

**ALBERTA PROVINCIAL
LATHERS - INTERIOR SYSTEMS MECHANICS
CONSTRUCTION COLLECTIVE AGREEMENT**

Effective the 13 day of December, 1999

- between -

CONSTRUCTION LABOUR RELATIONS - An Alberta Association

INTERIOR SYSTEMS MECHANICS/LATHERS (Provincial) TRADE DIVISION
(hereinafter referred to as the "Association" or
the "Trade Division" or the "Employers' Organization")

as agent for and on behalf of all employers affected by
Registration Certificate Number 41 (each of which employers
is hereinafter referred to as the "employer")

- and -

**Alberta And Northwest Territories (District Of Mackenzie) Regional Council Of
Carpenters And Allied Workers**
[hereinafter referred to as the "Regional Council"]
on it's own behalf, and on behalf of:

**United Brotherhood Of Carpenters And Joiners Of America,
Local # 1325, Edmonton
and
Local # 2103, Calgary**

(each of which unions is hereinafter referred to as
the "Union" or the "Local Union")

and the members and employees represented by each of them.

WHEREAS, the representatives of the parties have bargained collectively pursuant to the provisions of the Labour Relations Code, and

WHEREAS, pursuant to the terms of the said Code, the terms of a Collective Agreement have now been agreed or ratified or otherwise established,

NOW THEREFORE this Agreement witnessed that the full and complete terms of the Collective Agreement between the Parties are as follows:

ARTICLE ONE - OBJECTS

- 1.01** The objects of this agreement are to: stabilize the construction industry; provide fair and reasonable working conditions and job security for Employees in the industry; promote harmonious employment relationships between Employers and Employees; provide a mutually agreed method of resolving disputes and grievances arising out of the terms and conditions of this Agreement; prevent strikes and lock-outs; enable the skills of both Employers and Employees to operate to the end that waste and avoidable and unnecessary expense and delays are prevented; promote good public relations.

ARTICLE TWO - DURATION OF AGREEMENT

- 2.01** This agreement shall be in full force and effect from the 13th day of December, 1999 until the 30th day of April, 2001, and thereafter shall be continued, terminated, or renewed pursuant to the provisions of the said Code.

ARTICLE THREE - GEOGRAPHICAL JURISDICTION

- 3.01** It is understood by the Parties hereto that the respective Local Unions have been assigned by the United Brotherhood of Carpenters and Joiners of America the following Alberta territories:

Local 1325, Edmonton

The jurisdictional boundaries of Local Union 1325 within Alberta are: That part of Alberta north of a line one mile north of the town of Ponoka, from the Saskatchewan border to the British Columbia border.

Local 2103, Calgary

The jurisdictional boundaries of Local Union 2103 within Alberta are: That part of Alberta south of a line one mile north of the town of Ponoka, from the Saskatchewan border to the British Columbia border.

ARTICLE FOUR - SCOPE AND RECOGNITION

- 4.01** The scope of this Agreement as it applies to each individual Employer shall be the extent to which one or more of the Local Unions party hereto have established a collective bargaining relationship with that Employer and the extent to which the Employer employs employees within the scopes of such bargaining relationships, which employees are engaged within the trade jurisdiction set out in the registration certificate held by the Employers' Organization party hereto.

It is agreed that the amalgamation of Locals 1322 and 1325 shall not amend the subsisting certifications or voluntary recognitions of contractors who have had a bargaining relationship with either or both of the above named Locals prior to their amalgamation.

- 4.02** The Parties agree that the terms of this Agreement do not apply to residential work, which is defined as single family housing including duplexes, walk-up apartments and condominiums up to a maximum of three (3) floors in height.
- 4.03** **Notwithstanding any other provisions herein, the terms of this Agreement do not apply to maintenance, service and repair work.**
- 4.04** The Employer recognizes each Local Union as the exclusive bargaining agent of those employees of the Employer for whom each Local Union has established and retained or subsequently establishes and retains the right of collective bargaining, to the extent that the said employees are engaged in the territories and trade jurisdiction to which this Agreement applies.
- 4.05** The respective Local Unions party hereto each recognize the Employers' Organization party hereto as the exclusive representative in collective bargaining of each of those employers who are or who become affected by registration certificate number 22, to the extent that each of the said employers is or becomes affected by the said registration certificate.
- 4.06** This Collective Agreement shall apply to all work falling within the Trade Jurisdiction of the Lather - I.S.M. which , for the purposes of this Collective Agreement, shall include that work which is encompassed in the trade jurisdiction set out in Registration Certificate #22 and is included in the following list:
- (1) all contact and suspended ceiling systems (drywall, acoustical, metal, plaster). (2) All metal stud walls and metal furring. (3) Drywall application. (4) Access flooring. (5) Metal lath. (6) Exterior insulation receiving membrane coatings. (7) Radiation shielding. (8) Demountable wall systems. (9) Pre-cast plaster. (10) Preparation for exterior stucco. (11) Sound partitions and baffles. (12) All handling and rigging of Lather - I.S.M. material and all scaffolding as it applies to the Lather - I.S.M. Trade.
- 4.07** On projects or jobs where the existing Collective Agreement does not adequately cover working conditions a Pre-Job Meeting will be held between the Employer and the Business Manager and /or Business Representative of the Union. Such meetings may, for example, result in agreement as to extended work weeks / extended days off schedules tailored to a particular out-of-town project.
- 4.08** On certain projects where client specifications require the hiring of visible minorities a pre-job meeting will be held between the Contractor, CLR-A, and Union in order to accommodate the client requirements.

ARTICLE FIVE - WAGES

5.01 The minimum wage rate for a Journeyman Lather - Interior Systems Mechanic engaged in "**industrial construction**" as defined below, shall be as outlined in "Schedule "A". See "Schedule A" for a complete list of wages, holiday & vacation pay, and benefits.

The minimum wage rate for a Journeyman Lather - Interior Systems Mechanic engaged in "**non-industrial construction**" being general construction that is **not** encompassed in the definition in Article **5.02**, shall be as outlined in "Schedule B". See "Schedule B" for a complete list of wages, holiday & vacation pay, and benefits.

5.02 Industrial construction shall mean construction work in respect of the plant process involved in, but not limited to:

- * Electrical power generation, hydro or thermal power plants
- * Development of Mining and Smelting Properties
- * Development of Oil Sands Properties
- * Oil Refineries, Upgraders and all form of hydrocarbon production, extraction or processing
- * Development of Chemical Plants
- * Pulp, paper or timber/wood processing mills or sawmills
- * Toxic waste disposal systems
- * Production and processing plants for natural gas, liquid petroleum products and manufactured gases
- * Base/Precious/Other Metal production plants or upgraders of any and all kinds
- * Pumping stations and compressor stations, of which the capital value exceeds twenty-five (25) million dollars
- * Cement, lime and gypsum plants.

In addition, industrial work shall include such work as may reasonably be considered as Industrial Construction as is mutually agreed by a committee of four (4) members appointed by the Employers' Association and four (4) members appointed by the Union, and ratified by the Trade Division. This committee shall meet at the request of either the Employer or the Union, giving twenty-four (24) hours notice in writing to the other party.

5.03 Any personnel designated by the Employer as Lather I.S.M. Foreman to supervise Lather I.S.M employees and/or other workers and placed in charge of work shall be a journeyman member of the Union. All instructions given to Members shall be given by the Lather I.S.M. Foreman.

5.04 The minimum wages of a Lather I.S.M. Foreman shall be the sum of the journeyman rate and a minimum premium of one dollar and seventy-five cents (\$1.75) per hour for non-industrial work, or two dollars and fifty cents (\$2.50) per hour for industrial work.

- 5.05** The respective rates for the various levels of apprentices and the criteria for progressing an apprentice from one level and rate to the next shall be as specified in the Alberta Apprenticeship And Industry Training Act (or its successor regulation or statute).
- 5.06** **Non Industrial work shall mean all other work within the jurisdiction of the ISM \ Lather that is not included in the definition of Industrial Construction, and excluding the work defined in clauses 4.02 and 4.03.**

ARTICLE SIX - PAYMENT CONDITIONS

- 6.01** Wages shall be paid at least every two (2) weeks on the job, during working hours by cash or by cheque, with not more than five (5) days of pay held back. Cheques to be accompanied by a separate statement, showing name of Employer and employee's name or social insurance number, pay period covered, category of hours worked, total earnings and deductions. etc. If an Employer's cheque is not readily negotiable said Employer may, on demand by the Union be compelled to pay wages in cash.
- 6.02** When an employee is laid off or discharged, all wages and vacation and statutory holiday pay, together with the E.I. Record of Employment, the Apprenticeship Work Record Book, and/or any other documents or records required to be returned to the employee shall, to the extent possible, be given to the employee on the date of termination. In no event shall they be given or sent to the employee any later than the working day following the time of termination.
- 6.03** If the employee prefers, he may arrange with his employer to pick up his pay and records at the office of the Employer no later than on the afternoon of the working day following termination of employment.
- 6.04** In the event of a layoff or discharge, one (1) hour notice shall be sufficient. One (1) hours pay may be given in lieu of notice. No notice is required for termination for just cause.
- 6.05** When an employee quits he shall give his supervisor one (1) hours notice and his pay and records will be mailed to him or given to him at the central pay office of the employer on the next regular pay day.
- 6.06** If the regular pay day falls on a Statutory Holiday, employees shall be paid on the preceding working day.
- 6.07** If an Employer fails to pay monies due as stated under articles 6.02 through 6.06 of this Collective Agreement, the Employer shall pay the employee(s) for such time, up to a maximum of eight (8) hours pay for each twenty-four hours that the employee has been kept waiting for his monies, commencing with the day after the Employer has been notified by the Union, on behalf of the employee, of non-receipt of pay. This time period shall exclude Saturdays, Sundays, and Statutory Holidays.

No payment for waiting time shall be applicable when a clerical and/or mathematical error is made in calculating monies due as stated under Article Six. The Employer shall mail the balance due within twenty four (24) hours or as agreed to between the Employer and the Union.

Cheques issued pursuant to the application of Article 6.07 will be sent by registered mail, priority post, or courier.

- 6.08** Payroll Failures. Where there have been recent instances of payroll failures by an Employer affecting employees under the terms of this Agreement, the Union shall have the right to require that Employer to provide proof of financial responsibility or require payment of wages and other payroll requirements by cash or certified cheque paid weekly.

ARTICLE SEVEN - HOURS OF WORK, SHIFTS AND OVERTIME

- 7.01** The following sections of article seven are designed to identify the regular hours of work, shift hours, and overtime hours, and are not to be construed as a guarantee of hours of work per day, per week, or with respect to days in any week.
- 7.02** **Work Week.** The regular working week shall consist of forty (40) hours of employment.
- 7.03**
- (a) The regular working day shall consist of eight (8) hours of employment normally worked between 8:00 a.m. and 5:00 p.m., Monday through Friday. There shall be a lunch period of one (1) hour or one-half (½) hour duration.
 - (b) For **industrial work** the Employer may vary the start/quit times by up to one (1) hour at his option. Variances of greater than one (1) hour shall be mutually agreed between the Employer and the Union.
 - (c) For **non-industrial work** (work that is not industrial work) the Employer may vary the start/quit times by up to two (2) hours at his option. Variances of greater than two (2) hours shall be mutually agreed between the Employer and the Union.
- 7.04**
- (a) Shift work is defined as a continuous operation, but for the lunch period, for which start times shall be between 12:00 noon and 4:00 a.m., for a minimum of two (2) consecutive working days.
 - (b) For **industrial work**, being work which falls within the definition in Article 5.02 hereof, there shall be a shift premium of \$1.75/hour for any "second" shift or "third" shift.
 - (c) For **non-industrial work**, there shall be a shift premium of \$0.50/hour for a "second" shift and \$1.00/hour for a "third" shift.
 - (d) There shall be no pyramiding of premiums.

7.05 Overtime rates shall be as follows:**(a) For industrial work:**

- (i) time and one-half (1½x) for the first two (2) hours of overtime worked on a week day, being Monday through Friday inclusive.
- (ii) when compressed work weeks are scheduled pursuant to Article **7.06** on a Monday through Thursday basis, time and one-half (1½x) shall apply to the first ten (10) hours worked on the Friday.
- (iii) double time (2x) shall apply to all overtime hours that are not included in (i) and (ii) above.

(b) For non-industrial work:

- (i) time and one-half (1½x) for any overtime hours worked on a week day, being Monday through Friday inclusive.
- (ii) time and one-half (1½x) for the first eight (8) hours worked on Saturday.
- (iii) time and one-half (1½x) for the first four (4) hours worked on Sunday.
- (iv) double time (2x) for overtime worked on a Saturday or a Sunday outside the periods referenced in (ii) and (iii) above, and for hours worked on a "General Holiday" as set out in Article **8.01** hereof.

7.06 Compressed Work Week**(a) For industrial work:**

- (i) The Employer may schedule the regular work week in four (4) consecutive ten (10) hour days, at straight time rates, provided only that the four (4) ten (10) hour days are scheduled during the Monday through Thursday period unless varied by mutual consent between the Employer and the Union. Such consent will not be unreasonably withheld.
- (ii) If mutual agreement is reached for a Tuesday to Friday compressed work week schedule, then time and one-half (1 1/2x) shall apply to the first ten hours worked on the Monday.
- (iii) When a compressed work week is being worked and a statutory holiday falls on a regularly scheduled work day(s) off, then the following regularly scheduled work day(s) will be observed in lieu thereof unless varied by mutual consent.

- (iv) The Employer may schedule an extended compressed work week which would start on a Monday and continue for ten (10) straight days at ten (10) hours per day followed by four (4) days off. During the days on the hours worked on Saturday and Sunday would be paid at time and one half the basic hourly rate (1-1/2x). During the four (4) days off all hours worked would be paid at double the basic hourly rate (2x). This schedule is intended for use in more remote areas and / or where a significant number of Employees are living away from home. Individual Employees may choose to accept this schedule or to work a regular eight (8) hour day, five (5) days a week schedule, at their option. Once an Employee has exercised their option they may not change their schedule without the approval of the Employer.

(b) For non-industrial work:

- (i) The Employer may schedule the regular work week in four (4) consecutive ten (10) hour days, at straight time rates, provided only that the four (4) ten (10) hour days are scheduled during the Monday through Friday period.

7.07 For work that is not industrial work, for those employees who so elect, regular hours lost during the week due to inclement weather may be rescheduled by the Employer to be made up on Saturday at straight time rates, up to a maximum of forty (40) hours per week (reduced appropriately when a statutory holiday occurs during that week).

7.08 A non-paid lunch break of either one-half (½) hour or one (1) hour duration will be taken half way through each shift. However, if job conditions require, the lunch break may be moved up to one (1) hour in either direction.

If an employee is not provided time to commence his lunch period between one (1) hour before and one (1) hour after the mid-point of the shift, he shall be paid at the applicable overtime rate for working through his lunch period.

7.09 No employee shall work more than one (1) straight time shift in each consecutive twenty-four (24) hour period. An employee shall continue to receive the overtime rate after each shift until a break of eight (8) consecutive hours occurs.

7.10 **Work in Occupied Premises.** Notwithstanding the above, where the conditions of the job are such that work must be carried out on occupied premises, then the work may be done at regular straight time rates during any hours which may constitute a regular shift for that job provided only that overtime rates will apply for all hours worked over the weekly limits elsewhere specified.

ARTICLE EIGHT - HOLIDAYS AND VACATIONS

- 8.01** (a) General Holidays shall be:
- | | |
|------------------------|------------------|
| New Years Day | Labour Day |
| Family Day | Thanksgiving Day |
| Good Friday | Remembrance Day |
| Victoria Day | Christmas Day |
| Canada Day | Boxing Day |
| Civic Holiday (August) | |

When one of these holidays falls on a Saturday or Sunday, the following regular working day shall be observed as the holiday. When Christmas falls on Saturday or Sunday, the following Monday and Tuesday shall be observed as the holidays.

- (b) No work shall be performed on Labour Day except in an emergency situation.

- 8.02** The Employer shall pay to the employee for each hour worked (as defined in Article Seven hereof) a vacation allowance equal to six (6%) percent of the employee's straight time hourly rate, and a holiday pay allowance equal to four (4%) percent of the employee's straight time hourly rate.

ARTICLE NINE - REPORTING TIME

- 9.01** (a) When an employee reports to work at the regular starting time and such employee is not put to work, the employee so effected shall be entitled to a minimum of two (2) hours pay at the applicable rate of pay.
- (b) In order to qualify for show up time, Employees must remain on the jobsite unless otherwise directed by the Employer. Where the Employee(s) are directed to remain at the jobsite for more than two (2) hours they shall be paid for such time at the applicable rate.
- (c) Employee(s) affected shall be paid daily travel, transportation, subsistence or receive camp accommodation as is applicable.
- (d) An Employee is not entitled to show up time if the Employer notifies the Employee that no work is available at least two (2) hours prior to the commencement of the normal work day. Employees working on a jobsite where they are accommodated in a camp facility, will not be entitled to show up time if they are notified that no work is available, at breakfast time, and notices are posted on the bulletin boards in the camp kitchen.
- (e) When an employee reporting for work qualifies for show up time such time shall include the regular shift premium when applicable.

- 9.02** **Call-Out Pay.** Employees called out for work at other than the regular starting time shall receive a minimum of two (2) hours' pay at the employee's applicable rate.
- 9.03** Reporting time pay and/or call-out pay is in addition to travel time pay if travel time is applicable.
- 9.04** The Employer may require an employee to perform work within his jurisdiction for the two (2) hour call-out.
- 9.05** The foregoing reporting pay and/or call out pay shall not apply where weather conditions or disruption of water, power, heat or hoisting services which cannot be controlled by the Employer prevents the work from proceeding.

ARTICLE TEN - WORKING CONDITIONS

- 10.01** The Employer shall provide suitable sanitary facilities (flush toilets wherever job conditions permit), a heated lunch room which shall not be used for storage of tools or equipment, and a lock-fast place for storage of employees' tools.
- 10.02** The Lather I.S.M. shall give his employer an up-to-date inventory of his personal tools (to include a screw gun and router) upon his arrival on the job site. The Employer may at any time check for the correctness of such inventory.
- Following a fire or break-in of the lock-up, the Employer shall compensate the Carpenter up to \$500.00 from any real loss of tools stored according to this clause.
- 10.03** Cool drinking water in approved sanitary containers shall be provided and individual paper cups will be supplied.
- 10.04** The tools of a member starting a new job shall be in good condition and shall be kept so on the Employer's time. One (1) hour's notice of discharge will be given by the Employer or one (1) hour's pay allowed in lieu thereof to enable him to get his tools gathered together and put in shape for the next job.
- 10.05** Two (2) rest breaks of ten (10) minutes shall be allowed in each working shift to be taken at the general work area. The first (1st) break shall be scheduled approximately midway between starting time and the lunch break. The second (2nd) break, approximately midway between the lunch break and quitting time.
- 10.06** There shall be no restriction on the full use of proper tools or equipment.
- 10.07** Employees party to this Agreement shall work under the conditions herein set out. The Employers signatory to this Agreement shall be given preference in the supply of Union Members.

- 10.08** Piece work (contract work) may be provided by the Employer for the work to be performed. If this option is exercised the Employee is guaranteed a minimum of actual hours worked up to forty (40) hours a week at the basic rate of pay, plus all dues check off and Employer's contributions for benefits to the Health and Welfare and Pension Plans on the basis of forty (40) hours per week worked. Should hours be worked which would otherwise be considered overtime, those applicable overtime rates and contributions would become the minimum for those hours.
- Example 1.** Forty (40) hours at straight time and ten (10) hours at time and one half in a week would result in a minimum pay of fifty-five (55) hours at straight time.
- Example 2.** Forty (40) hours at straight time and eight (8) hours at double time in a week would result in a minimum pay of fifty-six (56) hours at straight time.
- Individual Employees will have the same piece work formula for the same work on the same job. The Union will be notified when piece work is being used and what formula (s) apply.
- 10.09** It is understood and agreed that the parties to this Agreement shall at all times comply with the accident prevention regulations of the Occupational Health and Safety Act and any refusal on the part of an Employee to work in contravention of such regulations shall not be deemed to be a breach of this Agreement. Further, no member will be discharged because the Member insists on safe working conditions as set out in the regulations. Any refusal by an Employee to abide by the Occupational Health and Safety regulations, after being duly warned, will be sufficient cause for dismissal.
- 10.10** Employees who are working or are scheduled to work the number of hours of employment provided by this Agreement by the Employer, shall not engage in their trade or other work for payment on other projects after hours.
- 10.11** No Lather - I.S.M. will be permitted to use his own motor vehicle in a manner which is unfair to other members or against the best interest of the Union.
- 10.12** An Employee who is injured in the course of performing his duties while in the Employer's employment and said injury results in the employee needing medical attention, provided such need is confirmed to the Employer or the Employee is later placed on compensation, he shall be paid for that day which he was unable to continue work.
- 10.13** A copy of the Occupational Health and Safety Inspectors Report shall be posted at the project or jobsite lunch room(s).

ARTICLE ELEVEN A TRANSPORTATION, ACCOMMODATION AND LOCAL RESIDENTS INDUSTRIAL WORK

Throughout Article Eleven (11) wherever the phrases “centre of the cities”, “hiring hall location” are used, the city (cities) or the location(s) referred to are Medicine Hat, Lethbridge, Red Deer, Edson, Calgary, and/or Edmonton.

Effective April 30, 2000: The daily commuting zones around the former local union centres (Edson, Medicine Hat, Red Deer, and Lethbridge) will be deleted. Thereafter, for projects in and near those centres, the zones applicable to local residents, and free zones around temporary accommodation provided or paid for by the employer, shall determine applicable daily entitlements. Travel zones around Edmonton and Calgary shall determine applicable initial and return travel and transportation, and rotation entitlements. Notwithstanding the foregoing, the parties agree that for projects in the regions of the former local union centres, after the Employer has exhausted the supply of local resident members that are qualified for the subject work, the Employer may hire other qualified persons from the local resident area before being obliged to accept into employment members resident outside of the local resident area. In the event non-members are hired, the requirements in respect to timely application for union membership shall apply.

11.01 DAILY COMMUTING

The following conditions will apply on jobs within daily commuting distance of Edmonton, Calgary, or any hiring hall location, and on jobs from which employees commute daily from temporary accommodation provided or paid for by the Employer.

- (a) A forty-five (45) kilometer radius free zone from the centers of the cities in which Local Unions are centered (Geodetic Monument), or around any place in which employees are temporarily domiciled by the Employer, shall be established. The location of the Geodetic Monument of Edmonton is 101st Street and Jasper Avenue and for Calgary, the Calgary Tower.

No transportation or travel allowance shall be applicable within the free zone.

It is agreed that if a major petroleum/petro-chemical project is undertaken in the area south of Redwater but north of the free zone such project will be deemed to be included within the free zone.

For projects beyond the forty-five kilometer (45 km) free zone for which daily travel is required, the Employer will have the following options;

- to provide transportation and pay travel allowance, or
- reimburse the employees, as a vehicle allowance, at the rate of thirty one cents (\$0.34) per kilometer traveled, each way between the edge of the free zone and the project job site daily and pay travel allowance.

The travel allowance shall be calculated based on traveling at 80 km per hour, at the employee’s applicable base rate, from the point where the edge

of the 45 km radius free zone intersects the road which takes the shortest, most appropriate route, to the project and return to the intersecting point.

Example: - A Journeyman member traveling to a project located 40 road kilometers from the edge of the free zone at 80 km per hour each way would receive the following for each day worked:

Travel Allowance:

80 km @ 80 km./ hr. = 1 hour at base rate of \$25.55 = \$25.55

Vehicle Allowance: 80 km. @ \$0.34 cents per km. = \$27.20

For a daily total of = \$52.75

Where the employer provides the transportation the travel allowance would be paid but the vehicle allowance would not be payable.

- (c) Where the Employer is required to supply transportation, such transportation shall, at a minimum, be a safe, clean and modern means of transportation with sufficient seating for each person allowing adequate comfort for adults. School buses shall not be used for such transportation. When the size of the crew is such that the capacity of a coach-type bus is required, such bus transportation will be provided. Pick up points shall be mutually agreed upon.
- (d) Employees who are transported to a job site but who refuse to start work at the prescribed time due to a picket line or other form of labour relations dispute will not be paid any transportation allowance for that day.
- (e) When the transportation provided by the Employer for the conveyance of employees is delayed by circumstances beyond the control of the employees, the employees shall be paid for all such time, up to a limit of two (2) hours at the applicable straight time rate.
- (f) If an employee is required by the Employer to move from one job to another during working hours, the Employer shall provide the transportation or pay vehicle allowance at the rate of thirty-one cents (34¢) per kilometer traveled if the employee uses his own vehicle. The employee shall not suffer any loss of pay as a result of transferring between projects during working hours.
- (g) Employees required to travel out of a city or town to another job after working a shift, and before an eight (8) hour break occurs, shall be paid for all time traveled at the rate of time and one-half the normal rate. If still traveling the following day, the employee shall be paid the normal rate for time traveled during the regular working day only.

11.02 Initial and Return Transportation to Remote Sites

- (a) Employees directed or dispatched to work sites located beyond a radius where daily commuting allowance under 11.01(b) would apply shall be paid travel allowance for initial travel and transportation to the project and return subject to the conditions in (b) below, based upon a radius from the cities of Edmonton or Calgary or other hiring hall location, as applicable, as follows:

- (i) up to 200 kilometers - \$60.00 each way;
 - (ii) 200 kilometers to 300 kilometers - \$90.00 each way;
 - (iii) 300 kilometers to 375 kilometers - \$110.00 each way;
 - (iv) over 375 kilometers to 475 kilometers \$165.00 each way, or actual airfare if suitable proof of air transport is provided to the employer.
 - (v) over 475 kilometers - as mutually agreed between the parties to this Agreement to a maximum of \$250.00 each way or air fare inclusive of taxes in the event this is the most practical method of accessing the project / jobsite.
- (b) Employees will qualify for and receive transportation allowance to the job site after being employed at the site for fifteen (15) calendar days and if the employee remains on the job until completion of thirty (30) calendar days, or until the job is completed, or until the employee is laid off, whichever occurs first, he shall be entitled to return transportation allowance.

Transportation allowance shall be paid on the first pay in respect to employment at the site, and deducted from final cheque if the employee does not qualify.

11.03 Rotational Leave (Turnarounds)

- (a) On jobs located beyond a Three Hundred (300) km radius to a maximum of Four Hundred and seventy-five (475) km from the centre of Edmonton or Calgary or other hiring hall location, the Employer shall:
- (i) Pay an allowance of One Hundred and Twenty-Five Dollars (\$125.00) after thirty-five (35) calendar days of employment on the job and thereafter for each subsequent thirty-five (35) calendar days of employment on the job.
- Where the Employee accepts Employer supplied transportation he shall not be entitled to the above allowance.
- (ii) Allow Employees Five (5) working days leave after each thirty-five (35) calendar days of employment on the job.
- (b) On jobs located beyond a Four Hundred and seventy-five (475) km radius from the centre of Edmonton or Calgary or other hiring hall location, the Employer shall:
- (i) Provide a negotiated transportation allowance, not to exceed scheduled air line air fare where scheduled air service is available, or pay an allowance of Two Hundred and twenty-five Dollars (\$225.00) where airline service is not available, after thirty-five (35) calendar days of employment on the job and thereafter for

each subsequent thirty-five (35) calendar days of employment on the job.

- (ii) Allow Employees Five (5) working days leave after each thirty-five (35) calendar days of employment on the job.
- (c) It is further understood and agreed that the above described trips be on a rotation basis and at no time more that twenty-five percent (25%) of the working force shall be on such home leave.

11.04 Local Residents

- (a) A local resident is an individual who resides within a seventy-five (75) kilometer radius of the centre of a job site which is beyond daily commuting distance from Edmonton or Calgary or other locations where a hiring hall is located, and has resided within such radius of the site for a period of not less than six months prior to being engaged on the project. It is understood that the hiring of local residents shall be subject to the hiring procedures and prerogatives set out in this agreement.
- (b) Local Residents residing within a forty-five (45) km. radius of the job site shall not be entitled to receive transportation or vehicle allowance, travel allowance, initial and return travel allowance, room and board or subsistence, or camp accommodations, or rotational leave provisions.

Local residents residing between a forty-five (45) km radius and a seventy-five (75) km radius of the job site shall not be entitled to receive initial and return travel allowance, room and board or subsistence, or camp accommodations, or rotational leave provisions, but shall be paid a travel allowance of twenty-seven dollars (\$27.00) per day worked to cover transportation expenses and travel allowance, or if transportation is supplied by the Employer, a daily travel allowance of thirteen dollars and fifty cents (\$13.50) will be paid for each day worked.

- (c) Where a Camp Kitchen is established, a Local Resident Employee shall be entitled to a noon meal provided without cost to himself.
- (d) Where a Local Resident Employee is required to work overtime, he shall be entitled to overtime meals in accordance with this Agreement.
- (e) The parties agree that the early participation of qualified local resident employees in work undertaken under this agreement is most desirable and will be strongly promoted. In support of this the Union agrees that local qualified tradesmen will be given an opportunity to join the Union and will be dispatched to the job when positions become available, subject to the mutual agreement of the parties.

11.05 Accommodation, Room & Board

- (a) Applicable within a 475 kilometer radius of the centers of the cities in which Local Unions are located (but excluding National Parks)

When an employee is directed or dispatched to work on an out-of-town job, the employer will provide:

- (i) camp accommodation, which shall be available seven days per week; or
- (ii) mutually agreed room and board; or
- (iii) for each day worked, reimbursement toward the expense of the employee's board and lodging, and any goods and services tax paid by the employee in the purchase of board and lodging, by way of a subsistence allowance in the amount of seventy-five dollars (\$75.00) per day except for:
 - the **Hinton** region during the June through September period during which the rate will be eighty-five dollars (\$85.00);
 - the **Fort McMurray** region where the rate will be ninety dollars (\$90.00);
 - the **Peace River** and **Grande Prairie** region, where the rate will be eighty-five dollars (\$85.00);
 - the **Grand Cache** region, where the rate will be eighty dollars (\$80.00); and
 - the **Cold Lake** region, where the rate will be eighty dollars (\$80.00).
- (iv) On a project / jobsite located over two hundred and fifty (250) radius kilometers from the geographic centers of the cities in which Local Unions are located (as applicable) one additional day's subsistence shall be paid for the use of accommodation for the night following the last day worked, provided that the Employee presents a bona-fide commercial receipt to his Employer for each occasion the accommodation is used. Where the Employer or his client is providing a free bus trip back to the city on the same day as the last shift of the week, this provision shall not be applicable.

Board and room will be supplied or the daily expense allowance will be paid for any Statutory Holiday which falls on a scheduled work day other than a Monday or Friday (Thursday where a compressed work week schedule is in effect) provided the employee reports for work on the work day immediately preceding and following the Statutory Holiday.

- (b) Applicable beyond a 475 kilometer radius of the centers of the cities in which Local Unions are located (excluding National Parks and Northwest Territories)

When an employee is directed or dispatched to work on an out-of-town job which will last at least five days, the employer will provide, on a seven (7) days per week basis:

- (i) camp accommodation; or
- (ii) mutually agreed room and board; or

- (iii) reimbursement toward the expense of the employee's board and lodging, and any goods and services tax paid by the employee in the purchase of board and lodging, by way of a subsistence allowance in the amount of seventy-five dollars (\$75.00) per day except for:
- the **Hinton** region during the June through September period during which the rate will be eighty-five dollars (\$85.00);
 - the **Fort McMurray** region where the rate will be ninety dollars (\$90.00);
 - the **Peace River** and **Grande Prairie** region, where the rate will be eighty-five dollars (\$85.00);
 - the **Grand Cache** region, where the rate will be eighty dollars (\$80.00); and
 - the **Cold Lake** region, where the rate will be eighty dollars (\$80.00).

Employees failing to report for work on the work day immediately preceding and following a week-end or Statutory Holiday will receive the above for days worked only.

- (c) In the event that any difference arises respecting the adequacy of accommodation provided by the employer pursuant to clauses 11.05(a)(ii) or 11.05(b)(ii) above, the difference shall be referred to a balanced committee of appointees of the Building Trades Council and the Coordinating Committee of registered employers' organizations, which committee shall make a final and binding decision within five days from the date of referral.
- (d) The parties agree that wherever practical and workable in all of the circumstances of the project, camp accommodation is preferable to the provision of room and board, and that the provision of room and board is preferable to the payment of subsistence allowance. However, any of these three options will satisfy the employer's obligations pursuant to this article.
- (e) (i) In certain situations, employees may be dispatched or directed to work on projects which are in an area where the cost of available suitable single room accommodation and/or meals may be in excess of the daily rate of subsistence set out in this Article. In such a case, the employer shall provide one of the following options:
- provide suitable room and board; or
 - directly pick up the cost of the room and pay a meal allowance to be determined as is set out in this Article; or
 - the subsistence allowance shall be reviewed and, if necessary, adjusted by the following procedure:

- (ii) Either the subsistence allowance may be adjusted by mutual consent between the Employer and the Union, or the Business Manager of the Union may request that the President of the Alberta Building Trades Council issue a formal written request to the Coordinating Committee of Registered Employers' Organization that a Subsistence Review Committee be established. Upon formal written request the Subsistence Review Committee shall meet within five (5) working days of such request.
- (iii) The Subsistence Review Committee will consist of one (1) representative appointed by the Alberta Building Trades Council and one (1) representative appointed by the Employers' Coordinating Committee. Neither appointee shall be directly involved with the issue at hand.

The Subsistence Review Committee will undertake such investigation as is necessary to determine whether the allowance paid will allow an Employee to purchase available accommodation and three (3) meals per day in the community or communities where Employees will be domiciled. In the event that the Committee determines that the allowance is insufficient to purchase such lodging and meals the Committee shall determine the amount by which the subsistence allowance shall be adjusted. A decision of the Committee as to whether the allowance is sufficient or whether a specified adjustment is necessary shall be final and binding provided that both appointees mutually agree with the resolve. Any such mutually agreed upon decision shall be issued within five (5) days from the date of referral, or such longer period as may be agreed by the Coordinating Committee and the Building Trades.

In the event the Committee fails to make the required determination or determinations within the period allowed, the meal and lodging costs ascertained by the Committee shall be referred, together with such other relevant evidence and argument as may be submitted by the parties, to an Umpire who shall be appointed within five (5) days in accordance with the provisions of Articles 12.02 (b) and (c). The Umpire shall render a final and binding decision as to whether the subsistence allowance is sufficient to allow an Employee to purchase accommodation and meals in the subject community or communities, and if it is not the amount by which the allowance should be adjusted to afford the purchase of available lodging and meals. The decision of the Umpire shall be rendered within five (5) full days of the Umpire's appointment, or such longer period as may be agreed by the Coordinating Committee and the Building Trades. The decision of

the Umpire shall have the same binding effect and shall be subject to the same limited review as a decision of an arbitrator in grievance proceedings. The fees and disbursements of the Umpire shall be borne equally by the Coordinating Committee and the referring Union.

- (v) The Subsistence Review Committee and/or the Umpire shall enter into a review when determining subsistence costs and in order to come to the conclusions that are necessary to carry out the objects of this clause some guidelines are included;
- In the appropriate case the ability to decide on whether or not an increase in subsistence allowance shall be made retroactively to the date the matter was submitted to the Subsistence Review Committee.
 - To determine seasonal adjustments due to tourism, availability of rooms, etc. which may affect the rate of subsistence over the entire course of a job; i.e. an increase in costs during the tourism season followed by a decrease at the end of tourism season or some other such situation.
 - Determine an appropriate accommodation cost based on what hotel rooms are available, how many such rooms are available, what hotels/motels to look at.
 - The cost of meals based upon the range of standard camp meals routinely served in a camp pursuant to the Camp Rules, which are adopted in this Collective Agreement, over an average weekly period.
 - Such other reasonable and ancillary powers as may be necessary to achieve the purpose of this clause.

There shall be no more than one reference of these matters to a Subsistence Review Committee Umpire with respect to any community in any calendar year unless it can be shown that there has been a material change of circumstances within that calendar year. Such a review within the calendar year may be made by either the Employer or the Union. **Note:** A review of accommodation and meal costs in locations throughout Alberta was undertaken as a result of the Memorandum of Settlement which led to the execution of this Collective Agreement. That review will not be considered a “first reference” for the purposes of this paragraph.

- (f) Applicable to all Regions
 - (i) Employees unable to work due to legitimate illness, material shortage, job-site conditions, or inclement weather shall receive their board and room or daily allowance.
 - (ii) All camps must meet the specifications as negotiated by Alberta Provincial Building Trades Council and Alberta Construction Labour Relations Association 1999 - 2008 camp rules and regulations, or any successor thereto.
 - (iii) All grievances concerning a camp will be resolved through the grievance procedure provided in the A.B.T.C. / C.L.R.A. Camp Rules and Regulations.

ARTICLE ELEVEN B TRANSPORTATION, ACCOMMODATION AND LOCAL RESIDENTS NON-INDUSTRIAL WORK

Local Residents

- 11.07** The parties agree that the early participation of qualified Local Resident Employees in work undertaken under this Agreement is most desirable and will be strongly promoted.
- 11.08** A Local Resident Employee shall be defined as a Union Member who has maintained his domicile within a seventy (70) kilometer radius of a jobsite, for a minimum of six (6) months.
- 11.09** A Local Resident Employee shall not be entitled to the subsistence pay, turnaround leave, and initial & return travel provisions of the Collective Agreement.
- 11.10** The above Article shall not apply to any project for which daily travel applies from any of the cities in which Local Unions are centered (i.e. Edmonton, Red Deer, Calgary, Lethbridge or Medicine Hat). **Effective April 30, 2000:** The references in this section to the former local union centres (Lethbridge, Medicine Hat, and Red Deer) shall be deleted.
- 11.11** Where a Camp Kitchen is established, a Local Resident Employee shall be entitled to a noon meal provided without cost to himself.
- 11.12** Where a Local Resident Employee is required to work overtime, he shall be entitled to overtime meals in accordance with this Agreement.

Transportation and Accommodation

- 11.13** A seventy (70) kilometer free zone shall be established around the center of every city, town or village in which employees reside and around every place where accommodation is provided and/or paid for by the employer. This zone shall apply to all persons covered by this Agreement except local residents.

The following conditions shall apply to all employees except local residents, within the following radial zones:

Zone 1 Within the Free Zones as noted above, all employees shall be responsible for their own transportation to and from the work site except that where, on remote jobsites, conditions are such that private and public transportation is not available and the work area is beyond reasonable walking distance, then the Employer shall provide transportation.

Zone 2 The area lying within the next one hundred (100) kilometers beyond the boundary of the free zones established above, is Zone 2. For any jobsite situated within this area the Employer shall supply transportation to and from the work site to the place of Accommodation or established central pick-up points, or, at his option, expressed by the employer in writing, pay vehicle allowance at the rate of twenty-six cents (34¢) per kilometer from the edge of the free zone, to the job and back, to each employee who, by arrangement with the Employer uses his own vehicle to provide transportation outside the free zone.

At the Employer's option, camp or other board and room accommodations as provided for in Zone 3, may be provided in this zone for each day worked.

Zone 3 The area lying within the next one hundred (100) kilometers beyond the boundary of Zone 2 as established above, is Zone 3. For any jobsite situated within this area, the Employer shall provide at this option for each day worked:

(i) camp accommodation which conforms with the CLRA/ABTC Camp Rules and Regulations or successor standards;

or

(ii) reasonable room and board;

or

(iii) agreed subsistence allowance.

Zone 4 The area lying within the next one hundred (100) kilometers beyond the boundary of Zone 3, is Zone 4. For any job situated within this area, the Employer shall provide at his option on the seven (7) day a week basis:

(i) camp accommodation as noted above;

or

(ii) reasonable room and board;

or

(iii) agreed subsistence allowance.

Zone 5 The area lying beyond the outer boundary of Zone 4, or areas within the above noted zones which are inaccessible by automobile, is Zone 5. On jobs within Zone 5 only, the Employer will allow a return trip to the city

in which the Local Union is centered (whichever is closer) after each sixty (60) days of employment on the project and shall grant leave from work for a maximum period of five (5) calendar days. Such trips shall be paid one way upon leaving the jobsite and reimbursed for the return upon reporting the job. Rate of reimbursement shall be the equivalent train, bus or airfare only as appropriate.

On remote jobsites (i.e. those within Zone 5) and when requested by the employee due to having insufficient funds to return to point of hire, the Employer shall arrange transportation for the employee to point of hire or supply him with an advance on wages due to him.

11.14 Effect of unauthorized absence on Room and Board Entitlement.

- (a) When an employee fails to report when work is available on the working day immediately preceding or following bad weather or recognized holidays other than for unavoidable causes, he shall forfeit room and board for such absenteeism and for the bad weather days or recognized holidays. When Saturday is not a working day and an employee fails to report to work on Friday when work is available, he shall forfeit room and board for Friday, Saturday and Sunday. When Sunday is not a working day and an employee fails to report to work on Monday when work is available, he shall forfeit room and board for Sunday and for Monday. An employee shall also forfeit room and board for absenteeism on any working day for other than unavoidable causes.
- (b) Unavoidable cause shall be deemed any illness or injury other than caused by consumption of liquor and/or illicit drugs. The Employer may request proof of illness or injury by way of a letter from a medical doctor.
- (c) In cases of illness or injury the Employer may choose to provide transportation expenses to point of hire rather than provide room and board entitlements.
- (d) Where the Employer's costs are fixed (as for Camp accommodation or long term room leases) the employee shall not be back-charged for such fixed costs, but, where subsistence allowance is paid then the employee shall not be paid for days missed as detailed above.

Vehicle Allowance

- 11.15** Where the transportation prescribed in Articles **11.07** is not provided by the Employer to an employee employed pursuant to this Collective Agreement, the Employer shall pay to the employee a daily vehicle allowance, being the product of twice the distance in kilometers from the edge of the relevant free zone to the subject project times twenty-six cents (34¢) per kilometer.

ARTICLE TWELVE - GRIEVANCE PROCEDURE

- 12.01** In the event that either the Employer, Trade Division, or the Union wish to process a grievance covering the interpretation, application, operation, or an alleged violation of this Agreement, such grievance shall be reduced to

writing and shall be submitted by the one party to the other within twenty (20) days of the event giving rise to the grievance and proceed to step (d) below.

In the event of any dispute arising out of this Agreement between the Employer and an employee, the following procedure will be followed:

- (a) An aggrieved party shall within fifteen (15) days of the alleged violation submit his complaint in writing to the Steward (or where no Steward is present, the Business Representative of the Union) who shall endeavor to settle the complaint between the employee and his immediate supervisor.
- (b) If the complaint is not settled within two (2) days, (excluding Saturdays, Sundays, and holidays) it may be referred to the Project Superintendent and an official representative of the Union.
- (c) If the complaint is not then settled within three (3) days (excluding Saturdays, Sundays and holidays) it shall be referred to the Management of the Employer involved and the Business Agent of the Union.
- (d) If the complaint is not settled within seven (7) days (excluding Saturdays, Sundays and holidays) it shall be referred to an Arbitration Board; by mutual consent of the parties this time limit may be extended. The Arbitration Board shall be comprised of one (1) member appointed by each of the parties and a neutral chairman appointed by the members. Each party shall bear the expense of their appointee and the expense of the chairman shall be shared equally by the parties.
- (e) If either party fails to appoint a member to the Arbitration Board within ten (10) days, or if the appointed members cannot agree on a neutral chairman within fourteen (14) days of the appointment of the second member, such appointments shall be made in accordance with the Labour Relations Code.
- (f) The Arbitration Board shall be vested with the authority to decide whether any matter referred to it is arbitrable. It shall make its decision within fourteen (14) days of the appointment of the Chairman.

It shall not alter, amend, or change the terms of this Agreement. The majority decision of the Arbitration Board shall be final and binding on both parties but if there is no majority award, the decision of the Chairman shall be the award.

- (g) By mutual consent of the parties the foregoing time limits may be extended.

12.02

Alternate Grievance Procedure. As an alternative procedure to that outlined, commencing with **12.01(d)** the following procedure shall be used if mutually agreed in writing between the parties.

- (a) The steps prescribed in **12.01(a), (b) and (c)** shall apply.
- (b) If the matter of complaint is not then settled within seven (7) days (excluding Saturdays, Sundays and holidays), it shall be referred to a single arbitrator who shall be selected and agreed upon by the parties.
- (c) Should the parties fail to agree on the appointment of a single arbitrator within fourteen (14) days from the date of referral, the appointment shall be made by the Minister of Labour.
- (d) The single arbitrator shall have the same authority as an arbitration board and shall make his decision within fourteen (14) days of his appointment.
- (e) The costs of and in connection with the single arbitrator shall be borne equally by each party.

The single arbitrator shall not alter, amend or change the terms of this Agreement. The decision of the arbitrator shall be final and binding on both parties.

- (f) By mutual consent of the parties the foregoing time limits may be extended.

ARTICLE THIRTEEN - UNION RIGHTS

13.01 Job Stewards are to be appointed by the Union and are not to be discriminated against. Employer will be notified of appointments.

13.02 The Union shall have the right to post notices at the designated place on any project or job site. All such notices must be signed by the proper officer of the Local Union and submitted to the Management and/or Superintendent of the Company for their approval.

13.03 The Employer agrees to employ only members in good standing of the Union as long as the Union can supply Members in sufficient numbers to take care of the Employer's needs. If the Local Union cannot supply Members within forty-eight (48) hours after the request (excluding Saturdays, Sundays and holidays or days in lieu thereof), the Employer may obtain Lather - Interior Systems Mechanics elsewhere. Where possible the Union will be notified of new employees hired after the forty-eight (48) hours. Employees so employed shall, within thirty (30) days after their commencement of work, apply to the Union for membership.

This clause shall also apply to Lather - I.S.M. apprentices and foremen.

13.04 No employee covered by the terms of this Agreement shall be refused work or membership in the Union on account of age, sex, color, race or religious belief.

- 13.05** Business Managers and/or Business Representatives shall have access to all projects or job sites covered by this Agreement in the carrying out of their regular duties, after first notifying the Employer, Superintendent or person in charge, of his presence on the project. Nothing in this Clause shall be interpreted to restrict the right of the Employer or his Representative to temporarily refuse entry if circumstances warrant.

ARTICLE FOURTEEN - MANAGEMENT RIGHTS

- 14.01** The Union recognizes the right of the Employer to the management of its plant and the direction of the working forces, including right to select, hire, promote, transfer, or discharge any employee for just cause, and further recognizes the right of the Employer to operate and manage its business in accordance with its commitments and responsibilities including methods, processes and means of production or handling in accordance with the terms of this Agreement, except as expressly provided herein or by statute, the Employer is deemed to have retained the traditional rights of management.

ARTICLE FIFTEEN - JURISDICTIONAL DISPUTES

- 15.01** Any jurisdictional dispute is that dispute between the Union and any other Building and Construction Trade Union (s), or between the Employer and the Union, in respect to an assignment of trade jurisdiction to a particular Building and Construction Trade Union.
- 15.02** All jurisdictional disputes arising between the parties to this agreement with any of the affiliated trade organizations comprising the Alberta (and N.W.T.) Building Trades Council shall be settled in accordance with the procedural rules as stipulated within the Jurisdictional Assignment Plan of the Alberta Construction Industry, as per Ministerial order 35/95 dated the 18th day of October 1995.
- 15.03** In any event, there shall be no work stoppage over any Jurisdictional Dispute.

ARTICLE SIXTEEN - APPRENTICES

- 16.01** The employment of Apprentices shall be in accordance with the regulations of the Alberta Apprenticeship & Industry Training Act & Trade Regulations.

- 16.02** The ratio of Apprentices to Journeyman Lather - Interior Systems Mechanics shall be in accordance with the provisions of the Alberta Apprenticeship & Industry Training Act & Trade Regulations.
- 16.03** All Lather - I.S.M. Apprentices shall be employed at work which will advance their knowledge of the Lather - I.S.M. trade.
- 16.04** All Apprentices employed shall make application for apprenticeship with the Alberta Apprenticeship & Industry Services.
- 16.05** In order to assess the competence and aptitude of potential apprentices the contractor may employ a new employee for a period of up to 60 days prior to registering them as apprentices
- 16.06** A pre-apprentice must apply for membership in the union prior to commencing employment and union dues will be deducted and remitted on his/her behalf
- 16.07** Pre-apprentices will be paid 50 percent of the Journeyman rate. During the probationary period the Employer will not be required to remit any Health & Welfare or Pension payments on behalf of the Pre-apprentice, but Health & Welfare payments will be remitted retroactively for all hours worked by the Pre-apprentice upon passing the probationary period and being indentured as an Apprentice.

ARTICLE SEVENTEEN - HEALTH AND WELFARE FUNDS

- 17.01** The Employer shall contribute the amount set forth in the Schedule attached hereto to the Health and Welfare Fund. The said contribution shall be remitted in respect to each and every hour an employee works within each of the respective territories.

Such contributions are to be made solely by the Employer and no Employer will deduct such contributions or any portion thereof from the Employee's wages. Such contributions (hereinafter sometimes called "Contributions") are in excess of wage rates set out in this Agreement and do not constitute a payment of wages or any portion of payment of wages.

Notwithstanding any provision of this Collective Agreement or of any other document, including any document respecting the establishment or administration of the said Fund, the Employer's liability to the said Fund shall be limited to remittance of the above noted Contributions in the manners and at the times set out herein.

- 17.02** Upon the wages of any Employee becoming due, the Contributions for that Employee will be calculated by the Employer and the aggregate of the Contributions for all Employees in a month shall be deemed to be monies held in trust for the Health and Welfare Fund identified in this Article.

- 17.03** The Employer shall forward Contributions payable to the Health and Welfare Fund by the fifteenth (15th) day of the following month accompanied by a report of particulars that the Employee has worked, on a reporting form as approved from time to time by the Trustees.
- 17.04** The Trustees of the said Fund are to have the right, upon the request of either party hereto, to arrange for an inspection of the pay records of any Employer by a Chartered Accountant or other qualified person, not directly associated with either of the parties hereto.
- 17.05** The Employer by the execution of this Collective Agreement is bound to the Trust Agreement made as of the first day of August, 1975 A.D. between Local Union 1325 and those Employers signatory to a Collective Agreement, as if he has executed the Trust Agreement and accepts the status of an Employer thereunder, which said respective Trust Agreement is incorporated by reference into and becomes part of this Collective Agreement.
- 17.06** Any rights of the said Trustees to take action with respect of any failure of the Employer to comply with any term or condition of the said Trust Agreement shall not in any way limit any rights which the Union may have under this Agreement or otherwise.

ARTICLE EIGHTEEN - PENSION FUNDS

- 18.01** The Employer shall contribute the amount set forth in the Schedule attached hereto to the Pension Trust Fund applicable to the territory in which work is performed. The said Contribution shall be remitted in respect to each and every hour an employee works within each of the respective territories.
- Such Contributions are to be made solely by the Employer and no Employer will deduct such Contributions or any portions thereof from an Employee's wages. Such contributions (hereinafter sometimes called "Contributions") are in excess of wage rates set out in this Agreement and do not constitute a payment of wages or any portion of a payment of wages.
- Notwithstanding any provision of this Collective Agreement or of any other document, including any document respecting the establishment or administration of the said Funds, the Employer's liability to the said Funds shall be limited to remittance of the above noted Contributions in the manner and at the times set out herein.
- 18.02** Upon the wages of an Employee becoming due, the Contributions for that Employee will be calculated by the Employer and the aggregate of the Contributions for all Employees in a month shall be deemed to be monies held in trust for the Pension Fund in this Article.
- 18.03** The Employer shall forward Contributions payable to the respective Local Union's Pension Fund, by the fifteenth (15th) day of the following month

accompanied by a report of particulars on a reporting form as approved from time to time by the Trustees.

- 18.04** The Trustees of the said Fund are to have the right, upon the request of either party hereto, to arrange for an inspection of the pay records of any Employer by a Chartered Accountant or other qualified person, not directly associated with either of the parties hereto.
- 18.05** The Employer by the execution of this Collective Agreement is bound to the respective Trust Agreements made as of the first day of June, 1975 A.D. between Local Union 1325 and the first day of April, 1975 A.D. and the Alberta Provincial Council of Carpenters of the United Brotherhood of Carpenters and Joiners of America, and those Employers signatory to a Collective Agreement, as if he had executed the Trust Agreement and accepts the status of an Employer thereunder.
- 18.06** Any rights of the said Trustees to take action with respect of any failure of the Employer to comply with any term or condition of the said Trust Agreement shall not in any way limit any rights which the Union may have under this Agreement or otherwise.

ARTICLE NINETEEN - GRIEVANCE

- 19.01** Notwithstanding Article **12.00**, all grievances with respect to the interpretation, application, operation or alleged violation of any of the provisions of

Article Seventeen: Health & Welfare

Article Eighteen: Pension

**Article Twenty Four: Alberta Carpenter Training And
Apprenticeship Competition Fund**

shall be determined exclusively by the following procedure.

- 19.02** Either the Union or the Employer may institute the grievance by giving a notice in writing stating:

- a) Nature of the grievance.
- b) Time, date and location of the hearing as determined by the party filing the grievance (which shall not be less than twenty (20) calendar days from the date of the mailing of the notice).

A grievance notice may combine grievances with respect to violations of one or more of Articles **Seventeen, Eighteen or Twenty Four**. The notice shall be sent by single registered mail to the address of the party grieved against which is on record with the Trustees of the respective Fund. Service of such notice by the party to whom it is sent shall be deemed to be on the twelfth (12th) day after the day of mailing.

- 19.03** A copy of the notice shall be delivered to the first arbitrator on the list hereunder who agrees to accept the appointment at the time, date and location as stipulated in the notice:
- David Tettensor**
William A. Weir
Alan Beatty
John Gill
- 19.04** If all of the aforesaid arbitrators are unwilling or unable to act, either party may request an appointment by the Minister of Labour of the Province of Alberta.
- 19.05** The arbitrator shall conduct the hearing and shall render a decision within fifteen (15) days of the conclusion of the hearing unless the parties to the grievance agree in writing that this time limit is to be extended.
- 19.06** The arbitrator shall have the power to proceed in the absence of the party grieved against upon proof of service of the notice by registered mail.
- 19.07** The cost of the arbitrator shall be shared equally by the Employer and the Trade Union.
- 19.08** The arbitrator's decision shall be final and binding on all parties.
- 19.09** The arbitrator shall not change, modify or alter any of the terms of this Agreement.

ARTICLE TWENTY - DELINQUENT PAYMENTS TO FUNDS

- 20.01** The parties acknowledge that non-payment by any Employer of due Contributions to the Trust Funds of Articles Seventeen and Eighteen constitutes a serious threat to each Plan Participant as well as the Fund; therefore, the Trustees are empowered to take any action in law necessary to collect owing Contributions and to impose any remedies and damages stipulated in the Trust Agreement. All costs of such collection shall be borne by the delinquent Employers.

ARTICLE TWENTY-ONE - LATHERS\ISM DUES SUPPLEMENTAL FUND

- 21.01** The Employer will automatically deduct from the wages of each employee covered by the terms of this agreement, a Dues Supplement for each and every hour worked at the rate specified by each Local Union.
- 21.02** The above is to be remitted monthly to the appropriate Local Union on or before the fifteenth (15th) day of the month following that which payments cover, together with a list of names for whom the deductions were made on a form provided by the Local Union.

ARTICLE TWENTY-TWO - JOINT LABOUR MANAGEMENT COMMITTEE

- 22.01** A Joint Labour Management Committee shall be established to attend to those matters which are of mutual interest. To ensure its effectiveness the Committee shall be separate and apart from the grievance procedure.
- 22.02** The Joint Labour Management Committee shall consist of equal representatives of Labour and Management. The Committee shall select a Chairman and a Secretary from the Committee and such appointments shall be held for a one (1) year term.
- 22.03** The Joint Labour Management Committee shall meet when mutually agreed.
- 22.04** Both the Employers and Union will endeavor to appoint persons to the Committee who were actively involved in the last negotiations.

ARTICLE TWENTY THREE -- SUBCONTRACTORS

- 23.01** **INDUSTRIAL ONLY**
- (a) In respect to work which falls within the definition of **industrial work** as set out in Article **5.02**, the Employer shall engage only those Sub-Contractors who are signatory or bound by this Agreement to perform work in the classifications herein contained.
- The Employer agrees to notify the Union of the name of such Sub-contractors prior to the Sub-contractor commencing work on the project.
- (b) The Employer shall be responsible for the enforcement of this Article.
- 23.02** **COMMERCIAL / INSTITUTIONAL ONLY**
- The Employer will not normally subcontract out any Lathers\ISM work, which is regularly and routinely performed by the Employers own forces unless such work is to a Contractor that agrees to be bound by the terms and conditions of this Agreement. This condition may be excepted by the Employer if such subcontracting is deemed to be a critical factor in being able to successfully bid on a job and the portion subcontracted is not more than 50% of the dollar value of the Lather/ISM work in total.
- The Employer shall not be restricted from using Sub-Contractors to do work that the Employer normally does not use his own work force to perform.
- Notwithstanding the above, it is understood that should the Employer undertake certain Lathers\ISM work that is normally performed by non-signatory subcontractors, then the Employer may continue to subcontract this particular work at his discretion for the duration of this collective agreement without restriction.

ARTICLE TWENTY FOUR - ALBERTA TRAINING AND APPRENTICESHIP COMPETITION FUND

24.01 The Employer shall contribute the amount set forth in the Schedule attached hereto to the Alberta Carpenter Training And Apprenticeship Competition Fund. The said contribution shall be remitted in respect to each and every hour an employee works. Such contributions are to be made solely by the Employer and no Employer will deduct such contributions or any portion thereof from the Employee's wages. Such contributions (hereinafter sometimes called "Contributions") are in excess of wage rates set out in this Agreement and do not constitute a payment of wages or any portion of a payment of wages.

Notwithstanding any provision of this Collective Agreement or of any other document, including any document respecting the establishment or administration of the said Fund, the Employer's liability to the said Fund shall be limited to remittance of the above noted Contributions in the manner and at the times set out herein.

24.02 Upon the wages of any Employee becoming due, the Contributions for that Employee will be calculated by the Employer and the aggregate of the Contributions for all Employees in a month shall be deemed to be monies held in trust for the Local Training And Apprenticeship Committee identified in this Article and shall be forwarded by the Employer to the office hereinafter identified no later than the fifteenth (15th) day of following month.

24.03 The Employer shall forward Contributions payable to the respective Local Union's Alberta Carpenter Training And Apprenticeship Competition Fund, by the fifteenth (15th) day of the following month accompanied by a report of particulars on a reporting form as approved from time to time by the Trustees.

24.04 The Training And Apprenticeship Committee shall have the right to take action with respect of failure of the Employer to comply with any term or condition of this Article, and shall not in any way limit any rights which the Union may have under this Agreement or otherwise.

ARTICLE TWENTY FIVE – EMPLOYERS' ORGANIZATION DUES

25.01 In satisfaction of the Employers' obligations under section 163 of the Labour Relations Code and in satisfaction of the Employers' obligations under this collective agreement, the Employer shall pay to the Association the hourly dues levied by the Association pursuant to section 163 of the Code. The rate of dues levied by the Association as of the effective date of this collective agreement shall be twelve (12¢) per hour for each and every hour worked by employees of the employer that are affected by registration certificate no. 41 and by this collective agreement. In the event of a failure on the part of any Employer to contribute to the Association the dues required to be contributed pursuant to section 163 of the Labour Relations Code and pursuant to this article of this collective agreement, the Association may, at the sole choice and prerogative of the

Association, collect the dues as a debt payable by application to the Labour Relations Board and/or by other civil action, or may collect the dues by way of a grievance filed, notwithstanding any other provision of this collective agreement, by the Association against the subject Employer. The Association may not, however, simultaneously pursue a violation of this Article through application to the Labour Relations Board and/or other civil action and through the grievance procedure.

ARTICLE TWENTY-SIX - ENABLING

- 26.01** It is recognized by the Parties to this Agreement that, in order to secure work for contractors bound by this Collective Agreement and their employees, it may be necessary to amend the terms of this Agreement to effectively compete against contractors who are non-union or not signatory to an Agreement with a Building Trades Union. In situations such as this the following processes and conditions will apply:
- a) A contractor wishing to bid for work where enabled conditions are necessary shall have the responsibility of contacting the Local Union Representative for the geographic area in which the work will occur. The Contractor will advise the Union of the conditions necessary to submit a competitive tender for work. The contractor may make his request verbally or by fax. In situations where the Union deems it necessary they may request that the contractor submit his request in writing.
 - b) The Union will reply to the contractor's request either by fax, or verbally to be followed with a confirming fax, as soon as possible advising the contractor of the terms which have been enabled. The Union agrees that exactly the same terms and conditions will be enabled for all contractors requesting enabled terms on any specific project. The contractor shall be entitled to rely upon the enabled terms he is advised of by the Union, as being the terms under which that work will be performed.
 - c) If a contractor is successful in securing work based upon conditions enabled under this Clause he shall advise the Union who will then send a signed fax containing the enabled conditions to the appropriate Labour Relations Representative at Construction Labour Relations - an Alberta Association who will sign and date the fax signifying the Agreement of the Registered Employers Organization and send a copy of it by fax to the Union and the affected contractor. The Union agrees to send this fax to CLR-A prior to the start of work on the project and further agrees to hold the contractor harmless from any claims from their members or the Union should they fail to follow this procedure in a timely fashion.
 - d) It is the sole responsibility of the contractor to request enabled conditions where it is felt they are necessary, and therefore the Contractors who are affected by this Collective Agreement agree to hold the Union, its members and Construction Labour Relations - an Alberta Association harmless due to any failure to advise the Union of their need for enabled conditions in a timely fashion in accordance with the procedure contained in this Article.

ARTICLE TWENTY-SEVEN – PROHIBITION OF STRIKES OR LOCKOUTS

27.01 The Employer agrees that there shall be no lockout during the term of this Agreement.

The Union agrees that there be no strikes, stoppage of work, slow down or work to rule or other collective action which would stop or interfere with the Employer's operations during the term of this Agreement.

ARTICLE TWENTY-EIGHT – SAVING CLAUSE

28.01 It is not the intent of either party hereto to violate any laws or rulings or regulations of any governmental authority or agency having jurisdiction of the subject matter of this Agreement and the parties hereto agree that, in the event any provisions of this Agreement are held or constituted to be void as being in contravention of any such laws, rulings or regulations, nevertheless, the remainder of the Agreement shall remain in full force and effect and the parties shall immediately meet to negotiate new provisions to replace those held to be void.

**SCHEDULE OF HOURLY WAGE RATES AND BENEFITS FOR A JOURNEYMAN
LATHER - INTERIOR SYSTEMS MECHANIC**

Schedule of Wage Rates and Benefit Contributions

**Schedule "A"
For Industrial Work
(work included within Article 5.02)**

Effective Date	Base Wage	Hol. & V.P.	H & W	Pension	Training	Total Wage
Journeyman						
13.Dec.99	25.91	2.59	1.04	1.85	0.28	31.67
01.May.00	26.91	2.69	1.04	2.15	0.28	33.07
01.Nov.00	27.11	2.71	1.04	2.43	0.28	33.57
4th Yr Apprentice						
13.Dec.99	23.32	2.33	1.04	1.85	0.28	28.82
01.May.00	24.22	2.42	1.04	2.15	0.28	30.11
01.Nov.00	24.40	2.44	1.04	2.43	0.28	30.59
3rd Yr Apprentice						
13.Dec.99	20.73	2.07	1.04	1.85	0.28	25.97
01.May.00	21.53	2.15	1.04	2.15	0.28	27.15
01.Nov.00	21.69	2.17	1.04	2.43	0.28	27.61
2nd Yr Apprentice						
13.Dec.99	18.14	1.81	1.04	1.85	0.28	23.12
01.May.00	18.84	1.88	1.04	2.15	0.28	24.19
01.Nov.00	18.98	1.90	1.04	2.43	0.28	24.63
1st Yr Apprentice						
13.Dec.99	15.55	1.56	1.04	1.85	0.28	20.28
01.May.00	16.15	1.62	1.04	2.15	0.28	21.24
01.Nov.00	16.27	1.63	1.04	2.43	0.28	21.65

Schedule "B"
For Commercial Work
(work not included within Art. 5.02)

Effective Date	Base Wage	Hol. & V.P.	H & W	Pension	Training	Total Wage
Journeyman						
13.Dec.99	20.09	2.01	1.04	1.85	0.28	25.27
01.May.00	20.75	2.08	1.04	2.15	0.28	26.30
01.Nov.00	20.95	2.10	1.04	2.43	0.28	26.80
4th Yr Apprentice						
13.Dec.99	18.08	1.81	1.04	1.85	0.28	23.06
01.May.00	18.68	1.87	1.04	2.15	0.28	24.02
01.Nov.00	18.86	1.89	1.04	2.43	0.28	24.50
3rd Yr Apprentice						
13.Dec.99	16.07	1.61	1.04	1.85	0.28	20.85
01.May.00	16.60	1.66	1.04	2.15	0.28	21.73
01.Nov.00	16.76	1.68	1.04	2.43	0.28	22.19
2nd Yr Apprentice						
13.Dec.99	14.06	1.41	1.04	1.85	0.28	18.64
01.May.00	14.53	1.45	1.04	2.15	0.28	19.45
01.Nov.00	14.67	1.47	1.04	2.43	0.28	19.89
1st Yr Apprentice						
13.Dec.99	12.05	1.21	1.04	1.85	0.28	16.43
01.May.00	12.45	1.25	1.04	2.15	0.28	17.17
01.Nov.00	12.57	1.26	1.04	2.43	0.28	17.58

SIGNING PAGE

Signed this ____ day of _____, 1999, by and between:

**Construction Labour Relations -
An Alberta Association
Carpenters (Provincial) Trade Division**

**United Brotherhood of Carpenters
and Joiners of America
Local Union #1325**

R. Neil Tidsbury
President

Elmer Pruss
President

**United Brotherhood of Carpenters
and Joiners of America
Local Union #2103**

Brad Bulloch
President

**Alberta and Northwest Territories
(district of MacKenzie) Regional
Council of Carpenters and Allied
Trades**

Martyn A. Piper
Executive Secretary Treasurer

JOB TARGETING APPENDIX

**to the
Collective Agreement
entered into by and between**

**CONSTRUCTION LABOUR RELATIONS - An Alberta Association
ISM-Lathers (Provincial) TRADE DIVISION**

and

**Alberta And Northwest Territories (District Of Mackenzie) Regional Council Of
Carpenters And Allied Workers
[hereinafter referred to as the "Regional Council"]
on it's own behalf, and on behalf of:**

**United Brotherhood Of Carpenters And Joiners Of America,
Local # 1325, Edmonton
and
Local # 2103, Calgary**

pursuant to Registration Certificate Number 41

Whereas the Parties have entered into a Collective Agreement which shall remain in effect from December 13, 1999 to April 30, 2001 as set out in the said Collective Agreement, and

Whereas the Parties hereto understand that certain of the provisions of the said Collective Agreement may not be appropriate in the competition for certain projects, and

Whereas the Parties are jointly committed to the enhancement and retention of the share of the market performed by employers and employees who are bound by the said Collective Agreement,

Now Therefore It Is Agreed As Follows:

- 1 Notwithstanding any of the terms and conditions of employment set out in the said Collective Agreement, if representatives of the Coordinating Committee of registered employers' organizations and of the Alberta and Northwest Territories (District of Mackenzie) Building and Construction Trades Council agree on different terms and conditions of employment for any job or project, those special terms and conditions of employment shall prevail over any counterpart terms and conditions of employment set out in the Collective Agreement for the duration of the job or project for which they were agreed.

- 2 This Job Targeting Appendix shall remain in effect until terminated on sixty (60) days notice by either party or until April 30, 2001, whichever is the earlier. It is further understood that the parties shall meet periodically to review the application and operation of this Job Targeting Appendix and may amend the terms or operation of this Appendix at any time by mutual agreement. It is further understood and agreed that, irrespective of the termination or amendment of this Job Targeting Appendix, where there has been agreement upon special terms and conditions of employment for application to any particular job or project, those special terms and conditions shall apply for the duration of the said job or project.

This Job Targeting Appendix shall be attached to and part of the Collective Agreement entered into between the Parties pursuant to Registration Certificate Number 41.

Signed this ____ day of _____, 1999, by and between:

**Construction Labour Relations -
An Alberta Association
Carpenters (Provincial) Trade Division**

**United Brotherhood of Carpenters
and Joiners of America
Local Union #1325**

R. Neil Tidsbury
President

Elmer Pruss
President

**United Brotherhood of Carpenters
and Joiners of America
Local Union #2103**

Brad Bulloch
President

**Alberta and Northwest Territories
(district of MacKenzie) Regional
Council of Carpenters and Allied
Trades**

Martyn A. Piper
Executive Secretary Treasurer

PROVINCIAL

**LATHERS - INTERIOR SYSTEMS MECHANICS
COLLECTIVE AGREEMENT**

FOR THE GENERAL CONSTRUCTION SECTOR

December 13, 1999 to April 30 th 2001

by and between

**CONSTRUCTION LABOUR RELATIONS - An Alberta Association,
INTERIOR SYSTEMS MECHANICS/LATHERS (Provincial) TRADE DIVISION**

- and -

**Alberta And Northwest Territories (District Of Mackenzie) Regional Council Of Carpenters And Allied
Workers
[hereinafter referred to as the "Regional Council"]
on it's own behalf, and on behalf of:**

**United Brotherhood Of Carpenters And Joiners Of America,
Local # 1325, Edmonton
and
Local # 2103, Calgary**

TABLE OF CONTENTS

ARTICLE ONE - OBJECTS	2
ARTICLE TWO - DURATION OF AGREEMENT	2
ARTICLE THREE - GEOGRAPHICAL JURISDICTION	2
ARTICLE FOUR - SCOPE AND RECOGNITION.....	2
ARTICLE FIVE - WAGES.....	4
ARTICLE SIX - PAYMENT CONDITIONS.....	5
ARTICLE SEVEN - HOURS OF WORK, SHIFTS AND OVERTIME	6
ARTICLE EIGHT - HOLIDAYS AND VACATIONS	9
ARTICLE NINE - REPORTING TIME	9
ARTICLE TEN - WORKING CONDITIONS.....	10
ARTICLE ELEVEN A TRANSPORTATION, ACCOMMODATION AND LOCAL RESIDENTS INDUSTRIAL WORK	12
ARTICLE ELEVEN B TRANSPORTATION, ACCOMMODATION AND LOCAL RESIDENTS NON- INDUSTRIAL WORK	20
ARTICLE TWELVE - GRIEVANCE PROCEDURE	22
ARTICLE THIRTEEN - UNION RIGHTS	24
ARTICLE FOURTEEN - MANAGEMENT RIGHTS.....	25
ARTICLE FIFTEEN - JURISDICTIONAL DISPUTES	25
ARTICLE SIXTEEN - APPRENTICES.....	25
ARTICLE SEVENTEEN - HEALTH AND WELFARE FUNDS	26
ARTICLE EIGHTEEN - PENSION FUNDS	27
ARTICLE NINETEEN - GRIEVANCE	28
ARTICLE TWENTY - DELINQUENT PAYMENTS TO FUNDS.....	29
ARTICLE TWENTY-ONE - LATHERS\ISM DUES SUPPLEMENTAL FUND.....	29
ARTICLE TWENTY-TWO - JOINT LABOUR MANAGEMENT COMMITTEE.....	30
ARTICLE TWENTY THREE -- SUBCONTRACTORS.....	30
ARTICLE TWENTY FOUR - ALBERTA TRAINING AND APPRENTICESHIP COMPETITION FUND ...	31
ARTICLE TWENTY FIVE – EMPLOYERS’ ORGANIZATION DUES	31
ARTICLE TWENTY-SIX - ENABLING	32
ARTICLE TWENTY-SEVEN – PROBITION OF STRIKES OR LOCKOUTS	33
ARTICLE TWENTY-EIGHT – SAVING CLAUSE.....	33
SCHEDULE OF HOURLY WAGE RATES AND BENEFITS FOR A JOURNEYMAN LATHER - INTERIOR SYSTEMS MECHANIC	34
JOB TARGETING APPENDIX.....	37