

AMENDMENT

TO THE

**REFRACTORY BRICKLAYERS -
MAINTENANCE**

COLLECTIVE AGREEMENT

between

Construction Labour Relations, an Alberta Association
as Agent for and on behalf of:

Clayburn Refractories Ltd.
RHI Canada Inc.
Western Refractory Services Ltd.
Canadian Stebbins Engineering & Manufacturing Co. Ltd.
Alliance Refractories Ltd.
Technical Acid Construction (T.A.C.) West Ltd.
Technical Acid Construction (T.A.C.) Inc.
Jen-Spec Refractories Ltd.

and

Local Union #1 Edmonton and its Members
Local Union #2 Calgary and its Members

of The International Union of Bricklayers and Allied Craftworkers,

May 1, 2011 to April 30, 2015

Amended WAGE SCHEDULE effective November 2, 2014

Published August 12, 2014

ARTICLE FIVE - WAGES

5.01 (a) The minimum wage rate for hours worked within the geographic jurisdiction of Local Union 1 covered by this Agreement shall be:

CLASSIFICATION/ EFFECTIVE DATE	NET RATE	VAC & HOL PAY	HEALTH & WELFARE	PENSION	GROSS RATE
Foreman (\$5.00)					
1-May-11	\$49.39	\$4.94	\$1.10	\$5.00	\$60.43
6-May-12	\$50.13	\$5.01	\$1.10	\$5.00	\$61.24
4-Nov-12	\$50.85	\$5.09	\$1.10	\$5.00	\$62.04
5-May-13	\$50.98	\$5.10	\$1.10	\$5.00	\$62.18
3-Nov-13	\$51.70	\$5.17	\$1.10	\$5.00	\$62.97
4-May-14	\$52.38	\$5.24	\$1.10	\$5.00	\$63.72
2-Nov-14	\$53.01	\$5.30	\$1.10	\$5.00	\$64.41
Working Foreman (\$4.00)					
1-May-11	\$48.39	\$4.84	\$1.10	\$5.00	\$59.33
6-May-12	\$49.13	\$4.91	\$1.10	\$5.00	\$60.14
4-Nov-12	\$49.85	\$4.99	\$1.10	\$5.00	\$60.94
5-May-13	\$49.98	\$5.00	\$1.10	\$5.00	\$61.08
3-Nov-13	\$50.70	\$5.07	\$1.10	\$5.00	\$61.87
4-May-14	\$51.38	\$5.14	\$1.10	\$5.00	\$62.62
2-Nov-14	\$52.01	\$5.20	\$1.10	\$5.00	\$63.31
Journeyman					
1-May-11	\$44.39	\$4.44	\$1.10	\$5.00	\$54.93
6-May-12	\$45.13	\$4.51	\$1.10	\$5.00	\$55.74
4-Nov-12	\$45.85	\$4.59	\$1.10	\$5.00	\$56.54
5-May-13	\$45.98	\$4.60	\$1.10	\$5.00	\$56.68
3-Nov-13	\$46.70	\$4.67	\$1.10	\$5.00	\$57.47
4-May-14	\$47.38	\$4.74	\$1.10	\$5.00	\$58.22
2-Nov-14	\$48.01	\$4.80	\$1.10	\$5.00	\$58.91
3rd Year Apprentice (90%)					
1-May-11	\$39.95	\$3.99	\$1.10	\$5.00	\$50.04
6-May-12	\$40.61	\$4.06	\$1.10	\$5.00	\$50.77
4-Nov-12	\$41.27	\$4.13	\$1.10	\$5.00	\$51.50
5-May-13	\$41.38	\$4.14	\$1.10	\$5.00	\$51.62
3-Nov-13	\$42.03	\$4.20	\$1.10	\$5.00	\$52.33
4-May-14	\$42.64	\$4.26	\$1.10	\$5.00	\$53.00
2-Nov-14	\$43.21	\$4.32	\$1.10	\$5.00	\$53.63

ARTICLE FIVE - WAGES**Local Union 1 (cont'd)**

CLASSIFICATION/ EFFECTIVE DATE	NET RATE	VAC & HOL PAY	HEALTH & WELFARE	PENSION	GROSS RATE
2nd Year Apprentice (80%)					
1-May-11	\$35.51	\$3.55	\$1.10	\$5.00	\$45.16
6-May-12	\$36.10	\$3.61	\$1.10	\$5.00	\$45.81
4-Nov-12	\$36.68	\$3.67	\$1.10	\$5.00	\$46.45
5-May-13	\$36.78	\$3.68	\$1.10	\$5.00	\$46.56
3-Nov-13	\$37.36	\$3.74	\$1.10	\$5.00	\$47.20
4-May-14	\$37.90	\$3.79	\$1.10	\$5.00	\$47.79
2-Nov-14	\$38.41	\$3.84	\$1.10	\$5.00	\$48.35
1st Year Apprentice (60%)					
1-May-11	\$26.63	\$2.66	\$1.10	\$5.00	\$35.39
6-May-12	\$27.08	\$2.71	\$1.10	\$5.00	\$35.89
4-Nov-12	\$27.51	\$2.75	\$1.10	\$5.00	\$36.36
5-May-13	\$27.59	\$2.76	\$1.10	\$5.00	\$36.45
3-Nov-13	\$28.02	\$2.80	\$1.10	\$5.00	\$36.92
4-May-14	\$28.43	\$2.84	\$1.10	\$5.00	\$37.37
2-Nov-14	\$28.81	\$2.88	\$1.10	\$5.00	\$37.79

(b) The minimum wage rate for hours worked within the geographic jurisdiction of Local Union 2 covered by this Agreement shall be:

Local Union 2					
CLASSIFICATION/ EFFECTIVE DATE	NET RATE	VAC & HOL PAY	HEALTH & WELFARE	PENSION	GROSS RATE
Foreman (\$5.00)					
1-May-11	\$49.85	\$4.99	\$1.10	\$4.50	\$60.44
6-May-12	\$50.58	\$5.06	\$1.10	\$4.50	\$61.24
4-Nov-12	\$51.31	\$5.13	\$1.10	\$4.50	\$62.04
5-May-13	\$51.44	\$5.14	\$1.10	\$4.50	\$62.18
3-Nov-13	\$52.15	\$5.22	\$1.10	\$4.50	\$62.97
4-May-14	\$52.84	\$5.28	\$1.10	\$4.50	\$63.72
2-Nov-14	\$53.46	\$5.35	\$1.10	\$4.50	\$64.41
Working Foreman (\$4.00)					
1-May-11	\$48.85	\$4.89	\$1.10	\$4.50	\$59.34
6-May-12	\$49.58	\$4.96	\$1.10	\$4.50	\$60.14
4-Nov-12	\$50.31	\$5.03	\$1.10	\$4.50	\$60.94
5-May-13	\$50.44	\$5.04	\$1.10	\$4.50	\$61.08
3-Nov-13	\$51.15	\$5.12	\$1.10	\$4.50	\$61.87
4-May-14	\$51.84	\$5.18	\$1.10	\$4.50	\$62.62
2-Nov-14	\$52.46	\$5.25	\$1.10	\$4.50	\$63.31

ARTICLE FIVE - WAGES
Local Union 2 (cont'd)

CLASSIFICATION/ EFFECTIVE DATE	NET RATE	VAC & HOL PAY	HEALTH & WELFARE	PENSION	GROSS RATE
Journeyman					
1-May-11	\$44.85	\$4.48	\$1.10	\$4.50	\$54.93
6-May-12	\$45.58	\$4.56	\$1.10	\$4.50	\$55.74
4-Nov-12	\$46.31	\$4.63	\$1.10	\$4.50	\$56.54
5-May-13	\$46.44	\$4.64	\$1.10	\$4.50	\$56.68
3-Nov-13	\$47.15	\$4.72	\$1.10	\$4.50	\$57.47
4-May-14	\$47.84	\$4.78	\$1.10	\$4.50	\$58.22
2-Nov-14	\$48.46	\$4.85	\$1.10	\$4.50	\$58.91
3rd Year Apprentice (90%)					
1-May-11	\$40.37	\$4.04	\$1.10	\$4.50	\$50.01
6-May-12	\$41.02	\$4.10	\$1.10	\$4.50	\$50.72
4-Nov-12	\$41.68	\$4.17	\$1.10	\$4.50	\$51.45
5-May-13	\$41.80	\$4.18	\$1.10	\$4.50	\$51.58
3-Nov-13	\$42.44	\$4.24	\$1.10	\$4.50	\$52.28
4-May-14	\$43.06	\$4.31	\$1.10	\$4.50	\$52.97
2-Nov-14	\$43.61	\$4.36	\$1.10	\$4.50	\$53.57
2nd Year Apprentice (80%)					
1-May-11	\$35.88	\$3.59	\$1.10	\$4.50	\$45.07
6-May-12	\$36.46	\$3.65	\$1.10	\$4.50	\$45.71
4-Nov-12	\$37.05	\$3.70	\$1.10	\$4.50	\$46.35
5-May-13	\$37.15	\$3.72	\$1.10	\$4.50	\$46.47
3-Nov-13	\$37.72	\$3.77	\$1.10	\$4.50	\$47.09
4-May-14	\$38.27	\$3.83	\$1.10	\$4.50	\$47.70
2-Nov-14	\$38.77	\$3.88	\$1.10	\$4.50	\$48.25
1st Year Apprentice (60%)					
1-May-11	\$26.91	\$2.69	\$1.10	\$4.50	\$35.20
6-May-12	\$27.35	\$2.73	\$1.10	\$4.50	\$35.68
4-Nov-12	\$27.79	\$2.78	\$1.10	\$4.50	\$36.17
5-May-13	\$27.86	\$2.79	\$1.10	\$4.50	\$36.25
3-Nov-13	\$28.29	\$2.83	\$1.10	\$4.50	\$36.72
4-May-14	\$28.70	\$2.87	\$1.10	\$4.50	\$37.17
2-Nov-14	\$29.08	\$2.91	\$1.10	\$4.50	\$37.59

REFRACTORY BRICKLAYERS - MAINTENANCE

COLLECTIVE AGREEMENT

between

**Construction Labour Relations, an Alberta Association
as Agent for and on behalf of:**

**Clayburn Refractories Ltd.
RHI Canada Inc.
Western Refractory Services Ltd.
Canadian Stebbins Engineering & Manufacturing Co. Ltd.
Alliance Refractories Ltd.
Technical Acid Construction (T.A.C.) West Ltd.
Technical Acid Construction (T.A.C.) Inc.
Jen-Spec Refractories Ltd.**

and

**Local Union #1 Edmonton and its Members
Local Union #2 Calgary and its Members
of The International Union of Bricklayers and Allied Craftworkers,**

May 1, 2011 to April 30, 2015

*Amended WAGE SCHEDULE effective May 6, 2012
Amended WAGE SCHEDULE effective May 5, 2013
Amended WAGE SCHEDULE effective November 3, 2013
Amended WAGE SCHEDULE effective May 4, 2014
Amended WAGE SCHEDULE effective November 2, 2014*

Published June 6, 2011

ARTICLE FOUR - DURATION OF AGREEMENT

4.01 Effective Date

This Agreement shall be in full force and effect from the 1st day of May, 2011 (or the Sunday following ratification by both parties) up to and including the 30th day of April, 2015 and thereafter it shall be renewed from year to year unless notice for change or termination is given as set forth below.

4.02 Either party to this Agreement may, not less than sixty (60) days, or not more than one hundred twenty (120) days immediately preceding the expiry date of this Agreement, require by notice in writing to the other party by registered or certified mail, to commence collective bargaining for the revision, renewal or replacement of this Collective Agreement. If notice to negotiate has been given this Agreement shall remain in full force and effect until the commencement of a lawful strike or lockout or until the date that a new Collective Agreement comes into effect.

4.03 Notwithstanding 4.02 above, either party to this Collective Agreement may, not less than sixty-five (65) days and not more than one hundred and twenty (120) days immediately preceding the expiry date of this Agreement, serve notice to the other party by registered or certified mail of its intent to terminate this Agreement on the expiry date listed in 4.01 above.

ARTICLE FIVE - WAGES

5.01 (a) The minimum wage rate for hours worked within the geographic jurisdiction of Local Union 1 covered by this Agreement shall be:

Effective Date	Classification	Net Rate	Vacation & Holiday Pay	Health & Welfare	Pension	Gross Rate
May 1/11	Foreman	\$49.39	\$4.94	\$1.10	\$5.00	\$60.43
	Working Foreman	\$48.39	\$4.84	\$1.10	\$5.00	\$59.33
	Journeyman	\$44.39	\$4.44	\$1.10	\$5.00	\$54.93
	Third Year	\$39.95	\$3.99	\$1.10	\$5.00	\$50.04
	Second Year	\$35.51	\$3.55	\$1.10	\$5.00	\$45.16
	First Year	\$26.63	\$2.66	\$1.10	\$5.00	\$35.39

(b) The minimum wage rate for hours worked within the geographic jurisdiction of Local Union 2 covered by this Agreement shall be:

May1/11	Foreman	\$49.85	\$4.99	\$1.10	\$4.50	\$60.44
	Working Foreman	\$48.85	\$4.89	\$1.10	\$4.50	\$59.34
	Journeyman	\$44.85	\$4.48	\$1.10	\$4.50	\$54.93
	Third Year	\$40.37	\$4.04	\$1.10	\$4.50	\$50.01
	Second Year	\$35.88	\$3.59	\$1.10	\$4.50	\$45.07
	First Year	\$26.91	\$2.69	\$1.10	\$4.50	\$35.20