



Local 1115

Communications, Energy and Paperworkers Union

cep1115.ca

April 10, 2012

STEAM PLANT 3RD CLASS TICKET REQUIREMENTS

In response to the company imposed requirement that all Steam Plant employees, who have accepted a bid stating the requirement to obtain a 3rd Class Steam Ticket, – we propose:

1. Employees will be required within a maximum of 48 months to obtain a 3rd Class Steam Ticket from the date of completion of FE4 qualification or acquiring a 4th Class Steam Ticket (whichever comes last). Written notification to the Employee and the Union of the start of this requirement will be provided by the company.

If an employee does not meet these requirements (with some minor flexibility to testing dates, and personal issues) he/she will be removed from the Steam Plant department and join the Labor Pool. This same employee will not be eligible to sign another Steam Plant bid position until after a 3rd Class Power Engineering Certificate has been achieved.

2. Progress will be monitored and if the following milestones are not achieved the company will inform the union at Standing Committee, at which time options will be discussed.

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| a. | 12 months | One paper successfully completed (passed) |
| b. | 24 months | Two paper successfully completed (passed) |
| c. | 36 months | Three papers successfully completed (passed) |
| d. | 48 months | Four papers successfully completed (passed) |

For the Union:

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