

**ARTICLE 24 – Employer Association Dues**

- 24.01 (d)** The collection of fees for the Workforce Development Initiatives shall be suspended. In the event an alternative option is presented and accepted by the Union and the Association via recommendation of the Joint Trade Board the collection of fees will be reinstated.

**1. Overtime Premiums**

All references in the Collective Agreement providing for the payment of double time shall be deemed to have been suspended and amended to provide for time-and-one-half.

**2. Exception**

Payment of double time shall nevertheless apply to work performed on Labour Day, Remembrance Day and Christmas Day.

	% of JM	Base Rate	H&V	H&W	Pension	Train	Gross Rate
<b>Non-Industrial &amp; Civil Foundation - Non-Industrial Site</b>							
<b>Foreman</b>		37.05	3.71	1.50	4.00	0.25	46.51
<b>Journeyman</b>		33.55	3.36	1.50	4.00	0.25	42.66
<b>Third Year</b>	85%	28.52	2.85	1.50	4.00	0.25	37.12
<b>Second Year</b>	75%	25.16	2.52	1.50	2.80	0.25	32.23
<b>First Year</b>	65%	21.81	2.18	1.50	2.80	0.25	28.54
<b>Trainee</b>	55%	18.45	1.85			0.25	20.55

	% of JM	Base Rate	H&V	H&W	Pension	Train	Gross Rate
<b>Civil Foundation - Industrial Site</b>							
<b>Foreman</b>		37.50	3.75	1.50	4.00	0.25	47.00
<b>Journeyman</b>		34.00	3.40	1.50	4.00	0.25	43.15
<b>Third Year</b>	85%	28.90	2.89	1.50	4.00	0.25	37.54
<b>Second Year</b>	75%	25.50	2.55	1.50	2.80	0.25	32.60
<b>First Year</b>	65%	22.10	2.21	1.50	2.80	0.25	28.86
<b>Trainee</b>	55%	18.70	1.87			0.25	20.82

	% of JM	Base Rate	H&V	H&W	Pension	Train	Gross Rate
<b>Industrial</b>							
<b>Foreman</b>		43.25	4.33	1.50	5.00	0.60	54.68
<b>Journeyman</b>		38.75	3.88	1.50	5.00	0.60	49.73
<b>Third Year</b>	85%	32.94	3.29	1.50	5.00	0.60	43.33
<b>Second Year</b>	75%	29.06	2.91	1.50	4.03	0.60	38.10
<b>First Year</b>	65%	25.19	2.52	1.50	4.03	0.60	33.84
<b>Trainee</b>	55%	21.31	2.13			0.60	24.04