November 1, 2013 through November 30, 2018

NOelveer County Sheet Metal and Roofing

and

AND ITS

THE NOELVEER COUNTY DEPUTIES’ COMMISSIONS

REPRESENTING

LOCAL 150

INTERNATIONAL UNION OF OPERATING ENGINEERS

BETWEEN

OFFICIAL

AGREEMENT
By the foregoing authority, the Employer does hereby enter into this Agreement with the Union in accordance with the provisions of law and of the rules and regulations of the Federal Mediation and Conciliation Service and the National Labor Relations Board.

The Agreement is entered into by the Employer and the Union as a body politic by its duly authorized representatives, for and in behalf of the employees covered by this Agreement, to evidence their agreement voluntarily to be bound thereby.

ARTICLE I - INSTALLATION

ARTICLE II - RECOGNITION

ARTICLE III - DURATION AND SCOPE

ARTICLE IV - CONFLICT AGREEMENT

ARTICLE V - STRIKE PROGRAM
ARTICLE III - MANAGEMENT RIGHTS

Section 1 - General Provisions

The Employer reserves the sole right to operate the Devco Office of the Company and all

ARTICLE II - NON-DISCRIMINATION

Section 1 - Equal Employment Opportunity

It is the policy of the Employer to provide employment opportunities to all qualified

Section 2 - Affirmative Action

The Employer will continue to priduce equal employment opportunity for all officers and

Section 3 - Part-Time and Full-Time

The Employer will hire employees on a part-time or full-time basis and to the extent of available

Section 4 - Job Description

The Employer will provide each employee with a job description that outlines the

Section 5 - Job Performance

The Employer will establish clear performance standards for all employees and take

Section 6 - Grievance Procedure

The Employer will establish a formal grievance procedure to address any

Section 7 - Arbitration

The Employer will agree to arbitrate all disputes arising under this Agreement except for

Section 8 - Termination

The Employer will terminate the employment of employees for cause or without

Section 9 - Severance Pay

The Employer will pay severance pay to employees who are terminated for

Section 10 - Layoff

The Employer will not lay off employees for reasons of economy, and will provide

Section 11 - Recall

The Employer will recall employees who are laid off due to temporary

Section 12 - f

The Employer will comply with all applicable laws and regulations regarding equal

Section 13 - Record Keeping

The Employer will keep all records required by law, including payroll records, for

Section 14 - Notice

The Employer will provide employees with notice of all changes in this Agreement as

Section 15 - Notice to All Employees

The Employer will distribute a copy of this Agreement to all employees who

Section 16 - Payment of Wages and Benefits

The Employer will pay wages and benefits to employees in accordance with the

Section 17 - Overtime

The Employer will pay overtime to employees who work in excess of

Section 18 - Sick Leave

The Employer will provide employees with paid sick leave in accordance with

Section 19 - Personal Leave

The Employer will provide employees with personal leave for

Section 20 - Holiday

The Employer will provide employees with

Section 21 - Retirement

The Employer will provide employees with retirement benefits in accordance with

Section 22 - Medical and Dental Benefits

The Employer will provide employees with

Section 23 - Credit Union

The Employer will provide employees with a credit union

Section 24 - Employee Assistance Program

The Employer will provide employees with an

Section 25 - Union Representation

The Employer will allow employees to have

Section 26 - Union Grievance Procedure

The Employer will have a

Section 27 - Union Shop

The Employer will have a

Section 28 - Union Security Agreement

The Employer will enter into a

Section 29 - Union Sign-Up

The Employer will have

Section 30 - Union Participation

The Employer will participate in

Section 31 - Union Contributions

The Employer will contribute

Section 32 - Union Certification

The Employer will certify

Section 33 - Union Recognized

The Employer will recognize

Section 34 - Union Representation

The Employer will represent

Section 35 - Union Agreement

The Employer will agree

Section 36 - Union Contract

The Employer will enter into a

Section 37 - Union Negotiation

The Employer will negotiate

Section 38 - Union Arbitration

The Employer will arbitrate

Section 39 - Union Steward

The Employer will provide

Section 40 - Union Representative

The Employer will appoint

Section 41 - Union Delegate

The Employer will delegate

Section 42 - Union Organizer

The Employer will have

Section 43 - Union Officer

The Employer will have

Section 44 - Union Representative

The Employer will represent
Section I - Non-Disclosure of Information

Who are in England, and are subject to the Department.

Section 2 - Legal Information

Employees shall be required to cooperate with the Department in any manner of their selection.

Section 3 - Employment

Records shall include, among other things, names and dates of employees and other pertinent information.

Section 4 - Employees' Responsibilities

Employees shall be required to maintain accurate and complete records of all employees, and records of all other pertinent information.

Section 5 - Employment

Records shall include, among other things, names and dates of employees and other pertinent information.

Section 6 - Employees' Responsibilities

Employees shall be required to maintain accurate and complete records of all employees, and records of all other pertinent information.

Section 7 - Employment

Records shall include, among other things, names and dates of employees and other pertinent information.
ARTICLE X - RESOLUTION OF IMPASS

Section 1: The Board of Directors

In the event of an impasse in the bargaining process, either party may request an impartial person to conduct a hearing and render a decision. The decision of the impartial person shall be final and binding on both parties.

Section 2: Binding Arbitration

Either party may request binding arbitration in accordance with the procedures set forth in the applicable labor agreement.

ARTICLE XI - PERSONAL AFFAIRS

Personal affairs shall be conducted in accordance with the rules and procedures established by the Employment

ARTICLE XII - PREVENTION OF DISCRIMINATION

The Employment Policies Manual provides a comprehensive guide to the prevention of discrimination in the workplace. Employees are expected to adhere to the policies outlined in the manual. Any violation of these policies may result in disciplinary action up to and including termination of employment.
Section 1 - Definition and Scope

The purpose of this document is to provide a framework for the implementation of a new policy on the management of disciplinary actions within an organization. The policy applies to all employees, including full-time, part-time, and temporary employees, and covers all aspects of the disciplinary process.

Section 2 - Management Structure

A multidisciplinary team will be established to oversee the implementation of the policy. The team will consist of representatives from human resources, legal, and finance departments.

Section 3 - Implementation

The implementation of the policy will begin immediately and will be completed within six months. The policy will be communicated to all employees through a combination of formal meetings and information sessions.

Section 4 - Monitoring and Evaluation

The effectiveness of the policy will be monitored and evaluated on a regular basis. Feedback from employees and supervisors will be collected and analyzed to identify areas for improvement.

Section 5 - Appendices

Appendix A outlines the disciplinary procedures for different types of offenses. Appendix B provides a list of prohibited behaviors.

Section 6 - Glossary

Disciplinary action: refers to any outcome of a disciplinary process that results in a sanction being imposed on an employee.

Appendix C defines the terms used in this policy.

This document is subject to change and will be updated as necessary to reflect any changes in applicable laws or regulations.
Statement of the Grievance Procedure.

Section 1 - Definition of Grievance

A grievance is a written complaint or appeal by an employee or employee group, or the employer, against a determination of the grievance procedure.

Section 2 - Procedure of Resolution

1. The employee or employee group shall file a written grievance with the employer, stating the specific issue(s) that they are contesting.
2. The employer shall respond to the grievance within 10 days of receipt.
3. If the grievance is not resolved, the employee or employee group may request a hearing.
4. The hearing shall be conducted by a neutral third party and a written decision shall be issued within 10 days of the hearing.

Section 3 - Enforcement

Failure to comply with the grievance procedure may result in disciplinary action or legal consequences.

Section 4 - Appeal

If the grievance is not resolved to the satisfaction of the employee or employee group, they may appeal to the next level of the grievance procedure.

Section 5 - Termination

Failure to comply with the grievance procedure may result in termination.
be utilized as the provider.

For the purpose of Section 2 of this chapter, "Definiton of em-ployee" shall be construed to include all employees of the em-ployment, regardless of whether or not the employees are regular em-ployees of the employment.

Sec. 2 - Definitions

The terms "employee", "surplus", "vacancy", "reduction in force", and "termination" shall be construed to mean an employee of the employment, as defined in the employment, who is employed as an employee of the employment.

**ARTICLE VI - SYNDICATE**

Section 1 - Definition of Syndicate

The term "Syndicate" shall mean an association formed by employees of the employment for the purpose of representing the employees in the employment in the performance of their duties.

Section 2 - Powers of Syndicate

The powers of the Syndicate shall include the power to negotiate and make agreements with the employees of the employment for the purpose of improving the working conditions and the wages and hours of employment of the employees.

Section 3 - Duties of Syndicate

The Syndicate shall have the duty to represent the interests of the employees and to act in the best interests of the employees at all times.

Section 4 - Rights of Syndicate

The Syndicate shall have the right to enter into collective bargaining agreements with the employers in the employment, and to negotiate for the purposes of this chapter.

Section 5 - Duties of Employees

The employees shall have the duty to obey the rules and regulations of the employment, and to cooperate with the Syndicate in the performance of its duties.

Section 6 - Duties of the Board

The Board of Directors shall have the duty to oversee the operations of the employment, and to act in the best interests of the employees at all times.

Section 7 - Powers of the Board

The Board of Directors shall have the power to enter into collective bargaining agreements with the employers in the employment, and to negotiate for the purposes of this chapter.

Section 8 - Duties of the Members

The Members of the Syndicate shall have the duty to represent the interests of the employees and to act in the best interests of the employees at all times.

Section 9 - Rights of Members

The Members of the Syndicate shall have the right to enter into collective bargaining agreements with the employers in the employment, and to negotiate for the purposes of this chapter.

Section 10 - Duties of the Officers

The Officers of the Syndicate shall have the duty to represent the interests of the employees and to act in the best interests of the employees at all times.

Section 11 - Rights of Officers

The Officers of the Syndicate shall have the right to enter into collective bargaining agreements with the employers in the employment, and to negotiate for the purposes of this chapter.

Section 12 - Duties of the Members

The Members of the Syndicate shall have the duty to represent the interests of the employees and to act in the best interests of the employees at all times.

Section 13 - Rights of Members

The Members of the Syndicate shall have the right to enter into collective bargaining agreements with the employers in the employment, and to negotiate for the purposes of this chapter.

Section 14 - Duties of the Officers

The Officers of the Syndicate shall have the duty to represent the interests of the employees and to act in the best interests of the employees at all times.

Section 15 - Rights of Officers

The Officers of the Syndicate shall have the right to enter into collective bargaining agreements with the employers in the employment, and to negotiate for the purposes of this chapter.
Section 1 - General Definition

An employee is a "prohibitory employee" for the purposes (1) of a contract of employment, or (2) of any other legal proceeding commenced by an employer or dismissed by an employee with respect to any contract of employment, or (3) of any other legal proceeding commenced by an employer or dismissed by an employee with respect to any contract of employment.

Section 2 - Prohibition of Certain Acts

In addition to the acts prohibited by law, an employee shall be deemed to have committed an act prohibited by the terms of his employment if he engages in any other activity that is contrary to the provisions of his contract of employment.

Section 3 - Enforcement of Prohibitions

Any employee who engages in an activity prohibited by this Act shall be deemed to have committed an act prohibited by this Act, and shall be subject to the penalties provided for in the Act.

Section 4 - Termination of Employment

An employee who engages in an activity prohibited by this Act shall be deemed to have committed an act prohibited by this Act, and shall be subject to the penalties provided for in the Act.

Section 5 - Additional Provisions

In addition to the provisions of this Act, the provisions of any other Act may be applied in relation to employees who engage in activities prohibited by this Act.
ARTICLE X - VACATIONS

Section 1 - Annual Leave

The employer shall provide annual leave to employees for a period of not less than 20 days per year, provided they have been employed for at least one year. The annual leave shall be taken at a time convenient to the employee and shall be granted not less than two weeks in advance.

Section 2 - Maternity Leave

Female employees who have at least one year of service shall be granted a maternity leave of 12 weeks. The leave may be taken during the last six months of pregnancy and shall be granted upon presentation of a certificate from a medical practitioner.

Section 3 - Jury Duty

Employees shall be granted leave to perform jury duty, provided it does not exceed one day per year. The leave shall be granted without loss of pay and shall be taken during normal working hours.

Section 4 - Sick Leave

Employees who are incapacitated due to illness or injury shall be granted sick leave. The leave shall be granted upon presentation of a medical certificate and shall be no more than 12 weeks in any calendar year. The employer shall maintain records of all sick leave taken by employees.

Section 5 - Personal Leave

Employees shall be granted personal leave for a period of not more than 5 days per year. The leave shall be granted upon presentation of a certificate from a medical practitioner or upon the discretion of the employer.

Section 6 - Termination

In the event of termination, employees shall be granted one week's pay for every year of service, subject to a maximum of 24 weeks. The termination shall be granted upon presentation of a notice of not less than two weeks in advance.

ARTICLE X - HOLIDAYS

Section 1 - Paid Holidays

Employees shall be granted paid holidays on the following days:

- New Year's Day
- Canada Day
- Labour Day
- Thanksgiving
- Christmas Day
- Boxing Day

Section 2 - Paid Leave

Employees shall be granted paid leave for a period of not more than 2 weeks per year. The leave shall be granted upon presentation of a certificate from a medical practitioner or upon the discretion of the employer.
Section 6 - [Text]

The relationship will be paid at the rate of the year.

Any additional costs incurred in the course of or in connection with

Section 5 - [Text]

Any additional costs incurred in the course of or in connection with

Any additional costs incurred in the course of or in connection with

Section 4 - [Text]

The overtime will be based on the work to be done by the employee.

The overtime will be based on the work to be done by the employee.

The overtime will be based on the work to be done by the employee.
The Employer shall be entitled to reimbursement for the Employer's share of the health insurance premiums paid for the benefit of the Employee.

Section 4 - Employer's Liability

The Employer is not liable for the health insurance premiums paid for the benefit of the Employee.

Section 5 - Medical Expense

The Employer shall be entitled to reimbursement for all medical expenses incurred by the Employee.

Section 6 - Other Benefits

The Employer shall provide the following benefits to the Employee:

1. [List of benefits]

The Employer shall comply with all applicable laws and regulations regarding the provision of these benefits.

Section 7 - Termination of Employment

The Employment shall be terminated by either party at any time, with or without cause, by giving written notice to the other party.

Section 8 - Dispute Resolution

Any disputes arising under this Agreement shall be resolved through arbitration.

[Additional provisions as necessary]
ARTICLE XXXII - GENERAL PROVISIONS

Section 1 - Definitions

The term "Company" shall be defined as the Meritor Company, a corporation organized under the laws of the State of Delaware. The term "Employee" shall include all persons employed by the Company, whether full-time or part-time, and whether employees are employed on a permanent or temporary basis.

Section 2 - Contents of Agreement

The contents of this Agreement shall consist of the following:

1. Rights and Duties of the Parties
2. Collective Bargaining
3. Administration of the Agreement
4. Dispute Resolution
5. Miscellaneous

Section 3 - Effective Date

This Agreement shall take effect on [date] and shall remain in effect until [date].
to the terms and conditions herein. These will be at the discretion of the Employer, subject to the written approval of the Officer. The Employer reserves the right to refuse the Office to do any work or to do it in any way, either formal or informal, that is in the opinion of the Employer to be the best or most suitable for the purpose.

Section 1 - Scope of the Agreement

ARTICLE XXVI - CHOICE OF LANGUAGE

All notices and communications between the parties shall be written in English. Any notices or communications not written in English shall be accompanied by an English translation.

ARTICLE XXVII - NEGOTIATION OF STANDARDS

In the event of any dispute or disagreement arising out of any provision of this Agreement or any other provision, the parties shall negotiate in good faith to resolve the dispute.

ARTICLE XXVIII - CONFLICT RESOLUTION

In the event of any disagreement arising out of the provisions of this Agreement, the parties shall negotiate in good faith to resolve the dispute.

ARTICLE XXIX - DISPUTE RESOLUTION PROGRAM

The parties shall establish a dispute resolution program in accordance with the provisions of this Agreement.

ARTICLE XXX - TERMINATION OF AGREEMENT

This Agreement shall terminate upon the expiration of the term or at such time as mutually agreed by the parties.

ARTICLE XXXI - AMENDMENT OF AGREEMENT

Any amendment of this Agreement shall be in writing and signed by both parties.

ARTICLE XXXII - GOVERNING LAW

This Agreement shall be governed by the laws of the State of [State Name].

ARTICLE XXXIII - ENTIRE AGREEMENT

This Agreement contains the entire agreement between the parties and supersedes all prior negotiations, understandings, and agreements.

ARTICLE XXXIV - SEVERABILITY

If any provision of this Agreement is held to be invalid or unenforceable, such provision shall be deemed severable and the remaining provisions shall remain in full force and effect.

ARTICLE XXXV - MEDIATION

Any dispute arising out of or relating to this Agreement shall be submitted to mediation in accordance with the mediation rules of the American Arbitration Association.