



**COLLECTIVE AGREEMENT
between
CAMECO CORPORATION
and
UNITED STEELWORKERS
Local 8914**



**Effective
July 24, 2019 to December 31, 2022**

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COLLECTIVE AGREEMENT

THIS AGREEMENT made this **24th day of July, 2019**

BETWEEN:

CAMECO CORPORATION

in the City of Saskatoon

in the Province of Saskatchewan

(hereinafter referred to as the "Company")

OF THE FIRST PART

AND:

UNITED STEEL, PAPER AND FORESTRY,

RUBBER, MANUFACTURING, ENERGY,

ALLIED INDUSTRIAL AND SERVICE

WORKERS INTERNATIONAL UNION (UNITED

STEELWORKERS) LOCAL 8914

(hereinafter referred to as the "Union")

OF THE SECOND PART

ARTICLE 1 – GENERAL PURPOSE

1.01 This Agreement is entered into with the intention of establishing mutually satisfactory relations between the Company and the Union, to set forth rates of pay, hours of work, and the terms and conditions of employment; to provide methods which will promote and protect the safety and health of employees; and to provide for the adjustment of disputes which may arise between the parties.

1.02 The language used in this Agreement is intended to be gender neutral.

1.03 In this Agreement:

Aboriginal peoples are considered to be persons who are First Nations, Inuit or Metis and who at the time of hire, identify themselves as such to the Company or agree to be identified by the Company as First Nations, Inuit or Metis.

Residents of Saskatchewan's North (RSN) are considered to be persons who at the time of hire satisfy one or both of the following requirements and who identify themselves to the Company and the Union:

- (a)** A person who has resided in Saskatchewan's north for a period of ten (10) years, or one half his or her age, whichever is the lesser.
- (b)** A person whose primary residence, as indicated by Saskatchewan health care records or Health and Welfare Canada medical services records, has been in

Saskatchewan's north for three (3) years immediately prior to, and including, the date of application for employment with the Company at the Key Lake operation or the McArthur River operation.

Northern residents of aboriginal ancestry are considered to be persons who are residents of Saskatchewan's north as defined herein, and who are aboriginal peoples are defined herein.

The onus shall be on the person to show that he or she comes within the said definitions.

"Saskatchewan's north" means the northern Saskatchewan Administration district as defined in the Northern Saskatchewan Administration Boundaries Regulations, identified as 7 Oct 83 cN-5.1 Reg 1 s2 (map attached as Appendix 3). Any dispute as between the regulations and the said map, shall be resolved on the basis of the regulations.

1.04 Union/Company Meetings

- (a)** The Company and the Union recognize that regular communication will improve the relationship between the parties.
- (b)** Representatives from the Union and the Company agree to meet at site, alternating between Key Lake and McArthur River on the third Wednesday of February, May, August and November or such other day as mutually agreed by both parties.
- (c)** Each party will send a maximum of six (6) representatives. Both parties will contribute to the agenda.

Further, both parties agree that the representatives present at such meetings are authorized to make binding decisions to resolve outstanding issues.

(d) The Company will pay Union representatives, who are regularly scheduled to attend work, his or her regular rate of pay for time spent in Union/Management meetings.

(e) **CBA Joint Training**
The Company and Union have agreed to provide a joint presentation of changes to the collective agreement to all supervisors and shop stewards. The parties have agreed to conduct such presentations within six (6) months of the ratification of the CBA.

1.05 **Discrimination/Harassment**

There shall be no discrimination or harassment by either the Company or the Union by reason of being a member or non-member of a union, race, national or ethnic origin, colour, religion, age, sex, sexual orientation, **gender identity or expression**, marital status, family status, **genetic characteristics**, disability and conviction for an offence for which a pardon has been granted or in respect of which a record suspension has been ordered.

ARTICLE 2 – UNION RECOGNITION

2.01 The Company recognizes the Union as the sole and exclusive bargaining agent for all employees of Cameco Corporation employed

at and in connection with its Key Lake Uranium Mine Project in the District of Key Lake, Saskatchewan and its McArthur River Operation including Warehouse and Office employees, excluding Technical Employees, Safety Employees, Professional Employees, Foremen, and those above, for the purpose of collective bargaining with respect to rates of pay, hours of work, and other conditions of employment.

2.02 The word “employee(s)” wherever used in this Agreement shall mean a person employed by the Company in a position not excluded by this Article.

2.03 Supervisory personnel will not perform work normally done by an employee except in cases of training, experimentation, demonstration or emergency. Exceptions to this shall be the Clerical Supervisors (limited to one (1) per shift) who may perform clerical duties but not to the extent that any employee shall suffer layoff, demotion or loss of job or loss of overtime opportunity or promotional opportunity as a result of such work.

2.04 The Company shall have the right to contract out work so long as such contracting out does not result in the displacement, layoff or demotion of an employee or defer an employee’s right to recall because the work the employee was formerly doing is being contracted out. Except in the case of an emergency, the Company will, fourteen (14) days prior to any work being contracted out, provide written notice to the Union of the nature of the work to be done, the anticipated number of people to be employed and the anticipated duration of the work. To the

extent reasonably practicable, the Company will provide the Union with information that is available from short term contractors that indicates the number of employees who are northern residents and the number who are northern residents of aboriginal ancestry.

ARTICLE 3 – NO CESSATION OF WORK

- 3.01** In view of the orderly procedure herein set forth for settling disputes and differences, the Union agrees that there shall be no strike, stoppage, slow-down or restriction of output during the life of this Agreement.
- 3.02** On the other hand, and for the same reason, the Company agrees that there shall be no lockout during the life of this Agreement.

ARTICLE 4 – MANAGEMENT RIGHTS

- 4.01** The Union recognizes the exclusive right of the Company to manage and direct its operations and affairs in all respects, subject to the provisions of this Agreement and without limiting or restricting the right and function to make reasonable rules of conduct and procedure for employees and to maintain order, discipline and efficiency, to hire, discharge, classify, train, transfer, promote, demote, layoff, suspend or discipline employees; provided; however, that if any employee believes that he or she has been dealt with unjustly, unfairly or inequitably in the application of the foregoing rights as set out in this clause or if such application is in conflict with the provisions of this Agreement, the employee may have the matter dealt with under the Grievance Procedure.

ARTICLE 5 – UNION SECURITY

5.01 Every employee who is now or hereafter becomes a member of the Union shall maintain membership in the Union as a condition of employment, and every new employee whose employment commences hereafter shall, within thirty (30) days after the commencement of employment, apply for and maintain membership in the Union as a condition of employment.

5.02

- (a) The Company shall deduct, upon receipt of a duly authorized check-off form, from the earnings of each employee, in each pay period, Union dues, initiation fees and assessments in the amount certified by the Union to the Company to be currently in effect under the Union's constitution.
- (b) In accordance with 8.06 (g), the Company will remit Union dues to the Union on behalf of any employee who leaves the bargaining unit to accept a temporary supervisory or staff position.

5.03

Union Dues

- (a) Currently, the dues to be deducted are .0145 times the gross earnings for each employee for the respective two (2) week pay period for which such deduction is made, plus an additional \$0.02 per hour for hours included in the gross earnings during the pay period.
- (b) Such deductions shall be made on each two (2) week pay period and shall be

remitted by the fifteenth (15th) of the month following to the officer designated by the Union. The monthly remittances shall be accompanied by an itemized statement showing each employee's name and amount of deductions, a completed USW R115 form (summary of dues calculations for the month), and a listing of employees from whom no deductions have been made and the reason.

5.04 Humanity Fund

The Company shall also deduct two cents (\$0.02) per hour from the wages of employees in the bargaining unit for all hours worked. Such deductions shall be remitted monthly and paid to the Humanity Fund, at United Steelworkers, 234 Eglinton Ave E, 7th floor, Toronto, Ontario, M4P 1K7.

All employee deductions are voluntary and may be cancelled at any time.

The Union agrees to indemnify and hold the Company harmless from any liability or action arising out of the operation of the Humanity Fund.

5.05 The Company shall show the total Union dues paid during the year by each employee on the employee's T4 slip.

**ARTICLE 6 – GRIEVANCE AND ARBITRATION
PROCEDURE**

6.01 Should any dispute or difference as to the interpretation, application, administration or alleged violation of the provisions of this

Agreement arise between the Company and the Union or between the Company and any employee, an earnest effort shall be made to settle such differences in the following manner.

6.02 Stage One

An employee will state any grievance in writing and present it with the shop steward to the employee's supervisor, or designate, within fifteen (15) calendar days of the occurrence or discovery of the grievance. The supervisor or designate shall state the decision in writing within fifteen (15) calendar days to the employee with a copy to the signing shop steward or designate. For the purposes of this article, "shop steward" shall be interpreted as a shop steward of the employee's choice, provided that the steward is from the same operating site as the employee, and is present on site.

6.03 Stage Two

If no settlement is reached at Stage One, the grievance shall be presented by the Union to the site human resources department within fifteen (15) calendar days of when the answer was given or should have been given in Stage One. A meeting will be scheduled to discuss the grievance with the Union representative(s), the grievor, and management representative(s), within fifteen (15) calendar days of receiving the grievance at Stage Two. A staff representative of the international Union may also attend this meeting. The Company shall state its decision in writing to the Union president or designate within fifteen (15) calendar days of such meeting.

If no satisfactory settlement is reached at Stage Two, either party may elect to proceed directly

to Stage Four (arbitration) by providing written notification to the other party.

6.04 Time Limits

- (a)** The time limits in this Grievance Procedure may be extended by mutual agreement of the parties if there is a reasonable need for extension and the request is made and confirmed in writing.

- (b)** If a grievance is not submitted within fifteen (15) calendar days of the occurrence or discovery of the grievance, the grievance shall be deemed as abandoned and all rights of recourse to the grievance procedure shall be at an end.

If the Company or the Union does not reply to a grievance at Stages One or Two within the time limits as specified in this article, or as extended in writing by mutual agreement between the Company and the Union, the absence of a reply shall cause the grievance to advance to the next appropriate Stage.

6.05

- (a)** Group Grievance. A grievance which affects more than one (1) employee may be submitted at Stage Two of the Grievance Procedure within fifteen (15) calendar days of the occurrence or discovery of the grievance by the Shop Steward or one of the aggrieved employees.

- (b) Company/Union Grievance. A grievance (excluding individual grievances) arising directly between the parties may be initiated at Stage Two of the Grievance Procedure by either party within fifteen (15) calendar days of the occurrence or discovery of the issue giving rise to the dispute.

6.06 Stage Three – Quarterly Grievance Resolution Meetings

Meetings for the purpose of resolving outstanding grievances will be held in February, May, August and November of each year. A maximum of six (6) representatives from the Union and six (6) representatives from the Company will attend these meetings. A staff representative of the international Union may attend this meeting. Grievances which have not been satisfactorily resolved at Stage Two will be eligible for discussion at these meetings. In no case will the same grievance be discussed at more than one (1) quarterly meeting.

The Company shall state its decision in writing to the Union president or designate within thirty (30) calendar days of the meeting. If the answer is not satisfactory, the Union shall state its intention in writing to proceed to the next Stage at the next scheduled quarterly meeting. Grievances not advanced at the next scheduled quarterly meeting will be deemed as abandoned and all rights of recourse to the grievance procedure shall be at an end.

6.07 Stage Four – Arbitration

Where a grievance is not settled under the preceding sections of this Article, either of the parties may notify the other party in writing of

its desire to submit the grievance to arbitration within forty-five (45) calendar days of when the answer was given or should have been given in Stage Two or Three.

Except in the case of a grievance relative to discharge or in the case of any other grievance where the parties mutually agree the issue raised is of special significance, grievances shall be referred to an arbitration in chronological order of those grievances having been advanced to Stage Four.

The Company and Union may, upon mutual agreement, use other forums, including expedited arbitration to resolve grievance matters.

6.08 Arbitrators

(a) Any matter referred to arbitration as provided in Section 6.07 hereof, shall be submitted in rotation to the following Arbitrators:

1. Ken Stevenson
2. Ken Norman
3. Karen Prisciak
4. William F.J. Hood

(b) An Arbitrator, before being so appointed, shall agree to convene a hearing to hear evidence and argument within a period of **ninety (90)** calendar days of the appointment. If the Arbitrator is unable to so act within that time period, the Arbitrator shall be passed over to the next on the list.

6.09

- (a) The Arbitrator shall hear evidence and determine the difference or allegation and shall issue a decision and the decision shall be final and binding upon the parties and upon any employee affected by it. The Arbitrator shall be requested to render the decision within thirty (30) days.
- (b) The Arbitrator in reaching the decision shall be governed by the provisions of this Agreement. The Arbitrator may not alter, modify or amend any of the provisions of this Agreement.
- (c) In a grievance involving discharge or discipline the Arbitrator may substitute such other penalty as the Arbitrator deems just and reasonable under the circumstances.

6.10

- (a) The Arbitrator shall have the right to enter any premises where work is being done or has been done by the employee(s) or in which the Company carries on business or where anything is taking place or has taken place concerning any of the differences submitted to the Arbitrator and inspect and view any work material, machinery, appliance or article therein, and interrogate any person respecting any such thing or any of such differences.
- (b) If, during the life of this Agreement, one of the Arbitrators named in Section 6.08 hereof withdraws from the list, the

parties shall appoint a replacement by mutual agreement in writing.

- (c) The Union and the Company shall each pay one-half (1/2) of the remuneration and expenses of the Arbitrator.

ARTICLE 7 – DISCHARGE, DEMOTION, SUSPENSION

- 7.01** When an employee is disciplined, discharged, demoted, or suspended for just cause, the employee and the Union shall be notified in writing of the discipline, discharge, demotion or suspension. A copy of any written warning which is to be placed in an employee's personnel file shall be given to the employee, and a copy to the Union.
- 7.02** If an employee believes that he or she has been unjustly discharged or suspended, the employee or shop steward may file a grievance at Stage Two of the Grievance Procedure. Notwithstanding the fifteen (15) calendar day period from the occurrence or discovery of the grievance, referred to in Article 6, an employee who has been suspended or a shop steward shall submit his or her grievance no later than fifteen (15) calendar days following the completion of the suspension.
- 7.03** An employee will be given a hearing with the employee's supervisor and Chief Shop Steward or designate, before the employee receives a suspension, demotion, or discharge. Further, the Company shall retain the employee at work, or provide equivalent pay, until the investigation is completed.

7.04 The service record and medical reports of an employee shall be available for inspection, by appointment during office hours, by the employee provided the employee has obtained permission from the employee's Supervisor to leave the job.

7.05 An employee's disciplinary record is cleared twelve (12) months **of active service** from the receipt of a written notice of discipline provided the employee does not receive another notice of discipline during this twelve (12) month period. Any discipline which is cleared from the employee's record pursuant to this Article, shall not be valid for consideration in any future disciplinary action.

ARTICLE 8 – SENIORITY

8.01 The Company and the Union recognize that job opportunity and job security should increase with length of bargaining unit service with the Company. In all cases of promotion, training, layoff and recall, senior qualified employees shall be entitled to preference.

8.02 The term "Seniority" as used in this Agreement shall be defined as:

- (a)** General – the length of continuous service with the Company, as a bargaining unit employee at Key Lake or McArthur River since the employee's last date of hiring, except as expressly provided herein.
- (b)** Departmental – the total length of time an employee with continuous service has spent in a department in

which the employee is employed. For purposes of Departmental Seniority, the departments shall be as follows:

Key Lake	McArthur River
a) Site Services b) Mill c) Maintenance d) Warehouse e) Clerical	a) Site Services b) Process c) Maintenance d) Warehouse e) Clerical f) Mine

- (c) Seniority shall be maintained and accumulated during absence due to sickness or accident or authorized leave of absence **or layoffs**.
- (d) Notwithstanding 8.02 (b), persons who are employed in the labourer classification shall not be considered to be part of any one of the above departments and therefore will not accumulate department seniority.

8.03 If two (2) or more employees begin work for the Company on the same date, they shall be rated on the General Seniority list **through a random draw at the new hire orientation**.

8.04 When two (2) or more employees begin work in the department on the same date, they shall be rated on the Department Seniority list in the order of their General Seniority.

8.05 A new employee shall not be deemed to have any seniority until the employee has completed forty-two (42) work days.

The probationary period stated above may be extended by mutual agreement between the parties. A probationary employee may take advantage of the Grievance Procedure. The Union acknowledges that probationary employees may be dismissed for lack of work, or cause for reasons less serious than would justify the dismissal of an employee on the seniority list.

Upon successful completion of the probationary period, the employee will be credited with seniority from the employee's last date of hire.

8.06 An employee shall lose his or her seniority and shall have no further right to employment in the bargaining unit in any of the following situations:

- (a) if the employee voluntarily quits his or her employment;
- (b) if the employee is discharged and is not reinstated;
- (c) if the employee is laid off and fails to return to work at the commencement of the fifteenth (15th) working day after the employee has been notified to do so by the Company by registered mail to the employee's last known address (a copy of which notice shall be sent to the Union at each operating site location). It is the responsibility of the laid off employee to keep the Company informed of his or her current address and telephone number;
- (d) if the employee has been on layoff in accordance with Section 8.10 for lack

of work for thirty-six (36) consecutive months;

- (e) if an employee takes a job elsewhere during an approved leave of absence without the approval of the Company. Employees may have a job elsewhere on their regularly scheduled days off and on approved vacation leave, but not when absent due to illness, injury or unpaid leave days.
- (f) if the employee leaves the bargaining unit for more than forty-two (42) working days to work in a permanent supervisory or staff capacity. The Company shall advise the Union whether the vacancy is permanent or temporary at the time of hire.
- (g) if the employee leaves the bargaining unit for more than six (6) months to work in a temporary staff or supervisory capacity unless an extension is mutually agreed to in writing, between the parties, prior to end of the six (6) month period. The Company shall advise the Union whether the vacancy is permanent or temporary at the time of hire.

Seniority Lists

- 8.07** The Company shall prepare and post Seniority Lists showing the Department and General Seniority ranking of the employees.
- 8.08** Such lists shall be revised quarterly, as of January 1 of each year, and a copy of the revised lists shall be mailed to the Union at each operating site location.

8.09 An employee shall notify the site human resources department or someone designated by Management of any error in such list.

8.10 Notice of Layoff

- (a)** In any reduction of the workforce for a period in excess of seven (7) working days, the Company will give employees so affected fifteen (15) working days' notice prior to their layoff. In lieu of the fifteen (15) days' notice, the Company may elect to pay fifteen (15) days of regular wages exclusive of overtime to the employee laid off.
- (b)** In any reduction of the workforce expected to last for a period not longer than seven (7) days, the Company will give employees thus affected twenty-four (24) hours' notice. It is the responsibility of the employee to keep the Company informed of his or her current address and telephone number.
- (c)** Notwithstanding sub-section 8.10 (d) hereof, in the event of a temporary reduction in crew size of eight (8) weeks or less duration, permanent employees affected shall be laid off in the inverse order of their General Seniority within the operating site location, provided the senior employee is willing to perform the work of the laid off employee and possesses the ability to perform the work after a reasonable trial or training period of up to seven (7) working days.
- (d)** In the event of a reduction in crew size, permanent employees affected shall

be laid off in the inverse order of their General Seniority, provided the senior employee possesses the necessary qualifications, as defined in sub section 9.03 (e) and 9.03 (f), to perform and is willing to perform the work of the laid off employee.

- (e) At the time of the notification of any workforce reduction, the Company will declare the anticipated duration of the reduction and whether the reduction is temporary or permanent. A reduction in crew size will be considered temporary if the anticipated duration of the reduction is ten (10) months or less. The severance pay provisions of Article 28 will not apply in the case of a temporary reduction in crew size.
- (f) Employees will be recalled from layoff on the basis of their General Seniority, qualifications and ability to perform the work for which they are being recalled.
- (g) In the event of permanent layoffs, the Company will implement a voluntary layoff program in order to minimize the effect of downsizing. The Company will consult with the Union at the time of a permanent layoff to determine the details of a voluntary layoff program.
- (h) **The Company shall provide the Union an updated recall list on a monthly basis during times of layoff.**

ARTICLE 9 – VACANCIES AND TRAINING

9.01 The Company shall determine the number of employees in each job classification and if a vacancy in the job classification is to be filled or left vacant. The Company will advise the Union in writing as to the reasons why a position is left vacant.

9.02

- (a)** When the services of individuals with special abilities or training are required and are not available within the bargaining unit, the Company may transfer or employ such individuals from outside the bargaining unit.
- (b)** The Company will inform the Union of any vacant first line Foreman positions that are to be filled in order that employees may make application for such positions. The extent of the Company's obligation in this regard will be to inform any unsuccessful employee applicant of the reasons why the employee was not awarded the position. Under no circumstances can a grievance be filed under the provisions of this clause.
- (c)** When the services of a labourer are required, the Company will employ such individuals from outside the bargaining unit and the posting provisions of this article will not apply. Further, the Company commits to using them in a manner that does not result in any labourer being utilized in any other job or classification for a period greater than **one (1) work tour**.

9.03

Filling Permanent Vacancies

- (a) Notwithstanding Section 9.10 a permanent vacancy is a vacancy where the duration of the work is intended to exceed twenty-one (21) working days.

- (b) When a permanent vacancy occurs in a classification within an established line of progression that is vacancy based as set out in Appendix 1, the employee in the next lower classification who possesses the greatest Departmental Seniority will be awarded the job.

- (c) Department vacancies not filled in accordance with sub-section 9.03 (b) above, shall be posted on bulletin boards at each site for a period of **twenty-one (21)** calendar days. During this time, employees at either operating site location may apply for the position by completing the form provided by the Company.

- (d) **Selection**
All posted departmental vacancies shall be filled by the employee having the greatest General Seniority provided the employee is qualified. The name of the successful employee shall be posted on bulletin boards at each site once the selection has been finalized.

- (e) **Qualifications/Qualified**
Qualifications and/or qualified shall mean the physical and mental fitness and the ability to meet the regular requirements of the job after a reasonable trial or training period of up

to twenty-one (21) working days.

- (f) Notwithstanding sub-section 9.03 (e) above, it is understood and agreed that the Company shall have the right to not award a position to any internal applicant if it is established that the applicant does not have the qualifications, ability or physical fitness to perform the work involved, even if the applicant was given a reasonable trial or training period of up to twenty-one (21) working days. If requested by the applicant who was not successful, the Company will inform that applicant of the reasons why he or she was not awarded the position.
- (g) If qualified employees are not available within the bargaining unit the permanent vacancy may be filled from outside the bargaining unit.
- (h) All permanent job postings will be filled by qualified permanent employees before temporary employees.

9.04 An employee awarded a permanent vacancy shall be entitled to a reasonable trial or training period up to twenty-one (21) working days. During the training period the employee shall train at the employee's prior job rate or at the new job rate whichever is less. The employee will receive the new job rate prior to the twenty-one (21) working days if the employee assumes the job duties without training assistance.

9.05 Refusal of Promotion

- (a) If an employee refuses to accept a training opportunity or a promotion,

the employee will remain eligible for consideration for a future vacancy in the classification if the employee indicates in writing to his or her Department Head that the employee wishes to be considered.

- (b) If an employee in a job classification refuses to avail himself or herself of training opportunities or refuses a promotion, the Company may assign a less senior employee to that job classification.

9.06

- (a) A successful bidder for a position in a classification who voluntarily disqualifies himself or herself or is disqualified by the Company, as permitted in Section 9.07, will not be permitted to bid on a vacancy in that classification for a period of six (6) months, following the employee's return to the employee's former classification. The Company will inform the Union at each operating site location of any disqualification.
- (b) A successful bidder for a position who remains in the position will not bid on another vacancy (except for apprenticeship vacancies or vacancies for positions at a higher job class at either site) for a period of six (6) months.

9.07

Qualifying on the Job

- (a) If within twenty-one (21) working days an employee in a new job classification disqualifies himself or herself, the employee shall return to the employee's

previous classification and shift. Other affected employees shall do likewise.

- (b) If an employee fails to satisfactorily perform the duties in a classification, the employee shall be returned to his or her previous classification and shift on the basis of the employee's Departmental Seniority. In such case, other employees affected as a result thereof, will be returned to the classification they held immediately previous.

9.08 Training

- (a) The Company commits to assisting individuals to develop skills consistent with their job classification and also to provide training opportunities to enable individuals to progress to higher level positions, particularly in circumstances where progressions for an area of work are in place.
- (b) To the extent consistent with efficient operations a senior employee in the next lower classification will be given the opportunity to train for the next higher job available to the employee in the employee's line of progression. During this training period the employee shall train at the employee's prior job rate, and be assigned the higher rate on a temporary basis if the employee assumes the job duties without training assistance.
- (c) For advancement within a line of progression, an employee must have successfully completed the specified

training plan and passed written or verbal and practical tests covering the specified areas of training.

9.09 Non-Permanent Vacancies

- (a) Non-permanent vacancies are vacancies in existing permanent positions which last no longer than twenty-one (21) working days or vacancies which are created by employees absent due to illness, authorized leave of absence or on vacation. Except in the case of relief assignment for the Powerhouse, the Company shall fill such temporary assignment with the senior qualified employee on the respective shift. The twenty-one (21) working day period may be extended by mutual agreement between the parties. Relief assignment for the Powerhouse shall be filled on the basis of general seniority by the senior qualified employee on the respective shift, who possesses as a minimum qualification, a valid Saskatchewan Fourth Class Engineer's Certificate.
- (b) Notwithstanding sub-section 9.09 (a) above, a temporary vacancy in the Mill of less than one (1) normal work **tour** may be filled by the qualified employee (within the working area of the Mill) for the remainder of the **tour**.

9.10 Temporary Employees

Temporary employees may be hired only for periods not to exceed ninety (90) days unless an extension is mutually agreed to in writing prior to the 90th day. The Company will offer temporary work to any permanent employees

who may be laid off and eligible for recall. Such laid off employees may accept or reject temporary work for the Company without, in any way, affecting their recall rights. The hiring of temporary employees is subject to the following limitations:

- (a)** Temporary employees shall be classified and compensated on the same basis as permanent employees; however, they will only acquire seniority rights as provided below.
- (b)** Temporary employees will be considered for permanent employment based on their qualifications and work record, subject to provisions in this collective agreement. Temporary employees who are subsequently hired as permanent employees within their current department, and who have ninety (90) days or more of continuous service, shall be deemed to have served their probation period, and shall acquire full seniority rights retroactive to their last date of hire as temporary employees inclusive of any seniority acquired as per Article 9.10 (f).
- (c)** Temporary employees shall not displace permanent employees from their regular classifications.
- (d)** If requested the Union approves the employment of a temporary replacement for a period of time equal to the duration of the leave, notwithstanding the provisions of 9.10, up to a maximum of twelve (12) months.

- (e) A temporary employee will become entitled to seniority upon the completion of six (6) months of consecutive service. Seniority for the purposes of this article is valid only for the purpose of bidding on permanent posted vacancies.
- (f) Temporary employees who are terminated and subsequently rehired within thirty (30) days or less will maintain any seniority earned as per 9.10 (e) during their previous term of employment and will continue to accumulate seniority from the point of rehire.

ARTICLE 10 – LEAVE OF ABSENCE

10.01 Personal Leave

- (a) A permanent employee shall be granted a Personal Leave of Absence without pay for up to six (6) months, provided the request is made in writing to the Site Manager or designate, at least fourteen (14) calendar days prior to the requested leave, and the leave is for good and sufficient reasons.
- (b) In the case of an emergency in the employee's family, a reasonable Leave of Absence without pay will be granted upon request.
- (c) If requested, the Union approves the employment of a temporary replacement for a period of time equal to the duration of the leave, notwithstanding the provisions of Article 9.10.

10.02 Union Leave

- (a) Provided the leave of absence does not unduly interfere with operations and further provided the Company is given at least ten (10) calendar days' notice in writing, a leave of absence without pay will be granted to employees who have been elected or appointed by the Union, to attend Union labour seminars, courses or conferences.

Such leave shall not be granted to more than one (1) employee from each of the trades or progressions per operating site location, to a maximum of four (4) employees per tour of work, combined between the operating site locations, and shall not exceed **fourteen (14)** working days.

- (b) Subject to the conditions set forth in Article 10.02(a), the Local Union President or the Local Vice-President shall be granted a leave without pay for the purposes stated in the said Article 10.02 (a) to a maximum of **fourteen (14)** working days.

Where such leave is granted, the leave shall be in addition to the maximum of four (4) employees set forth above.

- (c) **Union Buy Back**
For leaves of absence approved under Article 10.02 (a) and 10.02 (b), the Company agrees to pay the employees their wages for their regular scheduled hours missed and bill the Union for their fully loaded labour cost for each

individual as determined by Cameco plus two (2) percent for administration.

This is conditional upon the Company having received a request from the Union, which also authorizes the Company to bill the Union. Such billing will be done each pay period.

10.03 Union Business Leave

- (a)** Provided the Company is given two (2) calendar weeks' notice in writing, the Company shall grant a permanent employee a leave of absence without pay for up to one (1) year to work in an official capacity for the Local or International Union. This leave may be extended for an additional one (1) year upon request in writing from the Union one (1) month prior to the expiration of the leave. Not more than one (1) employee may be absent on such leave at any one time.

- (b)** Subject to operational requirements, where mitigating circumstances exist, the Company will consider a leave as contemplated by Article 10.03 (a) notwithstanding the two (2) calendar weeks' notice in writing requirement may not have been given.

10.04 Education Leave

The Company may, subject to the requirements and efficiency of the operations, grant an employee a leave of absence without pay, for educational upgrading, provided that:

- (a) the employee has at least two (2) years general seniority;
- (b) the employee makes written application for leave at least thirty (30) days in advance;
- (c) the purpose of the leave is to pursue work related studies leading to formal certification from an accredited educational institution, including education to upgrade the employee's high school standing;
- (d) the employee submits evidence of acceptance for registration in an approved program of study;
- (e) the period of leave requested is less than ten (10) months duration;
- (f) if requested, the Union approves the employment of a temporary replacement for a period of time equal to the duration of the leave, notwithstanding the provisions of Article 9.10.

10.05 Compassionate Leave

Cameco will provide top-up benefits, up to eight (8) calendar weeks to employees who qualify for Employment Insurance benefits, to provide care and support to an eligible family member within significant risk of death within **fifty-two (52)** weeks. The plan will include a top-up benefit, equivalent to one hundred (100) percent of regular earnings for eight (8) calendar weeks.

- 10.06 Victims of Family Violence Leave**
The Company and Union are committed to support employees who are victims of family violence or parents of a child who is a victim of family violence, and will provide family violence leave in accordance with the *Canada Labour Code* if and when those provisions come into force.

ARTICLE 11 – SAFETY AND HEALTH

11.01

- (a) The Company recognizes its positive obligation insofar as is practicable to ensure safe and healthful working conditions and the welfare of its employees. The Company also recognizes its obligation to co-operate with the Union in maintaining and improving working conditions through the establishment of a joint Occupational Health and Safety Committee.
- (b) The Union agrees that careful observance of safe working practices and safety rules is the primary duty of all employees.

11.02 Joint Occupational Health and Safety Committees

- (a) The joint Occupational Health and Safety Committees at each operating site location shall consist of:
1. up to four (4) Management Representatives;
 2. up to eleven (11) employees selected by the Union to represent

employees on the various tours of work;

- 3.** only four (4) employees selected in accordance with number two (2) above shall attend any regular scheduled Committee meeting. It is intended that employee members be selected by the employee Co-Chairperson to enable representation from different departments and from various tours of work. The selection should be done in a way to avoid unnecessary overtime. However, for purposes of continuity two (2) such Committee members attending must have attended the previous scheduled Occupational Health and Safety Committee meeting. It is the responsibility of the employee Co-Chairperson to ensure that the specific number of employees attend the meetings.
- (b)** Committee members shall not suffer any loss of pay while performing their duties as members of the Occupational Health and Safety Committee. Overtime rates will be paid for time spent outside of their regular work schedule.
- (c)** Committee members will notify their Supervisor as far in advance as possible before leaving their job to attend to Occupational Health and Safety Committee matters. The parties agree that in emergency situations such notification may be waived.

11.03 The Saskatchewan Occupational Health and Safety Act, Regulations and Codes of Practice and other guidelines shall be the basic guide in the development and implementation of minimum standards of Occupational Health and Safety.

11.04 Right To Refuse

(a) An employee will advise his or her immediate Supervisor of concerns arising under this section to give the Supervisor an opportunity to review and/or resolve the matter.

(b) An employee may refuse to do any particular act or series of acts at work which the employee has reasonable grounds to believe are unusually dangerous to the employee's health or safety or the health and safety of any other person in the employee's immediate area of work until the Co-Chairperson or the Occupational Health Committee or Occupational Health Officer has investigated the matter and advised the employee otherwise.

(c) Where an employee has refused to perform an act or series of acts pursuant to Article 11.04 (b) herein, and/or **Section 3-31 of The Saskatchewan Employment Act**, the Company shall not request or assign another employee to perform that act or series of acts unless that other employee has been advised by the Company, in writing, of:

1. the refusal and the reasons for the refusal;

2. the reason or reasons the worker being assigned or requested to do the act or series of acts can, in the Company's opinion carry out the act or series of acts in a healthy and safe manner; and
 3. the right of the employee to refuse to do the act or series of acts.
- 11.05** No discriminatory action shall be taken against any employee by reason of the fact that the employee has exercised any right conferred upon the employee by this section.
- 11.06** In instances where an unusually dangerous condition or job or task is being performed, the Co-Chairperson may issue a stop work order in respect of such conditions, job or task, until such time as the Committee has reviewed the situation or remedial action has been taken.
- 11.07** Committee members shall be permitted leave of absence with pay for the purpose of attending occupational health and safety education sessions, including first-aid courses, approved by the Company. The Company agrees to pay other approved expenses such as transportation, hotel, meals and registration incurred by Committee members while attending such courses.

ARTICLE 12 – BULLETIN BOARDS

The Company agrees that sections of plant and camp bulletin boards shall be made available to the Union for its purposes, provided the use of such boards is restricted to the posting of neat and proper notices regarding the business affairs, meetings and social events of the Union and reports of the various Committees of the Union. No

such notice may be posted where the content of this notice or report is offensive and/or is not in keeping with the intent and spirit of the foregoing.

ARTICLE 13 – COPIES OF AGREEMENT

The Company and the Union desire every employee to be familiar with the provisions of this Agreement and the employee's rights and duties under it. The Company shall print and provide a copy of this Agreement (with the Company and Union logos on the front cover), within forty-five (45) days following ratification, for each employee plus one hundred fifty (150) copies for the use of the Union. The Company will also provide the Union with an electronic copy of the Agreement at the same time the printed copies are made available.

ARTICLE 14 – UNION REPRESENTATIVES

Representatives of the International Union may visit the Company's premises at Key Lake and McArthur River by obtaining permission of the employer. Permission will not be unreasonably withheld.

ARTICLE 15 – STEWARDS, GRIEVANCE AND NEGOTIATING COMMITTEE

- 15.01** The Union shall notify the Company in writing of the names of the appointed or elected Stewards or Grievance Committee Members.
- 15.02** If it is necessary for a Steward or Grievance Committee Member to take time off during working hours in connection with a grievance the Steward or Committee Member must arrange with his or her Supervisor to be off at a time that will least interfere with operations. If an investigation of a grievance involves a Steward or Committee Member entering

any department or section of the mine or plant other than the Steward's or Committee Member's regular working place, the Steward or Committee Member must obtain permission from the Superintendent of the Department concerned or the Superintendent's designate and be accompanied on such investigation by the Superintendent or designate. However, it is understood that the Steward or Committee Member, upon reaching the destination in the place to be visited shall be allowed to discuss the grievance with the grievor(s) without the presence of the Superintendent or designate.

15.03 Stewards and Committee Members authorized under Section 15.02 who take time off during regularly scheduled working hours for the purpose of negotiating the settlement of grievances or attending scheduled meetings with the Company will be paid at their basic rates for the time spent during regular working hours.

15.04 Negotiating Committee

The Company will pay the members of the Union's negotiating committee (maximum six (6) members) for direct bargaining as follows:

- (a) For members who are regularly scheduled to attend work, his or her regular rate of pay for scheduled time lost for each day of negotiations with the Company. Such hours will be considered as time worked for the calculation of overtime payment.
- (b) For members who are not scheduled to attend work, his or her regular rate of pay for eight (8) hours for each day of

negotiations with the Company. Such hours will not be considered as time worked for the calculation of overtime payment.

ARTICLE 16 – DISABLED EMPLOYEES

In the event an employee becomes disabled, it is agreed by the Company and the Union that every effort shall be made to accommodate the disabled employee with suitable employment as is available. The Company and the Union commit to working with the Occupational Health and Safety Committees, and with the affected employees to ensure that a disabled employee's return to work is as effective as possible.

If a disabled employee returns to work in a lower rated job, the employee's regular rate will be maintained for a maximum of **six (6)** normal work **tours**.

ARTICLE 17 – HOURS OF WORK

17.01 This article shall not be construed as a guarantee of work per day or per **tour** nor as a restriction of the Company's right to operate or schedule its operations.

17.02 Definition of Work Day and Work Tour

(a) The "normal work day" shall mean eleven (11) consecutive hours of work within a consecutive twenty-four (24) hour period broken only by established breaks as per Sections 17.04 and 17.05. The work day shall commence at the earlier of when the employee begins work or when the employee is scheduled to report for work. Depending upon the flight schedule and the scheduled starting time of the

work day, the first and last work days of a normal work **tour** may be partial work days, the total scheduled working hours of which add to eleven (11).

- (b) The “normal work **tour**” shall mean **one-hundred and fifty four hours (154)** hours within a period of **three-hundred and thirty-six (336)** consecutive hours commencing at the earlier of when the employee begins work or when the employee is scheduled to report for work.

Work schedules shall be posted on the bulletin board. Posted schedules shall not be changed to prevent payment of overtime.

Whenever an employee works on any day prior to and/or following the employee’s posted work schedule, the employee shall be paid for work on those days at overtime rates of pay. The same shall not be considered as being a change in the employee’s work schedule, nor a new work schedule.

17.03 **Scheduling**

- (a) Changing an employee’s work schedule prior to the start of the work **tour**. Whenever an employee’s work schedule is changed in such a way as to affect the start day of the employee’s work **tour**, the employee will be given a minimum of one (1) calendar week’s notice prior to the start of the first work day in the new schedule. In the event that such notice is not given, then

notwithstanding any other provisions of this Agreement, the employee shall be paid overtime at two (2) times the employee's basic hourly rate for all hours worked on days outside of the employee's previous work schedule.

- (b) Changing the start time of an employee's work day prior to the start of the work **tour**.

Whenever an employee's work schedule is changed in such a way as to affect the starting time of the employee's work **tour**, the employee will be given a minimum of forty-eight (48) hours' notice prior to the revised starting time of the employee's work **tour**. In the event that such notice is not given, then notwithstanding any other provisions of this Agreement, the employee shall be paid overtime at two (2) times the employee's basic hourly rate for the first eleven (11) hours worked on the revised schedule.

- (c) Changing the start time of an employee's work day once the work **tour** has started.

Whenever the start time of an employee's work day is changed, the employee will be given a minimum of forty-eight (48) hours' notice prior to the revised starting the time of the employee's schedule. In the event that such notice is not given, then notwithstanding any other provisions of this Agreement, the employee will:

- i) Qualify for nine (9) consecutive hours of rest at the time of making the change; and
- ii) Qualify for overtime at two (2) times the employee's basic hourly rate for the first eleven (11) hours worked on the revised schedule.

(d) Request to Change Shift

Employees who are interested in changing their work schedule are responsible for providing their request in writing, with as much rationale as possible, to their supervisor. The Company will consider such requests based on operational requirements and will notify the employee in writing if it is approved or denied.

17.04 Lunch Period

- (a)** Except as provided in sub-section 17.04 (b), employees shall have a one (1) hour lunch period scheduled approximately at the middle of each normal work day. The lunch period shall not be considered as time worked.
- (b)** In unusual circumstances, employees on continuous operation may be requested by the Company to work through the lunch period. In such event, the affected employees will be allowed twenty-five (25) minutes for lunch during which they shall continue, or ensure continuation of, all necessary supervision of machinery and equipment, but shall not be

required to do any work which can, without detriment to the operation, be postponed to the end of their lunch period. The lunch period in such cases will be considered as time worked.

17.05 Rest Period

Employees will be granted thirty (30) minutes for rest periods during each complete shift of work.

The rest periods will be scheduled in each department by mutual agreement.

17.06 It is understood that employees on critical operations or on continuous operations will remain at work until relieved.

17.07 A called out employee who works any portion of time between the eighth (8th) and fourth (4th) hours prior to the start of the employee's shift, will be entitled to nine (9) consecutive hours of rest. An employee will be paid the employee's regular rate for any time missed due to this provision.

17.08 Job Sharing

Employees, who are interested in job sharing, are responsible for providing their request in writing to their department head. The Company will consider such requests on a case-by-case basis based on operational requirements and will notify the employees in writing if it is approved or denied.

Job sharing for the purpose of this collective agreement is defined as two (2) employees working fifty percent (50%) of a full-time position. It is understood that all

compensation, benefits and severance will be pro-rated accordingly.

ARTICLE 18 – OVERTIME

18.01 The Company shall endeavour to give notice of overtime as far in advance as practical. In emergency situations employees may be required to work overtime assignments.

Overtime will be distributed on as fair and equitable basis as is reasonably possible, amongst those employees affected within a department, provided, however, that an employee already working on a task requiring overtime shall be given the first opportunity for the overtime associated with that task. Notwithstanding the above, permanent employees shall be given preference for overtime.

18.02

(a) An employee will be paid two (2) times the hourly rate for any time actually worked in excess of eleven (11) hours in one (1) work day, or all hours worked outside of the employee's regular schedule.

(b) Overtime shall not be paid more than once for the same hours worked.

18.03

Where a change in a work schedule is made for the convenience of the employee (i.e. transfers, promotions), or where, with the consent of the Company, an employee arranges to cover an employee's shift, all regular scheduled hours worked as a result of such change or arrangement shall not be subject to payment

at overtime rate notwithstanding anything contained in this Article to the contrary.

18.04 **Call Out**

- (a) An employee who has already left his or her work area after completion of the employee's scheduled shift and who is **called out** for work shall be paid overtime at the appropriate rate of pay for all hours worked on **the call out**, up to the starting time of the employee's next scheduled shift, but in any event the employee shall be paid for not less than two (2) hours at the appropriate overtime rate of pay.
- (b) An employee so called out shall not be required to perform routine work after the employee has completed the work for which the employee was originally called out, in order to complete the minimum of two (2) hours, excepting that the employee may be required to perform other emergency work consistent with the employee's skills and arising during the period of call out.
- (c) The provisions in sub-section 18.04 (b) above do not apply if the employee is **called out** within one (1) hour of the starting time of the employee's regular shift.

18.05 **Reporting Allowance**

In the event of a flight delay to the site, where the employee reports on time for the scheduled departure, the Company shall pay the employee for all regular scheduled hours lost plus any reasonable costs approved by the Company.

18.06 Site Departure Delays

In the event that a flight is delayed on departure from either site operating location for a period in excess of two (2) hours, an employee affected by the delay will be compensated as follows:

- (a) an employee will be paid for all hours resulting from such a delay to a maximum of four (4) hours in each twenty-four (24) hour period at regular rate without performing work. Any twenty-four (24) hour period is deemed to start at the time of day the flight was scheduled to depart on the first day of the delay.
- (b) if overtime work is available, employees affected by the flight delay will have the option of working such overtime and will be guaranteed a minimum of three (3) hours at their appropriate overtime rate and payment in sub-section 18.06 (a) above will not apply.
- (c) where operational requirements are adversely affected as a result of an inbound flight delay, the same shall be considered critical operations for the purposes of Article 17.06 of this collective agreement.

18.07 Rest Period for Flight Delay

In the event of a flight delay to the site, employees reporting for night shift shall be allowed a rest period of four (4) consecutive hours, commencing at the time of arrival of the inbound flight, prior to reporting for work. An employee will be paid his or her regular rate for all scheduled hours lost due to this provision.

ARTICLE 19 – ANNUAL VACATIONS AND STATUTORY HOLIDAYS

19.01 An employee with less than one (1) year of continuous employment as of May 1, shall be granted an annual vacation amounting to one and three-quarter (1 ³/₄) working days (not to exceed twenty-one (21) working days) for each month of service, and vacation pay of eleven point five (11.5) percent of the employee's total earning during the vacation period.

19.02 Employees with one (1) year or more of continuous employment as of May 1, shall receive a vacation with pay as follows:

Years of Service	Vacation	Pay (Greater of)
1-5	21 Working Days	13% of Gross Earnings or regular hourly rate as at January 1st of entitlement year.
Special service vacation – in the 5th and 10th year of employment as of May 1	28 Working Days	17% of Gross Earnings during entitlement year or regular hourly rate as at January 1st of entitlement year.
+15	28 Working Days	17% of Gross Earnings or regular hourly rate as at January 1st of entitlement year.

19.03 Employees who were absent and on Worker's Compensation or Disability Insurance for more than thirty (30) consecutive days will have their gross earnings adjusted for vacation pay calculations when they have returned and actually take their vacation. The adjustment will be based on the number of weeks lost (maximum fifty-two (52)) during such absence

and the base rate which would have been applicable during such absence.

- 19.04** The general holidays listed below form part of the twenty-one (21) days of annual vacation in accordance with section 170 of the Canada Labour Code.

New Year's Day	Labour Day
Good Friday	Thanksgiving Day
Victoria Day	Remembrance Day
Canada Day	Christmas Day
Saskatchewan Day	Boxing Day

- 19.05** If an employee does work on any or all of the Public Holidays listed in Section 19.04 the employee shall be paid three (3) times the employee's basic hourly rate for all hours worked.

- 19.06** Within each department, employees with the greatest general seniority will be permitted to choose two (2) scheduled **seventy-seven (77) hour blocks** of vacation **or one (1) scheduled one-hundred and fifty four (154) hour block of vacation**, followed by the employee with the next greatest general seniority. This process is then repeated for the remaining vacation allotment.

ARTICLE 20 – WAGES AND CLASSIFICATIONS

- 20.01** The wage scale which shall be effective during the life of this Agreement shall be the wage scale set out in Appendix 1 of this Agreement.

- 20.02** **Wages According to Job**
(a) When an employee is temporarily assigned to and works in a higher paying

classification, the employee will be paid the rate of pay of the higher paying classification for all hours worked in such higher paying classification.

- (b) When an employee is temporarily assigned to and works in a lower paying classification, the employee will be paid the rate of pay of the employee's base classification.

20.03 Cost of Living Allowance

- (a) The Cost of Living Allowance (COLA) is based on the All Canada Consumers Price Index (CPI) 1971 = 100 as published by Statistics Canada.

Should the CPI for March, 1983 as published in April, 1983 exceed the CPI for March, 1982 by more than the negotiated percentage eleven (11%), a COLA will be generated and calculated at one cent (1¢) for each .200 of a full point in excess of the negotiated percentage. The COLA will become payable the first full pay period following the publication of the CPI for March, 1983, and will be folded into the basic hourly rate.

- (b) The above cost of living allowance shall be inoperative for the term of this Agreement.

20.04 Job Classifications

- (a) The job classifications included in this Agreement shall be those shown in Appendix 1. An employee's job classification shall be determined by

the Company at the time the employee is employed and the employee's job classification may be changed only in accordance with this Agreement.

- (b)** Normally, an employee shall perform the work of the employee's base job classification or when work is not available in an employee's base job classification or when other work is more urgently required, such employee may be assigned temporarily to work outside the employee's classification.

Where an employee's base job is in a line of progression, the employee shall for progression purposes, receive credit for all hours worked in the employee's base job. Where the employee has been temporarily assigned to another job in a line of progression, the employee shall receive credit for progression purposes, in that job for all time worked, if the time worked during the temporary assignment is greater than one (1) hour during the day. Where the time temporarily assigned is one (1) hour or less, the time worked shall be credited to the employee's base job.

- (c)** If a new job classification not shown in Appendix 1 is established or in the event of a substantial change in the job content of an existing job classification, the Company shall establish the base rate, subject to negotiation with the Union.

In case of the inability of the parties to agree on such a rate, the matter shall be referred to arbitration as outlined in this Agreement.

The Arbitrator shall be empowered to hear and decide only one such rate question at one time and to establish an appropriate rate for such occupation by taking into account rates for existing classifications and by placing the new classification into proper relationship with such existing rates.

Such rate will be retroactive to the day that such new or substantially changed job classification began.

20.05 Night Shift Premium

A night shift premium of two dollars and twenty cents (\$2.20) per hours will be paid for all hours worked during the night shift.

20.06 Acting Supervisor and Lead Hand

- (a) The acting supervisor is generally expected to assume all the normal responsibilities and duties of their immediate supervisor with the exception of administering discipline.
- (b) An acting supervisor premium will be paid for authorized hours worked in the capacity of acting supervisor at one-dollar and fifty cents (\$1.50) per hour.
- (c) Any overtime pay received by an employee while working as an acting supervisor will count towards their overtime distribution.

- (d) A lead hand generally acts as a leader of a group of employees working on similar or related work, or leads activities with minimal direction in a significant or complex area. The lead hand assigns work to the employees, as directed by the supervisor or acting supervisor, and works along with them. The lead hand is expected to be a work leader and not a supervisor. As such, the lead hand is responsible for the safe and correct completion of work but not for disciplinary action or other personnel matters.
- (e) A lead hand premium will be paid for authorized hours worked in the capacity of Lead Hand at one-dollar and ten cents (\$1.10) per hour
- (f) The Company's policy/work instruction defines the complete and specific responsibilities and duties of an acting supervisor and lead hand.

20.07 Summer Student

The wage rate for students shall be job classification 1. When a student performs work which qualifies for a higher rate of pay the student will receive the higher rate of pay for the period of time the work is performed.

“Student” means an employee who is temporarily employed during an annual break from academic studies, and who plans to continue with academic studies following the annual break.

ARTICLE 21 – FUNERAL AND BEREAVEMENT LEAVE

21.01 An employee who is authorized to be absent from work because of the employee's attendance at the funeral of a member of the employee's "immediate family" shall receive Funeral Leave of Absence subject to the following conditions:

- (a)** Funeral leave benefits shall be paid for up to four (4) scheduled work days within the seven (7) calendar day period immediately following the death of a member of the employee's "immediate family". The first day of the seven (7) day period shall, at the employee's election, commence either on the day the death occurred or on the following day.
- (b)** Notwithstanding the foregoing, in the case of death of an employee's spouse or child (including spouse's child), the employee shall (but not in addition to foregoing) be granted four (4) calendar weeks off, at the employee's election, commencing either on the day of death occurred or on the day following. The employee shall be paid for any work time missed during this four (4) calendar week period.
- (c)** Immediate family is defined as: the spouse or the mother, stepmother, father, stepfather, brother, sister, son, stepson, daughter, stepdaughter, son-in-law, daughter-in-law, brother-in-law, sister-in-law, grandparent, grandchild of the employee or the employee's

spouse; or any relative residing in the employee's household or with whom the employee has resided on a permanent basis.

- (d) Common-law status will be recognized only if the employee has advised the Company prior to the death, of the common-law status.

21.02 Pallbearer Leave

- (a) In the event an employee is requested to be a pallbearer at the funeral of another Company employee, the Company will grant the necessary time off, and the employee will not lose pay for the regular scheduled time missed up to a maximum of two (2) days (twenty-two (22) hours).
- (b) In the event an employee is requested to be a pallbearer at a funeral of a person who was not a Company employee, subject to requirements and efficiency of operations and the particular circumstances applicable, the Company will grant the necessary time off where the funeral is to take place on the employee's regular scheduled work day. A leave under this provision shall be without pay.

21.03 Bereavement Leave

In the event that an employee is unable to attend an out-of-Saskatchewan funeral of the mother, father, sister or brother of the employee or the employee's spouse, the employee will be granted one (1) day bereavement leave of absence.

- 21.04** An employee excused from work under this Article shall receive the amount of wages (excluding overtime and any premiums) the employee would have earned during regular working hours on such scheduled days of work.
- 21.05** Requests for unpaid funeral/**bereavement** leave will be considered by the Company on an individual basis.
- 21.06** Employees are entitled to bereavement leave as per Article 21.01 if a member of the employee's immediate family passes away during the employee's scheduled vacation, or during the employee's regular days off leading up to scheduled vacation. The employee will have the option of converting any unused vacation into bereavement leave within the limits as specified in Article 21.01. The employee is responsible for notifying the Company as soon as reasonably possible, following the death of the immediate family member.

ARTICLE 22 – COURT DUTY

An employee who is prevented from working any of the employee's scheduled hours of work by virtue of having been called to jury duty by the Crown or having been subpoenaed as a witness in a Court of Law in a case other than the employee's own, shall receive the difference between the jury or witness fee received by the employee and the employee's regular rate of pay, excluding shift premiums, for the hours missed, not to exceed eleven (11) hours in any day or **one-hundred and fifty-four (154)** hours in any scheduled work **tour**.

The employee shall notify the Company at least twenty-four (24) hours in advance of the day the employee is to report for jury or witness duty and shall provide proof of

such service.

When an employee is excused from jury or witness duty on a scheduled work day the employee shall report for work on the employee's regular shift unless a conflict between jury or witness duty, flight arrangements, and scheduled working time prevents the employee from reporting for work.

ARTICLE 23 – APPRENTICESHIP PROGRAM

23.01

- (a)** Apprenticeship vacancies, as determined by the Company shall be classed as either "Regular" or "Special" apprenticeship vacancies, and the filling of any such vacancies shall be subject to Article 23.02 hereof.
- (b)** Regular apprenticeship vacancies shall be filled in accordance with the job posting provisions of Article 9 of this Agreement.
- (c)** Special apprenticeship vacancies shall be filled by employees who are residents of Saskatchewan's north or northern residents of aboriginal ancestry, on the basis of their General Seniority. The job posting provisions of Article 9.03 (d) of this Agreement shall not apply to Special apprenticeship vacancies.
- (d)** Apprenticeship vacancies at each operating site location will alternate between the Regular and Special Apprenticeship Program provided at least one-half (1/2) of the apprentices

at the site location are enrolled in the Special Program. If there are no qualified or acceptable applicants for a Special Apprenticeship Program vacancy, the Company may fill the vacancy from outside the bargaining unit with a new employee who is a resident of Saskatchewan's north or a northern resident of aboriginal ancestry.

- (e) Notwithstanding any other provisions of the collective agreement, a qualified journey**person** shall not be eligible for enrolment in the apprenticeship program for another trade.

23.02 An applicant for an apprenticeship vacancy must meet the requirements for entry in the apprenticeship program as determined by the Saskatchewan Apprenticeship and Trade Certification Commission, and must demonstrate an aptitude and potential to successfully complete the program. These requirements and conditions must be satisfied, otherwise an applicant will not be considered for an apprenticeship vacancy.

23.03 Employees who are indentured will enter the program at a level based on their qualifications as determined by the Saskatchewan Apprenticeship and Trade Certification Commission. Such employees who are indentured will be given leaves of absence in order to attend formal training in accordance with the number and types of courses offered and the ability of the Company to meet its normal requirements of operation. Where the Company has been given notice as to when an apprenticed employee is scheduled for off-

site training, the Company will immediately communicate that information to the affected apprenticed employee.

23.04

- (a) Apprenticed employees, while taking an off-site training course, will be paid the equivalent of their regular salaries (basic straight time rate with no premium or overtime pay), less any training allowance monies received from Government sources.
- (b) Any Government “living away from home” allowance received by the apprentice while on a training course will not be deducted in any calculation made by the Company in order to determine the basis of Company monetary assistance during apprenticeship training.
- (c) **Living and Travel Allowance**
Cameco will provide living and travel allowances for an employee’s first attempt at the next level of apprenticeship while attending trade school, provided they secure an additional temporary residence during the school term for the purpose of attending trade school. Living and Travel Allowance will only be provided for an employee’s second attempt at the same level of apprenticeship if the employee is successful and provides receipts for expenses incurred. No allowances will be provided for any further attempts at the same level of apprenticeship.

- (i) Cameco will provide a living allowance of **one thousand dollars (\$1,000.00)**, per month.
 - (ii) For the purpose of travel between their home community and trade school, Cameco will provide a travel allowance, equivalent to the current Cameco mileage rate up to a maximum of **four (4)** round trips per school term for the use of a personal vehicle, or Cameco will pay or reimburse the employee for the cost of public transportation for two (2) round trips per school term.
- (d) Apprentices are required to provide the Company with copies of all correspondence received from the Saskatchewan Apprenticeship and Trade Certification Commission for the purposes of payment for tuition, related fees, and progression.
- (e) Subject to 23.04 (d), the Company will pay or reimburse the employee for all required tuition and fees associated with the apprenticeship, as well as required textbooks and trade manuals. The Company will not reimburse apprentices for the cost of textbooks and trade manuals, which are considered optional by the trade school.

23.05

- (a) Apprenticeship wages will be as shown in Appendix 1.
- (b) An apprentice will only move to the

next pay rate after having successfully completed the course as prescribed by the Saskatchewan Apprenticeship and Trade Certification Commission or having completed the required hours of experience and demonstrated the capability to perform at that level.

23.06 In the event an apprentice, while on course, is excused from attendance, as shown on the apprentice's course report, and received his or her full wage allowance from the Government program, the apprentice may also receive his or her full wage allowance from the Company. If the apprentice is not excused from attendance the apprentice shall receive no wage allowance.

23.07 An apprentice may be removed from the Apprenticeship Program and the apprenticeship contract cancelled for any of the following reasons:

- (a) Just cause.
- (b) If an apprentice fails to take the training course when scheduled to take same, provided that the apprentice's failure to take such course is not due to a cause beyond the apprentice's control or the Company has agreed to a change in scheduling training.
- (c) An employee in the Apprenticeship Program who does not qualify after two (2) attempts at any level up to the journeyman level. Such employee shall be returned to the employee's previous status, following consultation with the Union.

- (d) An employee in the Apprenticeship Program who does not qualify after three (3) attempts at the journeyman level. Such employee shall be returned to the employee's previous status, following consultation with the Union.
- (e) Employees removed from an apprenticeship for any reason as per Article 23.07 will not be eligible for another apprenticeship vacancy for a period of two (2) calendar years.

23.08 When a non-journeyman employee in the Maintenance Department is indentured, the employee's regular hourly rate will be maintained until such time as the apprentice rate level becomes greater than the employee's regular rate at which time the employee's rate shall be increased to the apprentice rate.

When an employee from other than the Maintenance Department is indentured, the employee's regular hourly rate will be maintained in accordance with the schedule below until such time as the apprentice rate level becomes greater than the rate set out below, at which time the employee's rate shall be increased to the apprentice rate:

- (a) Less than one (1) year of service – appropriate apprentice rate.
- (b) One (1) to five (5) years of service – **three (3)** job classes below employee's regular rate.
- (c) Over five (5), but less than ten (10) years of service – **two (2)** job classes

below employee's regular rate.

- (d) Over ten (10) years of service – **one (1)** job classes below employee's regular rate.

23.09 If an apprentice successfully attains their journeyperson status and remains as a journeyperson with the Company for a period of one (1) year following attainment of journeyperson status, the Company shall provide a one-time payment of **one thousand, two-hundred and fifty dollars (\$1,250.00)**.

23.10

- (a) An employee who has successfully completed the Apprenticeship Program and attained Journeyperson qualifications, will be assigned to a Journeyperson position in their trade. Such employee will not be permitted to bid into vacancies outside their trade for a period of two (2) calendar years from the date which journeyperson status was attained. For the purposes of this article, the same restriction shall apply to supervisory or staff positions at either operating location.

23.11 The Company shall endeavour to allow non-Journeyperson and Journeyperson in trade positions, as requested by them, leaves of absence to attend work related courses approved by the Company for the purpose of upgrading their skills, and will maintain their basic hourly earnings during attendance at such course.

ARTICLE 24 – DIVERSITY AND EMPLOYMENT EQUITY

- 24.01** The Union acknowledges the Company has entered into Surface Lease Agreements with the Province of Saskatchewan which have as one of its objectives, the maximizing of employment of residents of Saskatchewan's north. The Union further acknowledges the Company has as one of its objectives, the maximizing of employment of northern residents of aboriginal ancestry.
- 24.02** The Company will hire residents of Saskatchewan's north and northern residents of aboriginal ancestry who are qualified to perform the work required, when it is necessary for the Company to hire replacement or additional workers.
- 24.03** The Company will utilize, amongst other sources of employment, available northern hiring programs to assist in the hiring of residents of Saskatchewan's north and northern residents of aboriginal ancestry.
- 24.04** Subject to Article 24.05, it is agreed that preference will be given to residents of Saskatchewan's north and northern residents of aboriginal ancestry in matters of hiring and recall. In the case of a reduction in the work force, preference will be given to retaining residents of Saskatchewan's north and northern residents of aboriginal ancestry.
- 24.05** Notwithstanding Article 24.04 hereof, it is understood and agreed that no employee who has either:
- (a)** a Company service date prior to November 16, 1993 or

- (b) ten (10) years of continuous service with the Company shall have his or her seniority rights affected in matters relating to a reduction in the workforce or recall, as a result of preference being given to residents of Saskatchewan's north and northern residents of aboriginal ancestry.

24.06 The Union and the Company agree to a joint **Diversity and** Employment Equity Committee comprised of up to four (4) representatives from the Union and up to four (4) representatives from the Company. The development, implementation, and maintenance of the **Diversity and** Employment Equity program will be mutually agreed upon.

ARTICLE 25 – TOOLS

25.01 The Company will issue to employees at no cost, all tools as required in the opinion of the Company for the performance of work by the employees. Each employee upon being issued tools shall acknowledge receipt of such tools by signing for them.

25.02 Tools worn out or defective will be maintained or replaced by the Company.

25.03 Tools lost in the line of duty or stolen will be replaced by the Company unless the loss is the result of employee carelessness or neglect as determined by the Supervisor. Repeated claims by an employee for replacement of tools will be deemed evidence of negligence and, in such cases, replacement will be denied.

- 25.04** The cost of any tools not returned in good condition, normal wear excepted, upon request of the Company or upon termination of employment shall be withheld from any wages due and payable to the employee.
- 25.05** Any tools not returned shall be paid for by the employee at their reasonable depreciated value and shall become the property of the employee.
- 25.06** The Company reserves the right to periodically inspect the tools issued to employees.

ARTICLE 26 – PROTECTIVE CLOTHING

The Company shall continue its present practice of supplying protective clothing and equipment as necessary to enable employees to perform their work in a safe manner.

The Company will provide each full-time employee with a **three hundred dollars (\$300.00)** per year clothing allowance to be paid on the third (3rd) pay period of each year.

ARTICLE 27 – TECHNOLOGICAL CHANGE

- 27.01** It is recognized that it is in the interest of the Company and the employees that the Company take advantage of Technological Change. Both parties also recognize the importance of lessening the effect of such change upon the employment security and the earnings of employees as a result of such change.
- 27.02 Technological Change shall mean:**
- (a) the introduction by the employer into its work, undertaking or business of equipment or material of a different

nature or kind than that previously utilized by it in the operation of the work, undertaking or business;

- (b) a change in the manner in which the employer carries on the work, undertaking or business that is directly related to the introduction of that equipment or material; or
- (c) the removal by an employer of any part of its work, undertaking or business.
- (d) the displacement or layoff of an employee due to production cutback resulting from depressed business conditions or resource depletion shall not be considered to be Technological Change.

27.03 The Company will notify the Union of a Technological Change that directly affects the employment security or earnings of any employee, at least **one-hundred and twenty (120)** days prior to the date on which such change is to be effected and such notice shall be in writing and shall state:

- (a) the nature of the Technological Change;
- (b) the date upon which the Company proposed to effect the Technological Change; and
- (c) the names, seniority dates and classifications of the employees primarily affected.

27.04

- (a) An employee displaced from his or her job and who suffers a reduction of income as a result of Technological Change shall have an opportunity to fill any vacancy for which the employee has seniority and for which the employee is qualified, and if there is no vacancy, shall have the right to displace employees with less seniority provided the employee is qualified.

- (b) The displaced employee may then exercise his or her seniority rights in the same manner as above unless there are no junior employees to displace or the employee does not have the necessary qualifications in which case the employee will be **laid off and subject to the terms of Article 28.**

- (c) An employee shall retain his or her rate of pay following displacement from the employee's job as a result of technological changes as follows:
 - (i) three (3) calendar months in the case of an employee with years of service between three (3) years and six (6) years;

 - (ii) six (6) calendar months in the case of an employee with years of service greater than six (6) years.

- (d) An employee may elect to forgo the options provided in sub-sections 27.04 (a), (b) and (c) above and may elect layoff in accordance with Article 8.10.

Such layoff shall be deemed to be without notice.

27.05 In consideration of the above, Sections 52, 54 and 55 of the Canada Labour Code do not apply to the Company and the Union or to any person or persons covered by the certification and/or the scope of this Agreement.

ARTICLE 28 – SEVERANCE

28.01

(a) An employee whose employment is permanently terminated as a result of reduction of the work force, shall be entitled to severance pay as set forth herein, provided the employee advises the Company in writing that **he or she** is relinquishing his or her seniority and employment rights.

(i) Where the employee has one (1) or more year of continuous bargaining unit service:

One hundred and fifty-four (154) hours at the employee's highest permanent regular hourly rate of pay,

– plus –

One hundred and sixty-six (166) hours at the employee's highest permanent regular hourly rate of pay for each full year of service, to a maximum of **one thousand, five hundred and forty (1540)** hours, inclusive of the aforesaid

one hundred and fifty-four (154) hours. Partial years of service will be prorated.

- (ii) Where the employee has completed his or her probationary period but has less than one (1) year of continuous bargaining unit service:

One hundred and fifteen and a half (115.5) hours at the employee's highest permanent regular hourly rate of pay for each full year of service. Partial years of service will be prorated.

- (b) All severance pay shall be inclusive of any severance, or other pay required under the Canada Labour Code or at law.
- (c) Acceptance of severance pay will be deemed a voluntary resignation.
- (d) Severance pay shall not apply to temporary employees.
- (e) For the purposes of clarity, an employee on layoff who is entitled to severance pay, shall be entitled to receive the same at any time during the employee's recall period upon advising the Company in writing that **he or she** is relinquishing his or her seniority and employment rights. In any event, the employee shall receive severance pay upon the expiration of the thirty-six (36) month period.

ARTICLE 29 – DURATION OF AGREEMENT

- 29.01** This Agreement shall be effective **July 24, 2019**, and shall remain in effect until **December 31, 2022**, from the date thereof and thereafter from year to year, but either party may within the period of four (4) months immediately preceding the date of expiration of the term of this Agreement, give notice in writing to the other party to commence collective bargaining for the purpose of renewing or revising this Agreement or entering into a new Agreement.
- 29.02** This document and the appendices contain the entire Agreement between the parties and shall not be modified in any way unless such modification is evidenced in writing and signed by both parties and dated on, or subsequent to, the date of this Agreement.

Dated this 24th day of July, 2019

**FOR COMECO
CORPORATION**

Greg Murdock
Ryan Strate
Sharla Irvine
Carly Darbyshire
Jean Torrens

**FOR UNITED STEELWORKERS
OF AMERICA**

Denis O'Hara
Sarah Peterson
Susan Daigneault
Merlin Morin
Darrin Kruger

APPENDIX 1 – HOURLY RATES OF PAY

JOB CLASSIFICATION	01 Jan	01 Jan	01 Jan	01 Jan	01 Jan
	2018	2019	2020	2021	2022
		1.00%	2.00%	2.00%	2.00%
1	\$33.59	33.93	34.61	35.30	36.01
2	\$35.10	35.45	36.16	36.88	37.62
3	\$36.55	36.92	37.66	38.41	39.18
4	\$38.04	38.42	39.19	39.97	40.77
5	\$39.47	39.86	40.66	41.47	42.30
6	\$40.89	41.30	42.13	42.97	43.83
7	\$42.39	42.81	43.67	44.54	45.43
8	\$43.86	44.30	45.19	46.09	47.01
9	\$45.36	45.81	46.73	47.66	48.61
10	\$46.77	47.24	48.18	49.14	50.12
11	\$48.24	48.72	49.69	50.68	51.69
12	\$49.74	50.24	51.24	52.26	53.31
13	\$51.20	51.71	52.74	53.79	54.87

JOB CLASSIFICATION

1	Clerk 3 Labourer Summer Student
2	Apprentice 1 Warehouse Helper
3	Clerk 2 Apprentice 1A Drill/Blast Helper Services Operator Trainee Mill Trainee Process Trainee Warehouseperson 4 Mine Trainee

4	Tradesperson 4 Warehouseperson 3 Mill Operator 6 Process Operator 5
5	Clerk 1 Apprentice 2 Services Operator 4 Powerhouse Helper Mill Operator 5
6	Mill Operator 4 Tradesperson 3 Warehouseperson 2 Process Operator 4
7	Apprentice 3 Services Operator 3 Mine Service Crew 3 Mine Shaft 3 Construction 3 Underground Equipment Operator 3
8	Blaster 2 Driller 2 Mill Operator 3 Powerhouse Operator Tradesperson 2 Process Operator 3 Raisebore/Boxhole/ Driller 3 McArthur River Services Operator 2
9	Apprentice 4 Warehouseperson 1 Mine Shaft 2 Construction 2 Mine Service Crew 2
10	Key Lake Services Operator 2 McArthur River Services Operator 1 Mill Operator 2 Process Operator 2 Raisebore/Boxhole/ Driller 2 Underground Equipment Operator 2

11	Apprentice 5 Blaster 1 Driller 1 Key Lake Services Operator 1 Non-Ticketed Journeyperson Mine Shaft 1 Construction 1
12	Hoistperson Mill Operator 1 Raisebore/Boxhole/ Driller 1
13	Ticketed Journeyperson Shift Engineer Dewatering Tradesperson Master Driller 1

KEY LAKE SERVICE OPERATOR PROGRESSION

		JOB CLASS
Services Operator 1 -	Mobile Crane Boom Crane	11
Services Operator 2 -	Larger Loader (e.g. 988, 992) Excavator Large Dozer (e.g. D8, D10) 1A Retrieval Truck Unit 1A Ore Haul Unit High Pressure Washer (enclosed semi-trailer)	10
Services Operator 3 -	Grader Midsized Loaders (e.g. 744, 980) Dozer (e.g. D6 and smaller) Scraper Haul Truck (e.g. 773, 740) Vacuum Truck Barge 1A Equipment Haul Unit 1A Special Waste Haul Unit Water Wagon	7

Services Operator 4 -	Small Front End Loader (e.g. 544) Steamer Truck Road Roller Fuel Truck Bus Skidder Sand Truck Garbage Truck Skid Steer (e.g. 330)	5
Services Operator Trainee		3

ENTRANCE AND PROGRESSION

- (a) Vacancies in the Services Operator Trainee classification will be posted and filled on the basis of general seniority and qualifications as per Articles 9.03 (c) – 9.03 (f) of the collective agreement.
- (b) Progression from Services Operator Trainee to Services Operator 2 will be based on the following criteria:
- (1) Services Operator Trainee to Services Operator 4
 - a minimum of **nine (9)** normal work **tours** of experience at the services Operator Trainee level.
 - successful completion of the training plan as per 9.08 (c) on four (4) pieces of equipment at the Services Operator 4 level within a maximum period of **twelve and a half (12.5)** normal work **tours**.
 - (2) Services Operator 4 to Services Operator 3
 - a minimum of **nine (9)** normal

work **tours** of experience at the Services Operator 4 level.

- successful completion of the training plan as per 9.08 (c) on three (3) pieces of equipment at the Services Operator 3 level within a maximum period of **twelve and a half (12.5)** normal work **tours**.

(3) Services Operator 3 to Services Operator 2

- a minimum of **nine (9)** normal work **tours** of experience at the Services Operator 3 level.
- successful completion of the training plan as per 9.08 (c) on two (2) pieces of equipment at the Services Operator 2 level within a maximum period of **twelve and a half (12.5)** normal work **tours**.

(c) Vacancies in the classification of Services Operator 1 will be posted and filled by the employee currently in the Key Lake Services Operator progression who has the greatest general seniority. If there are no qualified employees within the Key Lake services progression, the position will be posted and filled as per Article 9.03 (c) – 9.03 (f) of the collective agreement. To be qualified for a vacancy in the Services Operator 1 classification, the employee must have successfully completed the training plan on the loaders at the Services Operator 2 level.

(d) A skill premium, equivalent to one (1) job class will be paid to employees at the Operator 3 level who possess a valid 1A license and have

qualified on the required pieces of equipment at the level of Operator 3.

McARTHUR RIVER SERVICE OPERATOR PROGRESSION

		JOB CLASS
Services Operator 1		10
Services Operator 2 -	Batch Plant Cement Truck Airplane De-icer Vehicle	8
Services Operator 3 -	Grader Dozer Haul Truck (e.g. 740) Midsize front end loader (e.g. 966) Water Wagon (e.g. 631) Excavator (e.g. 416)	7
Services Operator 4 -	Small Front End Loader (e.g. 930 and IT 28C) Sand Truck Bus Road Roller Skid Steer Vacuum Truck Garbage Truck	5
Services Operator Trainee		3

ENTRANCE AND PROGRESSION

- (a) Vacancies in the Services Operator Trainee classification will be posted and filled on the basis of general seniority and qualifications as per Articles 9.03 (c) – 9.03 (f) of the collective agreement.

(b) Progression from Services Operator Trainee to Services Operator 1 will be based on the following criteria:

- (1) Services Operator Trainee to Services Operator 4
 - a minimum of **nine (9)** normal work **tours** of experience at the services Operator Trainee level.
 - successful completion of the training plan as per 9.08 (c) on four (4) pieces of equipment at the Services Operator 4 level within a maximum period of **twelve and a half (12.5)** normal work **tours**.

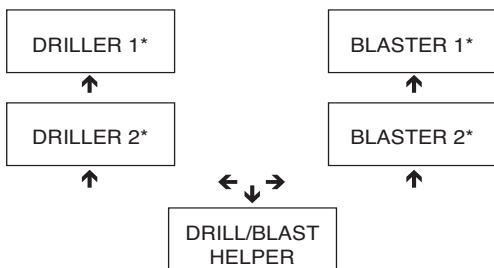
- (2) Services Operator 4 to Services Operator 3
 - a minimum of **nine (9)** normal work **tours** of experience at the Services Operator 4 level.
 - successful completion of the training plan as per 9.08 (c) on three (3) pieces of equipment at the Services Operator 3 level within a maximum period of **twelve and a half (12.5)** normal work **tours**.

- (3) Services Operator 3 to Services Operator 2
 - a minimum of **nine (9)** normal work **tours** of experience at the Services Operator 3 level.
 - successful completion of the training plan as per 9.08 (c) on the operation of the batch plant and cement truck within a maximum period of **twelve and a half (12.5)** normal work **tours**.

- (4) Services Operator 2 to Services Operator 1
- a minimum of **twenty-five (25)** normal work **tours** of experience at the Services Operator 2 level
 - successful completion of the Concrete Technology Level 1 course

(c) Employees within the McArthur services progression qualified to operate the mobile crane at McArthur River will be paid at the same level as the crane operator at Key Lake.

DRILLER/BLASTER PROGRESSION



**Must possess a valid Saskatchewan Blaster's Certificate*

Position	Equipment	Job Class
Driller 1	A.C. Rotamec 2202	11
Driller 2	Traxxon	8
Blaster 1	--	11
Blaster 2	--	8
Drill/Blast Helper	--	3

ENTRANCE, PROGRESSION AND SKILL PREMIUM

- (a) Vacancies in the Drill/Blast Helper classification will be posted and filled as per Article 9.03.
- (b) Vacancies in the classifications Driller 2 and Blaster 2 will be filled by the interested employee in the progression who possess the greatest Departmental Seniority and who possesses a Blaster's Certificate and the equivalent of **twelve (12)** normal work **tours** in the Driller/Blaster Progression.
- (c) Other vacancies in the progression will be filled as per Article 9.03. To qualify for such vacancies the employee must possess the requirements as follows:
 - (1) Blaster 1 Vacancy
The Blaster 2 must have accumulated a minimum of two (2) years of experience in the Blaster 2 position or possess equivalent prior experience. Time spent assisting in the blasting operations while employed in the Driller/Blaster Progression, will be credited as part of the two (2) year requirement.
 - (2) Driller 1 Vacancy
The Driller 2 must have successfully completed the training plan on the Traxxon Drill.
- (d) Employees within the Driller/Blaster Progression will qualify for skill premiums as follows:
 - (1) The Drill/Blast Helper will qualify for a premium and be compensated at job class 5 upon completing **six (6)** normal work **tours** as a Drill/Blast Helper.

- (2) The Drill/Blast Helper will qualify for an additional premium and be compensated at job class 7 upon completing **eighteen (18)** normal work **tours** as a Drill/Blast Helper and having obtained a valid Saskatchewan Open Pit Blaster's Certificate.
- (3) The Blaster 2 and Driller 2 will qualify for a premium and be compensated at job class 9 upon completing **twelve (12)** normal work **tours** within their respective classification.

MCARTHUR RIVER MINE DEPARTMENT PROGRESSION

	JOB CLASS
Master Driller 1	13
Raisebore/Boxhole/Driller 1	12
Raisebore/Boxhole/Driller 2	10
Raisebore/Boxhole/Driller 3	8
Mine Shaft 1	11
Mine Shaft 2	9
Mine Shaft 3	7
Construction 1	11
Construction 2	9
Construction 3	7
U/G Equipment Operator 2	10
U/G Equipment Operator 3	7
Mine Service Crew 2	9
Mine Service Crew 3	7
Mine Trainee	3

ENTRANCE AND PROGRESSION

(a) **Mine Trainee**

Vacancies in the Mine Trainee classification will be posted and filled on the basis of general seniority as per Article 9.03 (c) – 9.03 (f) of the collective agreement.

(b) **Mine Shaft 3**

A Mine Shaft 3 position will be considered available when the sum of employees occupying Mine Shaft 3, 2 and 1 is less than ten (10).

Vacancies in the Mine Shaft 3 position will be posted and filled by the employee currently in the McArthur River mine department who possesses the greatest departmental seniority. If there are no applicants from the mine department, the position will be posted and filled on the basis of general seniority as per Article 9.03 (c) – 9.03 (f) of the collective agreement.

(c) **Mine Shaft 2**

Progression from Mine Shaft 3 to Mine Shaft 2 will be based on the employee satisfying the following criteria:

- a minimum of **nine (9)** normal work **tours** of experience at the Mine Shaft 3 position
- successful completion of the training plan as per Article 9.08 (c) covering the specified area of training within a maximum period of **twelve and a half (12.5)** normal work **tours**, including successful completion of the applicable rigging course provided by the Company

(d)

Mine Shaft 1

Progression from Mine Shaft 2 to Mine Shaft 1 will be based on the employee satisfying the following criteria:

- a minimum of **twenty-five (25)** normal work **tours** of experience at the Mine Shaft 2 position
- successful completion of the training plan as per Article 9.08 (c) covering the specified areas of training

(e)

Construction 3

A Construction 3 position will be considered available when the sum of employees occupying Construction 3, 2 and 1 is less than twelve (12). Vacancies in the Construction 3 position will be posted and filled by the employee currently in the McArthur River mine department who possesses the greatest departmental seniority. If there are no applicants from the mine department, the position will be posted and filled on the basis of general seniority as per Article 9.03 (c) – 9.03 (f) of the collective agreement.

(f)

Construction 2

Progression from Construction 3 to Construction 2 will be based on the employee satisfying the following criteria:

- a minimum of **nine (9)** normal work **tours** of experience at the Construction 3 position
- successful completion of the training plan as per Article 9.08 (c) covering the specified area of training within a maximum period of **twelve and a half (12.5)** normal work **tours**

(g)

Construction 1

Progression from Construction 2 to Construction 1 will be based on the employee satisfying the following criteria:

- a minimum of **twenty-five (25)** normal work **tours** of experience at the Construction 2 position
- successful completion of the training plan as per Article 9.08 (c) covering the specified areas of training
- employees at the Construction 1 classification who possess a valid Journeyperson carpenters ticket will qualify for a skill premium equivalent to one extra job class

(h)

Raisebore/Boxhole/Driller 3

A Raisebore/Boxhole/**Driller 3** position will be considered available when the sum of employees occupying Raisebore/Boxhole/**Driller 3**, **2 1** and **Master Driller 1** is less than twenty-four (24). Vacancies in the Raisebore/Boxhole/**Driller 3** position will be posted and filled by the employee currently in the McArthur River mine department who possesses the greatest departmental seniority. If there are no applicants from the mine department, the position will be posted and filled on the basis of general seniority as per Article 9.03 (c) – 9.03 (f) of the collective agreement.

(i)

Raisebore/Boxhole/Driller 2

Progression from Raisebore/Boxhole/**Driller 3** to Raisebore/Boxhole/**Driller 2** will be based on the employee satisfying the following criteria:

- a minimum of **two thousand, five hundred (2,500)** normal work **hours** of experience at the Raisebore/Boxhole/**Driller 3** position.

- successful completion of the training plan as per Article 9.08 (c) covering the specified area of training within a maximum period of **three thousand (3,000) normal work hours**.

(j) Raisebore/Boxhole/Driller 1

Progression from Raisebore/Boxhole/**Driller 2** to Raisebore/Boxhole/**Driller 1** will be based on the employee satisfying the following criteria:

- a minimum of **two thousand, three hundred (2,300) normal work hours** of experience at the Raisebore/Boxhole/**Driller 2** position.
- successful completion of the training plan as per Article 9.08 (c) covering the specified areas of training within a maximum period of **two thousand, eight hundred (2,800) normal work hours**.

(k) Master Driller 1

Progression from Raisebore/Boxhole/**Driller 1** to **Master Driller 1** will be based on the employee satisfying the following criteria:

- a minimum of **two thousand (2,000) normal work hours** of experience at the Raisebore/Boxhole/**Driller 1** position.
- **successful completion of the training plan as per Article 9.08 (c) covering the specified areas of training within a maximum period of two thousand, five hundred (2,500) normal work hours**.

(l) U/G Equipment Operator 3

An U/G Equipment Operator 3 position will be considered available when the sum of

employees occupying U/G Equipment Operator 3, 2 and 1 is less than eight (8).

Vacancies in the U/G Equipment Operator 3 position will be posted and filled by the employee currently in the McArthur River mine department who possesses the greatest departmental seniority. If there are no applicants from the mine department, the position will be posted and filled on the basis of general seniority as per Article 9.03 (c) – 9.03 (f) of the collective agreement.

(m) U/G Equipment Operator 2

Progression from U/G Equipment Operator 3 to U/G Equipment Operator 2 will be based on the employee satisfying the following criteria:

- a minimum of **nine (9)** normal work **tours** of experience at the U/G Equipment Operator 3 position.
- successful completion of the training plan as per Article 9.08 (c) covering the specified area of training within a maximum period of **twelve and a half (12.5)** normal work **tours**.

(n) Hoistperson

Vacancies in the Hoistperson classification will be posted and filled by the **most senior Spare Hoistperson**. **If there are no Spare Hoistpersons that apply to become a full time Hoistperson, then the following will apply. To be qualified for a Hoistperson position, the employee must complete the training program and be able to attain the Saskatchewan Labour hoisting certificate within the period of the training plan. The position will be posted and filled by the qualified employee currently in the McArthur**

River Mine Shaft 1 position who possesses the greatest department seniority. If there are no qualified employees within the Mine Shaft 1 position, vacancies in the Hoistperson classification will be posted and filled by the qualified employee currently in the McArthur River Mine Shaft progression who possesses the greatest department seniority. If there are no qualified employees within the McArthur River Mine Shaft progression the position will be posted and filled by the qualified person in the McArthur River mine/maintenance department who possesses the greatest department seniority. If there are no qualified employees within the McArthur River mine/maintenance department, the position will be posted and filled as per Article 9.03 (c) – 9.03 (f) of the collective agreement. To be qualified for a vacancy in the Hoistperson classification the employee must hold a Saskatchewan Labour hoisting certificate or be able to attain the hoisting certificate within the twenty-one (21) day trial and training period.

It is the Company's intention to have six (6) Spare Hoistperson positions located at McArthur River (three (3) on each **fourteen (14)** day work schedule).

Vacancies for Spare Hoistperson will be posted and filled on the basis of department seniority by the qualified employee currently in the McArthur River Mine Shaft progression who possesses the greatest department seniority. If there are no qualified employees within the Mine Shaft progression, vacancies in the Spare Hoistperson position will be posted and filled by the qualified employees currently in the McArthur River mine/maintenance department

who possess the greatest department seniority. If there are no qualified employees within the McArthur River mine/maintenance department, the position will be filled as per Article 9.03 (c) - 9.03 (f) of the collective agreement. To be qualified for a spare Hoistperson position, the employee must hold a Saskatchewan Labour hoisting certificate or be able to attain the hoisting certificate within the period of the training plan. When these employees act in the capacity of Hoistperson, they will be paid the greater of their regular rate of pay or the regular Hoistperson rate. For the purposes of bidding on a permanent vacancy in the Hoistperson classification, Spare Hoistperson will be considered as mine department employees. Employees who fill these positions must be willing to locate to either shift, based on their department seniority, so that there is appropriate coverage.

Employees at Key Lake who accept the Spare Hoistperson opportunity must be willing to transfer to McArthur River. The successful Key Lake employee will be placed in an equivalent position at the McArthur River operation, and will be paid the higher of their current Key Lake job class, or the appropriate job class for the equivalent McArthur River position.

(o) Mine Service Crew 3

A Mine Service Crew 3 position will be considered available when the sum of employees occupying Mine Service Crew 3 and 2 is less than six (6).

Vacancies in the Mine Service Crew 3 position will be posted and filled by the employee currently in the McArthur River mine department

who possesses the greatest departmental seniority. If there are no applicants from the mine department, the position will be posted and filled on the basis of general seniority as per Article 9.03 (c) – 9.03 (f) of the collective agreement.

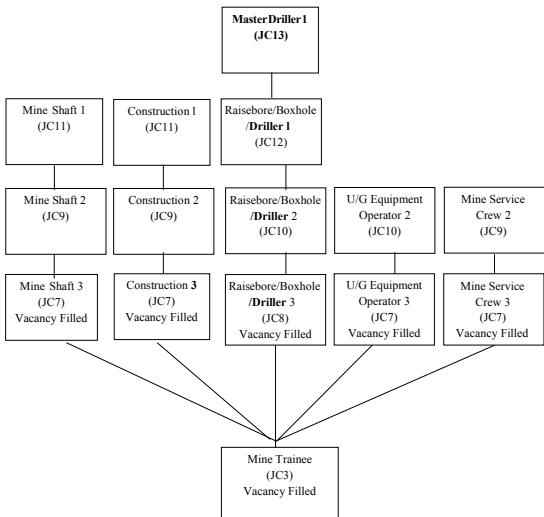
(p) Mine Service Crew 2

Progression from Mine Service Crew 3 to Mine Service Crew 2 will be based on the employee satisfying the following criteria:

- a minimum of **nine (9)** normal work **tours** of experience at the Mine Service Crew 3 position
- successful completion of the training plan as per Article 9.08 (c) covering the specified area of training within a maximum period of **twelve and a half (12.5)** normal work **tours**

(q) Employees failing to pass the written or verbal and practical tests for a given classification following two (2) attempts within the allowed maximum time limit may be removed from the progression and remain at the current classification. An employee may apply for re-entry into the progression as follows:

- (i) after twelve (12) months in the case of a first time failure
- (ii) after twenty-four (24) months in the case of a second or subsequent failure



KEY LAKE MILL OPERATOR PROGRESSION

Operator Level	Job Class	Certified Area ¹
1	12	All (7)
2	10	6
3	8	5
4	6	4
5	5	3
6	4	2
Trainee	3	--

Training Plan Periods by Area

Circuit	Minimum Time (tours)²	Minimum Time (tours)³
Leaching	6	9
Yellowcake	9	12.5
Bulk Neutralization	9	12.5
Solvent Extraction	9	12.5
OR/Grinding	9	12.5
Reverse Osmosis	6	9
Packing	6	9

- (1) Certified Areas: The operating plant areas to which Operators are assigned and certified as contemplated by this Mill Operator progression.
- (2) The minimum number of normal work **tours** of experience and training required for a specified area of training.
- (3) The maximum number of normal work **tours** of experience and training required for a specified area of training.

ENTRANCE AND PROGRESSION

- (a) Vacancies in the Mill Trainee classification will be posted and filled on the basis of general seniority as per Article 9.03 (c) – 9.03 (f) of the collective agreement.
- (b) Progression from Mill Trainee to Mill Operator 6 will be based on the employee satisfying the following criteria:
 - successful completion of the training plan as per 9.08 (c) for two (2) areas within the training plan periods as outlined above.

- (c) Progression from Mill Operator 6 to Mill Operator 5 will be based on the employee satisfying the following criteria:
- successful completion of the training plan as per 9.08 (c) for a third (3rd) area of training within the training plan period as outlined above.
- (d) Progression from Mill Operator 5 to Mill Operator 4 will be based on the employee satisfying the following criteria:
- successful completion of the training plan as per 9.08 (c) for a fourth (4th) area of training within the training plan period as outlined above.
- (e) Progression from Mill Operator 4 to Mill Operator 3 will be based on the employee satisfying the following criteria:
- successful completion of the training plan as per 9.08 (c) for a fifth (5th) area of training within the training plan period as outlined above.
- (f) Progression from Mill Operator 3 to Mill Operator 2 will be based on the employee satisfying the following criteria:
- successful completion of the training plan as per 9.08 (c) for a sixth (6th) area of training within the training plan period as outlined above.
- (g) Progression from Mill Operator 2 to Mill Operator 1 will be based on the employee satisfying the following criteria:
- successful completion of the training plan as per 9.08 (c) for a seventh (7th) area of training within the training plan period as outlined above.

- (h)** Training areas will be assigned based on operational requirements. So far as reasonably possible, training will be continuous and uninterrupted.
- (i)** Employees failing to pass the written or verbal and practical tests for a given area following two (2) attempts within the allowed maximum time limit may be removed from the progression. An employee may apply for re-entry into the progression as follows:

 - (i) after twelve (12) months in the case of a first time failure
 - (ii) after twenty-four (24) months in the case of a second or subsequent failure

Upon re-entry to the progression, employees will be assigned to another training area as operating requirements and their position within the progression permit. Employees removed from the progression will maintain their rate of pay and be assigned work within their areas of certification.

- (j)** Key Lake Operator 1 employees will receive a skill premium of one dollar and ten cents (\$1.10) per hour while working as a Central Control Operator.

MCARTHUR RIVER PROCESS OPERATOR PROGRESSION

Operator Level	Job Class	Certified Area ¹
2	12	All ^{5 and 6}
2	11	All ^{5 or 6}
2	10	All ⁴
3	8	3
4	6	2
5	4	1
Trainee	3	--

Training Plan Periods by Area

Circuit	Minimum Time (tours) ²	Minimum Time (tours) ³
Central Control	9	12.5
Water Treatment Plant	9	12.5
Slurry Loadout	9	12.5
Underground	9	12.5

- (1) Certified Areas: The operating plant areas to which Operators are assigned and certified as contemplated by this Process Operator progression.
- (2) The minimum number of normal work **tours** of experience and training required for a specified area of training.
- (3) The maximum number of normal work **tours** of experience and training required for a specified area of training.
- (4) Certified in all plant areas. Ability to operate the Central Control Room under minimal supervision.
- (5) **Refrigeration Certification**
- (6) **Water Treatment Level 2/Waste Water Level 1 Certification**

ENTRANCE AND PROGRESSION

- (a)** Vacancies in the Process Trainee classification will be posted and filled on the basis of general seniority as per Article 9.03(c) – 9.03(f) of the collective agreement.
- (b)** Progression from Process Operator Trainee to Process Operator 5 will be based on the employee satisfying the following criteria:

 - successful completion of the training plan as per 9.08 (c) for an initial area of training within the specified training plan period as outlined above.
- (c)** Progression from Process Operator 5 to Process Operator 4 will be based on the employee satisfying the following criteria:

 - successful completion of the training plan as per 9.08 (c) for a second (2nd) area of training within the specified training plan period as outlined above.
- (d)** Progression from Process Operator 4 to Process Operator 3 will be based on the employee satisfying the following criteria:

 - successful completion of the training plan as per 9.08 (c) for a third (3rd) area of training within the specified training plan period as outlined above.
- (e)** Progression from Process Operator 3 to Process Operator 2 will be based on the employee satisfying the following criteria:

 - successful completion of the training plan as per 9.08 (c) for a fourth (4th) and final area of training within the specified training plan period as outlined above.

- (f) Training areas will be assigned based on operational requirements. So far as reasonably possible, training will be continuous and uninterrupted.
- (g) Employees failing to pass the written or verbal and practical tests for a given area following two (2) attempts within the allowed maximum time limit may be removed from the progression. An employee may apply for re-entry into the progression as follows:
- i) after twelve (12) months in the case of a first time failure.
 - ii) after twenty-four (24) months in the case of a second or subsequent failure.

Upon re-entry to the progression, employees will be assigned to another training area as operating requirements and their position within the progression permit. Employees removed from the progression will maintain their rate of pay and be assigned work within their areas of certification.

- (h) Employees within the process progression who possess a valid Saskatchewan Refrigeration Engineer certificate will qualify for a skill premium equivalent to one (1) extra job class. Employees who had previously attained the Saskatchewan Refrigeration Operator certificate will continue to receive a skill premium equivalent to one (1) extra job class.

Employees within the process progression, who possess a valid Water Treatment Level 2/ Waste Water Level 1 certificate, will qualify for a skill premium equivalent to one (1) extra job class.

POWERHOUSE OPERATOR PROGRESSION

	JOB CLASS
Shift Engineer	13
Powerhouse Operator	8
Powerhouse Helper	5

ENTRANCE, PROGRESSION AND SKILL PREMIUM

- (a) Vacancies in the Powerhouse Helper classification will be posted on the bulletin boards for a period of **twenty-one (21)** calendar days. During the posting period, employees assigned to the Mill Department only, may apply for the position by completing the form provided by the Company.
- (b) A Powerhouse Helper vacancy will be filled on the basis of general seniority for a period of up to eighteen (18) months by the senior qualified mill employee who possesses a valid Saskatchewan Fireman's certificate. Upon completion of the aforementioned period, the employee will return to the employee's previous Mill Department classification, and will retain any premium obtained as Powerhouse Helper.
- (c) A Mill Department employee who applies for a posted Powerhouse Helper's position, and is awarded the position, will be paid at the Powerhouse Helper job class wage rate.
- (d) Vacancies in the Powerhouse Operator classification will be posted, and filled according to Article 9.03 of the collective agreement, provided the employee possesses a valid Saskatchewan Fourth Class Engineer's

Certificate at the time of the vacancy. If, however, less than one-half (1/2) of the existing Powerhouse Operators have a valid Saskatchewan second Class Engineer's Certificate, or a valid Saskatchewan Third Class Engineer's Certificate with enough experience to obtain a Second Class permit, the Company maintains the option to fill the vacancy from outside the bargaining unit with a Powerhouse Operator who possesses a valid Saskatchewan Second Class Engineer's Certificate or a valid Saskatchewan Third Class Engineer's Certificate with enough experience to obtain a Second Class permit.

- (e)** A Powerhouse Operator who possesses a Saskatchewan Fourth Class Engineer's Certificate must be able to obtain a valid Saskatchewan Third Class Engineer's Certificate within a period of eighteen (18) months. An employee who does not qualify for a Third Class Engineer's Certificate within this time period, will be disqualified from the Powerhouse progression. Such employee will be returned to the employee's previous classification. Where an employee has made a reasonable effort to obtain the said ticket within the eighteen (18) month period, and for reasons not related to reasonable effort the employee has not obtained the said ticket within the time period, the employee may be granted a further six (6) months to complete.
- (f)** Vacancies in the Shift Engineer classification will be filled in according to Article 9.03, provided the employee possesses a valid Saskatchewan Second Class Engineer's Certificate, at the time of the vacancy.

(g) Employees within the Powerhouse progression will qualify for a skill premium based upon the following:

- (1)** A Powerhouse Helper who possesses a valid Saskatchewan Fourth Class Engineer's Certificate will receive a premium and be compensated at job class 6.
- (2)** A Powerhouse Operator who possesses a valid Saskatchewan Third Class Engineer's Certificate will receive a premium and be compensated at job class 11.
- (3)** A Powerhouse Operator who possesses a valid Saskatchewan Second Class Engineer's Certificate will receive a premium and be compensated at job class 13.
- (4)** A Shift Engineer who possesses a valid Saskatchewan Second Class Engineer's Certificate will receive a \$1.20 per hour premium for all hours worked.

(h) Notwithstanding anything contained in this collective agreement which may suggest otherwise, effective November 16, 1993, the following seniority provisions shall apply with respect to employees assigned to the Powerhouse:

- (1)** Except for the Powerhouse Helper classification, Powerhouse employees will for seniority purposes, be assigned to the Maintenance Department.

- (2) The Powerhouse Helper classification will for seniority purposes, be assigned to the Mill Department, including the period of time referred to in (b) herein.
- (3) Employees who are temporarily assigned as relief Powerhouse personnel shall continue to accumulate seniority in the Department to which they are normally assigned for seniority purposes.

WAREHOUSE PROGRESSION

This Warehouse Progression is based on the acquisition of skills necessary to demonstrate the ability to meet the normal requirements of the job in a classification within a minimum period of time in order to progress to the next level in the progression.

JOB CLASS	
Warehouseperson 1	9
Warehouseperson 2	6
Warehouseperson 3	4
Warehouseperson 4	3
Warehouse Helper	2

ENTRANCE AND PROGRESSION

- (a) Vacancies in the Warehouse Helper classification will be filled as per Article 9.03.
- (b) Progression from Warehouse Helper to Warehouseperson 4 will be based on demonstrated ability to meet the normal requirements of the job after three (3) months of training and experience as a Warehouse Helper.

- (c) Progression from Warehouseperson 4 to Warehouseperson 3 will be based on demonstrated ability to meet the normal requirements of the job after nine (9) months of training and experience as a Warehouseperson 4.
- (d) Progression from Warehouseperson 3 to Warehouseperson 2 will be based on demonstrated ability to meet the normal requirements of the job after eighteen (18) months of training and experience as a Warehouseperson 3.
- (e) Progression from Warehouseperson 2 to Warehouseperson 1 will be based on demonstrated ability to meet the normal requirements of the job after eighteen (18) months of training and experience as a Warehouseperson 2.
- (f) An employee in the progression will progress to the next higher level upon completion of the required months of service at each level, provided the employee has successfully demonstrated to the Company (through an oral, written or demonstration test) the ability to perform the normal requirements of the job.
- (g) An employee will enter the Warehouse Progression at a level where the employee's experience is equal to the level of experience for the job classification provided the employee is qualified to perform the normal requirements of the job classification.

CLERICAL PROGRESSION

This Clerical Progression is based on the acquisition of skills necessary to demonstrate the ability to meet the normal requirements of the job in a classification within a minimum period of time in order to progress to the next level in the progression.

	JOB CLASS
Clerical 1	5
Clerical 2	3
Clerical 3	1

ENTRANCE AND PROGRESSION

- (a) Vacancies in the Clerical 3 classification will be posted and filled as per Article 9.03.
- (b) A Clerk 3 will progress to the Clerk 2 level upon completion of nine (9) months of service, provided the employee has successfully demonstrated to the Company (through an oral, written or demonstration test) the ability to perform the normal requirements of the job.
- (c) A Clerk 2 will progress to the Clerk 1 level upon completion of eighteen (18) months of service provided the employee has successfully demonstrated to the Company (through an oral, written or demonstration test) the ability to perform the normal requirements of the job.
- (d) **An employee will enter the Clerical Progression at a level where the employee's experience is equal to the level of experience for the job classification provided the employee is qualified to perform the normal requirements of the job classification.**

TRADES/APPRENTICESHIP & MAINTENANCE EMPLOYEES

Apprentice Levels	Trade Time	Job Class
Ticketed Journeyperson	--	13
Apprentice 5	48 – plus	11
Apprentice 4 – 4th year	36 - 48 months	9
Apprentice 3 – 3rd year	24 - 36 months	7
Apprentice 2 – 2nd year	12 - 24 months	5
Apprentice 1A – 1st year	6 - 12 months	3
Apprentice 1 – 1st 6 months	0 - 6 months	2

Trades Progression	Trade Time	Job Class
Ticketed Journeyperson	--	13
Non-Ticketed Journey- person	48 – plus	11
Tradesperson 1	36 - 48 months	10
Tradesperson 2	24 - 36 months	8
Tradesperson 3	12 - 24 months	6
Tradesperson 4	6 - 12 months	4
Helper	0 - 6 months	2

PROGRESSION

An employee in the Trades Progression will progress to the next higher level upon completion of twelve (12) months of continuous service at each level, provided the employee has demonstrated to the Company his or her capability to perform all required functions of the job.

LEVEL OF ENTRY

An employee will enter the Trades Progression at a level where the employee's experience in the trade is equal to the level of experience required for the job classification provided the employee is qualified to perform the normal requirements of the job classification.

DISPUTES

In the event of a dispute at the entry level or the progression level of an employee in the Trades Progression such dispute shall be determined by the Saskatchewan Apprenticeship and Trade Certification Commission.

APPENDIX 2 – SUMMARY OF CAMECO HOURLY BENEFIT PLANS

The following is a brief summary of the benefit plans. The policy for each plan provides all the terms and conditions and will be the governing factor for any questions regarding the plan.

It is understood that the Company may change the carriers which underwrite the benefit plans, as long as the level of benefit coverage is maintained during the life of the Agreement.

GROUP LIFE INSURANCE

Eligibility All hourly employees are covered on the first (1st) day of work.

Benefit Two (2) times annual salary.

ACCIDENTAL DEATH AND DISMEMBERMENT

Eligibility All hourly employees are covered on the first (1st) day of work.

Benefit Two (2) times annual salary.

DEPENDENT LIFE INSURANCE

Eligibility All full time hourly employees are covered on the first (1st) day following the completion of the probationary period.

Benefit

- For Spouse – Ten thousand dollars (\$10,000.00).
- For Each Child – Five thousand dollars (\$5,000.00).

SHORT-TERM DISABILITY PLAN (STD)

- Eligibility** All full time hourly employees are covered on the first (1st) day following the completion of the probationary period.
- Benefit**
- **Benefits are payable for a period of up to three hundred and sixty-five (365) calendar days:**
 - **Paid at seventy-five (75%) percent of normal earnings for the first (1st) one-hundred and five (105) calendar days; then**
 - **Paid at seventy (70%) percent of normal earnings for the remaining two-hundred and sixty calendar (260) days.**
 - In the event of accident or hospitalization, coverage commences on the first (1st) working day.
 - In the event of illness, coverage commences on the fourth (4th) working day.

SICK LEAVE

- Eligibility** All full time hourly employees will be paid their regular base hourly rate, as set forth in Appendix 1, for each day of personal disability on the following basis:

Benefit	Full Years of Continuous Service in the Calendar Year	Days Paid in That Calendar Year
	Less than 1 Year	0
	1 Year	2
	2 Years	4
	3 Years	6
	4 or more Years	8

These days are for personal disability and also cover time spent for routine examinations (medical, dental, eye).

A medical certificate or verification may be requested before payment is made.

Unused days will be accumulated from year to year and must be used to cover the waiting period prior to commencement of the **Short-Term Disability Plan (STD)**. (Employees may also use any additional days accumulated prior to claiming **STD** benefits).

LONG TERM DISABILITY PLAN (LTD)

Eligibility All full time hourly employees are covered on the first (1st) day following the completion of the probationary period.

Benefit

- **Paid at** seventy (70%) percent of normal earnings.
- Commences after the expiry of the **Short-Term Disability Plan (STD)**. benefits and continues until recovery, death, or age sixty-five (65), whichever occurs first.

MEDICAL AND HOSPITAL BENEFITS

Eligibility All full time hourly employees and eligible dependents are covered on the first (1st) day following the completion of the probationary period.

All temporary employees and eligible dependents are covered on the first (1st) day following the completion of six (6) consecutive months of service with the Company.

Employees who are terminated and subsequently rehired within a thirty (30) day period, and who have become eligible for benefits after six (6) consecutive months of

service with the Company, will continue to receive benefits.

Benefit One hundred (100%) percent of:

Hospital expenses (including semiprivate and private hospital room charges).

Prescription drugs and dispensing fees.

Paramedical Services - Physiotherapy, Chiropractor, Massage Therapy, Speech Therapist, Podiatrist, Chiropodist, Acupuncturist, Osteopath, and Naturopath to a combined maximum of five hundred dollars (\$500.00) per person per calendar year with no per visit maximum.

Mental Health Services - Licensed Psychologists, Psychotherapists, Social Workers and Clinical Counsellors to a combined maximum of six hundred dollars (\$600.00) per person per calendar year with no per visit maximum.

OPTICAL BENEFITS

Eligibility All full time hourly employees and eligible dependents are covered on the first (1st) day following the completion of the probationary period.

All temporary employees and eligible dependents are covered on the first (1st) day following the completion of six (6) consecutive months of service with the Company.

Employees who are terminated and subsequently rehired within a thirty (30) day

period, and who have become eligible for benefits after six (6) consecutive months of service with the Company, will continue to receive benefits.

Benefit **One hundred (100%)** percent of the cost of glasses, contact lenses and laser eye surgery, to a maximum benefit of three hundred and seventy-five dollars (\$375.00) per participant during any twenty-four (24) consecutive months (twelve (12) consecutive months for persons under eighteen (18) years of age). Excluded are: duplicate glasses, safety goggles, sunglasses, most tinted glasses, replacement of lost or stolen or broken glasses or frames.

The cost of eye examinations will be covered to a maximum of **one hundred dollars (\$100.00)** per participant during any twenty-four (24) consecutive months (twelve (12) consecutive months for dependent children under eighteen (18) years of age).

DENTAL BENEFITS

Eligibility All full time hourly employees and eligible dependents are covered on the first (1st) day following the completion of the probationary period.

All temporary employees and eligible dependents are covered on the first (1st) day following the completion of six (6) consecutive months of service with the Company.

Employees who are terminated and subsequently rehired within a thirty (30) day period, and who have become eligible for

benefits after six (6) consecutive months of service with the Company, will continue to receive benefits.

Benefit

The plans pays up to one hundred (100%) percent of the dentist charges for basic dentistry (routine), up to sixty (60%) percent of the dentist charge for prosthetics and up to fifty (50%) percent of the dentist charge for orthodontics (to a limit of **two thousand dollars (\$2,000.00)** per person).

Benefits are based on the current fee schedule of the Saskatchewan College of Dental Surgeons.

The plan will not pay more than **two thousand dollars (\$2,000.00)** for covered services with respect to any insured employee or dependent during any calendar year.

A nine (9) month waiting period for orthodontic services for new employees and dependents.

GENERAL

Premiums for the above programs are paid by the Company except as provided below:

The Company will provide and pay the premiums in respect of medical and hospital benefits, dental, life insurance and accidental death and dismemberment for a cumulative period of four (4) months following layoff.

Whenever an employee obtains an unpaid leave of absence under Article 10.03, of a duration greater than thirty (30) calendar days, the Company will discontinue the payment of group benefit plan premiums on behalf of

the employee. The employee on leave will have the option of:

1. paying the premiums and maintaining coverage: or
2. abandoning coverage for the duration of the employee's leave.

Benefits payable under the above programs will be offset by applicable government benefit programs. Benefits will not be stacked on government programs.

PENSION PLAN

Eligibility All full time hourly employees are covered on the first (1st) day of employment.

All temporary employees are covered on the first (1st) day of the pay period in which the employee completes six (6) months of continuous service.

Contributions Upon eligibility, a compulsory deduction of six **and one-half** (6.5%) percent of all earnings as defined in the plan, will be deducted through payroll. Cameco will match your required contribution.

SUPPLEMENTAL EMPLOYMENT BENEFIT PLAN FOR EMPLOYEES ON MATERNITY LEAVE

Eligibility All full time employees with at least six (6) months of service are eligible for the supplemental plan. The employee must be in receipt of employment insurance benefits to be eligible for benefits under this plan.

Procedure The plan covers full time employees who are unable to work because of a health related reason resulting from childbirth.

The benefit top-up paid will be for a maximum period of six (6) weeks following childbirth. It will be calculated based on one hundred (100%) percent of an employee's regular earnings prior to maternity leave less the employment insurance benefit received by the employee.

The employee will be required to provide confirmation of the employment insurance benefit payments to verify the amount received. Payment of benefit will not be initiated until verification of employment insurance benefits receipts are submitted to human resources (this includes the **one (1)** week waiting period). Payments made under the plan will be subject to CPP contributions and income tax deductions. Employee pension contributions of six **and one-half (6.5%)** percent will be deducted from the Company's top-up payment, of which the Company will make matching contributions.

Payments will be self insured by the Company.

Benefits under this plan are in accordance with maternity leave as defined under the employment insurance act.

RETIREE BENEFITS

Eligibility To receive benefits under the retiree benefits plan, an employee must meet the following eligibility requirements:

Life Insurance:

- Age sixty-five (65)

Supplementary Health & Dental Benefits:

- Age sixty-five (65)
- Minimum ten (10) years service with Cameco (including predecessor companies)

Benefits Life Insurance – five thousand dollars (\$5,000.00) coverage which will be paid to the employee’s designated beneficiary.

Supplementary Health Benefits – one thousand dollars (\$1,000.00) maximum per family per year for expenses over and above those paid by the provincial plans.

Dental Care – seven hundred and fifty dollars (\$750.00) maximum per family per year with one hundred (100%) percent basic and preventative care.

EARLY RETIREE (Post-employment) BENEFITS **Ages fifty-five (55) to sixty-five (65)**

Eligibility Cameco will offer early retirement (post-employment) benefits to employees between the ages of **fifty-five (55)** and sixty-five (65) who have a minimum of twenty-five (25) years of service, should they choose to resign from Cameco.

Eligible employees can choose one of two benefit options:

Benefit

Option 1	Option 2 A lump sum benefit as follows:	
\$1,000 maximum per family per year for health benefits plus \$750 maximum per family per year for dental benefits plus \$5,000 retiree life insurance	Age 55 with 25 years of service	\$15,000
	Age 56 with 25 years of service	\$16,000
	Age 57 with 25 years of service	\$17,000
	Age 58 with 25 years of service	\$18,000
	Age 59 with 25 years of service	\$19,000
	Age 60 with 25 years of service	\$20,000
	Age 61 with 25 years of service	\$21,000
	Age 62 with 25 years of service	\$22,000
	Age 63 with 25 years of service	\$23,000
	Age 64 with 25 years of service	\$24,000
Age 65 or more with 25 years of service	\$25,000	

Premiums Cameco pays for the cost of this retiree benefit plan coverage.

LONG SERVICE RECOGNITION

Eligibility Cameco will offer a retiring allowance to employees age fifty-five (55) or over who have a minimum of twenty-five (25) years of continuous service, and who have provided nine (9) months written notice to their

department head should they choose to resign from Cameco.

Benefit An amount of two hundred dollars (\$200.00) per year of continuous service. The benefit amount will not be pro-rated for the last year of service. The allowance will be paid following the employee's last day of work.

ATTENDANCE RECOGNITION

Eligibility Each contract year end as of December 31:

Days in the Bank	Eligible Days
At least 48 Days	6
At least 24 days	4
At least 12 Days	2

Benefit Any employee who has a "bank" of unused sick leave days, based on the table above, at the end of each year, will have the following options:

- (a) Cash payout (less required deductions), or**
- (b) Deposit the corresponding dollar amount associated into the Cameco Pension/RRSP plan, or**
- (c) Carry over unused days for use in future years**

Any employee whose "bank" of unused days at the end of each year is below twelve (12) days, will not have the options covered in the paragraph above.

EMPLOYEE SHARE OWNERSHIP PLAN (ESOP)

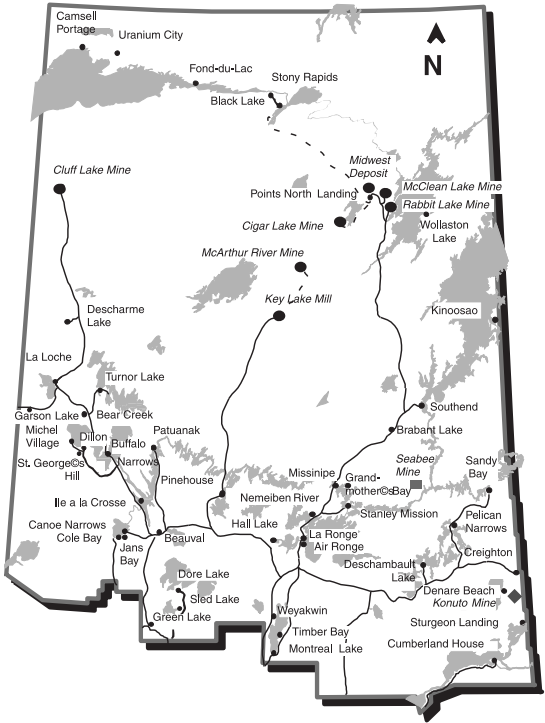
The following is a brief summary of the employee share ownership plan. The plan text for the plan will be the governing factor for any questions regarding the plan. The level of benefit coverage will be maintained during the life of the agreement.

Employees will participate in an employee share ownership plan effective January 1, 2007. Under the plan, Cameco will buy one-thousand dollars (\$1,000.00) worth of shares for each employee with at least six (6) months of service. Employees have the option to contribute up to six (6%) percent of their earnings each year to buy shares through payroll deductions. The first three (3%) percent of employee contributions will be matched fifty (50%) percent by Cameco.

The Company confirms that all employees hired before October 6, 2014 shall be eligible for the twelve (12) month rolling restriction period but not subject to the new forfeiture rules.

In addition, the Company confirms that all employees hired after October 6, 2014 shall be eligible for the new twelve (12) month rolling vesting period but will be subject to the new forfeiture rules.

APPENDIX 3 – NORTHERN ADMINISTRATIVE DISTRICT



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LETTER OF AGREEMENT

McARTHUR RIVER MINE SITE

Between

CAMECO CORPORATION
(hereinafter called "the Company")

And

UNITED STEELWORKERS LOCAL 8914
(hereinafter called "the Union")

The following provisions apply with respect to the recognition of the Union as the sole and exclusive bargaining agent for bargaining unit employees of Cameco Corporation at the McArthur River mine site.

1. The Company commits to the Union that no later than twenty-four (24) months following the attainment of design production capacity of 18 million pounds, production mining at McArthur River will be performed by bargaining unit employees of Cameco Corporation represented by the United Steelworkers, Local 8914. Production mining as contemplated by this Memorandum of Agreement does not include any underground mine construction and development (including drilling).
2. An employee employed by the Company for work primarily of a non-bargaining unit nature, shall not be precluded from performing functions which may be work of a bargaining unit nature in the areas of testing and development of new mining methodology and equipment.

3. This memorandum of agreement shall remain in force and effect in so long as the collective agreement between these parties remains in effect.

LETTER OF AGREEMENT
FUTURE RECLAMATION
– KEY LAKE & McARTHUR RIVER

Between

CAMECO CORPORATION
(hereinafter called “the Company”)

And

UNITED STEELWORKERS LOCAL 8914
(hereinafter called “the Union”)

During negotiations for a new collective agreement, the Company and the Union discussed the matter of future reclamation work at the Key Lake and McArthur River operating site locations.

As we advised the Union during our discussions at that time, the Company has made no decisions as to the extent to which reclamation work would be done, and neither have we made any decisions as to any time frame for the doing of any reclamation work.

We have told the Union’s committee and we confirm that if we do in fact engage in reclamation work that our intentions are to utilize, to the extent reasonably possible, our bargaining unit personnel to perform as much of that work as we reasonably can.

LETTER OF AGREEMENT

REPROCESSING OF TAILINGS – KEY LAKE

Between

CAMECO CORPORATION
(hereinafter called “the Company”)

And

UNITED STEELWORKERS LOCAL 8914
(hereinafter called “the Union”)

During negotiations for a new collective agreement to replace the existing collective agreement, the Company and the Union discussed the matter of reprocessing of Key Lake tailings.

This endeavour, if it does proceed, would involve the reprocessing of the Key Lake tailings for recovering nickel and cobalt.

We confirm that no decision has yet been made to proceed with this endeavour. If a decision is made to proceed, it is the intention of Cameco Corporation that the reprocessing work would be done by Cameco’s bargaining unit employees.

LETTER OF AGREEMENT

PRESIDENT'S HOURS ALLOWANCE

Between

CAMECO CORPORATION
(hereinafter called "the Company")

And

UNITED STEELWORKERS LOCAL 8914
(hereinafter called "the Union")

Pursuant to our recent negotiations, the Company indicated that it would provide the United Steelworkers, Local 8914, and President or designate, an allowance of three thousand (3,000) hours per year for the life of this collective agreement.

Such allowance may be used to compensate for:

- a) Union work performed by the President or designate outside of their regular working hours, and/or
- b) Union work performed by the President or designate, during regular working hours, i.e. to attend general membership meetings, and/or
- c) Unpaid Union Leave obtained under Article 10, Section 10.02 and 10.03.

This allowance can be used during the calendar year and will not accumulate from year to year. The President of Local 8914 or designate will obtain authorization to be absent from work from the immediate Supervisor.

This allowance will be paid at job class 13 for hours used by the Union President. Designates using these hours will be paid at their posted hourly rates.

LETTER OF AGREEMENT

TRAINING

Between

CAMECO CORPORATION
(hereinafter called "the Company")

And

UNITED STEELWORKERS LOCAL 8914
(hereinafter called "the Union")

This letter will confirm the Company's position with respect to training at the Key Lake and McArthur River Operations.

The Company is obligated to train employees through the collective agreement, as well as the General Nuclear Safety and Control Regulations, the Uranium Mines and Mills Regulations (both administered by the Canadian Nuclear Safety Commission), the Mines Regulations, various Surface Lease agreements, and other documents filed with regulators such as a description of training programs for the Canadian Nuclear Safety Commission.

The Company will be held responsible for ensuring that its training programs meet all the objectives and criteria set by the CNSC. This endeavour is a long-term commitment of the Company. The Company commits to consulting and involving the Union for the purposes of providing input into this training.

LETTER OF AGREEMENT
APPRENTICESHIP COMMITTEE

Between

CAMECO CORPORATION
(hereinafter called "the Company")

And

UNITED STEELWORKERS LOCAL 8914
(hereinafter called "the Union")

The purpose of this letter is to confirm the Union's role in Cameco's Apprenticeship Committee. The purpose of this committee is to examine opportunities and recommend changes to improve our current apprenticeship program. Cameco invites Union participation in this initiative.

The Union will be permitted to elect two (2) representatives (one from each operating location) to participate on this committee. The Company commits to keeping the Union informed as to the expected start date of this committee. The Company commits to paying the two (2) representatives for any lost wages for time spent on the committee.

LETTER OF AGREEMENT
EXTRAORDINARY FLIGHT DELAY

Between

CAMECO CORPORATION
(hereinafter called "the Company")

And

UNITED STEELWORKERS LOCAL 8914
(hereinafter called "the Union")

The Company recognizes the inconvenience that is caused by extraordinary flight delay defined as **site outbound** flights that land at their arrival point either five (5) hours later than scheduled or after eleven (11:00) p.m. whichever applies, by offering employees on such flights three-hundred dollars (\$300.00).

LETTER OF AGREEMENT
OVERTIME DISTRIBUTION

Between

CAMECO CORPORATION
(hereinafter called "the Company")

And

UNITED STEELWORKERS LOCAL 8914
(hereinafter called "the Union")

Article 18.01 states as follows:

"The Company shall endeavour to give notice of overtime as far in advance as practical. In emergency situations employees may be required to work overtime assignments.

Overtime will be distributed on as fair and equitable basis as is reasonably possible, amongst those employees affected within a department, provided, however, that an employee already working on a task requiring overtime shall be given the first opportunity for the overtime associated with that task. Notwithstanding the above, permanent employees shall be given preference for overtime."

The Company and the Union agree to supplement Article 18.01 with the following language to allow proper tracking and recording of overtime opportunities throughout the year.

Preference in the offering of overtime will be given first to the qualified employee in the working group with the least recorded overtime opportunity hours, if they are readily

available. If no attempt is made to contact the qualified employee with the least recorded overtime opportunity hours in the working group, preference will be given to him or her at the next available overtime opportunity within the working group, as is mutually agreeable between the employee and his or her supervisor.

If any employee refuses to work overtime offered to him or her, he or she shall not receive any pay for those overtime hours but they shall be added to his or her record of accumulated overtime hours for the purpose of overtime distribution.

Working group is generally defined as that group of employees reporting to a first line supervisor (i.e. the crew). However, where shift sequences or supervisory coverage requires otherwise, the employees reporting to a first line supervisor may constitute two (2) or more working groups. The Company and the Union will agree on any working groups which do not conform to this definition.

The record pertaining to overtime distribution for each working group will be posted at the beginning of each work **tour** for each work crew and updated daily.

Employees out of the work group for more than one (1) month (excluding vacation) will be assessed the average amount of overtime opportunities that the employee above them and below them worked during this absence to maintain their position on the overtime list.

Overtime lists will be zeroed January 1 of every year with most senior employee in group getting the first opportunity in the New Year.

Either party to this agreement may terminate this Letter of Agreement with thirty (30) days' written notice and the language in Article 18.01 will stand alone. If either

party does not exercise their right to terminate this Letter of Agreement, it will automatically be renewed for the following year and the process stated above will repeat itself.

LETTER OF AGREEMENT

**KEY LAKE AND MCARTHUR RIVER
PROGRESSION PLANS**

Between

CAMECO CORPORATION
(hereinafter called "the Company")

And

UNITED STEELWORKERS LOCAL 8914
(hereinafter called "the Union")

The purpose of this letter is to confirm the Company's and the Union's commitment to meet in the future to review the Key Lake and McArthur River Progression plans for clarification, alignment and efficiencies.

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5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

October 2021

s	m	t	w	t	f	s
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

November 2021

s	m	t	w	t	f	s
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

December 2021

s	m	t	w	t	f	s
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

2022

January 2022

s	m	t	w	t	f	s
					1	
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

February 2022

s	m	t	w	t	f	s
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28					

March 2022

s	m	t	w	t	f	s
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

April 2022

s	m	t	w	t	f	s
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

May 2022

s	m	t	w	t	f	s
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

June 2022

s	m	t	w	t	f	s
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

July 2022

s	m	t	w	t	f	s
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

August 2022

s	m	t	w	t	f	s
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

September 2022

s	m	t	w	t	f	s
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

October 2022

s	m	t	w	t	f	s
					1	
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

November 2022

s	m	t	w	t	f	s
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

December 2022

s	m	t	w	t	f	s
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

