

A Community Benefits Agreement
between
BC Infrastructure Benefits Inc.
and
Allied Infrastructure and Related
Construction Council of British
Columbia

HARMONIZED
VERSION

July 2018

(Harmonized to
include Errata #1
2019-02-28)

AIRCC / BCIBI

COMMUNITY BENEFITS AGREEMENT

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COMMUNITY BENEFITS AGREEMENT

These provisions constitute a Collective Agreement and an Agreement under the applicable laws of the Province of British Columbia.

BY AND BETWEEN:

BC INFRASTRUCTURE BENEFITS INC.

Suite 1800 – 510 West Georgia Street, Vancouver, British Columbia V6B 0M3

(Hereinafter called the “Employer”)

OF THE FIRST PART

AND:

ALLIED INFRASTRUCTURE AND RELATED CONSTRUCTION COUNCIL OF BRITISH COLUMBIA

207 – 88 Tenth Street, New Westminster, British Columbia

(Hereinafter called the “Council” or “Union”)

OF THE SECOND PART

PREAMBLE

WHEREAS, the Employer has been mandated to supply a workforce for all Contractors, on Projects specified by the Province of British Columbia, (hereinafter the “Contractors”), with the goal of meeting the Objectives set out herein;

WHEREAS the Province of British Columbia has determined that the Objectives can best be achieved through the Employer to hire, supply and regulate a workforce utilized by all Contractors working on the Projects, and to enforce the terms of this Agreement and meet the Objective set out herein;

WHEREAS, the Council’s Affiliated Unions have in their membership, workers competent and qualified to perform the work required by the Employer and are capable of recruiting, training and dispatching qualified and competent workers to meet the Objectives set out herein;

WHEREAS, the Council has been organized in order that the Affiliated Unions can act in concert in the negotiation and administration of the Community Benefits Agreement and so as to ensure relative equity and uniform interpretation and application, and for these purposes the Affiliated Unions agree to maintain the Council and have empowered the Council to act as the exclusive bargaining agent of the Affiliated Unions and of each Employee;

WHEREAS, the Employer and the Council recognize the paramount public interest in completing the Projects expeditiously, efficiently, economically, and in a manner that fulfills the Objectives set out herein and with these ends in mind have agreed to enter into this Community Benefits Agreement;

WHEREAS, the Employer and the Council recognize the importance of providing direct economic benefits to the local communities; and to the Province of B.C.;

WHEREAS, the Employer and Council recognize their role in environmental stewardship;

WHEREAS, the Employer and Council mutually recognize the critical role of ensuring community benefits related to the training and employment of the local and provincial workforce;

WHEREAS, the Employer and Council recognize the need to develop and implement policies and practices to ensure community benefits are realized to the greatest extent possible;

WHEREAS, the Employer and Council recognize community benefits include the need for training and hiring of Indigenous people;

WHEREAS, the Employer and Council recognize community benefits includes the need for training and hiring for local residents and equity groups, including women in non-traditional jobs, people with disabilities, and other disadvantaged groups;

WHEREAS, it is recognized that all Employees covered by this Agreement shall have the protection of all existing Federal, Provincial and Local laws applicable to Employees in general, and any provisions in this Agreement which are in contravention of any Federal, Provincial, or Municipal regulation or laws shall be suspended to the extent only that they contravene said legislation. Such suspension shall not affect the operation of any such provisions covered by the Agreement, to which the law or regulation is not applicable. Nor shall it affect the operations of the remainder of the provisions of the Agreement within the limits to which law or regulation is applicable;

WHEREAS, the Employer has recognized the Council and has agreed to deal with the Council as the exclusive bargaining agent of the Employees and of each Affiliated Union in negotiating and administering this Community Benefits Agreement;

AND WHEREAS, the Employer and the Council, have carried on collective bargaining and the Employer and the Council are prepared to enter into a Community Benefits Agreement upon the terms and conditions contained herein.

NOW THEREFORE THE PARTIES MUTUALLY AGREE AS FOLLOWS:

ARTICLE 1 – OBJECTIVES

1.100 The Parties to this Agreement recognize and understand the importance of achieving desired benefits and outcomes through a Community Benefits Agreement that will develop and maintain a skilled workforce to meet the following objectives on the Project:

- (a) To allow any contractor in the construction industry to bid on and perform Project work;

- (b) To maximize access to all available skilled and experienced labour;
- (c) To optimize opportunities to develop and grow the skilled labour workforce;
- (d) To ensure that individuals, communities and businesses in the local area have full and fair opportunity to participate in the benefits of the Project;
- (e) To ensure that construction of the Project proceeds safely, efficiently, economically, and without interruption;
- (f) To ensure that the Project is not affected by any disruptions that may result from labour and collective bargaining disputes involving any parties on the Project;
- (g) To establish fair working conditions and practices that will apply to all employees working on the Project;
- (h) To foster work practices which will yield cost effectiveness and high quality results, and fair compensation for all participants for productive and quality work;
- (i) To foster a workplace free of discrimination and harassment and is respectful of the cultural differences of all participants;
- (j) To provide apprenticeships and skills training to develop a skilled workforce that will meet the province's future labour needs;
- (k) To provide apprenticeships, skills training and employment opportunities on a priority basis to Indigenous people, women in non-traditional work, people with disabilities, and other disadvantaged groups to achieve appropriate goals reflective of the local area of the Project;
- (l) To ensure that that the needs of Indigenous peoples and other Equity Groups to are respected and facilitated through training and employment on the Project;
- (m) To develop pre-apprenticeship, foundation, apprenticeship and occupational certificate training and where reasonably possible, provide such training in the local area of the Project;
- (n) To develop clear and measurable strategies to support Indigenous employees transition to work.

ARTICLE 2 – PARTIES AND DEFINITIONS

2.100 Employer

2.101 BC Infrastructure Benefits Inc. is the employer of all Employees working under the scope of this Community Benefits Agreement. It is understood and agreed that the Employer may delegate functions or responsibilities to Contractors or others and such delegation shall in no way detract from the status of as employer nor mean that any other person is

an employer of Employees working under the scope of this Community Benefits Agreement.

2.102 The Contractors recognize BC Infrastructure Benefits Inc. as the employer and the Contractors agree to be governed by the terms of this Agreement and by all lawful settlements of disputes and grievances made pursuant thereto.

2.103 The Employer and the Contractors recognize the Council for the purpose of collective bargaining and administering this Agreement for the members of the Affiliated Unions; and they agree to be governed by the terms of this Agreement and pursuant hereto.

2.200 Allied Infrastructure and Related Construction Council of British Columbia

2.201 The Council shall be composed of the International Building and Construction Trades Unions and the Locals thereof together with the other unions as provided in the Constitution and By-Laws of the Council in effect as of the date of this Agreement. The Council will provide the Employer with any amendments to the Constitution and By-Laws of the Council if and when adopted by the Council. Further, the Council shall be composed only of properly authorized representatives. Any other local Union the Council agrees to represent as an Affiliated Union to perform work within the scope of this Agreement may be added as a signatory by notice given to the Employer.

2.202 The Affiliated Unions recognize the Council as their exclusive agent for the purpose of collective bargaining and administering this Agreement for the members of the Affiliated Unions, and the Affiliated Unions agree to be governed by the terms of this Agreement and by all lawful settlements of disputes and grievances made pursuant thereto.

2.300 Definitions

For the purpose of this Agreement, the following definitions shall apply:

2.301 "Affiliated Union(s)" means a trade and/or local union who have authorized the Council to execute this Agreement and are listed herein.

2.302 "Agreement" means this Community Benefits Agreement and any amendments hereto.

2.303 "Appropriate Affiliate" means the Union affiliated to the Council that has jurisdiction, as recognized by the criteria of the Jurisdictional Assignment Plan for the Settlement of Jurisdictional Disputes in the Construction Industry, for the work to be performed.

2.304 "Camp Standards" shall mean the "BC Construction Camp Rules and Regulations" between the BCYTCTC and the CLRABC, dated January 1, 2008 to December 31, 2014, as contained in Appendices – Camp Standards and amended by the Article 18 of this Agreement.

2.305 "Contract" means a contract, issued by an Owner under a Project and awarded to a Contractor, which defines the scope of work to be performed by the Contractor.

- 2.306 “Contractor” shall mean any company engaged in work within the Project. Sub-Contractors to Contractors shall also be included in the definition of “Contractor”. For clarification, suppliers who require a work force on the Project are considered Contractors.
- 2.307 “Council” means Allied Infrastructure and Related Construction Council of British Columbia.
- 2.308 “Council Representative(s)” shall be such person(s) designated by the Allied Infrastructure and Related Construction Council of British Columbia.
- 2.309 “Employee(s)” shall be those persons hired by the Employer to perform construction work upon the Project including Owner Operators, and those Employees of the Employer or any Contractor who are employed as Security Guards and Fire Prevention personnel on the Site.

The term “Employee(s)” shall not include:

- (a) Security, Fire Prevention and Personnel performing health and safety and investigative functions;
- (b) Professional Engineering, Geological and Architectural staff of the Contractor, Consultants or the Owner performing sporadic, occasional and non- repetitive recording, testing, or drafting (with or without tools);
- (c) Instructors and Consultants doing needs analysis, training and instruction;
- (d) Technical Specialist(s) from the manufacturers brought in to supervise specialized work to be performed on permanent specialized components, where, to effect or maintain a warranty on installed components, the supplier requires technical specialist(s) in their employ, the Council or Appropriate Affiliate shall issue a clearance to such a technician(s) to work with tools for those specific requirements;
- (e) One clerical person per Contractor in a Site office whose duties include confidential and financial matters;
- (f) Professional Engineers who are employed in a professional capacity;
- (g) Persons performing oversight, commissioning and acceptance testing who are employees of, or consultants to, the Owner;
- (h) Employees of the Owner, Employer or Contractors who are on the Site to perform work outside the coverage of this Agreement;
- (i) Persons and firms performing relocation work for municipal sewer and water works and utility companies (e.g. telecommunications and internet, natural gas

supply, cable T.V. companies, electric power lines, etc.), and any other work on Site for utility companies and municipal works;

- (k) Persons and firms performing Indigenous cultural, archeological and environmental monitoring oversight, and other related indigenous investigative work; and
- (l) Employees or consultants of the Contractor engaged in quality management acceptance and certification tasks, including the Quality Manager but for clarity not including the persons performing the actual technical testing.

2.310 “Employer” means BC Infrastructure Benefits Inc., its heirs, successors and/or assigns.

2.311 “Equity Group” is an inclusive term referring to women in non-traditional work, people with disabilities, and other traditionally underrepresented groups.

2.312 “Indigenous” is an inclusive term referring to all First Nations, Metis, and Inuit peoples.

2.313 “J.A.P.” means the Jurisdictional Assignment Plan of British Columbia.

2.314 “Local Union Representative(s)” shall be the Local Affiliated Union Business Manager or designate.

2.315 “Local Resident(s)”

(a) A Local Resident shall be a person who resides within British Columbia and

(i) Within a one hundred (100) kilometre radius of the applicable Site for a period of six (6) months prior to the commencement of construction work on the Site; or

(ii) who had a residence in a local community for one year prior to the date of hire after the commencement of construction. The Employer will designate and advise the Council of the “commencement of construction” date at the beginning of each project.

(b) Local Resident status shall require proof of actual residency such as documentation of ownership, rental or mortgage payments. If additional documentation is required, it shall be mutually agreeable to the Parties not to be unreasonably withheld.

2.316 “Master Section” shall mean the section of this Agreement that sets out those items of the Agreement that apply to all Employees and all Affiliated Unions and establishes the items included in the Trade Sections and Addendums unless otherwise agreed to therein.

2.317 “Owner” means the entity as defined in the Appendix for the applicable Project.

2.318 “Owner Operator” means persons engaged in work within the Project who own their own, machinery or equipment and who perform work or services for another person for

compensation, and includes a Dependent Contractor as defined in the Labour Relations Code.

- 2.319 “Party(ies)” means the Council and the Employer.
- 2.320 “Point of Hire” shall mean where the Employee resides, or other such location that may be agreed to between the Employer and the Council.
- 2.321 “Project” means the scope of work as set out in the specific Appendix for the:
- (a) (i) Pattullo Bridge Replacement Project;
 - (ii) Trans Canada Highway 1 Kamloops to Alberta Border Four-Laning Project;
 - and
 - (b) Other projects the Province of BC and the Council agree to be added under this Agreement.
- 2.322 “Road Kilometres” means the number of kilometres from an employee’s residence to the Worksite as determined by the Employer using Google Maps or other type of calculation software as agreed to by both parties excluding distances travelled by ferries. The shortest route using well-maintained all-weather roads will be used in the calculation.
- 2.323 “Site(s)” or “Worksite(s)” shall be defined as the area within the Contract boundaries described in the Contract(s) or maps that shall be referenced in the Project Definition Appendices to this Agreement for each Project. Site descriptions shall be provided by the Employer prior to the commencement of construction of each Contract.
- 2.324 “Trade Section” shall mean the section of this Agreement that sets out those items of the Agreement that are specific to each Affiliated Union and not in conflict with the terms of the Master Section of this Agreement, namely:
- (a) Classifications, Wage Rates and Apprenticeship Wage Rates
 - (b) Foreperson
 - (c) Union Dues
 - (d) Health and Welfare, and Pension Plan Funds
 - (e) Other Funds
 - (f) Special Conditions

It is understood that the only items or provisions which may be included in the Trade Sections of this Agreement are those items set out above and which are not in conflict with the terms of the Master Section of the Agreement and any Addenda thereto.

- 2.325 “Underground Work” means work performed during active underground excavation which includes drilling, blasting, guniting, rock bolting or soft soil work. Once this work is

certified complete and safe by the engineer of record, work will no longer be considered Underground Work.

2.326 “Union” means the Allied Infrastructure and Related Construction Council of British Columbia acting on its own behalf and on behalf of the affiliated unions listed in the signatory page at the end of this agreement and any other local union the Council agrees to represent for work to be performed within the scope of the Projects listed in the Agreement.

2.327 “WorkSafeBC” means the Workers Compensation Board of British Columbia.

2.400 Interpretation

2.401 A reference to a higher-level clause includes a reference to any sub clauses (e.g. Article # or Article #.000 includes #.101, #.302 etc.; #.101 includes #.101(a), #.01(b)(i), etc.).

2.402 Savings Provisions

(a) If any Article or section of this Agreement should be held invalid by operation of law or by a tribunal of competent jurisdiction, or if compliance with or enforcement of any Article or section should be restrained by such tribunal, pending a final determination as to its validity, the remainder of this Agreement or the application of such Article or section to persons or circumstances other than those as to which it has been held invalid, or as to which compliance with or enforcement of has been restrained, shall not be affected thereby.

(b) In the event that any Article or section is held invalid, or enforcement of, or compliance with which has been restrained, as above set forth, the Parties shall enter into immediate negotiations, upon the request of either Party, for the purpose of arriving at a mutually satisfactory replacement for such Article or section during the period of invalidity or restraint. If the Parties do not agree on a mutually satisfactory replacement, they shall submit the dispute to the Grievance Procedure.

2.403 Priority of Interpretation

In the event of any conflict between provisions of the various component documents comprising this Agreement, the priority of interpretation shall be in the following order:

- (a) The applicable Addenda;
- (b) The Master Section;
- (c) The applicable Appendices;
- (d) Documents included by reference;
- (e) The Trade Sections – Wages; and
- (f) The Trade Sections – Provisions.

ARTICLE 3 – NO-STRIKE (WORK STOPPAGE)/NO-LOCKOUT

- 3.100 It is understood and agreed by the Parties that this Agreement is a special no-strike, no-lockout Agreement.
- 3.101 Neither the Council, nor any representative of the Council or any of the Affiliated Unions, nor any Affiliated Union, nor any member of the Affiliated Unions, or any Employee covered by this Agreement shall in any way, either directly or indirectly, authorize, encourage, condone, support, participate or engage in any strike, walkout, suspension of work, study session, slowdown or work stoppage of any kind on the part of any Employee or group of Employees or refuse to perform any task during the term of this Agreement.
- 3.102 The Employer, representatives of the Employer, the Contractor or representatives of the Contractor shall not in any way cause or direct any lockout of Employees during the term of this Agreement.
- 3.103 The Council, the Affiliated Unions and the Employees shall not authorize, encourage, engage in or condone any picketing of the Project.
- 3.104 The Council and Affiliated Unions agree that it shall not exercise any statutory or other rights that it may have to picket at or near the Site in the event of a labour dispute between Affiliated Unions and another employer who is involved on the Site.
- 3.105 To this end the Parties agree that disputes involving jurisdiction shall be settled by the Jurisdictional procedures provided for and agreed to by this Agreement and disputes involving all other matters shall be resolved by the Grievance Procedure including Arbitration provided for in this Agreement.
- 3.200 It is agreed that in the event of a strike, stoppage of work or any other similar circumstances, those persons employed as Security Guards or Fire Prevention personnel shall continue to work as required so as to protect plant and property.

ARTICLE 4 – COVERAGE

- 4.100 This Agreement, shall apply to and be binding upon all Employees of the Employer, the Affiliated Unions, the Employer, the Contractors and the Council while engaged in construction work within the scope of the Project.
- 4.200 The Master Section of this Agreement shall be binding on the Council and all Affiliated Unions. Each Affiliated Union shall also be bound by the applicable Trade Section to the exclusion of other Trade Sections.
- 4.300 Delivery or Pick-Up on the Site
- 4.301 Any person may deliver or pick-up incidental materials (which shall include all materials

except those addressed in Article 4.302) including delivery and discharge of ready-mix concrete produced off-Site, to one or more drop points specified by each Contractor.

- 4.302 Notwithstanding the above, delivery or pick-up of bulk quantities of asphalt mix, aggregates, and embankment materials, and ready-mix concrete produced on-Site, shall be within the scope of this Agreement and shall be delivered by Employees, subject to Article 8.400 Permitting.
- 4.400 It is understood that supplies, materials, pre-assembled units and pre-cast and fabricated units and modularized components may be sourced offsite for the Project from any worldwide source.
- 4.500 Materials fabricated by the Contractor off the Site, in a facility purpose built for the Project, shall be included within the scope of this Agreement.

ARTICLE 5 – RECOGNITION

- 5.100 Recognition of the Council and its Affiliated Unions pursuant to this Agreement applies to each Project listed or added and upon completion of the Project this Agreement and recognition pursuant thereto shall terminate.
- 5.101 The employment of members of an Affiliated Union, or of Employees who become members of an Affiliated Union through their employment on the Project shall not be considered in any application for certification of the trade union under the *Labour Relations Code* with respect to the Contractor.
- 5.102 Trade union membership evidence obtained for the purpose of employing any Employee on the Project shall not be considered in any application for certification or assertion of voluntary recognition of the Council or an Affiliated Union under the *Labour Relations Code* with respect to a Contractor working under the terms of this Agreement.

ARTICLE 6 – JURISDICTIONAL PROCEDURES

- 6.100 It shall be the right and responsibility of any Contractor engaged on the Project(s) under this Agreement to designate all work to be performed and to specify such assignment of such work on the following basis:
- 6.101 Both the Contractor and the Affiliated Union(s) shall recognize and strictly adhere to the Procedural Rules for the Umpire of the J.A.P. and other supplementary rule(s), agreement(s) and/or memoranda as may be agreed upon from time to time by the Construction Labour Relations Association of B.C. and the British Columbia Building Trades Council.

Should any provision or provisions contained in the above prove to be in violation of any legally effective Federal or Provincial statute, it is agreed that the Parties to the said agreements shall re-negotiate such provision or provisions and all other provisions shall not be affected thereby.

- 6.102 The Employer shall require the Contractor to make known the intended work assignment. It is agreed that such intended work assignment shall be determined by the standards contained in the Procedural Rules for the Umpire of the J.A.P.
- 6.103 All cases, disputes, or controversies involving jurisdictional disputes and assignments of work shall be resolved as provided in the Procedural Rules and Regulations provided in the J.A.P. for the Umpire. The Parties, affected Contractors, Affiliated Unions and Employees shall comply with the decisions and awards of the Jurisdictional Assignment Plan Umpire of Work Assignment established by the J.A.P.
- 6.200 All pre-job conferences, including mark-up meetings shall be arranged by the Employer and shall be held in Vancouver for each contract awarded. Where impractical or for other valid reasons, the location of the pre-job conference may be moved by mutual agreement and such mutual agreement shall not be unreasonably withheld.
- 6.300 Disputes over the jurisdiction of work shall not at any time cause a stoppage, slowdown of work or delay in starting work.
- 6.400 It is understood and agreed that all Affiliated Unions even if they are not a member of the British Columbia Building Trades Council or they do not have obligation or recourse to the Impartial Jurisdictional Disputes Board (e.g. MoveUp, Culinary and Glaziers) are, for work under this Agreement only, covered by the J.A.P. and shall comply with the procedures and decisions of the J.A.P. for the resolution of jurisdictional disputes.
- 6.500 Once the jurisdiction has been decided there shall be no dispute on the Site or enforcement of strict jurisdictional demarcation lines to the end that Employees shall assist each other and co-operate with each other to use and develop the skills they have.
- 6.501 Each Affiliated Union shall promote co-operation between the Affiliated Unions and others on the Site.
- 6.502 The Employer or Council may arrange a meeting between the Affiliated Unions involved where this co-operation is not being exhibited or if no assignment has been made in the work under question.
- 6.600 Jurisdictional Committee
- The Jurisdictional Committee shall:
- (a) consist of up to three representatives designated by the Council and up to three representatives designated by the Employer, who shall act from time to time as required.
 - (b) investigate such other matters related to jurisdiction that the representatives consider appropriate and make recommendations to reduce disputes on site and promote cooperation.

6.700 Jurisdictional Assignment Plan Fund

The Employer will fund the J.A.P. in accordance with Article 13.206.

6.800 Composite Crew Principles

6.801 The Contractor shall assign work on the basis of traditional work jurisdiction lines. It is recognized that, for some short-term work situations effective production will require the use of composite crews. The foreman for the composite crew will be assigned by the Contractor.

6.802 There may be other composite crew or work team arrangements suggested by the Contractor, or that have been utilized on other projects, that provide for more effective production. The appropriate Affiliated Unions agree to meet to discuss such composite crew or work team proposals and make every effort to reach agreement, to enhance the effectiveness and efficiency of the work operation in question, such agreement not to be unreasonably withheld.

6.803 Short-term work shall include:

- (a) working in another jurisdiction on an as needed basis for two hours or less per day; and
- (b) working in another jurisdiction for short-term work for two days or less when layoff of one trade and hire of another is impractical or unreasonable;

6.804 The Council and applicable Affiliate Unions shall be informed prior to cross-jurisdictional work.

6.805 The composite crew principle shall not be used to replace full-time work in one Trade's jurisdiction, with another Trade.

ARTICLE 7 – MANAGEMENT RIGHTS

7.100 The management, operation of and the direction and promotion of the Employees of the Employer is vested exclusively in the Employer and the Employers' rights include, but are not limited to, the hiring and directing of its Employees, the right to promote, demote, transfer (subject to 7.600 below), layoff, discipline and discharge (subject to the Grievance Procedure) Employees; the making, publication and enforcement of rules for the promotion of safety, efficiency, environmental concerns, and for the protection of the Employees and the property of the Contractor and Owner and others with whom the Contractor, Owner or Employer may have business relations.

7.200 Subject to the provisions of this Agreement, the foregoing enumeration of management rights shall not be deemed to exclude other rights not specifically set forth. The Employer retains all legal and traditional rights not specifically covered by this Agreement.

- 7.300 The Employer shall exercise its rights and obligations under this Agreement in a manner that is consistent with the Objectives set out herein.
- 7.400 The Employer has the right to delegate any of its rights of management to any person, firm or Contractor working on the Project as it may deem fit. Any person, firm or Contractor delegated such rights shall observe the terms of this Agreement and the Council shall be informed of such delegation.
- 7.500 The exercise of the Employer's rights as provided by this Article does not relieve the Employer of obligations arising out of any other provision of this Agreement or limit the rights of the Council or the Employees of the Employer which are contained herein. Where any dispute over interpretation of this Article occurs, such dispute shall be referred to grievance for settlement.
- 7.600 Employees may be transferred from one Contractor to another Contractor upon agreement of the appropriate Affiliated Union, Contractors involved, the Employee and the Employer.

ARTICLE 8 – WORKFORCE SECURITY

8.100 Union Membership

- 8.101 All Employees under this Agreement, up to and including the rank of general foreperson, shall be members of or secure membership in the Appropriate Affiliate and maintain such membership in good standing as a condition of employment.
- 8.102 Application for membership shall be made to join the Appropriate Affiliate within thirty (30) calendar days.
- 8.103 Parties to this Agreement and the Contractor shall not discriminate against any Employee by reason of the Employee's membership in the Affiliated Union or participation in lawful Union activities.

8.200 Dispatch

Employees shall be retained in the order prescribed in 8.600.

- 8.201 When placing a dispatch order, the Employer shall, during regular business hours, provide to the Affiliated Union having jurisdiction over the work to be performed:
- a) the Dispatch Request, in a form determined by the Employer; and
 - b) the required dispatch response period, which period shall be not less than two (2) business days,
- for the Affiliated Union to complete dispatch of personnel in accordance with Articles 8.600 and 9.100. The Affiliated Union shall give notice to the Employer of any delay in dispatching prior to the expiration of the dispatch response period.

- 8.202 When the order cannot be filled within the time limit referred to in 8.201, the Employer may obtain Employees under the priorities in Articles 8.600 and 9.100. Any Employees so hired who are not members of an affiliated union shall make application to join the appropriate affiliated union within thirty (30) calendar days.
- 8.203 When a dispute arises over the hiring of Employees, Employer and Council Representatives shall meet and make a final and binding decision. Failing a decision being made the dispute shall be referred to an Arbitrator selected pursuant to Article 10.402 who shall decide the question within five (5) calendar days.
- 8.204 Employees who resign or self-terminate may not be rehired for thirty (30) calendar days. The Employer may take extenuating circumstances into consideration.
- 8.205 The Contractor shall provide the Employer who shall provide the Council and/or the Affiliated Union with a copy of all Employee termination notices giving the reason for termination and rehire status.
- 8.206 The Contractor shall provide the Employer with a copy of all notices of employment for all new Employees at the time of hire. The Employer shall provide copies to the Council upon request.
- 8.207 The Employer, with the Contractor's assistance, shall provide the Council with a labour force report bi-weekly, showing the number of hourly paid Employees on the Employer's payroll, by Affiliated Union and by Contractor.
- 8.208 The Employer shall give preference of re-employment to an Employee on Workers Compensation when such worker is able to return to work, providing appropriate work is available without displacing existing Employees.

8.300 Qualifications:

The intent of this Agreement is to create a skilled workforce in the Construction Industry.

- 8.301 Where applicable, qualification standards shall be the Inter-provincial Red Seal Standard or BC Trade Qualification, each as recognized by the Province, or be a registered apprentice ("Qualification Standards").
- 8.302 Employees that do not possess the Qualification Standards but have worked in a specific trade with enough hours of experience to satisfy the requirements of the Industry Training Authority, shall be assisted by the Council and Employer to achieve the Qualification Standards for that trade.
- 8.303 Those Employees working in jobs without the qualifications or certifications as above will be a trainee or experienced for the work classification required as determined by the Employer.

8.400 Permitting

- 8.401 Permits will be administered to allow an employer and/or employee to perform work on Site without entering into a contract agreement with the Employer.
- 8.402 Permits will be considered and are only applicable for work that is of an emergency or temporary nature, or of a specialty application that requires qualifications for work the Appropriate Affiliate may not be able to provide qualified members, or where it is not practicable to perform the work under this Agreement.
- 8.403 Permits shall be granted for intermittent Works that involve multiple mobilization / demobilization cycles to complete the Project:
- (a) such as paving, curb and gutter, and concrete flatwork¹, for periods not exceeding ten (10) days in aggregate per year for each Contractor; and
 - (b) for delivery of bulk quantities of embankment materials and aggregates, for the following periods, cumulative per year for each Contractor
 - (i) for transportation Projects (including without limitation Pattullo Bridge Replacement, highway and transit projects) in the Lower Mainland and Fraser Valley (Hope to Squamish), twenty (20) days, and
 - (ii) for all other Projects and areas of the Province, ten (10) days.
- A Contractor who has work under multiple Owner-issued contracts shall be entitled to the same period of permitting for work on each such contract. The Employer will ensure employees hired under this provision are paid in accordance with the wage tables in the appropriate Trade Section.
- 8.404 First Nation contractors or employees working subject to, or as a result of, an agreement with the Province will be guaranteed a permit by the Union.
- 8.405 Permits must be acquired by the Contractor who is hiring the permitted employer / employee by completing a Permit Request Form.
- 8.406 Each Permit Request Form must be signed by a representative of the Employer, Council, and the Contractor.
- 8.407 Permits will be valid only for the duration agreed to on the Permit Request Form. Prior to continuing work, the Contractor will need to complete another Permit Request Form if the duration needs to be extended.
- 8.408 The Council fee associated with each permit request will be \$100.00 per day to a maximum of \$500.00. The Council and Appropriate Affiliate may determine the distribution of the fee amongst themselves.

¹ "concrete flatwork" includes sidewalks, island and median caps, but excludes bridge decks and concrete roadways.

8.409 When the permit request is for a non-affiliated union contractor, the Employer will ensure that Contractor pays employees wages and benefits as per the tables in the appropriate Trade Section and remits to the Appropriate Affiliates all contributions and funds within the Appropriate Affiliate's Trade Section in the Agreement. Contribution and funds will be calculated on an hourly basis per employee and remitted as per the Agreement.

8.410 The Contractor will track all hours of work and provide a proof of payment report to the Employer and Council showing the hours worked and the contributions and funds paid to the Affiliated Union(s) at the completion of each permit.

8.500 Dues

8.501 The Employer shall comply with the dues deduction provision of the appropriate Trade Section attached hereto in respect of all Employees covered by this Agreement and remit same to the Affiliated Union within the time specified.

8.502 The Employer shall honour an Employee's written assignment of wages to the Affiliated Union. Each Employee shall submit a written authorization as a condition of employment if required.

8.503 The Employer shall be advised in writing of any changes in initiation fees or dues, or of assessments by the Affiliated Union before being required to put them into effect.

8.600 Hiring Process

The Employer and Council agree that for any contract, workers shall be hired and clearances issued in accordance with the following.

8.601 Contractor's only requesting Employees from a single trade

(a) The Employer shall have the right, for itself and each Contractor requiring more than six (6) employees, to hire as follows:

- i) 'name hire' all supervisors, inclusive of non-working forepersons,
- ii) 'name hire' any four (4) employees,
- iii) hire employees in the following order, one at a time for each of (1) through (3) below, repeating as necessary:
 - 1) an employee dispatched from the Affiliated Union,
 - 2) an employee name requested from the Affiliated Union, and
 - 3) a 'name hire' of any employee,

(b) The Employer shall have the right, for itself and each Contractor requiring six (6) or less employees, to hire as follows:

- i) 'name hire' all supervisors, inclusive of non-working forepersons,
- ii) 'name hire' any two (2) employees,

- iii) an employee dispatched from the Affiliated Union,
- iv) an employee name requested from the Affiliated Union,
- v) a 'name hire' of any employee,
- vi) an employee dispatched from the Affiliated Union,
- vii) in the event that the crew expands beyond six (6) employees, to transition to the agreed ratio, the seventh (7th) and eighth (8th) persons hired shall be a 'name hire' of any employee. Any hires of the ninth (9th) and subsequent positions shall be in accordance with 8.601(a)(iii).

8.602 Contractor's requesting Employees from multiple trades

- (a) The Employer shall have the right, for itself and each Contractor requiring more than six (6) employees, to hire as follows per each Affiliated Union:
 - i) 'name hire' all supervisors, inclusive of non-working forepersons,
 - ii) 'name hire' any three (3) employees,
 - iii) hire employees in the following order, one at a time for each of (1) through (3) below, repeating as necessary:
 - 1) an employee dispatched from the Affiliated Union,
 - 2) an employee name requested from the Affiliated Union, and
 - 3) a 'name hire' of any employee,
- (b) The Employer shall have the right, for itself and each Contractor requiring six (6) or less employees, to hire as follows per each Affiliated Union:
 - i) 'name hire' all supervisors, inclusive of non-working forepersons,
 - ii) 'name hire' any two (2) employees,
 - iii) an employee dispatched from the Affiliated Union,
 - iv) an employee name requested from the Affiliated Union,
 - v) a 'name hire' of any employee,
 - vi) an employee dispatched from the Affiliated Union,
 - vii) in the event that the crew expands beyond six (6) employees, to transition to the agreed ratio, the seventh (7th) shall be a 'name hire' of any employee, the eighth (8th) shall be a "name hire" of the union list, and the ninth (9th) shall be a 'name hire' of any employee. Any hires of the tenth (10th) and subsequent positions shall be in accordance with 8.602(a)(iii).

8.603 Notwithstanding Article 8.600 and Article 9.100, any Employee laid off within the last year may be rehired, and the Affiliated Union shall clear such Employees.

8.604 On prime or sub-contracts awarded to local companies with a labour component of up to thirty-five thousand dollars (\$35,000), the Employer shall have the right to 'name hire' all employees provided those requested meet the criteria of being Local Residents.

The purpose of this provision is to allow local companies to do small assignments with their regular crew.

8.605 Contract work awarded to Contractors shall not be "split" into sub-contracts with the intent to circumvent this Article.

8.606 The above 'name hires' must be residents of Canada for a period of six (6) months. These 'name hires' may or may not be members of the Affiliated Unions. To qualify for a 'name hire' under this clause, the individual must have been employed by the Employer or Contractor for at least six (6) months in the last two (2) years and must have the experience, training and required qualifications where applicable. Additional qualified regular employees may be name requested where there is mutual agreement between the Parties. The Employer shall notify the Affiliated Union(s) of these hires and the Affiliated Union(s) shall provide clearances.

8.607 Any workers hired pursuant to this Article 8.600:

(a) shall follow the provisions of Article 9.000 provided that any 'name hires' and rehires specified above, and any trade addendum provisions specifying a hiring process, shall take priority;

(b) except for 'name hire' and rehire dispatches, all personnel shall be dispatched in strict compliance with the priority hiring steps of Articles 9.101 and 9.102;

(c) for any dispatch under Article 9.101, name requests shall be limited to the highest priority classification that has qualified personnel available [e.g. a name request cannot be for a person from priority 9.101(c) if there are still available people within priority 9.101(b)]; and

(d) the Affiliated Union will, where required under the priority order, dispatch non-union personnel, from a list of personnel to be administered by the Employer, and the Affiliated Union shall issue clearances.

ARTICLE 9 – WORKFORCE DEVELOPMENT

The Parties agree to promote employment opportunities for Local Residents.

The Parties agree to provide equity training and employment priority for Indigenous Peoples, women in non-traditional job classifications and other Equity Groups.

9.100 Priority Hiring

9.101 To ensure the greatest opportunities for Indigenous peoples, Equity Groups, and Local

Residents, the Parties agree the hiring will be done in the following priority:

- (a) Qualified Indigenous peoples in accordance with Government's other commitments and agreements with First Nations determined on a Project basis.
- (b) Qualified Indigenous peoples and Equity Groups, who are members of an Affiliated Union and Local Residents.
- (c) Qualified Indigenous peoples and Equity Groups and are Local Residents who are not Affiliated Union members. The Employer shall notify the Affiliated Union of these hires and the Affiliated Union shall provide clearance.
- (d) Qualified Union members who are Local Residents.
- (e) Qualified Local Residents who are not members of an Affiliated Union. The Employer will notify the Affiliated Union of these hires and the Affiliated Union shall provide clearance.
- (f) Qualified Indigenous peoples and Equity Group Affiliated Union members who are residents of B.C. but are not Local Residents.
- (g) Qualified Indigenous peoples and Equity Group workers who are non-union residents of B.C. but who are not Local Residents. The Employer will notify the Affiliated Union of these hires and the Affiliated Union shall provide clearance.
- (h) Qualified B.C. Union members who are not Local Residents.
- (i) Qualified B.C. residents who are not Local Residents. The Employer will notify the Affiliated Union of these hires and the Affiliated Union shall provide clearance.

9.102 If 9.101 (a) to (i) fail to provide a full crew compliment, the Employer will next hire outside British Columbia based on the following priority hiring:

- (a) Qualified Affiliated Union members from the Yukon, Alberta, Saskatchewan and Manitoba. The Council and Affiliated Unions agree to support name requests from affiliated unions outside the Province of British Columbia.
- (b) Qualified Affiliated Union members from Canada. The Council and Affiliated Unions agree to support name requests from affiliated unions outside the Province of British Columbia.
- (c) Qualified Canadian residents. The Employer shall notify the Affiliated Union of these hires and the Affiliated Union shall provide clearance.
- (d) Temporary Foreign Workers: the parties agree that after exhausting all reasonable sources of qualified labour who are ready and willing to work on specific projects covered by this agreement will be to seek out-of-country workers. Prior to applications under any program to bring in out-of-country

workers, the Contractor agrees to consult the Council. Only workers who meet Canadian qualifications will be hired.

9.103 The Employer will monitor all hires (including trainees and apprentices) to ensure that all elements of the hiring process are followed and will produce a report for the Council on a bi-weekly basis that identifies the type of hire.

9.104 The Employer and the Council may, by mutual consent, introduce a regional hiring priority for workers who are not Local Residents.

9.200 Training

The purpose of these provisions is to ensure the greatest training and employment benefits flow to Local Residents, Indigenous peoples, and Equity Groups. The Parties agree training will be provided in an inclusive, accessible, transparent and collaborative manner.

9.201 The Employer will conduct an assessment of the need for enhanced training to meet commitments contained in this Agreement. The assessment will be reviewed and regularly updated over the life of the Project.

(a) A training and apprenticeship plan will be developed by the Employer based on this assessment to meet the commitments contained in this Agreement.

(b) Existing government training programs and services, e.g. Trades Training System (funded by the Industry Training Authority) and the Canada Jobs Fund/Workforce Development Agreement and the Indigenous Skills Training Development Fund, within current capacity, will be used before any specialized new training is developed.

(c) Contributions by the Employer to an enhanced training fund shall be determined for each Project based on the assessment and training plan in accordance with applicable government policy(s). The Employer will consult with the Council on training development.

9.202 The Parties agree the provision of enhanced training opportunities, both pre-employment and during employment, shall be organized and delivered to give preferential opportunities to Indigenous persons, Equity Groups and Local Residents.

9.203 Training rates and rates of pay for positions not requiring a BC Trades Qualification Certificate (excluding apprenticeship rates) shall be established by mutual agreement between the Employer and each Applicable Affiliated Union.

9.204 On-Site Orientation

(a) The Employer will, in consultation with the Council, prepare and present an orientation to all Employees hired to work on the Site.

(b) The orientation shall include safety, housekeeping, environmental stewardship and key provisions of this Agreement (e.g. jurisdiction, preferential hiring and

community benefits, no strike/no lockout, role of the Council and Employer) and cultural awareness.

9.205 The Employer, Contractors, Council and Affiliated Unions agrees, in collaboration with local Indigenous communities, to provide sustainable, comprehensive Indigenous cultural competency training to all persons working on the Project.

9.300 Apprenticeships

9.301 The Parties recognize that apprenticeships in the skilled trades are essential to the development of British Columbia's workforce. The Province of BC has established a "whole-of-government" target apprenticeship ratio on public infrastructure projects as set out in the Provincial Apprenticeship Ratio Policy.

9.302 For the purposes of this Agreement, the overall target ratio of apprenticeship hours to journeyman hours shall be twenty five percent (25%) for all BC-recognized Red Seal Trades, averaged over the projects. This target ratio may be amended at any time by the Employer to reflect any amendments to the Provincial Apprenticeship Ratio Policy.

9.303 For each Project, the Employer will assess and establish an overall target ratio of apprenticeship hours to journeyman hours applicable to the Project, which, in consultation with the Council, may further be varied on a Trade-by-Trade basis subject to achieving the Project target. Workplace safety shall always be a paramount consideration in establishing the ratios.

9.304 The Parties agree to provide apprenticeship training in accordance with the hiring priorities set out in Article 9.100 Priority Hiring to ensure the greatest training opportunity for Indigenous people and Equity Groups.

9.305 It is acknowledged that there are established apprentice ratios in the Trade Sections, which will be considered in setting the specific Trade targets for the Project.

9.306 In the event the Trade Section does not realize an effective apprenticeship ratio target for the Project, the Parties will determine any increase or decrease to the effective apprenticeship ratio by specific Red Seal Trade.

9.400 General Trades Training

9.401 The Parties recognize that development of construction skills, for persons other than the Red Seal apprentices addressed in Article 9.300 above, is also essential to the development of British Columbia's workforce.

9.402 The Parties agree to establish trainee positions within each Affiliated Union that does not have an apprenticeship program.

9.403 For each Project, the Employer, in consultation with the Council, may establish specific trainee positions or ratios on a Trade-by-Trade basis.

9.404 It is acknowledged that there are established trainee ratios in the various Operating Engineer Trade Sections, which will be considered in setting the specific Trade targets for the Project. Workplace safety shall be a paramount consideration in establishing the ratios.

9.405 The target ratio of trainees to other workers shall be not less than one to ten (1:10).

9.500 Indigenous Peoples

9.501 The Parties agree the work under this Agreement will be in respect and in partnership with Indigenous communities and Indigenous organizations.

9.502 The Parties recognize that development of construction skills for Indigenous groups will aid in growing the skilled workforce while providing equal representation, enhance economic participation, and provide other community benefits.

9.503 The Parties agree that Indigenous people will be given priority for hiring (pursuant to Articles 8.600 and 9.100) and training on any Project covered by this Agreement, including priority for apprenticeship opportunities. The Parties will make all reasonable efforts to work with local Indigenous communities and organizations to identify training opportunities and increased participation on the Project.

9.504 The Parties agree to assess on a Project basis, opportunities for Indigenous groups, in alignment and as determined in accordance with Government's consultation and accommodation process or by other mutual agreement.

ARTICLE 10 – GRIEVANCE PROCEDURE

10.100 Grievance means any difference or dispute concerning the interpretation, application, administration, meaning or alleged violation of this Agreement, including any question of whether a matter is subject to arbitration.

10.101 Either the Employee or the Council or any Affiliated Union or the Employer or any Contractor shall have the right to initiate a grievance.

10.102 (a) The Council may proceed directly to Stage III Arbitration when claiming damages resulting from any lockout of any Employee.

(b) The Employer may proceed directly to Stage III Arbitration when claiming damages resulting from any strike, walkout, picketing, work stoppage or refusal to work on the part of any Employee of any Affiliated Union.

10.200 Initiation of Grievance

10.201 It is agreed that it is the spirit and intent of this Agreement to address grievances promptly. All grievances, other than those pertaining to jurisdictional disputes, that may arise on any work covered by this Agreement must be initiated within fifteen (15) working days of knowledge or ought to have known of the incident by either the Employee in Stage

I or by either the Council, the appropriate Affiliated Unions, the Employer or a Contractor (hereinafter called the grieving Party) in Stage II and shall be handled in the following manner:

10.300 Stage I (Employee/Steward & Foreperson/Superintendent)

10.301 The Employee concerned shall first seek to settle the grievance by discussion with the Employee's Foreperson. The Employee has the right to have a Steward present. The Employee and/or the Steward may also discuss the grievance with the General Foreperson or Superintendent in an effort to resolve the grievance. These resolutions, however, are not to change the Agreement and are not to be used as past practice to interpret the Agreement by any Party.

10.302 If a resolution of the grievance is not reached within five (5) working days of the Stage I meetings, the particulars of the grievance shall, within a further five (5) working days, be reduced to writing by or on behalf of the griever, on the appropriate council form, and delivered to the Council who shall give copies to the Contractor and the Employer and the grievance shall proceed to Stage II.

10.303 Every effort shall be made to complete a Stage I before a grieving discharged Employee leaves the Site.

10.400 Stage II (Employer/Contractor and Council/Steward)

10.401 Following the issuance of the written grievance, the grieving Party may, at its option, request a Stage II meeting.

10.402 A meeting to resolve the grievance shall be convened by the Employer, and be attended by Representatives of the Council and the Contractor. The Affiliated Unions are urged to attend as well. The Parties have the right to interview, without disruption of work, witnesses and gather the appropriate information.

10.403 If the grievance is not resolved within ten (10) working days of the meeting at Stage II, the grievance may proceed, at the option of the grieving Party to Stage III Arbitration.

10.404 The Parties may mutually agree to meet with a third party to help resolve the dispute (e.g. mediator, government appointed settlement officer). If the Parties agree to this process and are unable to resolve the grievance in meeting(s) with the third party, the Parties may request the third party to provide non-binding written recommendations respecting the resolution of the grievance. Upon receipt of the non-binding written recommendations, and failing a resolution to the grievance, the Parties may proceed directly to arbitration. All costs associated with the aforementioned third party shall be shared by the Parties equally. The third party providing the non-binding recommendation shall not be considered as the arbitrator if the grievance proceeds to Stage III Arbitration.

10.500 Stage III Arbitration

- 10.501 Either Party, within ten (10) working days of the Stage II meeting, or within twenty (20) working days after the receipt of the non-binding written recommendations of the third party as per Article 10.404, may notify the other Party in writing of its desire to submit to arbitration an unsettled grievance.
- 10.502 The dispute shall be submitted to a mutually agreeable arbitrator to be named at the time of requirement, sitting as a Single Arbitrator. The Parties shall agree on the selection of a particular arbitrator to serve in each instance within ten (10) working days of receipt of the notice to arbitrate. Should the Parties fail to agree on an arbitrator, the Parties shall apply to the Collective Agreement Arbitration Bureau for the appointment of an arbitrator.
- 10.503 The arbitrator chosen to hear the grievance at Stage III Arbitration shall not be the same person who provided the non-binding recommendation as per Article 10.504 where a non-binding recommendation was requested for the same grievance.
- 10.504 The Parties may agree in writing that an Arbitration Board consisting of three members may be substituted for the Single Arbitrator established in paragraph (b) above. Each Party shall nominate a person to sit with the single named arbitrator (chair) which shall constitute the Arbitration Board.
- 10.505 The Parties shall each appoint a representative to submit evidence and present their respective positions to the arbitrator or Arbitration Board. This appointment shall be made within forty-eight (48) hours of receipt of confirmation from the arbitrator or Chair to serve in that capacity.
- 10.506 The Arbitrator or Arbitration Board shall proceed as soon as practical to examine the grievance and render a decision. The arbitrator or Arbitration Board may determine its own procedure in accordance with the Labour Relations Code of British Columbia.
- 10.507 The decision of the majority shall be the decision of the Arbitration Board. Where there is no majority decision, the decision of the Chair shall be the decision of the Arbitration Board. The decision of the Arbitrator or Arbitration Board shall be final and binding on the Parties, and affected Contractors, Affiliated Unions and Employees.
- 10.508 The Arbitrator or Arbitration Board shall not have the power to change the Agreement or to alter, modify or amend any of its provisions.
- 10.509 In the arbitration proceedings, each of the Parties shall pay the expenses of its representatives and its nominee to the Arbitration Board. The fees and expenses of the single Arbitrator or the Chair of an Arbitration Board shall be shared equally by the Parties.
- 10.510 Only by mutual agreement of the Parties, the processing of any grievance may proceed directly to any stage or step in the grievance procedure, including arbitration.

- 10.600 The time limits mentioned in this Article shall be strictly construed and where they are not met the grievance shall be deemed to be abandoned and all rights of recourse at law shall be at an end. Time limits may be extended by mutual consent of the Employer and the Council but the same must be in writing.
- 10.700 Council shall have the right to grieve and arbitrate the dismissal of Employees if in the opinion of the Council such dismissal warrants arbitration.

ARTICLE 11 – REPRESENTATIVES

11.100 Employer’s Representative

The Employer shall appoint an Employer representative who shall represent the Employer in the administration and application of the terms of this Agreement. The Council, the Affiliate Unions, and the Contractors agree to recognize said representative.

11.200 Council’s Representative

The Council shall appoint a Council Representative who shall represent the Council in the administration and application of the terms of this Agreement. The Employer, the Contractor and the Affiliated Unions agree to recognize said Council Representative. The Council Representative shall have access to the Site in carrying out regular duties; however without interference with the Employee(s)’ work.

11.300 Representatives of the Affiliated Unions shall have access to the Site covered by this Agreement in the carrying out of their regular duties, after first notifying the Council Representative, the Employer, and/or Contractors, however, in no way shall the Affiliated Union representative interfere with the Employees during working hours.

11.400 It is agreed that none of the Council Representative, Employer representative, Affiliate representative, or a Contractor representative have any power to alter or amend this Agreement in any way. This is not meant to discourage arrangements made on Site between the representatives to resolve issues and disputes or institute mutually acceptable solutions. These arrangements, however, shall not have the effect of altering the Agreement and are not to be used as past practice to interpret the Agreement.

11.500 It shall be the responsibility of the Employer and the Council to keep each other informed in writing of the names of their respective representatives. Prompt notice shall be given of any changes.

11.600 Administration Meetings – Joint meetings between the Council Representative and the Employer representative shall be held as necessary at the request of either Party to review and study any matter affecting labour relations for the Projects. It is understood that the Council and the Employer representative have no authority to enter into any understanding or arrangement but

they shall have the authority to make submissions and present proposals for consideration and implementation, subject to agreement by the Parties.

ARTICLE 12 – STEWARDS

- 12.100 Each Affiliated Union is entitled to appoint and/or relieve of duties Stewards and/or Crew Stewards for each Contractor, to act as a representative of the Affiliated Union. Such Steward shall be appointed by the appropriate Affiliated Union and the Employer shall be notified in writing by the Council. The Representative of the appropriate Affiliate shall be advised in advance by the Contractor of the termination of the Steward.
- 12.200 There shall be no non-working Stewards.
- 12.300 It shall be the duty of Stewards and/or Crew Stewards to assist the Contractor and the Employees in carrying out the provisions of this Agreement and they shall be allowed reasonable time to perform their duties as agreed to by the Contractor's representative on the job and such approval shall not be unreasonably denied. When the Employer determines it is necessary to reduce the working forces on the job by layoff, the Steward(s) shall receive notice and a list of the Employees that shall leave the job. Such notice shall be at least two (2) hours prior to the end of the final shift of the Employees.
- 12.400 In the event that any Steward is dismissed for just cause, the Union will have the right to name another Steward from the remaining work crew. Provided they have the necessary skill and qualification required by the Contractor, Crew Stewards shall be retained until the crew is disbanded. If some of the crew is transferred to another crew within the scope of the Contractor that the Employee was assigned to and the Crew Steward has the skill and qualifications, then the Crew Steward shall be among those transferred. The Council shall give written advice if the Crew Steward is to become Steward over the crew to which the Crew Steward was transferred. Otherwise the Crew Steward shall not be considered a Crew Steward in the new crew. There shall be no duplication of Crew Stewards.
- 12.500 When any part of a crew is required to perform work on overtime or on inclement days, and the Steward(s) has been performing the type of work involved during the preceding regular shift, the Steward(s) shall be included in such required overtime or inclement working time. The Steward has the right to allow others to work instead but not the right to choose a successor.
- 12.600 Where work on the Contractor's job or portion thereof is interrupted and Employees are laid off or re-assigned such that the Steward is laid off or re-assigned, such Stewards shall be rehired and/or re-assigned to such work upon resumption of the interrupted work unless other arrangements are mutually acceptable.
- 12.700 The Council and the appropriate Affiliated Union shall be notified in writing by the Employer and/or the Contractor within forty-eight (48) hours if a Steward is discharged for cause, and such cause shall be stated in written form.

ARTICLE 13 – WAGES, CLASSIFICATIONS, FUNDS and PAYMENT OF WAGES

13.100 Wages and Classifications

13.101 Wages shall be paid in accordance with the schedules and classifications set out in the appropriate Trade Section.

13.102 The hourly wage rates may be adjusted downward or upward should the Affiliated Union elect in writing to adjust their pension, health and welfare, or other funds included in their Trade Sections. These adjustments are not to increase or decrease the total amount paid for hourly wage rates, vacation and statutory holiday pay, health and welfare, pension and other funds in the Agreement. New funds that are mutually agreeable to the Parties may be included in the above adjustments as long as the total amount paid is not increased.

13.103 New Classifications

- (a) When new classifications are required the Employer and the Council shall be given the opportunity to mutually agree to new classifications and wage rates. Every effort shall be made to conclude negotiations within thirty (30) calendar days. The thirty (30) calendar day period may be extended by mutual agreement of the Parties. Failing settlement by the Employer and the Council, the matter may be resolved through the grievance procedure. Pending settlement, the Employee shall be paid at the current rate.
- (b) The rate established shall be retroactive to the date notice in writing is given by either Party to commence negotiations; or the date of introduction on the Worksite, whichever is the later.

13.104 Journeyman Rates

All employees that meet the requirements detailed in Article 8.301 and 8.302 shall be entitled to the Journeyman rates contained in this Agreement.

13.200 Funds

13.201 Funds shall be paid by the Employer, directly to the Union-designated plan administrator, in accordance with the amounts set out in the Master Section and/or appropriate Trade Section. Payment of funds shall be made by the 15th day of the following month except when the pay day is in the last week of the month, in which case the payment shall be remitted on the 15th day of the month following.

13.202 Contributions to Health and Welfare Funds, Pension Funds and other Funds shall be calculated on the basis of each hour of work performed (e.g., not including shift differential and overtime premiums).

13.203 Rehabilitation Fund

The Employer shall contribute an amount equal to two cents (\$0.02) per hour to be paid monthly into the B.C. Construction Industry Rehabilitation Fund.

13.204 Construction Industry Health and Safety Fund

The Employer shall contribute an amount equal to two cents (\$0.02) per hour to be paid into the Construction Industry Health and Safety Fund. The Fund will be used to provide health and safety training for employees working under this Agreement.

13.205 SkillPlan

The Employer shall contribute an amount equal to two cents (\$0.02) per hour to be paid into the B.C. Construction Industry Skills Improvement Council Skill Plan Fund or its successor. The money will be prioritized to provide pre-employment and employment training related to this Agreement.

13.206 J.A.P. Fund (see Article 6.700)

- (a) The Employer shall provide the funding necessary for the J.A.P. at the rate of one cent (\$0.01) per hour for each hour of work performed by each Employee covered by this Agreement and remit this funding to the J.A.P. monthly.
- (b) It is agreed that should the Board of Trustees of the J.A.P. decide to increase or decrease the contribution rate, such decision shall apply to this Agreement and be effective upon reasonable notice to the Employer.

13.207 Council Administration Fund

Effective from the date of signing the Employer shall contribute monthly to the Council Administration Fund an amount equivalent to twenty-five cents (\$0.25) per hour for all hours worked by each Employee. Contributions shall be remitted to the Secretary / Treasurer of the Council not later than the fifteenth (15th) day of the following month.

13.300 Amendments To Monetary Items

13.301 On or before July 15, 2024 the Parties shall meet to discuss and reach agreement on monetary issues including but not limited to hourly wage rates, vacation and statutory holiday pay rates, health and welfare and pension contributions and other fund contributions.

13.302 In the event that the Parties have not reached agreement by September 15, 2024 the matter shall be referred to an Arbitrator or Arbitration Board selected pursuant to Article 10.502 and 10.503 for a binding decision.

- (a) The Arbitrator shall hear and determine the matter prior to the anniversary date of the collective agreement.

- (b) In making the determination, the Arbitrator will consider the most recent settlements between the Affiliated Unions and the relevant associations, reasonable local comparators including the public sector recent settlements, labour supply and other factors relevant to the determination of monetary issues.

13.303 The Parties agree that on each anniversary date from the signing of this Agreement wages and benefits will be increased by two percent (2%) for the duration of the Agreement up to and including the anniversary date in 2024. Each affiliate will have the right to allocate the money within the categories outlined in this agreement and will be applied on subsequent anniversary dates.

13.304 Notwithstanding Article 13.301, the Parties shall meet on the third (3rd) anniversary of this Agreement to negotiate adjustments to Living Out Allowance, meal rates, and overtime meal allowances.

13.305 The Parties agree to the process outlined in Articles 13.301 and 13.302 including arbitration for each subsequent extension period until the expiry of the term of this Agreement. This provision shall not affect the term of this Agreement defined in Article 26.000.

13.400 Payment of Wages

13.401 Pay Days

Employees shall be paid bi-weekly. Payment shall be made by direct bank deposit, or if required by the Employee under extenuating circumstances, by cheque the Friday of each such week, it being understood that the Employer shall hold back no more than five (5) days' pay in any pay period. Employees shall be required to sign bank deposit authorizations at the time of hire.

13.402 If the regular payday falls on a Statutory and/or Recognized Holiday, Employees shall be paid on the preceding working day.

13.403 All Employees must be paid wages in full at time of discharge or layoff on the job, by direct bank deposit not later than five (5) working days following such day. Travel and other allowances due shall be paid each pay period on the regular payday. Those Employees quitting must be paid wages in full by direct bank deposit within five (5) working days.

13.404 All initial travel expenses shall be paid on the Employee's first (1st) payday following hire. All terminal travel expenses shall be paid on the Employee's final payday.

13.405 Payroll Advance

Employees shall be entitled to one (1) payroll advance, if requested, prior to receiving their first pay and shall not be entitled to any payroll advances thereafter.

13.406 Pay Slips

The Employer shall provide an itemized statement with each pay; this statement to show the Employer's and Contractor's name, the number of hours at straight time rate and at overtime rate, Statutory Holiday pay, vacation pay, wage rate, total deductions from the amount earned, check-out allowance and daily travel reimbursement.

ARTICLE 14 – HOURS OF WORK

Note: The Hours of Work in this Article apply to all Affiliated Unions except for Culinary Workers which is set forth in their Trade Section, however Article 14.200 shall apply to the Culinary Workers.

14.100 Regular Work Day

Unless otherwise provided in this Article, eight (8) hours per day shall constitute a regular workday between the hours of 8:00 a.m. and 4:30 p.m. Forty (40) hours per week shall constitute a week's work, Monday through Friday inclusive. The unpaid lunch period shall be one-half (1/2) hour. The start of the regular workday may be varied by two (2) hours without penalty or premium payment, with at least twenty-four (24) hours notice provided.

14.200 Breaks

14.201 Lunch Breaks – Regular Work Day or Shifts (Surface and Underground)

- (a) An Employee shall not be required to work during regular lunch break except in emergency or special circumstances.
- (b) Where an Employee is required to work through lunch period, such Employee shall be paid the overtime rate and be given a minimum of one-quarter (1/4) hour to consume lunch, such time shall be paid for as part of the regular shift.
- (c) It is understood that the lunch period can be taken within one (1) hour of the start of the lunch period as set out in this Article. No penalty or premium shall be paid if the meal period is adjusted or staggered with others.

14.202 Rest Breaks – Regular Work Day or Shifts (Surface and Underground)

- (a) Two (2) rest breaks of ten (10) minutes each shall be taken at the Employee's station of work at the one-quarter (1/4) and three-quarter (3/4) point of the shift or as near thereto as possible within the bounds of one-half (1/2) hour on either side of the normal break.
- (b) Rest breaks may be staggered, alternated or varied within the bounds of Article 14.202(a) to permit continuous operation for concrete pouring, power rigging, maintenance, servicing, or any other reason where continuity of the work is required.

- (c) In instances of continuous concrete pouring and finishing where Employees are unable to observe the rest breaks as specified in this Article, then overtime shall be paid for the rest break.

14.203 Employees who are working, or are offered, the number of hours of employment provided by this Agreement, shall not engage in their trade or any other work for payment on other projects after hours except on their own premises or as approved by the Employer.

14.300 Overtime Premium – Regular Work Day or Shifts (Surface and Underground)

14.301 All hours worked outside the established regular workday of eight (8) hours and outside the established shift hours, or the accepted variations therefrom, shall be considered overtime until a break of eight (8) hours occurs and shall be paid for at time and one half for the first two hours and double time rates thereafter.

14.302 Time worked on Saturdays shall be paid for at time and one-half rates for up to eight (8) hours and double time rates thereafter, except when an Employee's work week ends on Saturday [see Article 14.801(a)].

14.303 Time worked on Sundays shall be paid for at double time. Time worked on Statutory and/or Recognized Holidays as listed in Article 16.000 of this Agreement, shall be paid for at double time rates.

14.304 Shift differential shall be paid at straight time.

14.305 Overtime shall be computed and paid in units of not less than ten (10) minutes. For purposes of calculation any portion of ten (10) minutes shall be paid as ten (10) minutes.

14.306 In the event an Employee is required to work past the hour of 12:00 o'clock midnight and the Contractor instructs the Employee to take an eight (8) hour break so that overtime rates would not apply the following day, the Employee's time shall start at the regular starting time. For example, an Employee works until 3:00 o'clock a.m., takes an eight (8) hour break, starts work at 11:00 o'clock a.m. and shall be paid from 8:00 o'clock a.m. at straight time rates.

It is the intent of this Clause that an Employee shall not lose a normal shift due to taking the required eight (8) hour break. (e.g. An Employee works until 8:00 a.m. the following day and takes an eight (8) hour break. The Employee's starting time shall be the following day at the normal shift, but the Employee shall be paid for the full shift not worked the previous day.) This Clause shall not apply if the Employee is terminated at the end of the overtime shift. The Clause shall apply when the Employee remains on the payroll, assigned to the same Contractor.

14.307 No penalty or premiums shall be payable if the hours are varied to obey posted Fire Prevention Regulations made under the Forest Act.

14.308 Overtime hours worked after the completion of a scheduled day shift shall not attract the afternoon shift differential premium and overtime hours worked after the completion of an afternoon shift shall not attract the night shift differential premium as provided in this Article. Shift differential shall not be paid on overtime worked on Saturday, Sunday and Statutory Holidays.

14.400 Notice of Extended Workweek

14.401 The Contractor shall endeavour to give as much notice as possible of extended work after the regular workweek.

14.402 The Contractor shall endeavour to give notice at least forty-eight (48) hours before any overtime day is planned to commence. It is recognized there shall be circumstances that arise where this shall not be possible.

14.500 Flex Work Week

14.501 The Employer may establish a flex work week schedule which allows for a work week starting on a day other than Monday (for example: Tuesday to Saturday). Forty (40) hours per week for any five (5) consecutive days in a week shall constitute a flex work week.

14.502 In the first five (5) days, all hours worked outside of eight (8) hours per day, shall be considered overtime until a break of eight (8) hours occurs and shall be paid for at time and one half for the first two hours and double time rates thereafter.

14.503 When the employee works on a Saturday or Sunday during the first five (5) days of their flex work week, all hours worked up to eight (8) hours shall be paid for at time and one half. All hours worked after eight (8) hours shall be paid for at double time.

14.504 On the sixth (6th) day worked, all hours worked up to eight (8) hours shall be paid for at time and one half. All hours worked after eight (8) hours shall be paid for at double time.

14.505 On the seventh (7th) day worked, all hours shall be paid for at double time.

14.506 Where practical, personnel on a Flex Work Week schedule shall rotate to a standard work schedule every four (4) weeks.

14.600 Provision of Meals on Overtime, Regular Workday or Shifts

14.601 Employees shall not work more than five (5) hours without receiving a meal, without charge to the Employee. The Contractor shall give the Employee one-half (1/2) hour without pay to eat the meal in the lunch room or the Contractor may request the Employee to eat the meal at the station of work and be paid through the meal period. The Contractor shall deliver the meal.

14.602 When an Employee is required to work in excess of ten (10) hours, the Contractor shall be required to provide a hot meal without charge to that Employee. When a hot meal can be provided, it shall be mandatory. When a meal is provided, the consumption of the meal shall be considered as time worked, and shall not be less than one-half (1/2) hour

and this break shall not occur more than five (5) hours after the end of the Employee's last meal period. The parties agree that, in extenuating circumstances, should the Contractor not be able to provide the meal in an overtime meal situation as defined herein, the Employer will pay \$17.00 to the Employee plus one (1) hour of straight time pay (excluding vacation, statutory holiday pay and benefits) as a meal allowance.

- 14.603 Should an Employee be requested to continue work after five (5) hours of overtime, then an additional hot meal shall be supplied every four (4) hours under the same conditions as above.
 - 14.604 Overtime worked in advance of regular starting times shall not be computed in calculating the ten (10) hours in 14.602.
 - 14.605 A hot meal may, at the discretion and option of the Contractor, be delivered or served to an entitled Employee at the work area lunchroom.
 - 14.606 It is understood that an additional rest break, not to exceed ten (10) minutes duration, shall occur between each successive meal break.
- 14.700 Location of Starting and Stopping Time – Regular Workday or Shifts
- 14.701 Starting and stopping time shall commence at the lunch room or tool lockup.
 - 14.702 Where Employees are required to put away tools and/or clean up, they shall be given five (5) minutes prior to the end of the shift to do so. Where the Site Representatives mutually agree that in certain situations that five (5) minutes is inappropriate, then by mutual agreement of the Site Representatives, other arrangements may be agreed to.
 - 14.703 Marshalling points generally shall be located at the Camp. Other marshalling points may also be established for Employees who are not camp residents.
 - 14.704 Where the point of starting or stopping is within 750 metres of a marshalling point, Employees shall walk on their own time from the marshalling point to the starting point. Otherwise the Employees may be transported from the marshalling point to the Employee's designated starting point on the Employee's time up to a maximum of thirty (30) minutes. Any time beyond thirty (30) minutes shall be paid at the prevailing rates of pay.
 - 14.705 Vehicles transporting Employees shall be designated non-smoking.
 - 14.706 Vehicles used to transport workers shall be approved passenger vehicles conforming to public transportation standards and operated in compliance with provincial and federal regulations.
- 14.800 Surface and Underground Shifts – Other Than Regular Work Days
- 14.801 Shift Employees may be scheduled from 8:00 a.m. Monday to 8:00 a.m. Saturday. On time worked outside the established shift hours, on Saturday or Sunday and on Recognized

Holidays, overtime rates shall apply. The start of the workday may be varied by two (2) hours without penalty or premium payment, with at least twenty-four (24) hours notice provided.

14.802 Where two or more shifts are worked such shifts shall rotate every two (2) weeks where practical. However, it is not intended that rotation shall apply where there is no counterpart or cross shift because the type of work is different. It is also recognized that first (day) shift may be larger than the second (afternoon) and/or third (night shift) and that some Employees may not rotate because they have no cross shift with which to rotate. Shifts may also not rotate when mutual agreement is reached between the Parties.

14.803 On a three-shift operation, the shifts shall rotate in the following manner:

- Night shift to afternoon shift,
- Afternoon shift to day shift,
- Day shift to night shift.

14.804 Each shift Employee must be scheduled for two (2) consecutive work days and may be scheduled for five, six or seven days per week, except that when they work outside the regular shift hours, they shall be paid at applicable overtime rates.

14.805 Should the shift be cancelled prior to completion of two (2) consecutive work days, affected Employees shall be paid at applicable overtime rates for time worked. Individual Employees may not work two (2) consecutive work days for various reasons but shall not be paid overtime rates if the shift has been established.

14.806 The Employer may vary the start, finishing, meal times and rest periods of the following shifts by up to two hours with equivalent straight time pay being paid. Other shifts may be established by mutual agreement between the Employer Representative and the Council Representative and shall not be unreasonably withheld.

14.807 The Employer and the Council agree to discuss shifts and hours of work required for specific circumstances (e.g. concrete pours).

14.900 Shifts

14.901 One, or Two, or Three Regular Shifts (Surface).

- (a) Work Schedules shall be applicable from 8:00 a.m. Monday to 8:00 a.m. Saturday.
- (b) Work can be scheduled to be performed on one single shift or two shifts or three shifts and in any combination of the shifts outlined as follows:

<u>Day Shift</u>	<u>Straight Time</u>
Commence	4 hrs.
@ 8:00 a.m. to 12:00 noon	

Meal	@ 12:00 noon to 12:30 p.m.	0 hrs.
Commence	@ 12:30 p.m. to 4:30 p.m.	4 hrs.

TOTAL 8 hours straight time pay.

Afternoon Shift

Commence	@ 4:30 p.m. to 8:30 p.m.	4 hrs.
Meal	@ 8:30 p.m. to 9:00 p.m.	0 hrs.
Commence	@ 9:00 p.m. to 12:30 a.m.	3½ hrs.

TOTAL 7½ hours + ½ hour Shift Differential = 8 hours straight time pay.

Night Shift

Commence	@ 12:30 a.m. to 4:00 a.m.	3½ hrs.
Meal	@ 4:00 a.m. to 4:30 a.m.	0 hrs.
Commence	@ 4:30 a.m. to 8:00 a.m.	3½ hrs.

TOTAL 7 hours + 1 hour Shift Differential = 8 hours straight time pay.

- (c) Where the afternoon shift hours are varied beyond two (2) hours such that an Employee works part of the shift within the night shift hours described above, then the shift differential for the varied afternoon shift shall be three-quarters (¾) of an hour.

14.902 Underground Shifts

- (a) Underground shifts shall be applicable from 8:00 a.m. Monday to 8:00 a.m. Saturday or as established on a flex work week.
- (b) The following shifts apply to employees working underground during excavation.

Day Shift:

Commence	at 8:00 am to 12:00 noon	4 hours
Meal	at 12:00 noon to 12:30pm	½ hour
Commence	at 12:30pm to 4:30pm	4 hours

TOTAL 8 hours + ½ hour overtime = 8¾ hours Straight Time Pay.

Afternoon Shift:

Commence	at 4:30 pm to 8:30 pm	4 hours
Meal	at 8:30 pm to 9:00 pm	½ hour

Commence at 9:00 pm to 12:30 am 3½ hours

TOTAL 7½ hours + ½ hour overtime + ½ hour Shift Differential = 8¾ hours
Straight Time Pay.

Night Shift:

Commence at 12:30 am to 4:00 am 3½ hours

Meal at 4:00 am to 4:30 am ½ hour

Commence at 4:30 am to 8:00 am 3½ hours

TOTAL 7 hours + ½ hour overtime + 1 hour Shift Differential = 8¾ hours
Straight Time Pay.

(c) Underground Shift Employees may be scheduled on a one or two or three shift basis and in any combination.

(d) A one-half (½) hour lunch period with pay shall be allowed during each shift worked as shown in the schedule above (Article 14.902 (b)) and on overtime days at the appropriate rates of pay. Hot coffee, soup and sandwiches shall be supplied to underground workers at meal times.

(e) Underground Premium

An Employee who works underground during Underground Work, as defined in Article 2.325 shall receive the regular rate of pay plus ten percent (10%) underground premium ("Underground Premium"). An Employee who works any part of a half shift underground shall be paid the Underground Premium for that half shift. If an Employee works underground in both half shifts, the Employee shall be paid the regular wage plus the Underground Premium for all hours paid that shift including shift differential plus pay for the underground lunch period. Underground Premium shall not apply to overtime worked outside the shift hours, unless the overtime is worked underground.

(f) Where the Afternoon Shift hours are varied beyond two (2) hours such that an Employee works part of the shift within the Night Shift hours described above, then the shift differential for the varied afternoon shift shall be three-quarters (¾) of an hour.

14.903 Alternate work schedules may be established by mutual agreement between the Employer and the Council and provided it is agreed by a majority of the Affiliates affected.

ARTICLE 15 – MINIMUM PAY AND REPORTING TIME

(Except for Culinary Workers which is set forth in their Trade Section.)

15.100 Inclement Weather

When an Employee reports to work and cannot work because of inclement weather, the Employee shall be paid four (4) hours reporting time and the Employee must remain on the job for the period paid unless otherwise instructed by an Employee's supervisor.

15.200 Work Not Available

15.201 When an Employee reports to work and is not given the opportunity to work because none is available or was not advised before the completion of the previous day's work, the Employee shall be paid two (2) hours reporting time at the prevailing rate and allowed to leave the job immediately.

15.202 If an Employee has started to work on a scheduled shift, the Employee shall be paid not less than four (4) hours pay. When the Employee works more than four (4) hours the Employee shall be paid a minimum of the full straight time shift, including shift differential, as scheduled.

15.203 If the Contractor/Employer fails to provide work and requires an Employee to stand by for more than two (2) consecutive shifts, the Employee, at the Employee's option, shall be deemed to have been laid off. An Employee shall have the right to refuse a transfer from one Contractor to another. In the event the Employee does not choose to accept the transfer the Employee shall not be considered as having quit.

15.204 If no work is available in the Employee's classification and the Employee is given an alternative lower classification (other than Apprentice, Trainee and Improver classification) and the Employee does not want the demotion the Employee can claim a layoff.

15.205 Minimum report payments without work does not constitute work provided under Article 15.203.

15.300 Call-Ins

15.301 When an Employee is called in to work immediately outside an established shift or on Saturday, Sunday, or Statutory Holiday, the Employee shall be paid a minimum of three (3) hours pay at double (2) the basic hourly rate except where it runs into the Employee's established shift.

15.302 "Call-in" pay shall be applicable to each call-in extended to an Employee, except that total call-in pay within a given eight (8) hour period shall not exceed normal overtime pay for that eight (8) hour period.

15.303 When an Employee is called-in to work on Saturday, Sunday or on a Holiday, the Employee shall be provided with a meal at the Employee's request, at what would be the Employee's regular meal period, provided the Employee has worked at least one and one-half (1-1/2) hours prior to the meal period, and the Employee is required to work after the meal period. However, it shall be the prerogative of the Contractor in conjunction with the Employee involved, to arrange meal breaks for efficiency and convenience of the job.

15.304 When an Employee is requested to be available for a call-in on Saturday, Sunday or a Holiday, the Employee shall receive two (2) hours straight time pay per twenty-four (24) hour period. When an Employee is requested to be available for a call-in outside of his/her established shift during weekdays (Monday to Friday) the Employee shall receive one (1) hour straight time pay per twenty-four (24) hour period.

15.400 Standby

15.401 Standbys shall be arranged in writing and shall stipulate the period of time the Employee must remain available.

15.402 Standby pay shall not be paid if the Employee is called and is unavailable, or does not report for work.

15.403 Call-in pay shall be in addition to standby pay.

15.500 Pay on Day of Injury

In cases of on-the-job injuries requiring offsite medical attention which prevents their return to work on that day, or where a qualified Industrial First Aid Attendant recommends rest until the next day, the injured worker shall be paid for the full shift.

15.600 Incomplete Shifts

When an Employee fails to work a complete shift and minimum conditions do not apply, the Employee shall only be paid for actual time worked.

ARTICLE 16 – VACATION AND HOLIDAYS

16.100 The Recognized Holidays are:

- (a) New Year's Day
- (b) Family Day
- (c) Good Friday
- (d) Easter Monday
- (e) Victoria Day
- (f) Canada Day

- (g) B.C. Day
- (h) Labour Day
- (i) Thanksgiving
- (j) Remembrance Day
- (k) Christmas Day
- (l) Boxing Day
- (m) Two (2) Floating Holidays which shall be the first two (2) regular working days following Boxing Day or the day observed as Boxing Day
- (n) Any such day that may be declared a Statutory Holiday by the Federal and/or Provincial Government.

16.200 No work shall be performed on Labour Day, except in cases of emergency.

16.300 Canada Day and Remembrance Day shall be observed on the nearest Monday or nearest Friday if Friday is closer. Those Employees wishing to observe Remembrance Day on November 11 will be permitted to do so provided they give their supervisor at least one (1) week's advance notice of their intention. Unless otherwise mutually agreed, other recognized Holidays in this Agreement falling on Saturday, or Sunday, shall be observed on the following Monday, except when Christmas Day falls on a Saturday or Sunday the following Monday and Tuesday shall be observed.

16.400 Christmas Recess

When a Contractor decides to shut down all or part of the work for a Christmas recess and the Employees are given Christmas leave, Employees shall receive eighteen dollars (\$18.00) accommodation checkout to Employees in accommodation for each weekend day or Statutory Holiday that occurs during the Christmas shut-down period. To qualify the Employee must work the complete shift on the last day before the Christmas recess begins and report for the first scheduled shift after the Christmas recess unless the Employee has reasonable cause for not doing so.

16.500 Vacation Pay and Statutory Holiday Pay shall be calculated each pay period in accordance with the appropriate Trade Section and shall be paid at the end of each pay period.

ARTICLE 17 – BOARD AND LODGING

This Article 17.000 and Appendices-Camp Standards shall not apply to Projects located in the Lower Mainland and Fraser Valley (Lions Bay to Prest Road, Chilliwack).

17.100 Room and Board or Living Out Allowance shall be provided to all Employees who reside beyond one hundred (100) road kilometres from the Worksite at no cost to such Employees and shall be

paid in accordance with the following.

17.101 Where there is no room and board provided, each applicable Employee shall select one (1) of the following options prior to commencing work on the project, and such selection shall apply for the duration of the Employee's employment on such Project:

Option #1: Employees shall be provided a daily lump sum Living Out Allowance (LOA) of \$145.

Option #2: Employees shall be provided with a single room plus \$65 daily meal allowance. Employees selecting Option #2 will be entitled to Daily Travel Reimbursement under the provisions of Article 22.000. The Employee shall provide the Employer with written notice of their selection upon request.

17.102 The chosen option shall be payable on the basis of seven (7) days per week as long as the Employee is working all scheduled shifts.

17.200 Periodic Leave

Scheduling of periodic leave for Employees who are not Local Residents will be by mutual agreement and no less than every 6 weeks. The Employer will ensure that the Contractor provides the Employee with an airline ticket for travel to the closest commercial airport to the Employee's residence and return to the Site. The Employee may elect to drive in which case the Employee will be paid the lesser of travel allowance of a rate per kilometre payment as set most recently by the Canadian Revenue Agency (CRA) plus reimbursement of the cost of the ferry (return) or the cost of the airline ticket.

17.300 Vacating Rooms

An Employee who takes a leave of absence or vacation of one (1) week or more may be requested by the Contractor or camp management to vacate the assigned room for that period. If the Employee is so requested, the Employee shall vacate the room and move all belongings out of the room and shall receive one (1) hour's straight time pay at the regular rate. If an Employee wishes to store belongings, a lockup shall be provided.

17.400 Weekend Checkout

17.401 Any Employee who is accommodated by the Contractor may on any weekend vacate or checkout of such accommodation and the Contractor shall pay eighteen dollars (\$18.00) per day. To qualify the Employee must be available to work the Employee's scheduled shift prior to the weekend and/or Statutory Holiday and the Employee's scheduled shift after the weekend and/or Statutory Holiday unless the Employee has reasonable cause for not doing so.

This provision does not apply to Employees who are on leave of absence or vacation beyond a weekend or Statutory Holiday.

17.402 Where the accommodation is a hotel/motel the Employee may be required to vacate the room and remove all belongs out of the room. If an Employee wishes to store belongings, a lockup shall be provided.

ARTICLE 18 – CAMP STANDARDS

18.100 The Camp Standards are amended by:

18.101 Replacing all references to:

- (a) “the BC & Yukon Territory Building and Construction Trades Council” with “the Council”; and
- (b) “the Construction Labour Relations Association of BC” with “the Employer”.

18.102 *Camp Standards Article 2.00 – Inspection and Approval* is amended by:

(a) Deleting 2.01 and replacing it with:

2.01 Prior to the construction of a camp to be occupied by Employees, the responsible authority shall first submit plans to the Council for approval and such approval or rejection shall be given within fifteen days of application.

(b) Deleting 2.02 and replacing it with

2.02 The Council shall conduct a camp inspection when the camp is ready for occupancy and give approval before Employees occupy the camp. Approval for occupancy shall not unreasonably be denied.

18.103 *Camp Standards Article 4.00 – Modular Camps* is amended by:

(a) Deleting the final sentence of 4.01 (“Please refer to ... camp facilities.”).

(b) Deleting 4.02 and replacing it with:

4.02 Any camps purpose-built for the Project shall be set up, maintained and operated by members of the Affiliated Unions. Pre-existing camps, actively operating for purposes other than the Project, are exempt from this provision.

(c) Deleting 4.03 and 4.04.

18.104 Deleting *Camp Standards Article 15.00 Termination Date* and the execution blocks, found on page 13 of the Camp Standards.

18.200 The Camp Standards shall be maintained for the duration of the Agreement

ARTICLE 19 – TOOLS AND LOCKUP CONDITIONS

- 19.100 A suitable heated lockup must be provided by the Employer for workers using their own tools.
- 19.200 Other provisions concerning tools or equipment shall be as provided for by the appropriate Trade Section.
- 19.201 In case of fire or burglary the Employer shall protect the value of an Employee's work clothes up to a total of three hundred and fifty dollars (\$350.00), required tools up to the total value of the tools, (tool for tool, make for make). The Employee shall provide a list of tools at the start of the job if requested by the Contractor.
- 19.202 The tools of an Employee starting a new job shall be in good condition and Employees shall be allowed reasonable time to maintain their tools in good condition.
- 19.203 The Employer agrees to transport a sick or injured Employee's tools to the Employee's point of hire at the Employer's expense.
- 19.300 If an Employee, at the time of hire or terminating, travels to or from the Worksite via public transportation, the cost of transporting the Employee's tools shall be paid by the Employer.
- 19.400 Employees shall be responsible to protect the Contractor's tools and return them to the tool cribs or lockup.

ARTICLE 20 – FIRST AID AND SAFETY

- 20.100 The Employees covered by the terms of this Agreement shall, at all times, while in the employ of the Employer, be bound by the safety rules and regulations as established by the Contractor and Employer. Upon commencing employment, the Contractor and the Employer shall fully acquaint Employees of these rules and regulations, and they are to be published at conspicuous places throughout the Site. The Contractor shall provide the Employee such items of safety equipment and apparel as required by these safety rules and regulations.
- 20.200 All equipment, tools, and materials must conform and be utilized in conformity with applicable Provincial and/or Federal Regulations, Acts, and Laws.
- 20.300 It is understood and agreed that the Parties, Contractors and Employees shall at all times comply with the accident prevention regulations of WorkSafeBC. Any refusal on the part of Employees to work in contravention of such regulations shall not be deemed to be a breach of this Agreement. Any refusal of Employees to abide by the Occupational Health and Safety Regulation after being duly warned, shall be just cause for dismissal. The Contractor's safety rules and regulations shall be complied with provided they are not inconsistent with the above mentioned.
- 20.301 At no time shall an Employee be allowed to work alone unless adequate measures are instituted to regularly monitor the Employee's circumstances.

20.400 The Parties shall comply with the regulation of WorkSafeBC respecting the setting up of a Safety Committee. The Council Representative or nominee shall accompany the WorkSafeBC Inspector for inspections.

20.401 Employees on the Safety Committee who are not on shift shall be allowed one hour straight time pay per month to attend the monthly meeting.

20.500 Other provisions concerning first aid and safety shall be provided in the appropriate Trade Section.

20.600 Drugs and Alcohol

20.601 The Employer, the Council and Employees recognize that the use of alcohol and drugs (over-the-counter, prescribed, or illegal) can jeopardize job safety and performance, and the wellbeing of Employees. Individuals abusing alcohol and drugs can create safety hazards for themselves, co-workers and the general public.

20.602 The Employer, in consultation with the Council, will establish and implement a Workplace Drug and Alcohol Policy and Procedures.

ARTICLE 21 – INITIAL AND TERMINAL TRANSPORTATION

21.100 On initial hire, transportation to projects, excluding projects located in the Lower Mainland and Fraser Valley (Lions Bay to Prest Road, Chilliwack) shall be provided for Employees, except Local Residents. Transportation shall include: ground transport to and from airports, airplane, airplane and bus, or bus (whichever is the most economical and quickest), from and return to the point of departure of the Employee, subject to the qualifying provisions of this Article. Employees who do not require Employer supplied transportation and who drive their vehicles to and from the Site shall receive travel allowance of the Canada Revenue Agency rate (2018: currently \$0.55/km for the first 5000km/year and \$0.49/km thereafter), plus reimbursement of the cost of ferry travel (on presentation of a receipt) on their first pay cheque as per Article 11.403.

21.200 If an Employee quits or is discharged for cause, when having been on the job for less than fifteen (15) calendar days, the cost of transportation to the jobsite shall be deducted by the Employer.

21.201 If an Employee quits or is discharged for cause when having been on the job thirty (30) calendar days or more, return transportation by bus to point of hire shall be provided by the Employer.

21.300 One (1) hour notice of layoff or termination with pay shall be given by the Employer. The Employee shall use this time to gather personal belongings and tools together and attend to all matters dealing with the Employee's termination.

21.400 Where an Employee is transferred from one Contractor to another as per Article 7.600 or is rehired before returning to the point of hire, no transportation travel costs shall be paid at the time of transfer (rehire). The Employer shall ensure payment for the return transportation cost, if the Employee qualifies, at the time of termination.

- 21.500 Employees staying in supplied accommodation who are injured on the job and who require transportation costs not covered by WorkSafeBC either to their point of hire or back to the job shall be paid such transportation cost.
- 21.600 When an Employee becomes ill or is injured in an accident not covered by WorkSafeBC while being lodged in supplied accommodation and the first aid attendant or a doctor recommends off-Site treatment or return to the Employee's point of hire, transportation costs shall be borne by the Employer as shall transportation costs back to the job, provided work is available without terminating other Employees.
- 21.700 When an Employee is granted compassionate leave, which has been approved by the Employer, the Employee shall receive the cost of transportation back to the Site when returning to work.

ARTICLE 22 – DAILY TRAVEL REIMBURSEMENT

22.100 Daily Travel Reimbursement

- 22.101 Daily travel reimbursement shall be paid for call out days, partial days worked and days when reporting pay is paid but shall only be paid once per day. Employees who travel beyond one hundred (100) road kilometres shall be paid in accordance with Article 22.104.
- 22.102 Employees who reside beyond one hundred (100) road kilometres of the worksite, at the time of hire, and are entitled to board and lodging shall have the option at time of hire to accept the conditions of daily travel rather than room and board. Reversal of the option shall require the approval of the Employer and the Council. Approval shall not be unreasonably denied.
- 22.103 Employees receiving daily travel reimbursement who are travelling beyond seventy (70) road kilometers may request to receive room and board rather than daily travel reimbursement for the winter months (November 1 to March 31) because of winter weather driving conditions. Living out and meal allowances are not applicable in this provision.
- 22.104 Daily travel reimbursement for Employees shall be calculated as per the current CRA Guidelines maximum tax-free allowance reimbursement. Daily travel reimbursement shall be paid for call out days, partial days worked, and days when reporting pay is paid for all work-related travel. Daily travel shall be reimbursed only for mileage driven outside of the Lower Mainland and Fraser Valley (Lions Bay to Prest Road, Chilliwack) and outside of a forty (40) road kilometre "free zone" each direction from the applicable Site.
- 22.105 An alternative Safety Travel Provision shall be accorded at the request of an Employee who has worked excess unscheduled overtime or during inclement weather conditions. The Employee shall be granted room and board as per Article 17.101 Option #2 on presentation of receipts.

ARTICLE 23 – SPECIAL CONDITIONS

23.100 Lunchrooms

On commercial and institutional projects, heated lunchroom and women's and men's change rooms shall be provided for Employees for drying clothes, and changing clothes. The lunch and change rooms shall have tables, and benches, and provision for drying clothes. Such lunch and change rooms shall have windows and venting with adequate lighting and provision for continuous heat twenty-four (24) hours a day. The lunch and change rooms will be cleaned on each working shift and kept cleared of working materials and other construction paraphernalia. Lunchrooms shall provide enough room for all the workers to be seated at a table for lunch.

23.200 Protective Clothing

23.201 Protective clothing and safety equipment including rubber gloves, hard hats, winter linings, new sweat bands as required by the Occupational Health and Safety Regulations of the Workers Compensation Act to protect a worker shall be provided. The Employer shall require that clothing shall be supplied by the Contractor, and shall be Union made when available locally. Other provisions concerning protective clothing shall be as provided for by the appropriate Trade Section.

23.202 Steel toed rubber boots and rainproof clothing shall be supplied to the workers assigned to work in adverse conditions.

23.203 Protective clothing for welding and cutting will be supplied as set out in the Trade Sections.

23.204 Employees making use of clothing, etc. shall be responsible for the return of such articles, subject to normal wear. Failure to return such articles shall subject the Employee to paying for same at cost. Reasonable explanation for failure to return articles shall be considered.

23.300 Sanitary Conditions

23.301 The Contractor/Employer shall be responsible for the provision, maintenance and cleanliness of sanitary facilities on the Site and for keeping all areas free of hazards and debris. Employees shall exercise care in the use of these facilities to assist in maintaining cleanliness.

23.302 Chemical or flush toilets shall be provided for both women and men from the commencement of work on all jobs. Toilet paper shall be provided and facilities shall be cleaned on each working shift.

23.303 Employees, Stewards, Union Business Agents, and the Council and Employer Representatives agree to co-operate to prevent vandalism, defacement and destruction of toilets and other facilities.

- 23.304 Where clean-up facilities are not provided and in mechanical and trade shops, hand cleanser and paper towels shall be provided at no cost to the Employee.
- 23.305 Where there is no potable running tap water available, cool drinking water in approved sanitary containers shall be provided by the Contractor. Paper cups shall be supplied. Salt tablets shall be supplied.
- 23.400 With regard to welding tests, the Contractor shall comply with the provisions for the testing of welders, set out in the appropriate Trade Section.
- 23.401 When working in a Fabrication Shop, proper ventilation shall be provided. In the event of a dispute, WorkSafeBC Regulations shall prevail.
- 23.402 When working in confined spaces with fibreglass or toxic fumes or smoke, proper ventilation and/or proper respiratory equipment shall be provided.
- 23.500 No Employees shall be permitted to use their own vehicles in a manner which the Council considers unfair to other workers or against the best interests of the Council.
- 23.600 Discrimination and Harassment
- 23.601 The Employer, Council, Affiliated Unions and Contractors agree that the workplace shall be free from all forms of discrimination and harassment.
- 23.602 The Employer will establish and implement a Workplace Discrimination and Harassment Policy and Procedures.
- 23.700 Telephone service shall be made available to all Employees at all times for incoming or outgoing emergency purposes and incoming emergency messages shall be relayed immediately.
- 23.800 When non-working foreperson(s) are required, they shall be appointed by the Employer. Employees covered by this Agreement shall take orders only from their Foreperson selected or if not immediately available, from general management. Other provisions concerning Forepersons and General Forepersons are contained in the appropriate Trade Sections.
- 23.900 If plug-ins are not provided for employee's vehicles during extreme cold weather then booster starts shall be provided by the Contractor.

ARTICLE 24 – ENABLING CLAUSE

- 24.100 When in the opinion of both Parties it is deemed beneficial to the Employer and the Affiliate Members, the terms and conditions of the Collective Agreement may be modified for work. Such mutually agreed upon modifications to the Agreement shall be by letter of Understanding and may be for the Project, for a type of work, for a specified area for a specified period of time.
- 24.200 Such modifications may apply to a single Affiliate, several Affiliates or all Affiliates.

24.300 It is further understood and agreed to by the Parties hereto that where mutual consent for such modifications cannot be achieved the matter shall not be subject to either the Grievance or Arbitration Process.

[Article 25 and the execution page follow]

ARTICLE 25 – DURATION OF THE AGREEMENT

25.100 The term of this Agreement shall coincide with the duration of the Project as defined in Article 2.321 and shall commence on the date of signing of this Agreement and shall continue until the one hundred and eightieth (180th) day next following the completion of the last Project covered by this Agreement. The Parties further agree that subsections 50(2) and 50(3) of the Labour Relations Code are excluded from this Agreement.

Duly executed by the Parties hereto this ~~17th~~ day of ~~July~~, 2018.

For

BC INFRASTRUCTURE BENEFITS INC.

For

**THE ALLIED INFRASTRUCTURE AND
RELATED CONSTRUCTION COUNCIL OF
BRITISH COLUMBIA**

[Signature]

[Signature]

[Print name and title]

[Print name and title]

Duly authorized Signatory

Duly authorized by its Affiliated Unions

FOR:

1. British Columbia Regional Council of Carpenters
2. Construction Maintenance and Allied Workers Council
3. International Association of Bridge, Structural, Ornamental and Reinforcing Ironworkers Local Union 97
4. International Association of Heat & Frost Insulators & Asbestos Workers Local Union 118
5. International Association of Sheet Metal, Air, Rail and Transportation Workers Local Union 280, Local Union 276
6. International Brotherhood of Boilermakers, Iron Shipbuilders, Blacksmiths, Forgers and Helpers Lodge 359

7. International Brotherhood of Electrical Workers Local Union 213, Local Union 993, Local Union 1003, Local 230
8. International Brotherhood of Teamsters Local Union 213
9. International Union of Bricklayers & Allied Craftworkers Local Union No. 2
10. International Union of Operating Engineers Local Union 115
11. International Union of Painters & Allied Trades District Council 38 Painters 138, Glaziers 1527, Drywall Finishers 2009
12. Labourers International Union of North America Construction and Specialized Workers Union Local 1611
13. Move Up – A Movement of United Professionals Local 378
14. Operative Plasterers' and Cement Masons' International Association of the United States and Canada Local Union 919
15. United Association of Journeymen and Apprentices of the Plumbing & Pipefitting Industry of the United States and Canada Local Union 170, Local Union 516, Local 324
16. United Brotherhood of Carpenters and Joiners of America Floorlayers Local Union 1541
17. United Brotherhood of Carpenters and Joiners of America Millwrights, Machine Erectors & Maintenance 2736
18. United Brotherhood of Carpenters and Joiners of America Piledrivers Local Union 2404
19. UNITE-HERE Local 40

ADDENDA

- 1. Owner Operator Addendum 61**
- 2. Interior Road Building Addendum65**
- 3. Lower Mainland Road Building Addendum 73**

**AIRCC / BCICI
COMMUNITY BENEFITS AGREEMENT
OWNER OPERATOR ADDENDUM**

PRIORITY OF INTERPRETATION:

In the event of any conflict between any provision in this Addendum and any provision, express or implied, of the Master Section or any Trade Section, the provisions contained within this Addendum shall take precedence.

APPLICATION:

The provisions of this Addendum apply to all Projects executed under the Community Benefit Agreement.

OWNER OPERATORS

OO 1.00 Owner Operators:

OO 1.01 When Owner Operators are engaged they be paid solely on a “All Found” basis:

- (a) in accordance with the BC Road Builders & Heavy Equipment Association’s *Equipment Rental Rate Guide* (a.k.a the “Blue Book”) “All Found” rates in effect at the time the work is performed, plus any applicable Ministry of Transportation and Infrastructure Fuel Price Adjustment¹ and/or Northern Allowance; or
- (b) Notwithstanding OO 1.01(a) above, for all Projects in the Lower Mainland and Fraser Valley (Hope to Squamish, inclusive of suburbs):
 - i. the rates for equipment found in *Section 16.1 Trucks, Trailers and Attachments* of the Blue Book shall not be used;
 - ii. instead, the rates shall be those listed on Table 1: Lower Mainland/Fraser Valley Truck Rates attached herewith, including any applicable fuel adjustment therein; and
 - iii. after 2024, these rates will be renegotiated under the terms of the Master Section.
- (c) For equipment not listed in the Blue Book or listed on Table 1: Lower Mainland/Fraser Valley Truck Rates, at “All Found” rates to be negotiated on a Project basis.
- (d) With hours worked beyond eight (8) hours per day, or other such straight-time hours as may be established under an alternative work schedule, and all day on Saturday, Sunday or a Recognized Holiday paid with a premium of eight dollars (\$8.00) per hour worked.

OO 1.02 Such payments to Owner Operators shall not include time spent in the repair, servicing or maintaining of the Owner-Operator's equipment

OO 2.00 Payments to or on Behalf of Owner Operators:

OO 2.01 Prior to the commencement of work an Owner Operator shall:

- (a) sign a written form of authorization, which shall be irrevocable during the period in which the Owner Operator performs work, authorizing and directing the Employer to deduct from the pay, remuneration, compensation or reward earned by the Owner Operator the sum required to pay the total contributions for trust funds for each hour and the supplemental dues check off for each hour worked.

¹ <https://www2.gov.bc.ca/gov/content/industry/construction-industry/transportation-infrastructure/hired-equipment-program/fuel-price-adjustment>

**AIRCC / BCICI
COMMUNITY BENEFITS AGREEMENT
OWNER OPERATOR ADDENDUM**

- (b) provide a valid WorkSafeBC account number and ensure premiums are up-to-date. Owner-Operators shall not be hired if a current WorkSafeBC clearance letter obtained by the Employer indicates that Owner Operator is not in good standing.

OO 2.02 The Employer further agrees to remit to the Affiliated Union the funds retained pursuant to OO 2.01(a) and contribute the sum of the applicable funds contained in the Master Section, for clarity the Rehabilitation Fund, Construction Industry Health and Safety Fund, the Skill Plan Fund, the JAP Fund and the Council Fund, but not the Health and Welfare, Pension Funds, and vacation pay.

OO 3.00 Owner Operator Hiring:

OO 3.01 The following criteria shall apply when Owner Operators are hired:

- (a) The Owner Operator must, to the extent available, be a Local Resident;
- (b) The Owner Operator must have an appropriate license;
- (c) The Owner Operator must own and operate the equipment;
- (d) The Owner Operator must provide proof of ownership (such as sales tax receipt) if required by the Employer; and
- (e) The Owner Operator shall be provided clearance by the Affiliated Union.

OO 3.02 Preference shall be given in the following order:

- (a) Union-affiliated Owner Operators in the Service Area² of the Ministry of Transportation and Infrastructure in which the contract commences, alternating between a Contractor name request and a Union dispatch.
- (b) Other qualified Owner Operators in the same Service Area.
- (c) Union-affiliated Owner Operators in an adjacent Service Area as identified in the specific Project Appendix, alternating between a Contractor name request and a Union dispatch.
- (d) Other qualified Owner Operators in an adjacent Service Area as identified in the specific Project Appendix.
- (e) Other Owner Operators as the Contractor may identify.

OO 3.03 Notwithstanding the above, all Teamster Union dispatches shall be Contractor name requests.

OO 3.04 Further to Master Section Article 8.400, no permitting fees will be levied for any Owner Operators.

OO 4.00 Ratios:

OO 4.01 Operating Engineers: The ratio of Owner Operators shall not be more than one (1) Owner Operator for each three (3) Operating Engineers assigned to a Contractor. This ratio may be extended by agreement between the Employer and the Affiliated Union.

OO 4.02 Notwithstanding the above, on Owner-managed day labour projects, one-hundred percent (100%) of the equipment and trucks may be hired as Owner Operators.

² "Services Area(s)" are defined by the MoTI Service Area Map: https://www2.gov.bc.ca/assets/gov/driving-and-transportation/transportation-infrastructure/highway-bridge-maintenance/highway-maintenance/boundary-maps/provincial_service_area_boundaries_map_highway_maintenance.pdf

**AIRCC / BCICI
COMMUNITY BENEFITS AGREEMENT
OWNER OPERATOR ADDENDUM**

Lower Mainland/Fraser Valley Truck Rates

Pursuant to Clause OO 1.01(a) of these *CBA Owner Operator Provisions*, and Section 16.1 of the Blue Book, the following rates apply to Trucks, Trailers and Attachments on all Projects in the Lower Mainland and Fraser Valley (Hope to Squamish, inclusive of suburbs)

Rates indicated are “all-inclusive” flat rates, regardless of truck capacity. Rates shall be adjusted only by the fuel adjustment provisions specified below. The “Union Rate” is included for reference only and is not applicable this Agreement.

Table 1: Lower Mainland/Fraser Valley Truck Rates

		Flat Rate (regardless of truck capacity)							
Effective Date:		2016-03-01	2019-07-01	2020-07-01	2021-07-01	2022-07-01	2023-07-01	2024-07-01	Fuel Adj.
Unit Configuration	Union Rate	-10%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	per \$0.02
Tandem	\$97.44	\$87.70	\$89.45	\$91.24	\$93.06	\$94.92	\$96.82	\$98.76	\$0.20
Tridem	\$106.11	\$95.50	\$97.41	\$99.36	\$101.35	\$103.38	\$105.45	\$107.56	\$0.22
Tandem & 2-axle Trailer	\$120.80	\$108.72	\$110.89	\$113.11	\$115.37	\$117.68	\$120.03	\$122.43	\$0.37
Tridem & 2-axle Trailer	\$129.47	\$116.52	\$118.85	\$121.23	\$123.65	\$126.12	\$128.64	\$131.21	\$0.40
Tandem & 3-axle Trailer	\$134.45	\$121.01	\$123.43	\$125.90	\$128.42	\$130.99	\$133.61	\$136.28	\$0.42
Tridem & 3-axle Trailer	\$146.57	\$131.91	\$134.55	\$137.24	\$139.98	\$142.78	\$145.64	\$148.55	\$0.46
Tandem & 4-axle Trailer	\$159.59	\$143.63	\$146.50	\$149.43	\$152.42	\$155.47	\$158.58	\$161.75	\$0.50

FUEL ADJUSTMENT for Lower Mainland/Fraser Valley Truck Rates

Benchmark Price: One dollar and forty cents (\$1.40)/litre

Price Measure: (Chevron Delivered Price on 1st of the Month + Chevron Delivered Price on the last day of the month)

2

Where the “Chevron Delivered Price” is the cardlock price at Chevron in Coquitlam.

For each two cents (\$0.02) that the Price Measure surpasses one dollar and forty cents (\$1.40), the Flat Rate payable to Owner Operators will increase by the appropriate amount shown in the “Fuel Adj.” column in Table 1 for the applicable Unit Configuration. Rates will not decrease if the fuel price falls below the Benchmark Price.

Notes: Trucking rates will be reviewed at the beginning of each month using the prices for the preceding month to calculate the Price Measure. The new rates will take effect the following month. Once the rates have been changed, that change will remain in effect until at least the beginning of the next month when the rates are scheduled to be reviewed again (i.e.: there will be no rate changes part-way through a month).

AIRCC / BCICI
COMMUNITY BENEFITS AGREEMENT
INTERIOR ROAD BUILDING ADDENDUM

PRIORITY OF INTERPRETATION:

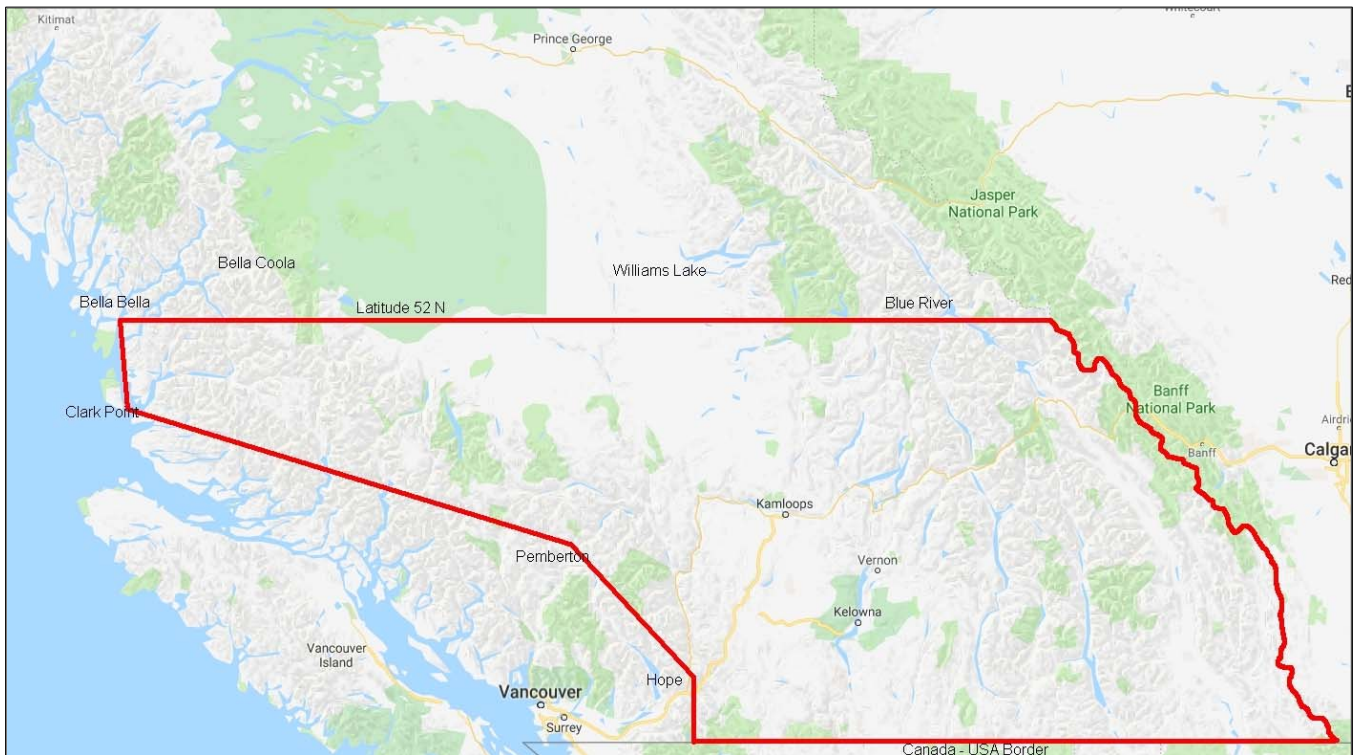
In the event of any conflict between any provision in this Addendum and any provision, express or implied, of the Master Section or any Trade Section, the provisions contained within this Addendum shall take precedence.

APPLICATION:

The provisions of this Addendum apply to all projects to be executed under the Master Agreement within the interior of BC, defined for the purpose of this Addendum to be all areas of the mainland of the Province of British Columbia as described below and illustrated on the attached map:

1. South of latitude 52° N (approximately Knife Creek on Highway #97 and 12 km south of Blue River on Hwy #5N); and
2. excluding the area defined by:
 - a. Hope on the east;
 - b. the Canada/USA border on the south;
 - c. Clark Point and Bella Bella on the northwest; and
 - d. Pemberton on the north.

Figure 1: Interior Geographic Limits



**AIRCC / BCICI
COMMUNITY BENEFITS AGREEMENT
INTERIOR ROAD BUILDING ADDENDUM**

MASTER SECTION

ARTICLE 2 – PARTIES AND DEFINITIONS

2.308 “Employees”

*The following additional exemptions are added to the list of exemptions in **Article 2.308**:*

- (m) Persons employed by firms performing work under a maintenance or rehabilitation contract for the Ministry of Transportation and Infrastructure, including without limitation, road and bridge maintenance, pavement marking, and electrical services; and
- (n) Ministry employees performing day labour for the Ministry of Transportation and Infrastructure.

ARTICLE 8 – WORKFORCE SECURITY

*Add new **Article 8.700***

8.700 Hiring Process – Trainees

- 8.701** For trades without an apprenticeship program, trainees may be hired by Employer, at the request of the Contractor at any time, and shall be supernumerary to the hiring order specified in Article 8.600.
- 8.702** For trades with an apprenticeship program, trainees may be retained:
 - (a) pursuant to Article 9.400, or
 - (b) where apprentices are not available, or the position to be filled is one that has suffered high turn-over or has not produced journeypersons, the Employer may retain trainees instead.
- 8.703** Selection of the trainee shall be done by mutual agreement between the Affiliated Union and the Contractor, with preference given to Local Residents and in the following order:
 - (a) To members of the Affiliate Union;
 - (b) To persons that have successfully completed a course taken in a relevant field and recognized by the Employer; and
 - (c) To persons who have a demonstrated skill, aptitude, or attitude for the required position.
- 8.704** Trainees will be hired on a 1:1:1 ratio, in the Union dispatch: name request off the Union list: Employer hire order, to a target ratio of:
 - (a) For labour intensive work, one (1) trainee to every four (4) other Employees on Site;
or
 - (b) For all other work, one (1) trainee to every six (6) other Employees on Site.
- 8.705** The trainee shall not be an extra person, beyond those needed to perform the work.
- 8.705** Where not in conflict with the above, trainees shall further be dispatched in accordance with the provisions of the Trade Sections.

**AIRCC / BCICI
COMMUNITY BENEFITS AGREEMENT
INTERIOR ROAD BUILDING ADDENDUM**

ARTICLE 13 – WAGES, CLASSIFICATIONS, FUNDS and PAYMENT OF WAGES

13.100 WAGES AND CLASSIFICATIONS

Article 13.101 is deleted and replaced with the following:

13.101 Wages and benefits shall be paid in accordance with the schedules and classifications set out in the Trade Sections, except that wages and benefits for any Affiliate Union shall be paid in accordance with the prevailing industry-Tri-Pac Union road building agreement to which they are signatories in effect in the area of the Site.

For certainty, the “Interior/Kootenay Addendum to the Road Building Industry Standard Agreement” between Interior/Kootenay contractors and the Operating Engineers Local 115, the Labourers CSWU Local 1611, and the Teamsters Local 213 shall be applicable to the Trans-Canada Chase to Alberta Project.

Wages for Affiliate Unions not signatory to the above agreement, shall be established in their Trade Sections.

Add new Article 13.105

13.105 Notwithstanding 13.101, vacation and holiday pay shall be eight percent (8.0%) for all trades.

ARTICLE 14 - HOURS OF WORK:

14.100 Regular Work Day

Add new Article 14.101:

14.101 Shift starting and stopping times may be varied to accommodate tidal and streamflow fluctuations.

14.200 Breaks

14.201 Lunch Breaks - Regular Work Day or Shifts (Surface or Underground)

Add new Articles 14.201(d) and (e):

- (d)** By mutual agreement, the unpaid lunch may be a working lunch in exchange for a one-half (½) hour earlier finish to the shift.
- (e)** Lunch breaks shall be taken near to the work station. During inclement weather, where practical, the Employer shall provide a warm, dry area, such as an assembly room, equipment cab, or crew vehicle in which Employees may take their meal breaks.

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INTERIOR ROAD BUILDING ADDENDUM**

14.202 Rest breaks – Regular Work Day or Shifts (Surface or Underground)

Add new Article 14.202(d):

- (d)** During inclement weather, where practical, the Employer shall provide a warm, dry area, such as an assembly room, equipment cab, or crew vehicle in which Employees may take their rest breaks.

Article 14.300 – Overtime Premium – Regular Work Day of Shifts (Surface or Underground):

Article 14.301 is amended to read

“... and shall be paid for at time and one-half up to a total of eleven (11) hours [i.e. for 3 hours if on an 8-hour shift; 1 hour if on a 10-hour shift] and double time rates thereafter.”

Article 14.302 is deleted and replaced with the following.

Time worked on Saturday shall be paid for at time and one-half rates for up to eleven (11) hours, with 2.0x thereafter.

Article 14.500 Flex Work Week:

Article 14.502 is amended to read

“... paid at time and one-half (1.5x) up to a total of eleven (11) hours [i.e. for up to 3 hours if on an 8-hour shift] and double-time rates thereafter.”

Articles 14.504 is deleted and replaced with:

- 14.504** On the sixth (6th) day worked, all hours up to eleven (11) hours will be paid for at time and one-half (1.5x), with double time (2.0x) thereafter.

Article 14.600 Provision of Meals on Overtime

Article 14.600 is deleted and replaced with:

- 14.601** When Employees are required to work extended daily hours in excess of eleven (11) hours, the Employer shall provide a meal at no cost to the Employees, for those involved. The time required for the consumption of the meal shall be considered as time worked and shall be not less than one-half (½) hour and this break shall occur not more than six (6) hours after the last meal time.
- 14.602** Should an Employee be requested to continue work, then an additional hot meal shall be supplied every four (4) hours under the same conditions as above.
- 14.603** Meal and rest breaks shall be taken at or in close proximity to the work station, and where practicable in a warm, dry area, such as an assembly room, equipment cab, or crew vehicle provided by the Contractor.

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COMMUNITY BENEFITS AGREEMENT
INTERIOR ROAD BUILDING ADDENDUM**

14.604 Overtime worked in advance of regular starting times shall not be considered in calculating the eleven (11) hour in Article 14.601.

14.605 Where the Employer is not reasonably able to provide a hot meal, the entitled Employee shall receive payment of seventeen dollars (\$17.00).

14.606 It is understood that an additional rest break, not to exceed ten (10) minutes duration shall occur between each successive meal break.

Article 14.700 Location of Starting and Stopping Time

Article 14.703 is deleted and replaced with:

14.703 The marshalling point(s) will be designated by the Contractor.

Add new Articles 14.706 and 14.707:

14.706 For hot seat operations or other continuous operations, start and stopping times shall be determined by the Contractor and shall give sufficient time for toolbox meetings and other orientation to starting Employees prior to taking over an operation, and clean-up and de-brief time for Employees stopping work.

14.707 Toolbox meetings may be held at the starting point, or other point(s) determined by the Contractor and shall be paid time.

ARTICLE 15 – MINIMUM PAY AND REPORTING TIME

15.100 Inclement Weather

Renumber existing Article 15.100 as 15.101 and add new Article 15.102:

15.101 When an Employee reports to work and cannot work because of inclement weather, the Employee shall be paid four (4) hours reporting time and the Employee must remain on the job for the period paid unless otherwise instructed by an Employee's supervisor.

15.102 Make-up Day: If a shift is missed during a scheduled shift due to inclement weather or a major mechanical breakdown, and with a majority vote of the Employees affected, the missed shift may be made up on the next rest day at the rate of pay of the missed shift.

ARTICLE 17 – BOARD AND LODGING

Article 17.100 is deleted and replaced with the following.

17.100 Room and Board or Living Out Allowance shall be provided to all Employees who reside beyond one hundred (100) road kilometres from the Site at no cost to such Employees and shall be paid in accordance with the following.

17.101 Where there is no room and board provided, each applicable Employee shall select one (1) of the following options prior to commencing work on the Project, and such selection shall apply for the duration of the Employee's employment on such Project:

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COMMUNITY BENEFITS AGREEMENT
INTERIOR ROAD BUILDING ADDENDUM**

Option #1: Employees shall be provided a daily lump sum Living Out Allowance (LOA) of \$100.00 per day (\$105.00 effective March 1, 2019).

Option #2: Employees shall be provided with a single room plus \$52.50 (\$55.00 effective March 1, 2019) daily meal allowance. Employees selecting Option #2 will be entitled Daily Travel Reimbursement under the provisions of Article 22.000.

17.102 The Employee shall provide the Employer with written notice of their selection upon request.

17.103 Compensatory Periods

- a) An Employee working six (6) days or more per week shall be paid LOA for seven (7) days
- b) An Employee working less than six (6) days per week shall be paid LOA for days worked.

17.104 Rates for subsequent periods shall be determined in accordance with the Master Section remuneration adjustment provisions.

Add new Article 17.500

17.500 Christmas Holiday Season

If the Contractor intends to discontinue operation during the Christmas Holiday Season, the Contractor may avoid the payment of transportation and travel time for the personnel out of camp prior to Christmas and back after Christmas if:

- (a) Mutual agreement is reached between the Employee and the Employer that the Employee wishes to take a holiday at this time;
- (b) The Employee is re-employed immediately after the agreed upon holiday period (e.g. after New Year's);
- (c) Any Employee who does not wish to leave for a Christmas holiday is maintained in camp or given comparable room and board.

Otherwise the Employee shall be paid for transportation and travel time in accordance with Article 21 of the Master Agreement.

ARTICLE 22 – DAILY TRAVEL REIMBURSEMENT

22.100 Daily Travel Reimbursement

Article 22.100 (d) is revised to read:

“...outside a fifty (50) road kilometre radius”

Add new Article 22.100 (e)

22.100 (e) In any event, the maximum daily travel payment shall not be greater than the current lump sum living out allowance (room and board).

**AIRCC / BCICI
COMMUNITY BENEFITS AGREEMENT
INTERIOR ROAD BUILDING ADDENDUM**

ARTICLE 23 - SPECIAL CONDITIONS

Article 23.800 is deleted and replaced with the following:

23.800 FOREPERSONS

23.801 When non-working forepersons are required in accordance with the provisions of this Agreement, they shall be appointed by the Contractor and be selected from the predominant trade(s) on the Project.

28.802 Employees covered by this Agreement shall take orders only from their Foreperson or, if not immediately available, from general management.

23.803 All Teamster forepersons shall be working forepersons, unless selected by the Contractor as a General Foreperson.

TRADE SECTIONS

Notwithstanding any provision of any Trade Sections, the following provisions take precedence.

1. Tests and Renewal of Licenses – Trade Certificates, Tests, and Motor Vehicle/Operator Licenses
 - a. Any dispatched Employee shall have all current certifications and licenses necessary to perform the required Work.
 - b. Where the Employer requires a specific Employee to upgrade or renew a certification or license, or perform a private procedure skills test on Site, unless the applicable Trade Sections indicates another party will pay, the Employer will pay the applicable costs and provide the time necessary.
 - c. When an Employee is required to perform a test for a Contractor, the Contractor shall, on request, make available suitable material to allow a brief period of practice prior to taking the actual test.
 - d. Should an Employee fail a test and request to be retested, or be requested by the Contractor to perform a second test, such second test shall be conducted on the Employee's own time.
 - e. The Employee shall not have the right to refuse a retest if requested by the Contractor.
2. The Contractor may at any time utilize Owner Operator rig welders, under the conditions of the Owner Operator Addendum.
3. Minimum Crew Size or Composition – Operating Engineers
 - a. Where a Trade Section require an apprentice to be assigned on a machine or plant, including but not limited to asphalt, batch or screening plants or cranes, and the Operating Engineers cannot supply the apprentice, the Contractor may otherwise elect to fill such a position as required.
4. Wage and Benefits
 - a. Wages and benefits applicable to this Project are identified in the Project Definition document.

**AIRCC / BCICI.
COMMUNITY BENEFITS AGREEMENT
LOWER MAINLAND ROAD BUILDING ADDENDUM**

PRIORITY OF INTERPRETATION:

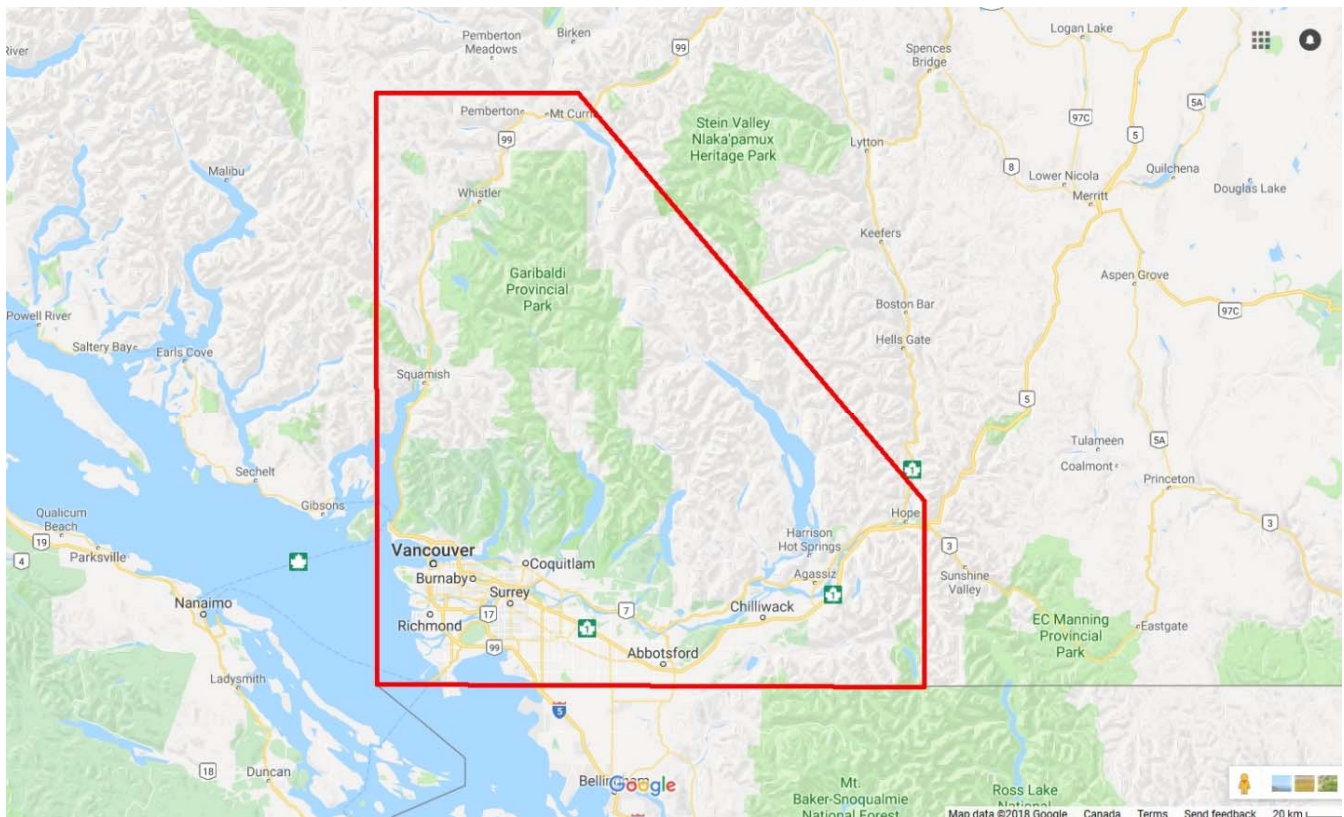
In the event of any conflict between any provision in this Addendum and any provision, express or implied, of the Master Section or any Trade Section, the provisions contained within this Addendum shall take precedence.

APPLICATION:

The provisions of this Addendum apply to all Projects in the Lower Mainland/Fraser Valley, defined as within the area demarked in red in below.

Notwithstanding the foregoing, this Addendum does not apply to the Pattullo Bridge main or approach spans.

Figure 1: Lower Mainland/Fraser Valley Geographic Limits



**AIRCC / BCICI
COMMUNITY BENEFITS AGREEMENT
LOWER MAINLAND ROAD BUILDING ADDENDUM**

ARTICLE 2 – PARTIES AND DEFINITIONS

2.309 “Employees”

*The following additional exemptions are added to the list of exemptions in **Article 2.309**:*

- (m) Persons employed by firms performing work under a maintenance or rehabilitation contract for the Ministry of Transportation and Infrastructure, including without limitation, road and bridge maintenance, pavement marking, and electrical services; and
- (n) Ministry employees performing day labour for the Ministry of Transportation and Infrastructure.

ARTICLE 8 – WORKFORCE SECURITY

*Add new **Article 8.700***

8.700 Hiring Process – Trainees

- 8.701** For trades without an apprenticeship program, trainees may be hired by Employer, at the request of the Contractor at any time, and shall be supernumerary to the hiring order specified in Article 8.600.
- 8.702** For trades with an apprenticeship program, trainees may be retained:
 - (a) pursuant to Article 9.400, or
 - (b) where apprentices are not available, or the position to be filled is one that has suffered high turn-over or has not produced journeypersons, the Employer may retain trainees instead.
- 8.703** Selection of the trainee shall be done by mutual agreement between the Affiliated Union and the Contractor, with preference given to Local Residents and in the following order:
 - (a) To members of the Affiliate Union;
 - (b) To persons that have successfully completed a course taken in a relevant field and recognized by the Employer; and
 - (c) To persons who have a demonstrated skill, aptitude, or attitude for the required position.
- 8.704** Trainees will be hired on a 1:1:1 ratio, in the Union dispatch: name request off the Union list: Employer hire order, to a target ratio of:
 - (a) For labour intensive work, one (1) trainee to every four (4) other Employees on Site;
or
 - (b) For all other work, one (1) trainee to every six (6) other Employees on Site.
- 8.705** The trainee shall not be an extra person, beyond those needed to perform the work.
- 8.705** Where not in conflict with the above, trainees shall further be dispatched in accordance with the provisions of the Trade Sections.

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ARTICLE 13 – WAGES, CLASSIFICATIONS, FUNDS and PAYMENT OF WAGES

Article 13.100 WAGES AND CLASSIFICATIONS

Article 13.101 is deleted and replaced with the following:

13.101 Wages and benefits shall be paid in accordance with the scales identified in the applicable Project definition, and in accordance with the schedules and classifications set out in the Trade Sections, except that wages and benefits for any Affiliate Union shall be paid in accordance with the following prevailing road building agreements to which they are signatories in effect in the area of the Site:

- (a) **LiUNA:** *Labourers' Road Building Agreement – The Paving Group (Lower Mainland)*
- (b) **IUOE:** *Road Building Industry Agreement (District #1 Paving)*
- (c) **Teamsters:** *Lower Mainland Road Building Agreement – Lower Mainland Paving Group (TAG)*
- (d) **OPCMIA:** *British Columbia Road Building Industry Standard Agreement – The Lower Mainland Paving Group of Contractors*

Add new Article 13.105

13.105 Notwithstanding Article 13.101, vacation and holiday pay shall be:

- (a) ten percent (10%) for the following Affiliated Unions:
 - (i) LiUNA,
 - (ii) IUOE,
 - (iii) Teamsters, and
 - (iv) OPCMIA
- (b) and the agreed Commercial/Institutional rates for all others.

ARTICLE 14 - HOURS OF WORK:

14.100 Regular Work Day

Add new Article 14.101:

14.101 Shift starting and stopping times may be varied to accommodate tidal and streamflow fluctuations.

14.200 Breaks

14.201 Lunch Breaks - Regular Work Day or Shifts (Surface or Underground)

Add new Articles 14.201(d) and (e):

- (d) By mutual agreement, the unpaid lunch may be a working lunch in exchange for a one-half (½) hour earlier finish to the shift.

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- (e) Lunch breaks shall be taken near to the work station. During inclement weather, where practical, the Employer shall provide a warm, dry area, such as an assembly room, equipment cab, or crew vehicle in which Employees may take their meal breaks.

14.202 Rest breaks – Regular Work Day or Shifts (Surface or Underground)

Add new Article 14.202(d):

- (d) During inclement weather, where practical, the Employer shall provide a warm, dry area, such as an assembly room, equipment cab, or crew vehicle in which Employees may take their rest breaks.

Article 14.300 – Overtime Premium – Regular Work Day of Shifts (Surface or Underground):

Article 14.301 is amended to read

“... and shall be paid for at time and one-half up to a total of eleven (11) hours [i.e. for 3 hours if on an 8-hour shift; 1 hour if on a 10-hour shift] and double time rates thereafter.”

Article 14.302 is deleted and replaced with the following.

Time worked on Saturday shall be paid for at time and one-half rates for up to eleven (11) hours, with 2.0x thereafter.

Article 14.500 Flex Work Week:

Article 14.502 is amended to read

“... paid at time and one-half (1.5x) up to a total of eleven (11) hours [i.e. for up to 3 hours if on an 8-hour shift] and double-time rates thereafter.”

Articles 14.504 is deleted and replaced with:

- 14.504** On the sixth (6th) day worked, all hours up to eleven (11) hours will be paid for at time and one-half (1.5x), with double time (2.0x) thereafter.

Article 14.600 Provision of Meals on Overtime

Article 14.600 is deleted and replaced with:

- 14.601** When Employees are required to work extended daily hours in excess of eleven (11) hours, the Employer shall provide a meal at no cost to the Employees, for those involved. The time required for the consumption of the meal shall be considered as time worked and shall be not less than one-half (½) hour and this break shall occur not more than six (6) hours after the last meal time.

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- 14.602** Should an Employee be requested to continue work, then an additional **hot** meal shall be supplied every four (4) hours under the same conditions as above.
- 14.603** Meal and rest breaks shall be taken at or in close proximity to the work station, and where practicable in a warm, dry area, such as an assembly room, equipment cab, or crew vehicle provided by the Contractor.
- 14.604** Overtime worked in advance of regular starting times shall not be considered in calculating the eleven (11) hour in Article 14.601.
- 14.605** Where the Employer is not reasonably able to provide a hot meal, the entitled Employee shall receive payment of seventeen dollars (\$17.00).
- 14.606** It is understood that an additional rest break, not to exceed ten (10) minutes duration shall occur between each successive meal break.

Article 14.700 Location of Starting and Stopping Time

Article 14.703 is deleted and replaced with:

- 14.703** The marshalling point(s) will be designated by the Contractor.

Add new Articles 14.706 and 14.707:

- 14.706** For hot seat operations or other continuous operations, start and stopping times shall be determined by the Contractor and shall give sufficient time for toolbox meetings and other orientation to starting Employees prior to taking over an operation, and clean-up and de-brief time for Employees stopping work.
- 14.707** Toolbox meetings may be held at the starting point, or other point(s) determined by the Contractor and shall be paid time.

ARTICLE 23 - SPECIAL CONDITIONS

Article 23.800 is deleted and replaced with the following:

23.800 FOREPERSONS

- 23.801** When non-working forepersons are required in accordance with the provisions of this Agreement, they shall be appointed by the Contractor and be selected from the predominant trade(s) on the Project.
- 28.802** Employees covered by this Agreement shall take orders only from their Foreperson or, if not immediately available, from general management.
- 23.803** All Teamster forepersons shall be working forepersons, unless selected by the Contractor as a General Foreperson.

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TRADE SECTIONS

Notwithstanding any provision of any Trade Sections, the following provisions take precedence.

1. Tests and Renewal of Licenses – Trade Certificates, Tests, and Motor Vehicle/Operator Licenses
 - a. Any dispatched Employee shall have all current certifications and licenses necessary to perform the required Work.
 - b. Where the Employer requires a specific Employee to upgrade or renew a certification or license, or perform a private procedure skills test on Site, unless the applicable Trade Sections indicates another party will pay, the Employer will pay the applicable costs and provide the time necessary.
 - c. When an Employee is required to perform a test for a Contractor, the Contractor shall, on request, make available suitable material to allow a brief period of practice prior to taking the actual test.
 - d. Should an Employee fail a test and request to be retested, or be requested by the Contractor to perform a second test, such second test shall be conducted on the Employee’s own time.
 - e. The Employee shall not have the right to refuse a retest if requested by the Contractor.
2. The Contractor may at any time utilize Owner Operator rig welders, under the conditions of the Owner Operator Addendum.
3. Minimum Crew Size or Composition – Operating Engineers
 - a. Where a Trade Section require an apprentice to be assigned on a machine or plant, including but not limited to asphalt, batch or screening plants or cranes, and the Operating Engineers cannot supply the apprentice, the Contractor may otherwise elect to fill such a position as required.
4. Wage and Benefits
 - a. Wage and benefit scales applicable to this Project are identified in the applicable Project Definition document.

APPENDICES

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 - b. Trans Canada Highway #1 Kamloops to
Albert Border 4-Laning 85
2. Camp Standards 91

APPENDICES

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PROJECT

DEFINITIONS

Project Name: Pattullo Bridge Replacement

Owner:

The “Owner” pursuant to Master Section 2.31Z, is the British Columbia Ministry of Transportation and Infrastructure.

Location:

Within and connecting the City of Surrey and the City of New Westminister, in close proximity to the existing Pattullo Bridge, spanning the Fraser River.

Google Maps® link: <https://goo.gl/maps/aA6SQRuWys52>

Project Description:

Design and construction of a replacement bridge, with associated approach structures and connecting roadways, generally within the areas identified in the following reference concept drawing, and demolition of the existing structure and ancillary infrastructure. The actual scope of work may be different, as it will encompass the final design prepared by the Design Build contractor.

Figure 8 - Recommended Option (Option 3) Map*



*Reference Concept as of February 2018.

Scope of Work: Capital Projects, as determined by the Employer and identified by Contracts from time to time, shall define the extent(s) of the Site(s) and Work to be performed by the Contractors under the terms of the Community Benefits Agreement.

The Employer will provide written notice to the Council of the capital Projects and Contracts to be performed.

Applicable Project Agreement Documents: The following documents constitute the complete Community Benefits Agreement applicable to this Project.

- 1) Master Section
- 2) Addenda
 - (a) Owner Operators
 - (b) Lower Mainland Road Building
- 3) Appendices
 - (a) Pattullo Bridge Replacement Project Definition
- 4) Trade Sections
 - (a) Trade Provisions
 - (b) Wages (CI, Industrial, and Road Building)

Applicable Project Trade Section Wage Scales: The following wage scales are applicable to work performed on this Project. Where noted, different wage scales may be applicable to different components of the Work.

AFFILIATED UNION	Commercial Institutional	Industrial	Road Building	Other
British Columbia Regional Council of Carpenters	✓			
Construction Maintenance and Allied Workers	✓			
International Association of Bridge, Structural, Ornamental and Reinforcing Ironworkers Local Union 97	All other work	Pattullo Br, inc. approach spans		
International Association of Heat & Frost Insulators & Asbestos Workers Local Union 118	✓			
International Association of Sheet Metal, Air, Rail and Transportation Workers Local Union 280, Local Union 276	✓			
International Brotherhood of Boilermakers, Iron Shipbuilders, Blacksmiths, Forgers and Helpers Lodge 359	✓			
International Brotherhood of Electrical Workers Local Union 213, Local Union 993, Local Union 1003, and Local Union 230	✓			

AFFILIATED UNION	Commercial Institutional	Industrial	Road Building	Other
International Brotherhood of Teamsters Local Union 213	Pattullo Br, <u>-Main Span</u>		<u>Approach spans and all other work - Lower Mainland Addendum</u>	
International Union of Bricklayers & Allied Craftworkers Local Union No. 2	✓			
International Union of Operating Engineers Local Union 115	Pattullo Br, <u>-Main span</u>		<u>Approach spans and all other work - Lower Mainland Addendum</u>	
International Union of Painters & Allied Trades District Council 38 Painters 138, Glaziers 1527, and Drywall Finishers 2009	All other work	Pattullo Br, inc. approach spans		
Labourers International Union of North America Construction and Specialized Workers Union Local 1611	Pattullo Br, <u>-Main span</u>		<u>Approach spans and all other work - Lower Mainland Addendum</u>	
Move Up – A Movement of United Professionals	✓			
Operative Plasterers' and Cement Masons' International Association of the United States and Canada Local Union 919	Pattullo Br, <u>-Main span</u>		<u>Approach spans and all other work - Lower Mainland Addendum</u>	
United Association of Journeymen and Apprentices of the Plumbing & Pipefitting Industry of the United States and Canada Local Union 170, Local Union 516, Local 324	✓			
United Brotherhood of Carpenters and Joiners of America Floorlayers Local Union 1541	✓			
United Brotherhood of Carpenters and Joiners of America Millwrights, Machine Erectors & Maintenance	✓			
United Brotherhood of Carpenters and Joiners of America Piledrivers Local Union 2404	✓			
UNITE-HERE Local 40	✓			

Project Name: Trans Canada Highway #1 - Kamloops to Alberta Border 4-Laning

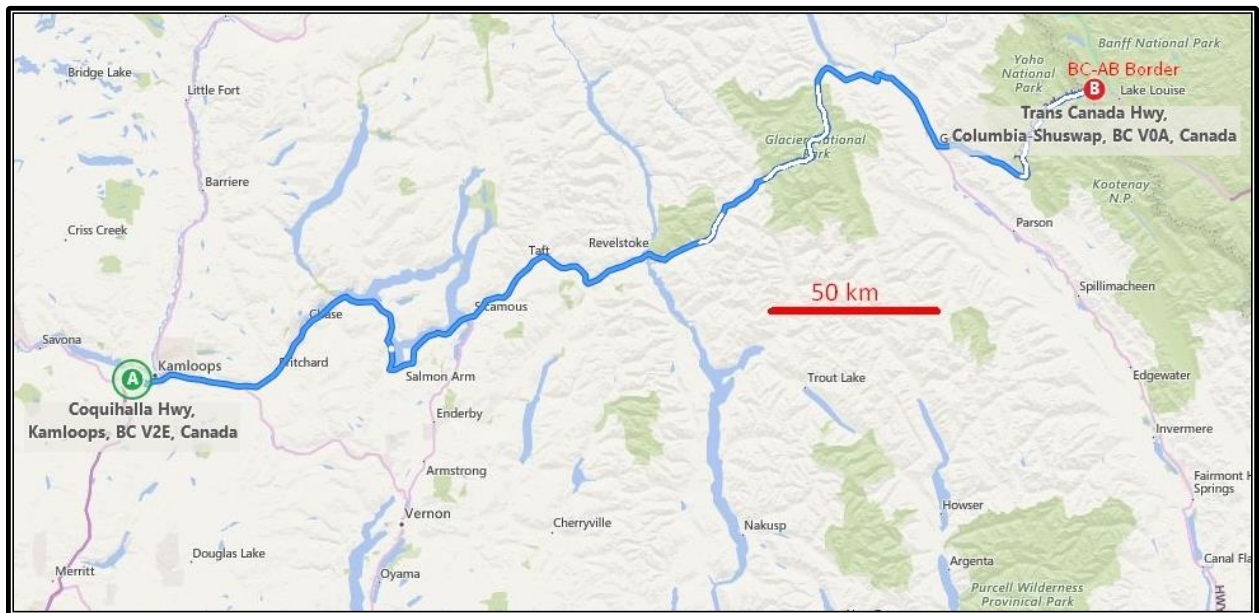
Owner:

The “Owner” pursuant to Master Section 2.31Z, is the British Columbia Ministry of Transportation and Infrastructure.

Location:

The Trans Canada Highway corridor commencing at the Hwy #1/Hwy #5 Coquihalla interchange west of Kamloops to the BC-Alberta border, excluding those portions of the highway within the Mt. Revelstoke, Glacier, and Yoho National Parks, as illustrated below.

Figure 1: Trans Canada Hwy #1 – Kamloops to the BC/AB border



Project Description: Upgrading the highway to a modern, 100 km/h, four-lane standard.

The overall Project is composed of a number of small Projects, each of which will have its own scope of work. Each of these Projects will be procured by the Owner using methods to-be-determined, which may include, without limitation, Design Build, Design Bid Build, and day labour methodologies.

The Work to be executed under the Community Benefits Agreement is defined in “Scope of Work” below.

Scope of Work: Capital Projects, as determined by the Employer and identified by Contracts from time to time, shall define the extent(s) of the Site(s) and Work to be performed by the Contractors under the terms of the Community Benefits Agreement.

The Employer will provide written notice to the Council of the capital Projects and Contracts to be performed.

Applicable Project Agreement Documents: The following documents constitute the complete Community Benefits Agreement applicable to this Project.

- 1) Master Section
- 2) Addenda
 - (a) Owner Operators
 - (b) Interior Road Building
- 3) Appendices
 - (a) Project Definition – Trans Canada Highway #1 Kamloops to Alberta Border 4-Laning
 - (b) Camp Standards
- 4) Trade Sections
 - (a) Trade Provisions
 - (b) Wages (CI, Industrial, and Road Building)

Applicable Project Trade Section Wage Scales: The following wage scales are applicable to work performed on this Project. Where noted, different wage scales may be applicable to different components of the Work.

AFFILIATED UNION	Commercial Institutional	Industrial	Road Building	Other
British Columbia Regional Council of Carpenters	✓			
Construction Maintenance and Allied Workers	✓			
International Association of Bridge, Structural, Ornamental and Reinforcing Ironworkers Local Union 97	✓			
International Association of Heat & Frost Insulators & Asbestos Workers Local Union 118	✓			
International Association of Sheet Metal, Air, Rail and Transportation Workers Local Union 280, Local Union 276	✓			
International Brotherhood of Boilermakers, Iron Shipbuilders, Blacksmiths, Forgers and Helpers Lodge 359	✓			
International Brotherhood of Electrical Workers Local Union 213, Local Union 993, Local Union 1003, and Local Union 230	✓			
International Brotherhood of Teamsters Local Union 213			Interior Addendum	
International Union of Bricklayers & Allied Craftworkers Local Union No. 2	✓			
International Union of Operating Engineers Local Union 115			Interior Addendum	
International Union of Painters & Allied Trades District Council 38 Painters 138, Glaziers 1527, and Drywall Finishers 2009	✓			
Labourers International Union of North America Construction and Specialized Workers Union Local 1611			Interior Addendum	

AFFILIATED UNION	Commercial Institutional	Industrial	Road Building	Other
Move Up – A Movement of United Professionals Local 378	✓			
Operative Plasterers' and Cement Masons' International Association of the United States and Canada Local Union 919	✓			
United Association of Journeymen and Apprentices of the Plumbing & Pipefitting Industry of the United States and Canada Local Union 170, Local Union 516, Local 324	✓			
United Brotherhood of Carpenters and Joiners of America Floorlayers Local Union 1541	✓			
United Brotherhood of Carpenters and Joiners of America Millwrights, Machine Erectors & Maintenance 2736	✓			
United Brotherhood of Carpenters and Joiners of America Piledrivers Local Union 2404	✓			
UNITE-HERE Local 40	✓			

APPENDICES

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CAMP

STANDARDS

BC Construction Camp Rules and Regulations

BY AND BETWEEN

**BRITISH COLUMBIA AND YUKON
TERRITORY BUILDING AND
CONSTRUCTION TRADES COUNCIL**

AND

**CONSTRUCTION LABOUR
RELATIONS ASSOCIATION OF
BRITISH COLUMBIA**

Expiry: January 1, 2008 to December 31, 2014

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AGREEMENT

THIS AGREEMENT, dated the 1st day of January, 2008, and referred to as the Construction Camp Rules and Regulations.

BY AND BETWEEN:

**BRITISH COLUMBIA AND YUKON TERRITORY BUILDING AND
CONSTRUCTION TRADES COUNCIL**

AND:

CONSTRUCTION LABOUR RELATIONS ASSOCIATION OF BRITISH COLUMBIA

ARTICLE 1.00 -- CAMP SITE

1.01 Every camp shall be located at a distance far enough away from the construction job site to ensure that the best possible drainage can be provided to guard against year-round climatic and tide conditions. A major determining factor in the location of the camp shall be the consideration of prevailing winds to carry obnoxious odours and objectionable noises away from the camp site.

ARTICLE 2.00 -- INSPECTION AND APPROVAL

2.01 Prior to the construction of a camp to be occupied by Building Tradespersons, the client and/or designated agent will first submit plans, and proposed site location, in duplicate, to the Council for approval and such approval or rejection shall be given within fifteen days of application, and shall be binding provided that the approved standards are met. One copy of the approved plans, duly initialled by both parties shall be retained by the Secretary of the Council.

2.02 When the Council has satisfied itself that the camp has met all the specifications as herein provided, a certificate of approval shall be issued for that camp for that particular project only. The certificate shall carry the date of issue and shall be valid for the duration of the project provided that camp standards are maintained. The certificate shall indicate the maximum number of occupants that can be accommodated and shall be signed by the authorized representative of the B.C. & Yukon Territory Building and Construction Trades Council Camp Committee and it shall also bear the names of the Inspection Committee, which will include a representative from the Construction Labour Relations Association of B.C. whenever available. The foregoing shall apply to any and all conditions.

2.03 In the case of an existing or permanent type camp, which is erected or is being erected primarily for the operational staff, the Council shall exercise discretion bearing in mind the length of project and other relevant matters before issuing a certificate of approval.

2.04 Approval of the camps will be based on the provisions contained herein, and subsequent amendments to this Agreement.

2.05 Any deficiencies related to current health and/or safety standards shall be rectified within 60 days from the date of their identification.

ARTICLE 3.00 -- TEMPORARY QUARTERS

- 3.01** If it is necessary to provide temporary quarters for workers who are erecting the camp, such quarters will be subject to approval by the Council, on the basis of reasonable standards, taking the circumstances into consideration.

ARTICLE 4.00 -- MODULAR CAMPS

4.01 Pre-existing Camps

The Parties recognizes that there may be camps built to pre-existing camp standards which, if upon inspection, continue to meet the Council's generally accepted Camp standards and all Provincial/Federal health and safety regulations and timelines as directed by the appropriate regulatory authority, will continue to be used. Camp units so approved will continue to be 'grandfathered' under the terms of these current Construction Camp Rules and Regulations. Please refer to the 1987-1997 Construction Camp Rules and Regulations for questions related to these pre-existing camp facilities.

- 4.02** Only those camps that are pre-built, conveyed to the site and set up by members of "Unions" affiliated to the B.C. & Yukon Territory Building and Construction Trades Council or other recognized Building Trades Councils, will be approved.

- 4.03** All used equipment shall comply with the provisions of this agreement and amendments thereto. Servicing of all equipment shall be done by members of unions affiliated to the B.C. & Yukon Territory Building and Construction Trades Council.

- 4.04** The Union label must be clearly and prominently affixed to all modular camp units.

ARTICLE 5.00 -- LIVING ACCOMMODATION

5.01 Room Construction

Each occupant shall be provided with a single room of not less than eighty (80) square feet (7.43m²) of floor space. Walls and ceilings shall consist of a minimum one-half inch finished drywall with a suitable alternate material in wet areas. The rooms shall be properly insulated to guard against year round climatic conditions and the walls between rooms shall be soundproofed with one-half (1/2) inch (1.27cm) drywall and will have a layer of one-half (1/2) inch (1.27cm) soundboard on each side of the partitions between sleeping rooms. All walls to be insulated."

The floor shall be covered with a suitable material such as tile or lino. The room shall be properly insulated to guard against year-round climatic conditions and sound. All interior walls shall be insulated for sound proofing. Closets and storage shelving shall be constructed in such a manner to ensure the best possible additional sound proofing between the rooms. Each room shall be fully enclosed with a solid core door and mortise-type dead lock or card lock system and the occupant shall be supplied with a key or key card. There shall be a thermo sealed window in each room fitted with a frost break and screen, and equipped with window blinds or lined drapes.

5.02 Room Heating

Heating for the complex shall be as a minimum, a dual heat system using forced air flow set at 20 degrees Celsius and thermostatically controlled electric baseboard heaters.

The individual heat control system to include in-floor ducting, approved tight sealing registers and deflectors, and thermostats located 5'0"feet (1.524m) above the floor level on the opposite wall to the baseboard heater.

5.03 Air Conditioning

- (a) Where the mean daily maximum temperatures of an area are over 24 degrees Celsius for 30 days or longer, as outlined in Table 2, climatic norms, B.C. Dept. of Agriculture, then air conditioning will be provided in the sleeping rooms.
- (b) Subject to Sub-Section (c) of this Section, air conditioning will be provided in the diner complexes and recreation rooms. Additional coolant or air movement shall be provided in the kitchen area, i.e. make up air units.
- (c) It is understood by both parties that in some situations, one or more of the above conditions may not be required. A request for special dispensation must be sent to the B.C. & Yukon Territory Building and Construction Trades Council prior to the installation of such a camp, and such request shall not be unreasonably denied.

5.04 The following furnishings and fixtures shall be supplied to each room:

- (a) A clothes closet with minimum depth of 24" (60.96cm) with one side for hanging clothes (at least 6' (1.828m) tall) and the other side with shelves and at least one drawer. Closet doors to be fitted with hasp and staples.
- (b) A single commercial type bed of box spring and mattress construction. The bed shall not be less than 6'8" x 3'3" (2.03m x .991m) and shall be of good quality. Each mattress shall meet hotel/camp commercial quality standards.
- (c) A table equipped with a drawer.
- (d) A shelf
- (e) A waste basket
- (f) A sled base chair
- (g) At least four (4) coat hooks on interior walls.
- (h) A mirror-type cabinet
- (i) A towel rack
- (j) Electrical outlets and fixtures, i.e. a ceiling light with a wall switch, a bed light and two duplex receptacles.
- (k) A cable television outlet with a duplex receptacle.

5.05 Each occupant shall be supplied with fresh, clean bed clothing, to include mattress-cover, two sheets, two pillows, 12" x 24" (30.48cm x 60.96cm), two pillow cases, and a duvet/comforter or two blankets and a bed cover. The sheets and pillow cases to be changed weekly, the mattress cover to be changed monthly. The duvet/comforter or bedcover to be changed every three months.

- 5.06** Corridors to be completely enclosed and heated. The floor shall be covered with adequate material to deaden objectionable noises, e.g. rubber or carpet.

Exterior doors shall be weather-proofed and fitted with automatic door closures.

ARTICLE 6.00 – WASH CAR FACILITIES

- 6.01 (a)** Flush toilets shall be furnished at the following ratio:
- 1 toilet for 1 to 5 occupants
 - 2 toilets for 6 to 10 occupants
 - 3 toilets for 11 to 15 occupants
 - 4 toilets for 16 to 30 occupants
 - 5 toilets for 31 to 45 occupants
 - 6 toilets for 46 to 60 occupants
 - 7 toilets for 61 to 75 occupants
 - 8 toilets for 76 to 90 occupants
- with the addition of one (1) toilet for each fifteen (15) occupants thereafter.
- (b)** Urinals shall be furnished at the ratio of one (1) per twenty-five (25) men.
- (c)** A wash basin of the stainless steel or porcelain type at the ratio of one (1) per five (5) occupants and one mirror to each basin. Soap dispensers, paper towel dispensers and paper cup dispensers shall be installed and supplied.
- 6.02 (a)** Individual scald proof showers shall be furnished at the ratio of one (1) to ten (10) occupants.
- (b)** On coal mine projects the ratio shall be one (1) shower to five (5) occupants. (Alternative facilities may be established by the Review Committee prior to the construction of the camp.)
- (c)** Each shower dressing area shall be equipped with a shower bench and plastic or rubberized duckboard.

ARTICLE 7.00 -- LAUNDRY FACILITIES

- 7.01 (a)** Unless otherwise agreed at a camp approval conference on the basis of the provision of central camp laundry facilities each living accommodation unit housing up to twenty-five (25) occupants will be provided with one (1) heavy duty automatic washer, and one (1) heavy duty automatic dryer. Each living accommodation unit shall be provided with one (1) extra dryer. (It is understood that on smaller sized units the extra dryer may be placed elsewhere.)
- (b)** Replacement parts shall be held in readiness on the project and in the event of a breakdown, repairs shall be performed as expeditiously as possible.
- 7.02** The laundry facilities in each living accommodation unit shall contain a dual wash tub with an adequate supply of hot and cold running water.

- 7.03** A separate dry room building will be provided for projects in wet geographic areas. When dry rooms are provided it will be a separate building with the size of the dry room to be based on the number of camp occupants (four (4) square feet (0.37m²) per person) and the dry room will be equipped with suitable clothes hooks, door closures and a heating and ventilation system appropriate for the dry room size.

ARTICLE 8.00 -- RECREATION FACILITIES

- 8.01** On the basis of duration of the camp and proximity of local commercial facilities as determined at a pre-job conference, recreation space shall be provided on the basis of six (6) square feet (0.55m²) per person and a minimum total of 520 square feet (48.25m²). On camps of (fifty) 50 occupants or less the minimum shall be 320 square feet (29.65m²). Consideration of space, in addition to the use of the dining hall for lectures, films and meetings shall include a divided games room and partitioned T.V. room. Equipment to include: upholstered chairs, pool tables, shuffleboards, dart boards, darts, games, etc. Beverages including hot tea, coffee, and hot chocolate shall be supplied daily.
- 8.02** The recreation space shall be in an insulated building; and shall contain washroom facilities, soap dispensers, paper towel dispensers and paper cup dispensers. The recreation space shall be adequately heated.
- 8.03** A satellite system or television source to be provided and to include at least one movie channel.
- 8.04** In camps located outside cellular phone service areas, as soon as possible one (1) pay telephone or other means of communication shall be made available. On camps having a minimum of two hundred (200) persons and which are established for a minimum of four (4) months and provided land based telephone service is available, shall have pay phones installed on the basis of one (1) to one hundred (100) persons with a minimum of two (2) on site. All telephones shall be equipped with privacy booths.

Internet connectivity services must be provided on a ratio of one connection per fifty (50) occupants with a minimum of two (2) on site, and shall be located with-in the recreation area.

Where available. pay-for-use wireless internet connectivity shall be provided in the living accommodation.

ARTICLE 9.00 -- MAINTENANCE

- 9.01** Rooms to be maintained daily by members of the housekeeping staff, such maintenance to include making of beds, and emptying waste baskets and sweeping the floors, etc.
- The corridors to be maintained daily by the members of the housekeeping staff. Camp and Contractors administration offices to be cleaned by members of the Culinary Union housekeeping staff, such maintenance to include emptying waste baskets, dusting, sweeping, vacuuming or washing floors, etc.
- Weekly maintenance shall include washing the mirrors, windows (inside) and floors, etc.
- 9.02** The laundry room, ablution unit and recreation facilities shall be maintained in a clean and sanitary condition daily by members of the housekeeping staff. Also cleaning of ash trays in designated 'smoking' areas, if provided.
- 9.03** Each dormitory unit shall provide housekeeping staff with a lockable storage at least 6' x 4' (1.83m

x 1.22m) with shelves of 2'0" (60.96cm) width.

ARTICLE 10.00 -- CAMP COMMISSARY

- 10.01 (a)** A camp commissary shall be provided and shall be stocked with tobacco supplies, soft drinks, magazines and newspapers, soap and toilet articles, working clothing, i.e. gloves, socks, towels etc., this stock to be sold at prevailing retail prices in the area.
- (b)** Vending Machines shall be installed in the recreation room. In the event the vending machines are repeatedly abused, they may be removed.
- (c)** Ice shall be made available to the occupants.
- (d)** It is understood by both parties that in the case of short term projects, one or more of the above conditions may not be required. A request for special dispensation must be sent to the B.C. & Yukon Territory Building and Construction Trades Council prior to the installation of such a camp and such request shall not be unreasonably withheld.

ARTICLE 11.00 -- GENERAL PROVISIONS

11.01 Fire Protection

A fire system shall be provided for each building unit that meets the current Fire Code regulations. Smoke detectors shall be installed in each sleeping room, ablution unit, dry room and hallways. Heat detectors shall be installed in the furnace room and laundry room. Manual pull stations shall be installed adjacent to each exit door.

An audible Fire Code compliant alarm shall be located in the corridor.

A standby battery and charger unit shall be provided sufficient in size to automatically operate the fire alarm system on normal Hydro power failure for a period of twenty-four hours. On the resumption of Hydro power, the battery/charger unit shall automatically transfer the system back to its normal operating state.

Emergency lighting to be installed in all camp units, hallways, and ablution units. All exit doors to be indicated with illuminated exit signs on the inside and white lights installed at the exterior doors. Chemical fire extinguishers to be provided on a ratio of one (1) extinguisher for every twenty (20) camp occupants.

Client Fire Insurance

Camp occupants will be reimbursed to a maximum of \$2,000 or the deductible will be paid on personal insurance policies in the event of a loss due to fire. Satisfactory proof of loss to be provided by the Claimant in compliance with the insurance company regulations. To qualify for the reimbursement, the Claimant must sign an affidavit to confirm that they do not have personal insurance to cover the loss.

11.02 Walkways, Parking Lot and Parking Facilities

- (a)** Subject to Section 2(f) of this Article, all camp units shall be skirted.
- (b)** Walkways to be installed between all units. Where adverse weather conditions prevail,

walkways will be covered.

- (c) Exterior deck, stairs and handrails to be installed at all entrances. Where adverse weather conditions prevail, a vestibule type entry shall be provided with an exterior weather-proofed door and automatic door closer.
- (d) Foot scrapers to be installed at all camp unit exterior doors.
- (e) Parking lot facilities shall be maintained on a regular basis. Where camp security officers are employed, their duties shall include surveillance of the parking lot. Where illumination is insufficient from the camp area, then lighting will be provided subject to Section 11.02(f) below.
- (f) It is understood by both parties that in some situations, one or more of the conditions may not be required. A request for special dispensation must be sent to the B.C. & Yukon Territory Building and Construction Trades Council with a copy to the Construction Labour Relations Association of B.C., prior to the installation of such a camp, and such request shall not be unreasonably denied.

ARTICLE 12.00 -- CAMP GRIEVANCE PROCEDURE

12.01 It is recognized that in the interest of all the camp occupants, grievances should be dealt with as expeditiously as possible, irrespective of who is responsible for the operation of the camp. The following grievance procedure has been developed for this purpose. However, this procedure does not preclude the right of any affiliated union to process a grievance under the Grievance Procedure of their respective Collective Agreements.

12.02 Camp Chairperson

- (a) Each trade shall elect or appoint a member to act on the Camp Committee. The Camp Committee members shall elect from their members, a member to act as Chairperson. If possible, this position to be rotated every three months - to another trade.
- (b) The Camp Chairperson shall arrange regular monthly meetings during non-working hours. All Committee members attending from each trade shall receive one hours pay at straight time rates. The Chairperson will ensure that the proceedings are recorded and copies of the minutes are mailed to the Secretary-Treasurer of the B.C. & Yukon Territory Building and Construction Trades Council Office, and to the Construction Labour Relations Association of British Columbia Office. It is understood that where extenuating circumstances require immediate attention to a problem, a meeting will be called immediately.
- (c) The Camp Chairperson shall not have any jurisdiction over any matter not concerning the general comfort of the residents of the camp.
- (d) The Camp Chairperson may be replaced by a majority vote of those Camp Committee members present at a regular meeting when it is evident that he has not acted in the best interests of the camp occupants.

12.03 Camp Management

- (a) The person holding the responsibility for the management of the camp and the Catering facilities shall co-operate with the Committee by attending the camp meetings. This person

will endeavour within their power, to answer all written grievances as they are presented.

- (b) The Camp Management shall be given an opportunity to present any grievances it may have concerning the camp occupants, and it shall be entitled to answers, when possible, to its grievances as they are presented.

12.04 Grievances

- (a) No occupant of the Camp shall complain directly to any employee of the Catering Staff. If a resident finds that they have a grievance they shall first present it in writing to their Camp Committee member. However, the service provider must provide a feedback comment system to allow occupants the opportunity to provide comments to the service provider.
- (b) The Camp Committee members will discuss all grievances with the Committee chairperson who will record the same. The Chairperson will hold the grievances until the next regular meeting of the Camp Committee provided, however, such grievances are not of an urgent nature.
- (c) The Camp Chairperson shall present the grievance to the Camp Committee members at the meeting to examine the validity of the grievances. Decisions shall be determined by a majority vote of those present.
- (d) When the Camp Chairperson has listed all the valid grievances in their proper order, he shall present them to the Camp Management or its designated representative in seriatim: the disposition of each grievance shall be recorded.
- (e) When all the grievances have been dealt with, the Chairperson will have the record of grievances and disposition read out in the presence of the Camp Management before the meeting is adjourned.
- (f) At the conclusion of the meeting, a copy of the proceedings shall be sent to the Secretary of the B.C. & Yukon Territory Building and Construction Trades Council by the Chairperson.
- (g) A grievance of an urgent nature may be dealt with by the Camp Chairperson and at least two (2) members of the Camp Committee by going directly to the Camp Management and arranging a meeting for the specific purpose of discussing the urgent grievance.

12.05 B.C. & Yukon Territory Building and Construction Trades Council Camp Committee

- (a) If a grievance is not resolved pursuant to 12.04(c) of this Article, the details shall be set forth in writing on the official Grievance Report by the Camp Committee Chairperson and signed by all of the Camp Committee members attending the meeting. The report shall be dispatched to the Secretary of the B.C. & Yukon Territory Building and Construction Trades Council and Construction Labour Relations Association of BC.
- (b) Upon receipt of a properly completed grievance report the Secretary shall arrange a meeting of the duly elected Camp Committee of the Council to deal with the grievance report.

ARTICLE 13.00 -- CATERING SPECIFICATIONS

The Caterer shall provide nutritionally balanced menus. Menus and method of food preparation must follow standards as set out in the Canadian Food Guide and take full

consideration of the “Heart Smart” healthy eating choices.

13.01 Quality of Food Purchased

MEAT: Must be Canada "A" or USDA Select or better. Turkeys, chickens and other fowl must be "A" grade. All other meats must be of top grade choice quality.

DAIRY PRODUCTS (Including Eggs): Must be Grade "AA".

CANNED FRUIT AND VEGETABLES: Must be choice or fancy quality.

FRESH FRUITS AND VEGETABLES: In Season, must be choice quality or top grade when available.

13.02 Menu Requirements

Breakfast:

Specific: Methods of food preparation and serving must be used to ensure freshness of items on the cafeteria line.

- a. 3 varieties of chilled juices,
- b. Variety of apples, oranges, bananas.
- c. Hot porridge / oatmeal (instant or prepared) and 4 assorted dry cereals,
- d. Eggs any style (boiled, scrambled, fried and poached). Omelette (variety) twice weekly.
- e. Hot cakes with syrup
- f. One of, baked beans, french toast, or waffles
- g. Two of bacon, ham or sausage alternating daily
- h. White and brown toast, with jams, jellies, peanut butter, honey etc.
- i. Hash brown or home fried potatoes
- j. **Variables:** One of stewed prunes, stewed rhubarb, stewed tomatoes, 1/2 grapefruit or other fruits.
- k. Two fresh baked products (Muffins or Danish)
- l. Tea, coffee and milk,

Lunch and Dinner

Specific: Methods of food preparation and serving must be used to ensure freshness of items on the cafeteria line Items prepared for dinner to vary from that of lunch except as otherwise stated.

- a. Soup, (same as lunch)
- b. One each, first line meat, second line meat / protein, and third line protein entrée.
- c. Two starches, one of which is not fried (potatoes or rice)
- d. Two vegetables, fresh, frozen or canned – no duplication in three day period
- e. Selection of salads and cold table items as per menu specifications below
- f. Selection of Dessert items as per menu specifications below
- g. Breads and rolls (three varieties)
- h. Condiments: appropriate for the entrée's served, plus, relishes, ketchup, mustard, mayonnaise, horseradish, HP sauce, A-1 or 57 sauce, Worcestershire, hot sauce etc.
- i. Tea, coffee and milk, plus assorted cold beverages

Salad Table / Cold Table:

Specific: In addition to the items specified above, a salad / cold table shall be provided daily for

lunch and dinner meals. Salad table will be refrigerated or ice provided. Minimum requirements:

- a. An assortment of salads, coleslaw , green salad (tossed), potato salad and two other prepared salads, (Caesar / Greek / Pasta / Bean Salad /protein etc)
- b. Pickles (dill and sweet), olives, pickled beets etc.,
- c. Fresh vegetables, (4 varieties per meal) tomato wedges, cucumber, green onions, celery and carrot or turnip sticks, radishes, zucchini, chilled canned tomatoes
- d. Protein and Meats: Two choices, varied from meal to meal of, Cold Meats: ham, roast beef, pork, chicken pieces, head cheese, assorted cold cuts, pickled or devilled eggs, cheese, humus or chick peas .
- e. Salad dressing: (assorted including low calorie choices), vinegar and oil.
- f. Assorted garnishes, crackers, bread sticks

Dessert Table / Pastry

Specific: In addition to the items specified above, a dessert / fruit table shall be provided daily for lunch and dinner meals. Items are to be varied from day to day. Minimum requirements:

- a. One variety of cake,
- b. Two varieties of cookies,
- c. Two varieties of pastry
- d. One pie daily.
- e. One of Jell-O or pudding, and canned fruit,
- f. ice cream daily,
- g. Three varieties of fresh fruit daily in season of apples, oranges, cherries, peaches, pears, cantaloupe, honeydew, kiwi, watermelon, grapes, bananas, etc.

Definitions:

First Line Meats: include “solid or whole muscle” meats, such as roasts, chops, cutlets, fish fillets and steaks, seafood, bone in and boneless poultry, beef steaks, etc. Beef steaks must be served once per week, between Monday and Thursday - Roast beef once per week. There will be no duplication of First Line choice in a 5 day period other than beef and beef steak.

For example:

Cutlets, roast pork, roast beef, ham, ham steaks, chicken, turkey, pork chops, veal chops, roast lamb, roast veal, beef steak, roast duck, prawns, shrimp, oysters, salmon, halibut and cod.

Second Line Meats / Protein: include entrées containing, “semi processed” meats cut from whole muscle (chopped, diced, ground, julienne, sliced etc.), such as ground beef, diced chicken, stewing and stir-fry cuts, sausages; and variety meats such as liver, kidney, tongue,

For example:

Stir fry’s, short ribs , spare ribs, chicken wings, chicken fingers or nuggets, battered or breaded fish, swiss steak, stews, meat pies, Salisbury steak, ground beef, pastas containing protein (I.e. spaghetti and meat balls / lasagne), corned beef, spareribs and lamb chops, fajitas, pizza, bratwurst, smokies, Italian sausages, burgers, beef or chicken burritos and tacos.

Third Line Protein: include entrées containing fully processed meats, protein substitutes (legumes, beans, garbanzo and kidney beans, tofu etc.), casseroles, and vegetarian, cheese and egg dishes. Consideration should be given to provision of one vegetarian (meatless) choice per day.

For example:

Wieners, omelettes, chilli con carne, baked beans, pyrogies, donairs, a la king dishes, garlic sausages, meatless pasta dishes (macaroni and cheese casserole / fettuccini Alfredo), fried rice, and other dishes using over production designated by the Chef.

13.03 Lunches

Based on the Building Trades collective agreements or as determined at a pre-job conference if take out lunches are to be provided the following standards shall be adhered to. All sandwiches are to be prepared by catering staff, when practical a pre-order system may be utilized by the Caterers. (Sandwiches must contain a date coding). An assortment suitable for the camp population (I.e. < 100 persons, 4 Choices; > 150 persons, 6 choices, > 300 persons, 8 choices) must be available daily as follows: Beef, ham, pork and prepared meats, devilled eggs, fish, cheese, peanut butter and jam. Garnishes, e.g. lettuce, pickles, sliced tomatoes, celery, carrot sticks, radishes, sliced cucumbers, green onions, sliced eggs daily. Assorted pastries, choice of three types of pie (wrapped) and cookies daily. Hot soup, tea, coffee and milk for thermos fillings must also be provided.

13.04 Portion Control

Camp occupants are entitled to eat all the food they want. The size of individual servings may be limited, free access must be provided for those who wish to return for additional servings. Should the serving line run out of first line meat choice during regular meal periods, it must be replaced immediately by another first line choice. Camp occupants found wasting food or removing food from the dining room (other than bag lunches, and whole fruit) may be subject to discipline by the Camp Committee.

Meals shall be prepared in accordance with specifications contained herein and may be subject to review. Infractions of the minimum requirements shall be dealt with at a mutually agreed time by the Chairperson of the Camp Committee and the Catering Manager.

- 13.05 (a)** Cafeteria-style of serving meals will be acceptable provided trays and dishes are cleared by members of the catering staff.
- (b)** Settings at the table shall not be less than 76.2 cm. per person. There shall be adequate width and space between tables and chairs.
- (c)** The menu shall be posted in the entrance hall in a conspicuous position.
- (d)** Dinner plates are to be kept warm in a warming space prior to the serving of meals.
- (e)** The following stations shall be located separately so as not to impede the serving of the steam tables.
- (i)** Beverage Station, i.e., tea, coffee, milk, cold drinks, etc.
 - (ii)** Fresh fruit station, i.e., apples, oranges, bananas, pears, plums, grapes, watermelon, etc.
 - (iii)** Cold Tables, i.e., salads, cold meats, green vegetables, cheese, etc.
- (f)** Workers shall not be required to stand outside of the entrance hall, when waiting in line.

- (g) The entrance to serving lines shall be fully enclosed, with clothes hooks and shelves to accommodate the hanging of outer clothing and hard hats.
- (h) To expedite meal service, meal hours may be staggered.
- 13.06 Any worker will be subject to discipline, up to and including dismissal in any case where they has been found guilty of taking food in any form from the dining room with the exception of approved bag lunches for mid-shift meals.
- 13.07 In the event there are continued violations of the regulations, as contained herein by the service provider, the camp manager will be required to appear before the Camp Committee to respond to the concerns.
- 13.08 Kitchens will meet all health and safety and fire code regulations.

ARTICLE 14.00 – AMENDMENTS & REVIEW COMMITTEE

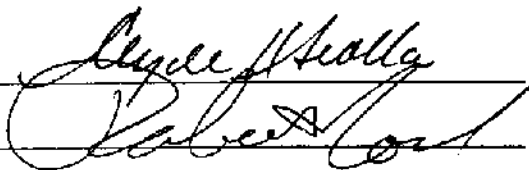
- 14.01 (a) It is recognized that both parties to this document may be required to meet from time to time to clarify certain conditions outlined herein and to formulate new policy and amendments that may be required to meet conditions and circumstances that are not evident at this time.
- (b) Both parties to this agreement shall establish a Review Committee which shall be made up of an equal number of representatives from the B.C. & Yukon Territory Building and Construction Trades Council and Construction Labour Relations Association of British Columbia.
- (c) Any amendments to the provisions of this agreement are subject to the prior approval of the B.C. & Yukon Territory Building and Construction Trades Council - Construction Labour Relations Association of British Columbia Review Committee.

ARTICLE 15.00 – TERMINATION DATE


The provisions of these Camp Rules and attached Regulations shall remain in full force and effect until December 31, 2014.


SIGNED THIS 21st DAY OF MAY, 2008.

SIGNED ON BEHALF OF:
CONSTRUCTION LABOUR RELATIONS
ASSOCIATION OF BC:



SIGNED ON BEHALF OF THE BRITISH
COLUMBIA AND YUKON TERRITORY
BUILDING AND CONSTRUCTION TRADES
COUNCIL





CAMP REGULATIONS

In recognition of the great improvement of Camp conditions over the past few years and in consideration of the efforts of Building Trades Councils in co-operation with the various Employers groups to improve the standard of living for Building Tradesperson, certain regulations have to be laid down and adhered to in order to ensure that the camp conditions are maintained.

It must be realized that a camp and equipment costing many thousands of dollars, in some cases in excess of a million dollars, will soon deteriorate if subjected to the whims of vandals without any measure of control over such situations.

There are camps in existence today where the population is greater than many of the villages and towns in the Province, and these communities have set up some form of authority such as a Town Council to govern the population.

It has long since been recognized that on large construction projects there has to be a central authority to handle camp grievances. This has been known as the Camp Committee, and the leader of that group is the general spokesman known as Camp Chairperson. In many respects their position is similar to that of a mayor of a community.

Camp Committees on construction projects are for the most part playing a very vital role in the Labour-Management relationship which through co-operation of both groups are able to make a Building Tradesperson's life away from home as pleasant as possible under the circumstances. Their job is no small task, therefore, with this in mind the following Camp Regulations have been set forth to be administered by the Camp Committee who shall have full authority to enforce these regulations.

1. The Camp Committee shall be responsible for the enforcement of the Camp Rules and Regulations.
2. All acts of vandalism shall be investigated and the responsible party or parties are to be exposed, and such acts, together with the names of the party or parties, permanently recorded with The British Columbia & Yukon Territory Building and Construction Trades Council. Repeated offences may result in expulsion from camps under the jurisdiction of The British Columbia & Yukon Territory Building and Construction Trades Council.
3. Any occupant of the camp found guilty of wilful damage to camp property shall be made responsible for all costs as the result of such wilful damage.
4. The Camp Committee shall have authority to withdraw camp privileges in cases of fighting, theft, or wilful damage to camp property.
5. Occupants of the camp shall be co-operative with the housekeeping staff in maintaining cleanliness of the rooms.
6. No occupant of the camp shall complain directly to an employee of the camp or catering staff. If an occupant finds that they have a grievance they shall first present it in writing to their Committee Member.
7. Occupants of the camp shall show consideration for their neighbours in respect to the playing of radios or television sets, or noisy conversation after 11:00 p.m.
8. Late night parties in rooms that disturb other occupants of the camp are prohibited.

9. No occupant of the camp shall utilize laundry facilities that are located in the same building as the living quarters after 11:00 p.m.
10. Fighting or violence of any sort in any part of the camp is grounds for instant dismissal by the Employer.
11. Possession or storage of guns, ammunition, explosive devices, illegal drugs, or any other dangerous or illegal material is prohibited in camp. Where reasonable and probable grounds exist to believe that the presence of some or all of these items exist in a camp occupant's room, the camp management may request that the occupant's room be searched in the presence of the occupant and their job steward. Where a occupant refuses to allow such a search, their camp privileges may be revoked and camp management may choose to decline to give the occupant access to the room until a peace officer is summoned and conducts a room search.
12. Any camp occupant who is in breach of the Camp Rules and Regulations, or is abusive to any member of the Camp Committee, or catering and housekeeping staff, in the conduct of their duties, shall appear before the Camp Committee to account for their behaviour.
13. The Camp Committee shall be authorized to summon any occupant of the camp to appear before them to deal with grievances raised by the Camp Management.

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These wage tables and trade provisions have been prepared from documentation and communications from the Affiliates. If there are mistakes or errors, the Parties agree to meet and correct any errors or omissions necessary to ensure they are correct and accurate.

TRADE SECTIONS – WAGES

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Job Classification	Rate	Community Benefits Wage schedule - Boilermakers - Commercial Institutional wage rate									
		2018-07-01	2019-07-01	2020-07-01	2021-07-01	2022-07-01	2023-07-01	2024-07-01			
Apprentice Boilermaker 1st 1,000 Hours	63%	\$ 27.91	\$ 28.47	\$ 29.04	\$ 29.62	\$ 30.21	\$ 30.81	\$ 31.43			
Apprentice Boilermaker 2nd 1,000 Hours	68%	\$ 30.12	\$ 30.73	\$ 31.34	\$ 31.97	\$ 32.61	\$ 33.26	\$ 33.93			
Apprentice Boilermaker 3rd 1,000 Hours	73%	\$ 32.34	\$ 32.99	\$ 33.65	\$ 34.32	\$ 35.00	\$ 35.70	\$ 36.42			
Apprentice Boilermaker 4th 1,000 Hours	78%	\$ 34.55	\$ 35.25	\$ 35.95	\$ 36.67	\$ 37.40	\$ 38.15	\$ 38.91			
Apprentice Boilermaker 5th 1,000 Hours	83%	\$ 36.77	\$ 37.51	\$ 38.25	\$ 39.02	\$ 39.80	\$ 40.60	\$ 41.41			
Apprentice Boilermaker 6th 1,000 Hours	90%	\$ 39.87	\$ 40.67	\$ 41.48	\$ 42.31	\$ 43.16	\$ 44.02	\$ 44.90			
Boilermaker (Journeyman rate)	100%	\$ 44.30	\$ 45.19	\$ 46.09	\$ 47.01	\$ 47.95	\$ 48.91	\$ 49.89			
Boilermaker Foreman	110%	\$ 48.73	\$ 49.71	\$ 50.70	\$ 51.71	\$ 52.75	\$ 53.80	\$ 54.88			
Boilermaker General Foreman	115%	\$ 50.95	\$ 51.97	\$ 53.00	\$ 54.06	\$ 55.14	\$ 56.25	\$ 57.37			
Vacation Pay	10%										

Year	2018-07-01	2019-07-01	2020-07-01	2021-07-01	2022-07-01	2023-07-01	2024-07-01
Benefit Total	\$ 12.20	\$ 12.44	\$ 12.69	\$ 12.94	\$ 13.20	\$ 13.46	\$ 13.73

If any changes are required to the wage rates and remittance tables provided by the Affiliates, the Parties will make or rectify any necessary changes or provision.

Job Classification	Community Benefits Wage schedule - Bricklayers - Commercial/Institutional									
	Rate	2018-07-01	2019-07-01	2020-07-01	2021-07-01	2022-07-01	2023-07-01	2024-07-01		
Pre-Apprentice		\$ 13.85	\$ 14.60	\$ 15.20	\$ 15.50	\$ 15.81	\$ 16.13	\$ 16.45		
Bricklayer Apprentice 1st term	55%	\$ 17.36	\$ 17.71	\$ 18.06	\$ 18.43	\$ 18.79	\$ 19.17	\$ 19.55		
Bricklayer Apprentice 2nd term	60%	\$ 18.94	\$ 19.32	\$ 19.70	\$ 20.10	\$ 20.50	\$ 20.91	\$ 21.33		
Bricklayer Apprentice 3rd term	65%	\$ 20.52	\$ 20.93	\$ 21.35	\$ 21.78	\$ 22.21	\$ 22.65	\$ 23.11		
Bricklayer Apprentice 4th term	75%	\$ 23.68	\$ 24.15	\$ 24.63	\$ 25.13	\$ 25.63	\$ 26.14	\$ 26.66		
Bricklayer Apprentice 5th term	80%	\$ 25.26	\$ 25.76	\$ 26.27	\$ 26.80	\$ 27.34	\$ 27.88	\$ 28.44		
Bricklayer Apprentice 6th term	85%	\$ 26.83	\$ 27.37	\$ 27.91	\$ 28.48	\$ 29.04	\$ 29.62	\$ 30.22		
Bricklayer Apprentice 7th term	90%	\$ 28.41	\$ 28.98	\$ 29.56	\$ 30.15	\$ 30.75	\$ 31.37	\$ 32.00		
Bricklayer Apprentice 8th term	95%	\$ 29.99	\$ 30.59	\$ 31.20	\$ 31.83	\$ 32.46	\$ 33.11	\$ 33.77		
Bricklayer Journey person	100%	\$ 31.57	\$ 32.20	\$ 32.84	\$ 33.50	\$ 34.17	\$ 34.85	\$ 35.55		
Bricklayer Foreman	+ \$1.00	\$ 32.57	\$ 33.20	\$ 33.84	\$ 34.50	\$ 35.17	\$ 35.85	\$ 36.55		
Bricklayer General Foreman	115%	\$ 36.31	\$ 37.03	\$ 37.77	\$ 38.53	\$ 39.30	\$ 40.08	\$ 40.88		
Vacation Pay	10.00%									

Year	2018-07-01	2019-07-01	2020-07-01	2021-07-01	2022-07-01	2023-07-01	2024-07-01
Benefit Total	\$6.82	\$ 6.96	\$ 7.10	\$ 7.24	\$ 7.38	\$ 7.53	\$ 7.68

If any changes are required to the wage rates and remittance tables provided by the Affiliates, the Parties will make or rectify any necessary changes or provision.

Job Classification	Community Benefits Wage schedule - Carpenters/Lathers - Commercial/Institutional									
	Rate	2018-07-01	2019-07-01	2020-07-01	2021-07-01	2022-07-01	2023-07-01	2024-07-01		
Pre-Apprentice (Material Handler)	45%	\$ 14.06	\$ 14.60	\$ 15.20	\$ 15.50	\$ 15.81	\$ 16.13	\$ 16.45		
Carpenter-Lather Pre-Apprentice (Material Handler)	55%	\$ 17.19	\$ 17.53	\$ 17.89	\$ 18.24	\$ 18.61	\$ 18.98	\$ 19.36		
Carpenter Apprentice 1st	55%	\$ 17.19	\$ 17.53	\$ 17.89	\$ 18.24	\$ 18.61	\$ 18.98	\$ 19.36		
Carpenter Apprentice 2nd	65%	\$ 20.31	\$ 20.72	\$ 21.14	\$ 21.56	\$ 21.99	\$ 22.43	\$ 22.88		
Carpenter Apprentice 3rd	80%	\$ 25.00	\$ 25.50	\$ 26.02	\$ 26.54	\$ 27.06	\$ 27.61	\$ 28.16		
Carpenter Apprentice 4th	90%	\$ 28.13	\$ 28.69	\$ 29.27	\$ 29.85	\$ 30.45	\$ 31.06	\$ 31.68		
Carpenter Journeyman	100%	\$ 31.25	\$ 31.88	\$ 32.52	\$ 33.17	\$ 33.83	\$ 34.51	\$ 35.20		
Carpenter Foreman	115%	\$ 35.94	\$ 36.66	\$ 37.40	\$ 38.15	\$ 38.90	\$ 39.69	\$ 40.48		
Carpenter-Lather	100%	\$ 31.25	\$ 31.88	\$ 32.52	\$ 33.17	\$ 33.83	\$ 34.51	\$ 35.20		
Carpenter-Lather Foreman	115%	\$ 35.94	\$ 36.66	\$ 37.40	\$ 38.15	\$ 38.90	\$ 39.69	\$ 40.48		
Carpenter-Lather General Foreman	125%	\$ 39.06	\$ 39.85	\$ 40.65	\$ 41.46	\$ 42.29	\$ 43.14	\$ 44.00		
Vacation Pay	10.00%									

Year	2018-07-01	2019-07-01	2020-07-01	2021-07-01	2022-07-01	2023-07-01	2024-07-01
Pre-Apprentice, 1st/2nd Year Apprentice	\$ 5.39	\$ 5.50	\$ 5.61	\$ 5.72	\$ 5.83	\$ 5.95	\$ 6.07
3rd/4th Year Apprentice	\$ 6.23	\$ 6.35	\$ 6.48	\$ 6.61	\$ 6.74	\$ 6.87	\$ 7.01
All Other Classification Benefit Total	\$ 7.28	\$ 7.43	\$ 7.58	\$ 7.73	\$ 7.88	\$ 8.04	\$ 8.20

If any changes are required to the wage rates and remittance tables provided by the Affiliates, the Parties will make or rectify any necessary changes or provision.

Job Classification	Rate	Community Benefits Wage schedule - Cement Masons - Commercial/Institutional									
		2018-07-01	2019-07-01	2020-07-01	2021-07-01	2022-07-01	2023-07-01	2024-07-01			
Pre-Apprentice	45%	\$ 14.36	\$ 14.65	\$ 15.20	\$ 15.50	\$ 15.81	\$ 16.13	\$ 16.45			
A1 (1st Term) Apprentice	70%	\$ 22.34	\$ 22.79	\$ 23.25	\$ 23.71	\$ 24.19	\$ 24.67	\$ 25.16			
A2 (2nd Term) Apprentice	75%	\$ 23.94	\$ 24.42	\$ 24.91	\$ 25.40	\$ 25.91	\$ 26.43	\$ 26.96			
A3 (3rd Term) Apprentice	80%	\$ 25.54	\$ 26.05	\$ 26.57	\$ 27.10	\$ 27.64	\$ 28.19	\$ 28.75			
A4 (4th Term) Apprentice	85%	\$ 27.13	\$ 27.68	\$ 28.23	\$ 28.79	\$ 29.37	\$ 29.95	\$ 30.55			
A5 (5th Term) Apprentice	90%	\$ 28.73	\$ 29.30	\$ 29.89	\$ 30.48	\$ 31.10	\$ 31.72	\$ 32.35			
A6 (6th Term) Apprentice	95%	\$ 30.32	\$ 30.93	\$ 31.55	\$ 32.18	\$ 32.82	\$ 33.48	\$ 34.14			
Journeyman	100%	\$ 31.92	\$ 32.56	\$ 33.21	\$ 33.87	\$ 34.55	\$ 35.24	\$ 35.94			
Leadhand		\$ 32.27	\$ 32.92	\$ 33.58	\$ 34.25	\$ 34.94	\$ 35.64	\$ 36.35			
Foreman	115%	\$ 36.71	\$ 37.44	\$ 38.19	\$ 38.95	\$ 39.73	\$ 40.53	\$ 41.33			
Vacation Pay	10%										

Year	2018-07-01	2019-07-01	2020-07-01	2021-07-01	2022-07-01	2023-07-01	2024-07-01
Benefit Total	\$ 7.60	\$ 7.75	\$ 7.91	\$ 8.07	\$ 8.23	\$ 8.39	\$ 8.56

If any changes are required to the wage rates and remittance tables provided by the Affiliates, the Parties will make or rectify any necessary changes or provision.

Community Benefits Wage schedule - Cement Masons Lower Mainland Road Building									
Job Classification	Rate	2018-07-01	2019-07-01	2020-07-01	2021-07-01	2022-07-01	2023-07-01	2024-07-01	
Pre-Apprentice	50%	\$ 18.04	\$ 18.40	\$ 18.77	\$ 19.15	\$ 19.53	\$ 19.92	\$ 20.32	
A1 (1st Term) Apprentice	70%	\$ 25.25	\$ 25.76	\$ 26.28	\$ 26.80	\$ 27.34	\$ 27.89	\$ 28.45	
A2 (2nd Term) Apprentice	75%	\$ 27.06	\$ 27.60	\$ 28.16	\$ 28.72	\$ 29.30	\$ 29.88	\$ 30.48	
A3 (3rd Term) Apprentice	80%	\$ 28.86	\$ 29.44	\$ 30.03	\$ 30.63	\$ 31.25	\$ 31.87	\$ 32.51	
A4 (4th Term) Apprentice	85%	\$ 30.67	\$ 31.28	\$ 31.91	\$ 32.55	\$ 33.20	\$ 33.86	\$ 34.54	
A5 (5th Term) Apprentice	90%	\$ 32.47	\$ 33.12	\$ 33.79	\$ 34.46	\$ 35.15	\$ 35.86	\$ 36.58	
A6 (6th Term) Apprentice	95%	\$ 34.27	\$ 34.96	\$ 35.66	\$ 36.38	\$ 37.11	\$ 37.85	\$ 38.61	
Journeyman	100%	\$ 36.08	\$ 36.80	\$ 37.54	\$ 38.29	\$ 39.06	\$ 39.84	\$ 40.64	
Leadhand	JM + \$0.35	\$ 36.43	\$ 37.15	\$ 37.89	\$ 38.64	\$ 39.41	\$ 40.19	\$ 40.99	
Foreman	115%	\$ 41.49	\$ 42.32	\$ 43.17	\$ 44.03	\$ 44.92	\$ 45.82	\$ 46.74	
General Foreman*	116%	\$ 44.46	\$ 45.36	\$ 46.27	\$ 47.19	\$ 48.14	\$ 49.10	\$ 50.09	
Vacation Pay	10%	*One 1/2 hour @116% Journeyman Rate used to Calculate General Foreman hourly rate							

Year	2018-07-01	2019-07-01	2020-07-01	2021-07-01	2022-07-01	2023-07-01	2024-07-01
Benefit Total	\$ 5.79	\$ 5.90	\$ 6.02	\$ 6.14	\$ 6.26	\$ 6.39	\$ 6.52

General Foreman Rate*							
Year	2018-07-01	2019-07-01	2020-07-01	2021-07-01	2022-07-01	2023-07-01	2024-07-01
1/2 hour	\$ 20.92	\$ 21.34	\$ 21.77	\$ 22.21	\$ 22.65	\$ 23.11	\$ 23.57
8 hours	\$ 334.79	\$ 341.50	\$ 348.37	\$ 355.33	\$ 362.48	\$ 369.72	\$ 377.14
Total	\$ 355.71	\$ 362.84	\$ 370.14	\$ 377.54	\$ 385.13	\$ 392.83	\$ 400.71
GFIM rate	\$ 44.46	\$ 45.36	\$ 46.27	\$ 47.19	\$ 48.14	\$ 49.10	\$ 50.09

If any changes are required to the wage rates and remittance tables provided by the Affiliates, the Parties will make or rectify any necessary changes or provision.

Job Classification	Community Benefits Wage schedule - Culinary Workers - Commercial/Institutional									
	2018-07-01	2019-07-01	2020-07-01	2021-07-01	2022-07-01	2023-07-01	2024-07-01			
CA/Retail	\$ 26.48	\$ 27.01	\$ 27.55	\$ 28.10	\$ 28.66	\$ 29.23	\$ 29.81			
Janitor/Utility	\$ 26.17	\$ 26.69	\$ 27.22	\$ 27.76	\$ 28.32	\$ 28.89	\$ 29.47			
Camp Attendant	\$ 25.75	\$ 26.27	\$ 26.80	\$ 27.34	\$ 27.89	\$ 28.45	\$ 29.02			
Head Camp Attendant	\$ 26.48	\$ 27.01	\$ 27.55	\$ 28.10	\$ 28.66	\$ 29.23	\$ 29.81			
Dishwasher/Pots	\$ 26.17	\$ 26.69	\$ 27.22	\$ 27.76	\$ 28.32	\$ 28.89	\$ 29.47			
Mess Hall Attendant	\$ 26.17	\$ 26.69	\$ 27.22	\$ 27.76	\$ 28.32	\$ 28.89	\$ 29.47			
General Help	\$ 26.17	\$ 26.69	\$ 27.22	\$ 27.76	\$ 28.32	\$ 28.89	\$ 29.47			
Head General Help	\$ 26.48	\$ 27.01	\$ 27.55	\$ 28.10	\$ 28.66	\$ 29.23	\$ 29.81			
Salad/Sandwich Person	\$ 26.60	\$ 27.13	\$ 27.67	\$ 28.22	\$ 28.78	\$ 29.36	\$ 29.95			
Baker's Helper	\$ 26.19	\$ 26.71	\$ 27.24	\$ 27.78	\$ 28.34	\$ 28.91	\$ 29.49			
Baker	\$ 34.27	\$ 34.96	\$ 35.66	\$ 36.37	\$ 37.10	\$ 37.84	\$ 38.60			
3rd Cook	\$ 29.95	\$ 30.55	\$ 31.16	\$ 31.78	\$ 32.42	\$ 33.07	\$ 33.73			
2nd Cook	\$ 31.35	\$ 31.98	\$ 32.62	\$ 33.27	\$ 33.94	\$ 34.62	\$ 35.31			
1st Cook	\$ 34.27	\$ 34.96	\$ 35.66	\$ 36.37	\$ 37.10	\$ 37.84	\$ 38.60			
Chef	\$ 38.72	\$ 39.49	\$ 40.28	\$ 41.09	\$ 41.91	\$ 42.75	\$ 43.61			
Holiday Pay	10.00%									

Year	2018-07-01	2019-07-01	2020-07-01	2021-07-01	2022-07-01	2023-07-01	2024-07-01
Benefit Total	\$ 6.77	\$ 6.91	\$ 7.05	\$ 7.19	\$ 7.33	\$ 7.48	\$ 7.63

If any changes are required to the wage rates and remittance tables provided by the Affiliates, the Parties will make or rectify any necessary changes or provision.

Job Classification	Community Benefits Wage schedule - Drywall Taper and Finisher - Commercial/Institutional									
	Rate	2018-07-01	2019-07-01	2020-07-01	2021-07-01	2022-07-01	2023-07-01	2024-07-01		
Pre-Apprentice	45%	\$ 15.14	\$ 15.44	\$ 15.75	\$ 16.07	\$ 16.39	\$ 16.72	\$ 17.05		
Drywall Apprentice 1st	55%	\$ 18.51	\$ 18.88	\$ 19.26	\$ 19.64	\$ 20.03	\$ 20.43	\$ 20.84		
Drywall Apprentice 2nd	60%	\$ 20.19	\$ 20.59	\$ 21.01	\$ 21.43	\$ 21.85	\$ 22.29	\$ 22.73		
Drywall Apprentice 3rd	65%	\$ 21.87	\$ 22.31	\$ 22.76	\$ 23.21	\$ 23.67	\$ 24.15	\$ 24.63		
Drywall Apprentice 4th	70%	\$ 23.56	\$ 24.02	\$ 24.51	\$ 25.00	\$ 25.49	\$ 26.01	\$ 26.52		
Drywall Apprentice 5th	75%	\$ 25.24	\$ 25.74	\$ 26.26	\$ 26.78	\$ 27.32	\$ 27.86	\$ 28.42		
Drywall Apprentice 6th	80%	\$ 26.92	\$ 27.46	\$ 28.01	\$ 28.57	\$ 29.14	\$ 29.72	\$ 30.31		
Drywall Apprentice 7th	85%	\$ 28.60	\$ 29.17	\$ 29.76	\$ 30.35	\$ 30.96	\$ 31.58	\$ 32.21		
Drywall Apprentice 8th	90%	\$ 30.29	\$ 30.89	\$ 31.51	\$ 32.14	\$ 32.78	\$ 33.44	\$ 34.10		
Drywall Taper & Finisher	100%	\$ 33.65	\$ 34.32	\$ 35.01	\$ 35.71	\$ 36.42	\$ 37.15	\$ 37.89		
Drywall Taper & Finisher Foreman	115%	\$ 38.70	\$ 39.47	\$ 40.26	\$ 41.07	\$ 41.88	\$ 42.72	\$ 43.57		
Vacation Pay	8%									

Year	2018-07-01	2019-07-01	2020-07-01	2021-07-01	2022-07-01	2023-07-01	2024-07-01
Benefit Total	\$ 4.63	\$ 4.72	\$ 4.81	\$ 4.91	\$ 5.01	\$ 5.11	\$ 5.21
Apprentice Benefit Total	\$ 2.25	\$ 2.30	\$ 2.35	\$ 2.40	\$ 2.45	\$ 2.50	\$ 2.55

If any changes are required to the wage rates and remittance tables provided by the Affiliates, the Parties will make or rectify any necessary changes or provision.

Job Classification	Community Benefits Wage schedule - Inside Wireman IBEW Local 213 - Commercial/Institutional									
	Rate	2018-07-01	2019-07-01	2020-07-01	2021-07-01	2022-07-01	2023-07-01	2024-07-01		
Pre-Apprentice	40%	\$ 15.66	\$ 15.97	\$ 16.29	\$ 16.61	\$ 16.94	\$ 17.28	\$ 17.63		
Pre-Apprentice	45%	\$ 17.61	\$ 17.96	\$ 18.32	\$ 18.69	\$ 19.06	\$ 19.44	\$ 19.83		
Electrician Apprentice 1st	55%	\$ 21.53	\$ 21.96	\$ 22.40	\$ 22.84	\$ 23.30	\$ 23.77	\$ 24.24		
Electrician Apprentice 2nd	60%	\$ 23.48	\$ 23.95	\$ 24.43	\$ 24.92	\$ 25.42	\$ 25.93	\$ 26.44		
Electrician Apprentice 3rd	65%	\$ 25.44	\$ 25.95	\$ 26.47	\$ 26.99	\$ 27.53	\$ 28.09	\$ 28.65		
Electrician Apprentice 4th	70%	\$ 27.40	\$ 27.94	\$ 28.50	\$ 29.07	\$ 29.65	\$ 30.25	\$ 30.85		
Electrician Apprentice 5th	75%	\$ 29.36	\$ 29.94	\$ 30.54	\$ 31.15	\$ 31.77	\$ 32.41	\$ 33.05		
Electrician Apprentice 6th	80%	\$ 31.31	\$ 31.94	\$ 32.58	\$ 33.22	\$ 33.89	\$ 34.57	\$ 35.26		
Electrician Apprentice 7th	85%	\$ 33.27	\$ 33.93	\$ 34.61	\$ 35.30	\$ 36.01	\$ 36.73	\$ 37.46		
Electrician Apprentice 8th	90%	\$ 35.23	\$ 35.93	\$ 36.65	\$ 37.38	\$ 38.12	\$ 38.89	\$ 39.66		
Journeyman	100%	\$ 39.14	\$ 39.92	\$ 40.72	\$ 41.53	\$ 42.36	\$ 43.21	\$ 44.07		
Instrument Technician	100%	\$ 39.14	\$ 39.92	\$ 40.72	\$ 41.53	\$ 42.36	\$ 43.21	\$ 44.07		
Service man	112%	\$ 43.84	\$ 44.71	\$ 45.61	\$ 46.51	\$ 47.44	\$ 48.40	\$ 49.36		
Cable Splicer	112%	\$ 43.84	\$ 44.71	\$ 45.61	\$ 46.51	\$ 47.44	\$ 48.40	\$ 49.36		
Cable Splicer Foreman	120%	\$ 46.97	\$ 47.90	\$ 48.86	\$ 49.84	\$ 50.83	\$ 51.85	\$ 52.88		
"B" Foreman	112%	\$ 43.84	\$ 44.71	\$ 45.61	\$ 46.51	\$ 47.44	\$ 48.40	\$ 49.36		
"A" Foreman	120%	\$ 46.97	\$ 47.90	\$ 48.86	\$ 49.84	\$ 50.83	\$ 51.85	\$ 52.88		
General Foreman	130%	\$ 50.88	\$ 51.90	\$ 52.94	\$ 53.99	\$ 55.07	\$ 56.17	\$ 57.29		
Vacation Pay	10%									

Year	2018-07-01	2019-07-01	2020-07-01	2021-07-01	2022-07-01	2023-07-01	2024-07-01
Benefit Total	\$ 8.19	\$ 8.35	\$ 8.52	\$ 8.69	\$ 8.86	\$ 9.04	\$ 9.22

If any changes are required to the wage rates and remittance tables provided by the Affiliates, the Parties will make or rectify any necessary changes or provision.

		Community Benefits Wage schedule - Inside Wireman IBEW Local 230 - Commercial/Institutional									
Job Classification	Rate	2018-07-01	2019-07-01	2020-07-01	2021-07-01	2022-07-01	2023-07-01	2024-07-01			
Pre-Apprentice	40%	\$ 15.78	\$ 16.10	\$ 16.42	\$ 16.74	\$ 17.08	\$ 17.42	\$ 17.77			
Pre-Apprentice	45%	\$ 17.75	\$ 18.11	\$ 18.47	\$ 18.84	\$ 19.22	\$ 19.60	\$ 19.99			
Electrician Apprentice 1st	55%	\$ 21.70	\$ 22.13	\$ 22.57	\$ 23.02	\$ 23.49	\$ 23.95	\$ 24.43			
Electrician Apprentice 2nd	60%	\$ 23.67	\$ 24.14	\$ 24.62	\$ 25.12	\$ 25.62	\$ 26.13	\$ 26.65			
Electrician Apprentice 3rd	65%	\$ 25.64	\$ 26.16	\$ 26.68	\$ 27.21	\$ 27.76	\$ 28.31	\$ 28.87			
Electrician Apprentice 4th	70%	\$ 27.62	\$ 28.17	\$ 28.73	\$ 29.30	\$ 29.89	\$ 30.49	\$ 31.09			
Electrician Apprentice 5th	75%	\$ 29.59	\$ 30.18	\$ 30.78	\$ 31.40	\$ 32.03	\$ 32.66	\$ 33.32			
Electrician Apprentice 6th	80%	\$ 31.56	\$ 32.19	\$ 32.83	\$ 33.49	\$ 34.16	\$ 34.84	\$ 35.54			
Electrician Apprentice 7th	85%	\$ 33.53	\$ 34.20	\$ 34.88	\$ 35.58	\$ 36.30	\$ 37.02	\$ 37.76			
Electrician Apprentice 8th	90%	\$ 35.51	\$ 36.22	\$ 36.94	\$ 37.67	\$ 38.43	\$ 39.20	\$ 39.98			
Journeyman	100%	\$ 39.45	\$ 40.24	\$ 41.04	\$ 41.86	\$ 42.70	\$ 43.55	\$ 44.42			
Instrument Technician	100%	\$ 39.45	\$ 40.24	\$ 41.04	\$ 41.86	\$ 42.70	\$ 43.55	\$ 44.42			
Service man	112%	\$ 44.18	\$ 45.07	\$ 45.96	\$ 46.88	\$ 47.82	\$ 48.78	\$ 49.75			
Cable Splicer	112%	\$ 44.18	\$ 45.07	\$ 45.96	\$ 46.88	\$ 47.82	\$ 48.78	\$ 49.75			
Cable Splicer Foreman	120%	\$ 47.34	\$ 48.29	\$ 49.25	\$ 50.23	\$ 51.24	\$ 52.26	\$ 53.30			
"B" Foreman	112%	\$ 44.18	\$ 45.07	\$ 45.96	\$ 46.88	\$ 47.82	\$ 48.78	\$ 49.75			
"A" Foreman	120%	\$ 47.34	\$ 48.29	\$ 49.25	\$ 50.23	\$ 51.24	\$ 52.26	\$ 53.30			
General Foreman	130%	\$ 51.29	\$ 52.31	\$ 53.35	\$ 54.42	\$ 55.51	\$ 56.62	\$ 57.75			
Vacation Pay	10%										

Year	2018-07-01	2019-07-01	2020-07-01	2021-07-01	2022-07-01	2023-07-01	2024-07-01
Benefit Total	\$ 8.19	\$ 8.35	\$ 8.52	\$ 8.69	\$ 8.86	\$ 9.04	\$ 9.22

If any changes are required to the wage rates and remittance tables provided by the Affiliates, the Parties will make or rectify any necessary changes or provision.

Job Classification	Community Benefits Wage schedule - Inside Wireman IBEW Local 993 - Commercial/Institutional									
	Rate	2018-07-01	2019-07-01	2020-07-01	2021-07-01	2022-07-01	2023-07-01	2024-07-01		
Pre-Apprentice	40%	\$ 15.60	\$ 15.91	\$ 16.23	\$ 16.56	\$ 16.89	\$ 17.22	\$ 17.57		
Pre-Apprentice	45%	\$ 17.55	\$ 17.90	\$ 18.26	\$ 18.63	\$ 19.00	\$ 19.38	\$ 19.76		
Electrician Apprentice 1st	55%	\$ 21.45	\$ 21.88	\$ 22.32	\$ 22.76	\$ 23.22	\$ 23.68	\$ 24.16		
Electrician Apprentice 2nd	60%	\$ 23.40	\$ 23.87	\$ 24.35	\$ 24.83	\$ 25.33	\$ 25.84	\$ 26.35		
Electrician Apprentice 3rd	65%	\$ 25.35	\$ 25.86	\$ 26.38	\$ 26.90	\$ 27.44	\$ 27.99	\$ 28.55		
Electrician Apprentice 4th	70%	\$ 27.30	\$ 27.85	\$ 28.41	\$ 28.97	\$ 29.55	\$ 30.14	\$ 30.74		
Electrician Apprentice 5th	75%	\$ 29.25	\$ 29.84	\$ 30.44	\$ 31.04	\$ 31.67	\$ 32.30	\$ 32.94		
Electrician Apprentice 6th	80%	\$ 31.20	\$ 31.82	\$ 32.46	\$ 33.11	\$ 33.78	\$ 34.45	\$ 35.14		
Electrician Apprentice 7th	85%	\$ 33.15	\$ 33.81	\$ 34.49	\$ 35.18	\$ 35.89	\$ 36.60	\$ 37.33		
Electrician Apprentice 8th	90%	\$ 35.10	\$ 35.80	\$ 36.52	\$ 37.25	\$ 38.00	\$ 38.75	\$ 39.53		
Journeyman	100%	\$ 39.00	\$ 39.78	\$ 40.58	\$ 41.39	\$ 42.22	\$ 43.06	\$ 43.92		
Instrument Technician	100%	\$ 39.00	\$ 39.78	\$ 40.58	\$ 41.39	\$ 42.22	\$ 43.06	\$ 43.92		
Service man	112%	\$ 43.68	\$ 44.55	\$ 45.45	\$ 46.36	\$ 47.29	\$ 48.23	\$ 49.19		
Cable Splicer	112%	\$ 43.68	\$ 44.55	\$ 45.45	\$ 46.36	\$ 47.29	\$ 48.23	\$ 49.19		
Cable Splicer Foreman	120%	\$ 46.80	\$ 47.74	\$ 48.70	\$ 49.67	\$ 50.66	\$ 51.67	\$ 52.70		
"B" Foreman	112%	\$ 43.68	\$ 44.55	\$ 45.45	\$ 46.36	\$ 47.29	\$ 48.23	\$ 49.19		
"A" Foreman	120%	\$ 46.80	\$ 47.74	\$ 48.70	\$ 49.67	\$ 50.66	\$ 51.67	\$ 52.70		
General Foreman	130%	\$ 50.70	\$ 51.71	\$ 52.75	\$ 53.81	\$ 54.89	\$ 55.98	\$ 57.10		
Vacation Pay	10%									

Year	2018-07-01	2019-07-01	2020-07-01	2021-07-01	2022-07-01	2023-07-01	2024-07-01
Benefit Total	\$ 8.19	\$ 8.35	\$ 8.52	\$ 8.69	\$ 8.86	\$ 9.04	\$ 9.22

If any changes are required to the wage rates and remittance tables provided by the Affiliates, the Parties will make or rectify any necessary changes or provision.

		Community Benefits Wage schedule - Inside Wireman IBEW Local 1003 - Commercial/Institutional									
Job Classification	Rate	2018-07-01	2019-07-01	2020-07-01	2021-07-01	2022-07-01	2023-07-01	2024-07-01			
Pre-Apprentice	40%	\$ 15.72	\$ 16.04	\$ 16.36	\$ 16.69	\$ 17.02	\$ 17.36	\$ 17.71			
Pre-Apprentice	45%	\$ 17.69	\$ 18.05	\$ 18.41	\$ 18.77	\$ 19.15	\$ 19.53	\$ 19.92			
Electrician Apprentice 1st	55%	\$ 21.62	\$ 22.06	\$ 22.50	\$ 22.95	\$ 23.40	\$ 23.87	\$ 24.35			
Electrician Apprentice 2nd	60%	\$ 23.59	\$ 24.06	\$ 24.54	\$ 25.03	\$ 25.53	\$ 26.04	\$ 26.56			
Electrician Apprentice 3rd	65%	\$ 25.55	\$ 26.07	\$ 26.59	\$ 27.12	\$ 27.66	\$ 28.21	\$ 28.78			
Electrician Apprentice 4th	70%	\$ 27.52	\$ 28.07	\$ 28.63	\$ 29.20	\$ 29.79	\$ 30.38	\$ 30.99			
Electrician Apprentice 5th	75%	\$ 29.48	\$ 30.08	\$ 30.68	\$ 31.29	\$ 31.91	\$ 32.55	\$ 33.20			
Electrician Apprentice 6th	80%	\$ 31.45	\$ 32.08	\$ 32.72	\$ 33.38	\$ 34.04	\$ 34.72	\$ 35.42			
Electrician Apprentice 7th	85%	\$ 33.41	\$ 34.09	\$ 34.77	\$ 35.46	\$ 36.17	\$ 36.89	\$ 37.63			
Electrician Apprentice 8th	90%	\$ 35.38	\$ 36.09	\$ 36.81	\$ 37.55	\$ 38.30	\$ 39.06	\$ 39.84			
Journeyman	100%	\$ 39.31	\$ 40.10	\$ 40.90	\$ 41.72	\$ 42.55	\$ 43.40	\$ 44.27			
Instrument Technician	100%	\$ 39.31	\$ 40.10	\$ 40.90	\$ 41.72	\$ 42.55	\$ 43.40	\$ 44.27			
Service man	112%	\$ 44.03	\$ 44.91	\$ 45.81	\$ 46.73	\$ 47.66	\$ 48.61	\$ 49.58			
Cable Splicer	112%	\$ 44.03	\$ 44.91	\$ 45.81	\$ 46.73	\$ 47.66	\$ 48.61	\$ 49.58			
Cable Splicer Foreman	120%	\$ 47.17	\$ 48.12	\$ 49.08	\$ 50.06	\$ 51.06	\$ 52.08	\$ 53.12			
"B" Foreman	112%	\$ 44.03	\$ 44.91	\$ 45.81	\$ 46.73	\$ 47.66	\$ 48.61	\$ 49.58			
"A" Foreman	120%	\$ 47.17	\$ 48.12	\$ 49.08	\$ 50.06	\$ 51.06	\$ 52.08	\$ 53.12			
General Foreman	130%	\$ 51.10	\$ 52.13	\$ 53.17	\$ 54.24	\$ 55.32	\$ 56.42	\$ 57.55			
Vacation Pay	10%										

Year	2018-07-01	2019-07-01	2020-07-01	2021-07-01	2022-07-01	2023-07-01	2024-07-01
Benefit Total	\$ 8.19	\$ 8.35	\$ 8.52	\$ 8.69	\$ 8.86	\$ 9.04	\$ 9.22

If any changes are required to the wage rates and remittance tables provided by the Affiliates, the Parties will make or rectify any necessary changes or provision.

Job Classification	Rate	Community Benefits Wage schedule - Floorlayers - Commercial/Institutional									
		2018-07-01	2019-07-01	2020-07-01	2021-07-01	2022-07-01	2023-07-01	2024-07-01			
Material Handler	45%	\$ 14.07	\$ 14.60	\$ 15.20	\$ 15.50	\$ 15.81	\$ 16.13	\$ 16.45			
Floorlayer Apprentice 1st Term	50%	\$ 15.64	\$ 15.95	\$ 16.27	\$ 16.60	\$ 16.93	\$ 17.27	\$ 17.61			
Floorlayer Apprentice 2nd Term	55%	\$ 17.20	\$ 17.55	\$ 17.90	\$ 18.25	\$ 18.62	\$ 18.99	\$ 19.37			
Floorlayer Apprentice 3rd Term	65%	\$ 20.33	\$ 20.74	\$ 21.15	\$ 21.57	\$ 22.00	\$ 22.44	\$ 22.89			
Floorlayer Apprentice 4th Term	70%	\$ 21.89	\$ 22.33	\$ 22.78	\$ 23.23	\$ 23.70	\$ 24.17	\$ 24.65			
Floorlayer Apprentice 5th Term	80%	\$ 25.02	\$ 25.52	\$ 26.03	\$ 26.55	\$ 27.08	\$ 27.62	\$ 28.18			
Floorlayer Apprentice 6th Term	85%	\$ 26.58	\$ 27.12	\$ 27.66	\$ 28.21	\$ 28.77	\$ 29.35	\$ 29.94			
Floorlayer Apprentice 7th Term	90%	\$ 28.14	\$ 28.71	\$ 29.29	\$ 29.87	\$ 30.47	\$ 31.08	\$ 31.70			
Journeyman	100%	\$ 31.27	\$ 31.90	\$ 32.54	\$ 33.19	\$ 33.85	\$ 34.53	\$ 35.22			
Foreman	115%	\$ 35.96	\$ 36.69	\$ 37.42	\$ 38.17	\$ 38.93	\$ 39.71	\$ 40.50			
Holiday Pay	10%										

Year	2018-07-01	2019-07-01	2020-07-01	2021-07-01	2022-07-01	2023-07-01	2024-07-01
Benefit Total	\$ 7.28	\$ 7.43	\$ 7.58	\$ 7.73	\$ 7.88	\$ 8.04	\$ 8.20

If any changes are required to the wage rates and remittance tables provided by the Affiliates, the Parties will make or rectify any necessary changes or provision.

Job Classification	Community Benefits Wage schedule - Glaziers Local 1527 - Commercial/Institutional									
	Rate	2018-07-01	2019-07-01	2020-07-01	2021-07-01	2022-07-01	2023-07-01	2024-07-01		
Pre-Apprentice	N/A	\$ 13.85	\$ 14.60	\$ 15.20	\$ 15.50	\$ 15.81	\$ 16.13	\$ 16.45		
Glazier Apprentice 1st 6mo	55%	\$ 18.75	\$ 19.12	\$ 19.51	\$ 19.90	\$ 20.30	\$ 20.70	\$ 21.11		
Glazier Apprentice 2nd 6mo	60%	\$ 20.45	\$ 20.86	\$ 21.28	\$ 21.71	\$ 22.14	\$ 22.58	\$ 23.03		
Glazier Apprentice 2nd year	65%	\$ 22.16	\$ 22.60	\$ 23.06	\$ 23.52	\$ 23.99	\$ 24.47	\$ 24.95		
Glazier Apprentice 3rd year	70%	\$ 23.86	\$ 24.34	\$ 24.83	\$ 25.33	\$ 25.83	\$ 26.35	\$ 26.87		
Glazier Apprentice 4th yr 1st 6 mo	75%	\$ 25.57	\$ 26.08	\$ 26.60	\$ 27.14	\$ 27.68	\$ 28.23	\$ 28.79		
Glazier Apprentice 4th yr 2nd 6 mo	80%	\$ 27.27	\$ 27.82	\$ 28.38	\$ 28.94	\$ 29.52	\$ 30.11	\$ 30.71		
Journeyman	100%	\$ 34.09	\$ 34.77	\$ 35.47	\$ 36.18	\$ 36.90	\$ 37.64	\$ 38.39		
Pre-Qualified Swing Stage	100% +\$1.00	\$ 35.09	\$ 35.77	\$ 36.47	\$ 37.18	\$ 37.90	\$ 38.64	\$ 39.39		
Foreman	112%	\$ 38.18	\$ 38.94	\$ 39.73	\$ 40.52	\$ 41.33	\$ 42.16	\$ 43.00		
Foreman "A"	117%	\$ 39.89	\$ 40.68	\$ 41.50	\$ 42.33	\$ 43.17	\$ 44.04	\$ 44.92		
Vacation Pay	8%									

Year	2018-07-01	2019-07-01	2020-07-01	2021-07-01	2022-07-01	2023-07-01	2024-07-01
Benefit Total	\$4.47	\$ 4.56	\$ 4.65	\$ 4.74	\$ 4.83	\$ 4.93	\$ 5.03

Pre-Apprentice Only							
Year	2018-07-01	2019-07-01	2020-07-01	2021-07-01	2022-07-01	2023-07-01	2024-07-01
Benefit Total	\$0.58	\$ 0.59	\$ 0.60	\$ 0.61	\$ 0.62	\$ 0.63	\$ 0.64

If any changes are required to the wage rates and remittance tables provided by the Affiliates, the Parties will make or rectify any necessary changes or provision.

Job Classification	Community Benefits Wage schedule - Insulators - Commercial/Institutional									
	Rate	2018-07-01	2019-07-01	2020-07-01	2021-07-01	2022-07-01	2023-07-01	2024-07-01		
Apprentice - 1st 3 months	50%	\$ 16.01	\$ 16.33	\$ 16.65	\$ 16.99	\$ 17.33	\$ 17.67	\$ 18.03		
Apprentice - 2nd 3 months	55%	\$ 17.61	\$ 17.96	\$ 18.32	\$ 18.68	\$ 19.06	\$ 19.44	\$ 19.83		
Apprentice - 2nd 6 months	60%	\$ 19.21	\$ 19.59	\$ 19.98	\$ 20.38	\$ 20.79	\$ 21.20	\$ 21.63		
Apprentice - 3rd 6 months	65%	\$ 20.81	\$ 21.22	\$ 21.65	\$ 22.08	\$ 22.52	\$ 22.97	\$ 23.43		
Apprentice - 4th 6 months	70%	\$ 22.41	\$ 22.86	\$ 23.31	\$ 23.78	\$ 24.26	\$ 24.74	\$ 25.24		
Apprentice - 5th 6 months	75%	\$ 24.01	\$ 24.49	\$ 24.98	\$ 25.48	\$ 25.99	\$ 26.51	\$ 27.04		
Apprentice - 6th 6 months	80%	\$ 25.61	\$ 26.12	\$ 26.64	\$ 27.18	\$ 27.72	\$ 28.27	\$ 28.84		
Apprentice - 7th 6 months	85%	\$ 27.21	\$ 27.75	\$ 28.31	\$ 28.87	\$ 29.45	\$ 30.04	\$ 30.64		
Apprentice - 8th 6 months	90%	\$ 28.81	\$ 29.39	\$ 29.97	\$ 30.57	\$ 31.19	\$ 31.81	\$ 32.45		
Journeyman Mechanic	100%	\$ 32.01	\$ 32.65	\$ 33.30	\$ 33.97	\$ 34.65	\$ 35.34	\$ 36.05		
Foreman	110%	\$ 35.21	\$ 35.92	\$ 36.63	\$ 37.37	\$ 38.12	\$ 38.87	\$ 39.66		
General Foreman	117%	\$ 37.45	\$ 38.20	\$ 38.96	\$ 39.74	\$ 40.54	\$ 41.35	\$ 42.18		
Vacation Pay	10%									

Year	2018-07-01	2019-07-01	2020-07-01	2021-07-01	2022-07-01	2023-07-01	2024-07-01
Benefit Total	\$9.87	\$ 10.07	\$ 10.27	\$ 10.48	\$ 10.69	\$ 10.90	\$ 11.12

If any changes are required to the wage rates and remittance tables provided by the Affiliates, the Parties will make or rectify any necessary changes or provision.

Job Classification	Community Benefits Wage schedule - Ironworkers - Commercial/Institutional									
	Rate	2018-07-01	2019-07-01	2020-07-01	2021-07-01	2022-07-01	2023-07-01	2024-07-01		
Pre-Apprentice	55% + \$1.00	\$ 19.80	\$ 20.17	\$ 20.56	\$ 20.95	\$ 21.35	\$ 21.76	\$ 22.17		
Ironworker Apprentice 1	65% + \$0.50	\$ 22.72	\$ 23.16	\$ 23.61	\$ 24.08	\$ 24.55	\$ 25.03	\$ 25.52		
Ironworker Apprentice 2	70% + \$0.50	\$ 24.43	\$ 24.90	\$ 25.39	\$ 25.89	\$ 26.40	\$ 26.92	\$ 27.44		
Ironworker Apprentice 3	75% + \$0.50	\$ 26.14	\$ 26.65	\$ 27.17	\$ 27.70	\$ 28.25	\$ 28.81	\$ 29.37		
Ironworker Apprentice 4	80%	\$ 27.34	\$ 27.89	\$ 28.45	\$ 29.02	\$ 29.60	\$ 30.19	\$ 30.79		
Ironworker Apprentice 5	85%	\$ 29.05	\$ 29.63	\$ 30.23	\$ 30.83	\$ 31.45	\$ 32.08	\$ 32.72		
Ironworker Apprentice 6	90%	\$ 30.76	\$ 31.37	\$ 32.00	\$ 32.64	\$ 33.30	\$ 33.97	\$ 34.64		
Journeyman	100%	\$ 34.18	\$ 34.86	\$ 35.56	\$ 36.27	\$ 37.00	\$ 37.74	\$ 38.49		
Foreman	115%	\$ 39.31	\$ 40.09	\$ 40.89	\$ 41.71	\$ 42.55	\$ 43.40	\$ 44.26		
Vacation Pay	10%									

Year	2018-07-01	2019-07-01	2020-07-01	2021-07-01	2022-07-01	2023-07-01	2024-07-01
Benefit Total	\$ 8.58	\$ 8.75	\$ 8.93	\$ 9.11	\$ 9.29	\$ 9.48	\$ 9.67

If any changes are required to the wage rates and remittance tables provided by the Affiliates, the Parties will make or rectify any necessary changes or provision.

Job Classification	Rate	Community Benefits Wage schedule - Ironworkers - Industrial									
		2018-07-01	2019-07-01	2020-07-01	2021-07-01	2022-07-01	2023-07-01	2024-07-01			
Pre-Apprentice	55% + \$1.00	\$ 24.62	\$ 25.10	\$ 25.58	\$ 26.07	\$ 26.57	\$ 27.08	\$ 27.60			
Ironworker Apprentice 1	65% + \$0.50	\$ 28.42	\$ 28.98	\$ 29.55	\$ 30.13	\$ 30.72	\$ 31.32	\$ 31.94			
Ironworker Apprentice 2	70% + \$0.50	\$ 30.57	\$ 31.17	\$ 31.78	\$ 32.41	\$ 33.04	\$ 33.69	\$ 34.36			
Ironworker Apprentice 3	75% + \$0.50	\$ 32.71	\$ 33.36	\$ 34.02	\$ 34.69	\$ 35.37	\$ 36.07	\$ 36.78			
Ironworker Apprentice 4	80%	\$ 34.36	\$ 35.05	\$ 35.75	\$ 36.46	\$ 37.19	\$ 37.94	\$ 38.70			
Ironworker Apprentice 5	85%	\$ 36.51	\$ 37.24	\$ 37.99	\$ 38.74	\$ 39.52	\$ 40.31	\$ 41.11			
Ironworker Apprentice 6	90%	\$ 38.66	\$ 39.43	\$ 40.22	\$ 41.02	\$ 41.84	\$ 42.68	\$ 43.53			
Journeyman	100%	\$ 42.95	\$ 43.81	\$ 44.69	\$ 45.58	\$ 46.49	\$ 47.42	\$ 48.37			
Foreman	115%	\$ 49.39	\$ 50.38	\$ 51.39	\$ 52.42	\$ 53.46	\$ 54.53	\$ 55.63			
Vacation Pay	10%										

Year	2018-07-01	2019-07-01	2020-07-01	2021-07-01	2022-07-01	2023-07-01	2024-07-01
Benefit Total	\$ 8.58	\$ 8.75	\$ 8.93	\$ 9.11	\$ 9.29	\$ 9.48	\$ 9.67

If any changes are required to the wage rates and remittance tables provided by the Affiliates, the Parties will make or rectify any necessary changes or provision.

Job Classification	Community Benefits Wage schedule - Labourers' Heavy Construction - Commercial/Institutional													
	2018-07-01	2019-07-01	2020-07-01	2021-07-01	2022-07-01	2023-07-01	2024-07-01	2018-07-01	2019-07-01	2020-07-01	2021-07-01	2022-07-01	2023-07-01	2024-07-01
Apprentice labourer (minimum straight time) See Article LA.111 Apprentice Wage	\$ 13.85	\$ 14.60	\$ 15.20	\$ 15.50	\$ 15.81	\$ 16.13	\$ 16.45	\$ 13.85	\$ 14.60	\$ 15.20	\$ 15.50	\$ 15.81	\$ 16.13	\$ 16.45
Driller helper, and assistant diamond driller	\$ 25.70	\$ 26.21	\$ 26.73	\$ 27.26	\$ 27.81	\$ 28.37	\$ 28.94	\$ 25.70	\$ 26.21	\$ 26.73	\$ 27.26	\$ 27.81	\$ 28.37	\$ 28.94
Labourer	\$ 27.33	\$ 27.88	\$ 28.44	\$ 29.01	\$ 29.59	\$ 30.18	\$ 30.78	\$ 27.33	\$ 27.88	\$ 28.44	\$ 29.01	\$ 29.59	\$ 30.18	\$ 30.78
Pneumatic driller (airleg, jackhammer types, etc.), groutman (headerman), and gunite potman	\$ 27.83	\$ 28.39	\$ 28.96	\$ 29.54	\$ 30.13	\$ 30.73	\$ 31.34	\$ 27.83	\$ 28.39	\$ 28.96	\$ 29.54	\$ 30.13	\$ 30.73	\$ 31.34
Gunite and grout gunite nozzleman, and air trac (all models)	\$ 28.08	\$ 28.64	\$ 29.21	\$ 29.79	\$ 30.39	\$ 31.00	\$ 31.62	\$ 28.08	\$ 28.64	\$ 29.21	\$ 29.79	\$ 30.39	\$ 31.00	\$ 31.62
diamond driller, and tank driller	\$ 28.33	\$ 28.90	\$ 29.48	\$ 30.07	\$ 30.67	\$ 31.28	\$ 31.91	\$ 28.33	\$ 28.90	\$ 29.48	\$ 30.07	\$ 30.67	\$ 31.28	\$ 31.91
High scaler	\$ 28.58	\$ 29.15	\$ 29.73	\$ 30.32	\$ 30.93	\$ 31.55	\$ 32.18	\$ 28.58	\$ 29.15	\$ 29.73	\$ 30.32	\$ 30.93	\$ 31.55	\$ 32.18
Rotary driller (air or hydraulic - under 6')	\$ 29.08	\$ 29.66	\$ 30.25	\$ 30.86	\$ 31.48	\$ 32.11	\$ 32.75	\$ 29.08	\$ 29.66	\$ 30.25	\$ 30.86	\$ 31.48	\$ 32.11	\$ 32.75
Powderman (with certificate)	\$ 29.33	\$ 29.92	\$ 30.52	\$ 31.13	\$ 31.75	\$ 32.39	\$ 33.04	\$ 29.33	\$ 29.92	\$ 30.52	\$ 31.13	\$ 31.75	\$ 32.39	\$ 33.04
Watchman, flagman, rodman, chainman, stakeman, confined space entry monitor, gas tester, and spark watchman	\$ 27.08	\$ 27.62	\$ 28.17	\$ 28.73	\$ 29.30	\$ 29.89	\$ 30.49	\$ 27.08	\$ 27.62	\$ 28.17	\$ 28.73	\$ 29.30	\$ 29.89	\$ 30.49
Labourer, signalman, dumpman, swamper, pumptender, cement power buggy, grinder, mixer (under 1 yard), timberman, grademan, and power and electric tool operator	\$ 27.33	\$ 27.88	\$ 28.44	\$ 29.01	\$ 29.59	\$ 30.18	\$ 30.78	\$ 27.33	\$ 27.88	\$ 28.44	\$ 29.01	\$ 29.59	\$ 30.18	\$ 30.78
Bobcat loader, instrument man - utility 1, caulked and cemented joint tile, and pipelayer, manholer, concrete saw, heat fusion machine, jackhammer, and hydro broom (under 1,000 psi) (wet and dry)	\$ 27.58	\$ 28.13	\$ 28.69	\$ 29.26	\$ 29.85	\$ 30.45	\$ 31.06	\$ 27.58	\$ 28.13	\$ 28.69	\$ 29.26	\$ 29.85	\$ 30.45	\$ 31.06
Signalman hook-up, vibrator, instrument man - utility 2, fallers on clearing, hydro broom (over 1,000 psi) (wet and dry), and 6" vibrator (when used by hand)	\$ 27.83	\$ 28.39	\$ 28.96	\$ 29.54	\$ 30.13	\$ 30.73	\$ 31.34	\$ 27.83	\$ 28.39	\$ 28.96	\$ 29.54	\$ 30.13	\$ 30.73	\$ 31.34
First aid attendant level 2	\$ 27.93	\$ 28.49	\$ 29.06	\$ 29.64	\$ 30.23	\$ 30.83	\$ 31.45	\$ 27.93	\$ 28.49	\$ 29.06	\$ 29.64	\$ 30.23	\$ 30.83	\$ 31.45
First aid attendant level 2 with transportation endorsement	\$ 28.03	\$ 28.59	\$ 29.16	\$ 29.74	\$ 30.33	\$ 30.94	\$ 31.56	\$ 28.03	\$ 28.59	\$ 29.16	\$ 29.74	\$ 30.33	\$ 30.94	\$ 31.56
First aid attendant level 3	\$ 28.13	\$ 28.69	\$ 29.26	\$ 29.85	\$ 30.45	\$ 31.06	\$ 31.68	\$ 28.13	\$ 28.69	\$ 29.26	\$ 29.85	\$ 30.45	\$ 31.06	\$ 31.68
Concrete specialist	\$ 30.33	\$ 30.94	\$ 31.56	\$ 32.19	\$ 32.83	\$ 33.49	\$ 34.16	\$ 30.33	\$ 30.94	\$ 31.56	\$ 32.19	\$ 32.83	\$ 33.49	\$ 34.16
Foreman (Premium payable over and above highest classification being supervised)	115%	115%	115%	115%	115%	115%	115%	115%	115%	115%	115%	115%	115%	115%
Vacation Pay	10%							10%						
Year	2018-07-01	2019-07-01	2020-07-01	2021-07-01	2022-07-01	2023-07-01	2024-07-01	2018-07-01	2019-07-01	2020-07-01	2021-07-01	2022-07-01	2023-07-01	2024-07-01
Benefit Total	\$ 6.87	\$ 7.01	\$ 7.15	\$ 7.29	\$ 7.44	\$ 7.59	\$ 7.74	\$ 6.87	\$ 7.01	\$ 7.15	\$ 7.29	\$ 7.44	\$ 7.59	\$ 7.74
Benefit Total Apprentice wage > \$18.50	\$ 5.14	\$ 5.24	\$ 5.34	\$ 5.45	\$ 5.56	\$ 5.67	\$ 5.78	\$ 5.14	\$ 5.24	\$ 5.34	\$ 5.45	\$ 5.56	\$ 5.67	\$ 5.78
Benefit Total Apprentice wage ≤ \$18.50	\$ 3.40	\$ 3.47	\$ 3.54	\$ 3.61	\$ 3.68	\$ 3.75	\$ 3.83	\$ 3.40	\$ 3.47	\$ 3.54	\$ 3.61	\$ 3.68	\$ 3.75	\$ 3.83

If any changes are required to the wage rates and remittance tables provided by the Affiliates, the Parties will make or rectify any necessary changes or provision.

Job Classification	Community Benefits Wage schedule - Labourers' Mason Tenders - Commercial/Institutional									
	Rate	2018-07-01	2019-07-01	2020-07-01	2021-07-01	2022-07-01	2023-07-01	2024-07-01		
Inexperienced Mason Tender Level 1	55%	\$ 15.19	\$ 15.49	\$ 15.80	\$ 16.11	\$ 16.43	\$ 16.76	\$ 17.10		
Inexperienced Mason Tender Level 2	65%	\$ 17.95	\$ 18.30	\$ 18.67	\$ 19.04	\$ 19.42	\$ 19.81	\$ 20.21		
Inexperienced Mason Tender Level 3	80%	\$ 22.09	\$ 22.53	\$ 22.98	\$ 23.43	\$ 23.90	\$ 24.38	\$ 24.87		
Inexperienced Mason Tender Level 4	90%	\$ 24.85	\$ 25.34	\$ 25.85	\$ 26.36	\$ 26.89	\$ 27.43	\$ 27.98		
Experienced Mason Tender	100%	\$ 27.61	\$ 28.16	\$ 28.72	\$ 29.29	\$ 29.88	\$ 30.48	\$ 31.09		
Mason Tender Foreman	115%	\$ 31.75	\$ 32.38	\$ 33.03	\$ 33.68	\$ 34.36	\$ 35.05	\$ 35.75		
Vacation Pay	10%									

Year	2018-07-01	2019-07-01	2020-07-01	2021-07-01	2022-07-01	2023-07-01	2024-07-01
Benefit Total	\$ 6.87	\$ 7.01	\$ 7.15	\$ 7.29	\$ 7.44	\$ 7.59	\$ 7.74

If any changes are required to the wage rates and remittance tables provided by the Affiliates, the Parties will make or rectify any necessary changes or provision.

Job Classification	Community Benefits Wage schedule - Labourers Road Builder Interior Road Building						
	2018-07-01	2019-07-01	2020-07-01	2021-07-01	2022-07-01	2023-07-01	2024-07-01
Schedule A							
Flagperson (red circled)	\$ 29.41	\$ 30.00	\$ 30.60	\$ 31.21	\$ 31.83	\$ 32.47	\$ 33.12
Flagperson (non-red circled)	\$ 21.19	\$ 21.61	\$ 22.04	\$ 22.48	\$ 22.93	\$ 23.39	\$ 23.86
Signalperson, Watchperson, Stakeperson, Chainperson, Rodperson, Dumpperson, Swamper and Weight Scales (Scaleperson)	\$ 29.41	\$ 30.00	\$ 30.60	\$ 31.21	\$ 31.83	\$ 32.47	\$ 33.12
Lane Closure Technician	\$ 30.11	\$ 30.71	\$ 31.32	\$ 31.95	\$ 32.59	\$ 33.24	\$ 33.90
Driller Helper	\$ 29.51	\$ 30.10	\$ 30.70	\$ 31.31	\$ 31.94	\$ 32.58	\$ 33.23
Grinder, Mixerpersion under 1 yard, Gradeperson	\$ 29.67	\$ 30.26	\$ 30.87	\$ 31.49	\$ 32.12	\$ 32.76	\$ 33.42
Instrument Person	\$ 31.25	\$ 31.88	\$ 32.52	\$ 33.17	\$ 33.83	\$ 34.51	\$ 35.20
Power and Electric Tool Operator, (ie. Power Saw Chipper, Tamper) Multiplate & Binwall Assembler Pipelayer	\$ 30.65	\$ 31.26	\$ 31.89	\$ 32.53	\$ 33.18	\$ 33.84	\$ 34.52
Rakerperson	\$ 30.12	\$ 30.72	\$ 31.33	\$ 31.96	\$ 32.60	\$ 33.25	\$ 33.92
Driller, Pneumatic, Airleg Jackhammer Type Wagon Types	\$ 31.27	\$ 31.90	\$ 32.54	\$ 33.19	\$ 33.85	\$ 34.53	\$ 35.22
Wagon Types	\$ 31.27	\$ 31.90	\$ 32.54	\$ 33.19	\$ 33.85	\$ 34.53	\$ 35.22
Driller Rates: When working from a basket, Platform or using safety ropes, as follows:							
- up to 25 feet	\$ 31.62	\$ 32.25	\$ 32.90	\$ 33.56	\$ 34.23	\$ 34.91	\$ 35.61
- over 25 feet	\$ 31.95	\$ 32.59	\$ 33.24	\$ 33.90	\$ 34.58	\$ 35.27	\$ 35.98
- over 100 feet	\$ 32.31	\$ 32.96	\$ 33.62	\$ 34.29	\$ 34.98	\$ 35.68	\$ 36.39
Air Trac (all models)	\$ 31.55	\$ 32.18	\$ 32.82	\$ 33.48	\$ 34.15	\$ 34.83	\$ 35.53
Tank Drill, Hydraulic Drill	\$ 31.68	\$ 32.31	\$ 32.96	\$ 33.62	\$ 34.29	\$ 34.98	\$ 35.68
High Scaler:							
- up to 25 feet	\$ 31.98	\$ 32.62	\$ 33.27	\$ 33.94	\$ 34.62	\$ 35.31	\$ 36.02
- over 25 feet	\$ 32.35	\$ 33.00	\$ 33.66	\$ 34.33	\$ 35.02	\$ 35.72	\$ 36.43
- over 100 feet	\$ 32.64	\$ 33.29	\$ 33.96	\$ 34.64	\$ 35.33	\$ 36.04	\$ 36.76
Powderperson	\$ 32.58	\$ 33.23	\$ 33.89	\$ 34.57	\$ 35.26	\$ 35.97	\$ 36.69
Powderperson 2nd Class with Certificate (assisting in loading holes)	\$ 30.88	\$ 31.50	\$ 32.13	\$ 32.77	\$ 33.43	\$ 34.10	\$ 34.78
Fallers on Clearing	\$ 30.78	\$ 31.40	\$ 32.03	\$ 32.67	\$ 33.32	\$ 33.99	\$ 34.67
Air Place Operator	\$ 30.30	\$ 30.91	\$ 31.53	\$ 32.16	\$ 32.80	\$ 33.46	\$ 34.13

Job Classification	Community Benefits Wage schedule - Labourers Road Builder Interior Road Building							
	2018-07-01	2019-07-01	2020-07-01	2021-07-01	2022-07-01	2023-07-01	2024-07-01	
Gunite & Grout: Gunite Nozzleperson	\$ 30.13	\$ 30.73	\$ 31.34	\$ 31.97	\$ 32.61	\$ 33.26	\$ 33.93	
Gunite Potperson	\$ 29.93	\$ 30.53	\$ 31.14	\$ 31.76	\$ 32.40	\$ 33.05	\$ 33.71	
	\$ 29.81	\$ 30.41	\$ 31.02	\$ 31.64	\$ 32.27	\$ 32.92	\$ 33.58	

First Aid Attendant	
Level I Certificate	\$ 0.77
Level II Certificate (w/ transportation)	\$ 0.97
Level III Certification	\$ 1.07

Designated First Aid Attendants shall have his/her hourly rate increased by:

Schedule B

Trainee	
0 - 1,400	\$ 17.81
1,401 - 2,800	\$ 20.34
2,801 - 4,200	\$ 23.09

Traffic Control Trainee and Intermediate Classifications	
0 - 1,400	\$ 17.83
1,401 - 2,800	\$ 20.18
Vacation Pay	8%

Schedule A benefit package							
Year	2018-07-01	2019-07-01	2020-07-01	2021-07-01	2022-07-01	2023-07-01	2024-07-01
Benefit Total	\$ 6.77	\$ 6.91	\$ 7.05	\$ 7.19	\$ 7.33	\$ 7.48	\$ 7.63

Community Benefits Wage schedule - Labourers Road Builder Interior Road Building							
Job Classification	2018-07-01	2019-07-01	2020-07-01	2021-07-01	2022-07-01	2023-07-01	2024-07-01
Schedule B "Trainee" benefit package							
Year	2018-07-01	2019-07-01	2020-07-01	2021-07-01	2022-07-01	2023-07-01	2024-07-01
Benefit Total (Hours 0-1,400)	\$ 1.55	\$ 1.58	\$ 1.61	\$ 1.64	\$ 1.67	\$ 1.70	\$ 1.73
Benefit Total (Hours 1,401-4,200)	\$ 3.21	\$ 3.27	\$ 3.34	\$ 3.41	\$ 3.48	\$ 3.55	\$ 3.62

Schedule B "Traffic Control" benefit package							
Year	2018-07-01	2019-07-01	2020-07-01	2021-07-01	2022-07-01	2023-07-01	2024-07-01
Benefit Total (Hours 0-1,400)	\$ 4.10	\$ 4.18	\$ 4.26	\$ 4.35	\$ 4.44	\$ 4.53	\$ 4.62
Benefit Total (Hours 1,401-2,800)	\$ 4.15	\$ 4.23	\$ 4.31	\$ 4.40	\$ 4.49	\$ 4.58	\$ 4.67

If any changes are required to the wage rates and remittance tables provided by the Affiliates, the Parties will make or rectify any necessary changes or provision.

Community Benefits Wage schedule - Labourers Road Builder Lower Mainland							
Job Classification	2018-07-01	2019-07-01	2020-07-01	2021-07-01	2022-07-01	2023-07-01	2024-07-01
Schedule A							
Flagperson (red circled)	\$ 30.30	\$ 30.91	\$ 31.53	\$ 32.16	\$ 32.80	\$ 33.46	\$ 34.13
Signalperson, Watchperson, Stakeperson, Chainperson, Rodperson, Dumpperson, Swamper and Weight Scales (Scaleperson)	\$ 35.35	\$ 36.06	\$ 36.78	\$ 37.52	\$ 38.27	\$ 39.04	\$ 39.82
Driller Helper	\$ 35.43	\$ 36.14	\$ 36.86	\$ 37.60	\$ 38.35	\$ 39.12	\$ 39.90
Grinder, Mixerpersion under 1 yard, Graperson	\$ 35.60	\$ 36.31	\$ 37.04	\$ 37.78	\$ 38.54	\$ 39.31	\$ 40.10
Instrument Person	\$ 38.67	\$ 39.44	\$ 40.23	\$ 41.03	\$ 41.85	\$ 42.69	\$ 43.54
Power and Electric Tool Operator, (ie. Power Saw Chipper, Tamper) Multiplate & Binwall Assembler Pipelayer	\$ 35.68	\$ 36.39	\$ 37.12	\$ 37.86	\$ 38.62	\$ 39.39	\$ 40.18
Rakerperson	\$ 36.07	\$ 36.79	\$ 37.53	\$ 38.28	\$ 39.05	\$ 39.83	\$ 40.63
Driller, Pneumatic, Airleg Jackhammer Type	\$ 36.18	\$ 36.90	\$ 37.64	\$ 38.39	\$ 39.16	\$ 39.94	\$ 40.74
Driller Rates: When working from a basket, Platform or using safety ropes, as follows:							
- up to 25 feet	\$ 36.53	\$ 37.26	\$ 38.01	\$ 38.77	\$ 39.55	\$ 40.34	\$ 41.15
- over 25 feet	\$ 36.91	\$ 37.65	\$ 38.40	\$ 39.17	\$ 39.95	\$ 40.75	\$ 41.57
- over 100 feet	\$ 37.26	\$ 38.01	\$ 38.77	\$ 39.55	\$ 40.34	\$ 41.15	\$ 41.97
Air Trac (all models)	\$ 36.50	\$ 37.23	\$ 37.97	\$ 38.73	\$ 39.50	\$ 40.29	\$ 41.10
Tank Drill, Hydraulic Drill	\$ 36.58	\$ 37.31	\$ 38.06	\$ 38.82	\$ 39.60	\$ 40.39	\$ 41.20
High Scaler:							
- up to 25 feet	\$ 35.98	\$ 36.70	\$ 37.43	\$ 38.18	\$ 38.94	\$ 39.72	\$ 40.51
- over 25 feet	\$ 36.38	\$ 37.11	\$ 37.85	\$ 38.61	\$ 39.38	\$ 40.17	\$ 40.97
- over 100 feet	\$ 36.68	\$ 37.41	\$ 38.16	\$ 38.92	\$ 39.70	\$ 40.49	\$ 41.30
Powderperson	\$ 36.58	\$ 37.31	\$ 38.06	\$ 38.82	\$ 39.60	\$ 40.39	\$ 41.20
Powderperson 2nd Class with Certificate (assisting in loading holes)	\$ 35.78	\$ 36.50	\$ 37.23	\$ 37.97	\$ 38.73	\$ 39.50	\$ 40.29
Fallers on Clearing	\$ 35.98	\$ 36.70	\$ 37.43	\$ 38.18	\$ 38.94	\$ 39.72	\$ 40.51
Air Place Operator	\$ 36.28	\$ 37.01	\$ 37.75	\$ 38.51	\$ 39.28	\$ 40.07	\$ 40.87
Gunite & Grout: Gunite Nozzleperson	\$ 36.08	\$ 36.80	\$ 37.54	\$ 38.29	\$ 39.06	\$ 39.84	\$ 40.64
Gunite Potperson	\$ 35.89	\$ 36.61	\$ 37.34	\$ 38.09	\$ 38.85	\$ 39.63	\$ 40.42
Groutperson (Headerperson)	\$ 35.78	\$ 36.50	\$ 37.23	\$ 37.97	\$ 38.73	\$ 39.50	\$ 40.29
First Aid Attendant							

Community Benefits Wage schedule - Labourers Road Builder Lower Mainland							
Job Classification	2018-07-01	2019-07-01	2020-07-01	2021-07-01	2022-07-01	2023-07-01	2024-07-01
Level II Certificate	\$ 0.70						
Level II Certificate (w/ transportation)	\$ 0.90						
Level III Certification	\$ 1.00						
Designated First Aid Attendants shall have his/her hourly rate increased by:							
Foreman shall be employed at 10% over the highest classification under his/her jurisdiction							
Schedule B							
Low Volume Flag Person	\$ 22.25	\$ 22.69	\$ 23.14	\$ 23.60	\$ 24.07	\$ 24.55	\$ 25.04
High Volume Flag Person	\$ 24.37	\$ 24.86	\$ 25.36	\$ 25.87	\$ 26.39	\$ 26.92	\$ 27.46
Level 1 Trainee 0 - 1,800 Hours	\$ 19.79	\$ 20.18	\$ 20.58	\$ 20.99	\$ 21.41	\$ 21.84	\$ 22.28
Level 2 Trainee 801 - 1,600 Hours	\$ 22.74	\$ 23.19	\$ 23.65	\$ 24.12	\$ 24.60	\$ 25.09	\$ 25.59
Level 3 Trainee 1,601 Hours - 2,400 Hours	\$ 25.71	\$ 26.23	\$ 26.75	\$ 27.29	\$ 27.84	\$ 28.40	\$ 28.97
Level 4 Trainee 2,401 - 3,200 Hours	\$ 28.67	\$ 29.24	\$ 29.82	\$ 30.42	\$ 31.03	\$ 31.65	\$ 32.28
Level 5 Trainee 3,201 - 4,200 Hours	\$ 31.63	\$ 32.26	\$ 32.91	\$ 33.57	\$ 34.24	\$ 34.92	\$ 35.62
Vacation Pay	10%						

Schedule A benefit package							
Year	2018-07-01	2019-07-01	2020-07-01	2021-07-01	2022-07-01	2023-07-01	2024-07-01
Benefit Total	\$ 6.60	\$ 6.73	\$ 6.86	\$ 7.00	\$ 7.14	\$ 7.28	\$ 7.43

Schedule B "Trainee" benefit package							
Year	2018-07-01	2019-07-01	2020-07-01	2021-07-01	2022-07-01	2023-07-01	2024-07-01
Benefit Total (Hours 0-800)	\$ 1.45	\$ 1.48	\$ 1.51	\$ 1.54	\$ 1.57	\$ 1.60	\$ 1.63
Benefit Total (Hours 801-3,200)	\$ 2.80	\$ 2.86	\$ 2.92	\$ 2.98	\$ 3.04	\$ 3.10	\$ 3.16
Benefit Total (Hours 3,201-4,000)	\$ 3.11	\$ 3.17	\$ 3.23	\$ 3.29	\$ 3.36	\$ 3.43	\$ 3.50

Schedule B "Traffic Control" benefit package							
Year	2018-07-01	2019-07-01	2020-07-01	2021-07-01	2022-07-01	2023-07-01	2024-07-01
Benefit Total (Hours 0-1,400)	\$ 4.00	\$ 4.08	\$ 4.16	\$ 4.24	\$ 4.32	\$ 4.41	\$ 4.50
Benefit Total (Hours 1,401-2,800)	\$ 4.05	\$ 4.13	\$ 4.21	\$ 4.29	\$ 4.38	\$ 4.47	\$ 4.56

If any changes are required to the wage rates and remittance tables provided by the Affiliates, the Parties will make or rectify any necessary changes or provision.

Job Classification	Rate	Community Benefits Wage schedule - Millwrights - Industrial									
		2018-07-01	2019-07-01	2020-07-01	2021-07-01	2022-07-01	2023-07-01	2024-07-01			
Millwright Apprentice 1st Term	55%	\$ 24.01	\$ 24.49	\$ 24.98	\$ 25.48	\$ 25.99	\$ 26.51	\$ 27.04			
Millwright Apprentice 2nd Term	60%	\$ 26.19	\$ 26.71	\$ 27.25	\$ 27.79	\$ 28.35	\$ 28.92	\$ 29.50			
Millwright Apprentice 3rd Term	65%	\$ 28.37	\$ 28.94	\$ 29.52	\$ 30.11	\$ 30.71	\$ 31.33	\$ 31.95			
Millwright Apprentice 4th Term	70%	\$ 30.56	\$ 31.16	\$ 31.79	\$ 32.42	\$ 33.08	\$ 33.74	\$ 34.41			
Millwright Apprentice 5th Term	75%	\$ 32.74	\$ 33.39	\$ 34.06	\$ 34.74	\$ 35.44	\$ 36.15	\$ 36.87			
Millwright Apprentice 6th Term	80%	\$ 34.92	\$ 35.62	\$ 36.33	\$ 37.06	\$ 37.80	\$ 38.56	\$ 39.33			
Millwright Apprentice 7th Term	85%	\$ 37.10	\$ 37.84	\$ 38.60	\$ 39.37	\$ 40.16	\$ 40.97	\$ 41.79			
Millwright Apprentice 8th Term	90%	\$ 39.29	\$ 40.07	\$ 40.87	\$ 41.69	\$ 42.53	\$ 43.38	\$ 44.24			
Journeyman	100%	\$ 43.65	\$ 44.52	\$ 45.41	\$ 46.32	\$ 47.25	\$ 48.20	\$ 49.16			
Foreman	115%	\$ 50.20	\$ 51.20	\$ 52.22	\$ 53.27	\$ 54.34	\$ 55.43	\$ 56.53			
General Foreman	120%	\$ 52.38	\$ 53.42	\$ 54.49	\$ 55.58	\$ 56.70	\$ 57.84	\$ 58.99			
Vacation Pay	10%										

Year	2018-07-01	2019-07-01	2020-07-01	2021-07-01	2022-07-01	2023-07-01	2024-07-01
Benefit Total	\$ 8.56	\$ 8.73	\$ 8.90	\$ 9.08	\$ 9.26	\$ 9.45	\$ 9.64

If any changes are required to the wage rates and remittance tables provided by the Affiliates, the Parties will make or rectify any necessary changes or provision.

		Community Benefits Wage schedule - Office Workers									
Job Classification	Rate	2018-07-01	2019-07-01	2020-07-01	2021-07-01	2022-07-01	2023-07-01	2024-07-01			
Clerk I		\$ 25.33	\$ 25.84	\$ 26.36	\$ 26.89	\$ 27.43	\$ 27.98	\$ 28.54			
Clerk II		\$ 26.31	\$ 26.84	\$ 27.38	\$ 27.93	\$ 28.49	\$ 29.06	\$ 29.64			
Clerk III	100%	\$ 27.47	\$ 28.02	\$ 28.58	\$ 29.15	\$ 29.73	\$ 30.32	\$ 30.93			
Clerk III Crew Leader	110%	\$ 30.22	\$ 30.83	\$ 31.45	\$ 32.08	\$ 32.72	\$ 33.37	\$ 34.04			
Rodperson		\$ 27.64	\$ 28.19	\$ 28.75	\$ 29.33	\$ 29.92	\$ 30.52	\$ 31.13			
Surveyor I		\$ 30.29	\$ 30.89	\$ 31.51	\$ 32.14	\$ 32.78	\$ 33.44	\$ 34.11			
Surveyor II		\$ 33.45	\$ 34.12	\$ 34.80	\$ 35.50	\$ 36.21	\$ 36.93	\$ 37.67			
Surveyor III		\$ 36.93	\$ 37.67	\$ 38.42	\$ 39.19	\$ 39.97	\$ 40.77	\$ 41.59			
Junior Inspector (Recorder)		\$ 34.24	\$ 34.93	\$ 35.63	\$ 36.34	\$ 37.07	\$ 37.81	\$ 38.57			
Intermediate Inspector (Recorder) Inspector (Recorder)		\$ 35.19	\$ 35.89	\$ 36.61	\$ 37.34	\$ 38.09	\$ 38.85	\$ 39.63			
Senior Inspector (Recorder)	100%	\$ 36.93	\$ 37.67	\$ 38.42	\$ 39.19	\$ 39.97	\$ 40.77	\$ 41.59			
Senior Inspector (Recorder/Contract Administrator)		\$ 40.78	\$ 41.60	\$ 42.43	\$ 43.28	\$ 44.15	\$ 45.03	\$ 45.93			
Senior Inspector (Recorder) with Underground	110%	\$ 40.62	\$ 41.44	\$ 42.27	\$ 43.12	\$ 43.98	\$ 44.86	\$ 45.76			
Drafter I		\$ 35.19	\$ 35.89	\$ 36.61	\$ 37.34	\$ 38.09	\$ 38.85	\$ 39.63			
Drafter II		\$ 36.93	\$ 37.67	\$ 38.42	\$ 39.19	\$ 39.97	\$ 40.77	\$ 41.59			
Drafter III		\$ 40.78	\$ 41.60	\$ 42.43	\$ 43.28	\$ 44.15	\$ 45.03	\$ 45.93			
Junior Biologist/Environment		\$ 35.19	\$ 35.89	\$ 36.61	\$ 37.34	\$ 38.09	\$ 38.85	\$ 39.63			
Technician (trainee) Biologist/Environment Technician		\$ 36.93	\$ 37.67	\$ 38.42	\$ 39.19	\$ 39.97	\$ 40.77	\$ 41.59			
Senior Biologist/Environment Technician		\$ 40.78	\$ 41.60	\$ 42.43	\$ 43.28	\$ 44.15	\$ 45.03	\$ 45.93			
Vacation Pay	10%										

Year	2018-07-01	2019-07-01	2020-07-01	2021-07-01	2022-07-01	2023-07-01	2024-07-01
Benefit Total	\$ 4.23	\$ 4.31	\$ 4.40	\$ 4.49	\$ 4.58	\$ 4.67	\$ 4.76

If any changes are required to the wage rates and remittance tables provided by the Affiliates, the Parties will make or rectify any necessary changes or provision.

		Community Benefits Wage schedule - Operating Engineers Heavy Construction						
Job Classification		2018-07-01	2019-07-01	2020-07-01	2021-07-01	2022-07-01	2023-07-01	2024-07-01
Group 1	<ul style="list-style-type: none"> Track Excavator (7 yds and up to 10 yds) Shovels, all attachments (10 yds and up to 15 yds) *Equipment Trainee required as per ratio Kangaroo Model 1500 (Trainee required) Operator required to operate with boom length over 130 feet shall have the regular hourly rate increased by twenty-five (\$0.25) per hour Front end loader and Scoop Trams all types (10 yds and up to 15 yds) Tower Cranes/Climbing Cranes (10 ton capacity and over) 	\$ 34.85	\$ 35.55	\$ 36.26	\$ 36.99	\$ 37.73	\$ 38.48	\$ 39.25
Group 2	<ul style="list-style-type: none"> Heavy Duty Mechanics, Welders, Mechanic Electricians, Vehicle Body Painters Shovels, all attachments (7 yds and up to 10 yds) *Equipment Trainee required as per ratio Kangaroo Model 750 Front End Loaders and Scoop Trams, all types (7 yds and up to 10 yds) Aerial Cableways Whirley Type Gantry Cranes (Operator required to operate with boom length over 130 ft. shall have the regular hourly rate increased by fifty cents (\$0.50)per hour Tower Cranes/Climbing Cranes (up to 10 ton capacity) Concrete Mixing Batch Plants (up to 250 cu. Yds. Per hour) *Apprentice required 	\$ 34.50	\$ 35.19	\$ 35.89	\$ 36.61	\$ 37.34	\$ 38.09	\$ 38.85
Group 3	<ul style="list-style-type: none"> Track Excavator (3 yds and up to 5 yds) Shovels, all attachments (up to 7 yds) *Equipment Trainee Required as per ratio Drill Doctors and Steel Sharpeners Refrigeration Mechanics Overhead and Front End Loader, all types (5 yds and up to 7 yds) Scoop Trams and similar equipment(under 7 yds) Crawler Tractor – D10 	\$ 33.76	\$ 34.44	\$ 35.13	\$ 35.83	\$ 36.55	\$ 37.28	\$ 38.03

		Community Benefits Wage schedule - Operating Engineers Heavy Construction						
Job Classification		2018-07-01	2019-07-01	2020-07-01	2021-07-01	2022-07-01	2023-07-01	2024-07-01
Group 4 <ul style="list-style-type: none"> • Overhead Cranes • Gantry Cranes • Travel Lift Drott 1000 • Tire Service - (vulcanizing experience) • No Joint Concrete Casting Machines and similar types • Mixer Mobiles (Mixer and Hoist Combination) • Concrete Pumps with boom attachment (42 meters in length & over) 	\$	33.52	\$ 34.19	\$ 34.87	\$ 35.57	\$ 36.28	\$ 37.01	\$ 37.75
Group 5 <ul style="list-style-type: none"> • Ross Carrier • Gradalls • Crawler Tractors in Tandem (one operator) • Rubber Tire Scrapers, all types and sizes when used in tandem (one operator) • Track Excavator (under 3 yds) • Concrete Hopper Rail Car • Mobile Concrete Pump with Boom Attachment (under 42 meters in length) • Derricks • Overhead and Front End Loaders, all types (up to 5 yds) • Crawler Tractors D5, 6, 7, 8, 9 types • Graders and Motor Patrols 	\$	33.19	\$ 33.85	\$ 34.53	\$ 35.22	\$ 35.92	\$ 36.64	\$ 37.37

		Community Benefits Wage schedule - Operating Engineers Heavy Construction						
Job Classification		2018-07-01	2019-07-01	2020-07-01	2021-07-01	2022-07-01	2023-07-01	2024-07-01
Group 6 <ul style="list-style-type: none"> • Dozer Compactor • Trenching Machines *Equipment Trainee required as per ratio • Rubber Tired Scrapers (under 30 yds) Curbing Machine • Concrete Spreaders or Finishing Machine Operators (all types and sizes) • Drills – Quarry Master, Reich, Bucyrus, Erie, Benoto and similiary types • Mechanical Excavator (Mole) • Screening and Washing Plants (75 yds per hour and over) *Apprentice required • Mucking Machines (Conway 101 types) • Drills – Exploration (Cable, Core, Rotary, Churn and similar) • Stationary Engineer (Chief) • Hydraulic Backhoes (Tractor Mounted) (1/2 yd. rated capacity and over) • Mechanical Tamping Machines, all types • Crusher Operator * Apprentice Required • Jumbo Form Setter (power driven) • Air Tugger • Placo Operator • Ditch Witch • 4, 3, 2, 1 Drum Hoists • Construction Material and Person Hoist 		\$ 32.72	\$ 33.37	\$ 34.04	\$ 34.72	\$ 35.41	\$ 36.12	\$ 36.84

Job Classification	Community Benefits Wage schedule - Operating Engineers Heavy Construction						
	2018-07-01	2019-07-01	2020-07-01	2021-07-01	2022-07-01	2023-07-01	2024-07-01
Group 7 <ul style="list-style-type: none"> • Tree Farmer and similar type skidders • Service Truck Operator • Heavy Duty Greaser and Serviceperson • Mucking Machines (Eimco over Model 40) • Tire Service • Locomotives (Diesel, Gas, Steam, Electric) • Compressors (1000 cu. ft. and over) • Pumps (6" and over) • Stationary Engineers (shift) • Concrete Mixer (1yd & over) • Screening & Washing Plants (portable types) *Apprentice required • Concrete Paving Machines (Jaeger and Koehring and similar types) • Line Concrete Pumps • Cement Hogs • Fuller Kenyon • Conveyor Belt and Conveyor Type Loaders (Barber Greene, Kolman and similar types) • Hydraulic Slip Form Operator • Crawler Tractors D2, D3 and D4 types • Hydra Hammers • Compactors – self propelled (other than on Asphalt Paving) (15 tons and over) • Crusher Topman • Hydraulic Backhoe (Tractor Mounted) (under ½ yd rating) • Hiab and A-Frame Trucks and similar folding boom types • Stinger and similar flat deck boom Cranes 	\$ 32.29	\$ 32.94	\$ 33.60	\$ 34.27	\$ 34.96	\$ 35.66	\$ 36.37

		Community Benefits Wage schedule - Operating Engineers Heavy Construction						
Job Classification	2018-07-01	2019-07-01	2020-07-01	2021-07-01	2022-07-01	2023-07-01	2024-07-01	
Group 8 • Forklifts, Bulldozer, Hysters similar type equipment • Elevator Operator • Skid Steer Loaders – Bobcat and similar type (under 1 yd) • ** Mechanic Electrician Helper • Crawler Tractors D2 types, Oliver, Cletrac, Farm Tractors (26 h.p. and under) • Padperson • Fireperson • ** Mechanic's Helper • Compressor under 1,000 cu. ft. • Compactors – self propelled (other than on Asphalt paving) (under 15 tons) • Pumps (under 6") • Sheep Foot, Wobbly Wheel and similar compactors. Rate to be governed by type of towing equipment • Assistant Driller	\$ 28.37	\$ 28.94	\$ 29.52	\$ 30.11	\$ 30.71	\$ 31.32	\$ 31.95	
Group #1 - Crane Operator Rates - Conventional								
Job Classification	2018-07-01	2019-07-01	2020-07-01	2021-07-01	2022-07-01	2023-07-01	2024-07-01	
Under 20 Ton	\$ 43.12	\$ 43.98	\$ 44.86	\$ 45.76	\$ 46.68	\$ 47.61	\$ 48.56	
20 - 50 Ton	\$ 43.98	\$ 44.86	\$ 45.76	\$ 46.68	\$ 47.61	\$ 48.56	\$ 49.53	
51 - 99 Ton	\$ 44.46	\$ 45.35	\$ 46.26	\$ 47.19	\$ 48.13	\$ 49.09	\$ 50.07	
100 - 149 Ton	\$ 44.93	\$ 45.83	\$ 46.75	\$ 47.69	\$ 48.64	\$ 49.61	\$ 50.60	
150 - 199 Ton	\$ 45.42	\$ 46.33	\$ 47.26	\$ 48.21	\$ 49.17	\$ 50.15	\$ 51.15	
200 - 249 Ton	\$ 45.91	\$ 46.83	\$ 47.77	\$ 48.73	\$ 49.70	\$ 50.69	\$ 51.70	
250 - 299 Ton	\$ 46.35	\$ 47.28	\$ 48.23	\$ 49.19	\$ 50.17	\$ 51.17	\$ 52.19	
300 - 349 Ton	\$ 47.98	\$ 48.94	\$ 49.92	\$ 50.92	\$ 51.94	\$ 52.98	\$ 54.04	
350 - 399 Ton	\$ 49.61	\$ 50.60	\$ 51.61	\$ 52.64	\$ 53.69	\$ 54.76	\$ 55.86	
400 - 449 Ton	\$ 51.21	\$ 52.23	\$ 53.27	\$ 54.34	\$ 55.43	\$ 56.54	\$ 57.67	
450 - 499 Ton	\$ 52.82	\$ 53.88	\$ 54.96	\$ 56.06	\$ 57.18	\$ 58.32	\$ 59.49	

Community Benefits Wage schedule - Operating Engineers Heavy Construction							
Job Classification	2018-07-01	2019-07-01	2020-07-01	2021-07-01	2022-07-01	2023-07-01	2024-07-01
Group #2 - Crane Operator Rates - Hydraulic							
Job Classification	2018-07-01	2019-07-01	2020-07-01	2021-07-01	2022-07-01	2023-07-01	2024-07-01
Under 20 Ton	\$ 42.06	\$ 42.90	\$ 43.76	\$ 44.64	\$ 45.53	\$ 46.44	\$ 47.37
20 - 50 Ton	\$ 42.94	\$ 43.80	\$ 44.68	\$ 45.57	\$ 46.48	\$ 47.41	\$ 48.36
51 - 99 Ton	\$ 43.41	\$ 44.28	\$ 45.17	\$ 46.07	\$ 46.99	\$ 47.93	\$ 48.89
100 - 149 Ton	\$ 43.90	\$ 44.78	\$ 45.68	\$ 46.59	\$ 47.52	\$ 48.47	\$ 49.44
150 - 199 Ton	\$ 44.38	\$ 45.27	\$ 46.18	\$ 47.10	\$ 48.04	\$ 49.00	\$ 49.98
200 - 249 Ton	\$ 45.18	\$ 46.08	\$ 47.00	\$ 47.94	\$ 48.90	\$ 49.88	\$ 50.88
250 - 299 Ton	\$ 45.98	\$ 46.90	\$ 47.84	\$ 48.80	\$ 49.78	\$ 50.78	\$ 51.80
300 - 349 Ton	\$ 47.58	\$ 48.53	\$ 49.50	\$ 50.49	\$ 51.50	\$ 52.53	\$ 53.58
350 - 399 Ton	\$ 49.15	\$ 50.13	\$ 51.13	\$ 52.15	\$ 53.19	\$ 54.25	\$ 55.34
400 - 449 Ton	\$ 50.75	\$ 51.77	\$ 52.81	\$ 53.87	\$ 54.95	\$ 56.05	\$ 57.17
450 - 499 Ton	\$ 52.34	\$ 53.39	\$ 54.46	\$ 55.55	\$ 56.66	\$ 57.79	\$ 58.95
Vacation Pay	10%						

Year	2018-07-01	2019-07-01	2020-07-01	2021-07-01	2022-07-01	2023-07-01	2024-07-01
Benefit Total	\$ 9.83	\$ 10.03	\$ 10.23	\$ 10.43	\$ 10.64	\$ 10.85	\$ 11.07

If any changes are required to the wage rates and remittance tables provided by the Affiliates, the Parties will make or rectify any necessary changes or provision.

Community Benefits Wage schedule - Pile Driving, Dipper, Clamshell Dredging and Related Work - Commercial/Institutional									
Group #1 - Crane Operator Rates - Conventional	2018-07-01	2019-07-01	2020-07-01	2021-07-01	2022-07-01	2023-07-01	2024-07-01		
Job Classification									
Operator - 7 yards and up to 10 yards) - Deck Engineer required in dredging	\$ 47.04	\$ 47.98	\$ 48.94	\$ 49.92	\$ 50.92	\$ 51.94	\$ 52.98		
Operator (5 yards and up to 7 yards) - Deck Engineer required in dredging, Land Cranes greater than 175 ton	\$ 45.90	\$ 46.82	\$ 47.76	\$ 48.72	\$ 49.69	\$ 50.68	\$ 51.69		
Operator (3 yards and under 5 yards) - Deck Engineer required in dredging	\$ 45.38	\$ 46.29	\$ 47.22	\$ 48.16	\$ 49.12	\$ 50.10	\$ 51.10		
Gantry Crane, Land Cranes greater than 100 ton but less than or equal to 175 ton	\$ 45.38	\$ 46.29	\$ 47.22	\$ 48.16	\$ 49.12	\$ 50.10	\$ 51.10		
Operator - (under 3 yards) –Deck Engineer required in dredging, Land Cranes less than or equal to 100 ton	\$ 44.82	\$ 45.72	\$ 46.63	\$ 47.56	\$ 48.51	\$ 49.48	\$ 50.47		
Fixed Floating Pile Drivers – Skid Rigs (Hammerman)	\$ 44.82	\$ 45.72	\$ 46.63	\$ 47.56	\$ 48.51	\$ 49.48	\$ 50.47		
Front End Loader (over 5 yards)	\$ 44.61	\$ 45.50	\$ 46.41	\$ 47.34	\$ 48.29	\$ 49.26	\$ 50.25		
Rotary Type Drill (Truck and Crawler Mounted)	\$ 44.61	\$ 45.50	\$ 46.41	\$ 47.34	\$ 48.29	\$ 49.26	\$ 50.25		
Mechanics, Welders, Bodyman Painter	\$ 44.16	\$ 45.04	\$ 45.94	\$ 46.86	\$ 47.80	\$ 48.76	\$ 49.74		
Boatman (over 225 h.p.)	\$ 43.12	\$ 43.98	\$ 44.86	\$ 45.76	\$ 46.68	\$ 47.61	\$ 48.56		
Front End Loader (under 5 yards)	\$ 42.92	\$ 43.78	\$ 44.66	\$ 45.55	\$ 46.46	\$ 47.39	\$ 48.34		
Serviceman & Utility Operator - Zoom Boom Forklift, Forklift, J Lift	\$ 42.53	\$ 43.38	\$ 44.25	\$ 45.14	\$ 46.04	\$ 46.96	\$ 47.90		
Boatman (up to 225 h.p.)	\$ 42.06	\$ 42.90	\$ 43.76	\$ 44.64	\$ 45.53	\$ 46.44	\$ 47.37		
Deck Engineer	\$ 39.05	\$ 39.83	\$ 40.63	\$ 41.44	\$ 42.27	\$ 43.12	\$ 43.98		
Front End Person and Assistant Driller	\$ 36.59	\$ 37.32	\$ 38.07	\$ 38.83	\$ 39.61	\$ 40.40	\$ 41.21		
Deck Hand	\$ 34.03	\$ 34.71	\$ 35.40	\$ 36.11	\$ 36.83	\$ 37.57	\$ 38.32		
Assistant	\$ 29.71	\$ 30.30	\$ 30.91	\$ 31.53	\$ 32.16	\$ 32.80	\$ 33.46		
Vacation Pay	10%								

		Community Benefits Wage schedule - Pile Driving, Dipper, Clamshell Dredging and Related Work - Commercial/Institutional									
Group #1 - Crane Operator Rates - Conventional		2018-07-01	2019-07-01	2020-07-01	2021-07-01	2022-07-01	2023-07-01	2024-07-01			
Year		\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
Benefit Total		9.83	10.03	10.23	10.43	10.64	10.85	11.07			

If any changes are required to the wage rates and remittance tables provided by the Affiliates, the Parties will make or rectify any necessary changes or provision.

Community Benefits Wage schedule - Operating Engineers Hydraulic Dredging										
Job Classification	Rate	2018-07-01	2019-07-01	2020-07-01	2021-07-01	2022-07-01	2023-07-01	2024-07-01		
Leverman on Project		\$ 49.90	\$ 50.90	\$ 51.92	\$ 52.96	\$ 54.02	\$ 55.10	\$ 56.20		
Leverperson		\$ 43.78	\$ 44.66	\$ 45.55	\$ 46.46	\$ 47.39	\$ 48.34	\$ 49.31		
Chief Engineer on Project		\$ 48.76	\$ 49.74	\$ 50.73	\$ 51.74	\$ 52.77	\$ 53.83	\$ 54.91		
Chief Engineer		\$ 42.67	\$ 43.52	\$ 44.39	\$ 45.28	\$ 46.19	\$ 47.11	\$ 48.05		
Levee Foreman		\$ 44.78	\$ 45.68	\$ 46.59	\$ 47.52	\$ 48.47	\$ 49.44	\$ 50.43		
Shift Engineer (Mechanical or Electrical)		\$ 42.15	\$ 42.99	\$ 43.85	\$ 44.73	\$ 45.62	\$ 46.53	\$ 47.46		
Welder		\$ 42.15	\$ 42.99	\$ 43.85	\$ 44.73	\$ 45.62	\$ 46.53	\$ 47.46		
Operator Lead Hand		\$ 42.11	\$ 42.95	\$ 43.81	\$ 44.69	\$ 45.58	\$ 46.49	\$ 47.42		
Mate		\$ 41.39	\$ 42.22	\$ 43.06	\$ 43.92	\$ 44.80	\$ 45.70	\$ 46.61		
Boatman		\$ 40.89	\$ 41.71	\$ 42.54	\$ 43.39	\$ 44.26	\$ 45.15	\$ 46.05		
Operator Equipment		\$ 40.84	\$ 41.66	\$ 42.49	\$ 43.34	\$ 44.21	\$ 45.09	\$ 45.99		
Dewater Pump Operator		\$ 39.04	\$ 39.82	\$ 40.62	\$ 41.43	\$ 42.26	\$ 43.11	\$ 43.97		
Deckhand		\$ 34.29	\$ 34.98	\$ 35.68	\$ 36.39	\$ 37.12	\$ 37.86	\$ 38.62		
Leveeman		\$ 33.34	\$ 34.01	\$ 34.69	\$ 35.38	\$ 36.09	\$ 36.81	\$ 37.55		
Vacation Pay	10%									

Year	2018-07-01	2019-07-01	2020-07-01	2021-07-01	2022-07-01	2023-07-01	2024-07-01
Benefit Total	\$ 9.83	\$ 10.03	\$ 10.23	\$ 10.43	\$ 10.64	\$ 10.85	\$ 11.07

If any changes are required to the wage rates and remittance tables provided by the Affiliates, the Parties will make or rectify any necessary changes or provision.

Job Classification	Community Benefits Wage schedule - Operating Engineers Interior Road Building						
	2018-07-01	2019-07-01	2020-07-01	2021-07-01	2022-07-01	2023-07-01	2024-07-01
Packer (Non - asphalt work)	\$ 25.62	\$ 25.99	\$ 26.51	\$ 27.04	\$ 27.58	\$ 28.13	\$ 28.69
Group 1							
<ul style="list-style-type: none"> • Grader Operator • Heavy Duty Mechanics, Welders • Overhead & Front End Loaders all types (over 10 yds. and up to and including 15 yds.) Add twenty-five cents (25c) per hour • Overhead & Front End Loaders all types (over 7 yds. up to and including 10 yds.) • Paving Plant Foreman (The Paving Plant Foreman shall receive an additional fifty cents (50c) per hour) • Excavator, all attachments (5 yds. & under 7 yds.)* 	\$ 32.25	\$ 32.75	\$ 33.41	\$ 34.08	\$ 34.76	\$ 35.46	\$ 36.17
Group 2							
<ul style="list-style-type: none"> • Asphalt Plant Operator • Dozer (D-10) and similar types • Overhead & Front End Loaders all types (5 yds. & up to and including 7 yds.) Excavator, all attachments (3 yds. & under 5 yds.) • Scream 	\$ 30.90	\$ 31.38	\$ 32.01	\$ 32.65	\$ 33.30	\$ 33.97	\$ 34.65

Job Classification	Community Benefits Wage schedule - Operating Engineers Interior Road Building						
	2018-07-01	2019-07-01	2020-07-01	2021-07-01	2022-07-01	2023-07-01	2024-07-01
Group 3 <ul style="list-style-type: none"> • Bodyman Painter • Dozer (D9 and Komatsu 355) Dozer in tandem (one operator) • Drills over 9" exploration (cable core, rotary and similar types) Gradails • Multi-Plant Operator (Aggregate) (one operator) • Rubber Tired Scrapers, all types & sizes when used in tandem (one operator) • Rubber Tired Scrapers, all types (30 yds. & over) • Excavator, all attachments (under 3 yds.) Paver • Asphalt Roller (over 2 tons) 	\$ 30.43	\$ 30.89	\$ 31.51	\$ 32.14	\$ 32.78	\$ 33.44	\$ 34.11

Job Classification	Community Benefits Wage schedule - Operating Engineers Interior Road Building						
	2018-07-01	2019-07-01	2020-07-01	2021-07-01	2022-07-01	2023-07-01	2024-07-01
Group 4 <ul style="list-style-type: none"> • Dozer (D5, 6, 7 and 8 types) Crusher Operators • Dozer Compactor • Drills- 9" & under exploration (cable core, rotary and similar types) Dual Articulated Rollers • Backhoe (1/2 yd. rated capacity & over) Mechanical Tamping Machine (all types) • Overhead & Front End Loaders, all types (over 1 yd. & under 5 yds.) Road Profilers (Rotc Mill and similar types) • Rubber tired Scrapers (under 30 yds.) • Screening & Washing Plants (75 yds. per hour & over) Vibratory Roller Operator (over 2 tons) 	\$ 30.30	\$ 30.76	\$ 31.38	\$ 32.01	\$ 32.65	\$ 33.30	\$ 33.97

Community Benefits Wage schedule - Operating Engineers Interior Road Building							
Job Classification	2018-07-01	2019-07-01	2020-07-01	2021-07-01	2022-07-01	2023-07-01	2024-07-01
Group 5							
<ul style="list-style-type: none"> Conveyor Crawler Tractors 04 and 02 types Fork Lifts, Bullmooses, Hysters, Straddle Carriers (on construction job sites) Backhoe (under 1/2 yd. rating) Overhead & Front End Loaders, including Skid Steer, all types (1 yd. and under) Power Broom Rollers, all types (other than walk behind) Screening & Washing Plants (portable types) Serviceman Skidders (Tree Farmer & similar type equipment) Vibratory Roller Operator (2 tons and under) 	\$ 29.77	\$ 30.22	\$ 30.82	\$ 31.44	\$ 32.07	\$ 32.71	\$ 33.36
Group 6							
<ul style="list-style-type: none"> Concrete Mixing Batch Plants - all types Cranes - all types Mechanic's Helper Sheep Foot, Wobbly Wheel & similar compactors (Rate to be governed by type of towing equipment) 	\$ 28.99	\$ 29.42	\$ 30.01	\$ 30.61	\$ 31.22	\$ 31.84	\$ 32.48
Mechanic * / Welder	\$ 32.87	\$ 33.38	\$ 34.05	\$ 34.73	\$ 35.42	\$ 36.13	\$ 36.85
Vacation Pay	8% *Mechanic shall receive \$1.00/hour Tool Premium.						

Year	2018-07-01	2019-07-01	2020-07-01	2021-07-01	2022-07-01	2023-07-01	2024-07-01
Benefit Total	\$ 8.42	\$ 8.72	\$ 8.89	\$ 9.07	\$ 9.25	\$ 9.44	\$ 9.63

If any changes are required to the wage rates and remittance tables provided by the Affiliates, the Parties will make or rectify any necessary changes or provision.

Job Classification	Community Benefits Wage schedule - Operating Engineers Lower Mainland Road Building						
	2018-07-01	2019-07-01	2020-07-01	2021-07-01	2022-07-01	2023-07-01	2024-07-01
Journeypersons: <ul style="list-style-type: none"> • Heavy Duty Mechanic • Welder • Drill Doctor • Steel Sharpener • Paving Plant Foreman • Bodyman Painter 	\$ 39.71	\$ 40.50	\$ 41.31	\$ 42.14	\$ 42.98	\$ 43.84	\$ 44.72
Group 1 <ul style="list-style-type: none"> • All excavators, all attachments (5 yards up to 7 yards) • Front End Loaders all types (over 7 yards up to and including 15 yards) • Grader Operator • Asphalt/Concrete Plant Operator 	\$ 36.88	\$ 37.62	\$ 38.37	\$ 39.14	\$ 39.92	\$ 40.72	\$ 41.53
Group 2 <ul style="list-style-type: none"> • Excavators, all attachments (3 yds up to 5 yds) • Front end Loaders (5 yds up to 7 yds) • Multi plant operator • Crushing/Screening & Washing Plants -over 75 yds per hour 	\$ 36.52	\$ 37.25	\$ 38.00	\$ 38.76	\$ 39.54	\$ 40.33	\$ 41.14
Group 3 <ul style="list-style-type: none"> • Excavators (under 3 yds) • All Drills exploration (cable core, rotary and similar types) • All Crawler Tractors • Rubber Tired Scrapers • Gradalls • Tireman • Paver, Screed • Asphalt rollers • Track Curb Machines • Concrete Finishing/Paving and Spreading Machines • Tractor Loader Backhoes (all) • Road Profilers (Rotc Mill, Reclaimer, Pulvimiter, Hydra Hammer and similar types) • Slurry Seal Machine • Front end Loaders (1 yd to 5 yds) • Crushing/Screening Wash plant under 75 yds per hr • Hiabs and similar equipment under 1 0 ton • Forklifts and similar equipment • Huber Maintainer and similar types • Serviceman/Truck Operator • Hydraulic Backhoes (Tractor Mounted) (All) • Tractor Mounted Chip Rock Spreader 	\$ 35.99	\$ 36.71	\$ 37.44	\$ 38.19	\$ 38.95	\$ 39.73	\$ 40.52

		Community Benefits Wage schedule - Operating Engineers Lower Mainland Road Building						
Job Classification		2018-07-01	2019-07-01	2020-07-01	2021-07-01	2022-07-01	2023-07-01	2024-07-01
Group 4 • All Compressors/Pumps • Belt and Conveyor type Loaders • Power Broom • Grade rollers/compactors/tampers • Pumpcrete & Grout Pumps and/or equivalent • Skid Steer		\$ 32.63	\$ 33.28	\$ 33.95	\$ 34.63	\$ 35.32	\$ 36.03	\$ 36.75
	Apprentices	As determined by IUOE Local 115 Training Association						
	Cranes	Per CLRA Crane Rental Agreement (See Trade Section "OP")						
	Uncertified Operators	98.65% of applicable rate above						
	Vacation Pay		*Mechanic shall receive \$1.00/hour Tool Premium.					
		8%						

Year	2018-07-01	2019-07-01	2020-07-01	2021-07-01	2022-07-01	2023-07-01	2024-07-01
Benefit Total	\$ 8.33	\$ 8.49	\$ 8.66	\$ 8.83	\$ 9.01	\$ 9.19	\$ 9.37

If any changes are required to the wage rates and remittance tables provided by the Affiliates, the Parties will make or rectify any necessary changes or provision.

Community Benefits Wage schedule - Operating Engineers Steel Erectors - Commercial/Institutional												
Group #1 - Crane Operator Rates - Conventional						Group #2 - Crane Operator Rates - Hydraulic						
Job Classification	Rate	2018-07-01	2019-07-01	2020-07-01	2021-07-01	2022-07-01	2023-07-01	2024-07-01	2018-07-01	2019-07-01	2020-07-01	2021-07-01
Under 20 Ton		\$ 43.12	\$ 43.98	\$ 44.86	\$ 45.76	\$ 46.68	\$ 47.61	\$ 48.56	\$ 42.06	\$ 42.90	\$ 43.76	\$ 44.64
20 - 50 Ton		\$ 43.98	\$ 44.86	\$ 45.76	\$ 46.68	\$ 47.61	\$ 48.56	\$ 49.53	\$ 42.94	\$ 43.80	\$ 44.68	\$ 45.57
51 - 99 Ton		\$ 44.46	\$ 45.35	\$ 46.26	\$ 47.19	\$ 48.13	\$ 49.09	\$ 50.07	\$ 43.41	\$ 44.28	\$ 45.17	\$ 46.07
100 - 149 Ton		\$ 44.93	\$ 45.83	\$ 46.75	\$ 47.69	\$ 48.64	\$ 49.61	\$ 50.60	\$ 43.90	\$ 44.78	\$ 45.68	\$ 46.59
150 - 199 Ton		\$ 45.42	\$ 46.33	\$ 47.26	\$ 48.21	\$ 49.17	\$ 50.15	\$ 51.15	\$ 44.38	\$ 45.27	\$ 46.18	\$ 47.10
200 - 249 Ton		\$ 45.91	\$ 46.83	\$ 47.77	\$ 48.73	\$ 49.70	\$ 50.69	\$ 51.70	\$ 45.18	\$ 46.08	\$ 47.00	\$ 47.94
250 - 299 Ton		\$ 46.35	\$ 47.28	\$ 48.23	\$ 49.19	\$ 50.17	\$ 51.17	\$ 52.19	\$ 45.98	\$ 46.90	\$ 47.84	\$ 48.80
300 - 349 Ton		\$ 47.98	\$ 48.94	\$ 49.92	\$ 50.92	\$ 51.94	\$ 52.98	\$ 54.04	\$ 47.58	\$ 48.53	\$ 49.50	\$ 50.49
350 - 399 Ton		\$ 49.61	\$ 50.60	\$ 51.61	\$ 52.64	\$ 53.69	\$ 54.76	\$ 55.86	\$ 49.15	\$ 50.13	\$ 51.13	\$ 52.15
400 - 449 Ton		\$ 51.21	\$ 52.23	\$ 53.27	\$ 54.34	\$ 55.43	\$ 56.54	\$ 57.67	\$ 50.75	\$ 51.77	\$ 52.81	\$ 53.87
450 - 499 Ton		\$ 52.82	\$ 53.88	\$ 54.96	\$ 56.06	\$ 57.18	\$ 58.32	\$ 59.49	\$ 52.34	\$ 53.39	\$ 54.46	\$ 55.55
Group #2 - Crane Operator Rates - Hydraulic												
Job Classification	Rate	2018-07-01	2019-07-01	2020-07-01	2021-07-01	2022-07-01	2023-07-01	2024-07-01	2018-07-01	2019-07-01	2020-07-01	2021-07-01
Under 20 Ton		\$ 42.06	\$ 42.90	\$ 43.76	\$ 44.64	\$ 45.53	\$ 46.44	\$ 47.37	\$ 42.06	\$ 42.90	\$ 43.76	\$ 44.64
20 - 50 Ton		\$ 42.94	\$ 43.80	\$ 44.68	\$ 45.57	\$ 46.48	\$ 47.41	\$ 48.36	\$ 42.94	\$ 43.80	\$ 44.68	\$ 45.57
51 - 99 Ton		\$ 43.41	\$ 44.28	\$ 45.17	\$ 46.07	\$ 46.99	\$ 47.93	\$ 48.89	\$ 43.41	\$ 44.28	\$ 45.17	\$ 46.07
100 - 149 Ton		\$ 43.90	\$ 44.78	\$ 45.68	\$ 46.59	\$ 47.52	\$ 48.47	\$ 49.44	\$ 43.90	\$ 44.78	\$ 45.68	\$ 46.59
150 - 199 Ton		\$ 44.38	\$ 45.27	\$ 46.18	\$ 47.10	\$ 48.04	\$ 49.00	\$ 49.98	\$ 44.38	\$ 45.27	\$ 46.18	\$ 47.10
200 - 249 Ton		\$ 45.18	\$ 46.08	\$ 47.00	\$ 47.94	\$ 48.90	\$ 49.88	\$ 50.88	\$ 45.18	\$ 46.08	\$ 47.00	\$ 47.94
250 - 299 Ton		\$ 45.98	\$ 46.90	\$ 47.84	\$ 48.80	\$ 49.78	\$ 50.78	\$ 51.80	\$ 45.98	\$ 46.90	\$ 47.84	\$ 48.80
300 - 349 Ton		\$ 47.58	\$ 48.53	\$ 49.50	\$ 50.49	\$ 51.50	\$ 52.53	\$ 53.58	\$ 47.58	\$ 48.53	\$ 49.50	\$ 50.49
350 - 399 Ton		\$ 49.15	\$ 50.13	\$ 51.13	\$ 52.15	\$ 53.19	\$ 54.25	\$ 55.34	\$ 49.15	\$ 50.13	\$ 51.13	\$ 52.15
400 - 449 Ton		\$ 50.75	\$ 51.77	\$ 52.81	\$ 53.87	\$ 54.95	\$ 56.05	\$ 57.17	\$ 50.75	\$ 51.77	\$ 52.81	\$ 53.87
450 - 499 Ton		\$ 52.34	\$ 53.39	\$ 54.46	\$ 55.55	\$ 56.66	\$ 57.79	\$ 58.95	\$ 52.34	\$ 53.39	\$ 54.46	\$ 55.55
Vacation Pay	10%											

Year	2018-07-01	2019-07-01	2020-07-01	2021-07-01	2022-07-01	2023-07-01	2024-07-01
Benefit Total	\$ 9.83	\$ 10.03	\$ 10.23	\$ 10.43	\$ 10.64	\$ 10.85	\$ 11.07

If any changes are required to the wage rates and remittance tables provided by the Affiliates, the Parties will make or rectify any necessary changes or provision.

Job Classification	Community Benefits Wage schedule - Painters - Commercial/Institutional									
	Rate	2018-07-01	2019-07-01	2020-07-01	2021-07-01	2022-07-01	2023-07-01	2024-07-01		
Pre-Apprentice		\$ 14.00	\$ 14.60	\$ 15.20	\$ 15.81	\$ 16.43	\$ 17.05	\$ 17.67		
Painter Apprentice Term 1	50%	\$ 15.99	\$ 16.31	\$ 16.64	\$ 17.31	\$ 17.66	\$ 18.01	\$ 18.36		
Painter Apprentice Term 2	55%	\$ 17.59	\$ 17.94	\$ 18.30	\$ 19.04	\$ 19.42	\$ 19.81	\$ 20.20		
Painter Apprentice Term 3	65%	\$ 20.79	\$ 21.20	\$ 21.63	\$ 22.50	\$ 22.95	\$ 23.41	\$ 23.87		
Painter Apprentice Term 4	70%	\$ 22.39	\$ 22.83	\$ 23.29	\$ 24.23	\$ 24.72	\$ 25.21	\$ 25.70		
Painter Apprentice Term 5	75%	\$ 23.99	\$ 24.47	\$ 24.95	\$ 25.97	\$ 26.48	\$ 27.02	\$ 27.57		
Painter Apprentice Term 6	80%	\$ 25.58	\$ 26.10	\$ 26.62	\$ 27.70	\$ 28.25	\$ 28.82	\$ 29.39		
Journeyman	100%	\$ 31.98	\$ 32.62	\$ 33.27	\$ 34.62	\$ 35.31	\$ 36.02	\$ 36.73		
Foreman B		\$ 33.98	\$ 34.66	\$ 35.35	\$ 36.78	\$ 37.52	\$ 38.27	\$ 39.02		
Foreman A		\$ 35.50	\$ 36.21	\$ 36.93	\$ 38.42	\$ 39.19	\$ 39.97	\$ 40.74		
Vacation Pay	10%									

Year	2018-07-01	2019-07-01	2020-07-01	2021-07-01	2022-07-01	2023-07-01	2024-07-01
Benefit Total	\$ 4.74	\$ 4.83	\$ 4.93	\$ 5.03	\$ 5.13	\$ 5.23	\$ 5.33
Apprentice Benefit Total	\$ 2.16	\$ 2.20	\$ 2.24	\$ 2.28	\$ 2.33	\$ 2.38	\$ 2.43
Pre-Apprentice Benefit Total	\$ 0.62	\$ 0.63	\$ 0.64	\$ 0.65	\$ 0.66	\$ 0.67	\$ 0.68

If any changes are required to the wage rates and remittance tables provided by the Affiliates, the Parties will make or rectify any necessary changes or provision.

Job Classification	Rate	Community Benefits Wage schedule - Painters - Industrial							
		2018-07-01	2019-07-01	2020-07-01	2021-07-01	2022-07-01	2023-07-01	2024-07-01	
Pre-Apprentice	\$ 13.85	\$ 14.60	\$ 15.20	\$ 15.50	\$ 15.81	\$ 16.13	\$ 16.45		
Painter Apprentice Term 1	\$ 19.00	\$ 19.38	\$ 19.77	\$ 20.16	\$ 20.57	\$ 20.98	\$ 21.40		
Painter Apprentice Term 2	\$ 20.89	\$ 21.31	\$ 21.74	\$ 22.18	\$ 22.62	\$ 23.07	\$ 23.53		
Painter Apprentice Term 3	\$ 24.69	\$ 25.19	\$ 25.69	\$ 26.21	\$ 26.73	\$ 27.27	\$ 27.81		
Painter Apprentice Term 4	\$ 26.59	\$ 27.13	\$ 27.67	\$ 28.22	\$ 28.79	\$ 29.37	\$ 29.95		
Painter Apprentice Term 5	\$ 28.49	\$ 29.06	\$ 29.65	\$ 30.24	\$ 30.85	\$ 31.46	\$ 32.09		
Painter Apprentice Term 6	\$ 30.39	\$ 31.00	\$ 31.62	\$ 32.26	\$ 32.90	\$ 33.56	\$ 34.23		
Journeyman	\$ 37.99	\$ 38.75	\$ 39.53	\$ 40.32	\$ 41.13	\$ 41.95	\$ 42.79		
Foreman B	\$ 41.03	\$ 41.85	\$ 42.69	\$ 43.55	\$ 44.42	\$ 45.31	\$ 46.21		
Foreman A	\$ 43.69	\$ 44.56	\$ 45.46	\$ 46.37	\$ 47.30	\$ 48.24	\$ 49.21		
CAS 2 CERTIFICATION									
Painter Apprentice Term 5 - CAS	80% + \$2.29	\$ 30.78	\$ 31.35	\$ 31.94	\$ 32.53	\$ 33.14	\$ 33.75	\$ 34.38	
Painter Apprentice Term 6 - CAS	75% + \$2.29	\$ 32.68	\$ 33.29	\$ 33.91	\$ 34.55	\$ 35.19	\$ 35.85	\$ 36.52	
Journeyman - CAS	100% + \$2.29	\$ 40.28	\$ 41.04	\$ 41.82	\$ 42.61	\$ 43.42	\$ 44.24	\$ 45.08	
Foreman B - CAS	108% + \$2.29	\$ 43.32	\$ 44.14	\$ 44.98	\$ 45.84	\$ 46.71	\$ 47.60	\$ 48.50	
Foreman A - CAS	115% + \$2.29	\$ 45.98	\$ 46.85	\$ 47.75	\$ 48.66	\$ 49.59	\$ 50.53	\$ 51.50	
Vacation Pay	10%								

Year	2018-07-01	2019-07-01	2020-07-01	2021-07-01	2022-07-01	2023-07-01	2024-07-01
Benefit Total	\$ 4.74	\$ 4.83	\$ 4.93	\$ 5.03	\$ 5.13	\$ 5.23	\$ 5.33
Apprentice Benefit Total	\$ 2.16	\$ 2.20	\$ 2.24	\$ 2.28	\$ 2.33	\$ 2.38	\$ 2.43
Pre-Apprentice Benefit Total	\$ 0.62	\$ 0.63	\$ 0.64	\$ 0.65	\$ 0.66	\$ 0.67	\$ 0.68

If any changes are required to the wage rates and remittance tables provided by the Affiliates, the Parties will make or rectify any necessary changes or provision.

Job Classification	Community Benefits Wage schedule - Piledrivers Local 2404 - Commercial/Institutional									
	Rate	2018-07-01	2019-07-01	2020-07-01	2021-07-01	2022-07-01	2023-07-01	2024-07-01		
Entry	55%	\$ 22.31	\$ 22.75	\$ 23.21	\$ 23.67	\$ 24.15	\$ 24.63	\$ 25.12		
Apprentice 1st year	70%	\$ 28.39	\$ 28.96	\$ 29.54	\$ 30.13	\$ 30.73	\$ 31.35	\$ 31.98		
Apprentice 2nd year	80%	\$ 32.45	\$ 33.10	\$ 33.76	\$ 34.43	\$ 35.12	\$ 35.82	\$ 36.54		
Apprentice 3rd year	90%	\$ 36.50	\$ 37.23	\$ 37.98	\$ 38.74	\$ 39.51	\$ 40.30	\$ 41.11		
Bridgeworker	100%	\$ 40.56	\$ 41.37	\$ 42.20	\$ 43.04	\$ 43.90	\$ 44.78	\$ 45.68		
Foreman		\$ 46.52	\$ 47.45	\$ 48.40	\$ 49.37	\$ 50.36	\$ 51.37	\$ 52.40		
Tender		\$ 40.56	\$ 41.37	\$ 42.20	\$ 43.04	\$ 43.90	\$ 44.78	\$ 45.68		
ROV Operator	110%	\$ 51.12	\$ 52.14	\$ 53.18	\$ 54.24	\$ 55.32	\$ 56.43	\$ 57.56		
Standby Diver	110%	\$ 51.12	\$ 52.14	\$ 53.18	\$ 54.24	\$ 55.32	\$ 56.43	\$ 57.56		
Diver	150%	\$ 69.71	\$ 71.10	\$ 72.52	\$ 73.97	\$ 75.45	\$ 76.96	\$ 78.50		
Dive Supervisor	165%	\$ 76.68	\$ 78.21	\$ 79.77	\$ 81.37	\$ 83.00	\$ 84.66	\$ 86.35		
Vacation Pay	10%									

Note: Diver rates are indicated with percentages, but no base rate is given.

Year	2018-07-01	2019-07-01	2020-07-01	2021-07-01	2022-07-01	2023-07-01	2024-07-01
Benefit Total	\$ 9.61	\$ 9.80	\$ 10.00	\$ 10.20	\$ 10.40	\$ 10.61	\$ 10.82

If any changes are required to the wage rates and remittance tables provided by the Affiliates, the Parties will make or rectify any necessary changes or provision.

Community Benefits Wage schedule - Plumbers & Pipefitters UA Local 170 - Commercial/Institutional										
Job Classification	Rate	2018-07-01	2019-07-01	2020-07-01	2021-07-01	2022-07-01	2023-07-01	2024-07-01		
Plumber Apprentice 1st 6 months	45%	\$ 16.26	\$ 16.58	\$ 16.92	\$ 17.25	\$ 17.60	\$ 17.95	\$ 18.31		
Plumber Apprentice 2nd 6 months	50%	\$ 18.07	\$ 18.43	\$ 18.80	\$ 19.17	\$ 19.56	\$ 19.95	\$ 20.35		
Plumber Apprentice 3rd 6 months	55%	\$ 19.87	\$ 20.27	\$ 20.67	\$ 21.09	\$ 21.51	\$ 21.94	\$ 22.38		
Plumber Apprentice 4th 6 months	60%	\$ 21.68	\$ 22.11	\$ 22.55	\$ 23.00	\$ 23.47	\$ 23.93	\$ 24.41		
Plumber Apprentice 5th 6 months	65%	\$ 23.48	\$ 23.95	\$ 24.43	\$ 24.92	\$ 25.42	\$ 25.93	\$ 26.45		
Plumber Apprentice 6th 6 months	70%	\$ 25.29	\$ 25.80	\$ 26.31	\$ 26.84	\$ 27.38	\$ 27.92	\$ 28.48		
Plumber Apprentice 7th 6 months	75%	\$ 27.10	\$ 27.64	\$ 28.19	\$ 28.76	\$ 29.33	\$ 29.92	\$ 30.52		
Plumber Apprentice 8th 6 months	80%	\$ 28.90	\$ 29.48	\$ 30.07	\$ 30.67	\$ 31.29	\$ 31.91	\$ 32.55		
Building Trades Helper	87%	\$ 31.40	\$ 32.02	\$ 32.67	\$ 33.32	\$ 33.99	\$ 34.66	\$ 35.36		
Journeyman	100%	\$ 36.13	\$ 36.85	\$ 37.59	\$ 38.34	\$ 39.11	\$ 39.89	\$ 40.69		
Foreman	115%	\$ 41.55	\$ 42.38	\$ 43.23	\$ 44.09	\$ 44.98	\$ 45.87	\$ 46.79		
General Foreman	120%	\$ 43.36	\$ 44.22	\$ 45.11	\$ 46.01	\$ 46.93	\$ 47.87	\$ 48.83		
Vacation Pay	10%									

Year	2018-07-01	2019-07-01	2020-07-01	2021-07-01	2022-07-01	2023-07-01	2024-07-01
Benefit Total	\$ 9.03	\$ 9.21	\$ 9.39	\$ 9.58	\$ 9.77	\$ 9.97	\$ 10.17

If any changes are required to the wage rates and remittance tables provided by the Affiliates, the Parties will make or rectify any necessary changes or provision.

Job Classification	Rate	Community Benefits Wage schedule - Plasterers - Commercial/Institutional									
		2018-07-01	2019-07-01	2020-07-01	2021-07-01	2022-07-01	2023-07-01	2024-07-01			
Pre-Apprentice	45%	\$ 15.10	\$ 15.40	\$ 15.71	\$ 16.02	\$ 16.34	\$ 16.67	\$ 17.01			
1st Term or Level 1	70%	\$ 23.49	\$ 23.96	\$ 24.44	\$ 24.93	\$ 25.42	\$ 25.94	\$ 26.45			
2nd Term or Level 2	75%	\$ 25.17	\$ 25.67	\$ 26.18	\$ 26.71	\$ 27.24	\$ 27.79	\$ 28.34			
3rd Term or Level 3	80%	\$ 26.85	\$ 27.38	\$ 27.93	\$ 28.49	\$ 29.06	\$ 29.64	\$ 30.23			
4th Term or Level 4	85%	\$ 28.53	\$ 29.10	\$ 29.67	\$ 30.27	\$ 30.87	\$ 31.49	\$ 32.12			
5th Term or Level 5	90%	\$ 30.20	\$ 30.81	\$ 31.42	\$ 32.05	\$ 32.69	\$ 33.35	\$ 34.01			
6th Term or Level 6	95%	\$ 31.88	\$ 32.52	\$ 33.16	\$ 33.83	\$ 34.50	\$ 35.20	\$ 35.90			
Journeyman	100%	\$ 33.56	\$ 34.23	\$ 34.91	\$ 35.61	\$ 36.32	\$ 37.05	\$ 37.79			
Crew Leader	115%	\$ 38.59	\$ 39.36	\$ 40.15	\$ 40.95	\$ 41.77	\$ 42.61	\$ 43.46			
Vacation Pay	10%										

Year	2018-07-01	2019-07-01	2020-07-01	2021-07-01	2022-07-01	2023-07-01	2024-07-01
Benefit Total	\$ 7.60	\$ 7.75	\$ 7.91	\$ 8.07	\$ 8.23	\$ 8.39	\$ 8.56

If any changes are required to the wage rates and remittance tables provided by the Affiliates, the Parties will make or rectify any necessary changes or provision.

Job Classification	Community Benefits Wage schedule - Refrigeration UA 516 - Commercial/Institutional									
	Rate	2018-07-01	2019-07-01	2020-07-01	2021-07-01	2022-07-01	2023-07-01	2024-07-01		
Helper	\$	13.85	\$ 14.60	\$ 15.20	\$ 15.50	\$ 15.81	\$ 16.13	\$ 16.45		
Apprentice Level 1	35%	\$ 15.41	\$ 15.72	\$ 16.03	\$ 16.36	\$ 16.68	\$ 17.01	\$ 17.35		
Apprentice Level 2	40%	\$ 17.61	\$ 17.96	\$ 18.32	\$ 18.69	\$ 19.06	\$ 19.44	\$ 19.83		
Apprentice Level 3	50%	\$ 22.02	\$ 22.46	\$ 22.91	\$ 23.37	\$ 23.83	\$ 24.31	\$ 24.79		
Apprentice Level 4	55%	\$ 24.22	\$ 24.70	\$ 25.20	\$ 25.70	\$ 26.21	\$ 26.74	\$ 27.27		
Apprentice Level 5	60%	\$ 26.42	\$ 26.95	\$ 27.49	\$ 28.04	\$ 28.60	\$ 29.17	\$ 29.75		
Apprentice Level 6	65%	\$ 28.62	\$ 29.19	\$ 29.78	\$ 30.37	\$ 30.98	\$ 31.60	\$ 32.23		
Apprentice Level 7	70%	\$ 30.82	\$ 31.44	\$ 32.07	\$ 32.71	\$ 33.36	\$ 34.03	\$ 34.71		
Apprentice Level 8	75%	\$ 33.02	\$ 33.68	\$ 34.36	\$ 35.05	\$ 35.75	\$ 36.46	\$ 37.19		
Apprentice Level 9	80%	\$ 35.22	\$ 35.93	\$ 36.65	\$ 37.38	\$ 38.13	\$ 38.89	\$ 39.66		
Apprentice Level 10	90%	\$ 39.63	\$ 40.42	\$ 41.23	\$ 42.06	\$ 42.89	\$ 43.75	\$ 44.62		
Journeyperson rate	100%	\$ 44.03	\$ 44.91	\$ 45.81	\$ 46.73	\$ 47.66	\$ 48.61	\$ 49.58		
Journeyperson*	100% + \$0.80	\$ 44.83	\$ 45.71	\$ 46.61	\$ 47.53	\$ 48.46	\$ 49.41	\$ 50.38		
Foreman*	110% + \$0.80	\$ 49.23	\$ 50.20	\$ 51.19	\$ 52.20	\$ 53.23	\$ 54.27	\$ 55.34		
General Foreman*	115% + \$0.80	\$ 51.43	\$ 52.45	\$ 53.48	\$ 54.54	\$ 55.61	\$ 56.70	\$ 57.82		
*Journeyman, Foreman & General Foreman rates include Gas B Ticket at \$0.80 per hour (calculated in)										
Vacation Pay	10%									

Year	2018-07-01	2019-07-01	2020-07-01	2021-07-01	2022-07-01	2023-07-01	2024-07-01
Benefit Total	\$3.73	\$ 3.80	\$ 3.88	\$ 3.96	\$ 4.04	\$ 4.12	\$ 4.20

If any changes are required to the wage rates and remittance tables provided by the Affiliates, the Parties will make or rectify any necessary changes or provision.

Job Classification	Community Benefits Wage schedule - Sheetmetal Standard - Commercial/Institutional									
	Rate	2018-07-01	2019-07-01	2020-07-01	2021-07-01	2022-07-01	2023-07-01	2024-07-01		
Pre Apprentice (First 800 Hours)	40%	\$ 15.91	\$ 16.23	\$ 16.56	\$ 16.89	\$ 17.22	\$ 17.57	\$ 17.92		
Pre Apprentice (After 800 Hours)	40%	\$ 15.91	\$ 16.23	\$ 16.56	\$ 16.89	\$ 17.22	\$ 17.57	\$ 17.92		
Apprentice 0 - 1600 Hours	50%	\$ 19.89	\$ 20.29	\$ 20.70	\$ 21.11	\$ 21.53	\$ 21.96	\$ 22.40		
Apprentice 1601 - 3200 Hours	60%	\$ 23.87	\$ 24.35	\$ 24.83	\$ 25.33	\$ 25.84	\$ 26.35	\$ 26.88		
Apprentice 3201 - 4800 Hours	70%	\$ 27.85	\$ 28.41	\$ 28.97	\$ 29.55	\$ 30.14	\$ 30.74	\$ 31.36		
Apprentice 4801 - 6000 Hours	80%	\$ 31.82	\$ 32.46	\$ 33.11	\$ 33.78	\$ 34.45	\$ 35.14	\$ 35.84		
Material Man	50%	\$ 19.89	\$ 20.29	\$ 20.70	\$ 21.11	\$ 21.53	\$ 21.96	\$ 22.40		
Material Man (Grandparented)	75%	\$ 29.84	\$ 30.44	\$ 31.04	\$ 31.67	\$ 32.30	\$ 32.94	\$ 33.60		
Welder	85%	\$ 33.81	\$ 34.49	\$ 35.18	\$ 35.89	\$ 36.60	\$ 37.33	\$ 38.08		
Journeyman Welder	100%	\$ 39.78	\$ 40.58	\$ 41.39	\$ 42.22	\$ 43.06	\$ 43.92	\$ 44.80		
1st year Journeyman	90%	\$ 35.80	\$ 36.52	\$ 37.25	\$ 38.00	\$ 38.75	\$ 39.53	\$ 40.32		
Journeyman	100%	\$ 39.78	\$ 40.58	\$ 41.39	\$ 42.22	\$ 43.06	\$ 43.92	\$ 44.80		
"B" Foreman	110%	\$ 43.76	\$ 44.64	\$ 45.53	\$ 46.44	\$ 47.37	\$ 48.31	\$ 49.28		
"A" Foreman	115%	\$ 45.75	\$ 46.67	\$ 47.60	\$ 48.55	\$ 49.52	\$ 50.51	\$ 51.52		
Vacation Pay	10%									

Year	2018-07-01	2019-07-01	2020-07-01	2021-07-01	2022-07-01	2023-07-01	2024-07-01
Benefit Total	\$ 8.36	\$ 8.53	\$ 8.70	\$ 8.87	\$ 9.05	\$ 9.23	\$ 9.41

If any changes are required to the wage rates and remittance tables provided by the Affiliates, the Parties will make or rectify any necessary changes or provision.

		Community Benefits Wage schedule - Sheetmetal Roofer Local 280 - Commercial/Institutional									
Job Classification	Rate	2018-07-01	2019-07-01	2020-07-01	2021-07-01	2022-07-01	2023-07-01	2024-07-01			
Material Handler*	50%	\$ 14.85	\$ 15.15	\$ 15.45	\$ 15.76	\$ 16.08	\$ 16.40	\$ 16.73			
Apprentice 1st term (0-300 Hours)*	50%	\$ 14.85	\$ 15.15	\$ 15.45	\$ 15.76	\$ 16.08	\$ 16.40	\$ 16.73			
Apprentice 2nd term (301-600 Hours)*	55%	\$ 16.34	\$ 16.66	\$ 17.00	\$ 17.34	\$ 17.68	\$ 18.03	\$ 18.40			
Apprentice 3rd term (6010-1300 Hours)*	60%	\$ 17.82	\$ 18.17	\$ 18.54	\$ 18.91	\$ 19.29	\$ 19.67	\$ 20.07			
Apprentice 4th term (1301-2000 Hours)	65%	\$ 19.31	\$ 19.69	\$ 20.09	\$ 20.49	\$ 20.90	\$ 21.31	\$ 21.74			
Apprentice 5th term (2001-2700 Hours)	70%	\$ 20.79	\$ 21.20	\$ 21.63	\$ 22.06	\$ 22.51	\$ 22.95	\$ 23.42			
Apprentice 6th term (2701-3600 Hours)	80%	\$ 23.76	\$ 24.23	\$ 24.72	\$ 25.22	\$ 25.72	\$ 26.23	\$ 26.76			
New Journeyman	85%	\$ 25.25	\$ 25.75	\$ 26.27	\$ 26.79	\$ 27.33	\$ 27.87	\$ 28.43			
Journeyman Roofer	100%	\$ 29.70	\$ 30.29	\$ 30.90	\$ 31.52	\$ 32.15	\$ 32.79	\$ 33.45			
Roofer Foreman "B"	100% + \$2.50	\$ 32.20	\$ 32.79	\$ 33.40	\$ 34.02	\$ 34.65	\$ 35.29	\$ 35.95			
Roofer Foreman "A"	100% + \$3.50	\$ 33.20	\$ 33.79	\$ 34.40	\$ 35.02	\$ 35.65	\$ 36.29	\$ 36.95			
Vacation Pay	10%	* classifications are not entitled to Pension Contributions									
Year		2018-07-01	2019-07-01	2020-07-01	2021-07-01	2022-07-01	2023-07-01	2024-07-01			
Benefit Total		\$ 7.31	\$ 7.46	\$ 7.61	\$ 7.76	\$ 7.92	\$ 8.08	\$ 8.24			

If any changes are required to the wage rates and remittance tables provided by the Affiliates, the Parties will make or rectify any necessary changes or provision.

Job Classification	Community Benefits Wage schedule - Teamsters Heavy Construction - Commercial/Institutional							
	Rate	2018-07-01	2019-07-01	2020-07-01	2021-07-01	2022-07-01	2023-07-01	2024-07-01
Group 1 <ul style="list-style-type: none"> Bottom Dumps - all makes - Trailers and Semi-Trailers Dumps - sixty-five (65) yards to eighty-five (85) yards End Dump Trucks (measured capacity of dump, but including side boards if used) – 60 yards – less than 72 yards Lowbeds - over 150 tons Warehouseperson - Class I 	\$	30.78 \$	31.40 \$	32.03 \$	32.67 \$	33.32 \$	33.99 \$	34.67 \$
Group 2 <ul style="list-style-type: none"> Bottom Dumps – all makes – Trailers and Semi-Trailers Dumps – 45 yards to 65 yards Concrete Buggies, scootercrete or converted equipment, whichever is greater – 16 yards and over End Dump Trucks (measured capacity of dump, but including side boards if used) – 36 yards – less than 60 yards 	\$	30.37 \$	30.98 \$	31.60 \$	32.23 \$	32.87 \$	33.53 \$	34.20 \$
Group 3 <ul style="list-style-type: none"> End Dump Trucks (measured capacity of dump, but including side boards if used) – 24 yards – less than 36 yards Logging Trucks Transit Mixers, agitators, mobile mix and all other similar vehicles over 13 yards 	\$	30.05 \$	30.65 \$	31.26 \$	31.89 \$	32.53 \$	33.18 \$	33.84 \$

Job Classification	Community Benefits Wage schedule - Teamsters Heavy Construction - Commercial/Institutional							
	Rate	2018-07-01	2019-07-01	2020-07-01	2021-07-01	2022-07-01	2023-07-01	2024-07-01
Group 4 <ul style="list-style-type: none"> • Concrete Buggies, scootcrete or converted equipment, whichever is greater – 10 yards up to 16 yards • End Dump Trucks (measured capacity of dump but including side boards if used) – 12 yards – less than 24 yards • Lowbeds – 100 tons and up to 150 tons • Straddle Carriers, if equipped with crane • Transit Mixers, agitators, mobile mix and all other similar vehicles – 9 and up to 13 yards • Turnarockers and similar equipment – over 30 yards • Warehouseperson – Class II 		\$ 29.88	\$ 30.48	\$ 31.09	\$ 31.71	\$ 32.34	\$ 32.99	\$ 33.65
Group 5 <ul style="list-style-type: none"> • Bottom Dumps, all makes, Trailers and Semi-Trailers Dumps less than 45 yards • Load Luger and similar equipment 3 tons and over • Lowbeds up to 100 tons • Straddle Carriers • Turnarockers and similar equipment 3 tons and over • Large Tile Trailers 		\$ 29.71	\$ 30.30	\$ 30.91	\$ 31.53	\$ 32.16	\$ 32.80	\$ 33.46

Job Classification	Community Benefits Wage schedule - Teamsters Heavy Construction - Commercial/Institutional							
	Rate	2018-07-01	2019-07-01	2020-07-01	2021-07-01	2022-07-01	2023-07-01	2024-07-01
Group 6 <ul style="list-style-type: none"> • "A" Frame; Swedish Type Truck Crane; Pitman; Hiab and Stinger; Boom Trucks; Semi-Trailer with Hiab, etc. (excluding pup trailer units) over 5 tons lifting capacity • Concrete Buggies, scootcrete or converted equipment, whichever is greater up to 10 yards • End Dump Trucks (measured capacity of dump, but including side boards if used) – 8 yards – less than 12 yards • Load Luger and similar equipment under 3 tons • Nodwells, Bombardiers and similar equipment • Service Truck Driver • Transit Mixers, agitators, mobile mix and all other similar vehicles up to 9 yards 	\$	29.61 \$	30.20 \$	30.80 \$	31.42 \$	32.05 \$	32.69 \$	33.34 \$
Group 7 <ul style="list-style-type: none"> • "A" Frame; Swedish Type Truck Crane; Pitman; Hiab and Stinger; Boom Trucks, Semi-Trailer with Hiab, etc. (excluding pup trailer units) up to and including 5 tons lifting capacity • Asphalt Spray Truck – Semi-Trailers • Dispatcher • Dumptors (Mules) • End Dump Trucks (measured capacity of dump, but including side boards if used) – less than 8 yards • Flat Deck Trucks 10 tons and over • Forklifts, Lumber stackers, cranes, etc. over 4 tons lifting capacity 	\$	29.38 \$	29.97 \$	30.57 \$	31.18 \$	31.80 \$	32.44 \$	33.09 \$

Job Classification	Community Benefits Wage schedule - Teamsters - Interior Road Building									
	2018-07-01	2019-07-01	2020-07-01	2021-07-01	2022-07-01	2023-07-01	2024-07-01			
Dispatcher	\$ 29.00	\$ 29.58	\$ 30.17	\$ 30.77	\$ 31.39	\$ 32.02	\$ 32.66			
Turnarockers and similar equipment all makes up to 30 yards	\$ 29.53	\$ 30.12	\$ 30.72	\$ 31.33	\$ 31.96	\$ 32.60	\$ 33.25			
Over 30 yards	\$ 29.65	\$ 30.24	\$ 30.84	\$ 31.46	\$ 32.09	\$ 32.73	\$ 33.38			
Bottom Dumps all makes, trailers and semi-trailers dumps less than 45 yards (Add 20¢ for each additional 20 yards)	\$ 29.60	\$ 30.19	\$ 30.79	\$ 31.41	\$ 32.04	\$ 32.68	\$ 33.33			
Logging Trucks	\$ 29.78	\$ 30.38	\$ 30.99	\$ 31.61	\$ 32.24	\$ 32.88	\$ 33.54			
Lumber Stackers, Carriers, Forklifts, Cranemobiles and similar equipment	\$ 29.27	\$ 29.86	\$ 30.46	\$ 31.07	\$ 31.69	\$ 32.32	\$ 32.97			
Straddle Carriers	\$ 29.48	\$ 30.07	\$ 30.67	\$ 31.28	\$ 31.91	\$ 32.55	\$ 33.20			
Straddle Carriers if equipped with Crane	\$ 29.70	\$ 30.29	\$ 30.90	\$ 31.52	\$ 32.15	\$ 32.79	\$ 33.45			
Load Lugger and similar equipment under 3 tons	\$ 29.33	\$ 29.92	\$ 30.52	\$ 31.13	\$ 31.75	\$ 32.39	\$ 33.04			
3 tons and over	\$ 29.47	\$ 30.06	\$ 30.66	\$ 31.27	\$ 31.90	\$ 32.54	\$ 33.19			
Transit Mixers up to 5 yards and all other vehicles when hauling concrete shall be paid a minimum of this rate, or the rate of the equipment used if higher than this	\$ 28.16	\$ 28.72	\$ 29.29	\$ 29.88	\$ 30.48	\$ 31.09	\$ 31.71			
Transit Mixer over 5 yards	\$ 29.43	\$ 30.02	\$ 30.62	\$ 31.23	\$ 31.85	\$ 32.49	\$ 33.14			
Mobile Mix Trucks up to 5 yards	\$ 29.58	\$ 30.17	\$ 30.77	\$ 31.39	\$ 32.02	\$ 32.66	\$ 33.31			
Mobile Mix Trucks 5 yards and over	\$ 29.78	\$ 30.38	\$ 30.99	\$ 31.61	\$ 32.24	\$ 32.88	\$ 33.54			
Dumptors (Mules)	\$ 29.17	\$ 29.75	\$ 30.35	\$ 30.96	\$ 31.58	\$ 32.21	\$ 32.85			
End Dump Trucks (measured capacity of dump but including side boards, if less than 8 yards)	\$ 29.10	\$ 29.68	\$ 30.27	\$ 30.88	\$ 31.50	\$ 32.13	\$ 32.77			
- 8 yards - less than 12 yards	\$ 29.34	\$ 29.93	\$ 30.53	\$ 31.14	\$ 31.76	\$ 32.40	\$ 33.05			
-12 yards - less than 24 yards (Add 20¢ for each additional 20 yards)	\$ 29.44	\$ 30.03	\$ 30.63	\$ 31.24	\$ 31.86	\$ 32.50	\$ 33.15			
All Semi-Trailer, Pole Trailers When equipped with Hiab or Swedish Type Crane										
- Tilt Trailer - Small - 20¢ per hour	\$ 29.17	\$ 29.75	\$ 30.35	\$ 30.96	\$ 31.58	\$ 32.21	\$ 32.85			
- Pup, Transfer or Slider Trailer - 60¢ per hour	\$ 29.31	\$ 29.90	\$ 30.50	\$ 31.11	\$ 31.73	\$ 32.36	\$ 33.01			
Lowbeds (retro payment without \$1.00 grid bump)	\$ 31.18	\$ 31.80	\$ 32.44	\$ 33.09	\$ 33.75	\$ 34.43	\$ 35.12			

Job Classification	Community Benefits Wage schedule - Teamsters - Interior Road Building							
	2018-07-01	2019-07-01	2020-07-01	2021-07-01	2022-07-01	2023-07-01	2024-07-01	
Asphalt Spray Trucks	\$ 29.44	\$ 30.03	\$ 30.63	\$ 31.24	\$ 31.86	\$ 32.50	\$ 33.15	
Asphalt Spray Trucks, Semi-Trailers	\$ 30.52	\$ 31.13	\$ 31.75	\$ 32.39	\$ 33.04	\$ 33.70	\$ 34.37	
Manhaul, Crummie, Bus and all equipment transporting personnel (requires Class 2 Licence with air endorsement)	\$ 28.82	\$ 29.40	\$ 29.99	\$ 30.59	\$ 31.20	\$ 31.82	\$ 32.46	
Small forklifts and similar equipment used in the warehouse	\$ 28.75	\$ 29.33	\$ 29.92	\$ 30.52	\$ 31.13	\$ 31.75	\$ 32.39	
Fuel Trucks up to 2,000 gallons	\$ 28.77	\$ 29.35	\$ 29.94	\$ 30.54	\$ 31.15	\$ 31.77	\$ 32.41	
2,000 gallons up to 4,000 gallons	\$ 28.89	\$ 29.47	\$ 30.06	\$ 30.66	\$ 31.27	\$ 31.90	\$ 32.54	
4,000 gallons and over (does not include semis and trailers) Converted equipment rate or the converted unit rate, whichever is the greater	\$ 28.96	\$ 29.54	\$ 30.13	\$ 30.73	\$ 31.34	\$ 31.97	\$ 32.61	
Flat Deck Trucks (Equipped with winch add 10¢)								
under 4 tons	\$ 28.69	\$ 29.26	\$ 29.85	\$ 30.45	\$ 31.06	\$ 31.68	\$ 32.31	
4 tons up to 10 tons	\$ 28.23	\$ 28.79	\$ 29.37	\$ 29.96	\$ 30.56	\$ 31.17	\$ 31.79	
10 tons and over	\$ 28.96	\$ 29.54	\$ 30.13	\$ 30.73	\$ 31.34	\$ 31.97	\$ 32.61	
"A" Frame and Swedish type crane, trucks, Hiab, etc.	\$ 29.14	\$ 29.72	\$ 30.31	\$ 30.92	\$ 31.54	\$ 32.17	\$ 32.81	
Pick-up and Panel Trucks and Pilot Cars and similar equipment	\$ 28.23	\$ 28.79	\$ 29.37	\$ 29.96	\$ 30.56	\$ 31.17	\$ 31.79	
Power Wagon	\$ 28.77	\$ 29.35	\$ 29.94	\$ 30.54	\$ 31.15	\$ 31.77	\$ 32.41	
Power Wagons with winch	\$ 28.89	\$ 29.47	\$ 30.06	\$ 30.66	\$ 31.27	\$ 31.90	\$ 32.54	
Service Truck Driver	\$ 29.32	\$ 29.91	\$ 30.51	\$ 31.12	\$ 31.74	\$ 32.37	\$ 33.02	
Nodwell, Bombardiers and similar equipment	\$ 29.36	\$ 29.95	\$ 30.55	\$ 31.16	\$ 31.78	\$ 32.42	\$ 33.07	
Farm type tractor	\$ 28.66	\$ 29.23	\$ 29.81	\$ 30.41	\$ 31.02	\$ 31.64	\$ 32.27	
Scotcrete and similar equipment	\$ 29.34	\$ 29.93	\$ 30.53	\$ 31.14	\$ 31.76	\$ 32.40	\$ 33.05	
Warehouseman Class 1	\$ 29.85	\$ 30.45	\$ 31.06	\$ 31.68	\$ 32.31	\$ 32.96	\$ 33.62	
Warehouseman Class 2	\$ 29.55	\$ 30.14	\$ 30.74	\$ 31.35	\$ 31.98	\$ 32.62	\$ 33.27	
Warehouseman Class 3	\$ 29.01	\$ 29.59	\$ 30.18	\$ 30.78	\$ 31.40	\$ 32.03	\$ 32.67	
Warehouseman Class 4	\$ 28.02	\$ 28.58	\$ 29.15	\$ 29.73	\$ 30.32	\$ 30.93	\$ 31.55	
Field Warehouse Pick-Up Man	\$ 29.55	\$ 30.14	\$ 30.74	\$ 31.35	\$ 31.98	\$ 32.62	\$ 33.27	

Community Benefits Wage schedule - Teamsters - Interior Road Building							
Job Classification	2018-07-01	2019-07-01	2020-07-01	2021-07-01	2022-07-01	2023-07-01	2024-07-01
Foreman premium (Clause XXII (4) Payable over and above highest Teamster classification being supervised)	110%	110%	110%	110%	110%	110%	110%
Warehouse Foreman (Clause XXIV (a) Above the Class 1 Warehouseman's rate)	110%	110%	110%	110%	110%	110%	110%
Vacation Pay	8%						

Year	2018-07-01	2019-07-01	2020-07-01	2021-07-01	2022-07-01	2023-07-01	2024-07-01
Benefit Total	\$ 8.02	\$ 8.18	\$ 8.34	\$ 8.51	\$ 8.68	\$ 8.85	\$ 9.03

If any changes are required to the wage rates and remittance tables provided by the Affiliates, the Parties will make or rectify any necessary changes or provision.

Job Classification	Community Benefits Wage schedule - Lower Mainland Road Building							
	2018-07-01	2019-07-01	2020-07-01	2021-07-01	2022-07-01	2023-07-01	2024-07-01	
Dispatcher	\$ 36.01	\$ 36.73	\$ 37.46	\$ 38.21	\$ 38.97	\$ 39.75	\$ 40.55	
Turnrockers and similar equipment all makes up to 30 yards	\$ 36.57	\$ 37.30	\$ 38.05	\$ 38.81	\$ 39.59	\$ 40.38	\$ 41.19	
Over 30 yards	\$ 36.69	\$ 37.42	\$ 38.17	\$ 38.93	\$ 39.71	\$ 40.50	\$ 41.31	
Bottom Dumps all makes, trailers and semi-trailers dumps less than 45 yards (Add 20¢ for each additional 20 yards)	\$ 36.63	\$ 37.36	\$ 38.11	\$ 38.87	\$ 39.65	\$ 40.44	\$ 41.25	
Logging Trucks	\$ 36.82	\$ 37.56	\$ 38.31	\$ 39.08	\$ 39.86	\$ 40.66	\$ 41.47	
Lumber Stackers, Carriers, Forklifts, Cranes and similar equipment	\$ 36.52	\$ 37.25	\$ 38.00	\$ 38.76	\$ 39.54	\$ 40.33	\$ 41.14	
Straddle Carriers	\$ 36.72	\$ 37.45	\$ 38.20	\$ 38.96	\$ 39.74	\$ 40.53	\$ 41.34	
Straddle Carriers if equipped with Crane	\$ 35.83	\$ 36.55	\$ 37.28	\$ 38.03	\$ 38.79	\$ 39.57	\$ 40.36	
Load Luger and similar equipment under 3 tons	\$ 36.37	\$ 37.10	\$ 37.84	\$ 38.60	\$ 39.37	\$ 40.16	\$ 40.96	
3 tons and over	\$ 36.52	\$ 37.25	\$ 38.00	\$ 38.76	\$ 39.54	\$ 40.33	\$ 41.14	
Transit Mixers up to 5 yards and all other vehicles when hauling concrete shall be paid a minimum of this rate, or the rate of the equipment used if higher than this	\$ 36.21	\$ 36.93	\$ 37.67	\$ 38.42	\$ 39.19	\$ 39.97	\$ 40.77	
Transit Mixer over 5 yards	\$ 36.46	\$ 37.19	\$ 37.93	\$ 38.69	\$ 39.46	\$ 40.25	\$ 41.06	
Mobile Mix Trucks up to 5 yards	\$ 36.62	\$ 37.35	\$ 38.10	\$ 38.86	\$ 39.64	\$ 40.43	\$ 41.24	
Mobile Mix Trucks 5 yards and over	\$ 36.83	\$ 37.57	\$ 38.32	\$ 39.09	\$ 39.87	\$ 40.67	\$ 41.48	
Dumprtors (Mules)	\$ 36.18	\$ 36.90	\$ 37.64	\$ 38.39	\$ 39.16	\$ 39.94	\$ 40.74	
End Dump Trucks (measured capacity of dump but including side boards, if less than 8 yards)	\$ 35.98	\$ 36.70	\$ 37.43	\$ 38.18	\$ 38.94	\$ 39.72	\$ 40.51	
8 yards - less than 12 yards	\$ 36.39	\$ 37.12	\$ 37.86	\$ 38.62	\$ 39.39	\$ 40.18	\$ 40.98	
12 yards - less than 24 yards (ADD 10¢ for additional 12 yard capacity)	\$ 36.62	\$ 37.35	\$ 38.10	\$ 38.86	\$ 39.64	\$ 40.43	\$ 41.24	
End Dump trucks equipped with side winders - add 10¢ per hour								
All Semi-Trailer, Pole Trailers	\$ 36.18	\$ 36.90	\$ 37.64	\$ 38.39	\$ 39.16	\$ 39.94	\$ 40.74	

Job Classification	Community Benefits Wage schedule - Lower Mainland Road Building							
	2018-07-01	2019-07-01	2020-07-01	2021-07-01	2022-07-01	2023-07-01	2024-07-01	
When equipped with Hiab or Swedish Type Crane	\$ 36.32	\$ 37.05	\$ 37.79	\$ 38.55	\$ 39.32	\$ 40.11	\$ 40.91	
- Tilt Trailer - Small - add 20¢ per hour								
Pup, Transfer or Slider Trailer - Sixty (60¢) per hour Lowbeds	\$ 37.15	\$ 37.89	\$ 38.65	\$ 39.42	\$ 40.21	\$ 41.01	\$ 41.83	
Asphalt Spray Trucks	\$ 36.20	\$ 36.92	\$ 37.66	\$ 38.41	\$ 39.18	\$ 39.96	\$ 40.76	
Asphalt Spray Trucks, Semi-Trailers	\$ 36.48	\$ 37.21	\$ 37.95	\$ 38.71	\$ 39.48	\$ 40.27	\$ 41.08	
Manhaul, Crummie, Bus and all equipment transporting personnel (requires Class 2 Licence with air endorsement)	\$ 35.85	\$ 36.57	\$ 37.30	\$ 38.05	\$ 38.81	\$ 39.59	\$ 40.38	
Small forklifts and similar equipment used in the warehouse	\$ 35.74	\$ 36.45	\$ 37.18	\$ 37.92	\$ 38.68	\$ 39.45	\$ 40.24	
	\$ 35.78	\$ 36.50	\$ 37.23	\$ 37.97	\$ 38.73	\$ 39.50	\$ 40.29	
2,000 gallons up to 4,000 gallons	\$ 35.91	\$ 36.63	\$ 37.36	\$ 38.11	\$ 38.87	\$ 39.65	\$ 40.44	
4,000 gallons and over (does not include semis or trailers)	\$ 36.07	\$ 36.79	\$ 37.53	\$ 38.28	\$ 39.05	\$ 39.83	\$ 40.63	
Water trucks up to 2,000 gallons	\$ 35.71	\$ 36.42	\$ 37.15	\$ 37.89	\$ 38.65	\$ 39.42	\$ 40.21	
2,000 gallons up to 4,000 gallons	\$ 35.85	\$ 36.57	\$ 37.30	\$ 38.05	\$ 38.81	\$ 39.59	\$ 40.38	
4,000 gallons and over (does not include semis and trailers) Converted equipment rate or the converted unit rate, whichever is the greater								
Flat Deck Trucks under 4 tons	\$ 35.99	\$ 36.71	\$ 37.44	\$ 38.19	\$ 38.95	\$ 39.73	\$ 40.52	
- 4 tons up to 10 tons	\$ 35.71	\$ 36.42	\$ 37.15	\$ 37.89	\$ 38.65	\$ 39.42	\$ 40.21	
-10 tons and over	\$ 35.85	\$ 36.57	\$ 37.30	\$ 38.05	\$ 38.81	\$ 39.59	\$ 40.38	
	\$ 35.99	\$ 36.71	\$ 37.44	\$ 38.19	\$ 38.95	\$ 39.73	\$ 40.52	
Equipped with winch add 10¢ "A" Frame and Swedish type crane, trucks, Hiab, etc.	\$ 36.13	\$ 36.85	\$ 37.59	\$ 38.34	\$ 39.11	\$ 39.89	\$ 40.69	
Pick-up and Panel Trucks and Pilot Cars and similar equipment	\$ 35.22	\$ 35.92	\$ 36.64	\$ 37.37	\$ 38.12	\$ 38.88	\$ 39.66	
Power Wagon	\$ 35.80	\$ 36.52	\$ 37.25	\$ 38.00	\$ 38.76	\$ 39.54	\$ 40.33	

Job Classification	Community Benefits Wage schedule - Teamsters - Lower Mainland Road Building									
	2018-07-01	2019-07-01	2020-07-01	2021-07-01	2022-07-01	2023-07-01	2024-07-01			
Power Wagons with winch	\$ 35.91	\$ 36.63	\$ 37.36	\$ 38.11	\$ 38.87	\$ 39.65	\$ 40.44			
Service Truck Driver	\$ 36.35	\$ 37.08	\$ 37.82	\$ 38.58	\$ 39.35	\$ 40.14	\$ 40.94			
Nodwell, Bombardiers and similar equipment	\$ 36.42	\$ 37.15	\$ 37.89	\$ 38.65	\$ 39.42	\$ 40.21	\$ 41.01			
Farm type tractor	\$ 35.65	\$ 36.36	\$ 37.09	\$ 37.83	\$ 38.59	\$ 39.36	\$ 40.15			
Scotcrete and similar equipment	\$ 36.38	\$ 37.11	\$ 37.85	\$ 38.61	\$ 39.38	\$ 40.17	\$ 40.97			
Warehouseman Class 1	\$ 36.88	\$ 37.62	\$ 38.37	\$ 39.14	\$ 39.92	\$ 40.72	\$ 41.53			
Warehouseman Class 2	\$ 36.59	\$ 37.32	\$ 38.07	\$ 38.83	\$ 39.61	\$ 40.40	\$ 41.21			
Warehouseman Class 3	\$ 36.02	\$ 36.74	\$ 37.47	\$ 38.22	\$ 38.98	\$ 39.76	\$ 40.56			
Warehouseman Class 4	\$ 35.03	\$ 35.73	\$ 36.44	\$ 37.17	\$ 37.91	\$ 38.67	\$ 39.44			
Field Warehouse Pick-Up Man	\$ 36.01	\$ 36.73	\$ 37.46	\$ 38.21	\$ 38.97	\$ 39.75	\$ 40.55			
When required to do Class 2 warehouse duties	\$ 35.70	\$ 36.41	\$ 37.14	\$ 37.88	\$ 38.64	\$ 39.41	\$ 40.20			
Foreman premium (Clause XXII (4) Payable over and above highest Teamster classification being supervised)	110%	110%	110%	110%	110%	110%	110%			
Warehouse Foreman (Clause XXIV (a) Above the Class 1 Warehouseman's rate)	110%	110%	110%	110%	110%	110%	110%			
Vacation Pay	10%									

Year	2018-07-01	2019-07-01	2020-07-01	2021-07-01	2022-07-01	2023-07-01	2024-07-01
Benefit Total	\$ 7.33	\$ 7.48	\$ 7.63	\$ 7.78	\$ 7.94	\$ 8.10	\$ 8.26

If any changes are required to the wage rates and remittance tables provided by the Affiliates, the Parties will make or rectify any necessary changes or provision.

Job Classification	Community Benefits Wage schedule - Tilersetters - Commercial/Institutional									
	Rate	2018-07-01	2019-07-01	2020-07-01	2021-07-01	2022-07-01	2023-07-01	2024-07-01		
Pre-Apprentice		\$ 13.85	\$ 14.60	\$ 15.20	\$ 15.50	\$ 15.81	\$ 16.13	\$ 16.45		
A1 (1st Term) Apprentice	55%	\$ 16.67	\$ 17.00	\$ 17.34	\$ 17.69	\$ 18.04	\$ 18.40	\$ 18.77		
A2 (2nd Term) Apprentice	60%	\$ 18.18	\$ 18.55	\$ 18.92	\$ 19.30	\$ 19.68	\$ 20.08	\$ 20.48		
A3 (3rd Term) Apprentice	65%	\$ 19.70	\$ 20.09	\$ 20.49	\$ 20.90	\$ 21.32	\$ 21.75	\$ 22.18		
A4 (4th Term) Apprentice	70%	\$ 21.21	\$ 21.64	\$ 22.07	\$ 22.51	\$ 22.96	\$ 23.42	\$ 23.89		
A5 (5th Term) Apprentice	80%	\$ 24.24	\$ 24.73	\$ 25.22	\$ 25.73	\$ 26.24	\$ 26.77	\$ 27.30		
A6 (6th Term) Apprentice	90%	\$ 27.27	\$ 27.82	\$ 28.38	\$ 28.94	\$ 29.52	\$ 30.11	\$ 30.72		
New Journeyperson	85%	\$ 25.76	\$ 26.27	\$ 26.80	\$ 27.34	\$ 27.88	\$ 28.44	\$ 29.01		
Improver	85%	\$ 25.76	\$ 26.27	\$ 26.80	\$ 27.34	\$ 27.88	\$ 28.44	\$ 29.01		
Journeyman	100%	\$ 30.30	\$ 30.91	\$ 31.53	\$ 32.16	\$ 32.80	\$ 33.46	\$ 34.13		
"B" Foreman	100% + \$1.00	\$ 31.30	\$ 31.91	\$ 32.53	\$ 33.16	\$ 33.80	\$ 34.46	\$ 35.13		
"A" Foreman	115%	\$ 34.85	\$ 35.55	\$ 36.26	\$ 36.98	\$ 37.72	\$ 38.48	\$ 39.25		
Vacation Pay	10%									

Year	2018-07-01	2019-07-01	2020-07-01	2021-07-01	2022-07-01	2023-07-01	2024-07-01
Benefit Total	\$4.68	\$ 4.77	\$ 4.87	\$ 4.97	\$ 5.07	\$ 5.17	\$ 5.27

if any changes are required to the wage rates and remittance tables provided by the Affiliates, the Parties will make or rectify any necessary changes or provision.

Job Classification	Community Benefits Wage schedule - Terrazzo - Commercial/Institutional									
	Rate	2018-07-01	2019-07-01	2020-07-01	2021-07-01	2022-07-01	2023-07-01	2024-07-01		
Pre-Apprentice	\$	13.85	14.60	15.20	15.50	15.81	16.13	16.45		
A1 (1st Term) Apprentice	55%	16.81	17.15	17.49	17.84	18.20	18.56	18.94		
A2 (2nd Term) Apprentice	60%	18.34	18.71	19.08	19.46	19.85	20.25	20.66		
A3 (3rd Term) Apprentice	65%	19.87	20.27	20.67	21.09	21.51	21.94	22.38		
A4 (4th Term) Apprentice	70%	21.40	21.83	22.26	22.71	23.16	23.63	24.10		
A5 (5th Term) Apprentice	80%	24.46	24.94	25.44	25.95	26.47	27.00	27.54		
A6 (6th Term) Apprentice	90%	27.51	28.06	28.62	29.20	29.78	30.38	30.99		
Helper	85%	25.98	26.50	27.03	27.57	28.13	28.69	29.27		
Terrazzo Mechanic	100%	\$ 30.57	\$ 31.18	\$ 31.80	\$ 32.44	\$ 33.09	\$ 33.75	\$ 34.43		
"B" Foreman	100% + \$1.00	31.57	32.18	32.80	33.44	34.09	34.75	35.43		
"A" Foreman	115%	35.16	35.86	36.57	37.31	38.05	38.81	39.59		
Vacation Pay	10%									

Year	2018-07-01	2019-07-01	2020-07-01	2021-07-01	2022-07-01	2023-07-01	2024-07-01
Benefit Total	\$ 5.78	\$ 5.90	\$ 6.02	\$ 6.14	\$ 6.26	\$ 6.39	\$ 6.52

If any changes are required to the wage rates and remittance tables provided by the Affiliates, the Parties will make or rectify any necessary changes or provision.

TRADE SECTIONS – PROVISIONS

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Note: The wages and benefits specified in *Trade Sections – Wages* take precedence over the wages and benefits contained within the *Trade Sections – Provisions*.

APPENDIX "BM"

ALLIED INFRASTRUCTURE AND RELATED CONSTRUCTION COUNCIL

INTERNATIONAL BROTHERHOOD OF BOILERMAKERS, IRON SHIP BUILDERS, BLACKSMITHS, FORGERS AND HELPERS

BOILERMAKERS TRADE SECTION

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- BM.100 WAGES AND FUNDS
 - BM.110 WAGE RATES AND CLASSIFICATIONS
 - BM.120 VACATION AND STATUTORY HOLIDAY PAY RATES
 - BM.130 HEALTH AND WELFARE, AND PENSION PLAN FUNDS
 - BM.140 OTHER FUNDS

- BM.200 FOREPERSON

- BM.300 DUES

- BM.400 SPECIAL CONDITIONS
 - BM.410 GENERAL
 - BM.420 TOOLS
 - BM.430 WELDING TESTS

ARTICLE BM.100 - WAGE RATES AND CLASSIFICATIONS

BM.110 Wage Rates and Classifications

BM.111 and BM.112: See *Trade Sections – Wages* for tables of wages.

BM.113 Apprentices

Boilermaker Apprentices, when available, should be employed on work covered by this Agreement in the ratio of one (1) Apprentice to five (5) Journeypersons, provided however, it is understood that there may be situations where this ratio would be impractical and in which case consultation with the Business Manager of the Local Lodge with a view to finding a mutually acceptable solution.

BM.120 Vacation and Statutory Holiday Pay Rates

See *Trade Sections – Wages* for tables of wages.

BM.130 Health and Welfare, and Pension Plan Funds

BM.131 Health and Welfare Plan

Contributions to be made by the Affiliated Union from the lump sum benefits amount indicated in the applicable wage table.

BM.132 Pension Plan

Contributions shall be made each month to the Boilermakers, Lodge 359, Pension Trust Fund as shown below per hour.

Contributions to be made by the Affiliated Union from the lump sum benefits amount indicated in the applicable wage table.

BM.140 Other Funds

BM.141 Apprenticeship Fund

Contributions to be made by the Affiliated Union from the lump sum benefits amount indicated in the applicable wage table.

BM.142 Trade Advancement Fund

Contributions to be made by the Affiliated Union from the lump sum benefits amount indicated in the applicable wage table.

BM.143 Affiliation Fund

Contributions to be made by the Affiliated Union from the lump sum benefits amount indicated in the applicable wage table.

ARTICLE BM.200 - FOREPERSON

BM.201 When two (2) or more Employees are employed, one (1) or more of the said Employees shall be chosen by the Contractor to act as Foreperson, and the Employee acting as Foreperson shall receive Foreperson's wages. On a crew not exceeding five (5) journeypersons, per shift, one of them

may be a Foreperson who may work on the tools. An apprentice is in addition to the crew.

- BM.202 When only one (1) Employee is employed and when the Contractor places that Employee in responsible charge of the work being done, that Employee shall receive Foreperson's wages, provided that nothing in this Article shall interfere with the usual right to employ a single Employee for Journeyman's wages.
- BM.203 When six (6) or more welders are employed, one (1) welder with the qualifications shall be "Welder Foreperson" and will receive Foreperson rate. The Welder Foreperson shall work on the tools if required by the Employer.
- BM.204 A Boilermaker General Foreperson may be utilized by the Employer whenever the Employer has established this level of supervision of the work on a job or when this level is appropriate to the size and nature of the job as determined by the Employer.
- BM.205 The selection of a Boilermaker General Foreperson and the determination and acceptance of their qualifications shall be the sole prerogative of the Contractor.
- BM.206 Appointment of any Foreperson(s) is subject to the Master Section and Addenda "predominant trade" and "composite crew provisions", and any Employees under the Foreperson's supervision shall take instructions from that Foreperson.

ARTICLE BM.300 - DUES

Dues shall be deducted from the total compensation paid to the Employee, at rates specified by the Affiliated Union from time-to-time.

ARTICLE BM.400 - SPECIAL CONDITIONS

BM.410 General

BM.411 Protective Clothing

The Employee shall be supplied, at no cost to the Employee, when required by the work to be performed: safety hats, sweat bands, liners, welding gloves, welding helmets, welding and burning goggles, grinding goggles and non-prescription safety glasses. No charge shall be made against the Employees for above items which are returned in reasonable condition, or which are lost or damaged beyond the Employee's control and are reported immediately.

BM.412 On abnormally dirty and/or corrosive maintenance, revamp and repair work, in which the Employee's clothes may be abnormally or permanently damaged, there shall be supplied and maintained the necessary protective clothing (including gloves where appropriate, particularly on, but not limited to, all corrosive work) at no cost to the Employee for all Employees covered by this Agreement. On such work, Employees shall be allowed wash-up time prior to the conclusion of their shift.

BM.413 Such work shall also include special cases of new construction carried out in existing facilities such that the above abnormal conditions are encountered.

BM.414 Handicapped Workers

The Employer agrees, subject to prior consultation with the Affiliated Union, to employ any member on work which suits their physical ability and which is acceptable to the member (this shall include but not be limited to tool crib). Those who have suffered injury or disability in the trade should be employed when their capabilities are considered suitable, provided workers have the approval of the Workers' Compensation Board.

BM.415 The welding of staging brackets, lifting lugs, also key plate nuts, clips, etc., used for fitting shall be performed by Journey-person-welders only. All rigging and fitting shall be performed by Journey-person riggers and fitters only.

BM.416 It shall be a violation of this Agreement to engage in piecework or incentive payments of any description or any maximum production per day.

BM.417 Rubber Gear

Rubber boots, rainproof clothing and gloves are to be supplied to workers required to work underground, when necessary.

BM.420 Tools

When it is deemed necessary to maintain a special tool crib for the Boilermakers, such shall be under the jurisdiction of the Boilermakers' Union. It being understood the necessity of a tool crib and/or an attendant shall be determined by the Employer.

BM.430 Welding Tests

BM.431 All welders are required to carry their welders log book to all projects to which they are dispatched. Any Employee holding a current qualification and/or Welders Log Book, who is required by the Contractor to take a Provincial Government test, shall be paid for the time required to take the test, including materials and inspector fees.

- a) Should a private procedure test be required by the Contractor, the Employee shall be paid for the time required to take such test.
- b) When a welder is required to perform a test for a Contractor, the Contractor shall, on request, make available suitable material to allow a brief period of practice prior to taking the actual test.
- c) Should an Employee fail a welding test and request to be retested, or be requested by the Contractor to perform a second test, such second test shall be conducted on the Employee's own time.

The Employee shall not have the right to refuse a retest if requested by the Contractor.

BM.432 Any welder possessing a current Provincial Government welding certificate of qualification, who is instructed by the Contractor to proceed to take tests, necessitating travel outside of the city limits of the city in which they resides or is employed, shall be reimbursed in an amount necessary to compensate him for travel expense and living out allowance, if applicable.

BM.433 Welders passing a test will have the results recorded in their welders log book by the Contractors representative at the time of the test or prior to completion of the project.

BM.434 Where a welder is to take a private or provincial test on which the issuance or re-issuance of their certificate will depend, they shall not be required to do so under conditions which would unfairly affect their ability to perform the test.

For other tests, the Contractor may prescribe test conditions approximating but not exceeding, conditions which may be encountered on the job.

Welders required to take any test shall be allowed to complete the test.

BM.435 Any welders who successfully completes the welding test, but fails to report for work as notified, without a bona fide reason acceptable to the Contractor, will not be eligible for any payment, including testing time and other allowances, as set out in Article BM.430.

BM.436 Welders passing a test(s) shall be furnished a copy of the test papers by the Contractor within seven (7) calendar days of the Contractor receiving a copy. If the Welder is no longer an Employee the test results will be placed in the mail within the seven (7) calendar days.

APPENDIX "BR"

ALLIED INFRASTRUCTURE AND RELATED CONSTRUCTION COUNCIL

INTERNATIONAL UNION of BRICKLAYERS & ALLIED CRAFTSWORKERS BRICKLAYERS TRADE SECTION

INDEX

- BR.100 WAGES AND FUNDS
 - BR.110 WAGE RATES AND CLASSIFICATIONS
 - BR.120 VACATION AND STATUTORY HOLIDAY PAY RATES
 - BR.130 HEALTH AND WELFARE, AND PENSION PLAN FUNDS
 - BR.140 OTHER FUNDS

- BR.200 FOREPERSON

- BR.300 DUES

- BR.400 SPECIAL CONDITIONS
 - BR.410 GENERAL
 - BR.420 TOOLS
 - BR.430 SCAFFOLDS

ARTICLE BR.100 - WAGES AND FUNDS

BR.110 Wage Rates and Classifications

BR.1.11 and BR.112 See *Trade Sections – Wages* for tables of wages.

Any apprentice who completes the Government Pre-Apprentice Course, shall be credited with at least six (6) months of apprenticeship.

BR.113 Acid Proof and Refractory Work

The Contractor shall pay twenty-five cents (\$0.25) per hour over the regular rate for all-acid proof and refractory work. This does not include linings of fireplaces, or chimneys in houses, apartments, schools, office buildings, churches and hospitals.

BR.114 Unusually Dirty Conditions

Employees working under unusually dirty or disagreeable conditions such as heat [in excess of forty-five (45) degrees Celsius] and fumes shall be paid one (1) hour per day extra or any portion thereof. When working where temperatures exceed forty-five (45) degrees Celsius, there shall be a ten (10) minute rest period provided within each working hour.

BR.115 Industrial Stacks

When Employees are required to work on industrial stacks, they shall receive one (1) hour's pay extra for any portion of the first four (4) hours, and one (1) hour's pay extra for any portion of the second four (4) hours for each day over and above a height of sixty (60) feet.

BR.116 Height Money

When Employees are required to work any portion of a shift on hanging scaffolds at a height of more than fifty (50) feet from the ground on the exterior, or more than fifty (50) feet from the floor or bottom in the interior of a structure or vessel, the Employee shall be paid twenty-five cents (\$0.25) per hour above the prevailing rate for the entire shift. This section includes platform stages in towers and tanks, but excludes full width suspended scaffolds with proper guard rails used in general construction.

BR.120 Holidays and Statutory Holiday Pay

See *Trade Sections – Wages* for tables of wages.

BR.130 Health and Welfare, and Pension Plan Funds

BR.131 Health and Welfare, Trust Fund

Contributions shall be made by the Affiliated Union from the lump sum benefits indicated in the applicable wage table.

BR.132 Pension Trust Fund

(a) Contributions shall be made by the Affiliate Union from the lump sum benefits indicated in the applicable wage table.

BR.140 Other Funds

BR.141 Bricklayers Advancement and Training Fund

(b) Contributions shall be made by the Affiliate Union from the lump sum benefits indicated in the applicable wage table.

BR.142 Masonry Institute of B.C.

(c) Contributions shall be made by the Affiliate Union from the lump sum benefits indicated in the applicable wage table.

ARTICLE BR.200 - FOREPERSON

When three (3) or more Bricklayers or Masons are employed, one (1) shall be appointed by the Contractor to act as Foreperson. This Foreperson shall receive a premium of thirteen (13) percent over the Journeyman's rate.

Appointment of any Foreperson(s) is subject to the Master Section and Addenda "predominant trade" and "composite crew provisions", and any Employees under the Foreperson's supervision shall take instructions from that Foreperson.

ARTICLE BR.300 - DUES

Bricklayers and Masons Field Dues

Dues shall be deducted from the total compensation paid to the Employee, at rates specified by the Affiliated Union from time-to-time.

ARTICLE BR.400 - SPECIAL CONDITIONS

BR.410 General

BR.411 It is understood that Bricklayer's material weighing fifty (50) pounds or more shall require two (2) or more Bricklayers to install. When concrete blocks weighing in excess of forty-five (45) pounds are being set continuously over periods exceeding thirty (30) minutes, such material shall required two (2) or more Bricklayers to install.

BR.412 No Apprentice shall be kept on a masonry saw for more than one (1) week at a time.

BR.413 The Contractor shall supply waterproof gloves and aprons to Employees engaged in cutting on a wet masonry saw or washing down masonry.

BR.414 Older Employees

Where seven (7) or more Employees are employed, if available, one (1) Employee who is over the age of fifty-five (55) years shall be hired. The Affiliated Union agrees that any Employee hired in accordance with the preceding paragraph shall be a qualified Journeyman. The Affiliated Union agrees that the older Employee may be hired either before the work force reaches the number of seven (7), or when an eighth (8th) Employee is required and similarly as the work force increases. It is understood and agreed by both parties that the hiring of an older Employee in accordance with the preceding paragraph does not constitute a guarantee of continued employment of older Employees, but means that the ratio applicable is in terms of the total number of work force assigned to a single Contractor.

BR.420 Tools

BR.421 Journeypersons and Apprentices shall be required to supply the ordinary tools of the trade. The following tools shall be the minimum requirement:

One (1) Marking Pencil One (1) Trowel
One (1) Pointing Trowel
One (1) Four (4) Foot Level in working order One (1) Rule or Tape
One (1) Bolster or Brick Set
One hundred (100) feet of Masons Line One (1) Tool Bag or Box
One (1) Hand Brush
One (1) Raker or Raking Wheel One (1) Mash Hammer
Two (2) Round Jointers One (1) Tuck Pointer Brick Hammer
Line Pins

BR.422 Stonemasons shall be required to provide the following tools: One (1) Trowel
One (1) Pointing Trowel Two (2) Points
One (1) Tool Bag or Box Two (2) Feather Jointers One (1) Rule or Tape
Two (2) Traces - carbaloy tipped One (1) Four Foot Level
One (1) to Two (2) to Four (4) Mash Hammer
Two (2) Pitches - carbaloy tipped One hundred (100) feet of Masons Line

BR.430 Scaffolds

BR.431 Scaffolds - General

- (a) Wood used for scaffolds shall be of a grade suitable for structural purposes (construction grade) and shall be inspected for defects before use.
- (b) Scaffold decking shall be of planks not less than two (2) inches and ten (10) inches nominal dimensions.
- (c) The distance between upright scaffold supports shall not be more than seven (7) feet.
- (d) Scaffold planks shall extend past supporting members not less than six (6) inches nor more than twelve (12) inches.
- (e) The minimum width for masonry scaffold shall be four (4) feet of which two (2) feet must be clear working area.
- (f) All scaffold over ten (10) feet above grade must be equipped with a guardrail not less than forty-two (42) inches in height.
- (g) All scaffolds of more than one (1) lift five (5) feet in height shall be equipped with an access ladder.

BR.432 Scaffolds - Suspended

- (a) All suspended staging shall be inspected and approved by the Foreperson and the Job Steward, before workers are put to work on same.
- (b) All beams used to support suspended staging shall be steel I-Beams which shall either be bolted or welded securely in place.
- (c) On suspended stagings over eighteen (18) feet in diameter, a minimum of six (6) jacks and cables shall be used for support.
- (d) Platform staging in tanks, towers and stacks, shall be built so that the perimeter of the staging comes within six (6) inches of the wall of the unit.

APPENDIX "CA"

ALLIED INFRASTRUCTURE AND RELATED CONSTRUCTION COUNCIL

Construction Maintenance and
Allied Workers Canada Local 2300

CARPENTERS STANDARD TRADE SECTION
(including Carpenter-Lathers)

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ARTICLE CA.100 - WAGES AND FUNDS

CA.110 Wage Rates and Classifications

CA.111 Carpenter and Carpenter-Lather

See Trade Sections – Wages for tables of wages.

CA.112 Employees who act as First Aid Attendants shall receive an additional seventy-five cents (\$.75) per hour above their wage rate.

CA.113 Premiums

(a) Swing Stage and Bosun's Chairs

Each Employee shall receive a premium of fifty cents (\$0.50) per hour in addition to the regular rate for all hours worked on swing stages and/or bosun's chairs. If the actual time spent on such stage or chair is less than four (4) hours, the Employee shall receive the said premium for a minimum of four (4) hours.

(b) Scaffold Erection and Dismantling

Each Employee shall receive a premium of fifty cents (\$0.50) per hour in addition to the regular rate while engaged in the erection and/or dismantling of scaffolding, provided that such premium shall apply only while such Employee is actually working above the height of seventy (70) feet as measured from the base plates of such scaffolding. If the actual time spent on such erection and/or dismantling is less than four (4) hours, the Employee shall receive the said premium for a minimum of four (4) hours.

(c) Helicopter Premium

A worker who during the course of a day is required to work directly with a helicopter shall for all hours worked on that day be paid a premium equal to twenty-five percent (25%) of straight time wages.

The words, "to work directly with a helicopter", contained above shall be deemed to apply only to a worker expressly and specifically directed to perform work simultaneously and in conjunction with the use of a helicopter at the station of work and nothing in this clause shall be construed or interpreted in such manner as shall entitle a worker to claim helicopter premiums for any other work performed on materials subsequently carried by helicopter or for work in advance or preparatory to operations subsequently performed with the use of a helicopter.

A worker who during the course of a day is not required to work with a helicopter but who is transported to the job by helicopter shall not be entitled to the above premium but shall for that day be paid one (1) additional hour at the regular straight time hourly rate.

CA.114 Apprenticeship

(a) Carpenter and Carpenter-Lather Apprentices

There should be one (1) Apprentice to the first two (2) Journeypersons dispatched and one (1) Apprentice for every four (4) additional Journeypersons thereafter.

CA.120 Vacation Pay and Statutory Holiday Pay

See Trade Sections – Wages for tables of wages.

CA.130 Health and Welfare, and Pension Plan Funds

CA.131 Carpenter and Carpenter-Lather

Contributions shall be made by the Affiliated Union from the lump sum benefits indicated in the applicable wage table.

CA.140 Other Funds

CA.141 Carpenter and Carpenter-Lather

(a) Apprenticeship Funds

Contributions shall be made by the Affiliated Union from the lump sum benefits indicated in the applicable wage table.

(b) Carpenters Administration Funds

Contributions shall be made by the Affiliated Union from the lump sum benefits indicated in the applicable wage table.

ARTICLE CA.200 - FOREPERSON

CA.210 Carpenter and Carpenter-Lather Foreperson

Any person in charge of work who issues orders or gives directions to Employees shall be known as Foreperson and shall be a journeyman. All instructions given to Employees shall be given directly by the carpenter Foreperson to whom the Employees are regularly assigned. Where more than six (6) Carpenters are employed, a non-working Carpenter or Carpenter-Lather Foreperson shall be employed.

A General Foreperson shall supervise Foreperson's. When there are three Foreperson's supervising crews, a fourth Foreperson shall be classified as General Foreperson.

Notwithstanding the above, appointment of any Foreperson(s) is subject to the Master Section and Addenda "predominant trade" and "composite crew provisions", and any Employees under the Foreperson's supervision shall take instructions from that Foreperson.

ARTICLE CA-300 - DUES

CA.310 Carpenters and Carpenter-Lathers Field Dues

Dues shall be deducted from the total compensation paid to the Employee, at rates specified by the Affiliated Union from time-to-time.

ARTICLE CA.400 - SPECIAL CONDITIONS

CA.410 Carpenter and Carpenter-Lather

CA.411 Equipment Supplied

If the following tools or equipment - ladder, straight edge, saw horse, patent mitre box, stapling gun, hand clamp (other than saw clamp), power tools, or any other than ordinary carpenter tools, millwrights' excepted - are desirable for the better carrying out of work, they shall be supplied by the Contractor.

CA.412 Saw Filing

A tab shall be given to the Employee by the Contractor or saw filer when the saw(s) are left for filing, the tab to be presented upon receiving the filed saw. In the event that saw(s) are lost,

the Contractor shall replace these with new saw(s) of equal quality.

CA.413 Protective Clothing

In the event an Employee's outer clothing and/or footwear is substantially damaged due to the handling of creosoted or tarred materials or chemical substances in the line of the Employee's duties, and protective clothing has not otherwise been provided, cost of cleaning or replacement shall be borne by the Contractor.

CA.414 Welders

The Contractor shall supply welders' leather vests or jackets and leather gauntlet gloves to all Employees assigned to welding work on a "charge-out" basis.

APPENDIX "CE"

ALLIED INFRASTRUCTURE AND RELATED CONSTRUCTION COUNCIL

OPERATIVE PLASTERERS' and CEMENT MASONS' INTERNATIONAL ASSOCIATION
of the UNITED STATES and CANADA

CEMENT MASONS TRADE SECTION

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 - CE.420 TOOL LIST

ARTICLE CE.100 - WAGES AND FUNDS

CE.110 Wage Rates and Classifications

See *Trade Sections – Wages* for tables of wages.

The Journeyman Cement Mason's rate includes a five cent (\$0.05) per hour tool allowance contribution.

CE.113 When five (5) or more Journeymen are employed on a job, one (1) Apprentice should be employed when available.

CE.114 Height Pay

Employees working from slipform, scaffolds, swinging stages, buckets, cages or any platform or device that is suspended shall be paid forty-five cents (\$0.45) per hour above the hourly rate.

CE.115 Grinding of Concrete

(a) Thirty-five cents (\$0.35) per hour above the hourly rate shall be paid if the grinder is being used during the first four (4) hours of the shift, then the thirty-five cents (\$0.35) additional payment shall be made to Cement Masons for a minimum of four (4) hours. If the grinder is being used after the regular lunch break, then the payment shall be applied to each hour of the entire shift. However, if the grinder is not used prior to the lunch break, then the premium rate shall only apply to those hours after such break.

(b) The operators of grinders shall be rotated as often as possible to assure that the same person is not constantly employed on this type of work because of the dust and health hazards involved. Where an Employee, by the Employee's own option, agrees to continue on the grinding operation, that Employee need not be rotated in compliance with the above.

CE.116 First Aid Attendant

When an Employee is required to act as a First Aid Attendant, they shall be paid a premium of seventy-five cents (\$0.75) per hour in addition to the required hourly rate.

CE.120 Vacation and Statutory Holiday Pay Rates

See *Trade Sections – Wages* for tables of wages..

CE.130 Health and Welfare, and Pension Plan Funds

CE.131 Health & Welfare

Contributions shall be made by the Affiliated Union from the lump sum benefits indicated in the applicable wage table.

CE.132 Pension Plan

Contributions shall be made by the Affiliated Union from the lump sum benefits indicated in the applicable wage table.

CE.140 Other Funds

CE.141 Cement Masons' Apprenticeship Fund and Trade Promotional Fund

Contributions shall be made by the Affiliated Union from the lump sum benefits indicated in the applicable wage table.

ARTICLE CE.200 - FOREPERSON

CE.201 When three (3) or more Cement Masons are employed on the same job, one (1) of these Cement Masons shall be appointed a working Foreperson and shall be paid fifteen percent (15%) over the basic hourly wage rate.

CE.202 A Foreperson shall not be required to work with the tools when the Foreperson's crew including self exceeds six (6) workers unless the Foreperson considers it necessary.

CE.203 When only two (2) Cement Mason crews are employed, then one (1) shall be designated as Lead Hand and shall receive thirty-five cents (\$0.35) over the basic hourly wage rate. The Lead Hand shall be under the direction of the Project Manager or Superintendent and shall convey instructions to the other Employee. When only one (1) Cement Mason is employed, the Cement Mason shall receive instructions from an official of the Contractor designated as being in charge of the job. When an official has been designated in accordance with this provision, that person shall be the only representative of the Contractor to issue instructions during the entire shift or until two (2) or more Cement Masons are employed, but this does not restrict the right of the Contractor from changing the designations at the start of a new shift.

CE.204 General Foreperson

Where more than nineteen (19) Cement Masons or four (4) Forepersons are employed, the Employer shall appoint a General Foreperson at sixteen percent (16%) over the basic Industrial Hourly Rate plus one-half hour at straight time per shift (at Overtime rates on Overtime shifts).

General Forepersons shall not be required to work with the tools unless the General Foreperson considers it necessary.

Appointment of any Foreperson(s) is subject to the Master Section and Addenda "predominant trade" and "composite crew provisions", and any Employees under the Foreperson's supervision shall take instructions from that Foreperson.

ARTICLE CE.300 - DUES

Dues shall be deducted from the total compensation paid to the Employee, at rates specified by the Affiliated Union from time-to-time.

Apprentice Training Fund Deduction

For each and every hour of employment, one dollar (\$1.00) shall be deducted from all Apprentice wages and remitted to the trustees of the Cement Masons Apprenticeship and Promotion Trust Fund. Such monies shall be held in trust and used to offset lost wages while Apprentices are attending technical training.

ARTICLE CE.400 - SPECIAL CONDITIONS

CE.410 General

CE.411 Respirators shall be furnished to all Cement Masons while grinding. When respirators are issued,

they shall be in a sanitary condition and a supply of new filters shall be available. Also, safety glasses or goggles shall be furnished for Cement Masons for grinding, chipping or bushhammering of concrete. While grinding in confined areas, a fan or similar device shall be supplied for dust removal.

CE.412 Disposable coveralls and rubber gloves shall be supplied when Cement Masons are required to work with hand applied colour ad-mix epoxy, or similar materials. On the jobs where the above work can be completed within a consecutive two (2) hour period (i.e. 8:00 a.m. to 10:00 a.m.) in any one day, then the above protective clothing need not be supplied.

CE.413 All necessary safety practices in the use of epoxy shall be followed, as required by the Workers' Compensation Board, and the Cement Masons shall cooperate in following these safety measures.

CE.414 The Cement Masons' crew must be on the job to assist with the pour on slab work, or work preparatory to concrete finishing coming within the jurisdiction of the Cement Masons.

CE.415 It shall be considered a violation of this Agreement to rent equipment or power tools from Cement Mason Employees, or to make employment conditional upon their providing or furnishing equipment or power tools.

CE.416 It shall be a violation of this Agreement for Employees to engage in piece work of any description.

CE.420 Tool List

Cement Masons shall be required to have the following standard hand tools: two (2) steel trowels, pointing trowel, masonry chipping hammer, cold chisel, wooden float, standard edger, rubber float and cement type water brush. On jobs where rubber floats and brushes wear out, new floats and brushes as required, shall be supplied.

APPENDIX "CU"

ALLIED INFRASTRUCTURE AND RELATED CONSTRUCTION COUNCIL

HOTEL EMPLOYEES & RESTAURANT EMPLOYEES INTERNATIONAL UNION CULINARY WORKERS TRADE

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ARTICLE CU.100 - WAGES AND FUNDS

See *Trade Sections – Wages* for tables of wages.

CU.111 There shall be no requirement to work a multiple classification where there is an established eight (8) hour workload within the Employee's dispatch classification.

CU.112 Where there are no adequate facilities for First Aid in the camp location, an Employee with the minimum "C" Industrial First Aid Ticket shall be available and shall be paid a premium of twenty-five cents (\$0.25) per hour over the regular hourly rate for all hours worked.

CU.113 Higher and Lesser Wage Rates

CU.114 When, to meet the Contractors' requirements, an Employee is temporarily transferred to a lower classification job while work is still available at the Employee's regular job, the Employee shall receive the wage rate for the regular job. When, due to shortage of work, an Employee is transferred to a lower classification job as an alternative to layoff or discharge, the Employee shall receive the wage rate for such lower classification job effective the day following such transfer.

CU.115 Where an Employee works in a higher hourly wage classification, the Employee shall be paid the higher rate for a minimum of four (4) hours. If the Employee works more than four (4) hours at the higher wage classification, the Employee shall be paid the higher rate for the entire shift. Thereafter the Employee shall receive the wage rate for such higher rated classification.

CU.116 A temporary transfer shall not normally exceed one-half month after which the Employee shall either revert to the Employee's previous classification or transfer permanently to the new classification job except where the Employee is substituting for an Employee absent for reasons of sickness, accident, vacation or other approved absence in which case the temporary transfer may extend for a longer period.

CU.120 Vacation and Statutory Holiday Pay Rates

See *Trade Sections – Wages* for tables of wages..

CU.130 Health and Welfare, and Pension Plan Funds

CU.131 Health Care Plan

Contributions shall be made by the Affiliated Union from the lump sum benefits indicated in the applicable wage table.

CU.132 Pension Plan

Contributions shall be made by the Affiliated Union from the lump sum benefits indicated in the applicable wage table.

CU.140 Other Funds

CU.141 Joint Industrial Catering Advancement Fund

Contributions shall be made by the Affiliated Union from the lump sum benefits indicated in the applicable wage table.

CU.142 Culinary Workers Joint Liaison Committee

Contributions shall be made by the Affiliated Union from the lump sum benefits indicated in the

applicable wage table.

ARTICLE CU.200 - FOREPERSON

The Contractor shall determine when the Head Camp Attendant is to be employed, but in any case it shall not be later than the fourth (4th) Camp Attendant hired.

ARTICLE CU.300 - DUES

Dues shall be deducted from the total compensation paid to the Employee, at rates specified by the Affiliated Union from time-to-time.

ARTICLE CU.400 - SPECIAL CONDITIONS

CU.410 Crews

CU.411 At each camp where the total camp occupancy is in excess of two hundred and thirty (230) occupants, a Head Waiter shall be employed.

CU.412 At each camp where total camp occupancy is in excess of one thousand (1000) occupants, an Assistant Head Waiter shall be employed in addition to the Head Waiter.

CU.413 At each camp a Head Camp Attendant shall be employed. The Contractor shall determine when the Head Camp Attendant is to be employed, but in any case it shall not be later than the fourth (4th) Camp Attendant hired.

CU.414 At each camp an Assistant Head Camp Attendant shall be employed in addition to a Head Camp Attendant where more than twenty (20) camp attendants are employed at that camp.

CU.415 At each camp a Head Dishwasher shall be designated where the camp residents are five hundred (500) or in excess of five hundred (500).

CU.416 When a meal which consists of two (2) or more "choices" is being prepared, a chef and/or a first cook shall be on duty.

CU.417 A second or a higher classification cook shall be on duty for the preparation and service of the breakfast meal.

CU.418 When defining camp occupancy, this shall be determined by the addition of all boarders, to include culinary and bunkhouse Employees.

CU.420 Work Loads

CU.421 Casual meals would be counted in camp occupancy as three (3) casual meals equals one (1) boarder.

CU.422 The Mess Hall Attendant workload shall be seventy-five (75) seats per M.H.A. Wherein two (2) or more sittings are required, the parties shall meet and resolve the M.H.A. workload.

CU.423 Camp Attendants Work Loads:

1. Servicing Forty-two (42) Person Unit Forty-two (42) occupied rooms
One (1) hall
One (1) ablution unit One (1) dry room
One (1) laundry room
2. Servicing Forty (40) Person Unit Forty (40) occupied rooms
One (1) hall
One (1) ablution unit One (1) dry room
One (1) laundry room
3. Servicing Twenty (20) Person Unit Forty (40) occupied rooms

Two (2) halls
Two (2) ablution units Two (2) dry rooms
Two (2) laundry rooms

4. Servicing Thirty (30) Person Unit

Forty-five (45) occupied rooms One and one-half (1-1/2) halls
One and one-half (1-1/2) ablution units One and one-half (1-1/2) dry rooms
One and one-half (1-1/2) laundry rooms

5. Rooming Evaluation

Five (5) occupied rooms per hour with proportionate attendant facilities.

CU.424 Weekend Camp Attendant Work Loads:

Definition of a weekend is defined only to be where the majority of the outside trades are not working on a Saturday and/or Sunday or a long weekend. Where a C.A. is required to work outside of the C.A.'s home unit, the C.A. shall be required to service forty (40) rooms without attendant facilities in a maximum of:

- (a) Servicing a twenty (20) person unit - to a maximum of six (6) units
- (b) Servicing a thirty (30) person unit - to a maximum of five (5) units
- (c) Servicing a forty-two (42) person unit - to a maximum of four (4) units
- (d) Servicing a forty (40) person unit - to a maximum of four (4) units
- (e) Should a C.A. be required to clean the attendant facilities, they shall be treated as individual rooms
i.e. dry room, laundry room, showers, ablution units and halls.
- (f) Overtime evaluations:

five (5) occupied rooms per hour overtime

three (3) occupied rooms per one-half hour overtime.

CU.425 It is agreed and understood that, should trailers be placed in service other than the aforementioned; then the work loads for such units shall be determined. If agreement cannot be reached then the issue shall be resolved by the grievance procedure in Article 7.000 of the Master Section.

When a grievance is presented questioning the allotted time for cleaning recreation rooms, commissaries and/or offices, such grievance shall be resolved by the grievance procedure in Article 7.000 of the Master Section.

CU.430 General

CU.431 Wherein a Head Camp Attendant is employed, the Head Camp Attendant must be allowed time for supervision of the Camp Attendants.

CU.432 No Employee, while on the payroll, shall engage in other employment for financial gain, provided the Employee is working or offered work by the Contractor to the extent of the regular hours provided in this Agreement.

CU.433 The Contractor may, in conformity with recognized safety standards, use any type design, number of variety of machines or electrical appliances.

CU.434 The Affiliated Union shall ensure, as far as possible, that its members are familiar with all standard

safety regulations and practices.

CU.435 Employees shall be required to provide and maintain current certificates of absences from T.B., V.D. or any infectious or contagious diseases where there has been known exposure. Food handler certificates shall be paid for by the Joint Industrial Catering Advancement Fund. Each Employee employed in the preparation or handling of food must possess a Food Handler's Certificate. All other medicals as may be required by the Contractor shall be paid for by the Contractor.

CU.440 Tools

CU.441 Except as otherwise provided herein, uniforms and tools as required by the Contractor to be used by Employees shall be supplied upon a deposit of ten dollars (\$10.00) by the Employee. At the time of termination and upon return of such uniforms and/or tools, the deposit shall be refunded. Any shortages shall be paid by the Employee.

CU.442 Nothing herein shall prevent any Employees from supplying their own tools. However, any Employee so doing shall be required to file with the Contractor an inventory of all tools brought on the job and the Contractor may check this inventory against the tools taken off the job by the Employee.

CU.450 Hours of Work

CU.451 Hours of Labour - Shifts

An Employee's work week shall be established as being a five (5) day work week, Monday through Friday inclusive. No Employee shall be employed at straight time for more than:

Eight (8) hours in any one day Forty (40) hours in any one week.

Following five (5) consecutive days in any one work week, all Employees covered by this Agreement shall be entitled to two (2) consecutive days off.

The Contractor shall schedule and operate shifts such as may be required, and such shifts shall be either in conjunction or overlapping.

CU.452 Split Shifts

It is understood and agreed that split shift or night shift premiums are not to be included in the base hourly rate when computing overtime hourly rates.

On a split shift, all hours worked after twelve (12) hours from commencement of the shift shall be paid at a premium rate.

CU.453 Shift Premiums

An Employee whose work schedule requires that Employee to work a split shift shall be paid an additional forty-five cents (\$0.45) per hour.

An Employee whose work schedule requires that Employee to work a night shift shall be paid an additional fifty-five cents (\$0.55) per hour. To qualify for night shift premium, an Employee must work the majority of that Employee's shift between the hours of 6:00 p.m. and 6:00 a.m.

An Employee whose work schedule requires that Employee to work a night shift split shall be paid an additional one dollar (\$1.00) per hour.

To qualify for night shift split premium, an Employee must work the majority of the shift between the hours of 6:00 p.m. and 6:00 a.m.

CU.454 Rest Breaks and Meal Periods

All Employees shall be allowed two (2) ten (10) minute rest periods each, in addition to meal periods and at a time to be determined by the Company, such minutes to be taken on the Company's time.

Meal periods on split shifts shall be twenty (20) minutes per meal during the Employee's work period on the Employee's own time.

Straight shift Employees shall have one-half (1/2) hour for a meal period on the Employee's own time.

Any time off other than rest and/or meal periods shall be considered a split shift.

CU.455 Posting of Shifts

Daily work schedules shall be posted in a place accessible to the Employees. Such schedule shall denote the name of the Employee, classification, starting and completion time; also specified meal time.

CU.460 Minimum Pay and Reporting Time

CU.461 Where a worker is called out to work and no work is performed, the worker shall be paid two (2) hours:

- (i) On a regular shift - At straight time.
- (ii) On other than regular shifts - At prevailing overtime rate.

CU.462 Where an Employee is called out to work at any time and work is performed, the Employee shall be paid a minimum of four (4) hours:

- (i) On regular shifts - At straight time rate
- (ii) On other than regular shifts - At prevailing overtime rate.

CU.463 Every Employee who works in excess of four (4) hours and less than eight (8) hours in any day shall be paid at least eight (8) hours' wages for each such day, provided the Employee is available for work.

APPENDIX "DR"

ALLIED INFRASTRUCTURE AND RELATED CONSTRUCTION COUNCIL
INTERNATIONAL UNION OF PAINTERS & ALLIED TRADES
DISTRICT COUNCIL 38
DRYWALL WORKERS TRADE SECTION

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 - DR.440 HEAVY WEIGHT

ARTICLE DR.100 - WAGES AND FUNDS

DR.110 Wage Rates and Classifications

See *Trade Sections – Wages* for tables of wages.

DR.113 At the conclusion of the three (3) year apprenticeship program, each Apprentice shall be paid full Journeyman's rate providing the Apprentice has completed the training program established by the Joint Advisory Committee.

DR.114 All Apprentices must attend vocational classes included in their training program.

DR.115 Every Contractor shall have at least one (1) Apprentice if the Contractor regularly has more than four (4) Journeymen.

DR.116 Qualifications for a Journeyman Drywall Finisher shall include hand finishing, machine finishing and texture spray.

DR.117 The Standard Apprenticeship term for Drywall Finisher Apprentices shall be 4,500 hours.

DR.118 Altitude Rates

All time worked on surfaces that are more than twenty (20) feet from the floor shall be paid twenty-five cents (\$0.25) per hour more than the Employee's regular rate in each respective shift.

DR.120 Vacation and Statutory Holiday Pay Rates

See *Trade Sections – Wages* for tables of wages.

DR.130 Health and Welfare, and Pension Plan Funds

DR.131 Health & Welfare

Contributions shall be made by the Affiliated Union from the lump sum benefits indicated in the applicable wage table.

DR.132 Pension Plan

Contributions shall be made by the Affiliated Union from the lump sum benefits indicated in the applicable wage table.

DR.140 Other Funds

DR.141 Association of Wall and Ceiling Contractors of B.C. Promotional Fund

Contributions shall be made by the Affiliated Union from the lump sum benefits indicated in the applicable wage table.

DR.142 Drywall Finisher Joint Advisory and Apprenticeship Trust Fund

Contributions shall be made by the Affiliated Union from the lump sum benefits indicated in the applicable wage table.

ARTICLE DR.200 - FOREPERSON

- DR.201 On all jobs where five (5) or more Employees are working, one Journeyperson Drywall Finisher shall be designated Foreperson.
- DR.202 On job sites with more than two (2) Employees any person in charge of work who issues orders or gives directions shall be known as a Foreperson or Leadhand. The Foreperson shall be a Journeyperson Drywall Finisher.
- DR.203 Leadhands to be in charge of job sites with three (3) or four (4) Employees under the direct supervision of the Company Foreperson.
- DR.204 Leadhands shall be paid one dollar (\$1.00) per hour over the Journeyperson rate.
- DR.205 All Forepersons and Leadhands shall be selected and assigned at the option of the Employer.
- DR.206 No Apprentice shall be a Foreperson.
- DR.207 A Company employing two (2) or more Drywall Finishers shall appoint one (1) of them as a Foreperson.
- DR.208 Notwithstanding the above, appointment of any Foreperson(s) is subject to the Master Section and Addenda "predominant trade" and "composite crew provisions", and any Employees under the Foreperson's supervision shall take instructions from that Foreperson.

ARTICLE DR.300 - DUES

- DR.301 Dues shall be deducted from the total compensation paid to the Employee, at rates specified by the Affiliated Union from time-to-time.

ARTICLE DR.400 - SPECIAL CONDITIONS

DR.410 Tools

- DR.411 An employee shall provide all customary hand tools/equipment of the trade, including but not limited to the following. All other tools and equipment shall be supplied by the Contractor. Spring stilts, broad knives six inches (6") and smaller, mud pans, hammer, steel measuring tape, gyproc knife, pole sander and hand sander, tin snips, hocks, scrub brush and trowels and all such other tools except mechanical and power tools. Employees shall only be responsible for Contractor's tools left in their possession if damage or loss is occasioned to them because of the proven carelessness or neglect of the Employee in whose possession such tools are left. In the event of an Employee not having the basic hand tools as outlined above, the Contractor may supply such tools/equipment to the Employee and deduct the cost from the employee's pay cheque.

- DR.412 An Employee shall not be considered prepared to work until such time as the Employee has the required hand tools as specified above.

DR.420 Safety Equipment

- DR.421 Where safety helmets are to be used, the Contractor shall supply the same, the cost being deducted from the Employee's pay. At such time as the helmet is returned in good condition, the Employee's money shall be refunded less the cost of the sweat band. Stilts shall not be in excess of twenty-four inches (24") high and shall only be used on even surfaces.
- DR.422 Masks (3M Series 8710 or equivalent) and other safety equipment as specified by the Workers' Compensation Board shall be supplied by the Contractor on the job at no cost to the Employee.

DR.430 Mixing Room

The mixing room is to be a reasonable distance from the work area.

DR.440 Heavy Weight

In situations where it is necessary to carry parts of a weight greater than fifty (50) lbs. for a distance of fifteen (15) meters or more, a cart or dolly shall be supplied by the Contractor for such transport or two (2) persons must carry such containers.

APPENDIX "EW"

ALLIED INFRASTRUCTURE AND RELATED CONSTRUCTION COUNCIL
INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
ELECTRICIANS (INSIDE WIRE) TRADE SECTION

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EW.410	GENERAL
EW.420	UNDERGROUND
EW.430	TOOLS

ARTICLE EW.100 - WAGES AND FUNDS

EW.110 Wage Rates and Classifications

EW.111 Definitions

Serviceperson

An electrician doing service work and driving a Contractor's vehicle.

Cable Splicer

An Inside Wire Journeyman who has been qualified by training and admitted to the status of Journeyman Cable Splicer by the Affiliated Union. Cable Splicers shall undertake work in connection with lead covered cables, and other high voltage cables involving jointing, splicing, testing, bonding, racking and repairing excepting low voltage control and signal cables not requiring wiping.

Cable Splicing Foreperson

When two (2) or more Cable Splicers are employed on a job not supervised by a General Foreperson or any Foreperson appointed under the Master Section and Addenda "predominant trade" or "composite crew" provisions, one (1) Cable Splicer must be appointed a Cable Splicer Foreperson.

Cable Splicers' Helpers or Apprentices must be Inside Wire Journeymen.

Journeyman Winder

A Journeyman who is classified as such and is qualified by training to wind, overhaul, maintain and repair electric motors, generators, transformers, regulators, coils and other electrical apparatus.

Journeyman Instrument Technician

A Journeyman Instrument Technician is responsible for the servicing, maintenance, installation and overhaul of hydraulic, electric and electronic automatic control equipment associated with boilers and turbines and their auxiliary equipment and data logging, plant load hauling, and closed circuit T.V. monitoring equipment and process control. A Journeyman who has been admitted to the status of Instrument Technician shall have been an Instrument Technician Apprentice, Instrument Mechanic, Wireman, Electronic Technician or Communications Technician. This person may perform the normal work of an Inside Wireman as required. An Inside Wire Journeyman may perform the work of an Instrument Technician.

Inside Wire Journeyman

An electrical worker who has a B.C. Certificate of Qualification or Interprovincial Certificate and is qualified by training to perform the work described as the inside jurisdiction of the I.B.E.W. Constitution.

EW.112 Wage Rates - Local 993 & 1003 & All Other Locals
See *Trade Sections – Wages* for tables of wages.

EW.113 Wage Rates – Local 213
See *Trade Sections – Wages* for tables of wages.

EW.114 NOTE: Included in the above wage rate is the Fifteen cent (\$0.15) per hour tool allowance.

EW.115 For the intent and purpose of this Agreement the words, "prevailing rate" shall be interpreted to mean

the wages prevailing at the time the work is in progress.

EW.116 Apprentice Wireperson

An Apprentice Wireperson is an Electrical Worker who is serving an Apprenticeship to become an Inside Wire Journeyman. An Apprentice shall use tools but shall not be called upon to come into direct contact with conductors or equipment which is potentially alive until the last six (6) months of apprenticeship and then only when accompanied by an Inside Wire Journeyman.

EW.117 An Apprentice shall be under direct supervision of an Inside Wire Journeyman at all times. When an Inside Wire Journeyman and an Apprentice are working together and it becomes necessary for the Inside Wire Journeyman to leave for a short period of time it should not be necessary for an Apprentice to accompany the Inside Wire Journeyman.

EW.118 The ratio of Apprentices combined to Inside Wire Journeymen on the Contractor's payroll should be one (1) apprentice up to three (3) Inside Wire Journeymen and an additional apprentice for each additional three (3) Inside Wire Journeymen, i.e., one (1) to three (3) Inside Wire Journeymen - one (1) Apprentice; four (4) to six (6) Inside Wire Journeymen - two (2) Apprentices; seven (7) to nine (9) Inside Wire Journeymen - three (3) Apprentices, etc.

EW.119 Helicopters

In the event that a helicopter is used by the Contractor during the course of construction a worker shall be paid wages in the manner following:

- (a) A worker who during the course of a day is not required to work with a helicopter but who is transported on the job by helicopter shall for that day be paid one additional hour of normal straight time wages;
- (b) A worker who during the course of a day is assigned to work directly with a helicopter and whose work during the day requires the worker to work on the ground shall for that day be paid a premium equal to 25% of the worker's prevailing rate for all hours worked during that day and shall be classified as an Inside Wire Journeyman.
- (c) A worker who during the course of a day is assigned to work directly with a helicopter and whose work during that day requires the worker to work above ground shall for that day be paid a premium equal to fifty percent (50%) of the worker's prevailing rate for all hours worked during that day and shall be classified as an Inside Wire Journeyman.
- (d) Nothing contained herein shall be construed or interpreted in such a manner as shall entitle a worker in any one day in respect of the use of a helicopter to claim a premium exceeding an amount equal to fifty percent (50%) of the worker's prevailing rate for all hours worked during the day.
- (e) The words, "assigned to work directly with a helicopter" contained therein shall be deemed to apply only to a worker expressly and specifically directed to perform work simultaneously and in conjunction with the use of a helicopter at this station of work and nothing recited herein shall be construed or interpreted in such a manner as shall entitle a worker to claim helicopter premiums for any other work performed on materials subsequently carried by helicopter or for work in advance of or preparatory to operations subsequently performed with the use of helicopters.
- (f) A worker being transported on the job by helicopter shall carry hand tools and safety belt together with lunch and rain clothing when appropriate. Other tools and

rigging supplies and miscellaneous materials necessary for performance of the work shall be carried together with a worker. No slung loads shall be carried while transporting workers.

- (g) [DELETED]
- (h) There shall be radio contact between the helicopter pilot and workers receiving or hooking or stringing, at all times.
- (i) A worker who during the course of the day is assigned to work directly with a helicopter shall be covered by a death and dismemberment insurance in the amount of \$130,000.00 at the cost of the Contractor and in accordance with the following:

The hazards against which insurance is provided, are injuries sustained by an Employee in the course of employment in consequence of:

The use of helicopters by or on behalf of the Contractor.

This insurance does not cover any loss, fatal or non-fatal, caused or contributed to by suicide or self-destruction, or any attempt there at, while sane or insane. The Employee shall advise the Contractor of a beneficiary and complete a beneficiary card.

EW.120 Vacation and Statutory Holiday Pay Rates

See *Trade Sections – Wages* for tables of wages.

EW.130 Health and Welfare, and Pension Plan Funds

EW.131 Pension

Contributions shall be made by the Affiliated Union from the lump sum benefits indicated in the applicable wage table.

EW.132 Welfare

Contributions shall be made by the Affiliated Union from the lump sum benefits indicated in the applicable wage table.

EW.140 Other Funds

EW.141 Joint Industry Promotion Fund

Contributions shall be made by the Affiliated Union from the lump sum benefits indicated in the applicable wage table.

EW.142 The Electrical Construction Industry of British Columbia Indemnity Fund

Contributions shall be made by the Affiliated Union from the lump sum benefits indicated in the applicable wage table.

EW.143 Industry Funds

Contributions shall be made by the Affiliated Union from the lump sum benefits indicated in the applicable wage table.

EW.144 Library Fund for Local 993 Only

Contributions shall be made by the Affiliated Union from the lump sum benefits indicated in the

applicable wage table.

ARTICLE EW.200 - FOREPERSON

EW.210 Duties & Definitions of Forepersons and Journeypersons

EW.211 General Foreperson

The General Foreperson shall be an Inside Wire Journeyperson. The General Foreperson shall supervise the work of other Forepersons and direct all orders through them. When a job requires thirty (30) or more workers, a General Foreperson shall be appointed.

EW.212 "A" Foreperson

The "A" Foreperson shall be an Inside Wire Journeyperson. An "A" Foreperson shall be appointed when directing four (4) or more workers. An "A" Foreperson shall be allowed to supervise the work of a maximum of ten (10) workers except that where there is a "B" Foreperson working under the "A" Foreperson. Then the "A" Foreperson shall be allowed to supervise up to fifteen (15) workers. When an "A" Foreperson has more than four (4) Inside Wire Journeypersons under supervision, the Foreperson shall not be allowed to work with the tools.

Where in the opinion of the Affiliated Union and the Contractor the job shall require four (4) or more workers, the "A" Foreperson rate shall be paid from the start of the job.

Example of job build up: Total Employees:

1 = "A" Foreperson (working)
7 = "A" Foreperson (working) plus 4 Inside Wire Journeypersons and 2 Apprentices
11 = "A" Foreperson (non-working) plus 10 workers
16 = "A" Foreperson (non-working) plus "B" Foreperson and 14 workers.

Sequence of build up to be repeated until thirty (30) workers on job than a General Foreperson shall be appointed.

EW.213 "B" Foreperson

The Foreperson shall be an Inside Wire Journeyperson.

A "B" Foreperson shall be allowed to supervise the work of a maximum of three (3) workers. A "B" Foreperson must be appointed when two (2) or more workers are employed on a job if one of the Journeypersons is required to give orders to one (1) or more Journeypersons. A "B" Foreperson shall be required to use tools.

EW.214 Notwithstanding the above, appointment of any Foreperson(s) is subject to the Master Section and Addenda "predominant trade" and "composite crew provisions", and any Employees under the Foreperson's supervision shall take instructions from that Foreperson.

ARTICLE EW.300 - DUES

Dues shall be deducted from the total compensation paid to the Employee, at rates specified by the Affiliated Union from time-to-time.

ARTICLE EW.400 - SPECIAL CONDITIONS

EW.410 General

EW.411 ___Journeypersons shall install all electrical work in accordance with municipal rule, code requirements and contract specifications in a safe and worker like manner. When corrections have to be made to bring the work up to code and contract specification requirements, because of faulty or careless work, the Journeyperson, unless the work was performed under specific instructions of the Foreperson, shall make such correction up to a maximum of eight (8) hours at no labour cost to the Contractor.

EW.412 ___Each job shall have adequate secondary (750 volts) testing equipment available on site. No potentially live equipment over 750 volts shall be worked on unless adequate testing equipment is available on the jobsite.

EW.413 ___All high voltage equipment must be tested and adjusted by qualified people before being energized.

EW.414 ___A Journeyperson shall not be allowed to work on high voltage alone, or in a hazardous position alone, but must be accompanied by another Journeyperson. 450 volts A.C. or 300 volts D.C. to be considered high voltage for wirepersons. Cable Splicers shall not work on live cables where the difference in potential is more than 300 volts between the conductor and ground.

EW.415 In the event of accidental damage by Employees to customer's property, said damage shall be paid by Contractor or by suitable insurance scheme carried by the Contractor. It is understood and agreed that the average liability insurance policy that covers both the Contractor and the Employees, which is now carried by a majority of Contractors, shall be determined and implemented as the minimum amount that shall be carried by all Contractors.

EW.416 Where requested by the Employer to use explosive activated tools, time spent to obtain certificate shall be during working hours and considered as time worked. (High explosive activated tools shall not be used).

EW.417 Leather and rubber gloves, coveralls and other necessary clothing shall be supplied by the Contractor and shall be manufactured union where possible. Employees making use of clothing shall be responsible for the return of such articles subject to normal wear. Failure to return such articles shall subject the Employee to paying for same at cost unless the loss of these articles is due to fire or theft from lockup.

EW.418 When employing a "Wireperson on service work" the business office of the Affiliated Union shall be notified of the name of such servicepersons on service work.

The Contractor shall supply a copy of the current Canadian Electrical Code Book to servicepersons operating a service truck.

EW.419 An older Journeyperson shall be given due consideration for the position of Electrical Warehouseperson where the Contractor establishes a warehouse.

EW.420 Underground

EW.421 Workers shall have access to sniffer and take readings periodically when working underground.

EW.422 In underground work the Contractor shall provide at designated places, safe dry lockers to keep high voltage tools and equipment, when not in use.

EW.423 The Contractor shall provide a water-tight roof and wooden floor for all underground transformer banks and switchgear stations. Metal nails or bolts shall not be driven through flooring. Rubber mats shall be provided.

EW.430 Tools

EW.431 Inside Wire Journeypersons and Apprentices shall provide themselves with the following minimum tools:

Knife Pencil
Twenty five foot (25') rule
Pliers, 7" or 8" (cutting side) Screwdrivers, not over 8"
Tap Wrench
Crescent Wrenches to 10"
Allen Wrenches (3/16, 7/32, 1/4, 5/16, 3/8)
Hammer
Pliers 8" (Diagonal)
Pipe Wrenches (10", 12" or 14") Wood Chisel (small)

Square Level
Pliers (gas) Hacksaw
Key Hole Saw
Tin Snips
Nutdriver 7/16"
Wire Strippers (Ideal #45120 or equivalent)

ERRATA No. 1: CBA Pages 211 to 217 inclusive are deleted.
[ELL – INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS – LINE TRADE SECTION].

APPENDIX "FL"

ALLIED INFRASTRUCTURE AND RELATED CONSTRUCTION COUNCIL

UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA FLOORLAYERS TRADE SECTION

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FL.100	WAGES AND FUNDS
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FL.400	SPECIAL CONDITIONS
FL.410	TOOLS
FL.420	OLDER WORKERS

ARTICLE FL.100 - WAGES AND FUNDS

FL.110 Wage Rates and Classifications

See *Trade Sections – Wages* for tables of wages.

FL.111 Floorlayers

* All rates include a five cents (\$0.05) per hour tool allowance.

The period for reaching the Journeyperson rate is to be for a period of not longer than three (3) years and at such time the Apprentice shall receive the Journeyperson rate. The following rates shall apply only to indentured Apprentices.

FL.112 Material Handler

a) When required, an Employee who is not a Journeyperson or an indentured apprentice, employed as a material handler and who also performs work coming within the scope of this agreement, shall become a member of the Affiliated Union. Any work performed by such an Employee must be under the direction of a Journeyperson.

b) An Employee who is not a Journeyperson or an indentured Apprentice, employed as a Material Handler shall receive fifty percent (50%) of the Journeyperson's rate, increasing to sixty percent (60%) of the Journeyperson's rate at the end of three (2) months and increasing to seventy percent (70%) of the Journeyperson's rate at the end of six (6) months.

An Employee who is not a Journeyperson or an indentured apprentice, employed as a material handler shall receive seventy percent (70%) of the Journeyperson rate.

c) For the purposes of this Agreement, a Material Handler shall be considered as a trainee.

FL.113 Apprentices

a) [DELETED]

b) An Apprentice shall not be permitted to work as a Foreperson or supervise other workers.

Advancement of Apprentices shall not be construed as automatic. In cases of unsatisfactory training habits or shortage of training hours the Contractor may wish to have the future rate increases of an Apprentice reviewed. Prior to making any adjustments to the future rate increases of an Apprentice, the Contractor must have the approval of both the Affiliated Union and the Floor Covering Joint Conference Board.

Prior to the completion of an Apprentice's contract of apprenticeship, the Contractor may wish to have the apprenticeship period extended to insure the Apprentice is qualified to receive the Journeyperson rate. The Contractor must have the approval of the Affiliated Union before there is any extension of this contract.

c) Apprentices are to be encouraged to obtain tools commensurate with their progress in the trade. All Apprentices shall be expected to have a complete set of tools as required by a Journeyperson after the fourth (4th) sixth (6th) month work period.

FL.114 Any Journey person whose work performance does not meet the accepted industry standards shall enroll in the appropriate training classes that are available. Failure or refusal to enroll in such training class shall result in possible reduction of wages, not to exceed one dollar (\$1.00) per hour.

FL.120 Vacation and Statutory Holiday Pay Rates

See *Trade Sections – Wages* for tables of wages.

FL.130 Health and Welfare, and Pension Plan Funds

FL.131 Health and Welfare Fund

Contributions shall be made by the Affiliated Union from the lump sum benefits indicated in the applicable wage table.

FL.132 Pension Fund

Contributions shall be made by the Affiliated Union from the lump sum benefits indicated in the applicable wage table.

- a) Contributions to the Pension Plan shall not be required on behalf of any Employee who is seventy (70) years of age or over.

FL.140 Other Funds

FL.141 Trade Promotional Fund

Contributions shall be made by the Affiliated Union from the lump sum benefits indicated in the applicable wage table.

ARTICLE FL.200 - FOREPERSON

All Employees required to take charge of work shall be paid not less than one (1) additional hours pay at the regular hourly rate for each shift worked.

Appointment of any Foreperson(s) is subject to the Master Section and Addenda “predominant trade” and “composite crew provisions”, and any Employees under the Foreperson’s supervision shall take instructions from that Foreperson.

ARTICLE FL.300 - DUES

Dues shall be deducted from the total compensation paid to the Employee, at rates specified by the Affiliated Union from time-to-time.

ARTICLE FL.400 - SPECIAL CONDITIONS

FL.410 Tools

FL.411 If the following tools and/or equipment are required, they shall be supplied:

All power tools, power stretchers, power staplers, seaming irons and attachments, tile cutter, roller or any other equipment other than ordinary Floorlayers' tools. All specialty knife blades shall be supplied to any Employee who is engaged in the installation of any floor covering materials that contain abrasive substances (i.e. Altro- Floor).

FL.412 The following tools and/or equipment to be provided by all Journeyperson Employees:

Tool box	Assorted screwdrivers
Hammer	Steel measuring tape
Hack Saw	Chalk line
Mitre box	Broad Knife
Pinch bar	Punch
Nail set	Cold chisel
Tin snips	Light extension
Knives	(approximately 50 feet) and other miscellaneous
hand tools.	

FL.413 In addition to the tools and/or equipment provided by all Journeyperson Employees, the Journeyperson who installs resilient floor covering materials shall provide the following:

Seam roller	Bar scriber	Two (2) steel trowels	Seam scriber 2'
Square	Dividers		
Steel straight edge	Torch Block Plane		

FL.414 In addition to the tools and/or equipment provided by all Journeyperson Employees, the Journeyperson who installs carpet shall provide the following:

Knee Kicker	Magnetic hammer
Shears	Rubber hammer
Stair tool	Stapler
Trimmer	Pad Knife
Smooth edge cutter.	

FL.415 Hand trucks and/or dollies shall be supplied when an Employee is required to move furniture, appliances, etc.

FL.416 All Employees shall be responsible to return tools and/or equipment issued to them.

FL.420 Older Workers

An Employee incapacitated by age or accident may be permitted to be employed at less than the regular scale of wages at a rate of pay mutually agreed upon by the Employee, the Employer, and the Affiliated Union. The conditions of employment shall be amended so as to enable such Employees to continue with their employment.

APPENDIX "GL"

ALLIED INFRASTRUCTURE AND RELATED CONSTRUCTION COUNCIL

INTERNATIONAL UNION OF PAINTERS AND ALLIED TRADES

DISTRICT COUNCIL 38

GLAZIERS TRADE SECTION

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- GL.400 SPECIAL CONDITIONS
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ARTICLE GL.100 - WAGES AND FUNDS

GL.110 Wage Rates and Classifications

See *Trade Sections – Wages* for tables of wages.

Qualifications for Journeypersons

A Journeyperson shall be skilled in all aspects of the following areas of work:

- (a) Cutting of all types of flat glass;
- (b) Setting and glazing of all types of flat glass and related products;
- (c) Fabrication and installation of all types of architectural metal and related products;
- (d) Installation of all types of metal windows;
- (e) Caulking and sealing as applicable to the glass and metal trade.

The wage rate shown includes five cents (\$0.05) per hour tool allowance contribution.

GL.113 Advancement of Apprentices shall not be construed as automatic. In cases where training has not achieved satisfactory results or there is a shortage of training hours, the Contractor may wish to have the future rate increases of an Apprentice reviewed. Prior to making any adjustments to the future rate increases of an Apprentice, the Contractor must have the approval of the Joint Trade Board. Prior to completion of an Apprentice's contract of apprenticeship, the Contractor may wish to have the apprenticeship period extended to ensure the Apprentice is qualified to receive the Journeyperson rate. The Contractor must have the approval of the Joint Trade Board before there is any extension of this contract.

GL.114 Pre-Apprentices

Pre-Apprentice graduates shall be given a credit of six (6) months' field training.

GL.115 Swing Stage Premium

For all hours worked from swing stages, Employees shall receive seventy-five cents (\$0.75) in addition to their regular rate.

GL.120 Vacation and Statutory Holiday Pay Rates

See *Trade Sections – Wages* for tables of wages.

GL.130 Health and Welfare, and Pension Plan Funds

GL.131 Health and Welfare Trust Fund

Contributions shall be made by the Affiliated Union from the lump sum benefits indicated in the applicable wage table.

GL.132 International Union of Painters and Allied Trades Industry Pension Fund

Contributions shall be made by the Affiliated Union from the lump sum benefits indicated in the applicable wage table.

GL.140 Other Funds

GL.141 Joint Trade Board

Contributions shall be made by the Affiliated Union from the lump sum benefits indicated in the applicable wage table.

ARTICLE GL.200 - FOREPERSONS

GL.201 A Journeyperson who is assigned to direct others in the performance of their work and is held responsible for the quantity and quality of work or is assigned to act as the Contractor's agent in dealing with the owner or general Contractor shall be known as a Foreperson and paid twelve percent (12%) per hour over the Journeyperson's rate. This provision does not apply to two (2) person crews.

GL.202 Notwithstanding the above, on jobs of more than four (4) consecutive days duration a Foreperson shall be employed from the first day four (4) and up to fifteen (15) workers started and continued on the job and such Foreperson shall receive twelve percent (12%) per hour over the Journeyperson's rate.

GL.203 On jobs employing more than fifteen (15) workers, an "A" Foreperson shall be employed and paid seventeen (17%) over the Journeyperson's regular rate of pay.

GL.204 Appointment of any Foreperson(s) is subject to the Master Section and Addenda "predominant trade" and "composite crew provisions", and any Employees under the Foreperson's supervision shall take instructions from that Foreperson.

ARTICLE GL.300 - DUES

Dues shall be deducted from the total compensation paid to the Employee, at rates specified by the Affiliated Union from time-to-time.

ARTICLE GL.400 - SPECIAL CONDITIONS

GL.410 Tools

The wage rate shown includes five cents (\$0.05) per hour to cover an allowance for the Employee providing the following tools:

- 1 set Allen Keys
- 1 only Centre Punch
- 1 only Chalk Line
- 1 only Chisel - wood
- 1 only Chisel - cold
- 1 pair Glass Pliers
- 1 only Hacksaw Frame
- 1 only Hammer - claw
- 1 only Hammer - rubber or plastic
- 1 only Measuring Tape - 25'
- 1 only Nail Set
- 1 only Paint Brush - 4"
- 1 only Pliers - combination
- 1 only Plumb Bob
- 1 only Pointing Trowel
- 1 only Small Pry Bar
- 1 only Putty Knife - straight
- 1 only Putting Knife - bent
- 1 only Razor Blade Scraper

1 only	Screwdriver - Rob. - green
1 only	Screwdriver - Rob. - red
1 only	Screwdriver - Rob. - black
1 only	Screwdriver - Phil. - CP-1
1 only	Screwdriver - Phil. - CP-2
1 only	Screwdriver - Phil. - CP-3
1 only	Screwdriver - Flat - 10"
1 only	Screwdriver - Flat - 8"
1 only	Screwdriver - Flat - 6"
1 only	Spanner Adjustable - small
1 only	Scribe
1 only	Square - combination
1 only	Square - bevel
1 only	Tap Handle - 1/4"
1 only	Tin Snips
1 only	Tool Box
1 only	Utility Knife
1 only	Vice Grip GL.420 <u>Safety Equipment</u>

GL.421 All safety equipment including hearing protective devices, safety hats and protective I wear shall be supplied to the Employees at no cost to the Employees.

GL.422 The Employees shall be responsible to understand and use all safety equipment and devices in a proper manner and to pursue safe practices including proper housekeeping.

APPENDIX "IN"

ALLIED INFRASTRUCTURE AND RELATED CONSTRUCTION COUNCIL
INTERNATIONAL ASSOCIATION OF HEAT AND FROST
INSULATORS AND ALLIED WORKERS INSULATORS TRADE SECTION

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 - IN.130 HEALTH AND WELFARE, AND PENSION PLAN FUNDS
 - IN.140 OTHER FUNDS

- IN.200 FOREPERSON

- IN.300 DUES

- IN.400 SPECIAL CONDITIONS
 - IN.410 GENERAL
 - IN.420 TOOLS

ARTICLE IN.100 - WAGES AND FUNDS

IN.110 Wage Rates and Classifications

See *Trade Sections – Wages* for tables of wages.

The Journeyperson Mechanic's rate includes the following contributions:

- (a) A fifteen cents (\$0.15) per hour tool allowance;
- (b) A five cents (\$0.05) per hour protective clothing allowance.

IN.113 Apprentices

Each Contractor employing (3) Mechanics or more should employ at least one (1) Apprentice and in addition should employ one (1) additional Apprentice if available, for every four (4) Mechanics employed.

IN.120 Vacation and Statutory Holiday Pay Rates

See *Trade Sections – Wages* for tables of wages.

IN.130 Health and Welfare, and Pension Plan Funds

IN.131 Health and Welfare

Contributions shall be made by the Affiliated Union from the lump sum benefits indicated in the applicable wage table.

IN.132 Pension

Contributions shall be made by the Affiliated Union from the lump sum benefits indicated in the applicable wage table.

IN.140 Other Funds

IN.141 Insulation Industry Promotion Fund

Contributions shall be made by the Affiliated Union from the lump sum benefits indicated in the applicable wage table.

IN.142 Insulation Industry Education Fund

Contributions shall be made by the Affiliated Union from the lump sum benefits indicated in the applicable wage table.

IN.143 Insulation Industry Health Hazard Fund

Contributions shall be made by the Affiliated Union from the lump sum benefits indicated in the applicable wage table.

IN.144 Apprenticeship Training Program Fund

Contributions shall be made by the Affiliated Union from the lump sum benefits indicated in the applicable wage table.

IN.145 Insulation Industry Scholarship Fund

Contributions shall be made by the Affiliated Union from the lump sum benefits indicated in the applicable wage table.

ARTICLE IN.200 - FOREPERSON

IN.210 Foreperson

IN.211 The Contractor shall determine the number of Employees required for the performance of any work function and shall select and appoint all Forepersons and allocated work to be performed. Any Mechanic who is expected to work, supervise and direct three (3) but not more than twelve (12) persons shall be classed as a Working Foreperson, shall be expected to use the tools of the trade and be paid one hundred and ten percent (110%) per hour of the Journeyperson Mechanic's rate.

IN.212 When an Employee is required to look after three (3) or more jobs the Employee shall be classed as a Working Foreperson.

IN.213 Appointment of any Foreperson(s), including General Foreperson(s) below, is subject to the Master Section and Addenda "predominant trade" and "composite crew provisions", and any Employees under the Foreperson's supervision shall take instructions from that Foreperson.

IN.220 General Foreperson

IN.221 When more than one (1) Foreperson is required on any job, one (1) shall be designated as a General Foreperson and shall be paid one hundred and seventeen percent (117%) per hour or more, of the Journeyperson Mechanic's rate.

IN.222 A General Foreperson is non-working and when a second crew is established, is responsible for up to six (6) Employees.

IN.230 Crews

IN.231 Crews to be based on the following:

One (1) Foreperson - twelve (12) Employees = 13. IN.232 Crew ratios are to match the following

examples:

Total Workers	Requires (Not Including Foreperson)
3 - 12	1 Foreperson
13 - 18	1 General Foreperson and 1 Foreperson
19 - 30	1 General Foreperson and 2 Forepersons
31 - 42	1 General Foreperson and 3 Forepersons
43 - 54	1 General Foreperson and 4 Forepersons
55 - 66	1 General Foreperson and 5 Forepersons

ARTICLE IN.300 - DUES

Dues shall be deducted from the total compensation paid to the Employee, at rates specified by the Affiliated Union from time-to-time.

ARTICLE IN.400 - SPECIAL CONDITIONS

IN.410 General

IN.411 A respirator (approved by W.C.B.) shall be furnished to each Employee on request. Replacement respirators shall be provided at no cost ONLY when the used respirator is turned in and is obviously unfit for further use. If the respirator is not turned in, the cost of the new respirator shall be deducted from the Employee's pay. A supply of respirator filters shall be available at no cost

to the Employee.

- IN.412 On asbestos removal jobs, during the removal phase where showers are required, hot water, clean socks, shorts, towels and shampoo shall be supplied.
- IN.413 Safety equipment and protective clothing as required by the Workers' Compensation Board shall be provided to Employees required to work with spray machines, stud guns, injurious chemicals, insulation materials; goggles and masks shall meet Workers' Compensation Board standards.
- IN.414 Employees who are required to apply insulation by spray method or apply mastic insulation by any method shall be supplied with suitable coveralls.
- IN.415 Handicapped Workers

It is agreed to employ any worker of the Affiliated Union on work which suits the physical ability and which is acceptable to the worker. Those who have suffered injury or disability in the trade should be employed when and where their capabilities are considered suitable, provide workers have the approval of the Workers' Compensation Board. The Contractor shall in all instances determine the employment of the worker.

- IN.416 No Employee shall engage in other employment for wages, when offered work by the Employer to the extent of the regular or shift hours provided in this Agreement.

IN.420 Tools

- IN.421 It shall be the responsibility of each Employee to supply and maintain the following adequate standard tools in good condition, with the exception of the First Year Apprentice and the First Year Improver:

- Pliers or End Nippers
- Pointer, flat and gauging trowels Scissors
- Tape Rule
- Saws - keyhole, handsaw Knives
- Hammer
- Screwdrivers (variety) Paste Brush
- Slicks Tin Snips
- Springs or Bands
- Bull Snips
- Snips (red, green, yellow, blue)
- Dividers
- Crescent Wrench (8 inch)
- Small adjustable square
- Trammel Points

- IN.422 Employees shall be furnished with hard hats, hard hat liners, and in addition, all cutting tools, gloves, hand cleaner (waterless), face grease (Vas) and brushes, as are necessary or required in the course of working with foam glass, glisotherm, mastic, expanded metal lath and wire mesh. Staple guns shall be supplied to the Employee as required.
- IN.423 The Employee shall be responsible for the return of staple guns and other tools as provided by the Contractor. Such items shall be returned in usable condition, normal wear and tear excepted.

APPENDIX "IR"

ALLIED INFRASTRUCTURE AND RELATED CONSTRUCTION COUNCIL

INTERNATIONAL ASSOCIATION OF BRIDGE, STRUCTURAL,
ORNAMENTAL AND REINFORCING IRONWORKERS

IRONWORKERS TRADE SECTION

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ARTICLE IR.100 - WAGES AND FUNDS

IR.110 Wage Rates and Classifications

See *Trade Sections – Wages* for tables of wages.

IR.111 Ordinary Foreperson Rate

Ordinary Foreperson shall be paid one dollar and fifty cents (\$1.50) per hour or ten percent (10%) over the Journeyperson's hourly rate whichever is the greater.

IR.112 Apprentices

On commencement of employment in the field, such Apprentice shall start at the rate of sixty-five percent (65%) of the Journeyperson's rate and shall receive an increase of five percent (5%) of the Journeyperson's rate every seven hundred and fifty (750) hour period. After completion of the six (6) seven hundred and fifty (750) hour period of apprenticeship, the Apprentice shall be required to pass examinations set by the Union Examining Board and to have satisfied requirements set out by the Joint Committee of the Ironworkers' Trade Improvement Fund and when the Ironworker has successfully passed same, shall be paid at the prevailing Journeyperson's rate.

IR.113 Apprentice Wage Rates

See *Trade Sections – Wages* for tables of wages.

IR.114 Structural and Reinforcing Ironworkers Apprentices should be employed on construction work at the ratio of one (1) Apprentice to every five (5) Journeypersons employed on such work.

IR.115 Ironworker Apprentices should be employed on application of sheeting, ornamental and finishing work at the ratio of one (1) Apprentice to every four (4) Journeypersons employed on such work.

IR.116 Helicopter Use

In the even that a helicopter is used during the course of construction, an Ironworker shall be paid wages in the manner following:

- (a) An Ironworker who during the course of a day is to work directly with a helicopter and whose work during that day requires the Ironworker to work on the ground shall for that day be paid a premium equal to twenty-five percent (25%) of the straight-time wages for a minimum of four (4) hours during that day.
- (b) An Ironworker who during the course of a day is to work directly with a helicopter and whose work during that day requires the Ironworker to work above ground shall for that day be paid a premium equal to fifty percent (50%) of the straight-time wages for a minimum of four (4) hours during that day.
- (c) Nothing contained herein shall be construed or interpreted in such manner as shall entitle an Ironworker in any one (1) day in respect of the use of a helicopter to claim a premium exceeding an amount equal to fifty percent (50%) of the straight-time wages for all hours worked during that day.
- (d) The words, to "work directly with a helicopter" contained herein shall be deemed to apply only to an Ironworker expressly and specifically directed to perform work simultaneously and in conjunction with the use of a helicopter at the station of work and nothing herein shall be construed or interpreted in such manner as shall entitle an Ironworker to claim helicopter premiums for any other work performed on materials subsequently carried by helicopter or for work in advance of or preparatory to operations subsequently performed with the use of a helicopter.

(e) An Ironworker being transported on the job by helicopter shall carry hand tools, lunch and rain clothing when appropriate. Other tools and rigging supplies and miscellaneous material necessary for performance of the work shall be carried together with an Ironworker and when appropriate shall be carried in a sling beneath the helicopter.

(f) Ironworkers required to work directly with a helicopter shall be on a voluntary basis.

IR.120 Vacation and Statutory Holiday Pay Rates

See *Trade Sections – Wages* for tables of wages.

IR.130 Health and Welfare, and Pension Plan Funds

IR.131 Health and Welfare Plan

Contributions shall be made by the Affiliated Union from the lump sum benefits indicated in the applicable wage table.

IR.132 Pension Plan

Contributions shall be made by the Affiliated Union from the lump sum benefits indicated in the applicable wage table.

IR.140 Other Funds

IR.141 Ironworkers Trade Improvement Fund

Contributions shall be made by the Affiliated Union from the lump sum benefits indicated in the applicable wage table.

ARTICLE IR.200 - FOREPERSON

IR.210 When two (2) or more Ironworkers are employed, one (1) or more of the said Ironworkers shall be chosen to be Foreperson and the Ironworker working as Foreperson shall receive Foreperson's wages.

IR.211 When only one (1) Ironworker is employed and when the Contractor places the Ironworker in responsible charge of the work being done, Foreperson's wages shall be paid, provided that nothing in this Section shall interfere with the usual right to employ a single person for Journeyperson's work at Journeyperson's wages.

IR.212 The Contractor may employ on one (1) job as many Forepersons as deemed necessary.

IR.213 Notwithstanding the above, appointment of any Foreperson(s) is subject to the Master Section and Addenda "predominant trade" and "composite crew provisions", and any Employees under the Foreperson's supervision shall take instructions from that Foreperson.

IR.220 Welding Supervisors

On the Contractor's job site where there are three (3) Welders employed in making stress welds as defined in C.S.A. W59, a Welding Supervisor shall be employed. It is understood that the Supervisor shall be a working Foreperson and shall be qualified under the requirements of C.S.A. W59, and in accordance with the regulations of the Welding Test Joint Committee. On a job where four (4) or more Welders are employed making stress welds as defined in C.S.A. W59, the Welding Supervisor shall not be a working Foreperson. Where four (4) or more Welders are employed in any one (1) area on a job site, the Contractor shall appoint a person to supervise the welding and exercise quality control.

This appointee shall hold a current Welding Supervisor's ticket. Welding Supervisors when employed as described above shall be paid not less than the Foreperson's rate.

ARTICLE IR.300 - DUES

Dues shall be deducted from the total compensation paid to the Employee, at rates specified by the Affiliated Union from time-to-time.

Apprentice Training Fund Deduction

The Employer shall deduct one dollar (\$1.00) per hour after taxes from Apprentices wages and remit these monies to the Union. The Union will bank these remittances for individual Apprentices at the time they attend annual Apprenticeship School.

ARTICLE IR.400 - SPECIAL CONDITIONS

IR.410 General

IR.411 Double Work

So long as any Ironworker is actively engaged on a job, the Ironworker shall not either during a regular working day or after the expiry of a regular working day, take employment on any other job.

IR.412 Piece Work

It shall be a violation of this Agreement for Ironworkers to engage in piece-work of any description.

IR.413 Work Limitation

No limitation shall be placed on the amount of work which may be performed by an Ironworker during work hours.

IR.420 Finishers' Tools

IR.421 All tools required to effectively install all Ornamental and Curtain Wall Work shall be furnished by the Contractor.

IR.422 All tools, including Rebar Wire Reels, shall be supplied by the Contractor but if such tools are not returned or are wilfully damaged, the cost shall be deducted from the Ironworker's payroll cheque.

IR.430 Safety Equipment

IR.431 Safety hats, winter liners, sweat bands, welders' helmets, welders' gloves, burning goggles and flash goggles shall be supplied at no cost to the Ironworker, except that they shall be returned upon completion of the Ironworker's employment. If such articles are not returned, or have been wilfully damaged, the replacement cost shall be deducted from the Ironworker's payroll cheque.

IR.432 On abnormally dirty maintenance, revamp and repair work, in which the Ironworkers' clothes may be abnormally or permanently damaged, coveralls shall be supplied and maintained at no cost to the Ironworker. Such coveralls must be returned or the cost of the coveralls shall be deducted from the Ironworker's wages.

IR.440 Welders' Test

When an Employer orders an Ironworker Welder, the Employer shall specify the required Welder's certificate which the Ironworker Welder shall possess at the time of reporting for work at the Worksite. Should the Employer, before or after the Ironworker Welder's arrival at the job site, require the Ironworker Welder to perform any additional testing, such testing shall be taken on the Contractor's time and any cost thereto shall be borne by the Contractor.

IR.450 Crews

IR.451 Guy and Stiff Leg Derricks

The number of persons required on any rig shall be determined by the Contractor who shall keep in mind the safe and efficient operations of the particular job.

IR.460 Planking on Floors

IR.461 Working floors upon which derricks sit shall be covered tightly with planking, or other suitable materials, which shall cover the entire floor except where openings are left for ladders.

IR.463 Where temporary floors are required:

(a) In the erection of buildings or structures of skeleton construction, temporary floor, decking, or form work shall be installed as work of erection progresses. Whenever possible, the level at which

work is being carried on shall have a temporary floor installed or, if this is impracticable, a temporary floor shall be installed at a level as close as possible to the working area.

(b) Temporary floors shall completely cover the work area except for openings which are necessary.

(c) Only openings that are required for the movement of people and materials shall be permitted and these openings shall be effectively guarded.

IR.470 Special Safety Items

IR.471 Protection Against Falling

Where structural framework is erected in advance of external walls, workers shall be protected from falling from the unguarded portions of the external perimeter of the structure at all elevations that are ten (10) feet above grade by means of barriers, guardrails, safety-belts and lifelines, and/or other effective means.

IR.472 Stiffening and Supporting Working Load Points

Where iron is landed at any point of structure under construction, all connections shall be fully fitted up and tightened and substantial support provided so that the structure may safely sustain the added weight of the iron being landed.

IR.473 Riding the Load or Load Falls

Ironworkers shall not be required to ride loads or load falls except for inspection purposes or to erect or dismantle derricks.

IR.474 Slings and Protection of Signal Devices

Steel cables shall be used in the making up of slings. Safe housing, casing or tubing shall

be used to cover and protect all signalling devices used to direct the work or operation of a machine, equipment or device used in connection with work done by Employees.

IR.475 Bar Joists

All bar joists shall be bolted or tack welded before bridging is installed.

IR.476 Elevator Shaft Protection

No Ironworker shall be required to work in an elevator shaft while the elevator car is in operation. The elevator shaft shall be safely planked in on the first floor above, and on the first floor below the point where the Ironworkers are working in the elevator shaft.

IR.477 Safety Nets

A Joint Safety Committee shall make every effort to have the use of Safety Nets installed in the Workers' Compensation Board Accident Prevention Regulations and such Safety Nets shall be used when erecting and repairing bridges wherever it is practical.

APPENDIX "LA"

ALLIED INFRASTRUCTURE AND RELATED CONSTRUCTION COUNCIL

LABOURERS INTERNATIONAL UNION of NORTH AMERICA CONSTRUCTION AND SPECIALIZED WORKERS'

UNION LOCAL 1611 LABOURERS HEAVY TRADE SECTION

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ARTICLE LA.100 - WAGES AND FUNDS

LA.110 Wage Rates and Classifications

See *Trade Sections* – Wages for tables of wages.

All labourers other than “Apprentice Labourers”, “Drillers Helpers”, and trainees shall be considered “Construction Craft Labourers”.

An Employee who has had less than two (2) years proven experience in the last five (5) years as a labourer or a Driller Helper in Institutional, Commercial, Roadbuilding or Industrial Construction shall start at the 1st period Labourer or Driller Helper Trainee rate.

- * When other job classifications are performing First Aid duties other than the designated First Aid Attendant classification above, the following applies:

Where First Aid Attendants with "Level 1" tickets are required they shall be paid an additional fifty eight cents (\$0.58) per hour.

Where First Aid Attendants with "Level 2" tickets are required they shall be paid an additional seventy-eight cents (\$0.78) per hour.

Where First Aid Attendants with "Level 3" tickets are required they shall be paid an additional eighty-eight cents (\$0.88) per hour.

Employees on Caisson work below twenty-five feet shall be paid fifty cents (\$0.50) above their classification.

Employees working on a swinging stage above twenty-five feet shall be paid forty cents (\$0.40) above their classification.

LA.111 Apprentice Labourers: Any employee being dispatched as an Apprentice Labourer shall:

- (a) at the time of dispatch, be paid at a rate to be determined by the Union and agreed to by the Employer that is reflective of the employee’s progress towards meeting the Interprovincial Red Seal or BC Trade Qualifications;
- (b) the rate shall not be less than the minimum Apprentice Labourer rate specified in the applicable Wage Table; and
- (c) for the period that an individual Apprentice Labourer is continuously in the employ of the Employer, the Employer shall retain sole authority to determine the timing and amount of any future increases to such Apprentice Labourer’s rate.

LA.112 Not used.

LA.113 Higher and Lower Pay Rates

- (a) Higher Wage Rates.

Employees working in a higher wage classification shall be paid the higher rate for the entire shift.

- (b) Lesser Rate of Pay.

At no time shall Employees be required to work in a lesser wage classification than that for which they are dispatched, unless they agree to the lesser wage classification

in writing, which shall require their signature.

LA.114 Helicopters

In the event that a helicopter is used by the Contractor during the course of construction, an Employee shall be paid wages in the manner following:

- (a) Employees who during the course of a day work directly with a helicopter and whose work during that day requires them to work on the ground shall for that day be paid a premium equal to twenty-five percent (25%) of their straight-time wages for a minimum of four (4) hours during that day.
- (b) The words, "work directly with a helicopter" contained in Article LA.114 above shall be deemed to apply only to an Employee expressly and specifically directed to perform work simultaneously and in conjunction with the use of a helicopter at the station of work and nothing in the recited Article LA.114 shall be construed or interpreted in such manner as shall entitle an Employee to claim helicopter premiums for any other work performed on materials subsequently carried by helicopter or for work in advance of or preparatory to operation subsequently performed with the use of a helicopter.
- (c) An Employee who during the course of a day is not required to work with a helicopter but who is transported on the job by helicopter shall not be entitled to the above premium.

LA.120 Vacation and Statutory Holiday Pay Rates

See *Trade Sections – Wages* for tables of wages.

LA.130 Health and Welfare, and Pension Plan Funds

LA.131 Health and Welfare

Contributions shall be made by the Affiliated Union from the lump sum benefits indicated in the applicable wage table.

LA.132 Pension

Contributions shall be made by the Affiliated Union from the lump sum benefits indicated in the applicable wage table.

LA.140 Other Funds

LA.141 Labourers' Advancement Fund

Contributions shall be made by the Affiliated Union from the lump sum benefits indicated in the applicable wage table.

LA.142 Labourers Training Fund

Contributions shall be made by the Affiliated Union from the lump sum benefits indicated in the applicable wage table.

ARTICLE LA.200 - FOREPERSON

LA.201 Foreperson

If the Contractor works four (4) or more Employees under the jurisdiction of the Labourers' International Union of North America, a working Foreperson shall be employed. Where there are more than six (6) such Employees a non-working Foreperson shall be employed. Forepersons shall receive one dollar and seventy-five cents (\$1.75) per hour based on the rate of the highest classification under their supervision. Where there are more than fifteen (15) such Employees, a Working Foreperson shall also be appointed by the Contractor. The General Foreperson shall receive one dollar and seventy-five cents (1.75) per hour based on the rate of the highest classification under their supervision.

LA.202 Work Assignments

Employees covered by this Agreement shall only be given work assignments by their immediate trade Forepersons. Employees assigned to work under other Forepersons shall take orders from such trade Forepersons until they are returned to, or reassigned by their respective Labour Foreperson.

LA.203 Notwithstanding the above, appointment of any Foreperson(s) is subject to the Master Section and Addenda "predominant trade" and "composite crew provisions", and any Employees under the Foreperson's supervision shall take instructions from that Foreperson.

ARTICLE LA.300 - DUES

Dues shall be deducted from the total compensation paid to the Employee, at rates specified by the Affiliated Union from time-to-time.

ARTICLE LA.400 - SPECIAL CONDITIONS

LA.410 General

LA.411 Protective clothing essential to the protection of Employees and their regular work clothes from unusual circumstances such as caustic chemical, oil spills, etc., (i.e. slickers, gloves, hip boots, coveralls, etc.) shall be supplied by the Contractor at no cost to the Employees. However, should the foregoing items not be returned to the Contractor, the cost of these items shall be deducted from any monies owing to the Employee.

LA.412 Drillers, powderpersons and their helpers shall be issued with slickers, rubber boots and rubber gloves. If the slickers, rubber boots and rubber gloves are not returned, the cost shall be deducted from any monies owing to the Employee.

LA.413 If replacement of slickers, rubber boots or rubber gloves is required due to excessive wear or accident on the job, the Contractor shall supply a replacement to the Employee at no cost.

LA.414 The Contractor shall pay the cost of obtaining Operators Licenses other than those required under the Motor Vehicles Act for Employees covered by this Agreement.

LA.420 Underground

LA.421 Underground Work - Special Conditions

(a) Smoke time shall be determined by the conditions which exist at the particular time of blasting - weather, wind, ventilation, etc. After blasting operations, work shall be resumed at the discretion of the Shift Boss, however, a minimum of ten (10) minutes smoke time shall be allowed. Any grievance arising from smoke clearing time shall be referred to a Grievance Committee equally representative of labour and management. If necessary, consultation shall be held with the person or committee responsible for safety.

- (b) Rubber boots, rubber clothing, rubber gloves and where necessary ear muffs or equivalent shall be issued by the Contractor. If not returned to the Contractor's stores in reasonable condition on termination, the cost of same shall be deducted from any monies owing to the Employee.
- (c) When replacement of rubber clothing, rubber boots or rubber gloves (of suitable quality) is required due to excessive wear or accident, the Contractor shall supply same to Employees at no additional cost.
- (d) Heated, dry rooms complete with showers shall be provided. There shall be at least one (1) showerhead for every three (3) Employees on any one (1) shift and sufficient hot water shall be provided so that every Employee shall be able to take a hot shower. Soap and hand cleaner shall be supplied in the dry rooms.
- (e) The size and requirements of the dry room shall be agreed upon at a pre-job conference.

LA.422 Safety Miner

Shall be someone with at least five (5) years' experience as a miner and shall possess a valid Mine Rescue Certificate and an Industrial First Aid Certificate.

- (a) Safety Miners shall be responsible for monitoring air quality data.
- (b) Safety Miners shall be responsible for ensuring members of their crew use the proper protective equipment. Violations shall be reported to the supervisor.
- (c) At least one safety miner shall be a member of the Safety Committee.
- (d) Safety Miners shall report unsafe working procedures, unsafe equipment and violations of the WCB Regulations to the Safety Committee.
- (e) A Safety Miner shall not be discriminated against for performing duties responsibly.

LA.423 For Underground Work operations:

- (a) There shall be employed at least one Chucktender for every two drills.
- (b) One Employee on each shift shall be designated the Safety Miner and such Employee must possess a Mine Rescue Certificate or a WCB Recognized First Aid Ticket.
- (c) All drilling operations shall be supervised by a shift boss (Foreperson).

LA.424 Safety Incentive Bonus

By mutual agreement the Employer and the Union may introduce a Safety Incentive Bonus.

LA.430 Driller Helpers

There shall be a helper assigned to every Air Trac or Tank Drill working alone, or one (1) helper for each two (2) machines where the machines are working together. Drillers shall not regularly be required to perform work normally done by the Helper.

LA.440 Owner Operators

- (a) Owner Operators shall be engaged and compensated under the conditions of the Master Section and Owner Operator Addenda.

LA.500 Employment Ratios - Apprentices

Unless otherwise deemed necessary by the Employer to meet overall Project target ratios, the maximum ratio shall be one (1) Apprentice for every one (1) Construction Craft Labourer. Such ratio shall apply on a construction contract basis.

APPENDIX "LAM"

ALLIED INFRASTRUCTURE AND RELATED CONSTRUCTION COUNCIL

LABOURERS INTERNATIONAL UNION of NORTH AMERICA CONSTRUCTION AND SPECIALIZED WORKERS'

UNION LOCAL 1611 MASONS TENDERS TRADE SECTION

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ARTICLE LAM.100 - WAGES AND FUNDS

See *Trade Sections – Wages* for tables of wages.

LAM.110 Wage Rates and Classifications

An Employee who has had less than two (2) years proven experience in the last five (5) years as a Masons Tender in Institutional, Commercial or Industrial Construction shall start at the 1st Period Masons Tender Trainee rate.

LAM.111 Acid Proof and Refractory Work

Twenty-five cents (\$0.25) per hour shall be paid over the regular rate to cover special clothing allowance for all acid proof and refractory work. This does not include linings of fireplaces, or chimneys in houses, apartments, schools, office buildings, churches and hospitals.

LAM.112 Unusually Dirty Conditions

Employees working under unusually dirty or disagreeable conditions such as heat (in excess of 45 deg. Celsius and fumes) shall be paid one (1) hour per day extra or any portion thereof. When working in temperatures in excess of 45 degrees Celsius there shall be a ten (10) minute rest period provided within each working hour.

LAM.113 Industrial Stacks

When Employees are required to work on industrial stacks, they shall receive one (1) hours pay extra for any portion of the first four (4) hours, and one (1) hours pay extra for any portion of the second four (4) hours for each day over and above a height of sixty (60) feet.

LAM.114 Height Money

When Employees are required to work any portion of a shift on hanging scaffolds at a height of more than fifty (50) feet from the ground on the exterior, or more than fifty (50) feet from the floor or bottom in the interior of a structure or vessel, the Employee shall be paid twenty-five cents (\$0.25) per hour above the prevailing rate for the entire shift. This clause includes platform stages in towers and tanks, but excludes full width suspended scaffolds with proper guard rails used in general construction.

LAM.120 Vacation and Statutory Holiday Pay Rates

Trade Sections – Wages for tables of wages.

LAM.130 Health and Welfare, and Pension Plan Funds

LAM.131 Welfare

Contributions shall be made by the Affiliated Union from the lump sum benefits indicated in the applicable wage table.

LAM.132 Pension

Contributions shall be made by the Affiliated Union from the lump sum benefits indicated in the applicable wage table.

LAM.140 Other Funds

LAM.141 Labourers Advancement Fund

Contributions shall be made by the Affiliated Union from the lump sum benefits indicated in the applicable wage table.

LAM.142 Labourers Training Fund

Contributions shall be made by the Affiliated Union from the lump sum benefits indicated in the applicable wage table.

ARTICLE LAM.200 - FOREPERSON

If the Contractor works four (4) or more Employees under the jurisdiction of the Labourers International Union of North America, a working Labour Foreperson shall be employed. Where there are six (6) or more such Employees a non-working Foreperson shall be employed. The Foreperson shall receive two dollars (\$2.00) per hour based on the rate of the highest classification under the Foreperson's supervision.

Appointment of any Foreperson(s) is subject to the Master Section and Addenda "predominant trade" and "composite crew provisions", and any Employees under the Foreperson's supervision shall take instructions from that Foreperson.

ARTICLE LAM.300 - DUES

Dues shall be deducted from the total compensation paid to the Employee, at rates specified by the Affiliated Union from time-to-time.

ARTICLE LAM.400 - SPECIAL CONDITIONS

LAM.410 Scaffolds

LAM.411 Scaffolds, General

- (a) Wood used for scaffolds shall be a grade suitable for structural purposes (construction grade) and shall be inspected for defects before use.
- (b) Scaffold decking shall be of planks not less than 2" x 10" nominal dimensions.
- (c) The distance between upright scaffold supports shall not be more than 7'.
- (d) Scaffold planks shall extend past supporting members not less than 6" nor more than 12".
- (e) The minimum width for masonry scaffold shall be 4' of which 2' must be clear working area.
- (f) All scaffold over 10' above grade must be equipped with a guardrail not less than 42" in height.
- (g) All scaffolds of more than one (1) lift 5' in height shall be equipped with an access ladder.

LAM.412 Scaffolds, Suspended

- (a) All suspended stagings shall be inspected and approved by the Foreperson and the Job Steward before workers are put to work on same.
- (b) All beams used to support suspended stagings shall be steel I-Beams which shall be either bolted or welded securely in place.

- (c) On suspended stagings over 18' in diameter, a minimum of 6 jacks and cables shall be used for support.
- (d) Platform stagings in tanks, towers and stacks shall be built so that the perimeter of the staging comes within 6" of the wall of the units.

APPENDIX "LAP"

ALLIED INFRASTRUCTURE AND RELATED CONSTRUCTION COUNCIL

LABOURERS INTERNATIONAL UNION of NORTH AMERICA CONSTRUCTION AND SPECIALIZED WORKERS'

UNION LOCAL 1611 PLASTERERS HELPERS TRADE SECTION

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ARTICLE LAP.100 - WAGES AND FUNDS

LAP.100 Wage Rates and Classifications

See *Trade Sections – Wages* for tables of wages.

An Employee who has had less than two (2) years proven experience in the last five (5) years as a Plasterer's Helper in Institutional, Commercial or Industrial Construction shall start at the 1st Period Plasterer's Helper Trainee rate.

LAP.111 Plaster Machine Operators to receive the equivalent of one(1) hour's pay per day extra.

LAP.112 A premium of sixty cents (\$0.60) per hour to be paid for all Swinging Scaffold Work.

LAP.113 Plasters Helpers Trainees: Any employee being dispatched as Plasters Helper Trainee shall:

- (a) at the time of dispatch, be paid at a rate to be determined by the Union and agreed to by the Employer that is reflective of the employee's progress towards meeting the qualifications to become a Plasters Helper;
- (b) the rate shall not be less than the minimum Plasters Helper Trainees rate specified in the applicable Wage Table; and
- (c) for the period that an individual Plasters Helper Trainee is continuously in the employ of the Employer, the Employer shall retain sole authority to determine the timing and amount of any future increases to such Plasters Helper Trainee.

LAP.114 Employment Ratios – Apprentices

Unless higher ratios are deemed necessary by the Employer to meet overall Project apprenticeship targets, the minimum ratio shall be one (1) Apprentice for every four (4) Construction Craft Labourers. Such ratio shall apply on a construction contract basis.

LAP.120 Vacation and Statutory Holiday Pay Rates

See *Trade Sections – Wages* for tables of wages.

LAP.130 Health and Welfare, and Pension Plan Funds

LAP.131 Welfare

Contributions shall be made by the Affiliated Union from the lump sum benefits indicated in the applicable wage table.

LAP.132 Pension

Contributions shall be made by the Affiliated Union from the lump sum benefits indicated in the applicable wage table.

LAP.140 Other Funds

LAP.141 Labourers Advancement Fund

Contributions shall be made by the Affiliated Union from the lump sum benefits indicated in the applicable wage table.

LAP.142 Labourers Training Fund

Contributions shall be made by the Affiliated Union from the lump sum benefits indicated in the

applicable wage table.

ARTICLE LAP.200 - FOREPERSON

If the Contractor works four (4) or more employees under the jurisdiction of the Labourers International Union of North America, a working Labour Foreperson shall be employed. Where there are six (6) or more such employees a non-working Labour Foreperson shall be employed. The Foreperson shall receive two dollars (\$2.00) per hour based on the rate of the highest classification under the Foreperson's supervision.

Appointment of any Foreperson(s) is subject to the Master Section and Addenda "predominant trade" and "composite crew provisions", and any Employees under the Foreperson's supervision shall take instructions from that Foreperson.

ARTICLE LAP.300 - DUES

Dues shall be deducted from the total compensation paid to the Employee, at rates specified by the Affiliated Union from time-to-time.

ARTICLE LAP.400 - SPECIAL CONDITIONS

LAP.410 General

LAP.411 Experienced Plasterers Helpers shall maintain their Hods, which are supplied. All ladders used by Plasterers Helpers shall be so built that rungs shall be spaced no more than eight (8) inches.

LAP.412 Scaffolds, Suspended

- (a) All suspended stagings shall be inspected and approved by the Foreperson and the Job Steward before workers are put to work on same.
- (b) All beams used to support suspended stagings shall be steel I-Beams which shall be either bolted or welded securely in place.
- (c) On suspended stagings over 18' in diameter, a minimum of 6 jacks and cables shall be used for support.
- (d) Platform stagings in tanks, towers and stacks shall be built so that the perimeter of the staging comes within 6" of the wall of the units.

APPENDIX "LAR"

ALLIED INFRASTRUCTURE AND RELATED CONSTRUCTION COUNCIL

LABOURERS INTERNATIONAL UNION of NORTH AMERICA CONSTRUCTION AND SPECIALIZED WORKERS'

UNION LOCAL 1611 LABOURERS ROADBUILDING TRADE SECTION

This Trade Section shall apply when Employees are performing the following construction work: Federal, Provincial, or Municipal roads and highways, access roads to Projects, all asphalt paving of roads and parking lots, and railway construction.

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LAR.100 WAGES AND FUNDS

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LAR.420 DRILLERS HELPERS

LAR.430 EQUIPMENT

LAR.440 OWNER OPERATORS

ARTICLE LAR.100 - WAGES AND FUNDS

See *Trade Sections – Wages* for tables of wages.

An Employee who has had less than two (2) years proven experience in the last five (5) years as a labourer/Driller Helper in Institutional, Commercial or Industrial Construction shall start at the 1st Period Labourer/Driller Helper Trainee rate.

LAR.112 Higher and Lower Pay Rates

(a) Higher Wage Rates

Employees working in a higher wage classification shall be paid the higher rate for the entire shift.

(b) Lesser Rate of Pay

At no time shall Employees be required to work in a lesser wage classification than that for which they are dispatched, unless they agree to the lesser wage classification in writing, which shall require their signature.

LAR.113 First Aid Attendants

** When other job classifications are performing First Aid duties other than the designated First Aid Attendant classification above, the following applies:

Where First Aid Attendants with "Level 1" tickets are required they shall be paid an additional fifty eight cents (\$0.58) per hour.

Where First Aid Attendants with "Level 2" tickets are required they shall be paid an additional seventy-eight cents (\$0.78) per hour.

Where First Aid Attendants with "Level 3" tickets are required they shall be paid an additional eighty-eight cents (\$0.88) per hour.

LAR.114 Multiplate and Binwall Assembler Classifications

It is agreed and understood that the classification of "Multiplate and Binwall Assembler" is to apply to the Employee who installs and tightens the bolts during installation. This classification does not apply to the labourers in installation crews who carry out the functions of moving and handling the materials or handling and levelling the "backfill".

It is not the intent of this clause to require the Company to employ a labourer unless there is work on the job coming under the jurisdiction of the Labourers Organization.

LAR.120 Vacation and Statutory Holiday Pay Rate

See *Trade Sections – Wages* for tables of wages.

LAR.130 Health and Welfare, and Pension Plan Funds

LAR.131 Health and Welfare

Contributions shall be made by the Affiliated Union from the lump sum benefits indicated in the applicable wage table.

LAR.132 Pension Plan

Contributions shall be made by the Affiliated Union from the lump sum benefits indicated in the applicable wage table.

LAR.140 Other Funds

LAR.141 Labourers' Advancement Fund

Contributions shall be made by the Affiliated Union from the lump sum benefits indicated in the applicable wage table.

LAR.142 Labourers' Training Fund

Contributions shall be made by the Affiliated Union from the lump sum benefits indicated in the applicable wage table.

ARTICLE LAR.200 - FOREPERSON

LAR.201 Foreperson

If the Contractor works four (4) or more Employees under the jurisdiction of the Labourer's International Union of North America, a working Foreperson or Shifter shall be employed; where six (6) or more such Employees are worked, a non- working Foreperson or Shifter shall be employed.

LAR.202 Forepersons shall be employed at ten percent (10%) over the highest classification under the Foreperson's supervision.

LAR.203 Employees covered by this Agreement shall be required to take orders only from their immediate Foreperson. Employees may be assigned by their Foreperson to work under the direction of another person. When the Employee's Foreperson is not available, the Employees shall take orders from General Management.

LAR.204 Foreperson - Predominate Trade

Notwithstanding the above provisions, appointment of any Foreperson(s) is subject to the Master Section and Addenda "predominant trade" and "composite crew provisions", and any Employees under the Foreperson's supervision shall take instructions from that Foreperson.

The crew with the most members shall have the Foreperson. On some crews the Foreperson shall be Labourers, some Operating Engineers and on some Teamsters.

ARTICLE 3.000 - DUES

Dues shall be deducted from the total compensation paid to the Employee, at rates specified by the Affiliated Union from time-to-time.

ARTICLE 4.000 - SPECIAL CONDITIONS

LAR.410 General

LAR.411 Essential protective clothing and rainwear shall be provided at no cost to the Employee. In the event that an Employee does not return the foregoing items supplied by the Employer, the Employer shall charge the cost of same to the Employee and deduct this cost from any money owing to the Employee.

LAR.412 The Contractor shall supply all safety hats and liners at no cost to the Employee provided the

Employee returns such equipment to the Employer in reasonable condition, subject to normal wear and tear.

LAR.413 Protective rubber slickers, rubber boots and rubber gloves shall be issued to air trac, powderpersons, drillers and their helpers by the Contractor on a charge out basis and the cost of same shall be deducted from the Employee's wages. When returned to the Contractor's stores in reasonable condition on termination, the Employee shall be refunded the amount of the original deduction.

LAR.414 Upon request, coveralls shall be issued to drillers and drillers' helpers by the Contractor on a charge out basis and the cost of same shall be deducted from the Employee's wages. When returned to the Contractor's stores in reasonable condition on termination, the Employee shall be refunded the amount of the original deduction.

LAR.420 Drillers Helpers

There shall be a helper assigned to every air trac and tank drill working alone or one helper for every two machines where the two machines are working together. When a driller is not actively engaged in drilling, the driller shall perform work normally done by the helper, ie. changing rods, greasing couplings, changing bits, etc.

LAR.430 Equipment

Power Saw Rental will be paid in accordance with the current "Equipment Rental Rate Guide" published by the BC Road Builders and Heavy Construction Association..

In instances when the power saw is fired up a minimum of four (4) hours rental shall be paid.

LAR.440 Owner Operators

- (a) Owner Operators shall be engaged and compensated under the conditions of the Master Section and Owner Operator Addenda.

APPENDIX "MW"

ALLIED INFRASTRUCTURE AND RELATED CONSTRUCTION COUNCIL

UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA MILLWRIGHTS TRADE SECTION

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- MW.200 FOREPERSON MW.300 DUES
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 - MW.410 MILLWRIGHT TOOL CRIB-RIGGERS SHACK
 - MW.411 PROTECTIVE CLOTHING
 - MW.412 WELDERS
 - MW.413 EQUIPMENT SUPPLIED

ARTICLE MW.100 - WAGES AND FUNDS

See *Trade Sections – Wages* for tables of wages.

MW.111 Employees who act as Level Three First Aid Attendants will receive an additional eighty-eight(\$0.88) per hour above their wage rate.

MW.112 Tool Allowance of Five Cents (\$0.15) is included in the above wages.

MW.113 Apprenticeship

There should be one (1) Apprentice to the first two (2) Journeyperson Millwrights dispatched and one (1) Apprentice for every four (4) additional Journeypersons thereafter.

MW.120 Vacation Pay and Statutory Holiday Pay

See *Trade Sections – Wages* for tables of wages.

MW.130 Health and Welfare, and Pension Plan Funds

Contributions shall be made by the Affiliated Union from the lump sum benefits indicated in the applicable wage table.

MW.140 Millwrights

(a) Joint Advisory, Apprenticeship and Administration Fund

Contributions shall be made by the Affiliated Union from the lump sum benefits indicated in the applicable wage table.

ARTICLE MW.200 - FOREPERSON

All personnel designated by the Contractor as a Millwright Foreperson or General Foreperson to supervise Millwrights and/or other workers and placed in charge of work shall be a journeyperson and a member of the union. All instructions given to members shall be given by the Millwright Foreperson or the Millwright General Foreperson. Where more than six (6) members are employed, a non-working Millwright Foreperson shall be employed.

Notwithstanding the above, appointment of any Foreperson(s) is subject to the Master Section and Addenda “predominant trade” and “composite crew provisions”, and any Employees under the Foreperson’s supervision shall take instructions from that Foreperson.

ARTICLE MW.300 – FIELD DUES

Dues shall be deducted from the total compensation paid to the Employee, at rates specified by the Affiliated Union from time-to-time.

ARTICLE MW.400 - SPECIAL CONDITIONS

MW.410 Millwright Tool Crib-Riggers Shack

When a millwright tool crib is established for safeguarding and servicing of the Contractor's tools and equipment or to be used as a rigger's shack, a millwright shall be in charge of such tool crib or shack.

MW.411 Protective Clothing

The Contractor shall supply protective clothing for welding and cutting.

MW.412 Welders

The Contractor shall supply welders' leather vests or jackets and leather gauntlet gloves to all Employees assigned to welding work on a "charge-out" basis.

MW.413 Equipment Supplied - Millwright

The following tools or their equivalents shall be provided by the Millwright Employee. All other tools shall be provided by the Contractor. If the Contractor's tools are not returned the equivalent dollar value of the unreturned tools will be deducted from the employee's pay cheque.

- 1 - 10" Steel Tape
- 1 - 6" or 8" Millwright Level
- 1 - Set Dial Indicators
- 1 - Feeler and Tape Gauge
- 1 - 1" Micrometer
- 1 - set of Adjustable Wrenches to 12"
- 1 - 12" Full combo Precision Square
- 1 - Set ½" Drive Sockets to 1¼"
- 1 - Set Assorted Screwdrivers
- 1 - 6" Precision Scale
- 1 - 6" Vernier
- 1 - Scriber
- 1 - Centre Punch
- 1 - Ball Peen Hammers to 2 lb.
- 1 - Pair Side Cutters
- 1 - Set Allen Head Wrenches
- 2 - Plumb Bobs
- 1 - Hack Saw
- 1 - Pair Comb. Pliers
- 1 - Pair 10" Snips
- 1 - Set Combination Wrenches to 1 ¼"
- 1 - Pair Vise Grip Pliers
- 1 - Tool Box

APPENDIX "OF"

ALLIED INFRASTRUCTURE AND RELATED CONSTRUCTION COUNCIL
CANADIAN OFFICE AND PROFESSIONAL EMPLOYEES UNION OFFICE AND TECHNICAL TRADE SECTION

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ARTICLE OF.100 - WAGES AND FUNDS

See *Trade Sections* – Wages for tables of wages.

An Employee who has had less than two (2) years proven experience in the last five (5) years in these classifications in Construction shall start at the 1 step unless mutually agreed.

OF.112 Higher and Lower Classifications

- (a) Employees may be required temporarily to perform work covered by this Agreement at the same or a lower wage classification, which they are capable physically and otherwise of performing. No reduction in pay shall accompany a temporary assignment and such assignments shall not be made in a discriminatory manner.
- (b) Subject to the provisions of Article OF.115 below, Employees temporarily assigned to perform work of a higher wage classification not included in their regular classification shall be paid the wage rate of the higher classification for all time worked but, in any event, for a minimum of four (4) hours or if the work is over four (4) hours for the entire shift including any overtime.

OF.113 Training

- (a) By arrangement from time to time, in the interest of training and development of Employees, they may be afforded opportunities, where available, to undertake duties normally associated with a higher level classification under the general instruction or direction of a qualified Employee. The duration and nature of such training opportunities shall be recorded. During the term of this Agreement the parties shall co- operate in the development of training programs.
- (b) The parties agree that in certain construction situations there may not be a sufficient scope of inspection or recording work to allow the Contractor to train an Employee in the disciplines. In such instance, a job may remain at the Junior or Intermediate level, provided the Contractor first identifies the functions and obtains the agreement of the Affiliated Union and the Employee is advised.

OF.114 Job Descriptions

- (a) The Parties agreed that the following job descriptions shall apply to the classifications as set out in Article OF.111.
- (b) The descriptions as set out are not intended to describe all the incidental functions, which are performed and are related to primary functions described.
- (c) The Parties agree that Employees may be required to perform any lower classed functions within their class of work, i.e. survey, inspection, recording, drafting, laboratory, instrumentation, or clerical, but in such instances shall not suffer any reduction in classification or pay. Such lower function may be performed on a regular basis along with their higher level responsibilities as required. The Contractor agrees that it shall not assign lower level functions in a discriminatory manner.
- (d) The Parties agree that Employees who are assigned duties of a higher level classification shall receive the job rate for the higher classification. This does not apply to junior Employees working within inspection, recording, clerical, laboratory and environment

functions. Trainee positions are those specifically defined.

OF.115 Foreperson

- (a) When an employee is placed in responsible charge of another employee in the same classification and shift the responsible employee shall be paid a Foreperson rate. The Foreperson shall receive ten percent (10%) per hour over the hourly rate of that classification.
- (b) Appointment of any Foreperson(s) is subject to the Master Section and Addenda "predominant trade" and "composite crew provisions", and any Employees under the Foreperson's supervision shall take instructions from that Foreperson.

OF.116 First Aid Classification

Where First Aid Attendants with "Level 1" tickets are required they shall be paid an additional fifty eight cents (\$0.58) per hour.

Where First Aid Attendants with "Level 2" tickets are required they shall be paid twenty cents (\$0.20) above the "Level 1" rate of pay.

Where First Aid Attendants with "Level 3" tickets are required they shall be paid thirty cents (\$0.30) per hour above "Level 1" rate of pay.

A. CLERICAL CLASSIFICATIONS

1. Office Assistant

Performs a variety of duties including filing, photocopying, incoming and outgoing mail distribution, operating a blueprint machine, preparing routine forms, maintaining various registers, and related incidental duties. Performs typing, wordprocessing and occasional data entry.

2. Data Entry Clerk

Enters data into the mainframe and P.C. Software. Transfers accounting, payroll, costing and statistical data from source documents and produces statistics, reports and corrections. May operate related equipment, such as sorters and collators; may perform filing; may perform related incidental functions.

3. Clerk I

Responsible for performing functions of the following nature with limited supervision. Computer skills may be required to perform these functions.

Functional Work Areas

Payroll - Maintain time cards and extension work thereto, including answering enquiries from Employees on rates, etc.

Accounts Payable - Checking invoices and maintain records and related work thereto.

Accounts Receivable - Preparing statements and bills and work related thereto.

Purchasing - Preparing and maintaining purchase requisitions and work related thereto.

Warehouse - Prepare goods received reports and clerical work involved in issuing and record keeping.

Responsible for other miscellaneous clerical tasks which may be required in an administrative or project office. Duties of this nature to be attainable within the period of training established for a Clerk.

Note: - A Clerk I may not necessarily be proficient in all aspects of the above to be classified as a Clerk I.

Note: - A Clerk I shall assist in training Office Assistants and/or Trainees, Data Entry Clerks and Clerk I and/or Trainees.

Note: - A Clerk I may perform incidental duties as set out under the lower clerical classifications in conjunction with their clerical responsibilities.

4. Clerk II

Where an employee is given responsibility for two (2) or more of the significant functional areas of work as set out under Clerk I responsibilities, that Employee shall be classified as Clerk II.

5. Clerk III

An employee who has a broad range of experience in, has responsibility for, and performs with minimum supervision, the majority of the significant functional areas of work as set out under a Clerk I's responsibilities or who has considerable specialized experience in certain areas and has responsibilities in those areas shall receive the classification of Clerk III.

B. LABORATORY CLASSIFICATIONS

1. Laboratory Assistant

To perform Laboratory Assistant functions such as picking up, transporting and storing samples as directed; maintaining laboratory and equipment in clean and orderly condition; prepares samples for testing as directed; provides manual assistance to the Laboratory Technicians and/or Senior

Laboratory Technicians as required.

Job requires no previous experience.

2. Junior Laboratory Technician - Intermediate Laboratory Technical

There are trainee levels for Employees with no prior laboratory experience. The Employees shall perform any functions as assigned and established for Laboratory Technicians (including those of Laboratory Assistant). The Contractor shall provide training in order that the Employees shall achieve Laboratory Technician competency after three years total experience. New Employees shall receive recognition for past experience regardless of Employer. Progression with no recognized experience shall be as follows: 18 months as Junior Laboratory Technician and 18 months as Intermediate Laboratory Technician and thereafter as a Laboratory Technician.

3. Laboratory Technician

To perform Laboratory Technician functions such as the performance of variety of tests in accordance with standard testing procedures (C.S.A.; A.S.T.M.; etc.) on soil, concrete, or other building materials; prepares related laboratory reports and test records and has responsibility for same; performs density tests, slump tests, permeability tests, and other tests related thereto in the Laboratory or field. May be required to direct and assist in the training of a Junior Laboratory Technician.

4. Senior Laboratory Technician

An Employee with considerable experience (minimum of four years) as a Laboratory Technician or related experience thereto shall be eligible for classification as a Senior Laboratory Technician and is required to assist in devising new testing methods and procedures under the direction of an Engineer.

C. INSTRUMENTATION CLASSIFICATIONS

1. Instrumentation Helper

Shall assist Instrumentation Technician in the performance of their duties as directed by the Technician.

2. Instrumentation Technician

To perform the functions of an Instrumentation Technician on a project prior to such project being placed in production. Instrumentation work associated with the construction work or consultive work to ensure adherence to specification checks during construction stage; work involves the servicing, maintenance, and installation of pneumatic, hydraulic, electrical and electronic measuring devices on civil and

mechanical installations. May direct the work of an Instrumentation Helper.

D. PHOTOGRAPHIC CLASSIFICATIONS

Photographer

To perform photographic functions as required on a construction job involving filming, processing and printing in either colour or black and white.

E. QUANTITIES CLASSIFICATIONS

Quantities Technician

Under established procedures, determines quantities of material excavated, or used on construction including those of an electrical, mechanical and/or civil nature by reference to inspector or recorder's reports, by reference to survey reports, and by reference to specifications and drawings. To calculate the quantities of materials used for establishing or confirming progress claims. To verify the payment claims by reference to contract specifications, drawings, and other related documents. Differences in interpretation of specifications and pay claims to be referred to supervisors for resolution.

F. SURVEY CLASSIFICATIONS

1. Rodperson

To act as a Rodperson assisting a Surveyor on a survey crew.

2. Surveyor I

Performs a variety of technical support functions relating to the survey, location and construction of civil and structural components such as studying and clarifying project requirements, planning methods and procedures of executing engineering and legal surveys, collecting and processing data associated with cross-sections, profiles, topography, bathymetry and cadastre, performing a variety of calculations to determine topography, volume, profile and survey closures and drafting plans and profiles. Shall direct the work of survey assistants (Rodperson) as required in the performance of the above duties. Shall prepare field notes and sketches as required in the performance of the above.

3. Surveyor II

Performs a full range of complex technical support functions related to the survey, location, construction and tenure/rights acquisition of civil and structural components, transmission and station projects by studying and interpreting project requirements and coordinating basic format with requirements of other organizational groups and external groups involved with the projects,

adapting existing standards in order to prepare alternative design proposals for projects involving cross discipline issues, performing a variety of complex calculations to determine topography, volume, profile and survey closures, designing and adjusting survey networks and resolving technical problems encountered in the field. Prepares field notes and sketches as required. Shall direct the work of survey assistants (Rodpersons) as required on a single survey crew. May be required to train a Surveyor I and may be required to perform the duties of a Surveyor I as needed. Shall co-ordinate work with other tradespeople as required.

4. Surveyor III

May perform all the duties as set out for a Surveyor I or II, but in addition, shall act as the Surveyor responsible for directing a single survey crew. Classification of Surveyor III shall be granted when any Employee assumes significant responsibilities and has significant survey experience. (Usually two or more years as Surveyor II.)

G. DRAFTING CLASSIFICATIONS

1. Drafter I

Perform drafting duties involving the drafting of cross sections of topographical survey notes. Receives, issues, and maintains drawings. Performs functions of a tracing nature. Operates blueprint machines as required. To make minor changes in drawings to include minor "as built" changes, which are reported by field personnel's detailed sketches. Performs basic calculations to determine dimensions, elevations and slopes, checking data for obvious conflicts or design errors and determining the most appropriate layout of drawings and presentation of information.

2. Drafter II

Performs drafting and revising duties in connection with civil, mechanical and/or electrical engineering requirements including preparing and revising final drawings and diagrams from verbal instructions, rough notes, and/or sketches; prepares bills of materials; assists as necessary in examining structure and/or equipment in the field. Performs a variety of related functions such as totalling quantities of materials and components from drawings, checking availability of components and materials, writing material lists; visits work sites to gather information, observe site conditions and/or take measurements and perform basic survey tasks. May perform the work of a Drafter I.

3. Drafter III

Performs drafting functions as established for a Drafter but, in addition, may be required to prepare layout designs or alternative layout designs by utilizing standards manual and catalogues as directed. Drafting functions may require specific experience in one of the disciplines of civil, mechanical or electrical.

H. FIRST AID CLASSIFICATIONS

1. First Aid Attendants shall perform the functions of a First Aid Attendant and functions related thereto and shall receive pay in accordance with the class of certificate required by the Workers' Compensation Board. The Contractor, at its option, may continue to pay an Employee at a higher classification rate if such is considered desirable.

I. INSPECTION/RECORDING CLASSIFICATIONS

1. Junior Inspector (Recorder) - Intermediate Inspector (Recorder)

These are trainee levels for Employees with no prior inspection or recording experience. The

Employee shall perform any functions as assigned and as established for Inspector (Recorder). The Contractor shall provide training in order that the Employee shall achieve Inspector (Recorder) competency in one of the disciplines after three years total experience. Progression shall be as follows: up to 18 month as Junior Inspector (Recorder) and up to 18 months as Intermediate Inspector (Recorder) and thereafter as an Inspector (Recorder).

2. Inspector (Recorder)

To perform functions of an inspection or recording nature involving a variety of inspections, checks or tests on a construction project on either civil or electrical or mechanical installations. Checks quantities and qualities of material in the field to ensure adherence to specification or drawings. Prepares reports as required and informs Contractor or crew of non-compliance to specifications.

A fully qualified Inspector requires up to three years of experience in one of the disciplines of civil, mechanical, or electrical to achieve such level. Fully qualified Inspectors may be required to perform minor inspection or recording functions in the other disciplines from the one in which they are qualified but such shall require limited training.

3. Senior Inspector (Recorder)

An Employee with considerable experience (minimum of four years) as an Inspector or related experience thereto in one of the major disciplines shall be eligible for classification as a Senior Inspector (Recorder).

4. Senior Inspector - Recorder/Contract Administrator

Performs functions of an inspection or recording nature involving a variety of inspections, checks or tests on a construction project on either civil or electrical or mechanical installations. Checks quantities and qualities of material in the field to ensure adherence to specifications or drawings. Prepares reports as required and informs Contractor or crew of non-compliance to specifications.

Performs all duties of the Senior Inspector - Recorder in addition to the following:

Administers contracts, monitors project activities and maintains liaison with contractors ensuring that work, materials, progress and costs meet owner's contract specifications; resolves related problems, certifies progress and final payments are correct and reviews with Engineer acceptable deviations from contract specifications. Coordinates the work and inspects key operations, directs and evaluates testing, surveying and estimating activities. May act as Site Safety Coordinator ensuring that contractors fulfill all safety and security requirements. Prepares weekly and final project reports. Participates in Pre-Job meetings with contractors and directs technical staff assigned to project. Resolves design problems with Engineering staff.

An Employee with considerable experience (minimum of four years) as an Inspector or related experience thereto in one of the major disciplines shall be eligible for classification as a Senior Inspector - Recorder/Contract Administrator.

J. BIOLOGIST AND ENVIRONMENT TECHNICIAN CLASSIFICATIONS

1. Junior Biologist/Environment Technician

This is a trainee position working under the direct supervision of the project Biologist/Environmental Officer.

The Employee shall perform any functions as assigned and established for Biologist/Environment Technician. The Contractor shall provide training in order that the Employee shall achieve Biologist/Environment Technician competency after 18 months.

2. Biologist/Environment Technician

To perform Biologist/Environment Technician functions, under the direct supervision of the project Biologist/Environment Officer, such as the collection of biological/environmental data; summarizing data for the use of the project Biologist/Environment Officer in preparing reports; perform other work related thereto in the laboratory or field.

3. Senior Biologist/Environment Technician

A Biologist/Environment Technician shall be classified as a Senior Biologist/Environment Technician where:

- (a) The Technician has sufficient experience and is assigned by the project Biologist/Environment Officer to assist in the laboratory or field in the performance of work relating to:
- (i) Devising methods and procedures for the collection of data required for the determination of biological / environmental characteristics of the physical, socio- economic, aquatic or wildlife environments;
 - (ii) The use of aerial photos, maps, field measurements and other collected data for the preparation of summaries, maps and reports.

In addition, the Senior Biologist / Environment Technician may perform the duties of a Biologist/Environment Technician in either of the above circumstances.

GENERAL

Under certain classifications listed above, Employees are entitled to training by the Contractor and automatic progression to subsequent higher classifications within the time limits except that a Contractor may withhold such automatic progression in those circumstances where the Contractor is unable to provide training provided the Contractor gives written notice of same to the Affiliated Union and the Employees, sixty (60) days prior to the date of anticipated progression. Such notice shall outline the Contractor's reasons thereto and are subject to resolution under the grievance procedure.

OF.120 Vacation and Statutory Holiday Pay Rates

GES>Trade Sections – Wages for tables of wages.

OF.130 Health and Welfare Fund

Contributions shall be made by the Affiliated Union from the lump sum benefits indicated in the applicable wage table.

OF.131 Pension Plan Fund

Contributions shall be made by the Affiliated Union from the lump sum benefits indicated in the applicable wage table.

ARTICLE OF.300 – DUES

Dues shall be deducted from the total compensation paid to the Employee, at rates specified by the Affiliated Union from time-to-time.

ARTICLE OF.400 – SPECIAL CONDITIONS

OF.410 Protective Clothing

OF.411 On underground work or otherwise essentially required, rubber boots, waterproof clothing and rubber gloves and where necessary ear muffs or equivalent shall be issued by the Contractor on a charge out basis at no additional cost to the Employee, provided that upon termination they are returned in reasonable condition. When replacement of waterproof clothing, rubber boots or rubber gloves is required due to excessive wear or accident, the Contractor shall supply same at no additional cost to the Employee.

OF.412 When safety boots or prescription safety glasses are required on the job, the Contractor shall reimburse the Employee for 50% of the cost on submission of a paid invoice, incurred during the tenure of employment.

OF.420 Helicopter Premium

A worker who during the course of a day is transported to or from or on the job by helicopter shall, for that day, be paid one (1) additional hour of normal straight time wages.

APPENDIX "OP"

ALLIED INFRASTRUCTURE AND RELATED CONSTRUCTION COUNCIL
INTERNATIONAL UNION OF OPERATING ENGINEERS
OPERATING ENGINEERS HEAVY TRADE SECTION

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ARTICLE OP.100 - WAGES AND FUNDS

OP.110 Wage Rates and Classifications

OP.111 General

See Trade Sections – Wages for tables of wages.

NOTE: First Aid Attendants

When an Employee is designated First Aid Attendant, the Employee's regular hourly rate shall be increased by the following schedule:

- Level 1 Certificate - \$0.45 per hour
 - Level 2 Certificate - \$0.55 per hour
 - Level 3 Certificate - \$0.65 per hour
-

OP.112 Higher/Lesser Wage Rates

- (a) Where Employees work in a higher hourly wage classification, they shall be paid the higher rate for a minimum of four (4) hours. If the Employee works more than four (4) hours at the higher hourly wage classification, the Employee shall be paid the higher rate for the entire shift.
- (b) At no time shall an Employee be required to work in a lesser wage classification than that for which the Employee was hired, unless the Employee agrees to the lesser wage classification in writing, which shall require the Employee's signature.

OP.113 Skyhorse Attachment

When a crane rigged with a skyhorse or ringer attachment is used, an additional forty cents (\$0.40) per hour premium shall be added to the Employee's established hourly rate.

OP.114 Crews

- (a) Crews on power shovels, draglines, clamshells, crawler cranes, truck cranes, trenching machines and cable backhoes of one and one-half (1½) cubic yards capacity and over shall consist of an Operator and where requested by the Contractor, an Apprentice or Equipment Trainee
- (b) The crew clause shall also apply if the Contractor rents equipment or subcontracts work to other firms who own and operate equipment coming under the jurisdiction of the Affiliated Union as listed in the classifications contained in this Agreement.
- (c) Crews on asphalt plants, crushing plants, screening plants, batch plants and backfilling machines, shall consist of an Operator, and, where requested by the Contractor, an Apprentice.
- (d) When climbing cranes are being erected, the operator shall be part of the erection crew.

OP.115 Helicopter Premium

In the event that a helicopter is used by the Contractor during the course of construction, an Operating Engineer shall be paid wages in the following manner:

An Employee who during the course of a day is to work directly with a helicopter and whose work during that day required the Employee to work on the ground shall for that day be paid a premium equal to twenty-five percent (25%) of straight time wages for a minimum of four (4) hours during that day.

An Employee who during the course of a day is to work directly with a helicopter and whose work during that day requires the Employee to work above ground shall for that day be paid a premium equal to fifty percent (50%) of straight time wages for a minimum of four (4) hours during that day.

Nothing contained in OP.115 herein shall be construed or interpreted in such manner as shall entitle an Employee in any one (1) day in respect of the use of a helicopter to claim a premium exceeding an amount equal to fifty percent (50%) of straight time wages for all hours worked during that day.

The words, "to work directly with a helicopter" contained in OP.115 herein shall be deemed to apply only to an Employee expressly and specifically directed to perform work simultaneously and in conjunction with the use of helicopter at the station of work and nothing in the recited OP.115 shall be construed or interpreted in such manner as shall entitle an Employee to claim helicopter premiums for any other work performed on materials subsequently carried by helicopter or for work in advance of or preparatory to operations subsequently performed with the use of a helicopter.

An Employee transported on the job by helicopter shall carry hand tools, lunch and rain clothing when appropriate. In combination with transporting an Employee other tools and rigging supplies and miscellaneous materials necessary for performance of the work may also be carried in a sling beneath the helicopter.

An Employee who during the course of a day is not required to work directly with a helicopter but who is transported either to the job or on the job by helicopter shall not be entitled to the foregoing premiums.

An Employee required to work directly with a helicopter shall be on a voluntary basis.

OP.120 Vacation and Statutory Holiday Pay Rates

See *Trade Sections – Wages* for tables of wages.

OP.130 Health and Welfare, and Pension Plan Funds

OP.131 Contributions shall be made at the rates below per hour to the Operating Engineers' Benefit Plan.

Contributions shall be made by the Affiliated Union from the lump sum benefits indicated in the applicable wage table.

OP.132 Contributions shall be made at the rates below per hour to the Operating Engineers' Pension Plan.

Contributions shall be made by the Affiliated Union from the lump sum benefits indicated in the applicable wage table.

OP.140 Other Funds

OP.141 IUOE Local 115 Training Association Fund

Contributions shall be made by the Affiliated Union from the lump sum benefits indicated in the applicable wage table.

OP.142 Mechanics, Serviceperson Tool Allowance Fund

Contributions shall be made by the Affiliated Union from the lump sum benefits indicated in the applicable wage table.

OP.143 Operating Engineers' Advancement Fund

Contributions shall be made by the Affiliated Union from the lump sum benefits indicated in the applicable wage table.

ARTICLE OP.200 - FOREPERSON

OP.210 Foreperson - Equipment

OP.211 Where the Contractor works three (3) or more Employees on any one shift on any one job (number shall include owner operated and/or rented equipment) under the jurisdiction of the Operating Engineers, Local 115, one of these Employees shall be appointed a Working Foreperson. The Working Foreperson shall receive a premium of eight percent (8%) per hour over the hourly rate of the highest Operating Engineer Classification under the Foreperson's supervision.

OP.212 When the Contractor works six (6) or more Employees on any one shift on any one job (number shall include owner operated and/or rented equipment) under the jurisdiction of the Operating Engineers, Local 115, a Non-working Foreperson position shall replace the Working Foreperson position and shall receive a premium of ten percent (10%) per hour over the hourly rate of the highest Operating Engineer classification under the Foreperson's supervision.

OP.213 When six (6) or more pieces of equipment are worked on any one shift on a job as provided for above, it is understood that all equipment within the jurisdiction of the Operating Engineers, Local 115, shall be under the supervision of an Operating Engineer Foreperson.

OP.214 Apprentices/ Equipment Trainees shall be excluded when determining the ratio of Non-working Forepersons.

OP.215 Notwithstanding the above, appointment of any Foreperson(s) is subject to the Master Section and Addenda "predominant trade" and "composite crew provisions", and any Employees under the Foreperson's supervision shall take instructions from that Foreperson.

OP.220 Foreperson - Mechanical

If the Contractor works four (4) or more Employees on any one shift on any one job or in a permanent shop under the jurisdiction of the Operating Engineers, Local 115, subject to OP.215, an Operating Engineer Foreperson shall be employed at ten percent (10%) over the hourly rate of the highest Operating Engineer classification under the Foreperson's supervision.

OP.221 Apprenticeship

Where the Contractor employs more than four (4) but less than ten (10) Journeyman Mechanics, at least one (1) Registered Apprentice should be employed. Where the Contractor employs more than ten (10) Journeyman Mechanics, at least two (2) Registered Apprentices should be employed.

OP.222 In the event any dispute arises over the required hours as provided by the Plan for training trainees in non-designated trade classifications, the Contractor shall have the right of appeal but the final decision shall be made by the Operating Engineers' Joint Apprenticeship Board.

OP.223 When an indentured Apprentice is required to fulfil the annual schooling portion of the Apprenticeship Program shall be paid travel fare as per Article 17.000.

ARTICLE OP.300 - DUES

Dues shall be deducted from the total compensation paid to the Employee, at rates specified by the Affiliated Union from time-to-time.

ARTICLE OP.400 - SPECIAL CONDITIONS

OP.410 General

OP.411 Essential protective clothing including welder's gloves, protective vests or leather jackets, noise abatement devices, and rainwear shall be supplied at no charge to the Employee. In the event that an Employee does not return the foregoing items supplied by the Contractor, the Contractor shall charge the cost of same to the Employee and deduct this cost from any money owing to the Employee.

OP.412 [DELETED]

OP.413 When a mechanic leaves the employ of the Contractor, the Contractor shall be required to pay the cost of shipping the mechanic's tools. Tools shall be shipped within thirty-six (36) hours, (excluding weekends and holidays), of leaving employment, subject to the same conditions as govern transportation.

When the Contractor fails to comply with the above, unless proper reasons for the delay are forthcoming, the Employee shall be deemed to be still on the payroll of the Contractor and shall receive the usual wages and all other conditions of this Agreement until there is a compliance with these provisions.

OP.414 All Mechanics, Welders, Servicepersons, Tire Servicepersons, Drill Doctors, Steel Sharpeners, Vehicle Body Painters, and Mechanic and Welder Apprentices who request coveralls shall have these supplied and cleaned by the Contractor at no cost to the Employee. Employees are expected to take reasonable care of coveralls supplied.

OP.415 When requested, coveralls shall be supplied to operating Engineers on a temporary basis when they are directed to assist those worker classifications in Article 4.414.

OP.420 Underground

OP.421 Smoke time shall be determined by conditions which exist at the particular time of blasting - weather, wind, ventilation, etc. After blasting operations, work shall be resumed at the discretion of the shift boss, however, a minimum of ten (10) minutes smoke time shall be allowed. Any grievance arising from smoke clearing time shall be referred to a Grievance Committee equally representative of Labour and Management. If necessary, consultation shall be held with the Safety Committee.

OP.422 Rubber boots, rubber clothing, rubber gloves and where necessary ear muffs or equivalent shall be issued by the Contractor. If not returned to the Contractor's stores in reasonable condition on termination, the cost of same shall be deducted from any monies owing to the Employee.

When replacement of rubber clothing, rubber boots or rubber gloves (of suitable quality) is required due to wear or accident, the Contractor shall supply same to Employees at no additional cost.

OP.423 Heated dry rooms complete with shower shall be provided.

OP.430 Tool List

- Ball pein hammers
4oz, 1lb, 2 ½ lb
- Soft face hammer (sand filled or dead blow)
- Chisel set 3/8" to 7/8" (flat and cape)
- Pin punch set

- Brass punch set
- Chain wrench 4"
- Filter wrench (strap type)
- H.D. hack saw
- Multi bit screw driver set
- Plier set
- Vice grip set
- Snap ring plier set
- Socket set including ratchets and extensions
(both metric and SAE) 1/4", 3/8", 1/2", 3/4"
- Combination wrenches
3/8" – 1 1/4" and 6mm – 36mm
- Box end wrenches
3/8" – 1 1/4" and 6mm – 36mm
- Angle wrenches
3/8" – 1 1/4" and 6mm – 36mm
- Hex key set (metric and SAE)
- Pry bar set
- Tape measure (25' SAE/metric combination)
- Vernier calipers
- Feeler gauge set
- Putty knife/scrapper
- Easy out set
- Stud remover
- Flashlight
- Telescopic magnet
- Set of hose (o-ring) picks
- Pipe wrench 8", 12", 18"
- Crescent wrench set
- Impact gun 3/8" and 1/2"
- Blow gun
- Multi meter
- Wire strippers and wire crimping pliers
- Torque wrench 3/8" and 1/2"

OP.440 Owner Operator

OP.441 Owner Operators shall be retained and paid in accordance with the Master Section and the Owner Operator Addendum.

APPENDIX "OPC"

ALLIED INFRASTRUCTURE AND RELATED CONSTRUCTION COUNCIL

INTERNATIONAL UNION OF OPERATING ENGINEERS
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ARTICLE OPC.100 - WAGES AND FUNDS

See *Trade Sections – Wages* for tables of wages.

OPC.111 Higher Wage Rates

Where an Employee works in a higher hourly wage classification that Employee shall be paid the higher rate for a minimum of four (4) hours; if the Employee works more than four (4) hours at the higher hourly wage classification, that Employee shall be paid the higher rate for the entire shift.

OPC.112 Apprenticeship

- a) Where more than four (4) but less than ten (10) Journeyman Mechanics are employed at least one (1) Registered Apprentice shall be employed. Where more than ten (10) Journeyman Mechanics are employed, at least two (2) Registered Apprentices shall be employed.
- b) See OPC.410 for Apprentice Operator requirements.
- c) See *Trade Sections – Wages* for tables of wages.

OPC.120 Vacation and Statutory Holiday Pay Rates

GES>*Trade Sections – Wages* for tables of wages.

OPC.130 Benefit and Pension Plan Funds

OPC.131 Benefit Plan

Contributions shall be made by the Affiliated Union from the lump sum benefits indicated in the applicable wage table.

OPC.132 Pension Plan

Contributions shall be made by the Affiliated Union from the lump sum benefits indicated in the applicable wage table.

OPC.140 Other Funds

OPC.141 Mechanics, Servicepersons Tool Allowance Fund

Contributions shall be made by the Affiliated Union from the lump sum benefits indicated in the applicable wage table.

OPC.142 Operating Engineers' Advancement Fund

Contributions shall be made by the Affiliated Union from the lump sum benefits indicated in the applicable wage table.

OPC.143 IUOE Local 115 Training Association Fund

Contributions shall be made by the Affiliated Union from the lump sum benefits indicated in the applicable wage table.

ARTICLE OPC.200 - FOREPERSON

- OPC.201 Where four (4) or more Employees in a permanent shop under the jurisdiction of the Operating Engineers work, an Operating Engineers' Foreperson shall be employed at ten percent (10%) per hour over the hourly rate of the highest Operating Engineer's classification under the Foreperson's supervision.
- OPC.202 When Operating Engineers' Forepersons are required on other types of work, the Operating Engineers' Foreperson shall be paid at ten percent (10%) per hour over the hourly rate of the highest Operating Engineer's classification under the Foreperson's supervision.
- OPC.203 When a Clamshell Dredge Operator performs work other than Piledriving, that Employee shall receive one dollar (\$1.00) per hour over the classification as a supervisory premium. Rigs of 3 cubic yard capacity and over shall receive this premium at all times.
- OP.204 Notwithstanding the above, appointment of any Foreperson(s) is subject to the Master Section and Addenda "predominant trade" and "composite crew provisions", and any Employees under the Foreperson's supervision shall take instructions from that Foreperson.

ARTICLE OPC.300 - DUES

Dues shall be deducted from the total compensation paid to the Employee, at rates specified by the Affiliated Union from time-to-time.

ARTICLE OPC.400 - SPECIAL CONDITIONS

OPC.410 Crews

- OPC.411 Crews on Power Shovels, Draglines, Clamshells, Crawler Cranes, Truck Cranes, Trenching Machines and Backhoes of one and one-half (1-1/2) cubic yards capacity and over shall consist of an Operator and, where requested by the Contractor, Apprentice Operator.
- OPC.412 When Truck, Crawler or Hydraulic Cranes are mounted on Scows and are performing Piledriving or Crane work the recommended minimum crew shall consist of:
- 1 Journeyperson Operator
 - 1 Deck Engineer.
- This crew clause shall also apply to speciality Piledriving Rigs.
- OPC.413 Clamshell dredges six (6) yards and over, the recommended minimum crew shall consist of:
- 1 Journeyperson Operator
 - 1 Deck Engineer
 - 1 Deck Hand.
- OPC.414 Contractors operating two (2) or more clamshell dredges from four (4) yards up to, but not including six (6) yards, shall consider employing an Apprentice Operator.
- The Apprentice Operator shall not replace a regular member.
- OPC.415 Notwithstanding the above, the crews specified are understood to be the minimum recommended crew. It is recognized that considerations of safety, reasonable work load and other factors may require that a different crew employed, this to be determined at a pre-job conference and such additional employees required shall be employees covered under this Agreement.
- OPC.416 Hoisting Equipment Apprentices shall be employed and paid in accordance with OPS.410 through OPS.413 inclusive.

OPC.420 Tool List

- Ball peen hammers
4oz, 1lb, 2 ½ lb
- Soft face hammer (sand filled or dead blow)
- Chisel set 3/8" to 7/8" (flat and cape)
- Pin punch set
- Brass punch set
- Chain wrench 4"
- Filter wrench (strap type)
- H.D. hack saw
- Multi bit screw driver set
- Plier set
- Vice grip set
- Snap ring plier set
- Socket set including ratchets and extensions
(both metric and SAE) 1/4", 3/8", 1/2", 3/4"
- Combination wrenches
3/8" – 1 1/4" and 6mm – 36mm
- Box end wrenches
3/8" – 1 1/4" and 6mm – 36mm
- Angle wrenches
3/8" – 1 1/4" and 6mm – 36mm
- Hex key set (metric and SAE)
- Pry bar set
- Tape measure (25' SAE/metric combination)
- Vernier calipers
- Feeler gauge set
- Putty knife/scrapper
- Easy out set
- Stud remover
- Flashlight
- Telescopic magnet
- Set of hose (o-ring) picks
- Pipe wrench 8", 12", 18"
- Crescent wrench set
- Impact gun 3/8" and 1/2"
- Blow gun
- Multi meter
- Wire strippers and wire crimping pliers
- Torque wrench 3/8" and 1/2"

OPC.430 Owner Operators

OPC.431 Owner Operators shall be retained and compensated in accordance with the Master Section and Owner Operator Addendum.

OPC.440 General

OPC.441 Where an Operating Engineer is required to service before or after the regular shift, such time shall be paid at the overtime rate of pay. Where an Operating Engineer is required to steam up before the regular starting time, a minimum of one-half (1/2) hour at the overtime rate shall be allowed.

OPC.450 Safety

OPC.451 All Operating Engineers who request coveralls shall have these supplied and replaced upon normal wear and tear. Employees are expected to take reasonable care of coveralls supplied. Shop crews only shall have coveralls supplied and cleaned. In the event that an Employee does not return the coveralls supplied then the cost of same shall be deducted from the Employee.

OPC.452 Essential protective clothing including Welder's Gloves, Protective Vests, or Leather Jackets and Noise Abatement Devices shall be supplied at no charge to the Employee. In the event that an Employee does not return the foregoing items, the cost of same to the Employee may be deducted from any money owing to the Employee.

OPC.453 Life Jackets, Hard Hats, suspensions for Hard Hats, Welders' Goggles, Fire Retardant Coveralls for Welders and Magnifying Glasses for Welders' Helmets shall be provided where necessary, on a charge-out basis at cost, such cost to be deducted from the Employee's earnings and refunded at such time as the Employee returns the items in reasonable condition, subject to normal wear and tear. Replacement of glass and other reasonable repairs to Welding Helmets for damage occurring to the Employee's helmet shall be provided.

OPC.454 Heavy duty and special tools shall be furnished.

OPC.455 [D E L E T E D]

APPENDIX "OPH"

ALLIED INFRASTRUCTURE AND RELATED CONSTRUCTION COUNCIL

INTERNATIONAL UNION OF OPERATING ENGINEERS
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ARTICLE OPH.100 - WAGES AND FUNDS

See *Trade Sections – Wages* for tables of wages.

OPH.111 First Aid Attendant Where Designated

Level 1 ticket required - forty cents (\$0.40) above the Employees classified rate.

Level 2 ticket required - thirty cents (\$0.30) above the Employees classified rate.

Level 3 ticket required - twenty cents (\$0.20) above the Employees classified rate.

OPH.112 Higher Hourly Wage

Where an Employee works in a higher hourly wage classification for four (4) hours or less, the Employee shall be paid the higher rate for a minimum of four (4) hours; if the Employee works more than four (4) hours the Employee shall be paid the higher rate for a minimum of eight (8) hours.

OPH.120 Vacation and Statutory Holiday Pay Rates

See *Trade Sections – Wages* for tables of wages.

OPH.130 Benefit and Pension Plan Funds

OPH.131 Benefit contributions shall be made as shown below per hour to the Operating Engineers' Benefit Plan.

Contributions shall be made by the Affiliated Union from the lump sum benefits indicated in the applicable wage table.

OPH.132 Pension Plan

Contributions shall be made as shown below per hour to the Operating Engineers' Pension Plan.

Contributions shall be made by the Affiliated Union from the lump sum benefits indicated in the applicable wage table.

OPH.140 Other Funds

OPH.141 IUOE Local 115 Training Association Fund

Contributions shall be made by the Affiliated Union from the lump sum benefits indicated in the applicable wage table.

OPH.142 Mechanics, Serviceperson Tool Allowance Fund

Contributions shall be made by the Affiliated Union from the lump sum benefits indicated in the applicable wage table.

OPH.143 Operating Engineers' Advancement Fund

Contributions shall be made by the Affiliated Union from the lump sum benefits indicated in the applicable wage table.

ARTICLE OPH.200 - FOREPERSON

OPH.210 Operating Engineer Forepersons (where required) shall be paid one dollar and forty cents (\$1.40) per hour over the highest classification under their supervision.

OPH.220 Leverperson, when on jobs, shall be paid one dollar (\$1.00) per hour above their classification as a supervisory premium.

OPH.230 The Chief Engineers, when on jobs, shall be paid one dollar (\$1.00) per hour above the Chief Engineer's rates, as a supervisory premium.

OPH.230 Notwithstanding the above, appointment of any Foreperson(s) is subject to the Master Section and Addenda "predominant trade" and "composite crew provisions", and any Employees under the Foreperson's supervision shall take instructions from that Foreperson.

ARTICLE OPH.300 - DUES

Dues shall be deducted from the total compensation paid to the Employee, at rates specified by the Affiliated Union from time-to-time.

ARTICLE OPH.400 - SPECIAL CONDITIONS

OPH.410 Owner Operators

Owner Operators shall be retained and compensated in accordance with the Master Section and Addenda.

OPH.420 Protective Clothing

OPH.421 Essential protective clothing including welders' leather gloves, protective vests or leather jackets shall be supplied on a charge-out basis.

OPH.422 Hard hats, suspensions for hard hats, welders' gloves and welders' goggles shall be provided by the Contractor where necessary, on a charge-out basis at cost, such cost to be deducted from the Employee's earnings and refunded at such time as the Employee returns the items to the Contractor in reasonable condition, subject to normal wear and tear. The Contractor agrees to the replacement of glass and other reasonable repairs to welding helmets for damage occurring to the Employee's helmet while in the employ of the Contractor.

OPH.423 All Operating Engineers who request coveralls shall have these supplied by the Contractor and replaced upon normal wear and tear. Employees are expected to take reasonable care of coveralls supplied. Shop crews only shall have coveralls supplied and cleaned by the Contractor. In the event that an Employee does not return the coveralls supplied by the Contractor, the Contractor shall deduct this cost from the Employee.

OPH.430 Crews

OPH.431 A recommended minimum crew requirement on hydraulic or suction dredge up to and including sixteen inches (16") shall be three (3) Employees and a boatperson (when the boat is operated by the Contractor) in the following classifications:

Leverperson
Chief Engineer and/or Shift Engineer Mate
Boatperson (where required).

OPH.432 The recommended minimum crew on each shift on a hydraulic and/or suction dredge when the dredge is pumping, for dredges over sixteen inches (16") up to and including eighteen inches (18") shall be four (4) Employees and a boatperson (when the boat is operated by the Contractor) in the following classifications:

Leverperson
Chief Engineer and/or Shift Engineer Mate Boatperson (where required).
Deckhand
Day Mate (day shift only)

OPH.433 The recommended minimum crew on each shift on a hydraulic and/or suction dredge when the dredge is pumping, for dredges over eighteen (18") inches up to and including twenty-six (26") inches shall be six (6) Employees:

Leverperson Shift Engineer Mate
2 Deckhands Boatperson

OPH.434 The recommended minimum crew on each shift on a hydraulic and/or suction dredge when the dredge is pumping, for dredges over twenty- six (26") inches shall be seven (7) Employees:

Leverperson Shift Engineer Mate
2 Deckhands Boatperson
Plus one (1) optional classification

OPH.435 The Contractor shall determine the crew size. The crews specified in this section are understood to be the recommended minimum crew employed on a dredge. It is recognized that considerations of safety, reasonable work load and other factors may require that a different crew be employed, this to be determined at a pre-job conference and such additional Employees required shall be Employees covered under this Agreement.

OPH.436 All equipment shall be operated, in accordance with classifications as listed in OPH.200 and in addition to the Crew provisions therein contained, when an Engineer requires additional assistance, assisting Employees shall be covered by this Agreement.

OPH.437 Hoisting Equipment Apprentices shall be employed and paid in accordance with OPS.410 through OPS.413 inclusive.

APPENDIX "OPR"

ALLIED INFRASTRUCTURE AND RELATED CONSTRUCTION COUNCIL

INTERNATIONAL UNION OF OPERATING ENGINEERS
ROADBUILDING TRADE SECTION

This Trade Section shall apply when Employees are performing the following construction work: Federal, Provincial, or Municipal roads and highways, access roads to Projects, all asphalt paving of roads and parking lots, and railway construction.

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ARTICLE OPR.100 - WAGES AND FUNDS

OPR.100 Wage Rates and Classifications

See *Trade Sections – Wages* for tables of wages.

OPR.112 Higher and Lower Pay Rates

(a) Higher Wage Rates

Employees working in a higher wage classification shall be paid the higher rate for a minimum of four (4) hours. Employees working more than four (4) hours shall be paid the high rate for the entire shift.

(b) Lesser Rate of Pay

At no time shall Employees be required to work in a lesser wage classification than that for which they were hired, unless they agree to the lesser wage classification in writing, which shall require their signature.

OPR.113 First Aid Attendants

Employees designated as First Aid Attendants shall have their regular hourly rate increased by the following amounts:

Level 1 Certificate - Fifty-two cents (\$0.52) per hour. Level 2 Certificate (if required) - Seventy-two cents (\$0.72) per hour.
Level 3 Certificate (if required) - Eighty-two cents (\$0.82) per hour.

OPR.114 Where the Contractor employs more than four (4) but less than ten (10) Journeyperson Mechanics at least one (1) registered Apprentice should be employed. Where the Contractor employs ten (10) or more Journeyperson Mechanics, at least two (2) registered Apprentices should be employed. Mechanic Forepersons shall be included in determining the ratio of Journeypersons to Apprentices.

OPR.115 Hoisting Equipment Apprentices shall be employed and paid in accordance with OPS.410 through OPS.413 inclusive.

OPR.120 Vacation and Statutory Holiday Pay Rate

See *Trade Sections – Wages* for tables of wages.

OPR.130 Benefit and Pension Plan Funds

OPR.131 Benefits

Contributions shall be made by the Affiliated Union from the lump sum benefits indicated in the applicable wage table.

OPR.132 Pension Plan

Contributions shall be made by the Affiliated Union from the lump sum benefits indicated in the applicable wage table.

OPR.140 Other Funds

OPR.141 Operating Engineers' Advancement Fund

Contributions shall be made by the Affiliated Union from the lump sum benefits indicated in the applicable wage table.

OPR.142 IUOE Local 115 Training Association Fund

Contributions shall be made by the Affiliated Union from the lump sum benefits indicated in the applicable wage table.

OPR.143 Mechanics, Serviceperson, Tool Allowance Fund

Contributions shall be made by the Affiliated Union from the lump sum benefits indicated in the applicable wage table.

ARTICLE OPR.200 - FOREPERSONS

OPR.201 Foreperson - Equipment

If the Contractor works three (3) or more Employees on any one shift on any job (number shall include Owner Operator and/or rental equipment) under the jurisdiction of the Operating Engineers, one of these Employees shall be appointed as Operating Foreperson. The Operating Foreperson shall receive a premium of eight percent (8%) per hour over the hourly rate of the highest Operating Engineer classification being supervised.

When the Employer works six (6) or more Employees on any one shift on any one job (number shall include Owner Operator and/or rental equipment) under the jurisdiction of the Operating Engineers, a Non-operating Foreperson position shall replace the Operating Engineer position and shall receive a premium of ten percent (10%) per hour over the hourly rate of the highest Operating Engineer classification being supervised.

When six (6) or more pieces of equipment are worked, the Foreperson shall not be called upon to operate equipment.

When three (3) or more pieces of equipment are worked on any one shift on a job as provided for above, it is understood that all equipment within the jurisdiction of the Operating Engineers shall be under the supervision of an Operating Engineer.

Oilers and trainees shall not be included when determining the ratio of a Non-Operating Foreperson.

OPR.202 Foreperson - Mechanical

If the Employer works four (4) or more Employees on any one shift on any job or in a permanent shop under the jurisdiction of the Operating Engineers, an Operating Engineer Foreperson shall be employed at ten percent (10%) over the hourly rate of the highest Operating Engineer classification being supervised.

OPR.203 Foreperson - Predominate Trade

Notwithstanding the above provisions, appointment of any Foreperson(s) is subject to the Master Section and Addenda "predominant trade" and "composite crew provisions", and any Employees under the Foreperson's supervision shall take instructions from that Foreperson.

The crew with the most members shall have the Foreperson. On some crews the Foreperson shall be Labourers, some Operating Engineers and on some Teamsters.

ARTICLE OPR.300 - DUES

Dues shall be deducted from the total compensation paid to the Employee, at rates specified by the Affiliated Union from time-to-time.

ARTICLE OPR.400 - SPECIAL CONDITIONS

OPR.410 General

OPR.411 Essential protective clothing including welder's gloves, protective vests or leather jackets, noise abatement devices and rainwear shall be provided at no cost to the Employee. In the event that an Employee does not return the foregoing items supplied, the Employer shall charge the cost of same to the Employee and deduct this cost from any money owing to the Employee.

OPR.412 All Mechanics, Welders, Servicepersons, Drill Doctors, Steel Sharpeners, Vehicle Body Painters, and Mechanics and Welder Apprentices who request coveralls shall have these supplied and cleaned by the Employer. There shall be one change a week available in the Employee's proper size. Employees are expected to take reasonable care of coveralls supplied. In the event that an Employee does not return the coveralls supplied by the Employer, the Employer shall charge the cost of same to the Employee and deduct this cost from any monies owing to the Employee.

When requested, coveralls shall be supplied on a temporary basis to Employees who assist on work as described above, or where the Employer and the Union mutually agree that coveralls are required.

Employees entitled to receive coveralls as provided herein may obtain an additional change of coveralls in any one week providing the condition of the coveralls requires a change. The shop Foreperson shall use discretion in authorizing the additional change.

OPR.420 Owner Operators

OPR.421 Owner Operators shall be retained and compensated in accordance with eh Master Section and Addenda.

APPENDIX "OPS"

ALLIED INFRASTRUCTURE AND RELATED CONSTRUCTION COUNCIL
INTERNATIONAL UNION OF OPERATING ENGINEERS
STEEL ERECTION TRADE SECTION

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ARTICLE OPS.100 - WAGES AND FUNDS

OPS.110 Wages Rates and Classifications

See Trade Sections – Wages for tables of wages.

OPS.113 Any equipment not specifically referred to shall be paid at the "under 20 ton" rate.

OPS.114 It is agreed that the "under 20 ton" rate shall be payable where an Operating Engineer works five (5) or more days in the Employer's shop or yard and is not assigned to the operation of a crane where a higher tonnage capacity would normally apply.

OPS.120 Vacation and Statutory Holiday Pay Rates

See Trade Sections – Wages for tables of wages.

OPS.130 Benefit and Pension Plan Funds

OPS.131 Benefits

Contributions shall be made by the Affiliated Union from the lump sum benefits indicated in the applicable wage table.

OPS.132 Pension Plan

Contributions shall be made by the Affiliated Union from the lump sum benefits indicated in the applicable wage table.

OPS.140 Other Funds

OPS.141 IUOE Local 115 Training Association Fund

Contributions shall be made by the Affiliated Union from the lump sum benefits indicated in the applicable wage table.

OPS.142 Mechanics, Welders And Serviceperson Tool Allowance Fund

Contributions shall be made by the Affiliated Union from the lump sum benefits indicated in the applicable wage table.

OPS.143 Operating Engineers' Advancement Fund

Contributions shall be made by the Affiliated Union from the lump sum benefits indicated in the applicable wage table.

ARTICLE OPS.200 - FOREPERSON

OPS.210 The Journeyman Operating Engineer on the job shall come under the authority and be governed by the instructions of the Foreperson in charge. However, no operator shall be required to execute an order that shall endanger the machine, or violate the regulations of the Workers' Compensation Board.

OPH.220 Appointment of any Foreperson(s) is subject to the Master Section and Addenda "predominant trade" and "composite crew provisions", and any Employees under the Foreperson's supervision shall take instructions from that Foreperson.

ARTICLE OPS.300 - DUES

Dues shall be deducted from the total compensation paid to the Employee, at rates specified by the Affiliated Union from time-to-time.

ARTICLE OPS.400 - SPECIAL CONDITIONS

OPS.410 Hoisting Equipment Apprentices

OPS.411 Apprentice Ratios – Unless higher ratios are deemed necessary by the Employer to meet overall Project apprenticeship targets, the following ratios shall apply on a construction contract basis:

- (a) There may be one (1) Apprentice Crane Operator employed for up to three (3) Journeyperson Crane Operators assigned to the Contractor.
- (b) There shall be one (1) Apprentice Crane Operator employed when there are four (4) Journeyperson Crane Operators assigned to the Contractor.
- (c) There shall be one (1) Apprentice Crane Operator employed for each multiple of five (5) Journeyperson Crane Operators. The foregoing is based on a construction contract ratio.

OPS.412 Work Scope – Apprentice Crane Operators shall be allowed to operate specific equipment based upon management evaluation of their qualifications, work experience and the requirements of the specific work in question. Notwithstanding this provision, the Employer shall provide the Apprentice Crane Operators so working with appropriate supervision and suitable communication options.

OPS.413 Apprentice Wage Rates – Apprentice Crane Operators shall be paid:

- (a) 1 to 600 seat time hours: 65% of the journeyperson's hourly rate of pay
- (b) 601 to 1200 seat time hours: 75% of the journeyperson's hourly rate of pay
- (c) 1201 to 1800 seat time hours: 85% of the journeyperson's hourly rate of pay

APPENDIX "PA"

ALLIED INFRASTRUCTURE AND RELATED CONSTRUCTION COUNCIL

INTERNATIONAL UNION OF PAINTERS AND ALLIED TRADES

DISTRICT COUNCIL 38

PAINTERS TRADE SECTION

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ARTICLE PA.100 - WAGES AND FUNDS

PA.110 Wage Rates and Classifications

See *Trade Sections – Wages* for tables of wages.

PA.113 The Joint Trade Board shall have the right to request any Contractor who regularly employs more than five (5) Journeypersons and has no Apprentices, to employ at least one (1) Apprentice. These provisions may be changed to suit the ability of individual Contractors to train Apprentices after review by the Joint Trade Board.

PA.114 Altitude and Hazard Pay

- (a) No altitude premium shall apply for work performed from zero to but not including fifty (50) feet.
- (b) All work performed from scaffolds fifty (50) feet and over shall be paid for at fifty cents (\$0.50) per hour in addition to the regular rates, the height to be determined by the length of the fall required (painters term) provided the base from which the height is determined shall project at least twelve (12) feet from the working vertical surface. Excepting that work performed on bridges, towers, tanks, cranes, erected structural steel, gantries, poles, stacks, refinery vessels, skeleton structure, where access may be gained with or without scaffolding, the words "from scaffolds" shall not be applied. This premium shall be paid to the base rate.
- (c) Excepting on buildings, work performed over two hundred and fifty (250) feet high shall be paid for at seventy-five cents (\$0.75) per hour in addition to the regular rates. This premium shall be paid to the base.

PA.115 Other Premiums

- (a) Paperhanging, wall covering work \$1.00/hr or other sheeting
- (b) Commercial spray painting, operation of power grinders and brushes, building cleaning (by steam or other process) \$1.50/hr sandblasting,
- (c) Industrial spray painting, operation of power grinders and brushes, building cleaning (by steam or other process) \$2.00/hr sandblasting,

PA.120 Vacation and Statutory Holiday Pay Rates

GES>*Trade Sections – Wages* for tables of wages.

PA.130 Health and Welfare, and Pension Plan Funds

PA.131 Health and Welfare

Contributions shall be made by the Affiliated Union from the lump sum benefits indicated in the applicable wage table.

PA.132 Pension Plan

Contributions shall be made by the Affiliated Union from the lump sum benefits indicated in the applicable wage table.

PA.140 Other Funds

PA.141 Provincial Apprenticeship and Employee Development Fund

Contributions shall be made by the Affiliated Union from the lump sum benefits indicated in the applicable wage table.

ARTICLE PA.200 - FOREPERSON

PA.201 Foreperson

When it is considered necessary to appoint an "A" Foreperson in charge of five (5) or more workers, that Employee shall be paid ten (10) percent per hour above the basic wage rates.

This is interpreted to mean that when a Foreperson is placed in charge of spray-blast-steam or wallcovering hangers and performs work in any one (1) of these categories, the Foreperson rate of ten (10) percent shall be paid in addition to the rate in the category in which the Employee works.

PA.202 When it is considered necessary to appoint a "B" Foreperson in charge of up to four (4) workers, such persons appointed shall be paid five (5) percent per hour above the basic rate. It shall be a violation of the Collective Agreement

for a Contractor to require an Employee to act in either of the above categories without being paid the appropriate rate.

PA.203 All "A" and "B" Forepersons shall be selected and assigned at the option of the Contractor. All "A" and "B" Forepersons must possess a recognized Trades Certificate in the Trade.

PA.204 Notwithstanding the above, appointment of any Foreperson(s) is subject to the Master Section and Addenda "predominant trade" and "composite crew provisions", and any Employees under the Foreperson's supervision shall take instructions from that Foreperson.

ARTICLE PA.300 - DUES

Dues shall be deducted from the total compensation paid to the Employee, at rates specified by the Affiliated Union from time-to-time.

ARTICLE PA.400 - SPECIAL CONDITIONS

PA.410 Tools and Brushes

PA.411 Brush Painters

Brush Painters must provide at their own expense a suitable grip containing a clean pair of overalls, soft shoes, shave hook, putty knife, square putty knife, razor blade holder, broad knife, screwdriver and hammer, one "Red Devil" brand hand scraper or similar type, manufactured dust brush, and suitable footwear for steel or industrial work.

PA.412 Wallcover Hangers or Sheeting Workers

Wallcover Hangers or Sheeting Workers must carry a suitable grip containing a clean pair of overalls, soft shoes, dusting brush, putty knives, screwdriver, hammer straight edge trimmer base and zinc strip, trimmer shears, steel roller, felt roller, measuring equipment, smoothing brush, razor blade holder, chalk line and plumb bob.

PA.413 Spray Painters and Sandblasters

Spray Painters and Sandblasters must carry a suitable grip containing the same tools as a Brush Painter, plus a pair of pliers and a crescent wrench for the type of equipment being used. Any special spray equipment wrenches are to be supplied by the Contractor.

PA.414 In the event the Employee does not have any of the above equipment as outlined in categories PA.411, PA.412 and PA.413 above, the Contractor may supply same and charge them to the Employee at cost.

PA.420 Equipment

PA.421 Spray Painters and Sandblasters are to have supplied (at no cost to the Employee): spray and sandblast hoods, sterilized respirators with sufficient filters, hand cleaner and ear protection when required by W.C.B. Regulations. Hoods and respirators are to conform to Workers' Compensation Board regulations. Employees must wear hoods and respirators when necessary. Failure to conform may be reason for dismissal.

PA.422 All Spray Painters required to spray on interior work shall be supplied with a sprayhood at no cost to the Employee. The Employee shall be charged in case of wilful damage or loss of said equipment.

PA.423 Any Employee wilfully causing damage to equipment shall be subject to dismissal and/or to have cost of such equipment deducted from wages and monies owing the Employee at time of the indiscretion.

PA.424 Workers required to work over or with injurious chemicals or other injurious substances shall be provided with masks, respirators and/or other protective clothing. Workers required to work with materials that are more than ordinarily injurious to clothing shall be provided with protective clothing while working.

PA.425 Hard hats provided by the Contractor must be returned upon completion of the job or upon termination, otherwise the full cost of such hats shall be charged against the Employees last pay cheque.

APPENDIX "PI"

ALLIED INFRASTRUCTURE AND RELATED CONSTRUCTION COUNCIL
THE BRITISH COLUMBIA PROVINCIAL COUNCIL OF CARPENTERS PILEDRIVERS TRADE SECTION

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ARTICLE PI.100 - WAGES AND FUNDS

See Trade Sections – Wages for tables of wages.

Foreperson Rate

The Foreperson's rate shall be one hundred and ten percent (110%) of the Hammerperson's base rate in the prevailing Piledriving and Dredging Agreement of the Operating Engineers.

PI.112 Apprenticeship

The Contractor and the Affiliated Union agree to maintain and perpetuate the apprenticeship plan by considering an apprentice ratio of six (6) to one (1). For every six (6) journeypersons hired by a Contractor one (1) apprentice should be employed. For Contractors with less than six (6) journeypersons, where practical, an apprentice should be hired after three (3) journeypersons.

PI.113 First Aid Attendants

Employees required to act as First Aid Attendants shall receive the following:

Level 1 Certificate: \$0.25 per hour above their wage rate

Level 2 Certificate: \$0.50 per hour above their wage rate

Level 3 Certificate: \$0.75 per hour above their wage rate

PI.114 First aid provision shall not apply where:

- (a) No First Aid Attendant is required by the Workers' Compensation Board regulations
- (b) The Employer uses Office Personnel in this capacity; or
- (c) A First Aid Attendant is employed by another party on the job site.

PI.115 Pipe and Caissons

Employees required to work down inside Pipe Piles and/or Caissons less than six (6) feet in diameter and more than twenty (20) feet in depth shall receive prevailing rates plus ten percent (10%).

PI.120 Vacation and Statutory Holiday Pay Rates

See *Trade Sections – Wages* for tables of wages.

PI.130 Health and Welfare, and Pension Plan Funds

Contributions shall be made to the Piledrivers, Bridge, Dock and Wharf Buildings Health, Welfare and Pension Plans per hour; excluding those covered by the Divers Agreement.

Pension Plan

Contributions shall be made by the Affiliated Union from the lump sum benefits indicated in the applicable wage table.

Health & Welfare Plan

Contributions shall be made by the Affiliated Union from the lump sum benefits indicated in the applicable wage table.

These contributions shall be as follows:

Pension Plan

Contributions shall be made by the Affiliated Union from the lump sum benefits indicated in the applicable wage table.

Health & Welfare Plan

Contributions shall be made by the Affiliated Union from the lump sum benefits indicated in the applicable wage table.

PI.140 Other Funds

PI.141 Piledrivers Apprenticeship and Trade Promotional Fund

Contributions shall be made by the Affiliated Union from the lump sum benefits indicated in the applicable wage table.

ARTICLE PI.200 - FOREPERSON

PI.201 Each crew engaged in Driving or Pulling Piles must have a designated Foreperson who is paid accordingly.

PI.202 When a Crew is engaged in work other than Driving or Pulling Piles, one member of the Crew must be designated and paid as a Foreperson to direct the work.

PI.203 Exclusions to the above shall be as follows:

- (a) When an employee is directed to perform work alone.
- (b) When 2 employees are directed to perform work in the Contractors' yard where Supervisory Personnel are present.
- (c) When a Crew is split to perform different tasks on the same job-site and are under the supervision of their usual Foreperson.
- (d) When a Crew is split to perform different tasks on different job-sites for a period not exceeding one shift.

PI.204 Notwithstanding the above, appointment of any Foreperson(s) is subject to the Master Section and Addenda "predominant trade" and "composite crew provisions", and any Employees under the Foreperson's supervision shall take instructions from that Foreperson.

ARTICLE PI.300 - DUES

Dues shall be deducted from the total compensation paid to the Employee, at rates specified by the Affiliated Union from time-to-time.

ARTICLE PI.400 - SPECIAL CONDITIONS

PI.410 General

PI.411 Lighting

Adequate lighting shall be provided at night.

PI.412 No Employee, while on the Contractor's payroll, shall engage in work in the construction industry beyond the Contractor's requirements, provided the Employee is employed for the maximum regular hours permitted by this Agreement.

PI.413 Safety

In the interests of Safety, no Employee shall be required to work alone in a hazardous situation over the water. If Workers' Compensation Board brings in a regulation as above, then this article shall become null and void.

PI.420 Tools

PI.421 Contractor

The Contractor shall furnish all Heavy Tools, Peavies, Crosscut Saws, Hammers, Wrenches and Augers, including power driven, and all tools necessary for handling Steel Forms. All Contractors' tools broken on the job shall be replaced by the Contractor and all tools taken out and returned in the Contractor's time.

PI.422 Employee

The Employee shall furnish the following tools and equipment when required, on all jobs: Claw hammer, steel square, sixty (60) centimeter level, five (5) meter steel tape, thirty (30) centimeter crescent wrench, tin snips, hand saws, hand axe, hacksaw, marlin spike, tip cleaners, wire brush and chipping hammer.

PI.423 Employees assigned to work on Wood Forms, Hand Rails, or similar work shall have their saws sharpened as required at the Contractor's expense.

PI.424 Employees shall provide and wear an appropriate tool belt when required.

PI.430 Riding the Rig

It is illegal to travel outside any Harbour on Piledrivers or Tug Boats and Employees are subject to a fine for travelling thereon. Since a line drawn between Point Atkinson and Point Roberts is designated as the dividing line, all travel outside of that area shall be by Passenger Service.

PI.440 Crews

PI.441 The Contractor shall determine the required size of any crews. The recommended minimum number of Workers required to form a Crew shall be as follows:

- (a) Piledriver; Water Rig, Fixed Leads Donkey Powered.
1 Foreperson plus 4 Bridgeworkers
- (b) Piledriver; Skid Rig, Donkey Powered.
1 Foreperson plus 4 Bridgeworkers
- (c) Piledriver; Floating Derrick Rig, on-board Fixed or Mobile Crane, with A-Frame or Moonbeam Leads or Hanging Leads from Boom.
1 Foreperson plus 3 Bridgeworkers
- (d) Piledriver; on land, Crawler or Truck Crane.
1 Foreperson plus 2 Bridgeworkers

- (e) Piledriver; on land Compacto Rig.
1 Foreperson plus 2 Bridgeworkers
- (f) Piledriver; on land, Franki Rig.
1 Foreperson plus 2 Bridgeworkers
- (g) Submarine Drill Rig, when used for Drilling, Blasting, and Dredging or for Pile Holes.
1 Foreperson plus 1 Bridgeworkers (Powderperson)
- (h) Air-Trac or Churn Drill when used for Foundation Piles, on land or water
1 Foreperson plus 1 PileDriver/Bridgeworker
- (i) Rotary Drill rig (auger or tri-cone), soil densification, vibro floatation and wick drains
1 Pildriver/Bridgeworker

PI.442 It is also understood and agreed that a shortage of the above minimums in any Crew shall not result in an interruption in the work

PI.443 Should it become necessary to review the above recommended minimums due to changes in equipment or work methods or requirements, then a meeting shall be convened to resolve the issue. If the issue is not resolved then the matter shall be referred to arbitration.

PI.444 Under no circumstances shall there be less than two (2) Journeypersons and one (1) Foreperson during the operation of the Piledriver for Driving and Pulling Piles.

PI.445 Complaints regarding shortage of Workers to a Crew shall be dealt with by the Parties without delay. There shall be no discrimination against any Employee covered by this Agreement for complaints filed with the Affiliated Union with reference to shortage of Crews.

PI.450 Charge Out Items

In accordance with the Occupational Health and Safety Regulations, all safety equipment shall be provided by the Employer. Employees are responsible for maintaining all equipment issued to them. Employees who fail to return this equipment in reasonable condition, subject to normal wear, may be charged for the item at cost. These items shall include noise suppressors, respirators, CSA approved safety harness, life jackets, coveralls (where air and/or diesel hammers or creosote are present), high visibility vest, chainsaw pants, rigging gloves. For welders, welding gloves, protective leather jackets, goggles, helmets (including the special hard hat), standard and magnifying lenses for the helmets.

PI.460 Welders

When the Contractor required that Welder Employees require a retest, this shall be done whenever possible during regular working hours.

ARTICLE PI.500 - DIVER'S SECTION

PI.510 Wages and Funds

PI.511 Wage Rates and Classifications

See *Trade Sections – Wages* for tables of wages.

Classifications and Definitions

Standby Diver:

A standby diver is a person required to be on duty for any day or part thereof but who has not been required to descend below the surface of the water.

Diving Supervisor:

On every job project the diving crew shall have a designated diving supervisor. On jobs where five (5) or more divers and tenders are employed, one person shall be assigned to be the diving supervisor and shall be paid according to PID.110

Duties shall include assigning each member of the crew to their specific work position before the shift begins each day, i.e. diver, back-up diver, tender, etc. If the shift is cancelled for any reason or a dive is not possible during the shift, then each member of the crew shall be paid according to their classification.

Diver's Tender:

Divers may designate their own Tenders and the Tender shall come under the Diver's supervision.

When a Diver's compressor cannot be placed within the immediate attendance of the tender, a competent person shall stand by the compressor while the Diver is submerged.

The Tender shall at all times attend exclusively to the diver while the Diver submerged.

(c)

Depth Bonus and Premium Pay

Depth Below	Amount of Premium Water Surface	Pay per Foot
60 ft. to 100 ft.		\$1.21
100ft.to200ft.		2.41
200 ft. and over	At a negotiated premium	not less than \$2.41/ft.

When it is necessary for divers to enter pipes or tunnels or other enclosures where there is no vertical ascent, a premium shall be paid according to the following schedule, in addition to the day's pay and depth bonus.

Distance Travelled From Entrance	Amount of Premium Pay per Foot
0 ft. to 100 ft.	\$1.21
100 ft. to 200 ft.	\$2.41
200 ft. and over	At a negotiated premium not less than \$2.41 per ft.

Depth and distance pay is hereby established as per shift and shall be paid once for each shift.

PI.512 Vacation and Statutory Holiday Pay Rates

See *Trade Sections – Wages* for tables of wages.

PI.513 Health and Welfare, and Pension Plan Funds

Contributions shall be made by the Affiliated Union from the lump sum benefits indicated in the applicable wage table.

PI.520 Foreperson

All Divers and Tenders shall come under the direction of the Piledriver Foreperson on jobs where one is present.

Notwithstanding the above, appointment of any Foreperson(s) is subject to the Master Section and Addenda "predominant trade" and "composite crew provisions", and any Employees under the Foreperson's supervision shall take instructions from that Foreperson.

PI.530 Dues

Dues shall be deducted from the total compensation paid to the Employee, at rates specified by the Affiliated Union from time-to-time.

PI.540 Special Conditions

PI.541 Minimum Crew

The minimum crew shall be as follows:

- (a) Diver
- (b) Standby Diver
- (c) Diver's Tender PI.542 Equipment

- (a) All diving gear and equipment necessary for the job shall be supplied by the Contractor, including hard hat and/or scuba gear.
- (b) The following items shall be considered as items of dress and personal gear to be supplied by the Employee:

Fins, weight belt, ankle weights, mask, working flashlight, depth gauge, compass, knife, diving suit, wools, gloves and pressure gauge.

PI.543 Under all diving conditions, the reasonable judgement of the Diver shall be accepted regarding safety.

PI.544 Working Conditions

When abnormal tide velocities, depths, or weather conditions are anticipated on a job, a pre-job conference shall be held between the Contractor's representative and the Affiliated Union's representative to work out mutual arrangements.

APPENDIX "PL"

ALLIED INFRASTRUCTURE AND RELATED CONSTRUCTION COUNCIL
UNITED ASSOCIATION OF JOURNEYMEN & APPRENTICES OF THE PLUMBING AND PIPEFITTING
INDUSTRY OF THE UNITED STATES AND CANADA
PLUMBERS AND PIPEFITTERS TRADE SECTION

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 - PL.450 WELDERS

ARTICLE PL.100 - WAGES AND FUNDS

PL.110 Wage Rates and Classifications

See *Trade Sections – Wages* for tables of wages.

PL.113 Apprentices

A Contractor employing three (3) Journeypersons or more should employ at least one (1) Apprentice.

PL.114 Employees working on Instrument Calibrators shall be paid one dollar (\$1.00) per hour over the Journeyperson wage rate. This premium shall not apply to Employees who are already receiving Foreperson premium.

PL.115 Employees working as Class A Gasfitters shall be paid one dollar and fifty-cents (\$1.50) over the Journeyperson wage rate. This premium shall not apply to Employees already receiving the Foreperson premium.

PL.116 Swinging Scaffold

Employees, while working from a swinging scaffold or bosun's chair, shall be paid fifty cents (\$0.50) per hour over the Journeyperson's rate of pay.

PL.120 Vacation and Statutory Holiday Pay Rates

Trade Sections – Wages for tables of wages.

PL.130 Health and Welfare, and Pension Plan Funds

PL.131 Local Union 170 Welfare Plan

Contributions shall be made by the Affiliated Union from the lump sum benefits indicated in the applicable wage table.

PL.132 Local Union 170 Pension Plan

Contributions shall be made by the Affiliated Union from the lump sum benefits indicated in the applicable wage table.

PL.140 Other Funds

PL.141 Piping Industry Apprenticeship Fund

Contributions shall be made by the Affiliated Union from the lump sum benefits indicated in the applicable wage table.

PL.142 Journeyperson Training and General Industry Promotion Fund

Contributions shall be made by the Affiliated Union from the lump sum benefits indicated in the applicable wage table.

ARTICLE PL.200 - FOREPERSON

PL.201 When five (5) or more persons are employed on one job, one (1) shall be designated a Foreperson and, a minimum of twelve percent (12%) per hour above the Journeyperson rate shall be paid

the Foreperson. General Forepersons shall be paid a minimum of seventeen percent (17%) per hour over the Journeyperson rate.

PL.202 Appointment of any Foreperson(s) is subject to the Master Section and Addenda "predominant trade" and "composite crew provisions", and any Employees under the Foreperson's supervision shall take instructions from that Foreperson.

ARTICLE PL.300 - DUES

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Dues shall be deducted from the total compensation paid to the Employee, at rates specified by the Affiliated Union from time-to-time.

ARTICLE PL.400 - SPECIAL CONDITIONS

PL.410 Protective Clothing and Tools

PL.411 When required, rubber boots and raincoat, pants and hats shall be furnished on underground sewer and water main work, including piping, carrying gas, oil or other fluids and in accordance with the Workers' Compensation Act, Accident Prevention Regulations, protective clothing shall be supplied to Employees working in confined spaces where certain conditions exist, such as working in tanks or pipe containing chemicals, oils, gases, acids, etc.

PL.412 Employees shall be supplied welder's helmets, leather jackets or arms (when necessary), goggles and gloves. All tools shall be supplied for all trades (see Article 14.800). Goggles and gloves shall be supplied to Fab Shop Employees. Gloves shall be supplied to all Employees working with Welders. Coveralls and gloves shall be supplied to all Employees working with fibreglass pipe and materials. Leather aprons shall be supplied to Fitters working with Welders in Fab Shops. The Contractor shall be reimbursed for the costs of these leather aprons through the JTIP Fund.

PL.413 When welding in confined spaces with fibreglass or toxic fumes or smoke, proper ventilation shall be provided where practicable.

PL.414 Tools

When a tool box with a lock and key is supplied to any Journeyperson Employee, the Employee shall sign a standardized form as approved by the Joint Conference Board and be responsible for the return of all tools and/or equipment issued. In case of theft of tools and/or equipment it is agreed to the principle of prosecution. Any disagreement as to the responsibility shall be decided by the grievance procedure provided in this Agreement.

PL.420 Older Workers

PL.421 It shall be the policy of the Contractor to endeavour, where there are five (5) or more Journeypersons employed by the Contractor, that every fifth (5th) Journeyperson shall be fifty (50) years of age or over, if available.

PL.422 When hiring specially trained Employees to work in warehouse or tool crib, preference shall be given to older or handicapped Employees.

PL.430 Safety and Rigging

PL.431 Every industrial job employing twenty-five (25) Employees or more from the Piping Industry should have

a rigger Foreperson who shall be paid a Foreperson's rate of pay. The rigging Foreperson must correlate the work schedule for the Employees designated to rig piping materials and handle equipment. Such a Foreperson shall be responsible to size the load and arrange for the proper equipment and the number of Employees necessary to perform any specific rigging job in a safe manner in accordance with Workers' Compensation Board Regulations. All mechanical rigging equipment must conform to Canadian Standards Association requirements. For every additional twenty-five (25) Employees employed from the Piping Industry and coming under the jurisdiction of Local 170, another rigging Foreperson should be employed. For additional rigging Forepersons, Forepersons in charge of

fitters and Welders may be so designated as rigger Forepersons in addition to their other duties. Every industrial job must have at least one qualified rigger. The Affiliated Union agrees to supply competent riggers.

PL.432 The Contractor shall supply to Employees the necessary rigging materials, such as suitable slings (chockers), come-alongs, chain blocks, hydraulic jacks, or any other necessary type of material, tools or equipment required to install pipe, pipe materials, pipe hangers and supports.

PL.440 Owner Operator - Rig Welder

PL.441 Owner Operators, including rig welders, shall be retained and compensated in accordance with the Master Agreement and Addenda.

The payment of these monies as established in the Agreement is the responsibility of the Contractor.

PL.450 Welders

PL.451 All pipe welders employed in connection with the installation of work within the jurisdiction of the United Association of Journeyperson & Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada shall provide proof of their competency; this is not to include Welders who might be employed for short periods on alterations, repairs or temporary work - short period not to exceed eight (8) hours on any one job on alterations, repairs or temporary work however the union must be notified of such work prior to it occurring.

PL.452 The Journeyperson Training and Industry Promotion Fund shall pay the cost of welding tests required by the Contractor, with the exception of the original pressure Ticket or Certificate of Competency. However, it is understood that regardless of results, all tests required by the Contractor shall be conducted on the Contractor's time at the prevailing rate of wages, and results of all tests are to be turned over to the Local Union upon request.

Should the Welder fail the first performance qualifications test(s) or retest(s), in each individual case any subsequent performance qualification test(s) or retest(s) for that particular job shall be conducted on the Employee's own time. The intent of this clause is to allow a welder to retest once.

APPENDIX "PLA"

ALLIED INFRASTRUCTURE AND RELATED CONSTRUCTION COUNCIL

OPERATIVE PLASTERERS AND CEMENT MASONS INTERNATIONAL ASSOCIATION PLASTERERS TRADE SECTION

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PLA.110 WAGE RATES AND CLASSIFICATIONS

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PLA.140 OTHER FUNDS

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ARTICLE PLA.100 - WAGES AND FUNDS

PLA.110 Wage Rates and Classifications

See *Trade Sections – Wages* for tables of wages.

PLA.112 Employees operating plaster pumps shall receive twenty-five cents (\$0.25) per hour over the basic hourly rate up to one and one-half inch (1-1/2") hose providing it does not apply to interior texture finishes. Seventy-five cents (\$0.75) per hour over the basic hourly rate with hose above one and one-half inches (1-1/2").

PLA.113 Swing Stage

Employees are to receive sixty cents (\$0.60) increase in basic hourly rate for all work on swinging stages and also where required to wear a safety belt for safety requirements.

PLA.114 The Contractor agrees to supply the necessary tools during the first year of apprenticeship.

PLA.115 The wage scale for Apprentices shall be based on a percentage of the Journeyperson's rate. See *Trade Sections – Wages* for tables of wages.

If the Apprentice can pass a tradesperson's qualification test the Apprentice shall be eligible for the full tradesperson's rate. If the Apprentice does not pass the tradesperson's qualification test, then the Apprentice shall continue on at ninety percent (90%) of the tradesperson's rate until the Apprentice passes the tradesperson's qualification test or the end of the fourth year, whichever comes first.

PLA.120 Vacation and Statutory Holiday Pay Rates

GES>*Trade Sections – Wages* for tables of wages.

PLA.130 Health and Welfare, and Pension Plan Funds

Health and Welfare Trust Fund

Contributions shall be made by the Affiliated Union from the lump sum benefits indicated in the applicable wage table.

PLA.140 Other Funds

PLA.141 Group RRSP

Contributions shall be made by the Affiliated Union from the lump sum benefits indicated in the applicable wage table.

PLA.142 Industry Promotion Fund

Contributions shall be made by the Affiliated Union from the lump sum benefits indicated in the applicable wage table.

PLA.143 Apprenticeship Fund

Contributions shall be made by the Affiliated Union from the lump sum benefits indicated in the applicable wage table.

ARTICLE PLA.200 - FOREPERSON

- PL.201 Where more than four (4) tradespersons are employed on one (1) job, one (1) must be appointed working Foreperson. When ten (10) or more tradespersons are working on one (1) job, the Foreperson must not work with the tools. Whenever Forepersons are appointed, they shall be guaranteed a minimum of one hour's pay per day in addition to the Journeyperson's current rate of pay per day.
- PL.202 Notwithstanding the above, appointment of any Foreperson(s) is subject to the Master Section and Addenda "predominant trade" and "composite crew provisions", and any Employees under the Foreperson's supervision shall take instructions from that Foreperson.

ARTICLE PLA.300 - DUES

Dues shall be deducted from the total compensation paid to the Employee, at rates specified by the Affiliated Union from time-to-time.

ARTICLE PLA.400 - SPECIAL CONDITIONS

PLA.410 General

PLA.411 Safety

No Employee shall work where open salamanders (gasoline or oil) or any torch injurious to health is used. Salamanders in particular shall be piped to a flue or outside opening. This Section is intended to cover any plastering mixers or plastering machines of any type when used inside a building.

PLA.412 Respiratory Masks

Respiratory masks as recommended by the Workers' Compensation Board shall be supplied when working with compounds containing asbestos or other fibrous materials.

PLA.413 Super-Annuated Members

On large jobs, provisions shall be made to hire a minimum of one (1) super-annuated member for every ten (10) regularly employed members performing work.

PLA.420 Tools

PLA.421 The tools of an Employee starting a new job shall be in good condition. The Employee's kit shall include: Hawk - at least two (2) plastering trowels - margin or pointing trowel
- angle trowel - angle float - rubber float - finishing brush
- tool brush - dash brush - scratch brush - dash scoop - hammer - darby - spirit level - tin snips and measuring tape.

PLA.422 In addition, when wallboard taping and filling Employees shall have: broad knives six (6) inches and smaller, mud pan, gyprock knife, sander, stilts and appropriate trowels.

PLA.423 In the event of an Employee not having the basic hand tools as outlined above, the Contractor may supply and charge to the Employee at cost.

APPENDIX "RE"

ALLIED INFRASTRUCTURE AND RELATED CONSTRUCTION COUNCIL

UNITED ASSOCIATION OF JOURNEYMEN AND APPRENTICES OF THE PLUMBING AND PIPEFITTING
INDUSTRY (REFRIGERATION WORKERS TRADE SECTION)

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 - RE.420 EQUIPMENT
 - RE.430 WELDING
 - RE.440 TOOLS
 - RE.450 OWNER OPERATORS

ARTICLE RE.100 - WAGES AND FUNDS

RE.110 Wage Rates and Classifications

See *Trade Sections – Wages* for tables of wages.

RE.111 Apprentices

- (a) Apprentice to Journeyman ratio should be one to one and one to three thereafter in the shop and on the job. In the event of a Journeyman being called off the job for some emergency, that Journeyman shall be allowed an absence of three (3) hours before the senior apprentice on the job is elevated to Journeyman's rate of pay.
- (b) If required, a first year apprentice shall be supplied with a full set of tools in accordance with the attached tool list following the probationary period. The cost of these tools shall be deducted from the apprentice's wages at the rate of ten percent (10%) of the total value per month. If the apprentice ceases to be an Employee the apprentice shall pay the difference between the amount paid and the amount owing. Tool allowance shall be paid in accordance with this Trade Section.
- (c) When a Refrigeration T.Q. holder is assigned to do work requiring an additional ticket or tickets the Employee shall be paid an additional eighty cents (\$0.80) per hour while performing work appropriate to that ticket (excluding welding ticket).

RE.112 Tool Allowance

The Contractor shall supply all tools used by Employees in carrying out their duties or, by mutual agreement, the Employees shall supply their own tools at the rate of eighteen cents (\$0.18) per day per one hundred dollars (\$100.00) value of tools based on a minimum value of \$3,000.00. The Employees shall endeavor to protect tools from loss. The Contractor shall replace an Employee's tools on the basis of tool for tool and make for make to the value of tools agreed to between the Contractor and the Employee. This coverage will only apply in cases of fire or theft by forced entry.

RE.120 Vacation and Statutory Holiday Pay Rates

See *Trade Sections – Wages* for tables of wages.

RE.130 Health and Welfare, and Savings Plan Funds

RE.131 Health and Welfare Plan

Contributions shall be made by the Affiliated Union from the lump sum benefits indicated in the applicable wage table.

RE.132 Savings Plan

Contributions shall be made by the Affiliated Union from the lump sum benefits indicated in the applicable wage table.

ARTICLE RE.200 - FOREPERSON

When the Contractor employs five (5) or more members of Local 516 on a job, one (1) shall be designated a working Foreperson and shall be paid a premium of ten percent (10%) above the regular wage rate for each hour worked as a Foreperson. Any Journeyman designated as a General Foreperson shall be paid a premium of fifteen percent (15%) above the regular wage rate for each hour worked as a General Foreperson.

Appointment of any Foreperson(s) is subject to the Master Section and Addenda "predominant trade" and "composite crew provisions", and any Employees under the Foreperson's supervision shall take instructions from that Foreperson.

ARTICLE RE.300 - DUES

RE.301 Dues shall be deducted from the total compensation paid to the Employee, at rates specified by the Affiliated Union from time-to-time.

ARTICLE RE.400 - SPECIAL CONDITIONS

RE.410 Older Workers

It shall be the policy of the Contractor to endeavour where there are five (5) or more Journeymen employed by a Contractor, that every fifth Journeyman shall be fifty (50) years of age or over if available.

RE.420 Equipment

RE.421 Employees working on ammonia equipment shall be provided with an ammonia gas mask in good working condition.

RE.422 Gas masks shall be supplied on the basis of one freon mask per service vehicle.

RE.423 Employees shall not be required to supply rigging material and equipment.

RE.430 Welding

RE.431 Testing costs to renew welding tickets shall be borne by the Employee.

RE.432 All welders and Refrigeration Journeymen welding on galvanized material shall be paid at the rate of time and one-half for actual hours worked. All welders and Refrigeration Journeymen welding on Sulphur Dioxide equipment shall be paid at the rate of double time for actual hours worked, and shall be supplied milk.

RE.440 Tools

RE.441 The minimum set of hand tools to be supplied by the Employee shall be as follows:

1. tool box
2. flaring tools 1/4" to 5/8"
3. 1 set gauges
4. 1 gauge manifold c/w hoses
5. 1 set combination box and open end wrenches to 1"
6. 1 - 1/4" socket set
7. 1 - 3/8" socket set
8. 3 sizes Robertson screw drivers (No.6-8-10)
9. 3 sizes Phillips screw drivers
10. 1 - 8' measuring tape
11. 1 pair diagonal cutting pliers
12. 1 - 8" adjustable wrench
13. 1 ratchet service valve wrench 1/4" & 3/8" sizes

14. 1 - 3/8" bend spring
15. 1 - 1/2" bend spring
16. 1 - 5/8" bend spring
17. 1 leak detector (halide or bernzometric)
18. 1 hack saw
19. 1 ball peen hammer
20. 1 tube cutter to 1 5/8"
21. 1 Pair needle nose pliers
22. 1 - 10" vice grip or pipe wrench
23. 3 flat blade screw drivers (1 control size - 2 assorted)
24. 1 straight cut tin snips
25. 1 jack knife

RE.442 The following tools shall be supplied:

- all pipe wrenches, vices, taps and dies
- all electric tools
- all electric measuring instruments
- all machinist measuring instruments
- all air and gas measuring devices
- all gas containers
- all welding equipment including welders gloves
- specialty tools
- vacuum pumps
- power tools RE.450 Owner Operators

RE.451 Owner Operators, including rig welders, shall be retained and compensated in accordance with the Master Section and Owner Operator Addendum.

APPENDIX "SH"

ALLIED INFRASTRUCTURE AND RELATED CONSTRUCTION COUNCIL

SHEET METAL WORKERS INTERNATIONAL ASSOCIATION SHEETMETAL WORKERS TRADE SECTION

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ARTICLE SH.100 - WAGES AND FUNDS

SH.110 Wage Rates and Classifications

See *Trade Sections – Wages* for tables of wages.

SH.113 The Journeyperson Sheet Metal Work and Foreperson rates include a ten cents (\$0.10) per hour tool and clothing allowance. Only Apprentice rates are calculated at the appropriate percentage of the Journeyperson rates exclusive of tool allowance.

SH.114 Apprenticeship

Any shop employing six (6) Sheet Metal Workers' should employ one (1) Apprentice.

SH.120 Vacations and Statutory Holiday Pay Rates

See *Trade Sections – Wages* for tables of wages.

SH.130 Health Benefit and Pension Plan Funds

SH.131 Health Benefit Fund

Contributions shall be made by the Affiliated Union from the lump sum benefits indicated in the applicable wage table.

SH.132 Pension Fund

Contributions shall be made by the Affiliated Union from the lump sum benefits indicated in the applicable wage table.

SH.140 Other Funds

SH.141 Apprenticeship and Schooling Fund

Contributions shall be made by the Affiliated Union from the lump sum benefits indicated in the applicable wage table.

SH.142 Promotion Fund

Contributions shall be made by the Affiliated Union from the lump sum benefits indicated in the applicable wage table.

SH.143 Sheet Metal Industry Fund

Contributions shall be made by the Affiliated Union from the lump sum benefits indicated in the applicable wage table.

ARTICLE SH.200 - FOREPERSON

SH.201 It is the intent of both parties to this Agreement that the term "Foreperson" shall mean any Journeyperson Employee who is designated to supervise the activities of other Employees.

SH.202 A Journeyperson Sheet Metal Worker is a "B" Foreperson when three (3) to seven (7) workers (inclusive of Foreperson) are employed on any job. A Journeyperson Sheet Metal Worker as "A" Foreperson

when over seven (7) workers are employed on any job.

SH.203 In shops, a Journeyperson Sheet Metal Worker is a "B" Foreperson when up to five (5) workers (inclusive of Foreperson) are employed in the shop. When over five (5) workers are employed in the shop on a regular or semi-regular basis, a Journeyperson Sheet Metal Worker is "A" Foreperson. Shop Foreperson rates shall not have cause to fluctuate up and down by temporary changes in the workforce. All workers working in the shop shall be under the supervision of the Shop Foreperson.

SH.204 An "A" Foreperson shall be permitted to supervise multiple crews to a limit of fifteen (15) workers on any one (1) job.

SH.205 Notwithstanding the above, appointment of any Foreperson(s) is subject to the Master Section and Addenda "predominant trade" and "composite crew provisions", and any Employees under the Foreperson's supervision shall take instructions from that Foreperson.

ARTICLE SH.300 - DUES

SH.301 Dues shall be deducted from the total compensation paid to the Employee, at rates specified by the Affiliated Union from time-to-time.

ARTICLE SH.400 - SPECIAL CONDITIONS

SH.410 Material Persons

SH.411 In the shop, Material Persons shall not work on the fabrication of material coming within the jurisdiction of this Agreement.

SH.412 Material Persons shall be permitted to clean, paint and crate.

SH.413 On job sites Material Persons shall be allowed to caulk existing duct systems and can be the fourth person on an architectural sheet metal crew providing that person only moves material and also material handling to the storage area provided on each floor and the handling for removal of oil, excess and waste materials from the job.

SH.414 Rate of pay to be based on seventy-five (75%) of the Journeyperson's rate.

SH.420 Welders

SH.421 Welders shall be classed as Journeypersons, and shall receive Journeyperson wages except those welders who, in the shop, weld on assembly work and/or weld for a Journeyperson who does the fitting in preparation for the weld or who completes the weld. Such welders shall receive as wages not less than eighty-five percent (85%) of the Journeyperson's rate of pay.

SH.422 All costs incurred in the Certification of Welders, where the Contractor requires the welder to obtain a certification the welder does not currently possess, shall be paid except that the individual Welder shall pay for any required registration or Welder's fees. If the Welder fails to pass the test, pay for testing time shall not be required. For clarity, welders dispatched shall possess valid certifications for all processes required by the Contractor.

SH.423 Applicants for membership in the Sheet Metal Workers Local 280 as Journeyperson Welders must prove their capabilities. A valid C.W.B. or D.P.W. certification shall be accepted as proof.

SH.424 All welding performed in the field shall be done at the Journeyperson's rate of pay.

SH.430 Older Workers

It shall be the policy of the Contractor to endeavour, where there are six (6) or more Journeypersons employed to have every sixth (6th) Journeyperson of the age of fifty (50) years or over, if available.

SH.440 Tools

SH.441 Journeyperson Sheet Metal Workers shall possess for use, in good condition, a standard set of hand tools as follows:

- 1 pair hand shears (bulldog and stripping)
- 2 pair aircraft snips (right and left)
- 1 pair pliers (with side cutter)
- 1 cold chisel
- 1 set dividers
- 1 adjustable wrench (8" or better)
- 1 medium drift pin
- 1 pair folders (vise-grip type) 1 level (12" - 18")
- 1 tri square
- 3 assorted screwdrivers
- 1 measuring tape
- 1 hacksaw frame
- 1 scratch awl
- 2 hammers (one tinners)
- 1 centre punch
- 1 standard vice-grip pliers
- 1 set Trammel Points
- 1 plumb-bob chalk line
- 1 tool box
- 1 safety hat (on construction)

SH.442 Journeypersons shall not supply power tools, extension cords, pop-riveters, non-expendable items of any description, i.e. drill bits, saw blades, etc. Nor shall they supply any other pieces of equipment not normally considered as hand tools, i.e. no. 1 punches, chute or rope falls, come-a-longs, etc.

SH.443 Apprentice Sheet Metal Workers and Cladders shall, after the second full pay period from the start of their indenture, supply themselves with a minimum set of hand tools as follows:

- 1 pair hand shears (bulldog)
- 2 pair aircraft snips (right and left)
- 1 pair pliers
- 1 pair folders (vise-grip type)
- 1 tri square
- 1 screwdriver (8")
- 1 measuring tape
- 1 scratch awl
- 1 hammer (tinners)
- 1 tool box
- 1 safety hat (on construction)

This list shall be added to as their Apprenticeship progresses so that by the time the Apprentice enters the fourth (4th) year, tools shall be in line with the above list.

SH.444 Employees hired specifically as Welders under the terms of this Agreement shall supply only helmet, gloves and chipping hammer.

APPENDIX "SHR"

ALLIED INFRASTRUCTURE AND RELATED CONSTRUCTION COUNCIL

SHEET METAL WORKERS INTERNATIONAL ASSOCIATION ROOFERS TRADE SECTION

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SHR.450 DUTIES OF EMPLOYEES

SHR.460 SHINGLE WORK

SHR.110 Wage Rates and Classifications

See *Trade Sections – Wages* for tables of wages.

SHR.111 An indentured apprentice shall not proceed to the 4th period rate of pay 75% until successful completion of the apprentice's first year school session. An indentured apprentice shall not proceed to the 5th period rate of pay (80%) until successful completion of the apprentice's second year school session.

SHR.112 Classifications

- (a) The term Journeyman Roofer shall be inclusive of the terms: Built-up Roofer; Tiler; Slater; Shingler; Dampproofers; Waterproofers; Caulker; Applicator (of fluid plastic decking, roofing and batting, etc.) and any other term commonly used in the industry.
- (b) Inexperienced workers shall mean those employed solely to do work in a labouring capacity ie. (manual tasks involved in tear-offs, shovelling, gravel and moving materials).

SHR.113 Apprenticeship

- (a) Where four (4) or more Journeymen are employed, the Contractor should employ at least one (1) Apprentice.
- (b) Apprentices shall be expected to obtain an appropriate tool kit.
- (c) After completion of six hundred (600) hours, an Inexperienced Worker may make application for a Roofing Apprenticeship with the Joint Apprenticeship Committee of the Roofing Industry. Inexperienced Workers shall not be required to enter the Apprenticeship Program.

SHR.120 Vacation and Statutory Holiday Pay Rates

See *Trade Sections – Wages* for tables of wages.

SHR.130 Health Benefit and Pension Plan Funds

SHR.131 Health Benefit Fund

Contributions shall be made by the Affiliated Union from the lump sum benefits indicated in the applicable wage table.

SHR.132 Pension Fund

Contributions shall be made by the Affiliated Union from the lump sum benefits indicated in the applicable wage table.

SHR.140 Other Funds

SHR.141 Roofers Apprenticeship and Schooling Fund

Contributions shall be made by the Affiliated Union from the lump sum benefits indicated in the applicable wage table.

SHR.142 Roofing Contractors Association Fund

Contributions shall be made by the Affiliated Union from the lump sum benefits indicated in the applicable wage table.

SHR.143 Sheetmetal Occupational Health Institute

Contributions shall be made by the Affiliated Union from the lump sum benefits indicated in the applicable wage table.

ARTICLE SHR.200 - FOREPERSON

SHR.201 Foreperson shall mean any Journeyman Employee designated to supervise the activities of other Employees.

SHR.202 The Contractor shall designate a Journeyman Roofer as a "B" Foreperson when three (3) to seven (7) workers (inclusive of Foreperson) are employed on a job site. The Contractor shall designate a Journeyman Roofer as "A" Foreperson when over seven (7) workers are employed on any job site.

SHR.203 An "A" Foreperson shall be permitted to supervise multiple crews to a limit of fifteen (15) workers on any one job site.

SHR.204 Notwithstanding the above, appointment of any Foreperson(s) is subject to the Master Section and Addenda "predominant trade" and "composite crew provisions", and any Employees under the Foreperson's supervision shall take instructions from that Foreperson.

ARTICLE SHR.300 - DUES

SHR.301 Dues shall be deducted from the total compensation paid to the Employee, at rates specified by the Affiliated Union from time-to-time.

ARTICLE SHR.400 - SPECIAL CONDITIONS

SHR.410 Safety

SHR.411 Safe ladders, properly maintained and guarded kettles and other appurtenances of the Trade shall be provided on all jobs.

SHR.412 Whenever a heating kettle is used, there shall be not less than two (2) workers on the job at all times except for preliminary heating where other Employees are expected to arrive shortly.

SHR.413 Employees shall provide themselves with Safety Hats and shall wear at all times on B.U.R. jobs, such clothing that shall at all times completely cover the arms and legs.

SHR.414 Employees should not and shall not work with workers who are incapacitated through consumption of alcohol.

SHR.415 Where necessary safety equipment is supplied and the worker has been instructed in writing on the use of same, the Employee's failure to use safety equipment or practices shall be cause for dismissal.

SHR.420 Tools

SHR.421 A Journeyperson Roofer shall possess in good condition, at the Employee's own expense, a minimum standard set of hand tools and accessories to enable the Employee to carry out work efficiently as follows:

- 1 screwdriver
- 1 crescent wrench (8")
- 1 pair combination snips
- 1 hammer (straight claw)
- 1 measuring rule
- 1 pair of gloves
- 1 set of roofing knives
- 1 roofer's hatchet

- 1 pointing trowel
- 1 safety hat
- 1 tool box or bag

SHR.422 By mutual agreement, the above list may be modified for certain branches of the Trade such as Tilers, Plastic Deck Applicators, etc.

SHR.423 Inexperienced Workers shall provide safety hats and gloves. SHR.424 Coveralls shall be supplied to all classifications in Roofing, restricted as follows:

- 1. Forty-five (45) days employment
- 2. Replacement cost be paid by Employees for abnormal wear and tear
- 3. Provided at the shop where available
- 4. Must be requested by Employee
- 5. Must be turned in on Fridays to receive clean pair on Mondays.
- 6. Employees pay deposit prior to receiving coveralls.

SHR.430 Older Workers

It shall be the policy to endeavour, where there are five (5) or more Journeypersons employed to have every fifth Journeyperson of the age of fifty (50) years or over, if available.

SHR.440 Moonlighting

SHR.441 No regularly employed member of the Affiliated Union shall engage in the practice of "Moonlighting".

SHR.442 No Contractor shall employ or continue to employ anyone known to be "Moonlighting".

SHR.443 "Moonlighting" shall only be considered as such when it is in excess of the regular work-day or work-week of the regular job.

SHR.444 The Affiliated Union shall also take disciplinary measures against "Moonlighting" members or members who "contract" in competition to their regular Contractors.

SHR.450 Duties of Employees

It shall be the duty of each Employee to:

- (a) Perform a fair day's work for the wages enumerated in this Agreement;
- (b) Obey all lawful instructions of the Contractor that are not contrary to the meaning or intent of this Agreement;

- (c) Constantly improve their qualifications and ability;
- (d) Show up for work on time in a fit and responsible condition;
- (e) Have the tools at all times that are called for in this Agreement;
- (f) Work safely for the protection of self and others;
- (g) Take no part in, "Moonlighting" or other improper practices;
- (h) Inform the Contractor as quickly as possible when unavailable due to sickness, etc.; and to
- (i) Work generally in accordance with the spirit of this Agreement governing the Roofing Industry.

APPENDIX "TE"

ALLIED INFRASTRUCTURE AND RELATED CONSTRUCTION COUNCIL

INTERNATIONAL BROTHERHOOD OF TEAMSTERS
TEAMSTERS TRADE SECTION

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ARTICLE TE.100 - WAGES AND FUNDS

TE.110 Wage Rates and Classifications (Not applicable to Owner Operators)

TE.111

See *Trade Sections – Wages* for tables of wages.

– Classifications and Duties

1. Warehouse Foreperson

Where there are four (4) or more Warehousepersons under the Teamsters' jurisdiction, a Working Foreperson shall be appointed by the Contractor and shall receive the Warehouse Foreperson rate.

The Warehouse Foreperson's rate shall be ten percent (10%) per hour above the Class 1 Warehouseperson's rate. The Warehouse Foreperson shall not be selected from other than a Class I Warehouseperson.

2. Warehouseperson - Class I

Fully experienced in all warehouse procedures (office included) such as purchasing, kardex operation, stock control, invoices, specialized in ONE or more of the following: H.D. parts, materials and/or fittings for mechanical installations. Capable of establishing procedures and taking complete charge of a warehouse in an emergency. Senior specialized Warehouseperson in charge of the stock and warehouse personnel under the direction of warehouse management.

3. Warehouseperson - Class II

Qualified Warehousepersons able to receive, ship, identify, bin any and all general warehouse material and specialized parts or material for which they are classified and all paper work pertaining thereto; able to order material through parts books and to have sound knowledge of purchasing procedure and of the operation of the "Kardex" for the parts and/or material for which they are specialized.

4. Warehouseperson - Class III

Qualified to receive and ship material and handle paper work required; to check packing slips against

material received, the requisitions and purchase orders; to identify and requisition general warehouse material.

5. Warehouse Trainee - Class IV

Assigned to assist Warehousepersons; to learn the basic fundamentals of warehousing; to assist in the unloading of warehouse material which they shall check and to keep the warehouse and yard area in a clean and proper condition as directed by the Warehouseperson.

6. Warehouse Trainee

The Contractor agrees where three (3) or more Warehousepersons are employed on a job site one (1) should be a Warehouse Trainee Class IV. Thereafter for each additional five (5) Warehousepersons another Class IV Trainee should be employed.

7. Where more than one (1) Warehouseperson is hired for the Site for a particular Contractor, the first Warehouseperson shall be a Class 1 Warehouseperson.

TE.113 Higher & Lesser Wage Rates

- (a) Employees working in a higher hourly wage classification for four (4) hours or less, shall be paid the higher rate for a minimum of four (4) hours. If they work more than four (4) hours at the higher hourly wage classification, they shall be paid the higher rate for the entire shift.
- (b) At no time shall an Employee receive a lesser rate of pay than that for which the Employee has been hired, unless the Employee agrees to the lesser rate in writing which shall require the Employee's signature and the approval of the Affiliated Union Representative.

TE.120 Vacation and Statutory Holiday Pay Rates

GES>Trade Sections – Wages for tables of wages.

TE.130 Health and Welfare, and Pension Plan Funds

TE.131 Health and Welfare Plan (Applicable to Employees only)

Contributions shall be made by the Affiliated Union from the lump sum benefits indicated in the applicable wage table.

TE.132 Teamsters (Local Union No. 213) Pension Plan (Applicable to Employees only)

Contributions shall be made by the Affiliated Union from the lump sum benefits indicated in the applicable wage table.

TE.140 Other Funds

TE.141 Teamsters Local Union No. 213 Training Trust Fund (Applicable to Employees only)

Contributions shall be made by the Affiliated Union from the lump sum benefits indicated in the applicable wage table.

TE.142 Teamsters Local Union No. 213 Building, Recreational and Legal Fund (Applicable to Employees only)

Contributions shall be made by the Affiliated Union from the lump sum benefits indicated in the applicable wage table.

ARTICLE TE.200 - FOREPERSON

TE.201 If the Contractor works four (4) or more Employees on the same shift on any job or in a permanent area under the jurisdiction of Local No. 213 of the Teamsters Union, a Teamsters Foreperson shall be employed at not less than ten percent (10%) per hour over the hourly rate

of the highest Teamster classification supervised.

TE.202 If the Contractor works eight (8) or more Employees on the same shift on any job or in a permanent area under the jurisdiction of local No. 213 of the Teamsters Union, the Teamsters Foreperson shall not be required to operate equipment unless the Foreperson considers it necessary.

TE.203 Notwithstanding the above, appointment of any Foreperson(s) is subject to the Master Section and Addenda "predominant trade" and "composite crew provisions", and any Employees under the Foreperson's supervision shall take instructions from that Foreperson.

ARTICLE TE.300 - DUES

Dues shall be deducted from the total compensation paid to the Employee, at rates specified by the Affiliated Union from time-to-time.

ARTICLE TE.400 - SPECIAL CONDITIONS

TE.410 General

TE.411 Protective clothing essential to the protection of Employees and their regular work clothes from unusual circumstances such as caustic chemicals, oil spills, etc., (i.e. slickers, gloves, hip boots, coveralls, etc.) shall be supplied by the Contractor at no cost to the Employee. However, should the foregoing items not be returned to the Contractor, the cost of these items shall be deducted from any monies owing to the Employee.

TE.420 Underground

TE.421 Smoke time shall be determined by the conditions which exist at the particular time of blasting - weather, wind, ventilation, etc. After blasting operations, work shall be resumed at the discretion of the Shift Boss, however, a minimum of ten (10) minutes smoke time shall be allowed. Any grievance arising from smoke clearing time shall be referred to a Grievance Committee equally representative of labour and management. If necessary, consultation shall be held with the person or committee responsible for safety.

TE.422 Rubber boots, rubber clothing and rubber gloves, and safety hats (complete with suspension) shall be issued by the Contractor on a charge out basis and the cost of same shall be deducted from the Employee's wages. When returned to the Contractor's stores in reasonable condition on termination, the Employee shall be refunded the amount of the original deduction.

TE.423 When replacement of rubber clothing, rubber boots or rubber gloves is required due to excessive wear or accident, the Contractor shall supply same to Employees at no additional cost.

TE.424 Dry Room

On underground work, heated dry rooms complete with shower shall be provided.

TE.430 Bus Warmup

Employees assigned to drive buses or passenger vehicles shall report a minimum of fifteen (15) minutes prior to their regular starting time to start, warm up and carry out a safety check of the vehicle. This period is to be paid for at straight time rates of pay.

TE.440 Owner Operators

TE.441 The terms and conditions set out hereunder are applicable only to Dependent Contractors and Owner Operators and constitute the entire agreement for monetary payment and benefits for Dependent Contractors and Owner Operators. The following Articles are applicable to Dependent Contractors and Owner Operators:

Articles 1.000; 2.000; 3.000; 4.000; 5.000; 6.000; 7.000; 8.000; 10.100; 10.200; 10.300; 14.000;
15.000; 16.000; 18.000; 20.000; 21.000; 22.000; 23.000;

24.000; 25.000; TE.130; TE.140 and TE.440.

TE.442 HIRING AND COMPENSATION

- (a) Owner Operators shall be retained and compensated in accordance with the above referenced Master Agreement provisions and the Addenda, supplemented by the provisions below.

iii) TANDEM DUMPS PULLING COMPANY OWNED TRAILERS

When pulling a Contractor-owned trailer, the Owner-Operator's rate shall be based on the legal load of the combination unit less fifteen percent.

(e.g. A 9.2 m3 truck towing a Contractor's 5.3 m3 pup, would be paid at the rate for a 14.5 m3- 15% = 12.3 m3 combination unit).

- b)

Out of Town Jobs

Where an Owner Operator is requested by the Contractor to travel to jobs more than eighty (80) km from the centre of any city, town or village in which the owner Operator/Dependent Contractor resides, or travels from a previous job location, the following shall apply:

Travel Allowance

The Owner Operator shall be paid thirty-one cents (\$0.31) per km (fifty cents (\$0.50) per mile) for each km or mile travelled to the job only. In order to qualify for the above, the Owner Operator/Dependent Contractor must remain on the job for fifteen (15) calendar days. However, in the event the Owner Operator/Dependent Contractor is laid off for lack of work when having been on the job less than fifteen (15) days, the Travel Allowance to the job shall be paid. If the Contractor fails to provide work and requires a n O w n e r O p e r a t o r to stand-by for more than two (2) consecutive days, the Owner Operator/Dependent Contractor, at the Owner Operator's/Dependent Contractor's option, shall be deemed to have been laid off.

- (c) Flat Rate and Ton Mile Rate

The right is reserved to negotiate a rock haul rate, ton mile rate, or a load rate where no scales are available, providing the rate is not less than the legal load rate.

An Affiliated Union Representative may be present at these negotiations. However, if a Representative is not available the rates established shall be submitted to the Affiliated Union within five (5) working days.

- (d) Overtime

An additional eight dollars (\$8.00) per hour shall be paid for each hour worked in excess of eight (8) hours per shift, and each hour worked on Saturdays, Sundays and Statutory Holidays. . Owner-Operators working on a flex week schedule will receive the foregoing premiums, not those provided Employees under the Master Section or Road Building Addenda.

- (e) Call-Out/Standby

When an Owner Operator/Dependent Contractor reports for work as instructed and no work is provided one

(1) hour's pay shall be paid.

When an Owner Operator/Dependent Contractors is required to stand-by in excess of the one(1) hours paid above, additional payment shall be made at one-half (1/2) the rate of hire for all stand by time thereafter.

TE.443 Working Conditions

Owner Operators shall be allowed two (2) breaks per shift of ten (10) minutes each in the same manner as Employees with no deductions taken for such time.

TE.444 Job Steward

Where there is no Teamster Job Steward on a job in the employ of the Contractor, an Owner Operator/Dependent Contractor may be appointed as Job Steward.

TE.445 Foreperson

Appointment of any Foreperson(s) is subject to the Master Section and Addenda "predominant trade" and "composite crew provisions", and any Employees under the Foreperson's supervision shall take instructions from that Foreperson.

Where it is agreed between the Contractor and the Business Agent of the Local Affiliated Union because of specific conditions existing on a job that no Teamster Foreperson is required under the provisions of Article TE.200, a Working Foreperson may be required. When an Owner Operator/Dependent Contractor is designated as a Working Foreperson, the all found rate shall be increased by five dollars (\$5.00) per hour..

TE.446 Safety

Each Dependent Contractor shall as a condition of employment be registered with the Workers' Compensation Board of B.C., either as an employer or as an independent operator and shall furnish proof of good standing with the Board with respect to current assessments. Dependent Contractors shall be responsible for the safe operating condition of their equipment.

TE.447 Hold Back

[DELETED]

TE.448 Method of Payment

Payment for work carried out each month shall be made by the last day of the following month.

Upon request, the Owner Operator/Dependent Contractor shall be entitled to an advance payable by the end of the first month of hire. This advance shall be to a maximum of seventy percent (70%) of the value of work carried out between the 1st and 15th of the month.

Thereafter, the Owner Operator/Dependent Contractor shall be entitled to, upon request, a mid-month advance. This advance shall be to a maximum of seventy percent (70%) of the value of work carried out between the 16th and the end of the previous month.

These advances shall be deducted from the month end payments.

In the event that the Owner Operator/Dependent Contractor has not received payment for the previous month's billing as described above, interest of one and one-half percent (1- 1/2%) per month shall be applied to the overdue amounts.

TE.449 Dues Supplement, Health, Welfare and Pension and Payroll Funds

Dues shall be deducted from the total compensation paid to the Employee, at rates specified by the Affiliated Union from time-to-time.

Contributions shall be made by the Affiliated Union from the lump sum benefits indicated in the applicable wage table.

TE.450 Teamsters Advancement Fund (Owner Operator) (Applicable to Owner Operators only)

Contributions shall be made in accordance with the Owner Operator Addendum.

TE.451 Daily Time Reports

These reports shall be submitted to the Contractor on the Standard Teamster Report Form or on a comparable form supplied by the Contractor or Employer.

APPENDIX "TER"

ALLIED INFRASTRUCTURE AND RELATED CONSTRUCTION COUNCIL

INTERNATIONAL BROTHERHOOD OF TEAMSTERS
ROADBUILDING TRADE SECTION

This Trade Section shall apply when Employees are performing the following construction work: Federal, Provincial, or Municipal roads and highways, access roads to Projects, all asphalt paving of roads and parking lots, and railway construction.

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TER.100 WAGES AND FUNDS

TER.110 WAGE RATES AND CLASSIFICATIONS

TER.120 VACATION AND STATUTORY HOLIDAY PAY RATES

TER.130 HEALTH AND WELFARE, AND PENSION PLAN FUNDS

TER.140 OTHER FUNDS

TER.200 FOREPERSON

TER.300 DUES

TER.400 SPECIAL CONDITIONS

TER.410 GENERAL

TER.420 BUS WARMUP

TER.430 DEPENDENT CONTRACTORS AND OWNER OPERATORS

ARTICLE TER.100 - WAGES AND FUNDS

TER.110 Wage Rates and Classifications

See Trade Sections – Wages for tables of wages.

TER.112 Warehouse Classifications

(a) Warehouse Foreperson

Where there are four (4) or more Warehousepersons under the Teamsters' jurisdiction, a Working Foreperson should be appointed by the Contractor and shall receive a rate not less than ten percent (10%) per hour above the Class 1 Warehouseperson's rate.

(b) Warehouseperson - Class 1

Fully experienced in all warehouse procedures (office included) such as purchasing, kardex operation, stock control, invoices, specialized in ONE or more of the following: H.D. parts, materials and/or fittings for mechanical installations. Capable of establishing procedures and taking complete charge of a warehouse in an emergency. Senior specialized Warehouseperson in charge of the stock and warehouse personnel under the direction of warehouse management.

(c) Warehouseperson - Class 2

Qualified Warehousepersons able to receive, ship, identify, bin any and all general warehouse material and specialized parts or material for which they are classified and all paper work pertaining thereto; able to order material through parts books and to have sound knowledge of purchasing procedure and of the operation of the "Kardex" for the parts and/or material for which they are specialized.

(d) Warehouseperson - Class 3

Qualified to receive and ship material and handle paper work required; to check packing slips against material received, the requisitions and purchase orders; to identify and requisition general warehouse material.

(f) Warehouse Trainee - Class 4 (Helper)

Assigned to assist Warehousepersons; to learn the basic fundamentals of warehousing; to assist in the unloading of warehouse material which they shall check and to keep the warehouse and yard area in a clean and proper condition as directed by the Warehouseperson.

TER.113 Higher & Lesser Wage Rates

(a) Employees working in a higher hourly wage classification shall be paid the higher rate for the entire shift. (Clause not applicable to Owner-Operators.)

(b) At no time shall an Employee receive a lesser rate of pay than that for which they have been hired, unless the Employee agrees to the lesser rate in writing which shall require the Employee's signature. (Clause not applicable to Owner-Operators.)

TER.120 Vacation and Statutory Holiday Pay Rates

Trade Sections – Wages for tables of wages.

TER.130 Health and Welfare, and Pension Plan Funds. (Not applicable to Owner Operators.)

TER.131 Health and Welfare Plan (Applicable to Employees only)

Contributions shall be made by the Affiliated Union from the lump sum benefits indicated in the applicable wage table.

TER.132 Teamsters (Local Union No. 213) Pension Plan (Applicable to Employees only)

Contributions shall be made by the Affiliated Union from the lump sum benefits indicated in the applicable wage table.

TER.140 Other Funds

TER.141 Training and Upgrading Fund (Applicable to Employees and Owner Operators)

Contributions shall be made by the Affiliated Union from the lump sum benefits indicated in the applicable wage table.

For Owner Operators, the contributions shall be made in accordance with Owner Operator Addendum.

TER.142 Teamsters Advancement Fund (Applicable to Employees only)

Contributions shall be made by the Affiliated Union from the lump sum benefits indicated in the applicable wage table.

TER.143 Advancement Fund (Owner Operator) (Applicable to Owner Operators only)

Contributions shall be made for each Owner Operator covered by this Agreement in accordance with the Owner Operator Addendum

TER.144 Teamsters Owner Operator Building, Recreational and Legal Fund (Applicable to Owner Operators only)

Deductions shall be made in accordance with the Owner Operator Addendum.

ARTICLE TER.200 - FOREPERSON

TER.201 If the Contractor works four (4) or more Employees on the same shift on any job or in a permanent area under the jurisdiction of Local No. 213 of the Teamsters Union, a Foreperson should be employed at not less than ten percent (10%) per hour over the hourly rate of the highest Teamster classification supervised.

TER.202 Foreperson - Predominate Trade

Appointment of any Foreperson(s) is subject to the Master Section and Addenda “predominant trade” and “composite crew provisions”, and any Employees under the Foreperson’s supervision shall take instructions from that Foreperson.

The crew with the most members shall have the Foreperson. On some crews the Foreperson shall be Labourers, some Operating Engineers and on some Teamsters.

TER.203 When the Employer works six (6) or more Employees on any one (1) shift on any one job (number shall include owner operated and/or rented equipment) under the jurisdiction of Teamsters Local Union No. 213, a Non-Operating Foreperson should be appointed and shall receive a premium of ten

percent (10%) per hour over the hourly rate of the highest Teamster classification supervised.

ARTICLE TER.300 - DUES

Dues shall be deducted from the total compensation paid to the Employee or Owner Operator, at rates specified by the Affiliated Union from time-to-time.

ARTICLE TER.400 - SPECIAL CONDITIONS

TER.410 General

TER.411 Essential protective clothing and rainwear shall be supplied at no charge to the Employee. In the event that an Employee does not return the foregoing items supplied by the Employer, the Employer shall charge the cost of same to the Employee and deduct this cost from any money owing to the Employee. (Not applicable to Dependent Contractors.)

TER.420 Bus Warmup

Employees assigned to drive buses or passenger vehicles shall report a minimum of fifteen (15) minutes prior to their regular starting time to start, warm up and carry out a safety check of the vehicle. This period is to be paid for at straight time rates of pay.

TER.430 Owner Operators

TER.431 The terms and conditions set out hereunder are applicable only to Owner Operators and constitute the entire agreement for monetary payment and benefits for Owner Operators. The following Articles are applicable to Owner Operators:

Articles 1.000; 2.000; 3.000; 4.000; 5.000; 6.000; 7.000; 8.000; 10.100; 10.200; 10.300; 14.000; 15.000; 16.000; 18.000; 20.000; 21.000; 22.000; 23.000; 24.000; 25.000; TER.140, TER .430, and TER.440.

TER.432 HIRING AND COMPENSATION

(b) Owner Operators shall be retained and compensated in accordance with the above referenced Master Agreement provisions and the Addenda, supplemented by the provisions below.

(c) TANDEM DUMPS PULLING COMPANY OWNED TRAILERS

When pulling a Contractor-owned trailer, the Owner-Operator's rate shall be based on the legal load of the combination unit less fifteen percent.

(e.g. A 9.2 m3 truck towing a Contractor's 5.3 m3 pup, would be paid at the rate for a 14.5 m3- 15% = 12.3 m3 combination unit).

(d) Out of Town Jobs

Where an Owner Operator is requested by the Contractor to travel to jobs more than eighty (80) road km from the centre of any city, town or village in which the owner Operator resides, or travels from a previous job location, the following shall apply:

Travel Allowance

The Owner Operator shall be paid thirty-one cents (\$0.31) per km for each km travelled to the job only. In order to qualify for the above, the Owner Operator must remain on the job for fifteen (15) calendar days. However, in the event the Owner

Operator/Dependent Contractor is laid off for lack of work when having been on the job less than fifteen (15) days, the Travel Allowance to the job shall be paid. If the Contractor fails to provide work and requires an Owner Operator to stand-by for more than two (2) consecutive days, the Owner Operator, at the Owner Operator's option, shall be deemed to have been laid off.

(e) Flat Rate and Ton Mile Rate

The right is reserved to negotiate a rock haul rate, ton mile rate, or a load rate where no scales are available.

A Union representative may be present at these negotiations. However, if a representative is not available, the rates established shall be submitted to the Union within five (5) working days.

(f) Overtime

An additional eight dollars (\$8.00) per hour shall be paid for each hour worked in excess of eight (8) hours per shift, and each hour worked on Saturdays, Sundays and Statutory Holidays. Owner-Operators working on a flex week schedule will receive the foregoing premiums, not those provided Employees under the Master Section or Road Building Addenda.

(g) Call-Out/Standby

When an Owner Operator reports for work as instructed and no work is provided, one (1) hour's pay shall be paid.

When an Owner Operator is required to stand-by in excess of the one (1) hour paid above, additional payment shall be made at one-half (1/2) the rate of hire for all standby time thereafter.

TER.433 Working Conditions

Owner Operators shall be allowed two (2) breaks per shift of ten (10) minutes each in the same manner as Employees with no deductions taken for such time.

TER.434 Job Steward

Where there is no Teamster Job Steward on a job, an Owner Operator may be appointed as Job Steward.

TER.435 Foreperson

When an Owner Operator is designated as a Working Foreperson, the all found rate shall be increased by five dollars (\$5.00) per hour.

TER.437 Hold Back

[Deleted]

TER.438 Method of Payment

Payment for work carried out each month shall be made by the last day of the following month.

Upon request, the Owner Operator shall be entitled to an advance payable by the end of the first month of hire. This advance shall be to a maximum of seventy percent (70%) of the value of

work carried out between the date of hire and the thirtieth (30th) of the month.

These advances shall be deducted from the month end payments.

In the event that the Owner Operator has not received payment for the previous month's billing as described above, interest of one and one-half percent (1- 1/2%) per month shall be applied to the overdue amounts.

TER.439 Dues Supplement

Dues Supplement shall be deducted in accordance with Article TER.300 of this Trade Section.

TER.440 Funds

See Articles TER.141; TER.143; TER.144.

TER.441 Daily Time Reports

These reports shall be submitted to the Contractor on the Standard Teamster Report Form or on a comparable form supplied by the Contractor or Employer.

APPENDIX "TI"

ALLIED INFRASTRUCTURE AND RELATED CONSTRUCTION COUNCIL
TILESETTERS INTERNATIONAL UNION
TILESETTERS TRADE SECTION

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ARTICLE TI.100 - WAGES AND FUNDS

TI.110 Wage Rates and Classifications

See *Trade Sections – Wages* for tables of wages.

TI.113 Apprenticeship

- (a) Apprentices wherever possible shall be drawn from the Improver Helpers' Ranks.
- (b) If a successful apprentice applicant is already a bonafide Improver Helper, the person shall be given six (6) months credit in time towards the completion of the Apprenticeship Program and shall be paid commencing at the second six (6) month level in the apprenticeship program. Such persons shall be allowed to work with the tools of the trade immediately upon their acceptance into the Apprenticeship Program.
- (c) Pre-apprentices who have not completed one year of service as an Improver Helper shall be paid in accordance with *Trade Sections – Wages* for tables of wages.

Upon completion of the formal Apprenticeship Program noted above, the apprentice shall be required to obtain the approval of a company representative and two (2) Journeypersons, from the company where the Apprentice is employed, as to competency (both quality and quantity). Where such approval is given, the Apprentice shall move to the full Journeyperson's rate. Where such approval is not given, the Apprentice shall remain at ninety percent (90%) rate, and the matter shall be reviewed at six (6) month intervals thereafter. Repeated failures to obtain the necessary approval to advance to the full Journeyperson's rate may result in the termination of the Apprenticeship.

- (d) The ratio of apprentices to journeyperson should be one apprentice for each Contractor that employs two or more journeypersons. Each Contractor shall be entitled to have at least one further apprentice for each three further journeypersons employed by such Contractor.

TI.114 Height Money

When Employees are required to work any portion of a shift on hanging scaffolds at a height of more than fifty feet from the ground on the exterior or more than fifty feet from the floor or bottom in the interior of a structure or vessel, those Employees shall be paid twenty-five cents (\$0.25) per hour above the prevailing rate for the entire shift. This Clause is not meant to include full width suspended scaffolds with proper guard rails.

TI.120 Vacation and Statutory Holiday Pay Rates

See *Trade Sections – Wages* for tables of wages.

TI.130 Health and Welfare, and Pension Plan Funds

TI.131 Health and Welfare

Contributions shall be made by the Affiliated Union from the lump sum benefits indicated in the applicable wage table.

TI.132 Pension

Contributions shall be made by the Affiliated Union from the lump sum benefits indicated in the

applicable wage table.

TI.140 Other Funds

TI.141 Ceramic Tile Promotion and Contract Administration Funds

Contributions shall be made by the Affiliated Union from the lump sum benefits indicated in the applicable wage table.

ARTICLE TI.200 - FOREPERSONS

TI.201 When three (3) or more Tilersetters, apprentices or permit holders are employed, one (1) should be appointed to act as Foreperson. This Foreperson shall receive a premium of one dollar (\$1.00) per hour over the Journeyperson's rate. If the Tilersetters crew reaches the total of six (6) workers comprised of a mixed crew, including the Foreperson, the Foreperson's rate shall be one (1) hours pay per day over the Journeyperson's rate.

TI.202 Notwithstanding the above, appointment of any Foreperson(s) is subject to the Master Section and Addenda "predominant trade" and "composite crew provisions", and any Employees under the Foreperson's supervision shall take instructions from that Foreperson.

ARTICLE TI.300 - DUES

TI.301 Dues shall be deducted from the total TI compensation paid to the Employee, at rates specified by the Affiliated Union from time-to-time.

ARTICLE TI.400 - SPECIAL CONDITIONS

TI.410 Safety

TI.411 Proper protective gear to be supplied when working with toxic and dangerous materials and tools.

TI.412 Protective gloves shall be provided on all epoxy and ferne type work.

TI.420 Tools

Journeyperson Tilersetters shall be required to supply the ordinary tools of the trade. The following tools shall be the minimum requirement:

- | | | |
|---------------------|------------------|------------------------|
| Chalk line | Patching chisels | |
| Measuring tape | Tin snips | |
| Steel square | Rubbing stone | |
| Compass scribe | Pointing trowel | |
| Dividers | Flat trowel | |
| Spirit level | Gauging trowel | One person water level |
| bob | Hawk | Rubber trowel Plumb |
| Tile cutter #2A 10" | Wood float | Chipping hammer |
| Hand saw | Beating block | Scribe |
| Hack saw | Scratcher | |
| Nippers | Rubber mallet | |
| Scrub brush | Water brush | |
| 3 Notched trowels | Claw Hammer | |

APPENDIX "TR"
ALLIED INFRASTRUCTURE AND RELATED CONSTRUCTION COUNCIL
INTERNATIONAL UNION OF BRICKLAYERS &
ALLIED CRAFTWORKERS
TERRAZZO TRADE SECTION

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ARTICLE TR.100 - WAGES AND FUNDS

See *Trade Sections – Wages* for tables of wages.

An employee who has had less than two (2) years proven experience in the last five (5) years as a helper in Institutional, Commercial or Industrial Construction shall start at the 1st Period Helper Trainee rate.

TR.111 Classification of Terrazzo Workers

For the purpose of this Article, Terrazzo workers shall be defined as:

- (a) Terrazzo Mechanic and Base Grinder (Journey person)
- (b) Helpers.

TR.112 The classification of Terrazzo Mechanic means any Employee covered by the Agreement who does the work normally done by Terrazzo Journey persons. The classification of Helper means any Employee covered by the Agreement who does the following work:

- (a) Wet Grinding
- (b) Grouting
- (c) Cutting metal or wooden screeds or strips.

TR.113 While recognizing the necessity of Helpers in the Terrazzo Industry, or Mechanics' Assistants, it is understood that they shall receive an additional twenty cents (\$0.20) per hour for each hour or portion thereof while operating wet grinding equipment.

TR.120 Vacation and Statutory Holiday Pay Rates

See *Trade Sections – Wages* for tables of wages.

TR.130 Health and Welfare, and Pension Plan Funds

TR.131 Health and Welfare

Contributions shall be made by the Affiliated Union from the lump sum benefits indicated in the applicable wage table.

TR.132 Pension Plan

Contributions shall be made by the Affiliated Union from the lump sum benefits indicated in the applicable wage table.

TR.140 Other Funds

TR.141 Promotion Fund

Contributions shall be made by the Affiliated Union from the lump sum benefits indicated in the applicable wage table.

TR.142 Terrazzo Workers Advancement and Training Fund

Contributions shall be made by the Affiliated Union from the lump sum benefits indicated in the applicable wage table.

ARTICLE TR.200 - FOREPERSON

When three (3) or more Terrazzo workers are employed, one (1) shall be appointed to act as Foreperson. This Foreperson shall receive a premium of thirteen (13) percent over the Journeyperson's rate. Appointment of any Foreperson(s) is subject to the Master Section and Addenda "predominant trade" and "composite crew provisions", and any Employees under the Foreperson's supervision shall take instructions from that Foreperson.

ARTICLE TR.300 - DUES

Dues shall be deducted from the total compensation paid to the Employee, at rates specified by the Affiliated Union from time-to-time.

ERRATA

ERRATA No.	DATE ISSUED	DATE INSERTED
1	2019-02-28	2019-02-28

End of Community Benefits Agreement