or medical practitioner for one (1) eye exam for a maximum of \$100.00 in a twenty-four (24) month period.
The Employer shall provide an Extended Health Care Plan which will pay in respect of each Employee and his or her spouse and dependents, subject to existing deductible and reimbursement levels, which shall not be diminished from the existing Standard Life plan, services including, but not limited to, the following:

- a) Hearing Aids – One-thousand five ~~Five~~ hundred (\$1500.00) dollars every five (5) years, for each covered person;

E&OE
Signed off this 26 day of June 20 26

For the Union

For the Employer







**TREE ISLAND STEEL
PROPOSALS 2025
Union Proposals (UP Item)**

(Canadian Office and Professional Employees Union, Local 378)

b) Vision Care – Will be covered at ~~four hundred and fifty dollars (\$450.00)~~ six hundred (\$600.00) every twenty-four (24) months, non-deductible, for purchase of lenses and frames or contact lenses for each covered person;

c) Unlimited Lifetime Maximum – ~~Unlimited Lifetime maximum.~~

d) Paramedicals

Chiropractor: \$300 per calendar year(s)

Osteopath: \$300 per calendar year(s)

Podiatrist/Chiropodist: \$300 per calendar year(s)

Massage Therapist: unlimited

Naturopath: \$300 per calendar year(s)

Speech Therapist: \$300 per calendar year(s)

Physiotherapist: unlimited

Psychologist/Social Worker/Clinical Counsellor/Marriage and Family

Therapist/Psychoanalyst/Psychotherapist: \$1500 combined

All preventative vaccines including shingles

e) Medical Services and Supplies

Stock-Item Orthopaedic Shoes: \$600 per calendar year(s)

Custom-Made Orthotics: \$600 per calendar year(s)

45.05 Dental Plan

The Employer shall provide a Dental Plan which will pay in respect of each Employee and his or her spouse and dependents, if any:

a) Part A – Basic Services - 100% including composite fillings

b) Part B – Major Services Such as Crowns, Bridges and Dentures, etc. - ~~75%~~ 100%

c) Part C – Orthodontic Services – 50%, to a lifetime maximum of ~~three five thousand~~ five hundred dollars (~~\$3500.00~~) (\$5000.00) dollars per covered person.

45.06 Group Life Insurance Plan

The Employer shall provide a Group Life Insurance Plan which will pay to an Employee's beneficiary an amount equal to three (3) times the Employee's annual salary in the event of the Employee's death from any cause. This benefit shall reduce by fifty percent (50%) at age 65 and terminate at age 70.

E&OE
Signed off this 26 day of June 2026

For the Union

For the Employer



(Canadian Office and Professional Employees Union, Local 378)

**TREE ISLAND STEEL
PROPOSALS 2025
Union Proposals (UP Item)**

NOTE: There are maximum benefit payouts – refer to Plan.

45.07 Accidental Death & Dismemberment Insurance Plan

The Employer shall provide an Accidental Death and Dismemberment Insurance Plan with twenty-four (24) hour coverage and payments based on a principal amount which is equal to three (3x) time the Employee's annual salary.

NOTE: There are maximum benefit payouts – refer to Plan.

E&OE
Signed off this 26 day of June 2026

For the Union

For the Employer



(Canadian Office and Professional Employees Union, Local 378)

TREE ISLAND STEEL PROPOSALS 2025 Union Proposals (UP Item)

Union			
Number	Affected Article/MOU	Date:	Time:
		June 26 '26	4pm
UP#14v5	Wage and Term	Amend. Signing Bonus	

1. Term: 2 Years
2. The Employer agrees to pay a \$1,500 signing bonus to all employees within two pay periods following date of ratification, and \$500 in the pay period immediately following January 1st, 2027.

E&OE

Signed off this

June 26

day of

June

20

26

For the Union

For the Employer



(Canadian Office and Professional Employees Union, Local 378)

TREE ISLAND STEEL PROPOSALS 2025 Union Proposals (UP Item)

Union			
Number	Affected Article/MOU	Date:	Time:
UP#16	Housekeeping		

- Ensure gender neutral language
- Replace "Clause" with "Article" throughout agreement
- Add name of the article where one article cross references another article

e.g. **17.02 Daily and Weekly Hours of Work**

- a) The standard starting time shall be between 06:00 to 09:30 except for shifts which apply to Employees described in 17.07 below. No change shall be made to current start times without the mutual agreement of the Employer and the Employee, or notice as in 17.13 [Notice of Introduction or Change of Shift Work Requirement(s)]

- Discussion of whether Article 11, 23, 24 and 42 should be removed and the collective agreement renumbered accordingly (would be work but it appears these are orphaned articles for past 15-20 years).

E&OE

Signed off this 2 day of December 2025

For the Union

For the Employer