

**STANDARD PROJECT AGREEMENT FOR
MAINTENANCE BY CONTRACT
IN BRITISH COLUMBIA**

BY AND BETWEEN:

(The signatory company, hereinafter
Referred to as the "Company")

OF THE FIRST PART

AND:

PACIFIC REGION MAINTENANCE COUNCIL

OF THE SECOND PART

This Agreement is being entered into for the purpose of maintenance, repair and renovation work in British Columbia and the Yukon Territory.

WHEREAS, the Company is engaged in the business of plant maintenance, repair and renovations (as defined in Article 4.000) with miscellaneous industries, and this work is of concern to the constituent Unions (hereinafter called the Unions), of the Pacific Region Maintenance Council (hereinafter called the Council), and it is recognized that there is an essential difference in the conditions required to perform this type of work, the Unions wish to enter into an agreement for their mutual benefit covering work of this nature.

WHEREAS, the Unions have in their membership throughout the area members competent and qualified to perform the work of the Company.

WHEREAS, the Company has employed and now employs members of the Unions on maintenance, repair and renovation work recognized by the Unions of the AFL-CIO as being within the jurisdiction of said Unions.

WHEREAS, in order to insure relative equity and uniform interpretation and application, the Unions, through the properly constituted Pacific Region Maintenance Council (hereinafter called the Council), wish to negotiate and administer the said Collective Agreement in concert, each with the other, and all with the Company.

WHEREAS, the Company and the Unions desire to mutually establish hours of work and working conditions for the workmen on an area basis to the end that satisfactory conditions and harmonious relations will continue to exist for the benefit of both parties to this Agreement.

WHEREAS, the Company and the Unions agree that, due to the particular nature of the work covered by this Agreement, there shall be no lockouts or strikes during the life of the Agreement, and provisions must be made to achieve this end.

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, any provisions in this Agreement which are in contravention of any Federal, Provincial, or Municipal regulation or laws affecting all or part of the limits covered by this Agreement shall be suspended in operation within the limits to which such law or regulation is in effect. 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.

THEREFORE, it is agreed by the undersigned Company and the undersigned Council, along with its affiliated Unions, that in consideration of the mutual promises and covenants contained herein, the standard agreement be made as follows:

ARTICLE 1.000 RECOGNITION

1.100 Pacific Regional Maintenance Council

The bargaining unit under this Agreement shall comprise all the employees of the Company in British Columbia or the Yukon Territory, coming under the jurisdiction of the Unions affiliated to the Council, now employed and employed in the future for maintenance, repair and renovation work at the Owner's plant site.

1.200 The Company and the Unions:

- 1.201 Agree that the jurisdiction recognized herein for each Union shall be the jurisdiction recognized by the AFL-CIO, provided, however, that if any of the Unions are unable to agree upon the Union which is to have jurisdiction over any group of employees, the Company will recognize one as having jurisdiction until such time as the claimant Unions agree upon another and provided further that work considered within the jurisdiction of any union which is not affiliated to the Council may be assigned by the Company to the jurisdiction of the most appropriate Union.
- 1.202 Recognize the Council for the purpose of collective bargaining and administering this Agreement for the members of the affiliated Unions.
- 1.203 Agree to bargain and to be governed by the terms of this Agreement and by all lawful settlements of disputes and grievances made pursuant thereto.

ARTICLE 2.00 SCOPE OF WORK

2.100 The Scope of this Agreement covers all work, of a maintenance, repair and renovation nature, assigned by the Owner of the Company and performed by the employees of the Company covered by this Agreement, within the limits of the Owner's plant site.

2.200 The scope of this Agreement does not cover work performed by the Company of a new construction nature which is work required to erect new facilities in which event the work shall be done in accordance with existing construction agreements.

2.300 The Unions and the Company understand that the Owner may, at their discretion, choose to perform or directly subcontract work for any part or parts of the work necessary in their plant.

2.400 (a) When signatory companies and/or potential signatory companies acquire work to which this Agreement applies, they shall advise the Council, in writing, prior to the start of work on the project(s) as to the scope of work to be performed and the number of affiliate union members required, trade by trade.

- (b) Bona fide emergencies will be an exception to (a) above, provided that the Council is advised in written form before the bona fide emergency has been resolved.
- (c) In the event that the number of employees shall be increased after the initial dispatching, the Union(s) so increasing employees shall advise the Council as to the number in written form at the time of additional dispatching. This shall be the responsibility of the affiliated Union(s).

ARTICLE 3.000 UNION SECURITY

- 3.100 Maintenance work that the Company performs involves maintaining operating units that that in almost all cases must be kept running. This situation means that much of the work is of an emergency nature and therefore, will require at times, the acceptance of extreme fluctuations in the labour demands made by the company on the Unions. The Unions, by this Agreement, completely understand the necessity of these extremes and agree to make every effort to fulfill the workforce requirements of the Company.
- 3.101 It is recognized by the parties to this Agreement that the work covered at times requires the use of mixed crews. Where this becomes necessary, the Unions agree to co-operate with the company in every respect in order that the work be conducted in a most expedient manner.
- 3.102 In the event that an emergency arises which would not warrant the “call-in” of other members or others could not be reached, the Company shall have the right to assign those on the project to such emergency work as is necessary. The Company agrees that in such cases it will have due regard, where practicable, to Union jurisdiction.
- 3.200 All employees under this Agreement, up to and including the rank of General Foreperson, shall be members of or secure membership in the appropriate Union and maintain such membership in good standing as a condition of employment.
- 3.201 For all work covered by this Agreement, the Company agrees to engage only those sub-contractor(s) (including fabricators) who are signatory to collective agreement(s) with affiliates of this Council prior to commencement and during such contract. The Company, when sub-contracting non-destructive testing work, will invite bids from only those contractors who are signatory to a collective agreement with an affiliate of this Council.
- 3.300 When employees are required, the company shall request that the required number of applicants be referred for employment under the following minimum standards.

- 3.301 The appropriate Union Representative will be contacted by the Company on all occasions when workers are required. In order to facilitate the starting of a project the Company may name request required supervision from each individual union having jurisdiction over the work to be performed. From that point on the members will be increased, as required by the company, from the Union's referral system. Name requests will be honoured by the Unions, and the Company will not at any time allow the number of name requests to exceed one-half (1/2) the total number of the appropriate affiliate's members working for the Company without consent of the affiliates Representative. Apprenticeship ratios will be maintained as set out in the Trade Schedules attached to and forming part of this Agreement.
- 3.302 The Unions agree to assist the Company by all means in their power to secure necessary skilled and competent workers.
- 3.400 The designation and determination of a reasonable number of Forepersons on maintenance work shall be the prerogative of the Company subject to Article 5.000 – Grievance Procedure.
- 3.500 Employees referred to the job by the appropriate affiliate Union shall report to the Company's Office established for the project.
- 3.600 The Company shall give preference of re-employment to an injured worker when such worker is able to return to work, provided sufficient work is available.
- 3.700 The Company shall comply with the dues deduction provision of the appropriate trade schedule attached hereto in respect of all employees covered by this Agreement and remit same to the appropriate local unions within the time specified therein.
- 3.701 Should an employee at any time cease to be a member in good standing of an affiliate Union, the Company shall upon notification from the Union, discharge the employee forthwith.
- The affiliate Union shall have the exclusive right to determine who is a member in good standing.
- 3.800 The Company agrees to employ as employees, members of the Union in performance of all work within the scope of this Agreement and to continue in their employ, only employees who are members in good standing with the Union. Except as otherwise provided, all such employees shall be hired through the Union Office. The Company shall advise the Union office in advance of the start of a job.
- 3.801 The Company shall not discriminate against any employee by reason of their membership in the Union or their participation in its lawful activities.

- 3.802 The affiliate Union having jurisdiction over the work to be performed shall be given at least forty-eight (48) hours' notice during regular business hours between Monday and Friday to complete the dispatch of members ordered. The Company shall be given notice of any delay in dispatching prior to the expiry of this period.
- 3.803 When the order cannot be filled within the time limit referred to in 3.802, the Company may obtain temporary employees elsewhere, provided such temporary employees meet the Union's and tradesperson's qualifications.
- 3.804 Employees hired under 3.803 shall be cleared to work by the appropriate affiliate and shall continue to work until laid-off or are replaced by an available member of the appropriate affiliate. When the workforce is reduced, employees hired under 3.803 shall be the first to be laid off, providing there is a qualified member of the appropriate affiliate available on the site who is willing to do the work being done by the temporary employee.
- 3.805 Where recall arrangements are not covered by a current understanding with the Local Union, the employer may, on unplanned outages, request recall of local union members who have valid customer and contractor orientation certificates within thirty (30) days of lay-off. The employer will provide a list of such individuals to the Local Union for recall.
- 3.900 It shall not be a violation of this Collective Agreement for members of any of the affiliate Unions to refuse to cross a legal picket line which is placed on or around any site where work covered by this Agreement is to be performed, to refuse to do work normally performed by the owners' employees where such employees are on strike or locked out, or to refuse to handle goods declared "hot" by the AFL-CIO, CLC, or the CFL or any of their local councils.

ARTICLE 4.000 DEFINITIONS

- 4.100 "Maintenance Work" shall mean any work performed of a maintenance, repair or renovation character within the limit of the plant property. The words "repair" and "renovation" in connection with maintenance refer to work required to restore by replacement or by revamping of parts of existing facilities to the former efficient operating conditions. Maintenance work should not be construed to mean changes in the design of an existing plant which would cause to improve or increase the design output or production of a plant or project as this is considered new Industrial work.
- 4.200 The word "repair" used within the terms of this Agreement and in connection with maintenance, is work requested to restore by replacement or by revamp of parts of existing facilities to efficient operating conditions.

4.300 The word “renovation” used within the terms of this Agreement and in connection with maintenance, is work required to change by replacement or by revamp of parts of existing facilities to efficient operating conditions.

4.400 The word “construction” is not to be confused with “maintenance, repair or renovations”. Nor should the restoration of a plant or a major part of a plant which has been destroyed by fire be misconstrued to be entirely covered by this Agreement. Restoration work shall be governed by the following criteria:

4.401 The removal of damaged equipment and the preparation of the damaged area to make it suitable for new equipment will be Maintenance.

4.402 The installation and erection of new equipment, including new sections of water-tube boilers and appurtenances such as dust-collectors and/or precipitators, will be Construction.

When the fire damage is localized to a given operating unit, such as a heater distillation tower, compressor, pump house equipment and the like, then the restoration of same is to be considered Maintenance.

4.500 A “local resident” shall be defined as a person who has resided at a permanent address within the local travel area established for a maintenance site as described in the appropriate addendum for a period of sixty (60) days prior to commencement of employment.

It is understood that any employee who is not a local resident and who has established a bona fide principal residence in the local area described above, may elect to become a local resident by so notifying the Company and the appropriate affiliate after sixty (60) days’ employment. **NOTE:** Refer to Trade Section re; Local Resident.

4.600 The word “Council” as used in this Agreement means the Pacific Region Maintenance Council.

ARTICLE 5.00 GRIEVANCE PROCEDURE

5.100 It is agreed that it is the spirit and intent of this Agreement to adjust 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 the incident by either the employee in Step I or the Local Union in Step II and shall be handled in the following manner:

5.101 STEP I: Between the aggrieved employee and/or their steward and/or their steward and the company supervisor.

- 5.102 STEP II: Between the aggrieved employee, their steward and/or local Union Business Representative and their Foreperson, the Supervisor and the Project Manager. If settlement is not achieved at this step, the grievance must be presented, in writing, to the Company and to the Council.
- 5.103 STEP III: Between the designated Council Representative and the Labour Relations Manager or the highest official of the Company.
- 5.104 STEP IV: By negotiation between a committee appointed by the Council and senior officials of the Company at a meeting to be held at the place of work or a mutually agreeable location.
- 5.105 STEP V: Section 112 Procedure
- (a) Failing a mutually satisfactory settlement between the Unions and the Company the grievance will be handled either as a Section 112 dispute or as an arbitration, at the Council's option, within thirty (30) calendar days.
 - (b) The Parties agree when reference is made to Section 112 of the Industrial Relations Act of British Columbia that both Parties will meet in advance of any investigation to define the issues to the members named in (c). The Parties agree that the named members under Section 112 will have the powers of an arbitrator and their decision will be final and binding. Both Parties further agree that should this approach to Section 112 be unsatisfactory for either party, the power to make binding decisions may be removed by mutual consent.
 - (c) Where a difference arises between the Parties relating to the dismissal, discipline or suspension of an employee, or to the interpretation, application, operation, or alleged violation of this Agreement, including any question as to whether a matter is arbitrable, during the term of the Collective Bargaining Agreement, an arbitrator, agreed to by the Parties, shall, at the request of either party:
 - (i) Investigate the difference;
 - (ii) Define the issue in the difference; and
 - (iii) Make a written binding decision to resolve the difference within five (5) days of the date of receipt of the request; and, for those five (5) days from that date, time does not run in respect of the grievance procedure.
 - (d) Either Party may, within thirty (30) calendar days upon completion of Step III of the grievance procedure, notify the other Party, in writing, of its desire to submit to arbitration, an unsettled grievance relating to the application, operation, interpretation or alleged violation of this Agreement, including any question as to whether the matter is arbitrable.

ARTICLE 6.000 JURISDICTIONAL DISPUTES

- 6.100 In the event that any jurisdictional disputes shall arise between two or more Unions party to this Agreement, an immediate assignment of the work in question shall be made by the Company representative, based upon the criteria set out in the British Columbia Jurisdictional Assignment Plan (BC JAPlan). The work is then to continue and, if any of the Unions involved are not satisfied with the assignment, the matter shall be referred to the International Office of the Unions involved for a project decision.
- 6.200 The Company and the Unions agree that such assignment of work involved in a jurisdictional dispute is imperative to the satisfactory operation of this Agreement and the continued operation of the Owner's plant.

ARTICLE 7.000 UNION REPRESENTATIVES

- 7.100 Representatives of the affiliated Unions shall have access to all jobs covered by this Agreement in the carrying out of their regular duties, after first notifying the Company, superintendent or foreperson; however, in no way will they interfere with the employees during working hours unless permission is granted.
- 7.200 The Company agrees to supply the Union, once a month, with a list of all employees and Sub-Contractors on the request of the Representative of the affiliated Union.

ARTICLE 8.000 STEWARDS

- 8.100 Each Union signatory to this Agreement is entitled to appoint Stewards on the project to act as a representative of the Union in connection with Union business. Such Steward shall be appointed by the Business Representative and the job superintendents will be notified in writing. These Stewards shall be allowed reasonable time to conduct Union business related to this project. The Representative of the applicable Local Union shall be consulted in advance of the termination of the Steward.
- 8.101 On all jobs, the affiliate Union will designate, or otherwise arrange for, the appointment of Stewards from among the qualified working journeyman employees.
- 8.200 It will be the duty of Stewards to assist the Company and the Union members, in carrying out the provisions of this Agreement and they will be allowed reasonable time to perform their duties as agreed to by the Company's Representative on the job. When the Company determines it is necessary to reduce the working forces on the job by layoff or termination, the Steward(s) shall receive notice and a list of the employees that will leave the job. Such notice shall be at least two (2) hours prior to the end of the final shift of the employees.

- 8.201 Shop Stewards shall have phone and/or computer access if needed to perform their duties.
- 8.300 The Stewards shall be retained until the end of the job, provided there is work available for which such Stewards are qualified, otherwise, the Business Manager or Representative of the affiliate Union will be notified in time to appoint a successor.
- 8.400 Under no circumstances shall any Steward(s) make any arrangements with the General Foreperson, Foreperson, or Management that will change or conflict in any way with any section or terms of this Agreement.
- 8.500 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, they shall be included in such required overtime or inclement working time.
- 8.600 Where projects are interrupted, Stewards will not be discriminated against on the resumption of work on the project.
- 8.700 The appropriate affiliate Union shall be notified in writing, within forty-eight (48) hours if a Steward is discharged for cause, and such cause shall be stated in the reasons.

ARTICLE 9.000 WAGES AND BENEFITS

- 9.100 Wages shall be paid \$0.75 per hour below the rates set in accordance with the applicable reference agreements.
- 9.200 Benefits shall be paid at 100% of rates set in accordance with the applicable reference agreements with respect to contributions to:
- 9.201 Health & Welfare Funds
 - 9.202 Pension Funds
 - 9.203 Training and/or Education Funds
 - 9.204 Construction Industry Rehabilitation Fund
 - 9.205 BC D&A Policy
 - 9.206 Funds set out in Article 22.000. Except as otherwise provided in this Article, there is no obligation on the Company to pay into special funds. The United Association Canadian Training fund is exempt from this Agreement. Nor is there any premium in this Agreement for high or underground work, hazardous work, dirty work, acid work, or other similar fringes.

- 9.300 Wage rates and benefit rates set out in the trade schedules attached here to only shall be subject to renegotiation on May 1, 2026. Any amount of funds that are negotiated in the CLR. agreement shall also apply to the PRMC agreement. The date of implementation shall be the date selected by the CLR.
- 9.400 **Pay Days** The members of the Union shall be paid every week. Payment shall be made on the job the Friday of each week, prior to quitting time; it being understood that the Company will hold back no more than one (1) week's pay in any pay period.
- 9.401 In the event that the Company has a head office located outside of British Columbia, a payroll administration office shall be established within Canada.
Wages shall be paid weekly by direct deposit or, if required by the Employee under extenuating circumstances, by cheque.
- 9.402 If the regular payday falls on a Statutory Holiday, members shall be paid on the preceding working day.
- 9.403 All members must be paid wages in full at time of discharge or termination on the job, or arrangements made whereby payment will be issued in accordance with ESA.
- 9.500 **Payroll Penalty:** Where an employee is not paid as provided above, such employee shall be deemed to be still on the payroll of the Company and shall receive usual wages and conditions equivalent to eight (8) hours pay per day at straight time rates up to a maximum for forty (40) hours.

It is recognized that there may be extenuating circumstances making it impractical and/or not possible for the employer to comply with the above. Upon receipt of written evidence of such extenuating circumstances found to be acceptable by the Council, the Council shall then be empowered to waive the employee's right to the grievance procedure as contained herein.
- 9.600 **Pay Slips:** The Company shall provide a separate or detachable itemized statement with each payment; this statement to show the Company's name, the number of hours at straight time rate and the overtime rate, Statutory Holiday pay, vacation pay, wage rate, total deductions from the amount earned, check-out allowance, daily travel allowance, and all payments to be made as per Clause 9.200. Exchange charges within BC shall be added to the cheque or otherwise provided by the Company.
- 9.601 At the Employer's option, electronic pay records and Records of Employment may be provided in lieu of printed records. Upon request from an employee that does not have the capability to access electronic records, printed pay records shall be issued. Upon request, a printed record of employment will be issued.

9.700 **Payroll Failures:** Where there have been instances of pay roll failures by the Company, or principals or directors, to meet payroll requirements, the Union shall have the right to:

- (a) Inspect the Company's payroll; and/or
- (b) Require that payments of wages and other payroll requirements be by certified cheque or direct deposit.
- (c) Demand payment of wages, trust funds and allowances daily.

9.800 Employees required to work in the Yukon Territory will receive an extra fifty cents (\$0.50) per hour over the standard rate. Travel expense only to be decided by pre-job conference.

9.900 The Company agrees to be bound by the terms of the Trust Agreements of those Plans to which contributions are remitted. The Company agrees to report on the forms provided.

Contributions must be mailed or delivered by the Company to the office of the Administrator of the appropriate affiliate Health, Welfare and/or Pension Plans no later than the **fifteenth** (15th) day of the month following those which contributions covers.

9.901 Delinquent payments, notification, penalties and inspection: The Council, the affiliate Union and/or Fund Administrators shall advise the Company in writing of any delinquency. Should the Company fail to respond within forty-eight (48) hours of receipt of the notification (exclusive of Saturdays, Sundays and Holidays), by either; payment of the delinquency or written reasons for the delinquency which the Council or the affiliate Union and/or Fund Administrators shall decide as being acceptable or not, there then shall be a ten percent (10%) penalty of the amount of the late payment due and/or the Union may withdraw its members from the Company, without contravening the terms of this Agreement, until such delinquent payments and penalties are received.

9.902 In the event the Company fails to remit contributions to these Plans in accordance with this section of this Agreement, the Union is free to take the following economic action:

- (a) Demand payment of the amount referenced in 9.901 of this Agreement; and/or...
- (b) Demand the posting of a bond or an irrevocable letter of credit as provided for elsewhere in this Agreement; and...

Where the Company has failed to comply with (a) and (b) above, then...

Forty-eight (48) hours after the Union has delivered the demand for bond or the irrevocable letter of credit, take any other economic action it deems necessary against such Company, until such time as the bond has been posted or the irrevocable letter has been furnished and such other action shall not be considered a violation of this Agreement.

Such economic action as it applies to this article only may include the withholding and the withdrawal of dispatches to the Company.

- 9.903 The Representatives of an affiliate may inspect, during regular business hours, the Company's records with respect to contributions to be made to the Plan(s).
- 9.904 The Auditors of the various Plans of the affiliate Unions shall be permitted to inspect and audit all the Company's records with respect to contributions to be made to the Plan(s) and shall be allowed the time necessary to complete the audit.
- 9.905 The Auditor shall notify the Company of their intentions to audit and to make the necessary arrangements for the time and place.
- 9.906 Payments to the Health, Welfare and Pension Plans shall be made to the applicable affiliate Health, Welfare and Pension Plans in British Columbia.
- 9.907 Pension Bill C-30
The Employer will cease Pension Contributions for any employee (a) continuing to work after the calendar year in which they turn 71 or (b) continuing to work while receiving a pension under this Agreement. The amount of the pension contribution will be paid to the employee as wages which shall not attract vacation or holiday pay, or as otherwise directed by the affiliates based on their local agreement.
- 9.908 Employer Online Orientation & Onboarding
If an employer requires an employee to complete online orientation and onboarding, where applicable, the Employer shall estimate a reasonable amount of time to complete the online orientation and onboarding, where applicable. The Employer shall pay an allowance for completing the course(s) equal to that time estimate, with a minimum of two (2) up to a maximum of four (4) hours.

ARTICLE 10.000 HOURS OF WORK

- 10.100 Eight (8) hours per day shall constitute a standard work day between the hours of 7:00 a.m. and 5:30 p.m. Forty (40) hours per week shall constitute a week's work, Monday through Friday inclusive. The unpaid noon lunch period will be one-half (1/2) hours. Shifts may not be staggered.
- 10.101 The Employer may schedule the regular work week in four (4) consecutive ten (10) hour days at straight time rates, provided that the four (4) ten (10) hour days are scheduled during the Monday through Thursday period and/or the Tuesday through Friday period. This schedule shall not apply to shutdowns or outages.
- 10.102 An employee shall not be required to work during their regular lunch break except in emergency or special circumstances, in which case, they will receive a reassigned one-half (1/2) hour lunch break. If this break falls outside the regular lunch break established on the job, they shall receive an additional

allowance of one-half (1/2) hour's pay at straight time rates which shall be in addition to their regular straight time hours.

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 Article 10.600.

- 10.103 One (1) rest break, not to exceed fifteen (15) minutes in each half of a regular working shift, shall be allowed; time of the break shall be mutually agreed upon between the Union and the Company. An additional break shall occur at the end of the regular shift if more than two (2) hours' overtime is to be worked.
- 10.104 When ten (10) hour shifts are worked, in lieu of the work breaks and lunch breaks provided herein, the Employer shall have the option of scheduling two breaks of one half (1/2) hour each, paid at the applicable rate, approximately equally spaced in the ten (10) hour shift. This schedule shall not apply to shutdowns or outages.
- 10.200 All time worked outside the established work day of eight (8) hours, Monday through Friday except where the four ten schedule is being worked, shall attract overtime. All time worked on Saturdays, Sundays and recognized holidays, as listed in Article 13.00 of this Agreement shall be paid at two (2) times the otherwise applicable straight time hourly wage rate. This shall include reporting time, waiting time and pick-up time.
- 10.250 Overtime
The first two (2) hours of overtime Monday through Friday shall be paid at the rate of time and one half (1 1/2) and double time thereafter.
- 10.260 All overtime hours, including all hours worked in excess of ten (10) hours per day and all hours on Saturday and Sunday, shall be payable at two (2) times the otherwise applicable straight time hourly wage rate.
- 10.270 Where the four ten schedule option is worked, all hours worked in excess of ten (10) hours per day, shall be paid at two (2) times the applicable rate of pay. When a fifth (5th) day is worked (either the Monday or the Friday), the first ten (10) hours shall be paid at one and one-half (1 1/2) times the applicable rate of pay. This schedule shall not apply to shutdowns or outages.
- 10.300 When an employee works more than ten (10) hours, a hot meal, when possible, will be provided by the Company immediately after the conclusion of ten (10) hours, and each four (4) hour intervals thereafter. The employee shall be allowed a thirty (30) minute break, on straight time, to consume the meal.
- 10.301 In the event that the Company cannot, for reasons beyond its control, provide the require hot meals, then a payment of forty-five dollars (\$45.00) shall be paid for the meal not provided, as well as the thirty (30) minutes provided for above, which shall be a rest period.

10.302 It is understood that an additional rest break, not to exceed fifteen (15) minutes' duration shall occur between each successive meal break.

10.303 When the Foreperson is required to work up to a half (½) hour prior to the normal starting time of the shift to organize work and obtain permits, they shall not be entitled to a meal or meal break as per Clause 10.300 unless those provisions are applicable to the rest of the crew.

10.400 Employees shall be ready to start work at the established start time. Ready to work means employees are wearing job site PPE at the designated start location assigned by the company. The designated start location shall be within a reasonable distance to the lunchroom, dry room and/or tool lockup.

10.500 In the event an employee is required to work overtime past the hour of 12:00 o'clock midnight and the Company instructs that the employee takes an eight (8) hour break so that double time rates would not apply for the following day, the employee's time shall start at the regular starting time of 8:00 o'clock a.m. For example, an employee works until 3:00 o'clock a.m., takes an eight (8) hour break, starts work at 12:00 o'clock pm and will 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 am the following day and takes an eight (8) hour break. Their 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 of the same Company.

10.501 There shall be an eight (8) hour break on all callouts.

10.600 Shift employees may be scheduled on the following basis, Monday through Friday or as varied by mutual agreement. These schedules shall be applicable from 12:00 am. Monday to 12:00 midnight Friday. On Saturday, Sunday and recognized holidays overtime rates shall apply.

Shift differential on Saturday, Sunday and recognized holidays shall be paid at straight time rate of pay:

10.601 One or Two Eight Hour Shifts (Monday – Friday)

1 st SHIFT		
Commence @	8:00 am to 12:00 noon	4 hours
Meal @	12:00 noon to 12:30 pm	0 hours
Commence @	12:30 pm to 4:30 pm	4 hours
Total 8 hours =		8 hours

2nd SHIFT		
Commence @	4:40 pm to 8:30 pm	4 hours
Meal @	8:30 pm to 9:00 pm	0 hours
Commence @	9:00 pm to 1:00 am	4 hours
Total 8 hours + 1 hour Shift Differential =		9 hours

Meal hours may be adjusted by mutual agreement between the Council and the Company.

10.602 Three Eight Hour Shifts (Monday – Friday)

1st SHIFT		
Commence @	08:00 am to 12:00 noon	4 hours
Meal @	12:00 noon to 12:30 pm	½ hour
Commence @	12:30 pm to 4:00 pm	3 ½ hours
Total 8 hours =		8 hours

2nd SHIFT		
Commence @	4:00 pm to 8:00 pm	4 hours
Meal @	8:00 pm to 8:30 pm	½ hour
Commence @	8:30 pm to 12:00 pm	3 ½ hours
Total 8 hours + 1 hour Shift Differential =		9 hours

3rd SHIFT		
Commence @	12:00 midnight to 4:00 am	4 hours
Meal @	4:00 am to 4:30 am	½ hour
Commence @	4:30 am to 8:00 am	3 ½ hours
Total 8 hours + 2 hours Shift Differential =		10 hours

Shift employees may be scheduled on a one-shift basis: afternoons, midnights; two-shift basis: afternoons-midnights, midnights-days, or on a three-shift basis. The establishment of a one, two or three shift system under this Article does not affect the Company's ability to continue to operate regular Day Work as specified in Article 10.100.

Each shift employee must be scheduled for three (3) consecutive workdays; affected employees will be paid at applicable overtime rates for all hours worked outside the regular workday, as specified in Article 10.000.

Employees working a day shift defined as a shift starting at 8:00 am, shall work eight (8) hours for eight (8) hours' pay.

Employees working on afternoon shift, defined as a shift starting after 8:00 am and before 9:00 pm shall work eight (8) hours for nine (9) hours' pay.

Employees working a midnight shift defined as a shift starting between 9:00 pm and 2:00 am, shall work eight (8) hours for ten (10) hours' pay.

A one-half (1/2) hour lunch period with pay will be allowed during each eight (8) hour shift.

For the purposes of Article 10.602, Saturday begins at 8:00 a.m. Saturday, and Sunday ends at 8:00 a.m. Monday.

Employees working on a second shift of which the major portion falls after midnight shall be paid the midnight shift premium.

10.603 One or Two Nine Hour Shifts

This schedule shall be applicable from 8:00 am Monday to 8:00 am Saturday. On Saturdays, Sundays and recognized holidays, overtime rates shall apply.

1st SHIFT		Straight Time	1.5X Time	Double Time
Commence @	8:00 am to 12:00 noon	4 hours	0 hours	0 hours
Meal @	12:00 noon to 12:30 pm	0 hours	0 hours	0 hours
Commence @	12:30 pm to 5:30 pm	4 hours	1 hour	0 hours
Total 8 hours + 1 hour Overtime =		9.5 hours		

2nd SHIFT		Straight Time	1.5X Time	Double Time
Commence @	5:30 pm to 9:30 pm	4 hours	0 hours	0 hours
Meal @	9:30 pm to 10:00 pm	0 hours	0 hours	0 hours
Commence @	10:00 pm to 2:00 am	4 hours	0 hours	0 hours
Commence @	2:00 am to 3:00 am	0 hours	1 hour	0 hours
Total 8 hours + 1 hour Overtime Plus 2 hours shift differential =		11.5 hours		

Meal hours may be adjusted by mutual agreement between the Council and the Company.

When overtime shift schedules are put into effect the employees shall be paid in accordance with schedules outlined in the shift schedules 10.603, 10.604 and 10.605 where they apply.

If the Shift Schedules are not applicable due to the starting times of the shifts, the same principle is to be applied on computing the hours, which are as follows:

- 1st Shift All hours worked outside the regular hours defined in Shift Schedule 10.602 shall be paid at overtime rates.
- 2nd Shift: All hours worked after the hour of midnight shall be paid at overtime rates except where the shift is not maintained for three (3) consecutive working days at which time all time will be paid for at overtime rates.

10.604 One or Two Ten Hour Shifts

This Schedule shall be applicable from 8:00 am Monday to 8:00 am Saturday. On Saturdays, Sundays and recognized holidays, overtime rates shall apply.

1 st SHIFT		Straight Time	1.5X Time	Double Time
Commence @	08:00 am to 12:00 noon	4 hours	0 hours	0 hours
1 st meal @	12:00 noon to 12:30 pm	0 hours	0 hours	0 hours
Commence @	12:30 pm to 4:30 pm	4 hours	0 hours	0 hours
Commence @	4:30 pm to 6:30 pm	0 hours	2 hours	0 hours
Total 8 hours + 2 hours Overtime =		11 hours		

2 nd SHIFT		Straight Time	1.5X Time	Double Time
Commence @	6:30 pm to 10:30 pm	4 hours	0 hours	0 hours
Meal @	10:30 pm to 1:00 pm	0 hours	0 hours	0 hours
Commence @	11:00 pm to 3:00 am	4 hours	2 hours	0 hours
Commence @	3:00 am to 5:00 am	0 hours	2 hours	0 hours
Total 8 hour + 2 hours Overtime +2 Hours Shift Differential =		13 hours		

Meal hours may be adjusted by mutual agreement between the Council and the Company.

10.605 One or Two Eleven Hour Shifts

This Schedule shall be applicable from 8:00 am Monday to 8:00 am Saturday. On Saturdays, Sundays and recognized holidays, overtime rates shall apply.

1 st SHIFT		Straight Time	1.5X Time	Double Time
Commence @	8:00 am to 12:00 noon	4 hours	0 hours	0 hours
1 st Meal @	12:00 noon to 12:30 pm	0 hours	0 hours	0 hours
Commence @	12:30 pm to 4:30 pm	4 hours	0 hours	0 hours
2 nd Meal @	4:30 pm to 5:00 pm	½ hour	0 hours	0 hours
Commence @	5:00 pm to 8:00 pm	0 hours	2 hours	1 hour
Total 8 ½ hours + 2 hours overtime + 1 hour @ double time =		13 ½ hours		

2nd SHIFT		Straight Time	1.5X Time	Double Time
Commence @	8:00 pm to 12:00 Midnight	4 hours	0 hours	0 hours
1 st Meal @	12:00 Midnight to 12:30 am	0 hours	0 hours	0 hours
Commence @	12:30 am to 4:30 am	4 hours	0 hours	0 hours
2 nd Meal @	4:30 am to 5:00 am	½ hour	0 hours	0 hours
Commence @	5:00 am to 8:00 am	0 hours	2 hours	0 hours
Total 8 ½ hours + 2 hours Overtime + 1 hour @ double + 2 hours Shift differential =		15 ½ hours		

Meal hours may be adjusted by mutual agreement between the Council and the Company.

If the foregoing starting and finishing times are changed without mutual agreement, applicable overtime rates shall be paid for any time worked before or after the hours indicated above as a result of the changed times. It is agreed that no employee will work more than one (1) hour in excess of this shift unless the Company and the Council, or the appropriate affiliate, mutually agree to such overtime prior to commencement of such work.

- 10.700 When shift schedules are to be changed such employees will be given twenty-four (24) hours advance notice and if less than twenty-four (24) hours is given, the first shift worked on the new schedule will be paid at double times rates.

ARTICLE 11.000 MINIMUM PAY AND REPORTING TIME

- 11.100 Inclement Weather

When an employee reports to work and cannot work because of inclement weather, they shall be paid two (2) hours reporting time and the employee will remain on the job for the two-hour period, unless otherwise instructed by the Company Supervisor.

- 11.200 Work Not Available

11.201 When an employee reports to work and is not given the opportunity to work because none is available or they were not advised three (3) hours prior to start of the shift, the employee shall be paid two (2) hours reporting time and allowed to leave the job immediately. Notification to the Employee may be verbal, by text, email or by telephone. It shall be the responsibility of each employee to keep current and up to date with the Employer, their correct record of residence, address, and telephone number.

11.202 If an employee has started to work on their regular shift, they shall be paid not less than four (4) hours' pay. When the employee works more than four (4) hours but less than eight (8) hours on their regular shift, they shall be paid a minimum of eight (8) hours' pay.

- 11.300 Call-Ins
- 11.301 When an employee is called in to work outside their established work day or on Saturday, Sunday, or a Holiday, they shall be paid a minimum of three (3) hours' pay at double (2) the basic hourly rate.
- 11.302 Call-in pay will be applicable to each call extended to an employee except that the total call-in pay within a given 8 hour period shall not exceed 8 hours at double time.
- 11.400 Subject to the above, it shall be the Company's prerogative to decide whether work shall be stopped during a day of work.
- 11.500 If an employee stops work for reasons of their own, and without the approval of the Company, they shall be entitled to pay only for the hours actually worked in the day and minimum conditions shall not apply.
- 11.600 When an employee is called-in to work on Saturday, Sunday or on a Holiday, they will be provided with a meal at their request, at what would be their regular meal period, provided they have worked at least one and one-half (1½) hours prior to the meal period, and they are required to work after the meal period. However, it will be the prerogative of the Company, in conjunction with the employee involved, to arrange meal breaks for efficiency and convenience of the job.
- 11.700 When an employee is required to be available for a call-in on Saturday, Sunday or a Holiday, they shall receive two (2) hours' straight time pay per day.
- 11.701 Standbys will be arranged in writing and will stipulate the period of time the employee must keep themselves available up to the required two (2) hours.
- 11.702 Standby pay will not be paid if the employee is called and is unavailable or does not report for work.
- 11.703 If the Company fails to provide work and requires an employee to stand by for more than two (2) consecutive shifts, the employee, at their option, shall be deemed to have been laid off, and the cost of return transportation, meals, and a sleeper if night travel is necessary, and travel time shall be paid by the Company. See Letter of Understanding.

Call-out time without work does not constitute work provided.

- 11.704 Call-in pay will be in addition to standby pay.

ARTICLE 12.000 TRAVEL TIME, EXPENSE & SUBSISTENCE

- 12.000 An employee shall qualify for reimbursement of travel expenses as follows:

- (a) An employee shall qualify for reimbursement of travel expenses one way, from the Point of Dispatch to the Out-of-Town job on the completion of fifteen (15) calendar days' employment.
- (b) An employee shall qualify for reimbursement of return travel expenses from Out-of-Town job to the Point of Dispatch on the completion of thirty (30) calendar days' employment. Absence without authorization shall not count when computing calendar days in the above schedule.
- (c) An employee shall also be entitled to reimbursement of return travel expenses and travel time: See Letter of Understanding.
 - (i) If the employee has been laid off;
 - (ii) If the job has been completed;
 - (iii) If the employee has been granted permission by the Employer to leave before completion.
 - (iv) If the employee has to return to the Point of Dispatch for compassionate reasons which are verified by written statements of a physician and/or the Council.
- (d) If an employee is terminated for just cause or the employee leaves of their own accord before qualifying for reimbursement of travelling expenses to and/or from the job, they shall not be entitled to receive the reimbursement of such travel expenses and travelling time. The Company, the Union, and the Employee will meet to determine the repayment terms of any advanced or reimbursed travel time and travel expenses paid to the employee.
- (e) After qualifying for reimbursement of travel expenses, if the employee voluntarily terminates their employment, they will not be entitled to qualify for reimbursement of transportation for any subsequent trips to that job unless at least fifteen (15) working days have expired between their terminating and their return, except in special cases satisfactory to the Council and the Employer.

12.100 Daily travel expense reimbursement for local residents shall be paid at the CRA non taxable mileage rate measured from the employee's local resident address to the job site and return, except that the first twenty (20) kilometers each way will be travelled at the employee's own expense.

The PRMC will review the daily travel rate established annually by the Canada Revenue Agency (CRA) and will notify contractors of any changes each year until the expiration of this agreement.

12.101 For travel reimbursement provisions for a specific geographic area, see the appropriate Appendix attached hereto and forming part of this Collective Agreement. Where no specific geographic area is set out in the Appendices, the Parties will meet, prior to the start of work, to negotiate an appropriate appendix.

12.200 For employees dispatched from out of the local area, travel expenses will be paid in accordance with this Agreement or as provided for in an appropriate Appendix attached hereto, as referred to in 12.101.

12.201 Members staying in company-supplied accommodation who are injured on the job and who require transportation costs not covered by the Workers' Compensation Board either to their point of hire or back to the job shall be paid such transportation cost.

12.202 When a member becomes ill or is injured in an accident not covered by WorkSafe BC while being lodged in company-supplied accommodation and the first aid attendant or a doctor recommends off-site treatment or return to the member's point of hire, transportation costs shall be borne by the Company as will transportation costs back to the job, provided work is available.

12.300 Where camps or commercial lodgings are utilized, it is understood and agreed that time spent in travelling to and from the work site shall be reimbursed at an amount agreed to by mutual consent for each project and set out in the appropriate Appendix attached to and forming part of this Agreement. In the event that the employee does not have transportation, it will be the responsibility of the Company to provide necessary transportation. If the Council requests the Company to provide transportation for any portion of the crew, such transportation may, at the Company's option, be provided for the total crew. In this case, the travel reimbursement will be fifty percent (50%) of the amount set out in the appropriate Appendix. In both cases the employee will work the full shift.

When the camp and/or hotel/motel is more than two thousand five hundred (2,500) feet from the work site, transportation shall be provided for travelling by the Company.

As an alternative to the foregoing, where accommodation is a motel, hotel or similar, a daily allowance to cover transportation and travel time may be mutually agreed upon by the parties signatory to this Agreement.

Vehicles used to transport workers shall be approved passenger vehicles conforming to public transit standards and operated in compliance with Workers' Compensation Board regulations.

12.301 Any employee who is accommodated by the Company in camps may on any weekend vacate or check out of such accommodation and the Company shall pay the employee twelve dollars (\$12.00) per day. Any employee who is accommodated by the Company in motels or hotels on any weekend may vacate or check out of such accommodation and the Company shall pay the employee fifteen dollars (\$15.00) per day.

12.302 Where employees are boarded in camps on Industrial Projects and the camp is located within six (6) miles of the actual work site the employees will receive a hot mid-shift meal or a suitable bagged lunch.

When the employee's station of work is not within a reasonable walking distance from the lunch area and where meal facilities are available transportation to the lunch area shall be provided by the Company. Facilities shall be considered to be available when located with fifteen (15) minutes walking distance and/or fifteen (15) minutes by bus or similar conveyance and the time consumed in travelling (to a maximum of fifteen (15) minutes each way) shall be at the Company's expense at straight time rates.

12.303 When a dispute between the customer and their employees may result in legal picketing, the Company shall transfer or terminate their employees as if the job were completed and pay all transportation fares back to the point of dispatch (not travel time). When a job is re-opened, the Company has the right to recall all employees who were on the job at the time of the shutdown. Those employees who do not return through their own volition, or are not recalled, will be paid their eligible travelling time.

12.400 For employees dispatched from out of the local area, the Company will provide first class, room and board or a subsistence allowance in an amount mutually agreed to between the Company and this Council. Any allowance agreed to as a reimbursement of subsistence costs will be reviewed at the start of each quarter by the Company and this Council. Whenever an allowance is established or reviewed, the Company and the Council shall also establish a dollar limit on the daily cost of first-class board that the Company is responsible for. Living Out Allowance shall not be paid to local residents.

12.500 Union members leaving the Point of Dispatch to travel to and from a job shall receive first class transportation from the nearest transportation terminal, including sleeper for night travel, supplied and paid for by the Company; also meals while travelling.

For the purposes of 12.400 and 12.500, the term first-class shall be interpreted with the context of what "first-class" means in the industrial construction industry.

12.600 Members working in remote areas where room and board is provided shall be granted leave for authentic compassionate reasons; whereupon the member will receive only the fare both ways.

12.700 Where travel conditions are such as to be unsuitable for standard automobiles the Company shall provide transportation for all employees.

12.800 Travel expenses shall be paid as per the company's weekly pay cycle. Upon employee request, payment for initial travel will be issued within two (2) business days.

ARTICLE 13.000 RECOGNIZED HOLIDAYS

13.100 Every employee covered by this Agreement shall receive fifteen (15) Recognized Holidays with pay which shall be calculated at six percent (6%) of their gross earnings and shall be paid to the employee on their regular weekly pay cheque.

13.200 The Recognized Holidays are:

New Year's Day	Friday preceding Labour Day
Family Day (3 rd Monday in February)	Labour Day
Good Friday	National Truth & Reconciliation Day
Easter Monday	Thanksgiving Day
Victoria Day	Remembrance Day
Canada Day	Christmas Day
Friday preceding BC Day	Boxing Day
BC Day	

And any such day as may be declared a Public Holiday by the Federal and/or Provincial Government.

Double time (2X) shall be paid for hours worked on Holidays recognized in this Agreement. This shall include reporting time, waiting time, bonus and pick up time. No work shall be performed on Labour Day, except in cases of emergency shutdowns and turnarounds.

13.300 Recognized Holidays in this Agreement falling on a Saturday, or Sunday shall be observed on the following Monday, unless otherwise mutually agreed. When Christmas day falls on a Saturday or Sunday the following Monday and Tuesday will be observed.

ARTICLE 14.000 VACATION ALLOWANCE

14.100 Every employee covered by this Agreement shall receive a Vacation Allowance which shall be calculated at six percent (6%) of such employees' gross earnings unless such employee qualifies for a higher percentage under Appendix D.

14.200 Vacation Allowance shall be combined with pay for recognized holidays as provided for in Article 13.00 of this Agreement and shall be paid to the employee on the regular weekly pay cheque.

ARTICLE 15.00 WORKING CONDITIONS

15.100 Protective clothing and safety equipment including stamped rubber gloves, hard hats, winter linings, new sweat bands as required by the Workers' Compensation Board to protect a worker and their clothing shall be supplied by the Company, and shall be Union made whenever possible.

- 15.101 In addition to above, a boot allowance of up to \$250.00 per year of continuous work performed by the Employee will be allotted by the Employer after the Employee's one (1) year anniversary, subject to Employee providing receipts.
- 15.102 Rubber boots having steel toes and rainproof clothing to be supplied by the Company to-employees requested to work in adverse working conditions.
- 15.103 The Company will supply protective clothing for welding and cutting.
- 15.104 Employees making use of clothing, etc. will be responsible for the return of such articles, subject to normal wear. Failure to return such articles will subject the employee to paying for same at cost.
- 15.105 Where requested by the Company 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.)
- 15.106 All safety equipment and clothing that is provided by the Employer under this Collective Agreement will be correct fitting for every individual body type, size and gender when available.
- 15.200 The Company shall be responsible for keeping all areas free of all hazards and debris.
- 15.300 With regard to welding tests, the Company will comply with the provisions for the testing of welders, including payment for same.
- 15.301 All Welders required under the terms of this Agreement shall be members of the appropriate Council affiliate and provide proof of their competency.
- 15.302 When a welder qualification test is required by the employer, such test shall be tested through an appropriate Non-Destructive Testing Laboratory signatory to a collective agreement with an affiliate of this Council.

Residents of the Lower Mainland (West of 272nd Street and south of Horseshoe Bay) required to work outside the area may be tested in the Lower Mainland area prior to being dispatched to the jobsite. For Welders of appropriate affiliates living in the vicinity of the jobsite, provisions will be made to conduct the welding job test at the jobsite through an appropriate Non-Destructive Testing Laboratory signatory to a collective agreement with an affiliate of this Council. A Welder taking a job test procedure shall be paid a minimum of four (4) hours and a maximum of eight (8) hours at the prevailing wage and benefit rates. The appropriate cost of travel to and from the test location will be paid at the appropriate rates.

- 15.303 Should the Welder fail the first performance qualification test(s) or retest(s), in each individual case, any subsequent performance qualification test(s) or retests(s) for that particular job shall be conducted on the employee's own time.

- 15.304 When working in a Fabrication Shop, proper ventilation shall be provided. In the event of a dispute, the Workers' Compensation Board Regulations shall prevail.
- 15.305 When working in confined spaces with fiberglass or toxic fumes or smoke, proper ventilation and/or proper respiratory equipment shall be provided by the Company.
- 15.400 A lock-up shall be provided for employees for drying clothes, and dressing room, as well as lunchroom. The lock-up shall have tables, and benches and provision for drying clothes. Such lock-up shall have windows and venting with adequate lighting and provision for continuous heat twenty-four (24) hours a day. The Company shall be responsible for having the lock-up cleaned out daily and kept cleared of working materials and other construction paraphernalia. Additional shelters shall be provided for employees to eat their lunch. Separate gender specific washrooms and dressing rooms shall be provided whenever possible.
- 15.401 Where no locker or secure facility is provided by the employer, in case of burglary the Company 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).
- 15.402 Clean-up facilities, hand cleanser and paper towels shall be provided on all jobs.
- 15.403 Where an employee supplies tools, the cost of transporting member's tools shall be paid for by the Company. The members will normally take their tools with them; however, when the employer makes other arrangements for transporting the member's tools such member shall not suffer loss of wages because their tools are not available to them.
- 15.404 When a toolbox with a lock and key is supplied to any journeyperson employee, the employee shall sign a standardized form and be responsible for the return of all tools and/or equipment issued to them by the Company. In case of theft of tools and/or equipment, both parties agree to the principle of prosecution. Any disagreement as to the responsibility shall be decided by the grievance procedure provided in this Agreement.
- 15.405 The tools of a member starting a new job shall be in good condition and shall be kept so on the Company's time. One (1) hour's notice of discharge will be given by the Company, or one (1) hour's pay allowed in lieu thereof to enable the member to get personal tools gathered together and put in shape for the next job.
- 15.406 The Company agrees to transport a sick or injured member's tools to the member's point of dispatch at the Company's expense.
- 15.500 No employee, employed under the terms of this Agreement, shall use their own vehicle for the transportation of Company tools, equipment or material. This will in no way prohibit a worker for transporting their own tools.

No employee shall be permitted to use their own vehicle in a manner which the Council considers unfair to other workers or against the best interests of the Council.

The Company agrees to identify all vehicles used primarily to transport material, tools or equipment, for work covered by this Agreement. This Company name and location must be affixed on both sides of each vehicle in a permanent manner with two inch (2") legible letters accepted as a minimum.

- 15.600 Where there is no running tap water available, cool drinking water in approved sanitary containers shall be provided. Paper cups will be supplied. Salt tablets shall be supplied.
- 15.601 Telephone shall be made available to all members at all times for incoming or outgoing emergency purposes and incoming messages shall be relayed immediately.

ARTICLE 16.000 SUPERVISION

The company reserves the right to send into the area of work as many supervisors and engineers as it deems necessary to supervise the work covered by this Agreement.

ARTICLE 17.00 TOOL ROOMS

- 17.100 The Company and the Unions agree that it shall be the Owner's prerogative to maintain and operate a general centrally located tool and warehouse. The Unions agree that the workforce required for the operation of the centrally located tool room and warehouse may, at the Owner's option, be employed directly by them.
- 17.200 If it is the intention of the Company to establish area tool rooms and warehouses as required for efficient service in the plant, these area tool rooms and warehouses will be staffed by members under the terms of this Agreement.

ARTICLE 18.000 FIRST AID AND SAFETY

- 18.100 The employees covered by the terms of this Agreement shall, at all times, while in the employ of the Company, be bound by the safety rules and regulations as established by the Company and the Owner. Upon commencing employment, the Company will fully acquaint employees of these rules and regulations, and they are to be published at conspicuous places throughout the plant. The Company will provide the employee such items of safety equipment and apparel as required by these safety rules and regulations.
- 18.200 All equipment, tools, and materials must conform and be utilized in conformity with applicable Provincial and/or Federal Regulations, Acts, and Laws. Company safety rules and regulations shall be complied with provided they are not inconsistent with the above-mentioned.

- 18.300 Any employee may refuse to work where, in their opinion, adequate safety precautions have not been provided. It shall not be considered a violation of this Agreement should an employee(s) refuse to work in conditions and/or use equipment that does not meet prescribed safety standards and/or regulations. Refusal of an employee to abide by the Workers' Compensation Board Regulations may be considered cause for dismissal.
- 18.400 In cases of workers requiring off-site medical attention which prevents their return to work on that day, or where a qualified Industrial First Aid Attendant or Physician recommends rest until the next day, then the injured worker shall be paid for the full shift.
- 18.500 When an accident or illness has occurred that is properly established as a Workers' Compensation Board of BC claim, the parties shall adhere with the requirements of the Workers' Compensation Act.
- 18.600 Employees are entitled to illness or injury leave in accordance with the terms of the Employment Standards Act in effect January 1, 2023.
- 18.700 The B.C. Alcohol and Drug Policy will apply except where a client requires a different A&D policy on a particular site.

ARTICLE 19.000 PROJECT RULES

- 19.100 It is recognized that in an operation of this kind, the Company and the Unions have the interests in the rules governing the performance of work under this contract. It is agreed that such project rules and regulations will be prepared and distributed among the employees on the job by the Company, provided such rules do not conflict with, or contravene, terms of this Agreement.
- 19.200 It is agreed by the Unions that all of the employees covered by this Agreement shall be made aware of these project rules and regulations by the Company at the time of their hire and that they shall be bound by them throughout the duration of their employment.
- 19.300 It is further agreed that violation of these project rules and regulations is direct and just cause for disciplinary action, including discharge subject to Article 5.000, Grievance Procedures.

ARTICLE 20.000 PERIODIC CONFERENCE AND VARIATIONS

- 20.100 Periodic conferences shall be held by the parties (at least twice a year) for the purpose of discussing matters of mutual interest.
- 20.200 Where a particular article or articles of this Agreement require variations for a particular project or specific geographical area, the terms and conditions of this Agreement for that project or specific geographic area, may be modified by mutual

consent of the parties hereto by means of a "Letter of Understanding." which shall set forth the modifications and their duration. Each affiliated Union shall receive a copy of such Letters of Understanding.

It is understood and agreed by the parties hereto that where mutual agreement for such change cannot be achieved, the request for such shall not be subject to either grievance or arbitration by either party.

ARTICLE 21.000 WORK STOPPAGES

During the term of this Agreement there shall be no lock-out by the Company and no slowdown or work stoppages by any of the Unions.

ARTICLE 22.000 ADMINISTRATION FUND

The Company shall contribute monthly to Pacific Region Maintenance Council Administration Fund an amount equivalent to one percent (1%) of the gross employee earnings. Contributions shall be remitted to the Secretary of the Council not later than the end of the following month.

ARTICLE 23.000 DURATION OF THE AGREEMENT

- 23.100 This Agreement, including the affiliated Union Trade Sections, and excluding wage and benefit packages which become effective September 1, 1994, Appendixes A, B, C, D, Letters of Understanding and any further appendices the parties hereto may agree, shall be in effect from the first full pay period from the date of signing to June 30, 2026 and shall continue in full force and effect from year to year thereafter, notwithstanding that there may be periods of time in excess of two (2) years during which the Company may not directly or indirectly employ employees under this Agreement, unless written notice to commence collective bargaining is given at least one (1) month, and not more than two (2) months, prior to expiry or any anniversary date thereafter.
- 23.200 Where the notice, referred to above is delivered, this Agreement shall continue in full force and effect until:
- (a) new Agreement is put in place, or
 - (b) a strike or lockout commences which causes employees working under this agreement to actually cease work.
- 23.300 As a condition of signing this Agreement, the Company agrees to sign a Construction Collective Agreement with each affiliate to this Council who requests same.

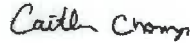
Signed this 29th day of November, 2023.

On behalf of:
PACIFIC REGION MAINTENANCE COUNCIL

On behalf of:
CAM INDUSTRIAL SOLUTIONS



Miro Maras, President



Catlin Chomyn, Labour Relations Manager



Neil Munro, Vice-President



Eric White, Labour Relations Manager



A.D. Al Phillips, Secretary-Treasurer

On behalf of:
WAIWARD INDUSTRIAL



David Turner, President & CEO



Jordy East, VP Construction & Maintenance

Signature: 

Email: nmunro@insulators118.org

AFFILIATED UNIONS TO THE PRMC AGREEMENT

BOILERMAKERS, LODGE 359

BRICKLAYERS, LOCAL 2

CEMENT MASONS, LOCAL 919

ELECTRICAL WORKERS, LOCAL 213

ELECTRICAL WORKERS, LOCAL 230

ELECTRICAL WORKERS, LOCAL 993

HEAT & FROST INSULATORS, LOCAL 118

IRONWORKERS, LOCAL 97 LABOURERS,

LOCAL 1611 MILLWRIGHTS, LOCAL 2736

OPERATING ENGINEERS, LOCAL 115

PAINTERS, DC 38

PLUMBERS & PIPEFITTERS, LOCAL 170

BC REGIONAL COUNCIL OF CARPENTERS

SHEET METAL WORKERS, LOCAL 280

TEAMSTERS, LOCAL 213

LETTER OF UNDERSTANDING

LIVING OUT ALLOWANCE

Initial and terminal travel and Living Out Allowance shall be as per the Standard ICI (Industrial) Agreement.

APPENDIX “A” - POUCE COUPE / DAWSON CREEK

- The Employer will pay daily travel to a maximum of thirty (30) days.

PEACE RIVER AREA

- Initial and terminal (final) travel time and daily travel time shall not be paid to employees in the Peace River Area during the life of this Agreement (date of signing until June 30, 2023).
- Employees employed in the Peace River Area who receive subsistence allowance or for whom the company supplies accommodation shall not be entitled to daily travel time or daily travel expense.
- Clause 12.100 of the PRMC Standard Collective Agreement shall not apply to projects in the Peace River Area.
- Consideration for such waiving shall be based upon evidence provided to the Council by a signatory contractor which clearly establishes the fact that without such consideration a project(s) would not be acquired via this Agreement.
- In the event such consideration is agreed to by the parties hereto such consideration shall remain in effect for the full duration of the project(s) in question or until the expiratory date of this Agreement unless there is mutual agreement by the parties hereto for a prior rescission.
- Each request for such consideration shall be considered on its own merits and if agreed to shall not be subject to transfer from one project to another nor from one contractor to another.
- In the event consideration is agreed to for any specific geographical area(s) and/or such consideration has been rescinded by mutual agreement of the parties hereto, each affiliated Union shall receive a copy of the written Letter(s) of Understanding.

APPENDIX “B” LONG TERM MAINTENANCE

Preamble

It is recognized that there are occasions where employers signatory to this agreement have or may obtain work which qualifies under the terms of this Appendix (Long Term Maintenance). This may be as a result of a long history of doing this work in existing plants, or by obtaining contracts which have been approved by Contracting-Out Committees in existing plants (where applicable) or by obtaining such work in non-union workplaces.

- 1.00 The Company and the Unions agree that the provisions of the Standard Maintenance Agreement shall apply to all of the Company’s Long Term Maintenance operations at Suncor Burnaby site and such other sites as may be added by mutual agreement, except as specified herein.
- 1.01 For the purposes of this appendix, Long Term Maintenance is defined as a program of maintenance which lasts or is intended to last for more than one (1) year.
- 1.02 For the purposes of this Appendix, a Turnaround is maintenance work which is not Long Term Maintenance as defined in this Agreement.
- 2.00 The parties to this Appendix reconfirm the preamble to the Standard Maintenance Agreement and undertake to do all within their power to ensure that no strikes or lockouts occur during the life of this Agreement and that every effort is made to conclude renewals to this Agreement without work stoppages.
- 3.00 In recognition of the considerable history that has occurred between the parties to this Agreement, the parties agree to apply the following amendments to the Standard Maintenance Agreement as it is applied to Long Term Maintenance work undertaken.
- The agreed amendments to the Standard Maintenance Agreement for Long Term Maintenance are:
- 3.01 Recognition of long term employees shall be continued on the following basis:
- (a) Employees who have worked or more than sixty (60) consecutive work days shall be considered “Long Term Maintenance” employees. Employees will be hired at the Long Term Maintenance rate based upon an estimate of sixty (60) or more days of work available. Maintenance employees laid off for lack of work before the completion of sixty (60) days will be paid the rate set out in the appropriate Trade Section.
 - (b) The Long Term Maintenance Journeyman base rates will be set at \$0.75 below that of Journeyman base rates as set out in the appropriate Trade Section. Long Term Maintenance Foreperson rates, Apprentices rates, etc., are to be calculated as appropriate from the Long Term Maintenance Journeyman base rate.

APPENDIX B: LONG TERM MAINTENANCE

3.02 Each Long Term Maintenance employee covered by this Addendum shall receive a vacation allowance, calculated as follows:

Service	Holiday Pay
Less than 3 years	6% of gross earnings
3 years but less than 5 years	7% of gross earnings
5 years but less than 10 years`	8% of gross earnings
10 years but less than 20 years	9% of gross earnings
20 years or more	10% of gross earnings

3.03 The Employer may schedule the regular work week in four (4) consecutive ten (10) hour days at straight time rates, provided that the four (4) ten (10) hour days are scheduled during the Monday through Thursday period and/or the Tuesday through Friday period.

Where this option is worked, all hours worked in excess of ten (10) hours per day, shall be paid at two (2) times the applicable rate of pay. When a fifth (5th) day is worked (either the Monday or the Friday), the first ten (10) hours shall be paid at one and one-half (1½) times the applicable rate of pay.

When ten (10) hour shifts are worked, in lieu of the work breaks and lunch breaks provided herein, the Employer shall have the option of scheduling two breaks of one half (½) hour each, paid at the applicable rate, approximately equally spaced in the ten (10) hour shift.

3.04 Article 13.000 is amended to provide the following:

For Long Term Maintenance Projects, there shall be thirteen (13) recognized holidays:

New Year's Day	Labour Day
Family (3 rd Monday in February)	Thanksgiving Day
Good Friday	National Truth & Reconciliation Day
Easter Monday	Remembrance Day
Victoria Day	Christmas Day
Canada Day	Boxing Day
BC Day	

3.05 Travel provisions of the Standard Maintenance Agreement do not apply to Long Term Maintenance work.

3.06 Shirt and pants, or coveralls shall be supplied and cleaned for all employees by the Company.

APPENDIX C

AFFILIATE TRADE SECTIONS

If not explicitly stated in the Agreement or Affiliate Trade Section(s), the terms and provisions of the applicable reference agreement apply.

Wage Schedules provided are for Long Term Maintenance – Section 9.100

APPENDIX C: TRADE SECTION – BOILERMAKERS

WAGE SCHEDULE

WAGE RATES (plus additional 12% holiday pay)	May 28, 2023	October 29, 2023	April 28, 2024	May 4, 2025
General Foreperson (Journeyperson Wage + 15%)	56.68	57.97	60.33	62.78
Foreperson (Journeyperson Wage + 10%)	54.22	55.45	57.71	60.05
Journeyperson	49.29	50.41	52.46	54.59
APPRENTICES:				
5th Year Apprentice: 5 th 1,000 hours – 90%	44.36	45.37	47.21	49.13
4th Year Apprentice: 4 th 1,000 hours – 83%	40.91	41.84	43.54	45.31
3rd Year Apprentice: 3 rd 1,000 hours – 75%	36.97	37.81	39.35	40.94
2nd Year Apprentice: 2 nd 1,000 hours – 69%	34.01	34.78	36.20	37.67
1st Year Apprentice: 1 st 1,000 hours – 63%	31.05	31.76	33.05	34.39
Pre-Apprentice/Probationary – 55%	27.11	27.73	28.85	30.02

EMPLOYER CONTRIBUTIONS	May 28, 2023	October 29, 2023	April 28, 2024	May 4, 2025
Health & Welfare (e)	\$3.49	\$3.49	\$3.49	\$3.49
Pension (e)	\$7.75	\$7.75	\$7.75	\$7.75
Apprenticeship & Trade Advancement Fund (w)	\$0.76	\$0.76	\$0.76	\$0.76
Education & Promotion Fund (w)	\$0.17	\$0.17	\$0.17	\$0.17
BCD&A Drug and Alcohol Program Society (w)	\$0.01	\$0.01	\$0.01	\$0.01
JAPlan (w)	\$0.01	\$0.01	\$0.01	\$0.01
Job Ready Dispatch (w)	\$0.30	\$0.30	\$0.30	\$0.30
Rehabilitation Fund - CIRP (w)	\$0.04	\$0.04	\$0.04	\$0.04

EMPLOYEE DEDUCTIONS	May 28, 2023	October 29, 2023	April 28, 2024	May 4, 2025
Dues Check-Off (%age of gross earnings)	4.25%	4.25%	4.25%	4.25%
Rehabilitation Fund - CIRP (w)	\$0.04	\$0.04	\$0.04	\$0.04

(e) contribution/deduction based on hours earned
(w) contribution/deduction based on hours worked

HIRING & TERMINATION

The hiring and terminating of employees covered by this schedule shall be in conformity with the terms set out in this Agreement except as provided below.

APPRENTICES

This section obligates the Company to employ apprentices on each project in conformity to the ratio of one (1) apprentice to five (5) journeypersons. Application of said ratio has brought forth impractical situations which have adverse effects on both parties depending on the type of project to which the ratio is being applied.

APPENDIX C: TRADE SECTION – BOILERMAKERS

E.G. Projects which employ a majority of welders and require only one or two journeyperson, past practices indicate the Company will delete the journeyperson and utilize the apprentice to perform these duties thereby depriving journeyperson of employment, or reduce the total journeyperson workforce requirement to accommodate the apprentice ratio with the same effect on journeyperson.

Therefore, it is understood and agreed the apprentice is in addition to the required journeyperson workforce on any project, also when the Company reduces the work force on any project, journeyperson shall not be laid off and apprentices retained to perform these duties based on the purpose of maintaining the ratio.

In addition to the above, it is agreed projects which employ welders only shall be discussed by the Company and Business Representative to determine a practical number of apprentices for the project.

UNION DUES

Upon receipt of authorization contained on the official Union Dispatch Form signed by the employee, the Company shall each month deduct from all employees coming within the scope of this Agreement monthly union dues in the amount prescribed by the Union.

In addition to (a) of this Article and upon receipt of the same authorization, the Company shall each month deduct four and one-quarter percent (4.25%) (or such amount as may be designated by the Union) Field Dues of gross hourly wages (including travel, waiting and reporting time) of all employees, coming within the scope of this Agreement.

PAYMENT OF DUES CHECK-OFF AND COMPANY CONTRIBUTIONS

Payments must be remitted by the 15th day of the month following the month the deductions and contributions were made together with a list of the names and social insurance numbers of the employees on whose behalf the deductions and contributions are being made, also opposite each name on the list, the figures upon which the deduction and contribution was made shall be shown.

Monthly Union Dues and Field Dues deductions along with Apprenticeship Fund and Education Training Fund, and Rehabilitation Fund contributions shall be remitted c/o the Secretary-Treasurer of the Union.

Pension Fund and Health & Welfare Fund contributions shall be remitted directly to the Funds c/o the Administrators.

APPENDIX C: TRADE SECTION – BRICKLAYERS

WAGE SCHEDULE

Inside Lower Mainland			Outside Lower Mainland	
WAGE RATES <small>(plus additional 12% holiday pay)</small>	May 28, 2023	October 29, 2023	May 28, 2023	October 29, 2023
Foreperson - Industrial (115%)	56.48	57.74	55.26	56.49
Journeyman - Industrial	48.36	49.46	47.30	48.37
Rates above not inclusive of \$0.40 acid proof and refractory rate which may be applicable				
APPRENTICES:				
8th Term Apprentice - 95%	45.94	46.99	44.94	45.95
7th Term Apprentice - 90%	43.52	44.51	42.57	43.53
6th Term Apprentice - 85%	41.11	42.04	40.21	41.11
5th Term Apprentice - 80%	38.69	39.57	37.84	38.70
4th Term Apprentice - 75%	36.27	37.10	35.48	36.28
3rd Term Apprentice - 65%	31.43	32.15	30.75	31.44
2nd Term Apprentice - 60%	29.02	29.68	28.38	29.02
1st Term Apprentice - 55%	26.60	27.20	26.02	26.60
EMPLOYER CONTRIBUTIONS				
	May 28, 2023	October 29, 2023	May 28, 2023	October 29, 2023
Health & Welfare (e)	\$3.00	\$3.00	\$3.00	\$3.00
Pension (e)	\$3.65	\$3.65	\$3.65	\$3.65
Drug & Alcohol (w)	\$0.01	\$0.01	\$0.01	\$0.01
JAPlan (w)	\$0.01	\$0.01	\$0.01	\$0.01
MCA Training (w)	\$0.40	\$0.40	\$0.40	\$0.40
MCA Fund (w)	\$0.60	\$0.60	\$0.60	\$0.60
Rehabilitation Fund - CIRP (w)	\$0.04	\$0.04	\$0.04	\$0.04
EMPLOYEE DEDUCTIONS				
	May 28, 2023	October 29, 2023	May 28, 2023	October 29, 2023
Dues Check-Off <small>(2.5% of total monetary package)</small>	2.50%	2.50%	2.50%	2.50%
Bricklayers & Mason's Pension Fund (e)	\$2.75	\$2.75	\$2.75	\$2.75
BC Building Trades (e)	\$0.085	\$0.085	\$0.085	\$0.085
Canadian Building Trades (e)	\$0.01	\$0.01	\$0.01	\$0.01
SkillPlan (e)	\$0.02	\$0.02	\$0.02	\$0.02
Rehabilitation Fund - CIRP (w)	\$0.04	\$0.04	\$0.04	\$0.04

(e) contribution/deduction based on hours earned
(w) contribution/deduction based on hours worked

APPENDIX C: TRADE SECTION – BC REGIONAL COUNCIL OF CARPENTERS

WAGE SCHEDULE

Inside Lower Mainland

WAGE RATES (plus additional 12% holiday pay)	May 28, 2023	October 29, 2023	April 28, 2024	May 4, 2025
General Foreperson (125%)	56.80	58.09	60.46	62.93
Foreperson (115%)	52.26	53.44	55.63	57.89
Journeyman (100%)	45.44	46.47	48.37	50.34
Journeyman Uncertified (90%)	40.90	41.82	43.53	45.31
Material Handler (50%)	22.72	23.24	24.19	25.17
APPRENTICES				
Apprentice 8 - 90%	40.90	41.82	43.53	45.31
Apprentice 7 - 85%	38.62	39.50	41.11	42.79
Apprentice 6 - 80%	36.35	37.18	38.70	40.27
Apprentice 5 - 75%	34.08	34.85	36.28	37.76
Apprentice 4 - 70%	31.81	32.53	33.86	35.24
Apprentice 3 - 65%	29.54	30.21	31.44	32.72
Apprentice 2 - 60%	27.26	27.88	29.02	30.20
Apprentice 1 - 55%	24.99	25.56	26.60	27.69

EMPLOYER CONTRIBUTIONS	May 28, 2023	October 29, 2023	April 28, 2024	May 4, 2025
Health & Welfare (e)	\$2.10	\$2.10	\$2.10	\$2.10
D&A Policy (w)	\$0.01	\$0.01	\$0.01	\$0.01
Training Fund (w)	\$0.65	\$0.65	\$0.70	\$0.75
JAPlan (w)	\$0.01	\$0.01	\$0.01	\$0.01
Rehabilitation Fund - CIRP (w)	\$0.04	\$0.04	\$0.04	\$0.04
PENSION CONTRIBUTIONS				
General Foreperson	\$5.14	\$5.14	\$5.14	\$5.14
Foreperson	\$4.93	\$4.93	\$4.93	\$4.93
Journeyman	\$4.28	\$4.28	\$4.28	\$4.28
Journeyman Uncertified (90%)	\$3.86	\$3.86	\$3.86	\$3.86
Material Handler (50%)	\$0.00	\$0.00	\$0.00	\$0.00
8 th Term Apprentice	\$2.70	\$2.70	\$2.70	\$2.70
7 th Term Apprentice	\$2.55	\$2.55	\$2.55	\$2.55
6 th Term Apprentice	\$2.25	\$2.25	\$2.25	\$2.25
5 th Term Apprentice	\$2.10	\$2.10	\$2.10	\$2.10
4 th Term Apprentice	\$1.95	\$1.95	\$1.95	\$1.95
3 rd Term Apprentice	\$1.80	\$1.80	\$1.80	\$1.80
2 nd Term Apprentice	\$1.65	\$1.65	\$1.65	\$1.65
1 st Term Apprentice	\$1.50	\$1.50	\$1.50	\$1.50
EMPLOYEE DEDUCTIONS				
Dues Check-Off (e)	\$1.31	\$1.31	\$1.33	\$1.35
Rehabilitation Fund - CIRP (w)	\$0.04	\$0.04	\$0.04	\$0.04

APPENDIX C: TRADE SECTION – BC REGIONAL COUNCIL OF CARPENTERS

WAGE SCHEDULE (cont'd)

Outside Lower Mainland

WAGE RATES (plus additional 12% holiday pay)	May 28, 2023	October 29, 2023	April 28, 2024	May 4, 2025
General Foreperson (125%)	55.46	56.73	59.04	61.45
Foreperson (115%)	51.03	52.19	54.31	56.53
Journeyman (100%)	44.37	45.38	47.23	49.16
Journeyman Uncertified (90%)	39.93	40.84	42.51	44.24
Material Handler (50%)	22.19	22.69	23.62	24.58
APPRENTICES				
Apprentice 8 - 90%	39.93	40.84	42.51	44.24
Apprentice 7 - 85%	37.71	38.57	40.15	41.79
Apprentice 6 - 80%	35.50	36.30	37.78	39.33
Apprentice 5 - 75%	33.28	34.04	35.42	36.87
Apprentice 4 - 70%	31.06	31.77	33.06	34.41
Apprentice 3 - 65%	28.84	29.50	30.70	31.95
Apprentice 2 - 60%	26.62	27.23	28.34	29.50
Apprentice 1 - 55%	24.40	24.96	25.98	27.04
EMPLOYER CONTRIBUTIONS				
	May 28, 2023	October 29, 2023	April 28, 2024	May 4, 2025
Health & Welfare (e)	\$2.10	\$2.10	\$2.10	\$2.10
D&A Policy (w)	\$0.01	\$0.01	\$0.01	\$0.01
Training Fund (w)	\$0.65	\$0.65	\$0.70	\$0.75
JAPlan (w)	\$0.01	\$0.01	\$0.01	\$0.01
Rehabilitation Fund - CIRP (w)	\$0.04	\$0.04	\$0.04	\$0.04
PENSION CONTRIBUTIONS				
	May 28, 2023	October 29, 2023	April 28, 2024	May 4, 2025
General Foreperson	\$5.14	\$5.14	\$5.14	\$5.14
Foreperson	\$4.93	\$4.93	\$4.93	\$4.93
Journeyman	\$4.28	\$4.28	\$4.28	\$4.28
Journeyman Uncertified (90%)	\$3.86	\$3.86	\$3.86	\$3.86
Material Handler (50%)	\$0.00	\$0.00	\$0.00	\$0.00
8 th Term Apprentice	\$2.70	\$2.70	\$2.70	\$2.70
7 th Term Apprentice	\$2.55	\$2.55	\$2.55	\$2.55
6 th Term Apprentice	\$2.25	\$2.25	\$2.25	\$2.25
5 th Term Apprentice	\$2.10	\$2.10	\$2.10	\$2.10
4 th Term Apprentice	\$1.95	\$1.95	\$1.95	\$1.95
3 rd Term Apprentice	\$1.80	\$1.80	\$1.80	\$1.80
2 nd Term Apprentice	\$1.65	\$1.65	\$1.65	\$1.65
1 st Term Apprentice	\$1.50	\$1.50	\$1.50	\$1.50
EMPLOYEE DEDUCTIONS				
	May 28, 2023	October 29, 2023	April 28, 2024	May 4, 2025
Dues Check-Off (e)	\$1.31	\$1.31	\$1.33	\$1.35
Rehabilitation Fund - CIRP (w)	\$0.04	\$0.04	\$0.04	\$0.04

(e) contribution/deduction on hours earned (w) contributions/deduction on hours worked

APPENDIX C: TRADE SECTION – BC REGIONAL COUNCIL OF CARPENTERS

APPRENTICES

The Employer shall employ a minimum of one (1) Apprentice, and the maximum ratio shall be one (1) Apprentice for every one (1) Foreperson or Journeyperson. Such ratio shall apply on a company wide basis. It is agreed that all Employers party to this Agreement should employ at least one or more apprentices in keeping with the needs of the area.

When Employers who do not have the ratio of apprentices, the Unions shall have the right to include unemployed indentured apprentices when filling the order.

All apprentices shall work with the tools of the trade and shall only do work customarily done by carpenters; it being understood that each apprentice be under the supervision of a Journeyperson.

APPENDIX C: TRADE SECTION – CEMENT MASONS

WAGE SCHEDULE

WAGE RATES (plus additional 12% holiday pay)	Outside Lower Mainland		Inside Lower Mainland	
	May 28, 2023	October 29, 2023	May 28, 2023	October 29, 2023
Foreperson (115%)	47.53	48.61	48.75	49.86
LeadHand	41.68	42.62	42.74	43.71
Journey person	41.33	42.27	42.39	43.36
APPRENTICES:				
6th Term - 95%	39.26	40.16	39.26	40.16
5th Term - 90%	37.20	38.04	37.20	38.04
4th Term - 85%	35.13	35.93	35.13	35.93
3rd Term - 80%	33.06	33.82	33.06	33.82
2nd Term - 75%	31.00	31.70	31.00	31.70
1st Term - 70%	28.93	29.59	28.93	29.59
Pre-Apprentice - 45%	18.60	19.02	18.60	19.02
EMPLOYER CONTRIBUTIONS	May 28, 2023	October 29, 2023	May 28, 2023	October 29, 2023
Health & Welfare* (e)	\$2.55	\$2.55	\$2.55	\$2.55
Pension** (e)	\$5.20	\$5.20	\$5.20	\$5.20
Apprentice and Trade Promotion (w)	\$0.50	\$0.50	\$0.50	\$0.50
Drug & Alcohol (w)	\$0.01	\$0.01	\$0.01	\$0.01
JAPlan (w)	\$0.01	\$0.01	\$0.01	\$0.01
Rehabilitation Fund - CIRP (w)	\$0.04	\$0.04	\$0.04	\$0.04
* No Health & Welfare, Pension, contributions for Pre-Apprentices				
** Pension contributions for Apprentices Levels 1 through 6: \$4.68/hour				

EMPLOYEE DEDUCTIONS (applicable to Apprentices/Pre-App unless noted)	Outside Lower Mainland		Inside Lower Mainland	
	May 28, 2023	October 29, 2023	May 28, 2023	October 29, 2023
Dues Check-Off (e) see below for Apprentice & Pre-App rates	\$1.68	\$1.71	\$1.71	\$1.74
Apprenticeship Training (w) see below for Apprentice & Pre-App rates	n/a	n/a	n/a	n/a
BC Building Trades (e)	\$0.10	\$0.10	\$0.10	\$0.10
Canadian Building Trades (e)	\$0.01	\$0.01	\$0.01	\$0.01
Rehabilitation Fund - CIRP	\$0.04	\$0.04	\$0.04	\$0.04
APPRENTICE/PRE-APPRENTICE DEDUCTIONS				
Dues Check-off (e)				
1st Term to 6th Term	\$1.44	\$1.47	\$1.47	\$1.50
Pre-Apprentice	\$0.66	\$0.66	\$0.66	\$0.69
Apprenticeship Training (after-taxes) (w)				
6th Term	\$1.00	\$1.00	\$1.00	\$1.00
1st Term to 5th Term	\$1.00	\$1.00	\$1.00	\$1.00
Pre-Apprentice	n/a	n/a	n/a	n/a

(e) contribution/deduction based on hours earned
(w) contribution/deduction based on hours worked

APPENDIX C: TRADE SECTION – CEMENT MASONS

EMPLOYER CONTRIBUTIONS

All employer contributions shall be calculated on the basis of hours worked except Health and Welfare and Pension. Health and Welfare and Pension contributions shall be calculated on the basis of hours earned.

The Union shall have the right to re-allocate wages to Health & Welfare and to Pension by giving the Employer due notice.

EMPLOYEE DEDUCTIONS

All employee deductions shall be calculated on the basis of hours earned except for the Rehabilitation Fund (CIRP) and Apprenticeship Training Fund. Rehabilitation Fund (CIRP) and Apprenticeship Training deductions shall be calculated on the basis of hours worked.

PAYMENT OF CONTRIBUTIONS/DEDUCTIONS

Payment of contributions and deductions shall be made to the Cement Masons' Welfare Trust Fund by a single payment made in accordance with Article 9.000.

APPENDIX C: TRADE SECTION – ELECTRICAL WORKERS, LOCAL 213

WAGE SCHEDULE

WAGE RATES (plus additional 12% holiday pay)	May 28, 2023	October 29, 2023
General Foreperson (133%)	\$60.00	\$61.34
Foreperson (123%)	\$55.49	\$56.73
Cable Splicer, Foreperson (120%)	\$54.13	\$55.34
Assistant Foreperson (112%)	\$50.52	\$51.65
Serviceperson (112%)	\$50.52	\$51.65
Instrument Mechanic	\$45.11	\$46.12
Journeyman	\$45.11	\$46.12
APPRENTICES:		
8th Term Apprentice (90% of Journeyman)	\$40.60	\$41.51
7th Term Apprentice (85% of Journeyman)	\$38.34	\$39.20
6th Term Apprentice (80% of Journeyman)	\$36.09	\$36.90
5th Term Apprentice (75% of Journeyman)	\$33.83	\$34.59
4th Term Apprentice (70% of Journeyman)	\$31.58	\$32.28
3rd Term Apprentice (65% of Journeyman)	\$29.32	\$29.98
2nd Term Apprentice (60% of Journeyman)	\$27.07	\$27.67
1st Term Apprentice (55% of Journeyman)	\$24.81	\$25.37
PRE-APPRENTICES		
2 nd six months (50% of Journeyman)	\$22.56	\$23.06
1 st six months (45% of Journeyman)	\$20.30	\$20.75

EMPLOYER CONTRIBUTIONS	May 28, 2023	October 29, 2023
Health & Welfare* (e)	\$2.30	\$2.30
Pension (e) - varies for apprentices-- see below	\$6.05	\$6.05
Bursary (w)	\$0.07	\$0.07
Job Ready (w)	\$0.15	\$0.15
Rehabilitation Fund - CIRP (w)	\$0.04	\$0.04
Training (w)	\$0.61	\$0.61
JAPlan (w)	\$0.01	\$0.01

APPENDIX C: TRADE SECTION – ELECTRICAL WORKERS, LOCAL 213

WAGE SCHEDULE (cont'd)

PENSION CONTRIBUTION - APPRENTICES		
8 th Term Apprentice	\$4.54	\$4.54
7 th Term Apprentice	\$4.54	\$4.54
6 th Term Apprentice	\$3.03	\$3.03
5 th Term Apprentice	\$3.03	\$3.03
4 th Term Apprentice	\$1.51	\$1.51
3 rd Term Apprentice	\$1.51	\$1.51
2 nd Term Apprentice	-	-
1 st Term Apprentice	-	-

EMPLOYEE DEDUCTIONS	May 28, 2023	October 29, 2023
Dues Check-Off (e)	1.30%	1.30%
Rehabilitation Fund - CIRP (w)	\$0.04	\$0.04

(e) contribution/deduction based on hours earned
(w) contribution/deduction based on hours worked

APPENDIX C: TRADE SECTION – ELECTRICAL WORKERS, LOCAL 230

Hourly wage and contribution rates for other locals of the International Brotherhood of Electrical Workers may vary but will be based on their Standard Industrial Agreement rates for the funds and hourly rates set out herein.

UNION DUES

The Employer agrees to deduct initiation fees, assessments, and dues from any employee's wages when they have received properly signed authorization of the employee to do so. Such monies shall be paid to the Union accompanied by a list, in alphabetical order, of the employees for and on behalf of whom such deductions have been made, by the tenth (10th) day of the month following the month in which deductions were made by the Employer. Cheques may be post-dated the fifteenth (15th) of the month. (These deductions shall not exceed the provisions of the B.C. Labour Code.) There shall be a penalty of fifteen percent (15%) per month for late remittances with a minimum of twenty-five (\$25.00) dollars.

LOCAL HIRE

The following interpretation of Article 3.301 shall apply to the dispatch of members from Local 230 referral system, for maintenance work performed under the Pacific Region Maintenance Council.

The Local Union Business Representative will be contacted by the Company on all occasions when workers are required for maintenance work. The members shall be referred to the Company in the following order from the Local 230 out-of-work list.

- (1) The local resident members registered on the out-of-work list.
- (2) The membership-at-large registered on the out-of-work list.

APPENDIX C: TRADE SECTION – ELECTRICAL WORKERS, LOCAL 993

WAGE SCHEDULE

WAGE RATES (plus additional 12% holiday pay)	May 28, 2023	October 29, 2023
General Chargehand (133%)	\$63.71	\$65.16
A Chargehand (123%)	\$58.92	\$60.26
Cable Splicer Chargehand (120%)	\$57.48	\$58.79
B Chargehand (112%)	\$53.65	\$54.87
Service Chargehand (112%)	\$53.65	\$54.87
Cable Splicer (112%)	\$53.65	\$54.87
B Chargehand (112%)	\$53.65	\$54.87
Journey Wire/Winder	\$47.90	\$48.99
Instrument Technician	\$47.90	\$48.99
APPRENTICES:		
8th Term Apprentice (90% of Journeyperson)	\$43.11	\$44.09
7th Term Apprentice (85% of Journeyperson)	\$40.72	\$41.64
6th Term Apprentice (80% of Journeyperson)	\$38.32	\$39.19
5th Term Apprentice (75% of Journeyperson)	\$35.93	\$36.74
4th Term Apprentice (70% of Journeyperson)	\$33.53	\$34.29
3rd Term Apprentice (65% of Journeyperson)	\$31.14	\$31.84
2nd Term Apprentice (60% of Journeyperson)	\$28.74	\$29.39
1st Term Apprentice (55% of Journeyperson)	\$26.35	\$26.94
PRE-APPRENTICES		
2 nd six months (50% of Journeyperson)	\$23.95	\$24.50
1 st six months (45% of Journeyperson)	\$21.56	\$22.05

EMPLOYER CONTRIBUTIONS	May 28, 2023	October 29, 2023
Health & Welfare* (e)	\$2.50	\$2.50
Pension/RRSP (e) (varies for apprentices-- see below)	\$5.70	\$5.70
Bursary (w)	\$0.07	\$0.07
Library Fund (w)	\$0.04	\$0.04
Job Ready Dispatch (w)	\$0.15	\$0.15
BCD&A Drug and Alcohol Program Society (w)	\$0.01	\$0.01
Rehabilitation Fund - CIRP (w)	\$0.04	\$0.04
Training (w)	\$0.31	\$0.31
JAPlan (w)	\$0.01	\$0.01

APPENDIX C: TRADE SECTION – ELECTRICAL WORKERS, LOCAL 993

WAGE SCHEDULE (cont'd)

PENSION/RRSP CONTRIBUTION - APPRENTICES		
8 th Term Apprentice	\$4.28	\$4.28
7 th Term Apprentice	\$4.28	\$4.28
6 th Term Apprentice	\$2.85	\$2.85
5 th Term Apprentice	\$2.85	\$2.85
4 th Term Apprentice	\$1.43	\$1.43
3 rd Term Apprentice	\$1.43	\$1.43
2 nd Term Apprentice	-	-
1 st Term Apprentice	-	-

EMPLOYEE DEDUCTIONS	May 28, 2023	October 29, 2023
Dues Check-Off (e) (on Gross Pay not including Holiday Pay or Stat Pay)	4.00%	4.00%
Training Funds (w)	0.10	0.10
Rehabilitation Fund - CIRP (w)	0.04	0.04
Affiliation Dues (w)	0.13	0.13
Market Recovery (w)	0.50	0.50

(e) contribution/deduction based on hours earned

(w) contribution/deduction based on hours worked

APPENDIX C: TRADE SECTION – HEAT & FROST INSULATORS

WAGE SCHEDULE

WAGE RATES (plus additional 12% holiday pay)	May 28, 2023	October 29, 2023	April 28, 2024	May 4, 2025
General Foreperson (120%)	51.72	52.90	54.84	56.98
Foreperson (115%)	49.57	50.69	52.56	54.60
Journeyman (100%)	43.10	44.08	45.70	47.48
Journeyman rates include (\$0.07) tool allowance and (\$0.05) clothing allowance				
APPRENTICES				
8 th six months - 90%	38.79	39.67	41.13	42.73
7 th six months - 85%	36.64	37.47	38.85	40.36
6 th six months - 80%	34.48	35.26	36.56	37.98
5 th six months - 75%	32.33	33.06	34.28	35.61
4 th six months - 70%	30.17	30.86	31.99	33.24
3 rd six months - 65%	28.02	28.65	29.71	30.86
2 nd six months - 60%	25.86	26.45	27.42	28.49
2 nd three months - 55%	23.71	24.24	25.14	26.11
1 st three months - 50%	21.55	22.04	22.85	23.74

EMPLOYER CONTRIBUTIONS	May 28, 2023	October 29, 2023	April 28, 2024	May 4, 2025
Health & Welfare (e)	\$3.26	\$3.26	\$3.26	\$3.26
Pension Plan (e)	\$5.60	\$5.60	\$5.60	\$5.60
Apprenticeship (w)	\$0.60	\$0.60	\$0.60	\$0.60
D&A Policy (w)	\$0.01	\$0.01	\$0.01	\$0.01
Education (w)	\$0.56	\$0.56	\$0.56	\$0.56
Health Hazard (w)	\$0.13	\$0.13	\$0.13	\$0.13
JAPlan (w)	\$0.01	\$0.01	\$0.01	\$0.01
Promotional Fund (w)	\$0.08	\$0.08	\$0.08	\$0.08
Rehabilitation Fund - CIRP (w)	\$0.04	\$0.04	\$0.04	\$0.04
Scholarship Fund (w)	\$0.01	\$0.01	\$0.01	\$0.01

EMPLOYEE DEDUCTIONS	May 28, 2023	October 29, 2023	April 28, 2024	May 4, 2025
Dues Check-Off (e)	6.00%	6.00%	6.00%	6.00%
BC Building Trades (e)	\$0.10	\$0.10	\$0.10	\$0.10
Rehabilitation Fund - CIRP (w)	\$0.04	\$0.04	\$0.04	\$0.04

(e) contribution/deduction based on hours earned

(w) contribution/deduction based on hours worked

APPENDIX C: TRADE SECTION – HEAT & FROST INSULATORS

APPRENTICESHIP RATIO

One (1) Apprentice to three (3) Mechanics.

ASBESTOS REMOVAL

On asbestos removal projects, during the removal phase where hot water showers are required, the Company will supply clean socks, shorts, towel and shampoo.

APPENDIX C: TRADE SECTION – IRONWORKERS

WAGE SCHEDULE

WAGE RATES (plus additional 12% holiday pay)	May 28, 2023	October 29, 2023	April 28, 2024	May 4, 2025
Foreperson (115%)	54.04	55.26	57.32	59.46
Journeyman (100%)	46.99	48.05	49.84	51.70
APPRENTICES				
A7: Journeyman rate less \$1.00	45.99	47.05	48.84	50.70
A6: 90% - \$0.56	41.73	42.69	44.30	45.97
A5: 85% - \$0.56	39.38	40.28	41.80	43.39
A4: 80% - \$0.56	37.03	37.88	39.31	40.80
A3: 75%	35.24	36.04	37.38	38.78
A2: 70%	32.89	33.64	34.89	36.19
A1: 65%	30.54	31.23	32.40	33.61
Pre-App: 55%	25.84	26.43	27.41	28.44

EMPLOYER CONTRIBUTIONS	May 28, 2023	October 29, 2023	April 28, 2024	May 4, 2025
Health & Welfare (e)	\$3.01	\$3.01	\$3.11	\$3.21
Pension (e) - varies for apprentices-- see below	\$5.45	\$5.45	\$5.55	\$5.65
Centennial Fund (w)	\$0.05	\$0.05	\$0.05	\$0.05
Drug & Alcohol (w)	\$0.01	\$0.01	\$0.01	\$0.01
IMPACT (w)	\$0.40	\$0.40	\$0.40	\$0.40
JAPlan (w)	\$0.01	\$0.01	\$0.01	\$0.01
Trade Improvement (w)	\$0.80	\$0.80	\$0.80	\$0.80
Training Fund - Pre-Apps (w)	\$1.12	\$1.12	\$1.12	\$1.12
Training Fund - A1-A6 Apprentices (w)	\$0.56	\$0.56	\$0.56	\$0.56
Training Fund - A7 Apprentices (w)	\$1.00	\$1.00	\$1.00	\$1.00
Rehabilitation Fund - CIRP (w)	\$0.04	\$0.04	0.04	0.04
EMPLOYER PENSION CONTRIBUTIONS APPRENTICES (e)				
Apprentice 6 th term - 90%	4.91	4.91	5.00	5.09
Apprentice 5 th term - 85%	4.63	4.63	4.72	4.80
Apprentice 4 th term - 80%	4.36	4.36	4.44	4.52
Apprentice 3 rd term - 75% + \$0.50	4.09	4.09	4.16	4.24
Apprentice 2 nd term - 70% + \$0.50	3.82	3.82	3.89	3.96
Apprentice 1 st term - 65% + \$0.50	3.54	3.54	3.61	3.67
Pre-Apprentice - 55% + \$1.00	-	-	-	-

APPENDIX C: TRADE SECTION – IRONWORKERS

WAGE SCHEDULE (cont'd)

EMPLOYEE DEDUCTIONS	May 28, 2023	October 29, 2023	April 28, 2024	May 4, 2025
Journeypersons and Forepersons				
Dues Check-Off (e)	\$1.69	\$1.73	\$1.79	\$1.86
BC Building Trades (w)	\$0.03	\$0.03	\$0.03	\$0.03
Market Recovery (e)	\$1.00	\$1.00	\$1.00	\$1.00
Rehabilitation Fund - CIRP (w)	\$0.04	\$0.04	\$0.04	\$0.04
Apprentices & Pre-Apprentices				
Dues Check-Off (e)	\$0.96	\$0.98	\$1.01	\$1.05
BC Building Trades (w)	\$0.03	\$0.03	\$0.03	\$0.03
Market Recovery (e)	\$0.65	\$0.65	\$0.65	\$0.65
Rehabilitation Fund - CIRP (w)	\$0.04	\$0.04	\$0.04	\$0.04

(e) contribution/deduction based on hours earned

(w) contribution/deduction based on hours worked

Vacation Pay for all classifications is twelve percent (12%) of gross earnings.

Please Note: Health/Welfare and Pension Fund contributions are paid on hours **earned**. Field Dues and Market Recovery deductions are made, based on hours **earned**.

APPENDIX C: TRADE SECTION – LABOURERS

WAGE SCHEDULE

WAGE RATES (plus additional 12% holiday pay)	May 28, 2023	October 29, 2023	April 28, 2024	May 4, 2025
Watchperson, Flagperson, Rodperson, Chainperson, Stakeperson, Confined Space Entry Monitor, Gas Tester and Spark Watchperson	38.93	39.82	41.45	43.15
Labourer, Signaler, Dumper, Swamper, Pump tender, Cement Power Buggy, Grinder, Mixer (under 1 yard), Timberman, Grader and Power and Electric Tool Operator	39.22	40.11	41.75	43.46
Bobcat Loader, Instrument Person - Utility 1, Caulked and Cemented Joint Tile and Pipelayer, Manholer, Concrete Saw, Heat Fusion Machine, Jackhammer, and Hydro Boom (under 1,000 psi) (wet and dry)	39.52	40.42	42.07	43.79
Signaler Hook-Up, Vibrator, Instrument Person - Utility 2, Fallers on Clearing, Hydro Boom (over 1,000 psi) (wet and dry), and 6" Vibrator (when used by hand)	39.80	40.71	42.38	44.11
First Aid Attendant, Level 2	39.92	40.83	42.50	44.25
First Aid Attendant, Level 2 with Transportation Endorsement	40.04	40.95	42.63	44.37
First Aid Attendant Level 3	40.16	41.07	42.75	44.50
Concrete Specialist (refer to Article 3.102 in CLR agreement)	42.42	43.38	45.16	47.00
Apprentice Labourers	17.39	17.79	18.53	19.30
Foreperson Premium (payable over highest classification being supervised)	15%	15%	15%	15%
Caisson Premium (payable below twenty-five (25) feet)	0.50	0.50	0.50	0.50
Swing Stage Premium (payable above twenty-five (25) feet)	0.40	0.40	0.40	0.40
Helicopter Premium	25%	25%	25%	25%

EMPLOYER CONTRIBUTIONS	May 28, 2023	October 29, 2023	April 28, 2024	May 4, 2025
Health & Welfare (e)	\$3.10	\$3.10	\$3.10	\$3.10
Pension Plan (e)	\$3.30	\$3.30	\$3.30	\$3.30
CSW Training Society (w)	\$0.35	\$0.35	\$0.35	\$0.35
Drug & Alcohol (w)	\$0.01	\$0.01	\$0.01	\$0.01
JAPlan (w)	\$0.01	\$0.01	\$0.01	\$0.01
Rehabilitation Fund - CIRP (w)	\$0.04	\$0.04	\$0.04	\$0.04
EMPLOYEE DEDUCTIONS	May 28, 2023	October 29, 2023	April 28, 2024	May 4, 2025
Dues Check-Off (e)	\$0.90	\$0.90	\$0.90	\$0.90
BC Building Trades (e)	\$0.10	\$0.10	\$0.10	\$0.10
Canadian Building Trades (e)	\$0.01	\$0.01	\$0.01	\$0.01
Rehabilitation Fund - CIRP (w)	\$0.04	\$0.04	\$0.04	\$0.04

(e) contribution/deduction based on hours earned

(w) contribution/deduction based on hours worked

APPENDIX C: TRADE SECTION – LABOURERS

METRO TRAVEL

Travel allowances as set out in this Agreement will not be paid to members who reside and work in any one of the areas described as the Lower Mainland, Greater Victoria or Greater Nanaimo. All members who are employees of the company and who work and reside in one of these areas will be paid an additional seventy-five cents (\$0.75) per hour.

APPENDIX C: TRADE SECTION – MILLWRIGHTS

WAGE SCHEDULE

WAGE RATES (plus additional 12% holiday pay)	May 28, 2023	October 29, 2023	April 28, 2024	May 4, 2025
General Foreperson (120%)	57.48	58.14	60.52	62.99
Foreperson (110%)	55.09	55.72	57.99	60.36
Journey person	47.90	48.45	50.43	52.49
APPRENTICES				
8 th six months - 90%	43.11	43.61	45.39	47.24
7 th six months - 85%	40.72	41.18	42.87	44.62
6 th six months - 80%	38.32	38.76	40.34	41.99
5 th six months - 75%	35.93	36.34	37.82	39.37
4 th six months - 70%	33.53	33.92	35.30	36.74
3 rd six months - 65%	31.14	31.49	32.78	34.12
2 nd six months - 60%	28.74	29.07	30.26	31.49
1 st six months - 55%	26.35	26.65	27.74	28.87

EMPLOYER CONTRIBUTIONS	May 28, 2023	October 29, 2023	April 28, 2024	May 4, 2025
Health & Welfare (e)	\$2.735	\$2.835	\$2.835	\$2.835
Pension Plan (e)	\$6.75	\$7.25	\$7.25	\$7.25
BCD&A Drug and Alcohol Program Society (w)	\$0.01	\$0.01	\$0.01	\$0.01
Health & Welfare Admin Fund/WCB Fund (w)	\$0.10	\$0.10	\$0.10	\$0.10
JAPlan (w)	\$0.01	\$0.01	\$0.01	\$0.01
Millwright Administration Fund (w)	\$0.14	\$0.14	\$0.14	\$0.14
Millwright Job Ready Dispatch Fund (w)	\$0.25	\$0.25	\$0.25	\$0.25
Millwright Training Plan Fund (w)	\$0.69	\$0.69	\$0.69	\$0.69
Pension Admin Fund (w)	\$0.10	\$0.10	\$0.10	\$0.10
Rehabilitation Fund - CIRP (w)	\$0.04	\$0.04	\$0.04	\$0.04

EMPLOYEE DEDUCTIONS	May 28, 2023	October 29, 2023	April 28, 2024	May 4, 2025
Dues Check-Off (e)	\$1.54	\$1.54	\$1.57	\$1.60
Rehabilitation Fund - CIRP (w)	\$0.04	\$0.04	\$0.04	\$0.04

(e) contribution/deduction based on hours earned

(w) contribution/deduction based on hours worked

APPENDIX C: TRADE SECTION – MILLWRIGHTS

APPRENTICE RATIO

The maximum ratio of apprentices to journeyperson millwrights on the job shall be one (1) apprentice to the first three (3) journeypersons and one (1) additional apprentice to every four (4) journeypersons thereafter. It is agreed that all employers party to this agreement should employ at least one (1) or more apprentices.

FIELD DUES

The Company will deduct such hourly amount as the Union shall, from time to time, direct and forward same to the Millwrights dues Supplemental Fund as directed by the Union in the manner set forth in the Contribution Clause. Each member shall submit a written authorization to this Company as a condition of employment.

LOCAL HIRE

The Local Union Business Representative will be contacted by the Company on all occasions when employees are required, and the Company shall state that the employees are required for maintenance work. The employees shall be referred to the Company in the following order:

1. The local resident members registered on the out-of-work list;
2. the membership-at-large registered on the out-of-work list.

Travel allowances as set out in this Agreement will not be paid to members who reside and work in any one of the areas described as the Lower Mainland, Greater Victoria or Greater Nanaimo. All members who are employees of the Company and who work and reside in one of these areas will be paid an additional seventy-five cents (\$0.75) per hour.

APPENDIX C: TRADE SECTION – OPERATING ENGINEERS

WAGE SCHEDULE

Inside Lower Mainland

WAGE RATES (plus additional 12% holiday pay)	May 28, 2023	October 29, 2023	April 28, 2024	May 4, 2025
General Foreperson (115%)	\$50.30	\$51.39	\$53.34	\$55.36
Foreperson (110%)	\$48.11	\$49.16	\$51.02	\$52.95
Crane Operator less than 100 ton	\$45.75	\$45.75	\$48.60	\$49.66
Crate Operator 100 ton and over	\$46.70	\$46.70	\$49.61	\$50.69
Journeyman	\$43.74	\$44.69	\$46.38	\$48.14
Journeyman Group 1	\$43.74	\$44.69	\$46.38	\$48.14
Journeyman Group 2	\$43.28	\$44.22	\$45.89	\$47.63
Journeyman Group 3	\$42.36	\$43.28	\$44.91	\$46.61
Journeyman Group 4	\$42.05	\$42.96	\$44.58	\$46.27
Journeyman Group 5	\$41.62	\$42.52	\$44.13	\$45.80
Journeyman Group 6	\$41.04	\$41.92	\$43.50	\$45.14
Journeyman Group 7	\$40.48	\$41.35	\$42.91	\$44.52
Journeyman Group 8	\$35.48	\$36.24	\$37.59	\$39.00
EMPLOYER CONTRIBUTIONS	May 28, 2023	October 29, 2023	April 28, 2024	May 4, 2025
Health & Welfare (w)	\$2.85	\$2.85	\$2.90	\$2.95
Pension Plan (e)	\$6.80	\$6.80	\$6.90	\$7.00
BCD&A Drug and Alcohol Program Society (w)	\$0.01	\$0.01	\$0.01	\$0.01
Operating Tool Allowance (w)	\$0.06	\$0.06	\$0.06	\$0.06
IUOE Training & Apprenticeship Fund (w)	\$0.85	\$0.85	\$0.85	\$0.85
JAPlan (w)	\$0.01	\$0.01	\$0.01	\$0.01
Rehabilitation Fund - CIRP (w)	\$0.04	\$0.04	\$0.04	\$0.04

EMPLOYEE DEDUCTIONS	May 28, 2023	October 29, 2023	April 28, 2024	May 4, 2025
Dues Check-Off (e)	2.00%	2.00%	2.00%	2.00%
BC Building Trades (e)	\$0.10	\$0.10	\$0.10	\$0.10
Canadian Building Trades (e)	\$0.01	\$0.01	\$0.01	\$0.01
Rehabilitation Fund - CIRP (w)	\$0.04	\$0.04	\$0.04	\$0.04

(e) contribution/deduction based on hours earned

(w) contribution/deduction based on hours worked

APPENDIX C: TRADE SECTION – OPERATING ENGINEERS

WAGE SCHEDULE (cont'd)

Outside Lower Mainland

WAGE RATES (plus additional 12% holiday pay)	May 28, 2023	October 29, 2023	April 28, 2024	May 4, 2025
General Foreperson (115%)	\$49.48	\$50.55	\$52.46	\$54.45
Foreperson (110%)	\$47.33	\$48.36	\$50.18	\$52.09
Crane Operator less than 100 ton	\$45.75	\$45.75	\$48.60	\$49.66
Crate Operator 100 ton and over	\$46.70	\$46.70	\$49.61	\$50.69
Journey person	\$43.03	\$43.96	\$45.62	\$47.35
Journey person Group 1	\$43.03	\$43.96	\$45.62	\$47.35
Journey person Group 2	\$42.56	\$43.48	\$45.13	\$46.83
Journey person Group 3	\$41.64	\$42.54	\$44.15	\$45.82
Journey person Group 4	\$41.32	\$42.22	\$43.81	\$45.46
Journey person Group 5	\$40.91	\$41.79	\$43.36	\$45.00
Journey person Group 6	\$40.30	\$41.18	\$42.73	\$44.35
Journey person Group 7	\$39.75	\$40.61	\$42.14	\$43.73
Journey person Group 8	\$34.74	\$35.49	\$36.81	\$38.19
EMPLOYER CONTRIBUTIONS	May 28, 2023	October 29, 2023	April 28, 2024	May 4, 2025
Health & Welfare (w)	\$2.85	\$2.85	\$2.90	\$2.95
Pension Plan (e)	\$6.80	\$6.80	\$6.90	\$7.00
BCD&A Drug and Alcohol Program Society (w)	\$0.01	\$0.01	\$0.01	\$0.01
Operating Tool Allowance (w)	\$0.06	\$0.06	\$0.06	\$0.06
IUOE Training & Apprenticeship Fund (w)	\$0.85	\$0.85	\$0.85	\$0.85
JAPlan (w)	\$0.01	\$0.01	\$0.01	\$0.01
Rehabilitation Fund - CIRP (w)	\$0.04	\$0.04	\$0.04	\$0.04

EMPLOYEE DEDUCTIONS	May 28, 2023	October 29, 2023	April 28, 2024	May 4, 2025
Dues Check-Off (e)	2.00%	2.00%	2.00%	2.00%
BC Building Trades (e)	\$0.10	\$0.10	\$0.10	\$0.10
Canadian Building Trades (e)	\$0.01	\$0.01	\$0.01	\$0.01
Rehabilitation Fund - CIRP (w)	\$0.04	\$0.04	\$0.04	\$0.04

(e) contribution/deduction based on hours earned

(w) contribution/deduction based on hours worked

APPENDIX C: TRADE SECTION – OPERATING ENGINEERS

LOCAL HIRE

The Local Union Business Representative will be contacted by the Company on all occasions when workers are required and the Company shall state that the workers are required for maintenance work. The members shall be referred to the Company in the following order.

1. The local resident members registered on the out-of-work list;
2. the membership-at-large registered on the out-of-work list.

Travel allowances as set out in this Agreement will not be paid to members who reside and work in any one of the areas described as the Lower Mainland, Greater Victoria or Greater Nanaimo. All members who are employees of the Company and who work and reside in one of these areas will be paid an additional seventy-five cents (\$0.75) per hour.

CREWS

Crews on power shovels, draglines, clamshells, hydraulic cranes (over 80 ton capacity), crawler cranes & conventional truck cranes (over 50 ton capacity), trenching machines and batch plants of all types shall consist of an Operator and a Trainee or Apprentice. The Union may substitute an Oiler in lieu of a Trainee. It is recognized that the moving (driving) and oiling of truck or mobile cranes is the work of the Operating Engineer.

This crew clause shall also apply if the Company rents equipment of sub-contracts work to other firms who own and operate equipment coming under the jurisdiction of the Union as listed in the classifications contained in this Agreement.

HEALTH AND WELFARE PLAN

For clarification “hours earned” means two (2) times the contribution rate for overtime hours.

EQUIPMENT ASSEMBLY

It is agreed that the assembling and dismantling of the Company’s construction equipment referred to in this Trade Section or falling within the jurisdiction of the Operating Engineers, will be performed by the members of the Operating Engineers’ Union. It is agreed that the repair and maintenance of equipment will be performed by Operating Engineers.

OWNER-OPERATORS

1. The expression “owner-operator” as used herein, shall mean any person who performs work within the jurisdiction of the Union for pay, remuneration, compensation or reward of any kind, except:
 - (i) a person who comes within the job classification of heavy duty mechanic, welder, service truck operator, heavy duty greaser, or any of them;

APPENDIX C: TRADE SECTION – OPERATING ENGINEERS

- (ii) a person who, with respect to the person, firm or corporation who or which provides their pay, remuneration, compensation or reward for such work is in the relationship of servant to master;
 - (iii) a person who has been determined to be an “employee” pursuant to the provisions of the Industrial Relations Act of British Columbia or the Canada Labour Code.
2. The Company agrees that they will not, under any circumstances engage an owner operator to perform work for them unless and until the owner-operator, prior to the commencement of such work:
- (i) obtains from the appropriate office of the Union for the area in which such work is to be performed, a clearance or permit to perform such work, and
 - (ii) signs a written form of authorization, which shall be irrevocable during the period in which the owner-operator performs such work, authorizing and directing the Company to deduct from the pay, remuneration, compensation or reward earned by the owner-operator a sum equal to the total Employer/Employee contributions set out above, for each hour worked and for each hour of travel time, and to remit the same to the Union to be applied by the Union in the manner described in paragraph 3 of this section.
 - (iii) agrees that the Company may withhold a reasonable sum pending presentation by the owner-operator of the Workers’ Compensation Board clearance letter pertaining to assessments.
3. The total of such deductions made by the Company in each month shall be remitted to the Union by the Company no later than the fifteenth (15th) day of the following month and each such remittance shall be accompanied by an appropriate form properly completed by the Company. Such Welfare Plan form shall be provided for the Company.
- The method of deduction and remittances referred to above, shall be consistent with this Agreement.
4. The rate established between the owner-operator and the Company shall include all of the benefits that are otherwise contained in this Collective Agreement after working five (5) days and shall be paid wages as provided in this Agreement separate from monies for machine rental.
5. It is agreed that the provisions of this Agreement shall prohibit the making or carrying out of any plan, scheme or device which would have the effect of circumventing or defeating any or all of the provisions of this Agreement or depriving any employee of employment.

APPENDIX C: TRADE SECTION – OPERATING ENGINEERS

TOOLS

The Company will supply all necessary tools and equipment beyond the small personal hand tools the mechanic provides. All power tools, wrenches over 1", socket sets over ½" drive and similar tools are to be supplied by the Company.

Benefits shall be paid at 100% of rates set in accordance with the applicable reference agreements with respect to the Operating Engineers Tool Allowance Fund.

APPENDIX C: TRADE SECTION – PAINTERS

WAGE SCHEDULE

WAGE RATES (plus additional 12% holiday pay)	May 28, 2023	October 29, 2023	April 28, 2024	May 4, 2025
General Foreperson (120%)	49.64	50.77	52.31	54.44
"A" Foreperson (115%)	47.58	48.66	50.13	52.18
"B" Foreperson (108%)	44.68	45.69	47.08	49.00
Journeyman	41.37	42.31	43.59	45.37
Coating Applicator Specialist				
General Foreperson (120% +CAS)	51.93	53.06	54.60	56.73
"A" Foreperson (115%+CAS)	49.87	50.95	52.42	54.47
"B" Foreperson (108%+CAS)	46.97	47.98	49.37	51.29
Journeyman (100% + CAS)	43.66	44.60	45.88	47.66
A-6 (80% + CAS)	35.39	36.14	37.16	38.59
A-5 (75% + CAS)	33.32	34.02	34.98	36.32
APPRENTICES				
A-6 80%	33.10	33.85	34.87	36.30
A-5 75%	31.03	31.73	32.69	34.03
A-4 70%	28.96	29.62	30.51	31.76
A-3 65%	26.89	27.50	28.33	29.49
A-2 60%	24.82	25.39	26.15	27.22
A-1 55%	22.75	23.27	23.97	24.95
Pre-Apprentice 40%	16.75	16.92	17.44	18.15

EMPLOYER CONTRIBUTIONS	May 28, 2023	October 29, 2023	April 28, 2024	May 4, 2025
Health & Welfare* (e)	\$2.02	\$2.02	\$2.02	\$2.02
International Pension Plan A** (e)	\$3.75	\$3.75	\$4.25	\$4.25
IUPAT DC38 Pension Plan B ** (e)	\$1.00	\$1.00	\$1.25	\$1.25
AIM Certification (w)	\$0.150	\$0.150	\$0.150	\$0.150
JAPlan (w)	\$0.010	\$0.010	\$0.010	\$0.010
Joint Trade Board (w)	\$1.135	\$1.135	\$1.135	\$1.135
Master Painters & Decorators Assoc of BC (w)	\$0.100	\$0.100	\$0.100	\$0.100
Rehabilitation Fund - CIRP (w)	\$0.040	\$0.040	\$0.040	\$0.040
D&A Policy (w)	\$0.010	\$0.010	\$0.010	\$0.010

* Health & Welfare for Pre-Apprentices \$0.54/hour

** no Pension contributions for apprentices and pre-apprentices

APPENDIX C: TRADE SECTION – PAINTERS

WAGE SCHEDULE (cont'd)

EMPLOYEE DEDUCTIONS	May 28, 2023	October 29, 2023	April 28, 2024	May 4, 2025
Dues Check-Off (e)	2.20%	2.20%	2.20%	2.20%
BC Building Trades *** (e)	\$0.05	\$0.05	\$0.05	\$0.05
Rehabilitation Fund - CIRP (w)	\$0.04	\$0.04	\$0.04	\$0.04
DC 38 Organizing Fund *** (e)	\$0.04	\$0.04	\$0.04	\$0.04
IUPAT Admin Dues (w)	\$0.10	\$0.10	\$0.10	tba
PIAF *** (e)	3.50%	3.50%	3.50%	3.50%
*** no BC Building Trades/ PIAF or DC38 Organizing Fund deductions for Pre-Apprentices				
APPRENTICE DEDUCTIONS (additional) Apprenticeship Trade School (e)				
1st Term to 6th Term	\$1.00	\$1.00	\$1.00	\$1.00
Pre-Apprentice	-	-	-	-

(e) contribution/deduction based on hours earned

(w) contribution/deduction based on hours worked

GENERAL FOREPERSON

When more than one (1) "A" Foreperson is required on any job and/or a Foreperson is in charge of twenty (20) or more workers one Foreperson shall be designated as a General Foreperson and shall be paid one hundred and twenty percent (120%) of the applicable Journeyperson straight time hourly rate.

"A" FOREPERSON

When the Employer considers it necessary to appoint a Foreperson in charge of five (5) or more employees, the minimum straight time hourly wage rate for such Foreperson shall be one hundred and fifteen percent (115%) of the applicable Journeyperson straight time hourly wage rate.

"B" FOREPERSON

When the Employer considers it necessary to appoint a Foreperson in charge of up to four (4) Employees, the minimum straight time hourly wage rate for such Foreperson shall be one hundred and eight percent (108%) of the applicable Journeyperson straight time hourly wage rate.

JOURNEYPerson/APPRENTICE RATIO

- (a) Employers may employ one (1) apprentice for every two (2) journeypersons regularly employed. Notwithstanding the foregoing, if only two (2) Employees are employed by an Employer, one (1) of the Employees may be an apprentice.

APPENDIX C: TRADE SECTION – PAINTERS

- (b) The JTB shall have the right to require any Employer who regularly employs more than three (3) journeypersons to employ at least one (1) apprentice. These provisions may be changed to suit the ability of individual Employers to train apprentices after review by the JTB.

JOURNEYPERSON SUPERVISION

An apprentice shall always work under the supervision of a journeyperson.

APPRENTICE RATES

An Apprentice will be paid in accordance with the following scale:

A-1	1- 1000 hours worked	55% of the Journeyperson Rate
A-2	1001- 2000 hours worked	60% of the Journeyperson Rate
A-3	2001- 3000hours worked	65% of the Journeyperson Rate
A-4	3001- 4000 hours worked	70% of the Journeyperson Rate
A-5	4001- 5000 hours worked	75% of the Journeyperson Rate
A-6	5001- 6000 hours worked	80% of the Journeyperson Rate

MONTHLY REMITTANCES

In accordance with Article 9.000 of this Agreement:

The Employer shall remit all Employer contributions and Employee deductions required under the terms of this Agreement, on behalf of all Employees working under the terms of this Agreement.

Such Employer remittance shall be:

- (a) made by a single payment, payable to IUPAT District Council 38, inclusive of all obligations arising from hours up to the close of the Employer's payroll ending closest to the last day of the preceding calendar month, and
- (b) accompanied by a correctly completed Employer's Monthly Report of Contributions, and
- (c) received by IUPAT District Council 38 not later than the fifteenth (15th) day of the month following that for which such payments are payable.

PENSION PLAN

The Employer shall contribute the required amounts to the International Painters and Allied Trades Industry Pension Fund (Canada) and the District Council 38 Pension Trust Fund in accordance with Article 9.000 and the Painters Trade Section of this Agreement. Such amounts and the effective dates applicable thereto, shall be as stipulated within the Painters Trade Section of this Agreement.

APPENDIX C: TRADE SECTION – PAINTERS

PREMIUMS

The following premium shall be paid in addition to the applicable minimum straight time hourly rate:

Spray painting, sandblasting, building cleaning (by steam or other process) two dollars and twenty-five cents (\$2.25) per hour.

LOCAL HIRE

The Local Union Business Representative will be contacted by the Company on all occasions when workers are required, and the Company shall state that the employees are required for maintenance work. The members shall be referred to the Company in the following order.

1. The local resident members registered on the out-of-work list;
2. The membership-at-large registered on the out-of-work list.

Travel allowances as set out in this Agreement will not be paid to members who reside and work in any one of the areas described as the Lower Mainland, Greater Victoria or Greater Nanaimo. All members who are employees of the Company and who work and reside in one of these areas will be paid an additional seventy-five cents (\$0.75) per hour.

APPENDIX C: TRADE SECTION – PLUMBERS

WAGE SCHEDULE

WAGE RATES (plus additional 12% holiday pay)	May 28, 2023	October 29, 2023	April 28, 2024	May 4, 2025
General Foreperson (120%)	\$59.84	\$61.20	\$63.43	\$65.75
Foreperson (115%)	\$57.35	\$58.65	\$60.79	\$63.01
Journeyman Fitters	\$49.87	\$51.00	\$52.86	\$54.79
Journeyman Welders	\$49.87	\$51.00	\$52.86	\$54.79
Calibrator (\$1.50 above Journeyman Fitter rate)	\$51.37	\$52.50	\$54.36	\$56.29
Gasfitter (\$2.25 above Journeyman Fitter rate)	\$52.12	\$53.25	\$55.11	\$57.04
Building Trades Helper (86.9%)	\$43.34	\$44.32	\$45.94	\$47.61
APPRENTICES:				
8 th six months - 85%	\$42.39	\$43.35	\$44.93	\$46.57
7 th six months - 80%	\$39.90	\$40.80	\$42.29	\$43.83
6 th six months - 75%	\$37.40	\$38.25	\$39.65	\$41.09
5 th six months - 70%	\$34.91	\$35.70	\$37.00	\$38.35
4 th six months - 65%	\$32.42	\$33.15	\$34.36	\$35.61
3 rd six months - 60%	\$29.92	\$30.60	\$31.72	\$32.87
2 nd 6 months - 55%	\$27.43	\$28.05	\$29.07	\$30.13
1 st 6 months - 55%	\$27.43	\$28.05	\$29.07	\$30.13
EMPLOYER CONTRIBUTIONS	May 28, 2023	October 29, 2023	April 28, 2024	May 4, 2025
Health & Welfare Plan (e)	\$2.67	\$2.67	\$2.67	\$2.67
Pension Plan (e) *pro-rated for apprentices - see below	\$5.50	\$5.50	\$5.75	\$6.00
Canadian Training Fund (w)	\$0.05	\$0.05	\$0.05	\$0.05
BCD&A Drug and Alcohol Program Society (w)	\$0.01	\$0.01	\$0.01	\$0.01
Industry Enhancement Fund (w)	\$0.10	\$0.10	\$0.10	\$0.10
JTIP Fund (GST to be added) (w)	\$0.10	\$0.10	\$0.10	\$0.10
JAPlan (w)	\$0.01	\$0.01	\$0.01	\$0.01
PIAB Fund (w)	\$0.83	\$0.83	\$0.83	\$0.83
Rehabilitation Fund - CIRP (w)	\$0.04	\$0.04	\$0.04	\$0.04
SUB (w)	\$0.10	\$0.10	\$0.10	\$0.10

APPENDIX C: TRADE SECTION – PLUMBERS

WAGE SCHEDULE (cont'd)

EMPLOYER PENSION CONTRIBUTIONS: APPRENTICES:	May 28, 2023	October 29, 2023	April 28, 2024	May 4, 2025
8 th six months - 85%	\$4.68	\$4.68	\$4.89	\$5.10
7 th six months - 80%	\$4.40	\$4.40	\$4.60	\$4.80
6 th six months - 75%	\$4.13	\$4.13	\$4.31	\$4.50
5 th six months - 70%	\$3.85	\$3.85	\$4.03	\$4.20
4 th six months - 65%	\$3.58	\$3.58	\$3.74	\$3.90
3 rd six months - 60%	\$3.30	\$3.30	\$3.45	\$3.60
2 nd 6 months - 55%	\$3.03	\$3.03	\$3.16	\$3.30
1 st 6 months - 55%	\$3.03	\$3.03	\$3.16	\$3.30

EMPLOYEE DEDUCTIONS	May 28, 2023	October 29, 2023	April 28, 2024	May 4, 2025
Dues Check-Off (2.5% of gross wages excluding vac pay)	2.50%	2.50%	2.50%	2.50%
Market Recovery (e) pro-rated for apprentices - see below	\$1.00	\$1.00	\$1.00	\$1.00
BC Building Trades (e)	\$0.085	\$0.085	\$0.085	\$0.085
Canadian Building Trades (e)	\$0.01	\$0.01	\$0.01	\$0.01
Canadian Political Action (e)	\$0.01	\$0.01	\$0.01	\$0.01
Helmets to Hardhats (w)	\$0.01	\$0.01	\$0.01	\$0.01
Rehabilitation Fund - CIRP (w)	\$0.04	\$0.04	\$0.04	\$0.04
MARKET RECOVERY EMPLOYEE DEDUCTIONS APPRENTICES (e):				
8 th six months	\$0.78	\$0.78	\$0.78	\$0.78
7 th six months	\$0.78	\$0.78	\$0.78	\$0.78
6 th six months	\$0.78	\$0.78	\$0.78	\$0.78
5 th six months	\$0.65	\$0.65	\$0.65	\$0.65
4 th six months	\$0.65	\$0.65	\$0.65	\$0.65
3 rd six months	\$0.65	\$0.65	\$0.65	\$0.65
2 nd 6 months	\$0.65	\$0.65	\$0.65	\$0.65
1 st 6 months	\$0.65	\$0.65	\$0.65	\$0.65

(e) contribution/deduction based on hours earned

(w) contribution/deduction based on hours worked

APPRENTICES

It is agreed that when five (5) journeypersons are hired through Local 170 for Maintenance work, the sixth (6th) employee hired will be an apprentice.

Apprentices shall receive a portion of the pension contribution equal to the portion of the Journeyperson wage rate to which they are entitled. Once Government Qualified Journeyperson status is reached, full pension contributions shall be paid.

APPENDIX C: TRADE SECTION – SHEET METAL WORKERS

WAGE SCHEDULE

WAGE RATES (plus additional 12% holiday pay)	May 28, 2023	October 29, 2023	April 28, 2024	May 4, 2025
"A" Foreperson (117%)	52.88	52.88	55.46	57.73
"B" Foreperson (110%)	49.72	49.72	52.14	54.27
Journeyman (100%)	45.20	45.20	47.40	49.34
1st Year Journeyman (90%)	40.68	40.68	42.66	44.41
Material Person (grandparented) (75%)	33.90	33.90	35.55	37.01
Material Person (50%)	22.60	22.60	23.70	24.67
Journeyman Welder (100%)	45.20	45.20	47.40	49.34
Welder (85%)	38.42	38.42	40.29	41.94
APPRENTICES:				
4,801 - 6,400 hours	36.16	36.16	37.92	39.47
3,201 - 4,800 hours	31.64	31.64	33.18	34.54
1,601 - 3,200 hours	27.12	27.12	28.44	29.60
0 - 1,600 hours	22.60	22.60	23.70	24.67
Pre-Apprentice (after 800 hours) *	18.08	18.08	18.96	19.74
Pre-Apprentice (first 800 hours) *	18.08	18.08	18.96	19.74

EMPLOYER CONTRIBUTIONS*	May 28, 2023	October 29, 2023	April 28, 2024	May 4, 2025
Health Benefit (w)	\$2.83	\$2.83	\$2.83	\$2.83
Pension (w)	\$4.73	\$4.73	\$4.73	\$4.73
Apprentice Fund (w)	\$0.59	\$0.59	\$0.59	\$0.59
BCD&A Drug and Alcohol Program Society (w)	\$0.01	\$0.01	\$0.01	\$0.01
JAPlan (w)	\$0.01	\$0.01	\$0.01	\$0.01
Sheet Metal Industry Fund (w)	\$0.29	\$0.29	\$0.29	\$0.29
Rehabilitation Fund - CIRP (w)	\$0.04	\$0.04	\$0.04	\$0.04

* No Employer contributions for Pre-Apprentices other the PRMC 1% Admin Fee)

EMPLOYEE DEDUCTIONS	May 28, 2023	October 29, 2023	April 28, 2024	May 4, 2025
Dues Check-off (w)	\$0.25	\$0.25	\$0.25	\$0.25
Local 280 Council Fund (w) *	\$0.12	\$0.12	\$0.12	\$0.12
Local 280 Promotion Fund (w) *	\$0.03	\$0.03	\$0.03	\$0.03
Rehabilitation Fund - CIRP (w) *	\$0.04	\$0.04	\$0.04	\$0.04

* Local 280 Council Fund, Promotion Fund and Rehabilitation Plan deductions do not apply to pre-apprentices

(e) contribution/deduction based on hours earned
(w) contribution/deduction based on hours worked

APPENDIX C: TRADE SECTION – SHEET METAL WORKERS

APPRENTICE RATIO

Maximum – one (1) Apprentice for every two (2) Journeypersons employed.

UNION DUES

The Company shall deduct one hundred fifty dollars (\$150.00) per month from each Journeyperson member, ninety-six dollars (\$96.00) for each Apprentice member, and sixty-eight dollars (\$68.00) for each Pre-Apprentice member working under this Agreement and remit such monies to the Union at the same time as the Trust Funds are remitted for that month.

LOCAL HIRE

The Local Union Business Representative will be contacted by the Company on all occasions when workers are required, and the Company shall state that the employees are required for maintenance work. The members shall be referred to the Company in the following order.

1. The local resident members registered on the out-of-work list;
2. The membership-at-large registered on the out-of-work list.

APPENDIX C: TRADE SECTION – TEAMSTERS

WAGE SCHEDULE

Inside Lower Mainland

WAGE RATES (plus additional 12% holiday pay)	May 28, 2023	October 29, 2023	April 28, 2024	May 4, 2025
Foreperson (110%)	43.73	44.72	46.54	48.44
Journeyman	39.75	40.65	42.31	44.04
Journeyman Group 1	39.75	40.65	42.31	44.04
Journeyman Group 2	39.03	39.91	40.82	41.75
Journeyman Group 3	38.60	39.48	40.38	41.30
Journeyman Group 4	38.22	39.09	39.98	40.89
Journeyman Group 5	38.08	38.95	39.83	40.73
Journeyman Group 6	38.03	38.90	39.78	40.68
Journeyman Group 7	37.58	38.44	39.32	40.21
Journeyman Group 8	37.25	38.10	38.97	39.85
Journeyman Group 9	29.74	30.42	31.12	31.83

EMPLOYER CONTRIBUTIONS	May 28, 2023	October 29, 2023	April 28, 2024	May 4, 2025
Health & Welfare (w)	\$3.20	\$3.20	\$3.20	\$3.20
Pension (e)	\$6.25	\$6.25	\$6.25	\$6.25
BCD&A Drug and Alcohol Program Society (w)	\$0.01	\$0.01	\$0.01	\$0.01
Drug & Alcohol (w)	\$0.01	\$0.01	\$0.01	\$0.01
JAPlan (w)	\$0.01	\$0.01	\$0.01	\$0.01
Training Trust Fund (w)	\$0.52	\$0.52	\$0.52	\$0.52
Rehabilitation Fund - CIRP (w) *	\$0.04	\$0.04	\$0.04	\$0.04

EMPLOYEE DEDUCTIONS	May 28, 2023	October 29, 2023	April 28, 2024	May 4, 2025
Dues Check-off (w)	\$0.75	\$0.75	\$0.75	\$0.75
BC Building Trades (w)	\$0.10	\$0.10	\$0.10	\$0.10
Rehabilitation Fund - CIRP (w)	\$0.04	\$0.04	\$0.04	\$0.04

(e) contribution/deduction based on hours earned

(w) contribution/deduction based on hours worked

APPENDIX C: TRADE SECTION – TEAMSTERS

WAGE SCHEDULE (cont'd)

Outside Lower Mainland

WAGE RATES (plus additional 12% holiday pay)	May 28, 2023	October 29, 2023	April 28, 2024	May 4, 2025
Foreperson (110%)	42.93	43.90	45.71	47.56
Journey person	39.03	39.91	41.55	43.24
Journey person Group 1	39.03	39.91	41.55	43.24
Journey person Group 2	38.31	39.19	40.08	40.99
Journey person Group 3	37.88	38.75	39.63	40.53
Journey person Group 4	37.50	38.36	39.24	40.13
Journey person Group 5	37.37	38.22	39.09	39.98
Journey person Group 6	37.33	38.18	39.05	39.94
Journey person Group 7	36.86	37.70	38.56	39.44
Journey person Group 8	36.53	37.36	38.21	39.08
Journey person Group 9	29.16	29.83	30.51	31.21

EMPLOYER CONTRIBUTIONS	May 28, 2023	October 29, 2023	April 28, 2024	May 4, 2025
Health & Welfare (w)	\$3.20	\$3.20	\$3.20	\$3.20
Pension (e)	\$6.25	\$6.25	\$6.25	\$6.25
BCD&A Drug and Alcohol Program Society (w)	\$0.01	\$0.01	\$0.01	\$0.01
Drug & Alcohol (w)	\$0.01	\$0.01	\$0.01	\$0.01
JAPlan (w)	\$0.01	\$0.01	\$0.01	\$0.01
Training Trust Fund (w)	\$0.52	\$0.52	\$0.52	\$0.52
Rehabilitation Fund - CIRP (w) *	\$0.04	\$0.04	\$0.04	\$0.04

EMPLOYEE DEDUCTIONS	May 28, 2023	October 29, 2023	April 28, 2024	May 4, 2025
Dues Check-off (w)	\$0.75	\$0.75	\$0.75	\$0.75
BC Building Trades (w)	\$0.10	\$0.10	\$0.10	\$0.10
Rehabilitation Fund - CIRP (w)	\$0.04	\$0.04	\$0.04	\$0.04

(e) contribution/deduction based on hours earned

(w) contribution/deduction based on hours worked

DEPENDENT CONTRACTORS

A dependent contractor is person who owns and operates their own truck or as defined by the British Columbia Industrial Relations Act.

Dependent Contractors must be members in good standing of the Union and be required to supply a union clearance upon being hired. The Employer shall obtain clearance from the Local Union Dispatch Office.

Rates of pay and conditions for dependent contractors shall be as established by the Local Union for the industry.

APPENDIX C: TRADE SECTION – TEAMSTERS

EMPLOYEE / EMPLOYER CONTRIBUTIONS

For each hour earned by an employee (including dependent contractors) the Employer shall remit the following to the Teamsters (Local 213) Health & Welfare Plan Administrator, in trust, for disbursement in accordance with Article 9.000 of this Agreement.

LOCAL HIRE

The Local Union Business Representative will be contacted by the Company on all occasions when workers are required, and the Company shall state that the employees are required for maintenance work. The members shall be referred to the Company in the following order.

1. The local resident members registered on the out-of-work list;
2. the membership-at-large registered on the out-of-work list.

Travel allowances as set out in this Agreement will not be paid to members who reside and work in any one of the areas described as the Lower Mainland, Greater Victoria or Greater Nanaimo. All members who are employees of the Company and who work and reside in one of these areas will be paid an additional seventy-five cents (\$0.75) per hour.

:

APPENDIX D: LNG CANADA MAINTENANCE

PREAMBLE:

It is recognized by the Pacific Region Maintenance Council (PRMC) that LNG Canada maintenance for day to day operations will be adopting the following shift schedules (Schedules A through Y) to best serve the client, contractor and affiliated trades covered under the PRMC Agreement. The nature of this work is new to Canada and the shift schedules outlined below will allow locals to best service the LNG CANADA plant. These shift schedules are specific to the geographical area of Kitimat/Terrace corridor only.

The contractor will adhere to the following, which are based on the CWW schedules widely used in the General President's Maintenance Agreement. LNG Canada will notify PRMC of any additions or changes that may be required from time to time for the Kitimat LNG facility. The Council has access to a local work force and will support hiring of locals for maintenance.

August 31, 2021

LNG CANADA (Kitimat/Terrace)

COMPRESSED WORK WEEK SCHEDULES A THROUGH Y

I. SCHEDULE "A"

- (a) Straight days
- (b) Forty (40) hours
- (c) Number of hours on shift 0
- (d) Number of cycles per year 52
- (e) Number of Hours per cycle 40
- (f) Number of hours on shift per year 0
- (g) Number of overtime hours per year 0

II. SCHEDULE "B"

- (a) Straight days
- (b) Fourteen (14) twelve (12) hour shifts in a twenty-eight (28) day cycle
- (c) Number of hours on shift 0
- (d) Number of cycles per year 13
- (e) Number of hours per cycle 168
- (f) Number of hours on shift per year 0
- (g) Number of overtime hours per year 104

APPENDIX D: LNG CANADA MAINTENANCE

III. SCHEDULE "C"

- (a) Alternating days and nights
- (b) Seven (7) twelve (12) hour day shifts and seven (7) twelve (12) hour night shifts in a twenty-eight (28) day cycle
- (c) Number of hours on shift 84
- (d) Number of cycles per year 13
- (e) Number of hours per cycle 168
- (f) Number of hours on shift per year 1092
- (g) Number of overtime hours per year 104

IV. SCHEDULE "E"

- (a) Straight nights
- (b) Combination of eight (8) hour and twelve (12) hour shifts averaging forty (40) per week
- (c) Number of hours on shift 80
- (d) Number of cycles per year 26
- (e) Number of hours per cycle 80
- (f) Number of hours on shift per year 2080
- (g) Number of overtime hours per year 0

V. SCHEDULE "F"

- (a) Alternating days and nights
- (b) Four (4) twelve (12) hour day shifts and four (4) twelve (12) hour night shifts in a sixteen (16) day cycle
- (c) Number of hours on shift 48
- (d) Number of cycles per year 22.75
- (e) Number of hours per cycle 96
- (f) Number of hours on shift per year 1092
- (g) Number of overtime hours per year 104

VI. SCHEDULE "G"

- (a) Straight days
- (b) Four (4) twelve (12) hour day shifts in an eight (8) day cycle
- (c) Number of hours on shift 0
- (d) Number of cycles per year 45.50
- (e) Number of hours per cycle 48
- (f) Number of hours on night shift per year 0
- (g) Number of overtime hours per year 104

VII. SCHEDULE "H"

- (a) Straight nights
- (b) Four (4) twelve (12) hour night shifts in an eight (8) day cycle
- (c) Number of hours on shift 48
- (d) Number of cycles per year 45.50
- (e) Number of hours per cycle 48
- (f) Number of hours on shift per year 2184
- (g) Number of overtime hours per year 104

APPENDIX D: LNG CANADA MAINTENANCE

VIII. SCHEDULE "I"

- (a) Straight nights
- (b) Fourteen (14) twelve (12) hour night shifts in a twenty-eight (28) day cycle
- (c) Number of hours on shift 168
- (d) Number of cycles per year 13
- (e) Number of hours per cycle 168
- (f) Number of hours on shift per year 2184
- (g) Number of overtime hours per year 104

IX. SCHEDULE "J"

- (a) Alternating days and nights
- (b) Four (4) twelve (12) hour day shifts and three (3) twelve (12) hour night shifts in a fourteen (14) day cycle
- (c) Number of hours on shift 36
- (d) Number of cycles per year 26
- (e) Number of hours per cycle 84
- (f) Number of hours on shift per year 936
- (g) Number of overtime hours per year 104

X. SCHEDULE "M"

- (a) Straight days
- (b) Seven (7) twelve (12) hour shifts in a fourteen (14) day cycle
- (c) Number of hours on shift 0
- (d) Number of cycles per year 26
- (e) Number of hours per cycle 84
- (f) Number of hours on shift per year 0
- (g) Number of overtime hours per year 104

XI. SCHEDULE "N"

- (a) Alternating days and nights
- (b) Two (2) eight (8) and six (6) twelve (12) hour shifts in a fourteen (14) day cycle
- (c) Number of hours on shift 44
- (d) Number of cycles per year 26
- (e) Number of hours per cycle 88
- (f) Number of hours on shift per year 1144
- (g) Number of overtime hours per year 208

XII. SCHEDULE "O"

- (a) Straight days
- (b) One (1) eight (8) hour shift and three (3) twelve (12) hour shifts in a seven (7) day cycle
- (c) Number of hours on shift 0
- (d) Number of cycles per year 52
- (e) Number of hours per cycle 44
- (f) Number of hours on shift per year 0
- (g) Number of overtime hours per year 208

APPENDIX D: LNG CANADA MAINTENANCE

XIII. SCHEDULE "P"

- (a) Alternating days and nights
- (b) Combination of eight (8) and twelve (12) hour shifts in a fourteen (14) day cycle
- (c) Number of hours on shift 40
- (d) Number of cycles per year 26
- (e) Number of hours per cycle 80
- (f) Number of hours on shift per year 1040
- (g) Number of overtime hours per year 0

XIV. SCHEDULE "Q"

- (a) Straight days
- (b) Twenty (20) Ten (10) hour shifts in a thirty-five (35) day cycle (4 on, 3 off, 4 on, 2 off, 4 on, 3 off 8 on, 7 off)
- (c) Number of hours on shift 0
- (d) Number of cycles per year 10.4
- (e) Number of hours per cycle 200
- (f) Number of hours on shift/year 2080
- (g) Number of overtime hours/year 0

XV. SCHEDULE "R"

- (a) Alternating days and nights
- (b) Four (4) twelve (12) hour night shifts; Five (5) days off
- (c) Number of hours on shift per cycle 84
- (d) Number of cycles per year 12.55
- (e) Number of hours per cycle 168
- (f) Number of hours on shift per year 1054
- (g) Number of overtime hours per year 28

XVI. SCHEDULE "S"

- (a) Straight Days
- (b) Combination of eight (8) hour and twelve (12) hour shifts averaging forty (40) per week.
- (c) Number of cycles per year 26
- (d) Number of hours per cycle 80
- (e) Number of hours on shift per year 0
- (f) Number of overtime hours per year 0

XVII SCHEDULE "T"

- (a) Alternating Days & Nights
- (b) Three (3) twelve (12) hour day shifts and three (3) twelve (12) hour night shifts in a twelve (12) day cycle.
- (c) Number of cycles per year 30.33
- (d) Number of hours per cycle 72
- (e) Number of hours on shift per year 1092
- (f) Number of overtime hours per year 104

APPENDIX D: LNG CANADA MAINTENANCE

XVIII SCHEDULE "U"

- (a) Alternating Days & Nights
- (b) Two (12) hour day shifts and three (12) hour night shifts and four (4) days off, three (12) hour days shifts and two (12) hour night shifts and (5) days off.
- (c) Number of cycles per year 19.15
- (d) Number of hours per cycle 120
- (e) Number of hours on shift per year 1149
- (f) Number of overtime hours per year 218

XVIII SCHEDULE "V"

- (a) Alternating Days & Nights, Straight Days or Straight Nights.
- (b) Eighteen (18) twelve (12) hour shifts in a thirty-six (36) day cycle in a five (5) days on, 4 days off, 4 days on, 5 days off pattern.
- (c) Number of cycles per year 10.11
- (d) Number of hours on shift per year 1.091.88 (alternating days and nights), 2184 for straight nights.
- (e) Number of overtime hours per year 104

XX SCHEDULE "W"

- (a) Straight Days
- (b) Six (6) twelve (12) hour shifts in a twelve (12) day cycle
- (c) Number of cycles per year 30.33
- (d) Number of hours per cycle 72
- (e) Number of hours on shift per year 0
- (f) Number of overtime hours per year 104

XXI SCHEDULE "X"

- (a) Straight Nights
- (b) Six (6) twelve (12) hour shifts in a twelve (12) day cycle
- (c) Number of cycles per year 30.33
- (d) Number of hours per cycle 72
- (e) Number of hours on shift per year 2184
- (f) Number of overtime hours per year 104