

ABBREVIATIONS

In the body of this Agreement two abbreviations are used. They are identified as follows:

ABTC Alberta & N.W.T. (District of MacKenzie) Building and Construction Trades Council.

CLR-A Construction Labour Relations - an Alberta Association.

ARTICLE I - INTENTION OF THE PARTIES

1.01 The purpose of this Agreement is to promote unionized construction and outline the camp rules, regulations and standards that shall apply on camp jobs. This Agreement has been prepared to promote harmonious relations between the Parties; to eliminate unnecessary expense, work stoppages or delays arising from this Agreement; and to facilitate the peaceful adjustment of all disputes and grievances. In all instances, applicable legislation as it may affect relocatable industrial accommodation will be adhered to.

ARTICLE II - SCOPE OF AGREEMENT

2.01 This Agreement shall apply to Alberta Building Trades Council Unionized Camps in the Province of Alberta where the Parties to a Collective Agreement have incorporated these Camp Rules and Regulations by reference into their Collective Agreement. Non General Construction Sector Parties shall establish their own Camp Review Committees for the purpose of administering this Agreement.

2.02 Both Parties to this Agreement acknowledge that the promotion of unionized construction is paramount and, in certain areas or under certain conditions, variations to this Agreement may be acceptable. Upon receipt of a request for variance to this Agreement the ABTC - CLR-A Camp Review Committee will, within fifteen (15) days, advise the applicants.

ARTICLE III - CAMP SITE

3.01 Every camp shall be located a safe distance from the construction site as determined by the ABTC - CLR-A Camp Review Committee so that the best possible drainage can be provided to guard against year round climatic conditions; prevailing winds carrying obnoxious odors and objectionable noises away from the jobsite shall also be a determining factor.

ARTICLE IV - INSPECTION AND APPROVAL

4.01 Both Parties to this Agreement shall establish a Review Committee and it shall be comprised of four (4) representatives of the ABTC and four (4) representatives of the CLR-A. Each group will divide its representation on the basis of two (2) from the north and two (2) from the south. In the event of the absence of a named representative an alternate may be named.

- 4.02** Two ABTC - CLR-A Camp Review Sub-Committees shall be established; one for the north and one for the south and each shall be composed of two (2) representatives of the ABTC and two (2) representatives of CLR-A, one of whom shall be the representative of the prime contractor responsible for the project. In the event of absence of a named representative alternates may be named. The members of this Sub-Committee shall be the same persons appointed to the Review Committee by the respective Parties.
- 4.03** Prior to the construction of a camp to be occupied by Building Tradesmen the responsible authority who will be named will first submit layout drawings, in duplicate, to the ABTC - CLR-A Camp Review Committee for approval and such approval or rejection shall be given within ten (10) calendar days of application and shall be binding, provided the approved standards herein are met.
- 4.04** One (1) copy of the approved layouts, duly initialled by both Parties shall be retained by the Secretary of the ABTC - CLR-A Camp Review Committee.

DISPUTE PROCEDURE

- 4.05** In the event the ABTC - CLR-A Camp Review Committee fails to reach a majority agreement every effort will be made to agree on an Arbitrator whose decision will be final and binding on the Parties. The Arbitrator shall be restricted to pass judgement only on those items in dispute.
- 4.06** If the ABTC - CLR-A Camp Review Committee fails to agree on the Arbitrator within three (3) days the Parties shall request the Minister of Labour appoint an Arbitrator in accordance with the Labour Relations Code.
- 4.07** When the ABTC - CLR-A Sub-Committee has satisfied itself that the Camp has met all the specifications as herein provided a certificate of approval shall be issued for that camp for that particular project only. The certificate shall carry the date of issue and shall be valid for the duration of the project, provided that camp standards are maintained. The certificate shall indicate the maximum number of occupants that can be accommodated and shall be signed by the ABTC - CLR-A Sub-Committee and it shall also bear the names of the ABTC - CLR-A Inspection Committee. The foregoing inspection procedure shall apply to any and all additions.
- 4.08** Failure of the ABTC - CLR-A Camp Review Sub-Committees to issue a certificate shall be referred to the ABTC - CLR-A Camp Review Committee who shall attempt to resolve any disagreement, and failing to do so shall proceed under the Dispute Procedure of this Article.

ARTICLE V - ANNUAL CAMP REVIEW MEETING

- 5.01** There shall be an annual meeting convened between January 1st and March 31st of each year. This meeting shall be convened for the purpose of maintaining a dialogue on current development in camp operations.

This meeting shall consist of representatives of the two (2) Parties signatory to the Agreement and shall include other Parties operating camps under this Agreement.

This meeting is not for the purpose of reopening any position of this Agreement.

ARTICLE VI - CAMP STRUCTURES

6.01 Temporary Quarters

If it is necessary to provide temporary quarters for men who are erecting the camp such quarters will be subject to approval by the ABTC - CLR-A Sub-Committee on the basis of reasonable standards, taking the circumstances into consideration.

6.02 Camp Setup and Maintenance

- (a) All camps on site shall be set up, altered, maintained and/or repaired by members of Unions affiliated to the ABTC.
- (b) All hot water tanks and domestic water lines shall be flushed out prior to camp opening.
- (c) All hot water tanks supplying multi-shower washrooms shall be a minimum of 75 gallons. Hot water tanks in all dormitory units manufactured subsequent to the date of signing of this Agreement and all replacement hot water tanks shall be capable of a minimum of 300 US gallons per hour recovery at 100°F (56°C) differential. Hot water tanks or individual shower units shall be equipped with anti-scald devices.
- (d) All heating and ventilation ducts will be vacuumed prior to camp opening.
- (e) All existing carpeting shall be shampooed prior to camp opening or replaced if necessary by lino or tile.
- (f) All living accommodation shall be fumigated prior to camp opening if deemed necessary by the Camp Review Committee.

6.03 Existing Structures and Grandfather Clause

- (a) Camps already in existence, or where installation of the camp has commenced prior to the date of signing of this Agreement, and which meets with the approval of the ABTC - CLR-A Camp Review Committee, will continue to be required to meet the 1990 to 1999 camp standards until the completion of the project, subject to camp inspection approval every year.
- (b) Camp structures which are not in use but which had been manufactured prior to the effective date of this Agreement, other than those referred to in Clause 6.03(a), shall adhere to the rules and regulations herein, except for those items which were changed from the previous Camp Agreement in Articles 7 and 8. These structures will be acceptable if put into operation prior to January 1st, 2000. Subsequent to January 1st, 2000 all camps not excluded under 6.03(a) must comply with all terms of this Agreement unless they receive special approval of the ABTC - CLR-A Camp Review Sub-Committee.
- (c) The air conditioning of sleeping rooms will apply on all camp facilities established or relocated subsequent to the date of signing of this Agreement with the following exceptions: The permanent camp facilities at Suncor and Syncrude will require air conditioning by June 1, 2001

unless they are relocated prior to that date in which case the relocated camp dormitories will have air conditioning. The schedule for implementing this change on either of the above mentioned sites, may be adjusted by mutual consent between the Camp Committee on that Project and the Project Owner.

- d) The Permanent camp facilities at Syncrude and Suncor, established by an owner of a facility on which construction projects are undertaken from time to time, which are used on an ongoing basis to house maintenance and construction crews, and which exist at the time this Agreement is entered into, will have the conditions present in their facility at the time of signing this Agreement “grandfathered” for the duration of this Agreement (with the exception of **6.03(c)** above). It is understood that efforts will be made to cause these camps to conform to this Agreement prior to the expiry of this Agreement.

ARTICLE VII - LIVING ACCOMMODATION

7.01 Each occupant shall be provided with a single room of not less than eighty (80) square feet of floor space. The interior walls and ceilings of the room shall be covered with a suitable material properly finished. The floor shall be covered with a suitable material such as tile, or linoleum. Any rooms where flooring is replaced will be lino or tile flooring. Carpeting will be subject to the approval of the Camp Review Committee but in any event will be replaced by lino or tile flooring no later than January 1st 2005 with the exception of permanent camps as referred to in 6.03 (d). The room shall be properly insulated to guard against year-round climatic conditions and the walls between rooms shall be soundproofed with one-half (1/2) inch drywall and will have a layer of one-half (1/2) inch sound board on each side of the partitions between sleeping rooms. All walls to be insulated. Each room shall be fully enclosed with a door and a mortise-type lock and the occupant shall be supplied with one (1) key at no cost. Doors shall have a slot for room number or name. There shall be a weather-proof window of a size complying with the Alberta Building Code in each room which shall be covered by a screen and equipped with window blinds, venetian blinds, or drapes.

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

1. A lockable clothes closet of minimum dimensions of twenty four (24) inches in depth and thirty inches (thirty-six (36) inches for those units built after Jan. 1/99) in width. The closet shall be of sufficient height to permit the hanging of overcoats and such-like personal belongings, have a shelf to serve as a luggage rack and a drawer minimum ten (10) inches deep, twenty-four (24) inches long and fifteen (15) inches wide.
2. A single household-type bed of box spring or pallet board and mattress construction shall be installed complete with pillows and bedding. The bed shall not be less than six feet (eighty (80) inches for those units built after Jan. 1/99) in length and not less than three feet (thirty-nine (39) inches for those units built after Jan. 1/99) in width and shall be of good quality.
3. A desk equipped with a regular drawer.

4. A metal waste basket and an ash tray.
5. A padded chair.
6. At least four (4) coat hooks on interior walls.
7. A mirror-type cabinet, light with electrical outlet over cabinet (or alternatively a central fluorescent light fixture), a towel rack, soap dish and glass holder.
8. Electrical outlets and fixtures, i.e. a ceiling light with a wall switch, a bed light and two (2) duplex receptacles.
9. A television jack accompanied by a receptacle to plug it in
10. A boot mat, measuring approximately 17” by 27”, will be included in each room. These mats must not be removed from the room. The Camp Review Committee will monitor the experience and if an unacceptable number of mats are missing or the experience is otherwise not positive, the use of boot mats will be reconsidered for future camps

7.03

Bedding

1. Bed linen shall be changed once a week (two sheets and pillow cases).
2. Blankets to be changed every two (2) months and sterilized before re-issue.
3. Bedspreads and mattress covers (or fitted bottom sheet) will be provided and will be sterilized before re-issue.

7.04

1.
 - (a) Heating for the complex shall be a dual heat system using forced air flow set at 68 degrees fahrenheit and thermostatically controlled electric baseboard heaters. The individual heat control system to include infloor ducting approved tight sealing registers and deflectors and thermostats located five (5) feet above the floor level on the opposite wall to the baseboard heater.
 - (b) Air conditioning will be installed in the dining hall and recreation room provided the camp will be occupied during at least one of the months of June, July, or August.
 - (c) Providing a camp facility will be in place for a minimum of six (6) months, including at least two of the months of June, July or August, there will be air conditioning in the sleeping rooms. A request to waive the air conditioning requirement may be made to the ABTC / CLR-A Camp Committee. In the event this Committee cannot agree, they may refer the matter to arbitration pursuant to the provisions of Article 12.04 subsections 10 and 11 of the Grievance Procedure.
2. Corridors to be completely enclosed and heated. Non-slip material to be used in hallways. An underlay of adequate material to deaden objectionable noises, covered by a waterproof runner shall be used. The corridors are to be cleaned daily by members of the camp staff. Exterior

doors shall be weather-proof and fitted with door closures, double doors four (4) feet apart, which shall be screened from May 15th to October 15th.

3. Each dormitory shall have a heated laundry / drying room of sufficient size equipped with washing and drying machines for cost free use by the occupants and one (1) slop sink. The ratio of two (2) automatic washers and three (3) dryers for each forty-nine (49) occupants of the bunkhouse shall prevail. It is understood that, on camps located in remote areas where occupants may not be able to regularly return home on weekends, an additional dryer may be required.
4. All camp cleaning shall be done by the camp staff. All occupied rooms shall be cleaned on a daily basis. It shall be the responsibility of camp residents to advise the appropriate responsible authority of their intention to occupy their unit on scheduled days of rest. Failure to do so will negate the requirement to clean that room.
5. Trailers must be closed from floor to ground by sheeting or banking from October 15th to May 15th.
6. There shall be at least ten (10) meters (34 feet) or in accordance with the Alberta Provincial Building Regulations between banks (back to back) of trailers.
7. Washrooms to be separated from sleeping rooms by full partitions and doors and to have separate ventilation with suction fan.
8. Properly constructed and maintained walkways of suitable material from bunkhouse to dining room shall be provided (wood, asphalt or concrete are recommended materials). Gravel may be utilized in limited circumstances.
9. Where night shifts are worked on a project there will be designated night shift bunkhouses, or a portion of a bunkhouse will be designated where numbers of affected workers are not sufficient to justify a full bunkhouse, and black out drapes will be provided in each room so designated.
10. If private vehicles are not allowed access, suitable transportation will be provided from camp parking lot to the bunkhouse complex on initial hiring and termination.
11. A sufficient number of bedroom units will be designated as non-smoking units providing there is a reasonable requirement for such units.

ARTICLE VIII - LIVING ACCOMODATION WASHROOM UNIT

8.01 Flush toilets shall be furnished at the following ratio:

- 1 toilet for 1 to 5 persons
- 2 toilets for 6 to 10 persons
- 3 toilets for 11 to 15 persons
- 4 toilets for 16 to 30 persons

5 toilets for 31 to 45 persons
6 toilets for 46 to 60 persons
7 toilets for 61 to 75 persons
8 toilets for 76 to 90 persons

with the addition of one (1) toilet for each fifteen (15) persons thereafter.

- 8.02** Urinals shall be furnished at the ratio of one (1) per twenty-five (25) men.
- 8.03** A wash basin of stainless steel, porcelain or its equivalent shall be provided at the ratio of one (1) per five (5) persons with one (1) mirror over each basin.
- 8.04** Individual shower units with non-slip flooring shall be furnished at the ratio of one (1) to eleven (11) persons.
- 8.05** The Washroom Unit shall be cleaned daily by members of the camp staff. Washroom and toilets shall be part of the same building. Adequate supplies of paper towels, toilet tissue and a cooler style fountain for potable water shall be supplied.
- 8.06** A dressing cubicle adjacent to the shower shall be provided with curtains, a hinged seat on the wall or a bench seat and two (2) double clothes hooks.

ARTICLE IX - RECREATIONAL FACILITIES

- 9.01** Recreational facilities shall be provided on the basis of at least six (6) square feet of recreational floor space per man (not including offices, or commissary space). These facilities may include a card room, TV room and space for such activities as pool; shuffle board and other games. Current movies may be included on a pay to see basis. In addition to the above six (6) square feet per man, the dining room or other space may be utilized for lectures, films and meetings.
- Recreational facilities will be supplied bearing in mind camp size, location and length of job, all of which shall be reviewed by the ABTC - CLR-A Camp Review Sub-Committee.
- 9.02** As soon as possible one (1) pay telephone or other means of communication shall be made available. Provided land based telephone service is available pay telephones shall be installed on the basis of one (1) to one hundred (100) persons with a minimum of two (2) on site. All telephones shall be equipped with privacy booths.
- 9.03** The recreation space shall be in an insulated building with positive air movement, adequately heated and contain washrooms that are properly vented.
- 9.04** On camps having a minimum of two hundred (200) occupants and which are established for a minimum of four (4) months, TV reception shall be enhanced by satellite or cable to be signal fed to each individual room and all recreation rooms. There shall be a minimum of five (5) channels which will be selected by the Camp Committee.
- 9.05** The recreation space shall be cleaned daily by members of the camp staff.

- 9.06** A commercial type ice-making machine of adequate capacity shall be installed in the recreation room.

ARTICLE X - CAMP COMMISSARY

- 10.01** A camp commissary shall be adequately stocked with tobacco supplies, soft drinks, magazines and newspapers, soaps and toilet articles, writing paper and postage stamps.
- 10.02** Working clothing, i.e. gloves and socks, bearing a Union label shall be made available at prices not exceeding the retail rates of the area.

ARTICLE XI - CATERING SPECIFICATIONS

11.01 Quality of Food Purchased

- 1.** Meat must be "A" or "B" standard. Turkeys, chickens and other fowl must be equivalent to "A" Grade.
- 2.** Canned fruit or fruit and vegetables must be Canada Standard, Canada Choice or Canada Fancy quality.

11.02 Menu Requirements

1. Breakfast

Specific: Three varieties of chilled juices, hot porridge, assorted dry cereals, bacon, fried and boiled eggs, white and brown toast, tea, coffee and milk.

- 2.** Variables: One of stewed prunes, stewed rhubarb, 1/2 grapefruit or other fruit. Ham and sausage at least twice a week and one other assorted meats on other days. One of scrambled, poached eggs or omelettes. One of hash browns, fried potatoes or baked beans. One of hot cakes, or french toast.

3. Lunch

Specific: Soup (to include clam chowder on Fridays). First, second or third line meats (one of each but can substitute second line or third line). Boiled potatoes, two vegetables. Assorted cold cuts (must include cold roast beef and ham). Two types of salad. Salad dressing and oils. Pickles. Brown and white bread and rolls, cake, cookies and pastry. One type of pie. Tea, coffee and milk.

- 4.** Variables: Mashed potatoes plus one of baked, scalloped, or french fried potatoes, or rice. Two choices from among the following; celery, carrot sticks, radishes, sliced tomatoes, sliced cucumbers, green onions, boiled or pickled eggs, cheeses. One of jello or puddings. Canned fruit once per week. Ice cream twice per week. One of lemonade, kool-aid or freshie.

5. Dinner

Specific (same as lunch except as follows): First line meat must be beefsteak or prime rib (served on either a Tuesday or Wednesday on a 4 day per week schedule, served twice per week on a five day per week schedule), roast beef (served every second week on a 4 day per week schedule, once per week on a five day per week schedule). There will be no duplication of First Line choice in a four day per week schedule.

6. Variables: Same as lunch except canned fruit three times per week and ice cream twice per week.
7. The weekly menus shall be varied. The Chairman of the Camp Committee and the Catering Manager can agree to organize ethnic food evenings for variety (i.e. Italian, Chinese, Mexican, etc.).
8. One juice dispenser to be sweetened with a sugar substitute and labelled appropriately.
9. **Non-Working Weekends**
On non-working weekends dinner on Friday and Saturday will be one line only, chef's choice. Sunday dinner will be full menu. Brunch will be served between 10:00 a.m. and 12:00 noon

11.03 Lunches

1. The Alberta Building and Construction Trades Council (ABTC) will be consulted regarding the practicality of providing a hot lunch at the pre-job conference if one is held. A request to provide a hot lunch will not be unreasonably denied. The following factors should be considered when determining if a hot lunch is practical:
 - a) the distance the worker(s) must travel from their work location to the camp kitchen;
 - b) the length of time it would take to travel the distance referred to in (a) above by the mode of travel currently used by employees to get to the work location;
 - c) the climatic conditions expected during the period cold lunches would be provided and the availability of adequate heated shelter at the work location where lunch breaks could be held in the event of adverse weather conditions;
 - d) the provisions in relevant collective agreements which relate to the scheduling of lunch breaks;
 - e) where the request applies to a second or third shift, the number of employees working those shifts and the cost to open and operate the kitchen for a second or third shift must also be considered.
2. Where the Prime Contractor on site and/or the Project Owner have determined that it would be practical to provide a bagged lunch, sandwiches shall be prepared by the catering staff. When practical, a pre-order system may be utilized if required by the caterer and a good assortment of sandwiches must be available.

3. Sandwiches shall be date coded and prepared utilizing the following assortment of fills. A selection of four of these to be made available each day; cold roast beef, ham and pork, prepared meats, egg salad, fish, lettuce and cheese along with the appropriate dressings. Pickles plus three of the following must be provided for packing with lunches; celery, carrot sticks, radishes, sliced tomatoes, sliced cucumbers, green onions, and boiled or pickled eggs. Cakes, pastries and pies plus tea, coffee, milk and soup for thermos fillings must also be provided.

11.04 1. Fresh Fruit

To be available for all packed lunches or to be picked up in the dining room at the meal hours. This ensures that those who do not take a packed lunch have an opportunity for fresh fruit each day.

11.05 Serving Specifications

Residents are entitled to eat all the food they want. The size of individual servings may be limited, free access must be provided for those who wish to return for additional servings. Should the serving line run out of first line meat choice during regular meal periods, it must be replaced immediately by another first line choice.

Meals shall be prepared in accordance with specifications contained herein and may be subject to review where there is an infraction of minimum requirements at a mutually agreed time by the Chairman of the Camp Committee and the Catering Manager.

11.06 1. First Line

Veal or pork cutlets, roast port, roast beef, ham, ham steak, chicken, turkey, pork chops, veal chops, roast lamb, roast veal, beef steak, roast duck, prawns, shrimp, oysters, prime rib, spare ribs, scallops, trout, salmon, halibut, black Alaska cod

2. Second Line

Fish, short ribs, spare ribs, stews, swiss steak, meat pies, liver, curried dishes, salisbury steak, pasta and sauce, sausages, ground beef, corned beef and lamb chops, beef, chicken or pork stir frys, Chinese food, chicken balls, chicken wings, perogies, burgers, pork hocks, pizza, meatballs.

3. Third Line

Weiners, omelettes, chili con carne, baked beans, chicken and turkey turnovers, fried rice, chicken nuggets, tacos, tortillas, fajitas, donairs, dishes utilizing leftover meats or other dishes designated as chef's choice.

- 11.07 1. Coffee:** In addition to meal hours, fresh coffee and pastry shall be made available daily in the recreation hall or other appropriate camp facility during at least two (2) evening hours.

- 11.08 1. Trays and/or dishes** are to be cleared by members of the culinary staff.

2. Tables shall be not less than three (3) feet in width. Settings at the table shall be not less than thirty (30) inches per person with adequate width and space between tables.
3. Subject to Provincial Health Regulation, kitchen facilities, equipment and food supplies shall be subject to inspection by the duly authorized representative of the ABTC - CLR-A Camp Review Committee at any and all times.
4. The menu shall be posted in the entrance hall in a conspicuous position.
5. Dinner plates are to be kept warm prior to the serving of meals.
6. The following stations shall be located so as not to impede serving of the steam tables:
 - (a) Beverage Station, i.e. tea, coffee, milk, cold drinks, etc.
 - (b) Fresh Fruit Station, i.e. apples, oranges, bananas, pears, plums, grapes, watermelon, etc.
 - (c) Cold Table, i.e. salads, cold meats, green vegetables, cheese, etc.
7. The men shall not be required to stand outside of the entrance hall waiting for the line-up to go through.
8. The entrance to serving lines shall be fully enclosed, heated and provided with clothes hooks and adequate shelves to accommodate the hanging of outer clothing and hard hats. Soiled coveralls and hard hats will be prohibited in the dining room.
9. To expedite meal service, meal hours may be staggered.

11.09 Food, other than fruit and lunch packs is not to be removed from the kitchen/dining hall. Food is for consumption on the camp site and/or the job site. Persons found removing food beyond those perimeters may have camp privileges revoked.

For health reasons the practice of food in any form being left in the living accommodation is discouraged.

11.10 1. The kitchen shall have at least one (1) hot line so that plates and all breakfast foods may be served hot. It shall also have large enough grill space, ovens, bake ovens, dishwashing facilities, adequate refrigeration and storage, all of which shall be kept in a clean condition at all times. Positive air flow shall be provided.

Recognizing that camp kitchen design may change, or circumstances may vary from camp to camp, the following guidelines shall apply in determining the minimum number of serving lines acceptable in a camp kitchen. One serving line should be able to accommodate service of up to 450 camp residents in one hour at lunch or dinner service. Alternatively, where meal times are staggered or non-traditional serving line designs are used, there should be no longer than an eight minute wait between the time a camp resident lines up for a meal and the time they are served their first

portion. For breakfast service, every effort should be made to keep this time at or below five minutes from time of line up to service of first portion. Where the above noted service standards are not being met by a camp kitchen, the Camp Review Committee will meet to inspect the situation, and make recommendations to alleviate the situation.

2. The dining room shall be of sufficient size and employ sufficient waiters or waitresses to adequately serve the camp occupancy in not more than two and one-half hour sittings per meal. Positive air flow shall be provided.
3. There shall be no cracked or chipped dishes used.

11.11

1. Garbage areas adjacent to kitchens shall be screened, sprayed and kept clean at all times.
2. Garbage cans retained in the kitchen to be washed daily with steam or scalding water.
3. Sufficient parking facilities will be provided. Automobile plug-ins will be provided as follows on projects where the Employer or Project Owner does not provide transportation to the project site:
 - i) On projects commenced after the date of signing of this Agreement, where the camp is installed on or before January.1st and/or continues to be occupied past December.31st of a year there will be plug-ins supplied equivalent to thirty percent (30%) of the camp occupancy.
 - ii) Where required, plug-ins are to be in place no later than November.30th.
 - iii) Plug-ins will operate on the basis of fifty percent (50%) turned on for one-half (1/2 hr.) hour at a time on an alternating basis.
 - iv) A backup boosting system will be available on-site in case of power failure..
4. Fire security will be determined on an individual camp basis with an enunciator panel or similar warning system located in a guard shack or other location accessible to emergency personnel.
5. Security shall be determined on an individual camp basis.

ARTICLE XII - CAMP GRIEVANCE PROCEDURE

12.01 Local Camp Committee

The Local Camp Committee shall consist of one (1) Job Steward from each trade living in camp. The Union may appoint a representative to act on behalf of the Job Steward, however, any reporting to the Employer shall be through the Official Job Steward.

12.02 Chief Camp Steward

1. The Job Stewards of all trades shall elect from their number, one (1) Steward to serve as Chief Camp Steward. This position is to be rotated every three (3) months to another trade, if possible.
2. The Chief Camp Steward shall arrange regular meetings during non-working hours, with all the Stewards of each trade attending. The Chief Camp Steward will ensure that the Proceedings are recorded. The Chief Camp Steward shall Chair the meetings and be the general spokesman in the presentation of Grievances to the Camp Management or its designated representative. It is understood that, where extenuating circumstances may require immediate attention to a problem, before a meeting may be called during normal working hours, the Chief Camp Steward shall endeavour to resolve the problem with the responsible authority.
3. The Chief Camp Steward shall only have jurisdiction over any matter concerning the general comfort of the residents of the camp.
4. The Chief Camp Steward may be replaced by a majority vote of those Stewards present at a regular meeting when it is evident that the Chief Camp Steward has not acted in the best interests of the camp residents.

12.03 Camp Management

1. The person holding the responsibility for the management of the camp and the catering facilities shall cooperate with the Stewards by attending the camp meetings. That person will endeavour, within their power, to answer all grievances as they are presented.
2. The Camp Management shall have an opportunity to present any grievances they may have concerning the camp residents and they shall receive an answer, when possible, to their grievances as they are presented.
3. Camp Management reserves the right to establish and enforce additional camp rules and regulations that may be required from time to time. Before such rules and regulations are enforced there will be prior consultation with the Local Camp Committee. Copies of any additional rules and regulations shall be forwarded to the ABTC - CLR-A Camp Review Committee for their review.

12.04 Grievance Procedures

1. It is recognized that in the interest of all camp occupants, camp grievances should be dealt with as expeditiously as possible. If a camp grievance is not resolved satisfactorily by the Job Stewards the details shall be set forth, in writing, on the official Camp Grievance Report and signed by all of the Job Stewards and the Report shall be dispatched to the Secretary of the Local Building and Construction Trades Council. Upon receipt of a properly completed Camp Grievance Report the Secretary shall arrange a meeting of the ABTC - CLR-A Camp Review Committee to deal with the Camp Grievance Report. The ABTC - CLR-A Camp Review Committee member(s) shall be granted access to the project at all times.
2. No resident of the camp shall complain directly to an employee of the catering staff. If a resident finds they have a grievance they shall first present it, in writing, to their Job Steward.

3. The Job Steward will discuss all grievances with the Chief Camp Steward who will record same. The Chief Camp Steward will hold the grievances until the next regular meeting of the Job Stewards provided, however, such grievances are not of an urgent nature.
4. The Chief Camp Steward shall present the grievances to the Stewards at the meeting to examine the validity of the grievances. Decisions shall be determined by a majority vote of those present.
5. When the Stewards have listed all the valid grievances in their proper order they shall present them to the Camp Management or its designated representative in seriatim, the disposition of each grievance shall be recorded.
6. When all the grievances have been dealt with the Chief Camp Steward will have the record of grievances and disposition read out in the presence of the Camp Management before the meeting is adjourned.
7. At the conclusion of the meeting the Chief Camp Steward shall ensure that a copy of the proceedings be sent to the Secretary of the Local Building and Construction Trades Council and to the Secretary of the local ABTC - CLR-A Camp Review Committee.
8. If a grievance is not resolved pursuant to Section 12.04 of this Article, the details shall be set forth in writing on the official Grievance Report by the Chief Camp Steward and signed by all of the Camp Stewards attending the meeting. The report shall be dispatched to the Secretary of the Local Building and Construction Trades Council.
9. Upon receipt of a properly completed Grievance Report the Secretary shall arrange a meeting of the ABTC - CLR-A Camp Review Committee to deal with the Grievance Report. The responsible authority shall be in attendance.
10. In the event the ABTC - CLR-A Camp Review Committee fails to reach a majority agreement every effort will be made to agree on an Arbitrator whose decision will be final and binding on the Parties. The Arbitrator shall be restricted to pass judgment only on those items in dispute.
11. If the ABTC - CLR-A Camp Review Committee fails to agree on the Arbitrator within three (3) days, the Parties shall request the Minister of Labour to appoint an Arbitrator. Upon receipt of the request for assistance the Minister shall appoint an Arbitrator within seven (7) days and shall render his decision within three (3) days. This decision shall be final and binding on the Parties. The Parties to the dispute shall bear equally the expenses of the Arbitrator.

ARTICLE XIII - DURATION

- 13.01** The provisions of these camp rules and regulations shall remain in full force and effect from the date of signing to **December 31st, 2008**.

ARTICLE XIV - CAMP CONDUCT AND PROCEDURAL RULES

- 14.01** In recognition of the great improvement of camp conditions over the past few years, and in consideration of the efforts of Buildings Trades Councils in cooperation with the various Employers' groups, to improve the standard of living for Building Tradesmen certain regulations have to be laid down and adhered to in order to ensure that the camp conditions are maintained.
- 14.02** It must be realized that a camp and equipment costing many thousands of dollars and, in some cases, in excess of a million dollars will soon deteriorate if subjected to the whims of vandals without any measure of control over such situations.
- 14.03** There are camps in existence today where the population is greater than many of the villages and towns in the Province and these communities have set up some form of authority such as a Town Council to govern the population.
- 14.04** ABTC - CLR-A Camp Review Committees on construction projects are, for the most part, playing a very vital role in the Labour/Management relationship which, through cooperation of both Parties, are able to make a Building Tradesman's life away from home as pleasant as possible under the circumstances.
- 14.05** Their job is no small task. Therefore, with this in mind the following Camp Regulations have been set forth to be administered by the Local Camp Committee who shall have full authority to enforce these regulations.
- 1.** All acts of vandalism shall be investigated and the responsible party or Parties are to be exposed and such acts, together with the names of the party or Parties, permanently recorded with the ABTC and the ABTC - CLR-A Camp Review Committee. Repeated offences may result in expulsion from camps under the jurisdiction of the ABTC - CLR-A Camp Review Committee.
 - 2.** Any occupant of the camp found guilty of willful damage to camp property shall be made responsible for all costs as the result of such damage.
 - 3.** The Local Camp Committee shall have authority to recommend the dismissal of any occupant found guilty of willful damage to camp property.
 - 4.** Occupants of the camp shall be cooperative with the Camp attendants in maintaining cleanliness of the rooms.
 - 5.** No resident of the camp shall complain directly to an employee of the camp or catering staff. If a resident finds they have a grievance they shall first present it, in writing, to their Job Steward as per Section 12.04, Grievance Procedure.
 - 6.** Occupants of the camp shall show consideration for their neighbours in respect to the playing of radios or television sets or noisy conversation after 11:00 p.m.
 - 7.** Parties that disturb other occupants of the camp are prohibited.

8. No occupant of the camp shall utilize laundry facilities that are located in the same building as the living quarters after 11:00 p.m.
9. Fighting or violence of any sort in any part of the camp will result in instant expulsion from camp. The expulsion will be subject to review under Article XII Camp Grievance Procedure.
10. Any camp occupant who is abusive to any member of the Local Camp Committee or Catering staff in the conduct of their duties shall appear before the Local Camp Committee to account for their behavior. Refusal to appear before the Committee may result in instant expulsion from camp.
11. The Local Camp Committee shall be authorized to summon any resident of the camp to appear before them to deal with grievances raised by the Camp Management.
12. Possession or storage of guns, ammunition, explosive devices, illegal drugs, or any other dangerous or illegal material is prohibited in camp. Where reasonable and probable grounds exist to believe that the presence of some or all of these items exist in a camp resident's room, the camp management may request that the resident's room be searched in the presence of the resident and their job steward. Where a resident refuses to allow such a search, their camp privileges may be revoked and camp management may choose to decline to give the resident access to the room until a peace officer is summoned and conducts a room search.
13. In the event of a lost room key the camp resident will pay the replacement cost of three dollars (\$3.00) before a new one is issued.
14. No occupant of the camp will harass any other camp occupant. Camp residents engaging in harassment of camp residents contrary to the Individual Rights Protection Act may be subject to expulsion from camp. This expulsion is subject to the grievance procedure contained in Article 12.

14.06 Where an infraction of the Camp Rules and Regulations has resulted in dismissal from the camp but not from their employment no subsistence or travel time shall be allowed when this action is taken.

CERTIFICATE OF APPROVAL

This is to certify that the camp and catering facilities of:

_____ at _____

have been inspected and approved by the duly authorized
ABTC - CLR-A Camp Review Committee of

**THE ALBERTA & N.W.T. (DISTRICT OF MACKENZIE)
BUILDING AND CONSTRUCTION TRADES COUNCIL**

and

CONSTRUCTION LABOUR RELATIONS - ALBERTA

This Certificate is valid only if it bears the signature of a duly authorized representative of the Alberta Building and Construction Trades Council and the Construction Labour Relations - Alberta.

Date of Approval: _____,

Maximum No. of Occupants: _____

ABTC - CLR-A CAMP REVIEW COMMITTEE

SIGNATORY PAGE

Signed this _____ day of _____, 1999.

**ALBERTA & N.W.T. (DISTRICT OF
MACKENZIE) BUILDING AND
CONSTRUCTION TRADES COUNCIL**

**CONSTRUCTION LABOUR RELATIONS
- AN ALBERTA ASSOCIATION**

R. Blakely

R. N. Tidsbury

Peter R. J. Pittman

D. LaBoucan

**NEGOTIATING COMMITTEE FOR
THE ALBERTA & N.W.T. (DISTRICT
OF MACKENZIE) BUILDING AND
CONSTRUCTION TRADES COUNCIL**

**NEGOTIATING COMMITTEE FOR
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Jim Cebuliak

CAMP RULES AND REGULATIONS

For Alberta Construction Camps

Approved by the

**ALBERTA & N.W.T. (DISTRICT OF MACKENZIE)
BUILDING AND CONSTRUCTION TRADES COUNCIL**

and

CONSTRUCTION LABOUR RELATIONS – an ALBERTA ASSOCIATION

1999 - 2008

CAMP RULES AND REGULATIONS

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