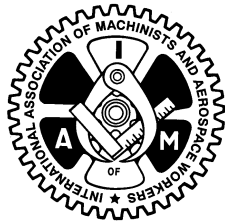


COLLECTIVE AGREEMENT

between



**THE INTERNATIONAL ASSOCIATION
OF MACHINISTS &
AEROSPACE WORKERS**

and



ANVIL INTERNATIONAL CANADA

November 14, 2018 to November 13, 2023

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COLLECTIVE AGREEMENT

This agreement, by and between Anvil International Canada, Simcoe Plant in the Province of Ontario, hereinafter called the "Company".

Party of the First Part

- and -

The International Association of Machinists and Aerospace Workers, an association of employees representing the employees of the Company through its local Lodge No. 103, hereinafter called the "Union".

Party of the Second Part

WITNESSETH:

Whereas a majority of the warehouse employees of the Company have become members of the International Association of Machinists and Aerospace Workers, and desire the Union to represent them for the purpose of bargaining collectively with the Company; and the Company having acknowledged the right of its employees to select a collective bargaining agency, is willing to bargain collectively through the said Union:

Now, Therefore, the parties hereto agree as follows:

The general purpose of this agreement is to establish and maintain formal relations between the Company and its employees, and to provide machinery for the prompt equitable disposition of grievances, and to establish and maintain mutually satisfactory working conditions, hours and wages for all employees who are subject to the provisions of this agreement.

2. RECOGNITION

The Company recognizes and agrees that the Union is the sole and exclusive bargaining agency for all the Company employees at Simcoe, save and except foremen, persons above the rank of foremen, shift supervisors, salaried employees, watchmen, salesman, office persons having authority to exercise discipline over employees on behalf of the Company and persons employed in a confidential capacity. The Company will supply the Union with a list of exclusions and will, keep the list up to date from time to time as conditions warrant and in any event at least quarterly.

Bargaining unit employees may be assigned (with mutual consent of the Company and the employee) outside the Simcoe, Ontario warehouse for the purpose of working with customers, vendors, and suppliers the Company considers important to their operation/business. Such assignments shall not exceed five (5) working days in a three (3) month period without the consent of the affected employee.

In addition to the work defined above, the Company may ask bargaining unit employees to provide instruction or to assist other employees of the Company outside Simcoe,

Ontario. Such assignments will not be made without mutual consent of the parties to this agreement (employee(s), Union and Company).

3. NO DISCRIMINATION

- (a) The Company agrees that it will not discriminate against any employees by reason of race, color, creed, nationality, age, sex, religious, political belief or Union affiliation by employees who are eligible to join the Union.
- (b) The Union agrees that it will not discriminate against, intimidate, threaten or coerce any employees eligible for membership who are not members of the Union.

4. UNION MEMBERSHIP

4.01 It is agreed that all employees within the bargaining unit shall have the right to join the Union or not. All employees within said unit shall, however, pay the regular Union dues as prescribed from time to time in accordance with the modified Rand Formula.

New employees cannot have above dues deducted until they have passed the probationary period of 520 hours.

4.02 The Company agrees to deduct Union dues in the amount prescribed by the Union to the Employer in writing from time to time. Such deductions shall be remitted by electronic fund transfer to the District Lodge of the Union by the fifteen (15th) day of the month following the month in which the deductions were made.

4.03 The Company will, at the time of making each remittance hereunder to the Financial Secretary of the Union, supply a statement showing the following information from whose pay deductions have been made:

- (a) All monthly dues for members to be submitted in alphabetical order with current address, postal code and Social Insurance Number.
- (b) Monthly - New members to be listed in alphabetical order with date of birth, current address, postal code, phone number, date of hire and employment status and starting salary. Any name changes, i.e. marriage, etc. Terminations or resignations.
- (c) The Company further agrees that it will supply all such information by way of electronic mail (e-mail) and a hard copy, if so requested by the Union.
- (d) The Company agrees to supply the Union the employee's names, addresses, postal codes and telephone numbers every six (6) months. The Company further agrees that it will supply all such information by way of electronic mail (e-mail) and hard copy, if so requested by the Union.

- 4.04** The Employer will show the amount of the dues deducted on T-4 slips issued to employees.
- 4.05** The Employer will provide to the Union, within ten (10) calendar days and when requested in writing, a list of member's in alphabetical order with date of birth, current address, postal code, phone number, date of hire and employment status.
- 4.06** The Union shall indemnify and save harmless the Company, its agents and/or employees acting on behalf of the Company from any and all claims, demands, actions, or causes of action, arising out of or in any way connected with the collection of such dues and initiations fees for Union members only.

5. MANAGEMENT RIGHTS

The Union acknowledges that the exclusive functions of management shall include but shall not be limited to the following:

- (a) To conduct and manage the business enterprise in which it is engaged according to its exclusive judgment, to determine the product or products to be distributed and the manner and means of distributing the same, the scheduling of labour, the methods, the kinds, location and use of machines of tools, the designing of its products and in general to conduct the business.
- (b) To hire, discharge, promote, transfer, or discipline employees provided, however, that a claim of discriminatory promotion, demotion or transfer, or a claim that an employee has been discharged, suspended or disciplined without just cause may be the subject of a complaint and/or grievance and dealt with as hereinafter provided.
- (c) Except where specifically stated to the contrary, the use of the masculine in this Agreement shall also be considered to use the feminine.
- (d) The company also maintains the right to require members of the Bargaining unit to acknowledge receipt of, in writing and to comply with the Corporations Business Code of Conduct and Ethics.
- (e) The Union further recognizes the undisputed right of the Employer to make and alter from time to time reasonable rules and regulations to be observed by its employees, which rules and regulations shall not be unreasonable or inconsistent with any other provision of this Agreement to assure orderly operations. These work rules shall be binding on all employees and will be posted on conspicuously located bulletin boards. The Employer will review with the Union any new work rule before putting the rule into effect. The Union may arbitrate the reasonableness of any new rule.

6. SUPERVISORS

(a) Employees engaged in a supervisory or technical or professional capacity may handle tools, equipment and work among the employees covered by this agreement to the extent necessary, providing all safety rules are followed and it does not take work away from bargaining unit employees.

(b) When an emergency occurs and there is no one available, the company will notify the shift steward and then may correct the emergency by using someone in a supervisory capacity until it can obtain an employee to do so.

(c) The supervisor may occasionally be required to perform some distribution functions. During the absence of a supervisor, a group leader may be used as a temporary shift supervisor

7. UNION COMMITTEE

(a) The Company acknowledges the right of the Union to elect or otherwise appoint a Union negotiating committee who will be comprised of the same people. The Union committee shall consist of a chairperson, two employees from the day shift and one (1) each from the second and third shift.

The Company will recognize the said committee on any matters properly arising from time to time under the terms of this agreement. The Company shall pay for the time spent in the administration of the agreement as detailed in this section and for Company called meetings in accordance to overtime legislation. Union called meetings will not be paid by the Company.

(b) The Union recognizes and agrees that members of the Union committee have regular duties to perform in connection with their employment and therefore the business of administering this agreement will be attended to with the least possible interference with operations. Before leaving his regular Company duties, a committeeman must report to his supervisor his reasons for leaving his work and obtain permission. The Union further agrees that time granted under this section will not be abused by the union committee. The company will not unreasonably restrict the union's attendance at meetings.

(c) The Union agrees to supply the Company with the names of the members constituting the Union committee and will keep such lists up to date at all times.

(d) Members of the plant committee are allowed to meet once per month for one hour on Company time after notice of such meeting has been given to and approved by the Supervisor. Committee members will be paid for any such meeting time.

(e) An alternate committeeman may be designated by the Union to fulfill the duties of the committeeman during the absence of the regular committeeman provided that there is no reporting to the alternate when the regular committeeman is present in the work place.

(f) The Company reserves the right to move committee members to second or third shift as required based skill and ability, seniority.

(g) The Negotiating Committee will meet with the Company for the purpose of negotiating changes to and/ or renewal of this Collective Agreement. The Company will pay the wages of the Negotiating Committee members for scheduled negotiation days on eight (8) hours per day (10 hours where applicable), i.e. afternoon shift member. These wages will be paid for days predominantly spent at the bargaining table and only up until conciliation commences.

8. COMPLAINT PROCEDURE

(a) A complaint shall be defined as any subject that falls within the terms and conditions of this agreement.

(b) It is the desire of the parties to expedite the settlement of complaints. To that end, an employee should lodge a complaint with his immediate Supervisor within 5 working days of the occurrence of the complaint or within 5 working days of when the employee should have been aware of the matter giving rise to the complaint. If the employee so desires, he may have his Committeeman accompany him while taking up the problem with the Supervisor. The Supervisor shall give his verbal answer to the complaint within 2 working days.

9. GRIEVANCE PROCEDURE

(a) A grievance shall be defined as any complaint including discharge cases which has not been settled to the satisfaction of the employee and/or the Union and the Company.

(b) The grievance of the employee or the Union shall be stated in writing within five (5) working days after the answer from the Supervisor referred to in 8(b) of the event complained of, on a standard form to be supplied in triplicate by the Company, which shall be completed as indicated on the form and signed by the employee and the committeeman.

The form will then be presented to the Supervisor, who will state his version of the case and his decision in writing within five (5) working days.

(c) If the grievance is not settled to the satisfaction of the employee concerned or the Union, the matter will be referred to the Operations Manager and the Union Plant Committee and at this meeting any International Officer of the Union may be present if either party requests his presence. This meeting shall take place no later than five (5) working days after receipt of the written decision of the Supervisor. The Operations Manager will give his decision to the plant committee within five (5) working days after the close of the meeting.

(d) If the Operations Manager decision, at this stage, is unsatisfactory to the Union committee, then the grievance may, within five (5) working days, be referred to arbitration as hereinafter provided. Any of the times mentioned in the grievance or arbitration proceedings may be extended by mutual agreement. Employees who have been terminated or suspended shall have the right to meet with a Union Committeeman prior to leaving the premises.

10. ARBITRATION

(a) When either party to this agreement desires to submit any grievance to arbitration, written notice shall be given to the other party formally stating the subject of the grievance.

(b) The arbitration procedure incorporated in this agreement shall be based on the use of a single arbitrator agreed to by both parties. Failing such agreement, they shall appeal to the Minister of Labour for the Province of Ontario to appoint an impartial arbitrator.

(c) As soon as the arbitrator is selected they shall meet and hear the evidence and representation of both parties and shall render a decision as soon as possible.

(d) The decision of the arbitrator shall be final and binding on both parties to this agreement.

(e) In the alternative the parties may apply under section 50 of the Labour Relations Act (Mediation Arbitration) by mutual agreement.

(f) The arbitrator shall not have jurisdiction to alter or change any of the provisions of this agreement, nor to substitute any new provisions in lieu thereof, nor give any decision inconsistent within the terms or provisions of this agreement.

(g) At any stage of the grievance or arbitration procedure, the conferring parties may have the assistance of the employee or employees concerned or any necessary witnesses and shall have access to the plant to view any disputed operations.

(h) Each of the parties hereto will bear jointly the expenses of the arbitrator/chairman and the entire expense of its own appointee, if applicable.

(i) No person shall be selected as an arbitrator who has been directly involved in attempts to negotiate or settle the grievance being arbitrated.

(j) All outstanding arbitration's are settled as part of this agreement.

11. PROBATIONARY EMPLOYEES

A new employee, after completing 520 hours shall become a permanent employee, entitled to full privileges and his seniority starts from the date employee commences to work.

(b) Probationary employees referred to in paragraph 11 (a) above may be terminated at any time during the probationary period

12. SENIORITY

12.01 Seniority shall be on a warehouse wide basis. A list of employees arranged in order of their seniority shall be posted on the bulletin board and a copy of same furnished to the Union. Seniority starts from the day an employee actually started to work, not the day which he is hired.

12.02 Layoff, Seniority shall be on a warehouse wide basis, the last employee hired shall be the first laid off and employees shall be recalled to work in the reverse order. In the case of an indefinite layoff, due to the necessity of reducing the working force, written notice shall be given to the employee, unless the cause of the layoff is by an unauthorized strike or work stoppage. Any employee laid off for lack of work shall furnish and maintain a correct address with the Employer and shall be notified of a recall by certified mail.

12.03 Union committee members shall be deemed to have top seniority on their shift and shall be the last employee displaced in a lay-off on their shift.

Any union committee member who resigns his/her committee membership will maintain their current employment status.

Temporary recalls shall be by seniority. Employees on lay-off may decline temporary recall and shall not lose their seniority for such action. Temporary recalls shall be for specific weekly (40 hours minimum) periods, Monday to Friday, mutually agreed to by the Company and employee. Employees shall be on lay-off notice for the period that they are temporarily recalled. Benefits will be paid for by the Company to the end of the month following the month in which the temporary recall ends. If layoff is prior to 15th of month, continue benefits to end of that month. If layoff is after 15th of month, continue benefits until end of following month.

12.04 An employee shall lose his/her seniority for any of the following reasons:

- (a) A voluntary quit
- (b) Discharge for just cause and such discharge is not reversed by way of grievance / arbitration procedure

- (c) Failure to return to work after a layoff within seven (7) days after being notified in writing to report to work, by certified mail addressed to his/her last known address.
- (d) Being of layoff for a period in excess of two (2) years.
- (e) Absence for more than three (3) consecutive working days without giving notice to the Supervisor unless he/she is unable to give notice.

12.05 The Company agrees to the following procedure in the circumstances of indefinite lay-off but not for a temporary lay-off of less than thirteen (13) weeks.

1. One week notice in writing to the person if his seniority is less than one year.
2. Two week notice in writing to the person if his seniority is one year or more but less than three years.
3. Three week notice in writing to the person if his seniority is three years or more but less than four years.
4. Four week notice in writing to the person if his seniority is four years or more but less than five years.
5. Five week notice in writing to the person if his seniority is five years or more but less than six years.
6. Six week notice in writing to the person if his seniority is six years or more but less than seven years.
7. Seven week notice in writing to the person if his seniority is seven years or more but less than eight years.
8. Eight week notice in writing to the person if his seniority is eight years or more.

13. EMPLOYEE WARNINGS

- (a) If and when an employee is warned by the Company (verbal or written) which is to be recorded on an employee work record or personnel file, a copy of same will be supplied to the employee concerned and the Union Committee Chairman of the Union at the same time.
- (b) An employee that accumulates 6 disciplinary actions in any ACTIVE 12 month period could result in discharge or have a lesser penalty substituted for such possible discharge. Disciplinary action will be addressed through the company progressive discipline policy.
- (c) The company will maintain historical records for review within the personnel files. Discipline issued more than 1 year earlier will be disregarded when determining the next stage of progressive discipline.

14. STUDENTS AND CONTRACTORS

The contracting out of work will be the sole prerogative of the Employer. However, where it is feasible and economically practical to do so, the Employer will endeavor to use its own employees provided they are qualified and available.

Students maybe hired during the months of April through August and must be attending a recognized educational institution. Students will be limited to a maximum of 4. Overtime will be offered to regular employees first.

15. LEAVE OF ABSENCE

(a) The Company will consider requests for leaves of absence on an individual basis.

(b) The Company will at all times and on receipt of 30 days' notice where possible, grant leave of absence, without pay, to one employee who is an officer or official delegate of the Union for the purpose of transacting urgent Union business. Where circumstances demand that a greater number of employees be free to conduct Union business and on receipt of an official application to this effect from the International Representative of the Union, or an official letter from the local Lodge Executive, the Company will endeavor to grant unpaid leave of absence for a reasonable period to not more than two employees, except that the limitation of two employees will not apply to absences required for specific Anvil related Union business.

(c) When an employee is granted leave of absence that is connected to a vacation period, the first part of the total time absent will be treated for all purposes as the earned vacation period of the employee. The employee will be paid only for any warehouse holiday which may fall within the first, or vacation part of the absence, providing, of course, that the employee qualifies for warehouse holidays as outlined in the Collective Agreement (Schedule B); except in the following instances:

If leave of absence commences the first working day following a warehouse holiday, the employee need only work the day before the holiday to qualify for payment for the holiday.

If leave of absence concludes the last working day before a warehouse holiday, the employee need only work the day after the holiday to qualify for payment for the holiday.

Employees will be responsible for paying the premiums, in full, for semi-private coverage and the total Group Insurance Plan, for the period following the vacation part of the absence.

It is the employee responsibility to make arrangements with the Company for the agreed continuity of such payments.

If an employee is granted leave of absence after an intervening interval since taking his full vacation period, then he will be responsible for all benefit payments, as outlined above, for the full period of the leave of absence.

If an employee is unable to return to work on the day he first designated, then he is required to notify the Company with as much notice as possible.

16. NO STRIKES OR LOCKOUTS

(a) The Company agrees that it will not cause or direct any lockout of the employees covered by this agreement during the term of this agreement or any extension thereof.

(b) The Union agrees that there shall be no strikes, work stoppage or other interference with or delay in the usual production during the term of this agreement.

17. SAFETY AND HEALTH

Both the Company and the Union recognize the importance of maintaining a safe and healthy working environment, and thus commit themselves to complying with, as a minimum, the requirements established by the Occupational Health and Safety Act, as amended from time to time. The Company and the Union shall establish a joint Health and Safety Committee to which each party may nominate one (1) representative. The Committee must meet at monthly intervals and shall perform the functions that are required by the Occupational Health and Safety Act

After completion of the probationary period the Company will reimburse employees up to a maximum of \$150.00 for safety shoes or boots, with proof of purchase, once per contract year. Safety shoe reimbursement can be on future shoes or shoes purchased post probation.

For employees who, because of sight deficiency, are required to wear prescription glasses, the Company will supply at 100% of the cost, C.S.A. approved Industrial Safety Glasses (lenses and side shields) up to the maximums once every two (2) years. Safety glasses reimbursement can be on future prescription glasses or prescription glasses purchased post probation

If the employee supplies a medical certificate stating that a new prescription is required, the Company will provide a replacement at a maximum of once a year.

Single vision	\$55.00
Bifocal – Round or ST25/28 (per lens)	\$95.00
Trifocal – ST25/28	\$118.00
Multifocals – Varflux, Truvision, SelkoP6, XL, VIP	\$198.00
Scratch coat	\$20.00
Frames	\$75.00

Regular safety glasses will be supplied on loan by the Company to all employees. It is the responsibility of all employees to ensure that safety glasses are properly cared for and worn at all times in the designated areas of the plant.

Both regular and prescription glasses broken or damaged on the job, will be replaced or repaired by the Company, unless they are covered by insurance or WSIB.

Both regular and prescription glasses that are lost or damaged will be replaced by the Company according to the following schedule on an annual basis:

1. The first pair of glasses will be replaced by the Company with the employee paying 50% of the cost.
2. The second pair of glasses will be replaced by the Company with the employee paying 100% of the cost.
3. When an employee terminates his employment with the Company, the safety non-prescription glasses are to be returned to the Company.

18. UNION NOTICE BOARDS

The Company agrees to establish one glass enclosed notice board, with lock, to be used solely for posting of Union notices. All such notices must bear the signature of the union committee chairman, who, before posting, must have the notice approved by the Operations and Human Resources manager. The notice board is to be placed in a satisfactory and unobstructed location where it may be observed by all employees.

19. TERMINATION

(a) This agreement shall be in full force and effective until 12:00 midnight, November 13, 2023 and shall continue thereafter from year to year unless either party gives notice in writing of its intention to terminate the agreement or to enter into negotiations for the purpose of amending the agreement; such notice to be given not more than ninety (90) days and not less than thirty (30) days prior to any date of termination.

(b) If notice of intention to amend or terminate is given by either party in writing pursuant to the provisions of the preceding paragraph, such negotiations will commence not later than fifteen (15) days after such notice or as soon thereafter as is mutually agreed.

FINAL AND COMPLETE SETTLEMENT OFFER
OCTOBER 25, 2018

The parties have signed this Memorandum of Agreement this 25th day of October, 2018, which is to be effective 12:00 AM, November 14, 2018.

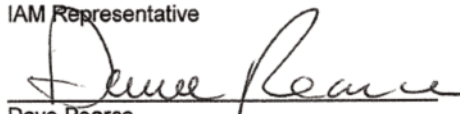
FOR THE UNION:
THE INTERNATIONAL ASSOCIATION OF
MACHINIST AND AEROSPACE
WORKERS – LODGE 103



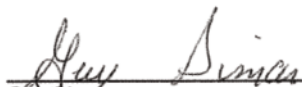
Derek Ferguson
Directing Business Representative



Eric Johnson
IAM Representative



Dave Pearce

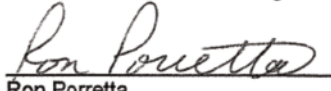


Guy Simon

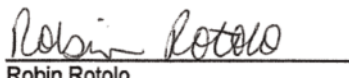
FOR THE COMPANY:
ANVIL INTERNATIONAL -
SIMCOE



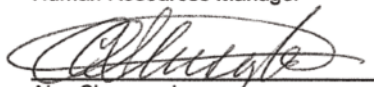
Ron Pryor
Sr Human Resources Manager



Ron Porretta
Sr Regional DC Manager



Robin Rotolo
Human Resources Manager



Alex Slusarczyk
Distribution Manager

SCHEDULE "A"

Hours of Work - 1 or 2 shift operation

1 shift operation

8:00 am to 4:30 pm

8:30 am to 5:00 pm

2 shift operation

8:00 am to 4:30 pm – Monday thru Friday

3:30 pm to 2:00 am – Monday thru Thursday

- (a) Wash up periods of five (5) minutes is allowed immediately prior to lunch periods and end of shift.
- (b) All the above listed times will be announced by a bell. It is the employee responsibility to be at his workstation at the starting times designated and to remain at his workstation until the bell rings for break (1 paid 15 minute morning and 1 paid 15 minute afternoon) and lunch (1 unpaid ½ hour).
- (c) The break and lunch periods are subject to emergency maintenance and emergency scheduling requirements, as determined by the Company.
- (d) The Company agrees to give three working days' notice of shift change to an employee or employees concerned unless otherwise mutually agreed. The company will endeavor to make shift changes effective at the beginning of a workweek wherever possible.
- (e) The parties hereto may agree to circumstances under which the employees or Company may work hours which vary from the starting and stopping times contained herein.
- (f) Employees are not permitted to leave the premises without supervisor's permission except for lunch and the end of the day.
- (g) Employees must punch in and out whenever they leave the premises for any reason.

WORK STOPPAGE

Where there is a work stoppage due to power failure or any cause beyond the Company control, then payment would be made to employees at their rate of pay. This payment would be made to employees up to and including one hour, after which it is at Management discretion to send employees home. This situation does not apply to the "Availability or Work" clause.

SHIFT PREMIUM

A shift premium of forty-five cents (\$0.45) per hour shall be paid to employees working on the afternoon (2nd) shift.

OVERTIME

(a) An employee will be charged for all overtime worked, refused and for which they were available.

(b) When it is deemed necessary for inventory purposes to perform work on the sixth and seventh day of the week, the senior qualified employee(s) will be given the opportunity to volunteer for the work assignment. In the event the Company fails to have sufficient numbers of volunteers to perform the work, the Company will assign the work to the least senior qualified employee(s).

(c) All time worked in excess of the regular assigned total shift hours (as in Schedule "A") on any one day shall be considered as overtime and paid for at the rate of time and one-half. Overtime in excess of 16 hours per week shall be paid for at the rate of double time. Overtime scheduled the preceding day and preceding a regular shift starting time shall not be classed as "call in".

(d) All overtime over 40 hours per week will be paid in accordance with the current Employment Standards requirements

(e) (i) All time worked on Sunday, except where it is part of an employee regular shift, shall be considered as overtime and paid for at the rate of double his regular hourly rate.

(e) (ii) All time worked on Saturday, except where it is part of an employee regular shift, shall be considered as overtime and paid for at the rate of time and one-half his regular hourly rate.

(f) When an employee is requested to start work prior to the normal starting time of his regular shift, then the time of overtime so worked will be considered as overtime provided he completes his scheduled shift unless he is prevented from so doing by circumstances beyond his control and he will receive his regular shift premium for the hours so worked.

(g) A five minute break will be allowed at the start of overtime on completion of a regular shift work. If an employee is requested to start their regular shift early for the purposes of overtime they also will be granted a 5 minute break period at the time of their regular shift start provided the employee started work at least 2 hours before their regular shift start time.

CALL IN PAY

(a) Employees called back to work outside their regular assigned hours shall receive a minimum of four (4) hours pay at overtime rates.

(b) An employee may be called in to perform work while on vacation. Should the employee agree to perform the work while on vacation, he shall receive a minimum of four (4) hours'pay at his regular rate and have his vacation day or days re-scheduled.

AVAILABILITY TO WORK

- (a) An employee who reports for work on his assigned shift, without having been previously notified, verbally or by telephone or telegram not to report, prior to the start of the shift shall be paid a minimum of four (4) hours pay at his regular hourly rate.
- (b) An employee who reports for overtime work without having been previously notified as above shall be paid the number of hours scheduled or for four (4) hours at the overtime rate, whichever is less.
- (c) It is the responsibility of the employee to keep the Company informed of his current home address and telephone number. Failure to do so will result in the employee being ineligible for reporting pay provisions.

PAY PERIODS

Wages will be paid bi-weekly for all work up to 11:00 p.m. on the previous Sunday.

PAYROLL WILL BE PROCESSED USING DIRECT DEPOSIT

This deposit should be available in the employees designated account on Thursday of the pay week.

Any error in an employee pay cheque in excess of \$100.00 shall be paid within 24 hours of the employee complaint. Errors of lesser amount shall be corrected in the following pay period. Upon request of the employee, payment of amounts less than \$100.00 will be considered on an individualized basis.

SCHEDULE "B"

PLANT HOLIDAYS

(a) The following warehouse holidays will be recognized with pay at the employee hourly rate when not worked.

Day preceding New Year Day	New Year Day
Good Friday	Victoria Day
Canada Day	Civic Holiday
Labour Day	Thanksgiving Day
Day preceding Christmas Day	Christmas Day
Boxing Day	Personal Floating Holiday

NOTE: Canada day will be observed on the day which it falls. If a holiday falls on a Saturday, they are to be celebrated on the previous Friday. If a holiday falls on a Sunday, it will be celebrated the following Monday

(b) Any employee required to work on any of the above warehouse holidays shall be paid for at the rate of double time and a half. Discretion as to whether he wants to work or not on a warehouse holiday shall be the employee prerogative, but once he has indicated he will work the holiday requested by the Company, he will be obligated to work.

(c) It is understood and agreed that employees in order to be eligible for pay for the warehouse holidays referred to in paragraph 1(a) above, MUST work a minimum of 6 hours of his regular shift on both the regularly scheduled working days preceding and following such plant holiday, unless prior permission is obtained in writing from management or employee himself is sick and can furnish a medical certificate in accordance with the attendance management policy if so requested by management providing such illness does not extend beyond thirty (30) working days before or thirty (30) working days after the holiday. A prescheduled vacation day shall qualify, and be considered as a working day.

(d) Probationary employees will only be eligible for payment of public & Anvil holidays as outlined in the employment standards act until the expiration of their probationary period.

(e) Employees who are receiving WSIB will not be paid by the Company for a warehouse holiday that may occur during the period of absences paid for by the Worker Compensation Board.

Employees who are receiving weekly indemnity will be paid by the Company for a warehouse holiday their regular wage less the amount received from the insurance company.

(f) Statutory holidays for the ten (10) hour second shift; the Company will pay ten (10) hours plus shift premium for any affected day, to a maximum of forty (40) hours per week.

(g) The employee must schedule the Personal Floating holiday with his/her supervisor at least one (1) week in advance. Permission to take a Personal Floating Holiday with less than one (1) week's scheduling is at the discretion of the Company. Supervision will have the right to limit the number of employees taking a personal floating holiday based on production needs. In the event that all employees are not permitted to utilize a floating holiday on the same day, seniority will determine which employees may take the holiday.

VACATIONS

Vacation benefits shall be calculated as of December 31 of the preceding year.

An employee shall accumulate vacation benefits at the percentage rate shown on the following schedule commencing on the employee anniversary date.

For example, an employee who completed four years of service on June 30th would accumulate towards his next year vacation, a vacation benefit of 4.5 percent to June 30th and would then accumulate vacation benefits at 6.5 percent for the balance of the year to the calculation date of December 31st.

- (i) Up to one (1) year service - 4% of accumulated earnings and time off will be negotiable.
- (ii) Over one (1) year and up to five (5) year service - two (2) weeks at 4.5% of past year earnings.
- (iii) Over five (5) years and up to ten (10) year service - three (3) weeks at 6.5% of past year earnings.
- (iv) Over ten (10) years and up to twenty (20) year service - four (4) weeks at 8.5% of past year earnings.
- (v) Over twenty (20) years - Five (5) weeks at 10.5% of past year earnings.

Payment will be brought into line between employee starting date and cut-off date of December 31st. Vacation pay will be included as part of annual earnings for calculating vacation pay.

The total vacation pay earned by an employee will be available to the employee by the last week in January of each year or when an employee starts his or her vacation. Requests for vacation pay must be submitted in advance, in writing on the prescribed form. The employee will have the option of drawing the total, the balance of, or any portion thereof equal to one week vacation pay at the start of any vacation period.

2 weeks vacation time to be submitted for approval by March 31st

Employees who are laid-off for a period in excess of six (6) weeks shall only be required to take vacation the following year that is equivalent to the amount of vacation pay accumulated subsequent to their recall.

Employees who are recalled from layoff (a minimum of six (6) weeks) and received full vacation pay at the time of layoff will not be required to take additional time off during the vacation year.

Employees who have been absent due to extended illness will only be required to take vacation time equivalent to the amount of vacation pay received, i.e. 2% - one (1) week, 4.5% - two (2) weeks, 6.5% - three (3) weeks, etc.

Vacation periods earned must be taken during the following calendar year. No accumulation of vacation periods will be allowed unless an extension is mutually agreed upon between the Company and the Union.

Vacations may be taken in increments of half days, full days, full weeks, or a combination, or a multiple of all 3 providing sufficient advance written notice is given for the request. The company maintains the right to limit the number of employees off per day.

If the company cannot allow all of the requests for vacation days, permission will be given in the sequence the requests were received.

All employees must take their vacations during the calendar year in which they are due.

All requests for unused vacation shall be filed with the employee Supervisor prior to September 1st of each year. Employees who do not submit their request by the above date will have their vacation dates assigned to them by the Company.

Upon termination of employment, an employee will be credited with any vacation pay due up to and including his last day of work, in accordance with the above scale of vacation pay.

In lay-offs of less than thirteen (13) week duration, employees will not receive vacation pay.

BEREAVEMENT

When an employee who has completed the probationary period is absent from work for the purpose of bereavement of his/her father, mother, current stepfather, current stepmother, wife, husband, son, daughter, current stepchild, brother, sister, father-in-law, mother-in-law, grandchild, great-grandchild or legal guardian, the Employer will pay for up to eight (8) hours at the employee's straight-time hourly rate for each scheduled work day the employee is absent up to a maximum of twenty four (24) hours

total payment during the time between the family member's death and the day following the funeral. Only one (1) scheduled work day will be paid for bereavement of his/her grandparent, great-grandparent or spouse's grandparent or great-grandparent, brother-in-law or sister-in-law.

While it is normally expected that bereavement leave be taken in the days immediately following the death, employees, due to cultural differences or with legal responsibility for settling loved one's affairs, may use part of their leave at a later date not to exceed 12 months.

Bereavement pay will be granted only for absences occurring on regularly scheduled work days. The use of any partial days must have the prior approval of the Employee's supervisor and/or Human Resources. The Employer may require the employee to supply reasonable documentary evidence of such death

If death occurs during vacation period, bereavement leave will be added to the vacation.

JURY DUTY AND CROWN WITNESS PAY

Employees who are working and on the seniority list who are called for service on Court Jury or Crown Witness shall be entitled to receive from the Company the difference between what they receive as Jury or Crown Witness pay and what they would have earned from the Company at their regular hourly rate for the time lost while serving on the Jury or Crown Witness. To be eligible to receive such pay the employee must submit to the Company proof of the amount received from the court for serving on the Jury or Crown Witness.

SCHEDULE "C" 2018-2022

Wages

2018	\$18.00
2019	\$18.50
2020	\$19.00
2021	\$19.50
2022	\$20.00

CLOSURE AGREEMENT

It is agreed that in the case of closure severance payment will not be discussed as part of an effects bargain.

Where employee has;

1 week pay for each year from 1-5 years service.

1.5 weeks pay for each year from 6-10 years of service.

1.75 weeks of pay for each year of service from 11 years up to a maximum of 39 weeks.

Workers with partial years of service will receive an adjusted payment for the partial year on a quarterly basis.

GROUP LEADER

Group Leaders shall be appointed by the Company and not posted. Group leaders are those employees who are given assignments by their Supervisor to direct the work of two (2) or more employees. This responsibility is additional to their regular work. This does not constitute an occupational classification for seniority purposes. Group Leaders shall be paid \$1.50 per hour above their flat rate for all hours worked.

COST OF LIVING ALLOWANCE

C.O.L.A. is inactive for the life of this Agreement.

(a) The base Consumer price index for C.O.L.A. will be the October, 1990 index of 160.5 based on the Consumer price index for Canada 1981.

The index will be reviewed on the following dates:

February 10, 1991 Based on January, 1991 figure.

May 12, 1991 Based on April, 1991 figure.

August 11, 1991 Based on July, 1991 figure.

November 10, 1991 Based on October, 1991 figure.

If the index exceeds five and a half percent over the 160.5 base (169.3), wages will be adjusted as of that quarterly date by the percentage over five and a half percent.

(b) A decline in the Consumer Price Index shall not provide the basis for a reduction in rates below those in Schedule "C" including the C.O.L.A. allowance previously rolled in. A decline in the Consumer Price Index must, however, be recovered before additional C.O.L.A. wage adjustments are made.

(c) In the event that Statistics Canada changes the basis on which the Consumer Price Index is presently calculated, the Union and Company will meet to mutually arrive at a method of calculating any cost of living allowance for the remainder of the contract.

SCHEDULE "D" ELIGIBILITY

Employees and their dependents will be eligible to join the benefit plans listed below, following the completion of their probationary period.

WEEKLY INDEMNITY

Weekly indemnity benefits shall be equal to 66.67 percent of your weekly earnings to a maximum of \$ 605.00 for a maximum period of 32 weeks payable for the first day of an accident, first day of hospitalization and fourth day of illness. If a disability insurance carrier declines an application for weekly indemnity benefits and special medical documentation is requested the employee will be reimbursed for the cost of these additional notes after their appeal for benefits has been successful.

DRUG PLAN

The present drug plan will continue in effect with a \$20,000.00 maximum limit per family per contract year (see MOU).

A mail order pharmacy will be provided to employees with 100% of the prescription to be covered by the company. Each prescription from any other pharmacy will be subject to a \$10 co-pay by the employee; the remaining cost of the prescription to be covered at 100% by the company.

LIFE INSURANCE

Effective December 1, 2001, life insurance death benefit is \$80,000 with accidental death and dismemberment clause.

HOSPITALIZATION AND MEDICAL BENEFITS

- (a) Employees will be covered for hospitalization, surgical, and doctor benefits.
- (b) Employees are covered for semi-private coverage by a carrier of the Company choice.

DENTAL PLAN

Blue Cross No. 9 or equivalent dental plan by a carrier of the Company choice will be in effect.

The Ontario Dentist Association schedule shall be updated each year effective October 1st.

It is understood that the benefits mentioned shall be subject to standard insurance underwriting procedures and it is agreed the provisions of this Schedule "D" are subject to the provisions of the private insurance policies or public insurance plans providing the benefits.

The yearly maximum will be \$2,000.00 per eligible person per calendar year.

COST

- a) The Company will pay the above costs for employees who have completed their probationary period and to the end of the month following the month in which they were laid off.
- b) When an employee is on WSIB, the Company will pay the cost of benefits to a maximum of 24 months.
- c) When an employee is on sick leave the Company will pay the cost of the benefits for a period of twenty-four (24) months.

BENEFIT COVERAGE CLARIFICATION

Message: Costs will be covered only when deemed medically necessary and prescribed by a licensed medical practitioner at the rate of 90%. Maximum \$500.00 per calendar year.

Ambulatory Services: 90% coverage for the services required of an ambulance.

Vision care will be provided at a rate of \$300.00 maximum for active employees and their eligible dependants, once every 24 months. This will include an additional \$100.00 toward the cost of eye exams.

The above coverage will be provided for employees and their eligible dependants.

Weekly Indemnity: Benefits are payable on the first day due to an accident or hospitalization, including Day Surgery. The rate of 66.67% of weekly earnings to a maximum benefit of \$605.00 will be applied.

Chiropractic Coverage

The Government of Ontario has decided to discontinue partial OHIP coverage for chiropractor care and there have been a number of questions raised about the additional cost to employees.

It has been decided that Anvil through GWL will provide the previously covered OHIP portion of the treatment until such time as the government reverses or changes its current fee schedule.

This means that GWL will reimburse an employee in the amount of \$10.00 per chiropractic visit until a total of \$150.00 has been met in a calendar year. After this

total has been reached an employee will be reimbursed at the rate of 90% per visit at the customary fee schedule. The maximum coverage for this service will remain unchanged at \$500.00 per person per calendar year.

The addition of this company paid coverage should result in no additional out of pocket expenses for Anvil employees because of the elimination of OHIP coverage by the current Ontario Liberal government.

Chiropractic Coverage and Physiotherapy

Will be at the same level of Massage.

Benefit Extension

Earlier of retirement or at age 70.

SCHEDULE "E"

Memorandum of Agreement

May 1, 2012

Anvil International – Simcoe, ON Facility and International Association of Machinists and Aerospace Workers Local Union No. 103

Schedule E – Pension Plan

Modify

As of June 1, 1987, a new pension plan will be established which will be administered by a board of four (4) trustees, two (2) of whom shall be appointed by the Company and two (2) of whom shall be appointed by the Union.

The plan will be funded by equal contributions by the Company and the employee of 4.5% of the employee gross weekly wages.

Pension credits will be accumulated at the rate of 1.25 credits for each 2080 hours worked.

If the surplus of this plan is depleted to the level of \$ 270,000.00 dollars the contributions of both parties will be increased equally by the amount deemed appropriate by the plan actuary.

As of January 1, 2009 the board of four (4) trustees modified pension credits at the rate of 1.00 for each 2080 hours worked to offset the deficit of the plan.

Freeze Pension Plan for Current employees. Employees hired after May 1, 2012 will not be eligible to participate in the Defined Benefit Pension Plan as defined in Schedule E.

Frozen – The Defined Benefit pension plan will be frozen effective June 30, 2012, and no benefits will be earned by any participant for service after that date. Upon retirement, employees will receive the amount of pension benefit earned through June 30, 2012 subject to any conditions, restrictions, or rules including applicable early retirement or optional form adjustments that are contained in the plan.

Period of Credited Service	Credit per Year of Service
June 1, 1987-December 31, 1998	(0.148 per 208 hrs)1.48 *
January 1, 1999- December 31, 2001	1.48 *
January 1, 2002 – December 31, 2004	1.57 *
January 1, 2005 – December 31, 2006	1.47 *
January 1, 2007 – December 31, 2008	1.25
January 1, 2009 – June 30, 2012	1.00
After July 1, 2012	0

** Denotes a surplus payout--base credit was 1.00 until January 2002 then increased to 1.25*

Frozen Defined Benefit pension plan will be administered solely by the company as of July 1, 2012 and not a board of trustees consisting of four (4) trustees, two (2) be appointed by the Company and two (2) appointed by the Union.

Effective July 1, 2012, the Defined Benefit Pension Plan will be replaced with the current company sponsored Defined Contribution plan. Eligible employees may make tax-deferred contributions to the DC Plan through payroll deductions of up to 10% of their eligible pay not to exceed the CRA max rate. The employer will provide a 100% Company match on the first 4% of eligible pay deferred to the plan. This plan will have the same investment choices and plan features as other Company sponsored plans.

Employee Contribution

1%

2%

3%

4%

4% and above

Company Match

1%

2%

3%

4%

4%


**Memorandum of Understanding
Between
Anvil International – Simcoe
And**

The International Association of Machinist and Aerospace Workers, Lodge 103

Anvil International –Simcoe ("Company") and IAM, Lodge 103 ("Union") hereby enter into this Memorandum of Understanding (MOU) for clarification of the changes to the pharmacy program which were effective October 1, 2017. The changes are as follows:

- The Employee prescription program will be capped at \$20,000.00 per family member annually. The first \$10,000.00 of coverage through the Company's benefits provider, and the 2nd \$10,000.00 through the Trillium benefits program.
- The Company will reimburse the deductible costs for the \$10,000.00 of Trillium benefit coverage.
- The Employee will incur deductible costs for Trillium program in excess of \$10,000.00 annually.

For the Union





DATE: OCTOBER 25 / 2018

For the Company







DATE: 10/25/18

LETTER OF UNDERSTANDING
SUBJECT: Technological Change

The long term job security of employees and the viability of Anvil are contingent upon constant improvement through employee innovation, introduction of new technology, better tools, methods, processes and equipment as well as a cooperative attitude on the part of all parties.

In view of Anvil's interest in affording maximum opportunity for employees to progress with advancing technology, and to provide for long term job security, Anvil shall make available short range, specialized training programs for those employees who have the qualifications to perform the new or changed work where such programs are reasonable and practical. Therefore, in the event the work performed by employees covered by this Agreement is altered as the result of technological changes so that additional short range training may be required, Anvil is willing to train such employees where practicable to enable them to perform such work.

Anvil agrees to provide advance notice to the Union Committee of technological change with full discussions on the impact and effect of the change. Anvil also agrees to discuss training for the implementation of the technological change.

Letter of Agreement
Between the
I.A.M. Lodge 103
and
Anvil International, LP

Whereas the Company and the Union have modified the collective agreement to reflect the warehouse operations after the cessation of its manufacturing operations

Therefore the Union and the Company agrees if the manufacturing operations are reinstated the parties will resurrect the "Canvil" Collective agreement with the expiry date of November 14th, 2009, for the purposes of collective bargaining at the time of reinstatement relating to the manufacturing operations.

Signed the _____ day of _____ 2010

For the Union

For the Company

LETTER OF UNDERSTANDING

Performance and Metrics

In an effort to improve overall Distribution Center efficiency and to provide maximum opportunities for steady continuing employment, the Union will cooperate with the Employer to improve methods and equipment within the plant for the purpose of reducing costs of labour and material.

In an overall effort to achieve the above stated objectives, It was discussed and agreed that each employee will participate, to ensure a common understanding and promote a constructive working relationship.

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2019

JANUARY

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MARCH

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APRIL

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JUNE

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AUGUST

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SEPTEMBER

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OCTOBER

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NOVEMBER

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DECEMBER

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2020

JANUARY

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FEBRUARY

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MARCH

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APRIL

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JUNE

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JULY

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AUGUST

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19	20	21	22	23	24	25	16	17	18	19	20	21	22
26	27	28	29	30	31		23	24	25	26	27	28	29
							30	31					

SEPTEMBER

S	M	T	W	T	F	S	S	M	T	W	T	F	S
			1	2	3	4					1	2	3
6	7	8	9	10	11	12	4	5	6	7	8	9	10
13	14	15	16	17	18	19	11	12	13	14	15	16	17
20	21	22	23	24	25	26	18	19	20	21	22	23	24
27	28	29	30				25	26	27	28	29	30	31

OCTOBER

S	M	T	W	T	F	S	S	M	T	W	T	F	S
6	7	8	9	10	11	12	4	5	6	7	8	9	10
13	14	15	16	17	18	19	11	12	13	14	15	16	17
20	21	22	23	24	25	26	18	19	20	21	22	23	24
27	28	29	30				25	26	27	28	29	30	31

NOVEMBER

S	M	T	W	T	F	S	S	M	T	W	T	F	S
1	2	3	4	5	6	7			1	2	3	4	5
8	9	10	11	12	13	14	6	7	8	9	10	11	12
15	16	17	18	19	20	21	13	14	15	16	17	18	19
22	23	24	25	26	27	28	20	21	22	23	24	25	26
29	30						27	28	29	30	31		

DECEMBER

S	M	T	W	T	F	S	S	M	T	W	T	F	S
1	2	3	4	5	6	7			1	2	3	4	5
8	9	10	11	12	13	14	6	7	8	9	10	11	12
15	16	17	18	19	20	21	13	14	15	16	17	18	19
22	23	24	25	26	27	28	20	21	22	23	24	25	26
29	30						27	28	29	30	31		

2021

JANUARY

S	M	T	W	T	F	S	S	M	T	W	T	F	S
					1	2		1	2	3	4	5	6
3	4	5	6	7	8	9	7	8	9	10	11	12	13
10	11	12	13	14	15	16	14	15	16	17	18	19	20
17	18	19	20	21	22	23	21	22	23	24	25	26	27
24	25	26	27	28	29	30	28						
31													

FEBRUARY

S	M	T	W	T	F	S	S	M	T	W	T	F	S
	1	2	3	4	5	6					1	2	3
7	8	9	10	11	12	13	4	5	6	7	8	9	10
14	15	16	17	18	19	20	11	12	13	14	15	16	17
21	22	23	24	25	26	27	18	19	20	21	22	23	24
28	29	30	31				25	26	27	28	29	30	

MARCH

APRIL

S	M	T	W	T	F	S	S	M	T	W	T	F	S
						1							
2	3	4	5	6	7	8	6	7	8	9	10	11	12
9	10	11	12	13	14	15	13	14	15	16	17	18	19
16	17	18	19	20	21	22	20	21	22	23	24	25	26
23	24	25	26	27	28	29	27	28	29	30			
30	31												

MAY

JUNE

S	M	T	W	T	F	S	S	M	T	W	T	F	S
					1	2	1	2	3	4	5	6	7
4	5	6	7	8	9	10	8	9	10	11	12	13	14
11	12	13	14	15	16	17	15	16	17	18	19	20	21
18	19	20	21	22	23	24	22	23	24	25	26	27	28
25	26	27	28	29	30	31	29	30	31				

JULY

AUGUST

S	M	T	W	T	F	S	S	M	T	W	T	F	S
					1	2						1	2
5	6	7	8	9	10	11	3	4	5	6	7	8	9
12	13	14	15	16	17	18	10	11	12	13	14	15	16
19	20	21	22	23	24	25	17	18	19	20	21	22	23
26	27	28	29	30			24	25	26	27	28	29	30
							31						

SEPTEMBER

OCTOBER

S	M	T	W	T	F	S	S	M	T	W	T	F	S
	1	2	3	4	5	6					1	2	3
7	8	9	10	11	12	13	5	6	7	8	9	10	11
14	15	16	17	18	19	20	12	13	14	15	16	17	18
21	22	23	24	25	26	27	19	20	21	22	23	24	25
28	29	30					26	27	28	29	30	31	

NOVEMBER

DECEMBER

2022

JANUARY							FEBRUARY						
S	M	T	W	T	F	S	S	M	T	W	T	F	S
						1			1	2	3	4	5
2	3	4	5	6	7	8	6	7	8	9	10	11	12
9	10	11	12	13	14	15	13	14	15	16	17	18	19
16	17	18	19	20	21	22	20	21	22	23	24	25	26
23	24	25	26	27	28	29	27	28					
30	31												

MARCH							APRIL						
S	M	T	W	T	F	S	S	M	T	W	T	F	S
		1	2	3	4	5						1	2
6	7	8	9	10	11	12	3	4	5	6	7	8	9
13	14	15	16	17	18	19	10	11	12	13	14	15	16
20	21	22	23	24	25	26	17	18	19	20	21	22	23
27	28	29	30	31			24	25	26	27	28	29	30

MAY							JUNE						
S	M	T	W	T	F	S	S	M	T	W	T	F	S
1	2	3	4	5	6	7				1	2	3	4
8	9	10	11	12	13	14	5	6	7	8	9	10	11
15	16	17	18	19	20	21	12	13	14	15	16	17	18
22	23	24	25	26	27	28	19	20	21	22	23	24	25
29	30	31					26	27	28	29	30		

JULY							AUGUST						
S	M	T	W	T	F	S	S	M	T	W	T	F	S
						1			1	2	3	4	5
3	4	5	6	7	8	9	7	8	9	10	11	12	13
10	11	12	13	14	15	16	14	15	16	17	18	19	20
17	18	19	20	21	22	23	21	22	23	24	25	26	27
24	25	26	27	28	29	30	28	29	30	31			
31													

SEPTEMBER							OCTOBER						
S	M	T	W	T	F	S	S	M	T	W	T	F	S
					1	2							1
4	5	6	7	8	9	10	2	3	4	5	6	7	8
11	12	13	14	15	16	17	9	10	11	12	13	14	15
18	19	20	21	22	23	24	16	17	18	19	20	21	22
25	26	27	28	29	30		23	24	25	26	27	28	29
							30	31					

NOVEMBER							DECEMBER						
S	M	T	W	T	F	S	S	M	T	W	T	F	S
		1	2	3	4	5					1	2	3
6	7	8	9	10	11	12	4	5	6	7	8	9	10
13	14	15	16	17	18	19	11	12	13	14	15	16	17
20	21	22	23	24	25	26	18	19	20	21	22	23	24
27	28	29	30				25	26	27	28	29	30	31

2023

JANUARY

S	M	T	W	T	F	S	S	M	T	W	T	F	S
1	2	3	4	5	6	7				1	2	3	4
8	9	10	11	12	13	14	5	6	7	8	9	10	11
15	16	17	18	19	20	21	12	13	14	15	16	17	18
22	23	24	25	26	27	28	19	20	21	22	23	24	25
29	30	31					26	27	28				

FEBRUARY

S	M	T	W	T	F	S	S	M	T	W	T	F	S
1	2	3	4	5	6	7				1	2	3	4
8	9	10	11	12	13	14	5	6	7	8	9	10	11
15	16	17	18	19	20	21	12	13	14	15	16	17	18
22	23	24	25	26	27	28	19	20	21	22	23	24	25
29	30	31					26	27	28				

MARCH

S	M	T	W	T	F	S	S	M	T	W	T	F	S
			1	2	3	4							1
5	6	7	8	9	10	11	2	3	4	5	6	7	8
12	13	14	15	16	17	18	9	10	11	12	13	14	15
19	20	21	22	23	24	25	16	17	18	19	20	21	22
26	27	28	29	30	31		23	24	25	26	27	28	29

APRIL

S	M	T	W	T	F	S	S	M	T	W	T	F	S
													1
2	3	4	5	6	7	8	2	3	4	5	6	7	8
9	10	11	12	13	14	15	9	10	11	12	13	14	15
16	17	18	19	20	21	22	16	17	18	19	20	21	22
23	24	25	26	27	28	29	23	24	25	26	27	28	29
30							30						

MAY

S	M	T	W	T	F	S	S	M	T	W	T	F	S
	1	2	3	4	5	6					1	2	3
7	8	9	10	11	12	13	4	5	6	7	8	9	10
14	15	16	17	18	19	20	11	12	13	14	15	16	17
21	22	23	24	25	26	27	18	19	20	21	22	23	24
28	29	30	31				25	26	27	28	29	30	

JUNE

S	M	T	W	T	F	S	S	M	T	W	T	F	S
													1
2	3	4	5	6	7	8	2	3	4	5	6	7	8
9	10	11	12	13	14	15	9	10	11	12	13	14	15
16	17	18	19	20	21	22	16	17	18	19	20	21	22
23	24	25	26	27	28	29	23	24	25	26	27	28	29

JULY

S	M	T	W	T	F	S	S	M	T	W	T	F	S
						1				1	2	3	4
2	3	4	5	6	7	8	6	7	8	9	10	11	12
9	10	11	12	13	14	15	13	14	15	16	17	18	19
16	17	18	19	20	21	22	20	21	22	23	24	25	26
23	24	25	26	27	28	29	27	28	29	30	31		
30	31												

AUGUST

S	M	T	W	T	F	S	S	M	T	W	T	F	S
													1
2	3	4	5	6	7	8	6	7	8	9	10	11	12
9	10	11	12	13	14	15	13	14	15	16	17	18	19
16	17	18	19	20	21	22	20	21	22	23	24	25	26
23	24	25	26	27	28	29	27	28	29	30	31		

SEPTEMBER

S	M	T	W	T	F	S	S	M	T	W	T	F	S
						1							1
3	4	5	6	7	8	9	8	9	10	11	12	13	14
10	11	12	13	14	15	16	15	16	17	18	19	20	21
17	18	19	20	21	22	23	22	23	24	25	26	27	28
24	25	26	27	28	29	30	29	30	31				

OCTOBER

S	M	T	W	T	F	S	S	M	T	W	T	F	S
													1
2	3	4	5	6	7	8	2	3	4	5	6	7	8
9	10	11	12	13	14	15	9	10	11	12	13	14	15
16	17	18	19	20	21	22	16	17	18	19	20	21	22
23	24	25	26	27	28	29	23	24	25	26	27	28	29

NOVEMBER

S	M	T	W	T	F	S	S	M	T	W	T	F	S
						1							1
2	3	4	5	6	7	8	2	3	4	5	6	7	8
9	10	11	12	13	14	15	9	10	11	12	13	14	15
16	17	18	19	20	21	22	16	17	18	19	20	21	22
23	24	25	26	27	28	29	23	24	25	26	27	28	29

DECEMBER

S	M	T	W	T	F	S	S	M	T	W	T	F	S
													1
2	3	4	5	6	7	8	2	3	4	5	6	7	8
9	10	11	12	13	14	15	9	10	11	12	13	14	15
16	17	18	19	20	21	22	16	17	18	19	20	21	22
23	24	25	26	27	28	29	23	24	25	26	27	28	29

31