

AMENDMENT TO THE

ROOFERS

COLLECTIVE AGREEMENT

between

Construction Labour Relations – An Alberta Association:
Roofers (Provincial) Trade Division
(hereinafter referred to as the "Association")

on behalf of and as agent for all employers who employ
members of the bargaining unit and who are bound by the
Collective Agreement under Registration Certificate No. 59

(hereinafter referred to as the "Employers")
Party of the First Part

and

United Brotherhood of Carpenters & Joiners of America Local 1325

and

The Sheet Metal Workers International Association Local Union Number 8

and

The Construction and General Workers Local 92

May 1, 2011 to April 30, 2015

Amended WAGE SCHEDULE effective November 3, 2013

Published October 29, 2013

ARTICLE TWELVE - WAGES

Should any Employer become signatory to either the Sheet Metal Union or the Labourers Union under this Collective Agreement, the Trade Division would immediately enter into negotiations with the newly certified Union(s) to determine benefit contribution related issues but not to vary gross wage rates, increment dates or other terms and conditions of employment in this collective agreement.

CARPENTER ROOFERS'**Carpenter Roofers' Industrial Wage Schedule**

	BASE	H&V	H&W	PENSION	TRAINING	TOTAL
Certified Journeyman						
01-May-11	37.47	3.75	1.40	2.00	0.30	44.92
06-May-12	37.75	3.78	1.40	2.50	0.30	45.73
04-Nov-12	38.35	3.84	1.40	2.50	0.30	46.39
05-May-13	38.48	3.85	1.40	2.50	0.30	46.53
03-Nov-13	39.07	3.91	1.40	2.50	0.30	47.18
Journeyman						
01-May-11	36.53	3.65	1.40	2.00	0.30	43.88
06-May-12	36.81	3.68	1.40	2.50	0.30	44.69
04-Nov-12	37.39	3.74	1.40	2.50	0.30	45.33
05-May-13	37.52	3.75	1.40	2.50	0.30	45.47
03-Nov-13	38.09	3.81	1.40	2.50	0.30	46.10
Apprentice 4th Year						
01-May-11	35.60	3.56	1.40	2.00	0.30	42.86
06-May-12	35.86	3.59	1.40	2.50	0.30	43.65
04-Nov-12	36.43	3.64	1.40	2.50	0.30	44.27
05-May-13	36.56	3.66	1.40	2.50	0.30	44.42
03-Nov-13	37.12	3.71	1.40	2.50	0.30	45.03
Apprentice 3rd Year						
01-May-11	31.85	3.19	1.40	2.00	0.30	38.74
06-May-12	32.09	3.21	1.40	2.50	0.30	39.50
04-Nov-12	32.59	3.26	1.40	2.50	0.30	40.05
05-May-13	32.71	3.27	1.40	2.50	0.30	40.18
03-Nov-13	33.21	3.32	1.40	2.50	0.30	40.73
Apprentice 2nd Year						
01-May-11	28.10	2.81	1.40	2.00	0.30	34.61
06-May-12	28.31	2.83	1.40	2.50	0.30	35.34
04-Nov-12	28.76	2.88	1.40	2.50	0.30	35.84
05-May-13	28.86	2.89	1.40	2.50	0.30	35.95
03-Nov-13	29.30	2.93	1.40	2.50	0.30	36.43
Apprentice 1st Year						
01-May-11	24.36	2.44	1.40	2.00	0.30	30.50
06-May-12	24.54	2.45	1.40	2.50	0.30	31.19
04-Nov-12	24.93	2.49	1.40	2.50	0.30	31.62
05-May-13	25.01	2.50	1.40	2.50	0.30	31.71
03-Nov-13	25.40	2.54	1.40	2.50	0.30	32.14

CARPENTER – ROOFERS’ (cont’d)**Carpenter – Roofers Industrial Wage Schedules (cont’d)****Truck Driver**

01-May-11	35.19	3.52	1.40	2.00	0.30	42.41
06-May-12	35.49	3.55	1.40	2.50	0.30	43.24
04-Nov-12	36.05	3.61	1.40	2.50	0.30	43.86
05-May-13	36.17	3.62	1.40	2.50	0.30	43.99
03-Nov-13	36.73	3.67	1.40	2.50	0.30	44.60

Pre Apprentice Rates and Benefits - apply after 710 hours worked

01-May-11	20.61	2.06	1.40	2.00	0.30	26.37
06-May-12	20.76	2.08	1.40	2.50	0.30	27.04
04-Nov-12	21.09	2.11	1.40	2.50	0.30	27.40
05-May-13	21.16	2.12	1.40	2.50	0.30	27.48
03-Nov-13	21.49	2.15	1.40	2.50	0.30	27.84

Roofer Helper Rates and Benefits - apply after 710 hours worked

01-May-11	18.74	1.87	1.40	2.00	0.30	24.31
06-May-12	18.88	1.89	1.40	2.50	0.30	24.97
04-Nov-12	19.18	1.92	1.40	2.50	0.30	25.30
05-May-13	19.24	1.92	1.40	2.50	0.30	25.36
03-Nov-13	19.54	1.95	1.40	2.50	0.30	25.69

Pre Apprentice – During First 710 hours worked

01-May-11	20.61	2.06	0.00	0.00	0.00	22.67
06-May-12	20.76	2.08	0.00	0.00	0.00	22.84
04-Nov-12	21.09	2.11	0.00	0.00	0.00	23.20
05-May-13	21.16	2.12	0.00	0.00	0.00	23.28
03-Nov-13	21.49	2.15	0.00	0.00	0.00	23.64

Roofer Helper – During First 710 hours worked

01-May-11	18.74	1.87	0.00	0.00	0.00	20.61
06-May-12	18.88	1.89	0.00	0.00	0.00	20.77
04-Nov-12	19.18	1.92	0.00	0.00	0.00	21.10
05-May-13	19.24	1.92	0.00	0.00	0.00	21.16
03-Nov-13	19.54	1.95	0.00	0.00	0.00	21.49

Note - Pre Apprentices and Roofer Helpers are not eligible for benefits for the first 710 hours worked in either or both classifications combined. After the first 710 hours worked they shall be eligible for the noted contributions.

Hours worked in the Roofing Trade not covered by this Collective Agreement shall be recognized by the Employer if such experience is satisfactory to the Employer

The industrial Foreman rate will be \$4.50 above the Certified Journeyman rate. This rate will increase to \$5.00 above the Certified Journeyman rate when supervising four (4) or more employees.

SHEET METAL ROOFERS'**Sheet Metal Roofers' Industrial Wage Schedule**

Certified Journeyman	BASE	H&V	H&W	PENSION	TRAINING	TOTAL
01-May-11	37.47	3.75	1.40	2.00	0.30	44.92
06-May-12	37.94	3.79	1.40	2.30	0.30	45.73
04-Nov-12	38.54	3.85	1.40	2.30	0.30	46.39
05-May-13	38.57	3.86	1.50	2.30	0.30	46.53
03-Nov-13	39.16	3.92	1.50	2.30	0.30	47.18
Journeyman						
01-May-11	36.53	3.65	1.40	2.00	0.30	43.88
06-May-12	36.99	3.70	1.40	2.30	0.30	44.69
04-Nov-12	37.58	3.76	1.40	2.30	0.30	45.34
05-May-13	37.61	3.76	1.50	2.30	0.30	45.47
03-Nov-13	38.18	3.82	1.50	2.30	0.30	46.10
Apprentice 4th Year						
01-May-11	35.60	3.56	1.40	2.00	0.30	42.86
06-May-12	36.04	3.60	1.40	2.30	0.30	43.64
04-Nov-12	36.61	3.66	1.40	2.30	0.30	44.27
05-May-13	36.64	3.66	1.50	2.30	0.30	44.40
03-Nov-13	37.20	3.72	1.50	2.30	0.30	45.02
Apprentice 3rd Year						
01-May-11	31.85	3.19	1.40	2.00	0.30	38.74
06-May-12	32.25	3.23	1.40	2.30	0.30	39.48
04-Nov-12	32.76	3.28	1.40	2.30	0.30	40.04
05-May-13	32.78	3.28	1.50	2.30	0.30	40.16
03-Nov-13	33.29	3.33	1.50	2.30	0.30	40.72
Apprentice 2nd Year						
01-May-11	28.10	2.81	1.40	2.00	0.30	34.61
06-May-12	28.46	2.85	1.40	2.30	0.30	35.31
04-Nov-12	28.91	2.89	1.40	2.30	0.30	35.80
05-May-13	28.93	2.89	1.50	2.30	0.30	35.92
03-Nov-13	29.37	2.94	1.50	2.30	0.30	36.41
Apprentice 1st Year						
01-May-11	24.36	2.44	1.40	2.00	0.30	30.50
06-May-12	24.66	2.47	1.40	2.30	0.30	31.13
04-Nov-12	25.05	2.51	1.40	2.30	0.30	31.56
05-May-13	25.07	2.51	1.50	2.30	0.30	31.68
03-Nov-13	25.45	2.55	1.50	2.30	0.30	32.10
Truck Driver						
01-May-11	35.19	3.52	1.40	2.00	0.30	42.41
06-May-12	35.66	3.57	1.40	2.30	0.30	43.23
04-Nov-12	36.23	3.62	1.40	2.30	0.30	43.85
05-May-13	36.26	3.63	1.50	2.30	0.30	43.99
03-Nov-13	36.81	3.68	1.50	2.30	0.30	44.59

SHEET METAL – ROOFERS’ (cont’d)**Sheet Metal – Roofers Industrial Wage Schedules (cont’d)****Pre Apprentice Rates and Benefits - apply after 710 hours worked**

01-May-11	20.61	2.06	1.40	2.00	0.30	26.37
06-May-12	20.87	2.09	1.40	2.30	0.30	26.96
04-Nov-12	21.20	2.12	1.40	2.30	0.30	27.32
05-May-13	21.21	2.12	1.50	2.30	0.30	27.43
03-Nov-13	21.54	2.15	1.50	2.30	0.30	27.79

Roofer Helper Rates and Benefits - apply after 710 hours worked

01-May-11	18.74	1.87	1.40	2.00	0.30	24.31
06-May-12	18.97	1.90	1.40	2.30	0.30	24.87
04-Nov-12	19.27	1.93	1.40	2.30	0.30	25.20
05-May-13	19.29	1.93	1.50	2.30	0.30	25.32
03-Nov-13	19.58	1.96	1.50	2.30	0.30	25.64

Pre Apprentice – During First 710 hours worked

01-May-11	20.61	2.06	0.00	0.00	0.00	22.67
06-May-12	20.87	2.09	0.00	0.00	0.00	22.96
04-Nov-12	21.20	2.12	0.00	0.00	0.00	23.32
05-May-13	21.21	2.12	0.00	0.00	0.00	23.33
03-Nov-13	21.54	2.15	0.00	0.00	0.00	23.69

Roofer Helper – During First 710 hours worked

01-May-11	18.74	1.87	0.00	0.00	0.00	20.61
06-May-12	18.97	1.90	0.00	0.00	0.00	20.87
04-Nov-12	19.27	1.93	0.00	0.00	0.00	21.20
05-May-13	19.29	1.93	0.00	0.00	0.00	21.22
03-Nov-13	19.58	1.96	0.00	0.00	0.00	21.54

Note - Pre Apprentices and Roofer Helpers are not eligible for benefits for the first 710 hours worked in either or both classifications combined. After the first 710 hours worked they shall be eligible for the noted contributions.

Hours worked in the Roofing Trade not covered by this Collective Agreement shall be recognized by the Employer if such experience is satisfactory to the Employer.

The Industrial Foreman rate will be \$4.50 above the Certified Journeyman rate. This rate will increase to \$5.00 above the Certified Journeyman rate when supervising four or more employees.

ROOFERS

COLLECTIVE AGREEMENT

between

Construction Labour Relations – An Alberta Association:
Roofers (Provincial) Trade Division
(hereinafter referred to as the "Association")

on behalf of and as agent for all employers who employ
members of the bargaining unit and who are bound by the
Collective Agreement under Registration Certificate No. 59

(hereinafter referred to as the "Employers")

Party of the First Part

and

United Brotherhood of Carpenters & Joiners of America Local 1325

and

The Sheet Metal Workers International Association Local Union Number 8

and

The Construction and General Workers Local 92

May 1, 2011 to April 30, 2015

*Published December 5, 2011
Amended Wage Schedule effective May 6, 2012
Amended Wage Schedule effective May 5, 2013
Amended Wage Schedule effective November 3, 2013*

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ROOFERS COLLECTIVE AGREEMENT
FOR THE GENERAL CONSTRUCTION SECTOR

May 1, 2011 to April 30, 2015

Between

Construction Labour Relations – An Alberta Association:

Roofers (Provincial) Trade Division

(hereinafter referred to as the "Association")

on behalf of and as agent for all employers who employ
members of the bargaining unit and who are bound by the
Collective Agreement under Registration Certificate No. 59

(hereinafter referred to as the "Employers")

Party of the First Part

and

United Brotherhood of Carpenters & Joiners of America Local 1325

and

The Sheet Metal Workers International Association Local Union Number 8

and

The Construction and General Workers Local 92

(singularly or together hereinafter referred to as the "Union(s)")

Parties of the Second Part

WHEREAS, the representatives of the above-noted parties have bargained collectively pursuant to the provisions of the Alberta Labour Relations Code; and

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

NOW THEREFORE, this Agreement witnesseth that the terms of the Collective Agreement between the Parties are as follows:

ARTICLE ONE - OBJECTS

- 1.01** This Agreement shall be in full force and effect from May 1, 2011 up to and including the 30th day of April, 2015, and thereafter it shall be renewed from year to year unless notice for change or termination is given as set forth below.
- 1.02** Either party to this Agreement may, not less than sixty (60) days or more than one hundred and twenty (120) days, immediately preceding the expiry date of this Agreement, require by notice in writing to the other party by registered or certified mail, to commence Collective Bargaining for the revision, renewal or replacement of this Collective Agreement. If notice to negotiate has been given, this Agreement shall remain in full force and effect until the commencement of a lawful strike or lockout or until the date that a new Collective Agreement comes into effect.
- 1.03** Notwithstanding 1.02 above, either party to this Collective Agreement may, not less than sixty (60) days and not more than one hundred and twenty (120) days immediately preceding the expiry date of this Agreement, serve notice to the other party by registered or certified mail of its intent to terminate this Agreement on the expiry date listed in 1.01 above.
- 1.04** The Employer agrees that there shall be no lockout during the term of this Agreement.
- 1.05** The Union agrees that there be no strike, 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 TWO - TERRITORIAL JURISDICTION

- 2.01** The scope of this Agreement, as it applies to each individual Employer, shall be that established in the voluntary recognition or certification as it applies to each of the Employers within the Roofers' trade jurisdiction as specified in the Registration Certificate No. 59

ARTICLE THREE - JURISDICTIONAL DISPUTES

- 3.01** There shall be no strikes or lock-outs by the Union or the Employer during the term of this Agreement because of a jurisdictional dispute.
- 3.02** In the event of a jurisdictional dispute the Employer shall make an immediate assignment, in writing, of the disputed work and shall not change the assignment until a settlement is reached between the disputing parties.
- 3.03** In directing or making assignment of work under 3.02 of this Article such assignment shall be made on local area practices only.
- 3.04** All Jurisdictional Disputes shall be settled in accordance with the Procedural Rules stipulated in the Jurisdictional Assignment Plan of the Alberta Construction Industry.

ARTICLE FOUR - MANAGEMENT RIGHTS

- 4.01** Subject only to the terms of this Agreement, the Union recognizes the right of the Employer to the management of its plant and the direction of the working forces, including the right to hire and select workmen, promote and/or transfer any employee or to 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.
- 4.02** Employees party to this Agreement shall work under the conditions herein set out. The Employer shall be given preference in the supplying of Union employees.
- 4.03** Employees who are working or are offered the number of hours employment provided by this Agreement shall not engage in any other employment within the scope of this Agreement for remuneration or which interferes with their ability to perform their work.

ARTICLE FIVE - UNION RIGHTS

- 5.01** A Job Steward shall be recognized on all jobs and shall not be discriminated against. He shall be one of the last members employed provided he is qualified for the classification of the work being performed. The Employer will notify the Business Manager or Representative prior to the dismissal of the Steward, except for reasons of safety. Job Stewards shall be allowed sufficient time to perform their duties provided they have received approval from their immediate supervisor which shall not unreasonably be with-held. All Job Stewards shall be appointed by the Business Manager of the Local Union and the Employer shall be notified in writing. Wherever practical, the Job Steward shall have completed a comprehensive training program dealing with the "Canadian Model - Alcohol and Drug Guidelines and Work Rule".
- 5.02** An Official Representative of the Union shall have access to all jobs covered by this Agreement in carrying out his regular duties after first notifying the Superintendent or person in charge and upon the condition that he shall not interfere with the performance of the work and agrees to comply with all safety regulations on site. A list of Roofers on the jobsite, if available on site, may be made available to the Union Representative on request. Information pertaining to jobsite locations shall be made available to the Union Representative upon request.
- 5.03** The Union shall have the right to have approved notices posted at designated places on the jobsite or in company workshops subject to approval by the Employer's authorized representative.
- 5.04** No employee shall be recognized as a foreman unless he has an Alberta certificate of qualifications as a Journeyman Roofer, and no journeyman shall be required to take orders or instructions from any foreman who does not have the above mentioned certificate.

- 5.05** The Employer agrees to hire only members of the Union in good standing. If members of the Union are not available, other men may be employed but shall make application to become members of the Union within thirty (30) days as a condition of employment.
- 5.06** The Employer agrees to deduct Union dues, including working dues as a condition of employment. Initiation fees and assessments shall be deducted immediately when the Employer is presented with the properly signed authorization. Such dues, initiation fees and assessments shall be remitted to the Secretary-Treasurer of the appropriate Local Union, accompanied by a list of the Employees for whom the deductions are made not later than the 15th day of the month following the month in which the deductions are made. The Employer agrees to provide the amount of dues deducted on the Employee's T4 Form.
- 5.07** Designated tradesmen ordered by the Employer from the Union office and appearing on the job at the designated time with referral slips and not put to work shall be paid two (2) hours' pay plus traveling allowance where applicable.

5.08 Drug and Alcohol Policy

(a) Concurrence

Except for the matters set out in articles **5.08(b)** and **(c)** below, the *Canadian Model* dated October 2005, as updated by the 2010 Addendum [the "*Canadian Model*"], will be implemented by agreement under this Collective Agreement for the purposes set out in section 1.1 of the *Canadian Model*, and the Parties will co-operate with each other in achieving those purposes.

(b) Random Testing

Notwithstanding any provisions of the Collective Agreement or any special agreements appended thereto, section 4.6 of the *Canadian Model* will not be applied by agreement. If applied to a worker dispatched by the Union, it will be applied or deemed to be applied unilaterally by the Employer. The Union retains the right to grieve the legality of any imposition of random testing in accordance with the Grievance Procedure set out in this Collective Agreement.

(c) Site Access Testing and Dispatch Conditions

Notwithstanding any provisions of the Collective Agreement or any special agreements appended thereto, section 4.7 of the *Canadian Model* will not be applied by agreement. If applied to a worker dispatched by the Union, it will be applied or deemed to be applied unilaterally by the Employer. The Union retains the right to grieve the legality of any imposition of site access testing in accordance with the Grievance Procedure set out in this Collective Agreement.

If the Employer acting independently or as agent of the owner or if the owner itself imposes site access testing, section 5.5 of the *Canadian Model* dated October 2005 will not be applicable to testing pursuant to section 4.7. In

addition, neither the Union nor the individual will be under any obligation under the *Canadian Model* with respect to such a positive test.

(d) Test Results

The Employer, upon request from an Employee or former Employee, will provide the confidential written report issued pursuant to 4.9 of the *Canadian Model* in respect to that Employee or former Employee.

(e) Reasonable Cause and Post Incident Testing

Any drug testing required by the Employer pursuant to 4.4, 4.5 or 4.6 of the *Canadian Model* shall be conducted by oral fluid testing in accordance with 4.8.2 of the *Canadian Model*.

5.09 Aboriginal Closed Tender Work:

Where a Local Aboriginal Council deems that roofing work to be performed on Aboriginal Lands will be open for tender exclusively to contractors who are a Party to this Collective Agreement, it is agreed that no less than fifteen percent (15%) of the roofing crew on that work will consist of aboriginal residents.

The Executive Secretary Treasurer or Business Representative shall coordinate the hiring under this clause and shall supply the contractor with a list of prequalified workers to select from.

It is understood that the 15% minimum participation by aboriginal workers will be maintained provided sufficient numbers of qualified and competent aboriginal workers are available to work on the project on a full time basis. The contractor will process the apprenticeship of qualified aboriginal tradesmen if requested.

5.10 The parties recognize that it is in their mutual best interest to include significant involvement of women, aboriginal peoples and Registered Apprenticeship Program (RAP) students in the workforce. The Employer and the Union agree to cooperate in initiatives to this end.

The Employer agrees to notify the Union of the employment of any RAP students and it is agreed that other than this Article. RAP students will not be covered by the Collective Agreement.

ARTICLE SIX - SCOPE

6.01 The Employers recognize the Unions as the exclusive bargaining agents for all of the companies' employees in the roofing industry as defined hereafter. Foremen, roofer journeymen, and apprentices, operating and maintaining all types of mechanical tools and equipment used in the performance of work in connection with the roofing industry. All employees employed in roofing, damp and waterproofing, insulation, concrete and clay tile, driving trucks, loading or unloading, rigging and hoisting and

clean up of all materials used in the roofing trade, including the hauling of men and materials on all jobsites.

Those employees as listed above, engaged in the construction, repair, and demolition of all roofs.

6.02 For the purposes of this Agreement "Industrial Construction" shall be defined as construction work in respect of the roofing of buildings containing the plant process involved in facilities of the following types:

- . Electrical power generation, hydro or thermal power plants;
- . Development of Mining and Smelting Properties;
- . Development of Oil Sands Properties;
- . Oil Refineries, Upgraders and all forms of hydrocarbon production, extraction or processing;
- . Development of Chemical Plants, from any and all forms of feed stocks or other sources;
- . 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;
- . Cement, lime and gypsum plants.

The above definition may be amended as may be mutually agreed by a Committee as set out in Article 16.

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.

ARTICLE SEVEN - HOURS OF WORK

7.01 Hours of Work and Overtime Applicable to Industrial Projects:

The regular hours of work shall be eight (8) hours per day/five days per week or ten (10) hours per day/four days per week, to a maximum of forty (40) hours per week.

- (i) The first two hours worked beyond the regular or shift hours as defined in this Article when working an eight hour shift will be paid at one and one half times (1.5x) the applicable base wage rate. All other overtime hours worked will be paid at two times (2x) the applicable base wage rate.
- (ii) The first ten (10) hours worked on a compressed work week day off when working a ten hours per day / four days per week shift will be paid at one and one-half times (1.5x) the applicable base wage rate. All hours worked in

excess of ten hours per day or on a Saturday or Sunday will be paid at double the applicable base wage rate.

Hours lost due to inclement weather may be made up at straight time rates as agreed between the Foreman and the crew.

7.02 Hours of work Applicable to Commercial and Institutional Projects:

- (a) The regular straight time hours of work shall be ten (10) hours per day and forty-four (44) hours per week. Time worked beyond ten hours in a day shall be paid at one and one-half times (1.5x) the basic hourly rate. All time worked in excess of forty four (44) hours in a week shall be paid at one and one-half (1.5x) the basic hourly rate. Hours worked on Sunday and Recognized Holidays (or the day observed in lieu) will be paid at the rate of double (2x) the basic hourly rate.
- (b) Time lost due to inclement weather may be made up at straight time rates on a Saturday to a maximum of ten (10) hours. These hours shall be worked on a purely voluntary basis. This formula shall be governed on a biweekly basis.
- (c) When work is performed on out of town projects and where the ten (10) hour day straight time provisions are implemented (as referenced in (a)) and the crew is required by the Employer to stay in the area over the weekend then, if the crew requests the right to work on Saturday and work is available, that work will be made available even if Saturday is deemed to be an overtime day.
- (d) In the event that the Employer requires the Employees to work on a Saturday, and forty-four (44) hours straight time has already been achieved, then mandatory work on a Saturday will be paid at one and one-half times (1.5x) the basic hourly rate, however if five eight hour days is the established work practice, then mandatory overtime starts after forty-four (44) hours.

7.03 In cases where more than one shift is worked in a twenty-four (24) hours period the second and/or third shift will be paid a premium of one dollar (\$1.00) per hour.

7.04 No employees shall work more than one (1) shift in a twenty-four (24) hour period. A twenty-four (24) hour period shall be from midnight to midnight.

7.05 Provision of Meals on Unscheduled Overtime

When Employees are required to work extended daily hours in excess of eleven (11) hours, the Employer shall be required, following the tenth (10th) hour, to provide a meal at no cost to the Employees, for those involved. One-half (1/2) hour at the straight time rate of pay shall be allowed for the consumption of the meal. Should an Employee be requested to continue work, then an additional hot meal shall be provided every additional four (4) hours under the same conditions as above.

On projects when is it impractical for the contractor to provide a meal the Employee shall be paid a fifteen (15) minute paid break at the applicable rate of pay and the Employer shall pay a meal allowance of forty (40) dollars in lieu of the meal and

time spent to consume the meal. This shall not apply in a circumstance where the overtime is projected to extend the work day beyond twelve (12) hours.

Where a supervisor is required to:

- (i) start up to one (1) hour earlier, or
- (ii) finish up to one (1) hour later, or
- (iii) start up to one half (½) hour earlier and finish up to one half (½) hour later than the supervisor's crew, for the purposes of organizing work or facilitating a transition to another shift, the provisions in the paragraph above will not apply unless those provisions are applicable to the rest of the crew.

7.06 When an Employee reports to work at the regular starting time and such employee is directed to remain on the work site, but not put to work, the Employee shall be entitled to a minimum of two (2) hours pay at the applicable rate of pay or any longer period that they are directed to remain on the work site. These conditions shall also apply to employees put to work and later sent home prior to the end of the regular shift.

7.07 The parties understand and agree that on remote job sites or where special conditions apply, scheduling of extended work days / days off may be beneficial to the completion of the work, and in those circumstances the Employer and the Union will mutually agree to a work schedule to meet job conditions. Special Project needs will be addressed by the Parties in concert with other stakeholders in accordance with the process established by the Alberta Building Trades Council and the Coordinating Committee of Registered Employers' Organizations.

ARTICLE EIGHT - VACATIONS AND HOLIDAYS

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 (or the Monday or Friday off if a compressed work week is in effect), 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.

Where a General Holiday falls on a day for which the Collective Agreement requires, but for the General Holiday, that overtime rates be paid for all hours worked, the General Holiday will be observed on the next day for which the

Collective Agreement prescribes straight time rates for the regular working day as set out in Article 7.01 or 7.02. Under these circumstances, work performed on the date on which the General Holiday falls will be paid at the overtime rates otherwise required by the Collective Agreement, and work performed on the day on which the General Holiday is then observed will be paid at double time.

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

8.02 Industrial Work - The Employer shall pay to the Employee for each hour worked (not including any pay for time traveled) a vacation allowance equal to six (6%) percent of the applicable rate of pay, and a holiday pay allowance equal to four (4%) percent of the applicable rate of pay.

Non-Industrial Work - 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 - TRANSPORTATION, BOARD AND ROOM

9.01 Local Residents

(a) A local resident is an individual who resides within a seventy-five (75) kilometer radius of the center 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 thirty six dollars (\$36.00) per day worked to cover transportation expenses and travel allowance, or if transportation is supplied by the Employer, a daily travel allowance of nineteen dollars (\$19.00) will be paid for each day worked. For the purposes of determining local residents in the Fort McMurray area, residents of Anzac and Saprae Creek will be considered to be residents of Fort McMurray for projects north of Fort McMurray and residents of Fort McKay

will be considered to be residents of Fort McMurray for projects located south of Fort McMurray

- (c) Where a Camp Kitchen is established and where all workers, generally, on the project who are not Local Residents attend at the Camp Kitchen to eat their lunches, a Local Resident Employee shall be provided the same noon meal arrangements without cost to himself. In those instances where bagged lunches are provided to camp residents and hot soup is delivered to the job site, Local Residents shall also be entitled to receive hot soup.
- (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. The Parties to the Collective Agreement agree that they will undertake a monitoring process to evaluate the employment status of Local Resident Members residing in the Wood Buffalo region, and such other region where a client expresses a concern during the term of the Agreement. If it is determined that there is an underutilization of Local Resident Members the Parties will meet and address the issue.

A/ TRAVEL AND ACCOMMODATION FOR INDUSTRIAL PROJECTS

9.02 The following conditions as listed in clauses 9.02 to 9.04 will apply on jobs within daily commuting distance of Edmonton, Calgary, or any location with a hiring hall, and on jobs from which employees commute daily from temporary accommodation provided or paid for by the Employer.

- (a) (i) A forty-five (45) kilometer radius free zone from the center of the cities of Edmonton or Calgary; (Geodetic Monument) or around any place in which employees are temporarily domiciled by the Employer shall be established. The location of the Geodetic Monument for 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.
- (ii) No transportation or travel allowance shall be applicable within the free zone (subject to **9.02(a)(iii)** and **9.02(b)**)
- (iii) The time in transit on buses between the site and the camp shall be determined by representatives of the Building Trades of Alberta and of the Coordinating Committee of Registered Employers' Organizations, based on an average during a reference week of five test runs each way, conducted coincident with the times when workers are in transit. This

determination should be carried out twice per year, with any adjustment resulting from a determination applicable until the next determination. Workers shall be paid an allowance for time regularly and routinely in excess of forty five minutes each way, for travel within the applicable free zone. The allowance shall be calculated on the regular straight time base rate of each worker. The allowance will be paid only to workers who ride on the provided buses, and only for the days on which they ride the buses.

- (b) Notwithstanding the foregoing, on major construction projects located within the free zone, around the cities of Edmonton and Calgary, but beyond the bus transportation system of those cities, where it is expected that the total construction workforce will exceed 500, the affected parties shall meet to discuss the viability of implementing a system of providing transportation to the site. The parties shall take into account such considerations as climate, seasons, road capacity, other projects and industries using the same corridors, workforce curves, and site infrastructure.

INDUSTRIAL

- 9.03 (a) 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 forty nine cents (\$0.49) 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.

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

The Coordinating Committee and the Building Trades of Alberta shall examine, during January of each year of the Collective Agreement, the information published by Canada Revenue Agency respecting the vehicle allowance amounts that will not be treated as taxable income, and that will be permitted as business expenses for employers. Such information normally establishes a maximum rate for the first 5,000 km, and a lower rate for additional kilometers. The Coordinating Committee and the Council shall determine a rate that is midway between those two rates. The above vehicle allowance rate shall be adjusted, effective on the first pay period following May 1 of each year, to the rate so determined by the Coordinating Committee and the Building Trades of Alberta.

- (b) Where the Employer supplies the 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. Where the employer is supplying transportation, and 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.
- (c) 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 transportation or travel allowance for that day.
- (d) 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.
- (e) 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 forty seven nine cents (\$0.49) 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.
- (f) 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.

ACCOMMODATION, ROOM & BOARD INDUSTRIAL

- 9.04** (a) Applicable within a 450 kilometer radius of the Cities of Edmonton and Calgary (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 one hundred ten dollars (\$110.00) per day except for the following regions:

(Note – to ensure accurate and up to date subsistence rates established for specific communities and regions as posted go to www.clra.org and click on subsistence rates.)

Athabasca	\$120.00
Bonnyville	\$135.00
Canmore / Exshaw	\$155.00
Camrose	\$120.00
Cold Lake	\$135.00
Drumheller	\$135.00
Edson	\$125.00
Forestburg	\$110.00
Fox Creek	\$135.00
Ft. McMurray	\$195.00
Grande Prairie	\$130.00
Hanna	\$130.00
Hardisty	\$120.00
Hinton	\$135.00
Lloydminster	\$145.00
Peace River	\$150.00
Red Deer	\$125.00
Settler	\$120.00
Swan Hills	\$115.00
Wainwright	\$120.00
Whitecourt	\$130.00

- (iv) On a project / jobsite located over two hundred and fifty (250) radius kilometers from the geographic centers of either the City of Edmonton or Calgary (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 450 kilometer radius of the Cities of Edmonton and Calgary (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 subsistence allowance as follows.
- (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 one hundred and ten (\$110.00) per day except for the following regions:

(Note – to ensure accurate and up to date subsistence rates established for specific communities and regions as posted go to www.clra.org and click on subsistence rates.)

Athabasca	\$120.00
Bonnyville	\$135.00
Canmore / Exshaw	\$155.00
Camrose	\$120.00
Cold Lake	\$135.00
Drumheller	\$135.00
Edson	\$125.00
Forestburg	\$110.00
Fox Creek	\$135.00
Ft. McMurray	\$195.00
Grande Prairie	\$130.00
Hanna	\$130.00
Hardisty	\$120.00
Hinton	\$135.00
Lloydminster	\$145.00
Peace River	\$150.00
Red Deer	\$125.00
Settler	\$120.00
Swan Hills	\$115.00
Wainwright	\$120.00
Whitecourt	\$130.00

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 9.04(a)(ii) or 9.04(b)(ii) above, the difference shall be referred to a balanced committee of appointees of the Building Trades of Alberta 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 Executive Director of the Building Trades of Alberta issue a formal written request to the Coordinating Committee of Registered Employers' Organization that a Subsistence Review Committee be established. Alternatively, an Employer may request that the Coordinating Committee of Registered Employers' Organizations issue a formal written request to the Executive Director of the Building Trades of Alberta 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 Building Trades of Alberta 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 of Alberta.

- (iv) 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 Article 14.00. 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 of Alberta. 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.

(f) Applicable to all Regions

(i)

- Employees unable to work due to legitimate illness, material shortage, job-site conditions, or inclement weather, and for whom it is not practical to return to their respective primary Alberta residences, shall receive their board and room or daily allowance for days that they were scheduled to work (or other days as set out in 9.04 (b)).
- To be eligible for board and room or daily allowance in these circumstances the Employee must have been unable to return to his primary Alberta residence due to medical, work site, or weather conditions.
- In the event return to the Employee's primary Alberta residence becomes reasonably possible and prudent, the entitlement to subsistence allowance shall cease.
- It is expected the circumstances to which this provision applies will be of short duration.
- For the purposes of this Article, for an Employee who does not maintain a primary residence in Alberta, that Employee's primary Alberta residence shall be deemed to be Edmonton or Calgary, whichever is the nearest.

(ii) If an Employee chooses to leave before the completion of the shift without the consent of the Employer he will not be entitled to subsistence allowance for that day (and may be subject to other disciplinary or corrective measures). If an Employee chooses to leave before the completion of the shift with the consent of the Employer he will be paid a full day's subsistence if less than half a shift is worked.

(iii) All camps must meet the specifications as negotiated by the Building Trades of Alberta and Construction Labour Relations - An Alberta Association 2010 - 2018 Camp Rules and Regulations, or any successor thereto.

(iv) All grievances concerning a camp will be resolved through the grievance procedure provided in the B.T.A. / C.L.R.A. Camp Rules and Regulations.

(v) If an employee, who is housed in a camp, is required by the Employer to transfer from one camp room to another, the employee shall be paid two

hour's pay at the straight time basic hourly rate as full compensation for the time to move belongings. Should the request to move from one room to another come from authorized persons employed by the Camp Manager or the Client, the employee must inform the Employer of the move by the following work day to be eligible for this payment.

**9.05 INITIAL AND RETURN TRANSPORTATION TO REMOTE SITES
INDUSTRIAL**

- (a) Employees directed or dispatched to a project / jobsite from which they do not return daily shall be paid travel allowance for initial travel and transportation to the project and return, upon termination of the job or his employment, based upon a radius from the cities of Edmonton or Calgary, as applicable, as follows:
- (i) up to 200 kilometers - \$84.00 each way;
 - (ii) 201 kilometers to 300 kilometers - \$120.00 each way;
 - (iii) 301 kilometers to 375 kilometers - \$144.00 each way;
 - (iv) over 375 kilometers to 475 kilometers - \$216.00 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 \$330.00 each way or air fare inclusive of taxes in the event this is the most practical method of accessing the project / jobsite.

The Initial and Return Transportation Allowances [applicable to Industrial work] set out herein shall be subject to review in January 2013 and January 2014. In the event that there is an adjustment in the vehicle allowance, pursuant to article 11.01(c) for 2013 and / or 2014, each allowance amount shall be adjusted by the same percentage adjustment as the vehicle allowance adjustment, effective the first pay period following May 1st of the respective year. For example, if for 2013, the vehicle allowance is increased by 4%, each allowance shall be increased by 4%, rounded to the nearest dollar, and effective on the first pay period following the 1st of May, 2013.

- (a.1) Notwithstanding the provisions of (a) above, when transportation is provided by the Employer, no travel allowance will be paid subject to the provisions of Article 9.05 (a.2) below.
- (a.2) When transportation is provided by the employer by way of air, bus, or other surface transportation acceptable to the Union and the Employer, prior to the commencement and following the conclusion of a work cycle (being scheduled days of work for which there is no more than a one day of rest scheduled within consecutive scheduled days), an employee, at the time of dispatch, will be allowed to elect to use the employer provided transportation or to receive collective agreement initial/return/rotation allowances. Buses must comply with Article 9.03(b).

- An employee who has elected collective agreement initial/return/rotation allowances will no longer be paid any such payments not yet received if transportation is established and the employee elects to use it. Such an employee will not be required to return payments received to that point.
- An employee who has elected collective agreement initial/return/rotation allowances and who is found using employer provided transportation will become disentitled to further collective agreement initial/return/rotation allowances, as one consequence.
- If a person who elects collective agreement initial/return/rotation allowances uses employer provided transportation for his initial trip that person will not receive the initial allowance payment. This circumstance will not be a violation as discussed in the previous point.
- Regulations shall be established for the use of employer provided transportation governing behaviour and the use of, e.g., alcohol, tobacco and other substances.
- Notwithstanding the foregoing, an employee who has elected to use employer provided transportation and who is hired, laid off, or terminated on a day when such transportation is not available shall be reimbursed the cost of a one-way commercial bus ticket to Edmonton or Calgary, whichever is applicable, and transportation from the site to the nearest commercial bus terminal, or equivalent taxi fare.

(b)

- An Employee will qualify for, and receive with the next regular pay, transportation allowance to the job site after being employed at the site for fifteen (15) calendar days.
- If the employee remains on the job until completion of thirty (30) calendar days, the employee shall qualify for return transportation allowance to be paid with his final pay at the subject site.
- If, prior to having qualified for either transportation allowance, the employee is laid off, or the job is completed, or the employee is transferred to a different work site which is outside the area for which the transportation allowance was to apply, that employee will be paid any outstanding transportation allowance(s) with their next regular pay.

9.06 ROTATIONAL LEAVE (TURNAROUNDS) - INDUSTRIAL

- (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 sixty eight dollars (168.00) 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 three hundred dollars (\$300.00) 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.
- (d) Where the Employer supplies transportation the Employee shall not be entitled to the above allowances, subject to the provisions of 9.05 (a.2) above.
- (e) Time taken off of five (5) days, (four (4) on compressed work week) or longer shall not count towards the accumulation of days towards the next rotational leave.

B/ TRAVEL AND ACCOMMODATION - COMMERCIAL AND INSTITUTIONAL PROJECTS

Daily Travel

- 9.07 A forty-five (45) kilometer radius free zone from the centers of the cities of Edmonton or Calgary (Geodetic Monument) or each jobsite, shall be established. The location of the Geodetic Monument of Edmonton is 101st Street and Jasper Avenue and for Calgary, the Calgary Tower.
- 9.08 For projects beyond the forty-five (45) kilometer free zone for which daily travel is required, the Employer will provide transportation plus provide a travel allowance equivalent to pay at the employee's basic hourly wage rate (not including benefit contributions or holiday and vacation pay) for time spent traveling from the Employer's shop to the jobsite and return. Time spent traveling will not be considered as time worked for the purposes of calculating overtime or for benefit contributions owing. For contractors located outside of Edmonton or Calgary, the commercial travel provisions will remain as per the established practice for that

contractor unless that contractor was following the provisions of the previous collective agreement, in which case the provisions of this clause will apply to them.

Where the employer is required to supply transportation, such transportation shall be first class means of transportation to convey employees, with sufficient seating accommodation for each person. Pick up points shall be mutually agreed upon.

9.09 **Camp and Subsistence**

Where employees are employed in the area beyond that in which daily travel applies and up to a radius of four hundred and fifty (450) kilometers from the center of the cities in which Local Unions are centered, as may be appropriate, the employer may elect to provide:

- (a) camp accommodations (in accordance with the current camp rules and regulations, or any successor standards) which remain available on weekends for those who elect to remain in camp; **or**
- (b) mutually agreed room and board; **or**
- (c) subsistence allowance of one hundred and ten dollars (\$110) per day worked with the following exceptions.

(Note – to ensure accurate and up to date subsistence rates established for specific communities and regions as posted go to www.clra.org and click on subsistence rates.)

Athabasca	\$120.00
Bonnyville	\$135.00
Canmore / Exshaw	\$155.00
Camrose	\$120.00
Cold Lake	\$135.00
Drumheller	\$135.00
Edson	\$125.00
Forestburg	\$110.00
Fox Creek	\$135.00
Ft. McMurray	\$195.00
Grande Prairie	\$130.00
Hanna	\$130.00
Hardisty	\$120.00
Hinton	\$135.00
Lloydminster	\$145.00
Peace River	\$150.00
Pincher Ck/Waterton	\$140.00
Red Deer	\$125.00
Settler	\$120.00
Swan Hills	\$115.00
Wainwright	\$120.00
Whitecourt	\$130.00

9.10 Beyond a four hundred and fifty (450) kilometer radius from the center of the cities in which Local Unions are centered, as may be appropriate, the employer, where the employees do not return daily, has the same elections as above, but on the basis of seven (7) days per week.

9.11 Initial and Return Travel

Employees directed or dispatched to work from which they do not return daily shall be paid travel allowance for initial travel and transportation to the project and return upon termination of the job or his employment based upon a radius from the cities in which Local Unions are centered, as applicable, as follows:

- (i) up to 200 kilometers - \$84.00 each way;
- (ii) 201 kilometers to 300 kilometers - \$120.00 each way;
- (iii) 301 kilometers to 375 kilometers - \$144.00 each way;
- (iv) over 375 kilometers to 475 kilometers - \$216.00 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 \$330.00 each way or air fare inclusive of taxes in the event this is the most practical method of accessing the project / jobsite.

9.12 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 (1½x) 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.

9.13 If employees leave the job of their own volition or are discharged for just cause within fifteen (15) calendar days, transportation and traveling allowance to and from the job may be withheld at the discretion of the Employer.

9.14 If employees leave the job of their own volition or are discharged for just cause within forty-five (45) calendar days, transportation and traveling allowance from the job may be withheld at the discretion of the Employer.

9.15 When an employee is directed or dispatched to work on a project in a National Park or other area where all available accommodation is inflated in price, the Employer will provide suitable room and board or the subsistence allowance shall be adjusted by mutual consent to meet the cost of the available accommodation.

9.16 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.

9.17 Under no circumstances shall employees accept any form of payment in lieu of the above provisions, unless prior agreement has been reached between the Employer and the Executive Secretary Treasurer or his representative.

9.18 For projects in remote areas (i.e. areas where employees cannot return home on weekends) turn-around leave shall be negotiated and mutually agreed upon, based upon the job schedule, but in any event not more than forty-five (45) days shall exist between turn-arounds.

9.19 Clause 9.09 shall apply only on condition that the employees have worked the total regular hours per week as set out in Article 7.00 or if the project does not last one week or longer, on condition that they work the regular hours per day unless incapacitated by illness or other legitimate cause(s) as agreed to by the Employer's representative and the Union representative at the jobsite.

9.20 Vehicle Allowance

Where the transportation prescribed in Article 9.08 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 forty nine cents (49¢) per kilometer. The Employer will insure that drivers will be covered by appropriate vehicle insurance under such circumstances.

ARTICLE TEN - WORKING CONDITIONS

10.01 A heated area for eating meals (apart and separate from the work area) and adequate sanitary facilities shall be provided on each jobsite.

10.02 In the event that the above facilities cannot be provided no employee will be penalized for temporarily leaving the jobsite to gain access to proper facilities.

10.03 Cool drinking water in approved sanitary containers shall be provided where same is not available from taps.

10.04 All employees covered by this Agreement shall be permitted ten (10) minutes in the first half and ten (10) minutes in the second half of a shift for a coffee break on the job during regular working hours.

10.05 Roofers Tool List (supplied by Journeymen and Apprentices)

- One (1) multi-purpose tool pouch
- Two (2) utility knives (blades supplied by employer)
- One (1) twenty-five foot one inch tape measure
- One (1) one hundred foot chalk line
- One (1) ten inch crescent wrench

10.06 Following a fire, theft or loss of an employee's tools and or gear the employer shall compensate the employee up to five hundred dollars (\$500.00) within two business days for any real loss of their tools and or gear, providing the employee provided an

accurate list of their tools and gear to the employer. Should there be changes to the list of tools and or gear it is the responsibility of the employee to advise the employer. The employer has the right to confirm at any time the accuracy of the tool list provided by any employee.

ARTICLE ELEVEN - PAYMENT CONDITIONS

11.01 Pay day shall be weekly or biweekly and not more than five (5) days' pay may be held back, unless other arrangements are made between the Employer and the Union. Employees are to be paid before the end of their regular shift, except when they are required to work a second or third shift on pay day, in which case they shall be paid on the preceding day. At the option of the Employer, direct deposit may be used for payment.

When employees are laid-off or discharged, they shall be paid the wages due them at the time of lay-off or discharge and given their record of employment, except in the case where the employer has not established a pay office at the jobsite. Payment will be mailed within one (1) working day. Where direct deposit is used the Employer may provide the final pay on a cheque if payment is made on a day other than payday or use direct deposit payment on the next regular payday.

When an employee voluntarily terminates his employment, the Employer will mail his wages to his last known address without undue delay but no longer than two (2) working days (excluding Saturday, Sunday, and holidays) after termination.

Any employee who terminates his employment while away from the project will notify the payroll office immediately and will receive his pay cheque in accordance with this Article and his personal belongings may be shipped collect to his last known address unless previous arrangements have been made.

Where the Employer terminates or lays-off an employee while away from the project, any personal belongings will be shipped prepaid to his last known address unless alternative arrangements have been made.

The Employer shall make arrangements for the employees to cash their pay cheques without exchange cost at a chartered bank.

It is understood that, for the purposes of scheduling hours of work, the work week will be based on a Sunday to Saturday.

11.02 The Employer agrees to provide, each pay period, a complete statement for each employee showing dates of payroll period covered, social insurance number and showing separate totals of the following:

- (i)** straight-time hours paid
- (ii)** overtime hours paid
- (iii)** statutory holiday pay and vacation pay

- (iv) travel time
- (v) pension
- (vi) RRSP (if applicable – see Article 18.00)
- (vii) shift premium paid

11.03 The Employer shall further provide each employee with a statement of his earnings for each pay period showing all amounts deducted.

11.04 Statutory Holiday pay and vacation pay shall be paid to each employee every pay period.

ARTICLE TWELVE - WAGES

Should any Employer become signatory to either the Sheet Metal Union or the Labourers Union under this Collective Agreement, the Trade Division would immediately enter into negotiations with the newly certified Union(s) to determine benefit contribution related issues but not to vary gross wage rates, increment dates or other terms and conditions of employment in this collective agreement.

CARPENTER ROOFERS'

Carpenter Roofers' Industrial Wage Schedule

Certified Journeyman	BASE	H&V	H&W	PENSION	TRAINING	TOTAL
01-May-11	\$37.47	\$3.75	\$1.40	\$2.00	\$0.30	\$44.92
Journeyman						
1-May-11	\$36.53	\$3.65	\$1.40	\$2.00	\$0.30	\$43.88
Apprentice 4th Year						
01-May-11	\$35.60	\$3.56	\$1.40	\$2.00	\$0.30	\$42.86
Apprentice 3rd Year						
01-May-11	\$31.85	\$3.19	\$1.40	\$2.00	\$0.30	\$38.74
Apprentice 2nd Year						
01-May-11	\$28.10	\$2.81	\$1.40	\$2.00	\$0.30	\$34.61
Apprentice 1st Year						
01-May-11	\$24.36	\$2.44	\$1.40	\$2.00	\$0.30	\$30.50
Truck Driver						
01-May-11	\$35.19	\$3.52	\$1.40	\$2.00	\$0.30	\$42.41
Pre Apprentice Rates and Benefits - apply after 710 hours worked						
01-May-11	\$20.61	\$2.06	\$1.40	\$2.00	\$0.30	\$26.37

Roofer Helper Rates and Benefits - apply after 710 hours worked

01-May-11	\$18.74	\$1.87	\$1.40	\$2.00	\$0.30	\$24.31
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Pre Apprentices – During First 710 hours worked

01-May-11	\$20.61	\$2.06				\$22.67
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Roofer Helper – During First 710 hours worked

01-May-11	\$18.74	\$1.87				\$20.61
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Note - Pre Apprentices and Roofer Helpers are not eligible for benefits for the first 710 hours worked in either or both classifications combined. After the first 710 hours worked they shall be eligible for the noted contributions.

Hours worked in the Roofing Trade not covered by this Collective Agreement shall be recognized by the Employer if such experience is satisfactory to the Employer

The industrial Foreman rate will be \$4.50 above the Certified Journeyman rate. This rate will increase to \$5.00 above the Certified Journeyman rate when supervising four (4) or more employees.

Carpenter Roofers' Commercial Wage Schedule

Certified Journeyman	BASE	H&V	H&W	PENSION	TRAINING	TOTAL
01-May-11	\$34.65	\$3.47	\$1.40	\$2.00	\$0.01	\$41.53
06-May-12	\$35.15	\$3.52	\$1.40	\$2.50		\$42.57
05-May-13	\$35.66	\$3.57	\$1.40	\$3.00		\$43.63
04-May-14	\$36.20	\$3.62	\$1.40	\$3.50		\$44.72

Journeyman

01-May-11	\$33.79	\$3.38	\$1.40	\$2.00	\$0.01	\$40.58
06-May-12	\$34.27	\$3.43	\$1.40	\$2.50		\$41.60
05-May-13	\$34.78	\$3.48	\$1.40	\$3.00		\$42.66
04-May-14	\$35.30	\$3.53	\$1.40	\$3.50		\$43.73

Apprentice 4th Year

01-May-11	\$32.94	\$3.29	\$1.40	\$2.00	\$0.01	\$39.64
06-May-12	\$33.39	\$3.34	\$1.40	\$2.50		\$40.63
05-May-13	\$33.88	\$3.39	\$1.40	\$3.00		\$41.67
04-May-14	\$34.39	\$3.44	\$1.40	\$3.50		\$42.73

Apprentice 3rd Year

01-May-11	\$29.49	\$2.95	\$1.40	\$2.00	\$0.01	\$35.85
06-May-12	\$29.88	\$2.99	\$1.40	\$2.50		\$36.77
05-May-13	\$30.31	\$3.03	\$1.40	\$3.00		\$37.74
04-May-14	\$30.77	\$3.08	\$1.40	\$3.50		\$38.75

Apprentice 2nd Year

01-May-11	\$26.05	\$2.61	\$1.40	\$2.00	\$0.01	\$32.07
06-May-12	\$26.36	\$2.64	\$1.40	\$2.50		\$32.90
05-May-13	\$26.75	\$2.68	\$1.40	\$3.00		\$33.83

04-May-14	\$27.15	\$2.72	\$1.40	\$3.50		\$34.77
Apprentice 1st Year						
01-May-11	\$22.62	\$2.26	\$1.40	\$2.00	\$0.01	\$28.29
06-May-12	\$22.85	\$2.29	\$1.40	\$2.50		\$29.04
05-May-13	\$23.18	\$2.32	\$1.40	\$3.00		\$29.90
04-May-14	\$23.53	\$2.35	\$1.40	\$3.50		\$30.78

Pre Apprentice Rates and Benefits - apply after 710 hours worked

01-May-11	\$19.17	\$1.92	\$1.40	\$2.00	\$0.01	\$24.50
06-May-12	\$19.33	\$1.93	\$1.40	\$2.50		\$25.16
05-May-13	\$19.61	\$1.96	\$1.40	\$3.00		\$25.97
04-May-14	\$19.91	\$1.99	\$1.40	\$3.50		\$26.80

Roof Helper Rates and Benefits - apply after 710 hours worked

01-May-11	\$17.46	\$1.75	\$1.40	\$2.00	\$0.01	\$22.62
06-May-12	\$17.58	\$1.76	\$1.40	\$2.50		\$23.24
05-May-13	\$17.83	\$1.78	\$1.40	\$3.00		\$24.01
04-May-14	\$18.10	\$1.81	\$1.40	\$3.50		\$24.81

Pre Apprentice - First 710 hours Worked

01-May-11	\$19.17	\$1.92				\$21.09
06-May-12	\$19.33	\$1.93				\$21.26
05-May-13	\$19.61	\$1.96				\$21.57
04-May-14	\$19.91	\$1.99				\$21.90

Roof Helper - First 710 Hours Worked

01-May-11	\$17.46	\$1.75				\$19.21
06-May-12	\$17.58	\$1.76				\$19.34
05-May-13	\$17.83	\$1.78				\$19.61
04-May-14	\$18.10	\$1.81				\$19.91

Note - Pre Apprentices and Roofers Helpers are not eligible for benefits for the first 710 hours worked in either or both classifications combined. After the first 710 hours worked they shall be eligible for the noted contributions.

Hours worked in the Roofing Trade not covered by this Collective Agreement shall be recognized by the Employer if such experience is satisfactory to the Employer.

The Commercial / Institutional Foreman rate will be \$4.00 above the Certified Journeyman rate.

SHEET METAL ROOFERS'**Sheet Metal Roofers' Industrial Wage Schedule**

Certified Journeyman	BASE	H&V	H&W	PENSION	TRAINING	TOTAL
01-May-11	\$37.47	\$3.75	\$1.40	\$2.00	\$0.30	\$44.92

Journeyman						
01-May-11	\$36.53	\$3.65	\$1.40	\$2.00	\$0.30	\$43.88
Apprentice 4th Year						
01-May-11	\$35.60	\$3.56	\$1.40	\$2.00	\$0.30	\$42.86
Apprentice 3rd Year						
01-May-11	\$31.85	\$3.19	\$1.40	\$2.00	\$0.30	\$38.74
Apprentice 2nd Year						
01-May-11	\$28.10	\$2.81	\$1.40	\$2.00	\$0.30	\$34.61
Apprentice 1st Year						
01-May-11	\$24.36	\$2.44	\$1.40	\$2.00	\$0.30	\$30.50
Truck Driver						
01-May-11	\$35.19	\$3.52	\$1.40	\$2.00	\$0.30	\$42.41
Pre Apprentice Rates and Benefits - apply after 710 hours worked						
01-May-11	\$20.61	\$2.06	\$1.40	\$2.00	\$0.30	\$26.37
Roofer Helper Rates and Benefits - apply after 710 hours worked						
01-May-11	\$18.74	\$1.87	\$1.40	\$2.00	\$0.30	\$24.31
Pre Apprentice – During First 710 hours worked						
01-May-11	\$20.61	\$2.06				\$22.67
Roofer Helper – During First 710 hours worked						
01-May-11	\$18.74	\$1.87				\$20.61

Note - Pre Apprentices and Roofer Helpers are not eligible for benefits for the first 710 hours worked in either or both classifications combined. After the first 710 hours worked they shall be eligible for the noted contributions.

Hours worked in the Roofing Trade not covered by this Collective Agreement shall be recognized by the Employer if such experience is satisfactory to the Employer.

The Industrial Foreman rate will be \$4.50 above the Certified Journeyman rate. This rate will increase to \$5.00 above the Certified Journeyman rate when supervising four or more employees.

SHEET METAL Roofers' Commercial Wage Schedule

	BASE	H&V	H&W	PENSION	TRAINING	TOTAL
Certified Journeyman						
01-May-11	\$34.39	\$3.44	\$1.40	\$2.00	\$0.30	\$41.53
06-May-12	\$34.97	\$3.50	\$1.50	\$2.30	\$0.30	\$42.57
05-May-13	\$35.57	\$3.56	\$1.60	\$2.60	\$0.30	\$43.63
04-May-14	\$36.15	\$3.62	\$1.65	\$3.00	\$0.30	\$44.72

Journeyman

01-May-11	\$33.53	\$3.35	\$1.40	\$2.00	\$0.30	\$40.58
06-May-12	\$34.09	\$3.41	\$1.50	\$2.30	\$0.30	\$41.60
05-May-13	\$34.69	\$3.47	\$1.60	\$2.60	\$0.30	\$42.66
04-May-14	\$35.25	\$3.53	\$1.65	\$3.00	\$0.30	\$43.73

App – 4th Year

01-May-11	\$32.67	\$3.27	\$1.40	\$2.00	\$0.30	\$39.64
06-May-12	\$33.21	\$3.32	\$1.50	\$2.30	\$0.30	\$40.63
05-May-13	\$33.79	\$3.38	\$1.60	\$2.60	\$0.30	\$41.67
04-May-14	\$34.34	\$3.44	\$1.65	\$3.00	\$0.30	\$42.73

App – 3rd Year

01-May-11	\$29.23	\$2.92	\$1.40	\$2.00	\$0.30	\$35.85
06-May-12	\$29.70	\$2.97	\$1.50	\$2.30	\$0.30	\$36.77
05-May-13	\$30.22	\$3.02	\$1.60	\$2.60	\$0.30	\$37.74
04-May-14	\$30.73	\$3.07	\$1.65	\$3.00	\$0.30	\$38.75

App – 2nd Year

01-May-11	\$25.79	\$2.58	\$1.40	\$2.00	\$0.30	\$32.07
06-May-12	\$26.18	\$2.62	\$1.50	\$2.30	\$0.30	\$32.90
05-May-13	\$26.66	\$2.67	\$1.60	\$2.60	\$0.30	\$33.83
04-May-14	\$27.11	\$2.71	\$1.65	\$3.00	\$0.30	\$34.77

App – 1st Year

01-May-11	\$22.35	\$2.24	\$1.40	\$2.00	\$0.30	\$28.29
06-May-12	\$22.67	\$2.27	\$1.50	\$2.30	\$0.30	\$29.04
05-May-13	\$23.09	\$2.31	\$1.60	\$2.60	\$0.30	\$29.90
04-May-14	\$23.48	\$2.35	\$1.65	\$3.00	\$0.30	\$30.78

Pre-App after 710 hours

01-May-11	\$18.91	\$1.89	\$1.40	\$2.00	\$0.30	\$24.50
06-May-12	\$19.14	\$1.92	\$1.50	\$2.30	\$0.30	\$25.16
05-May-13	\$19.52	\$1.95	\$1.60	\$2.60	\$0.30	\$25.97
04-May-14	\$19.86	\$1.99	\$1.65	\$3.00	\$0.30	\$26.80

Roofer Helper after 710 hours

01-May-11	\$17.20	\$1.72	\$1.40	\$2.00	\$0.30	\$22.62
06-May-12	\$17.40	\$1.74	\$1.50	\$2.30	\$0.30	\$23.24
05-May-13	\$17.74	\$1.77	\$1.60	\$2.60	\$0.30	\$24.01
04-May-14	\$18.05	\$1.81	\$1.65	\$3.00	\$0.30	\$24.81

Pre-App – First 710 hours

01-May-11	\$18.91	\$1.89				\$20.80
06-May-12	\$19.14	\$1.92				\$21.06
05-May-13	\$19.52	\$1.95				\$21.47
04-May-14	\$19.86	\$1.99				\$21.85

Roofer Helper – First 710 hours

01-May-11	\$17.20	\$1.72				\$18.92
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06-May-12	\$17.40	\$1.74		\$19.14
05-May-13	\$17.74	\$1.77		\$19.51
04-May-14	\$18.05	\$1.81		\$19.86

Note - Pre Apprentices and Roofer Helpers are not eligible for benefits for the first 710 hours worked in either or both classifications combined. After the first 710 hours worked they shall be eligible for the noted contributions.

Hours worked in the Roofing Trade not covered by this Collective Agreement shall be recognized by the Employer if such experience is satisfactory to the Employer

The Commercial / Institutional Foreman rate will be \$4.00 above the Certified Journeyman rate.

ARTICLE THIRTEEN - APPRENTICESHIP

- 13.01** Roofer apprentices shall be employed in accordance with the following:
- 13.02** Employees must complete 710 hours of employment as a Pre Apprentice prior to becoming an Indentured Apprentice. No qualified employee will be denied the opportunity to commence an apprenticeship program upon request to do so. Should the Employer wish to Indenture a Roofer Helper as an Apprentice Roofer the hours worked as a Roofer Helper may be considered by the Employer to be hours worked as a Pre-Apprentice for the purposes of this clause.
- 13.03** Non-journeymen, once registered, must continue with the Apprenticeship Program and successfully complete each year in school training before they can be advanced to higher status in this trade.
- 13.04** All presently employed persons, except qualified Journeymen Roofers, will be required to attend Apprenticeship Training School to obtain the status of a qualified journeyman before qualifying for journeyman rate of pay. Credit for existing experience shall be as of the signing of this Agreement. Credit for existing experience shall be as agreed with the Training School. Pay shall be in accordance with the Credits granted by the Department.
- 13.05** The application for registration shall be forwarded to the Apprenticeship Board with a copy to the Employer and the Union.
- 13.06** In the hiring of apprentices the Employer shall give preference to suitable duly registered apprentices that are registered as unemployed at the Union Office.
- 13.07** All apprentices, as a condition of employment, are required to attend at least once of the first three (3) classes of the Apprentice Training Program.
- 13.08** The apprentice, if unable to obtain approval from Employer and the Union for delaying his participation in the apprenticeship training, may make application to the Consultative Committee for final decision.

- 13.09** Apprentices must attend Trade School when notified by the Apprenticeship Board unless exempt as per Clause 13.08. Failure to attend shall result in suspension from the roofing trade and employment from the Employer.
- 13.10** No employee will qualify for apprentice rates of pay as set out in Article 12 unless his Apprenticeship Program is adhered to. Progression from one (1) years' apprentice rate to the next higher rate shall depend upon the successful completion of the school program and training, applicable to the preceding year.

ARTICLE FOURTEEN - GRIEVANCE PROCEDURE

- 14.01** All time limits in this Article days are defined as week days (excluding Saturday, Sunday and Holidays). All time limits in this Article may be extended by the Parties to a specific date or for a specific time period by mutual written agreement.

In the event that either the Employer, Trade Division, or the Union wish to initiate a grievance regarding the interpretation, application, operation, or an alleged violation of this Agreement, such grievance shall be reduced to writing and shall be submitted by one party to the other within fifteen (15) days of the event giving rise to the grievance.

Every effort shall be made to resolve the grievance during this time period, however if a grievance has not been resolved within the preceding time frame of the Grievance Procedure, the grievance shall be advanced to a Joint Grievance Panel **14.02** (JGP) within twenty (20) days of the alleged violation of this Agreement, unless one of the Parties to the grievance serves written notice within twenty (20) days of the alleged violation of this Agreement of an intention to bypass the JGP in favour of referring the matter directly to Arbitration **14.03**.

14.02 Joint Grievance Panel

- (a)** The Joint Grievance Panel will consist of two appointees of the Employer and two appointees of the Union. No person shall be appointed who has a direct personal interest in the subject matter of the grievance, and/or has had a direct personal involvement in earlier attempts to settle the grievance. No representative of/spokesman for the Union or for the subject Registered Employers' Organization shall be appointed.
- (b)** The Joint Grievance Panel shall hold a hearing into the matter within ten (10) days of being appointed and shall issue their recommendation forthwith, but in any event within three (3) days of the date the hearing was held.
- (c)** Each of the Parties shall advise the other, within five (5) days of receipt of the recommendation as to whether they accept or reject the recommendation.
- (d)** In the event the Parties to the grievance accept the recommendation of the JGP, the grievance shall accordingly be resolved, and the Parties shall implement the recommendation within ten (10) days or in any event in accordance with such

other implementation schedule as may be included in the JGP recommendations.

- (e) In the event either party determines that it is not prepared to accept the recommendation of the JGP, either party may then refer the matter to Arbitration within five (5) days) of receipt of the JGP recommendations.
- (f) No lawyers shall be permitted to participate in the JGP proceedings.

14.03 Arbitration

- (a) The Arbitration Board shall be comprised of one (1) member appointed by each of the Parties and a neutral chairman appointed by the appointed members. Each Party shall bear the expense of their appointee, and cost of the Arbitration Board Chair shall be borne by the unsuccessful Party, provided always, that the cost shall be limited to the actual cost of the Chair.
- (b) If either party fails to appoint a member to the Arbitration Board within ten (10) days of the matter being referred to arbitration, or if the appointed members cannot agree on a neutral chairman within ten (10) days of the appointment of the second member, such appointments shall be made in accordance with the Labour Relations Code.
- (c) 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 fifteen (15) days of the appointment of the Chairman.
- (d) 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.

ARTICLE FIFTEEN - ACCIDENT PREVENTION

- 15.01** It is understood and agreed that the parties to this Agreement shall, at all times, comply with the Occupational Health and Safety Regulations as they apply to the roofing trade and any refusal on the part of a workman to work or to continue to work in contravention of such regulations shall not be deemed to be a breach of this Agreement.
- 15.02** Any employee suffering injury must, if possible, report immediately at the First Aid Department or at the Time Office or to the foreman and must also report to the Time Office before returning to work.
- 15.03** Employees shall use safety equipment, as required by the Occupational Health and Safety Regulations, which shall be provided by the Employer at no cost to the employee.

ARTICLE SIXTEEN - CONSULTATIVE COMMITTEE

- 16.01** The parties mutually agree that there shall be a Consultative Committee set up consisting of not less than four (4) members or more than six (6) members with equal representation from each of the parties.
- 16.02** The objective of this committee is to attempt to resolve problems such as agreement obsolescence and matters not specifically outlined in this Agreement and alleged violations of this Agreement.
- 16.03** This committee may agree to recommend changes to the provisions of this Agreement to provide for greater uniformity and/or conditions unique to the special needs of the industry. Any changes to the Agreement must be ratified by the CLR-A Roofers Provincial Trade Division and the appropriate Local Union before they are implemented.

ARTICLE SEVENTEEN - HEALTH AND WELFARE

- 17.01** The Employer shall contribute the amount set forth in Article 12 to the Health and Welfare Fund for Carpenter Roofers or Sheet Metal Workers as the case may be. 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 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 applicable Health and Welfare Trust 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.
- 17.07** It is agreed that during the term of this Collective Agreement that the Parties will monitor the benefits provided by the current contribution levels with the intent of preserving current benefit levels. Any increase to the Health and Welfare Plan agreed upon by the Parties will be funded from the agreed upon gross wage rate increases.

ARTICLE EIGHTEEN - PENSION PLAN

- 18.01** Employees may advise their employer in writing of their desire to have contributions remitted to a group Registered Retirement Savings Plan established by the Union. Upon being so advised, the Employer will deduct \$1.00 per hour worked and remit these contributions, by the fifteenth day of the month following the month in which the contributions were deducted, to the employee's individual RRSP account at the Financial Institution selected by the Union to administer the Group RRSP Program. The amount can be stipulated once per calendar year by the Employee unless otherwise mutually agreed between the Employer and the Employee.
- 18.02** It is agreed that during the term of this Collective Agreement that the Parties intend to (subject to sufficient increases being available) increase the industrial pension contributions by the same amounts on each effective date of the three increases to the commercial rates agreed to. Any increase to the industrial pension plan contributions agreed upon by the Parties will be funded from the industrial gross wage rate increases.
- 18.03** Notwithstanding any provision of this Collective Agreement or of any other document, including any document respecting the establishment or administration of the said Plan, the Employer's liability to the said Plan shall be limited to remittance of the above noted contributions in the manner and at the times set out herein.

Sheet Metal Roofers Pension Plan

- 18B.01** The Employer shall contribute to the Alberta Sheet Metal Workers 'Retirement Trust Fund the amount indicated in the wage schedule for every hour worked under the terms of this Agreement. Such contributions shall commence on the first day of employment for such employees.
- (a) The obligation of each Employer under the Trust Fund and Plan is limited to:
- (i) paying the amount the Employer is required to contribute to the Plan in accordance with the Collective Agreement within fifteen (15) days of the end of each monthly reporting period;

- (ii) providing the Trustees with a list which shows the number of hours of covered employment during each monthly reporting period of each employee covered by the Collective Agreement;
 - (iii) providing the Trustees with such information as is needed to determine eligibility for benefits of a Member of the Plan.
- (b) Benefits shall be determined on the basis that the contributions required to be made by Employers under the applicable Collective Agreement are sufficient, based on the estimates last made by the Actuary, to pay the expected cost of the benefits, the expected cost of the administration and the payments which are required to amortize the experience deficiency over the period specified in the Employment Pension Plans Act.

In no event shall such determination make Employers liable for contributions in excess of the rate of contributions required to be paid in accordance with this Article.

- 18B.02** Employees, when hired, shall be required to sign the necessary enrollment card required for eligibility and participation in the Plan.
- 18B.03** The contributions made pursuant to this Article shall be forwarded to the Office of the Administrator, The Alberta Sheet Metal Workers' Retirement Trust Fund, in the manner and format approved by the Trustees, prior to the fifteenth (15th) day of the calendar month following the period for which the contributions are being reported.
- 18B.04** Employers shall complete and forward with the contributions the reporting forms required by The Alberta Sheet Metal Workers' Retirement Trust Fund.
- 18B.05** An annual report on Trust Funds will be provided to the Parties to the Agreement upon request to the Administrator. (The Joint Board of Trustees must give formal approval prior to this clause taking effect.)
- 18B.06** The liability of any Employer to the Retirement Trust Fund or any beneficiary or proposed beneficiary of the Plan shall be limited to his obligation to pay the amounts stated in this Agreement at the times and the manner stated.

Carpenters Roofers Pension Plan

- 18C.01** The Employer shall contribute the amount set forth in the Schedule attached hereto to a Pension 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 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.

ARTICLE NINETEEN - SHEET METAL ROOFER TRAINING FUND

- 19.01** The Employer agrees to contribute the amount shown in Article 12.00 wage schedules, on hours worked, to Local No. 8 Training Fund.

This fund shall be used to provide:

training and upgrading for workers such as, fall protection, rigging, manlift, swingstage, CSTS, first aid, fire extinguisher use, supervisor training, and H2S.

- 19.02** The contributions made pursuant to Article 19 shall be forwarded to the Local Union No. 8 Training Fund, in the manner and format approved by Local Union No. 8, prior to the fifteenth (15th) day of the calendar month following the period for which the contributions are being reported.
- 19.03** Employers shall complete and forward with the contributions the reporting forms required by the Local No. 8 Training Fund.

ARTICLE TWENTY - SAVING CLAUSE

- 20.01** If any provision of this Agreement is in conflict with the laws or regulations of Canada or Alberta, such provisions shall be superseded by such law or regulation. Unless prohibited from doing so by such law or regulation, or by a ruling of any Court or Board of competent jurisdiction which has declared this provision of this Agreement invalid or inoperable, the Association and the Union, within fifteen (15) days' notice of either upon the other, shall commence negotiations the sole and restricted purpose of which shall be to provide adequate legal replacement of such provision. In the event that such negotiations do not result in agreement upon a legal replacement for such provision within seven (7) days of commencement of negotiations, or such longer period as may be mutually agreed between the parties, the matter shall be resolved in accordance with the Grievance & Arbitration provisions of this Agreement.

ARTICLE TWENTY-ONE - EMPLOYER ASSOCIATION FUNDS

- 21.01** The Employer shall complete and forward, with the contributions the reporting forms as required.

- (a) In satisfaction of the Employers' obligations to the Association under section 163 of the *Alberta Labour Relations Code* and in satisfaction of the Employers' obligations under this Collective Agreement, the Employer shall pay to Construction Labour Relations - An Alberta Association (the "C.L.R.") the contribution rates for C.L.R. sponsored initiatives, and the hourly dues levied by the C.L.R. pursuant to section 163 of the *Code* and pursuant to this Collective Agreement. The amounts of the contribution rates and dues shall be established by the C.L.R., and any or all of them may be changed by the Board of Directors of Construction Labour Relations – An Alberta Association, and notice to an Employer and the Union from the Association respecting such amendment shall be sufficient.
- (b) The Employer shall make such contributions on the forms provided not later than the fifteenth day of the month following the month in which the hours were worked. Contributions mailed to:

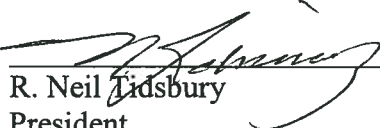
Construction Labour Relations - Alberta
2725 - 12th Street N.E.
Calgary, Alberta
T2E 7J2

- (c) In the event of a failure on the part of any Employer to contribute to the Association the contribution rates and dues required to be contributed pursuant to section 163 of the Labour Relations Code and pursuant to this Letter of Understanding, 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 in its own name against the subject Employer. Such a grievance may be referred by the Association to arbitration without being processed through any intervening steps other than written notice of the grievance and the reference of the grievance to arbitration. The parties to the grievance for the purposes of appointment of the arbitration tribunal shall be the Association and the subject Employer. The Association may not, however, simultaneously pursue a violation of this Letter of Understanding through application to the Labour Relations Board and/or other civil action and through the grievance procedure.
- (d) All cost relating to the administration of the fund(s) shall be borne by the association.

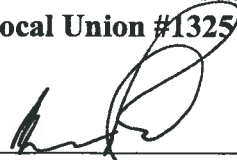
SIGNING PAGE

SIGNED THIS 24th DAY OF November, 2011 IN THE CITY OF
EDMONTON, ALBERTA

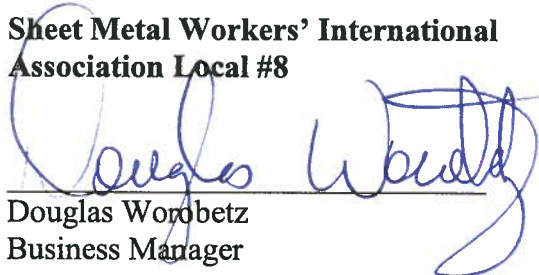
**Construction Labour Relations -
An Alberta Association
Roofers (Provincial) Trade Division**


R. Neil Tidsbury
President

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


Martyn Piper
Executive Secretary Treasurer

**Sheet Metal Workers' International
Association Local #8**


Douglas Wordbetz
Business Manager

**Construction and General
Workers' Local Union #92**


John Desrosiers
Business Manager

**Letter of Understanding
by and between**

Construction Labour Relations – An Alberta Association:
Roofers (Provincial) Trade Division
(hereinafter referred to as the "Association")
on behalf of and as agent for all employers who employ
members of the bargaining unit and who are bound by the
Collective Agreement under Registration Certificate No. 59

(hereinafter referred to as the "Employers")

Party of the First Part

and

United Brotherhood of Carpenters & Joiners of America Local 1325

and

The Sheet Metal Workers International Association Local Union Number 8

and

The Construction and General Workers Local 92

Special Project Needs

Whereas the Parties have entered into a Collective Agreement, pursuant to Registration Certificate #59, which shall remain in effect from May 1st, 2011 through April 30, 2015 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,

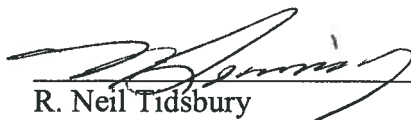
Now Therefore It Is Agreed As Follows:

- 1 A Special Project Needs Agreement ["SPNA"] shall be established upon completion of the process set out in this Letter of Understanding and shall be effective for the term set out in the SPNA.
- 2 An Owner is an organization developing an Industrial Construction project in Alberta.
- 3 A Contractor shall be a General Contractor on the date of application bound by at least four (4) Registration Collective Agreements.

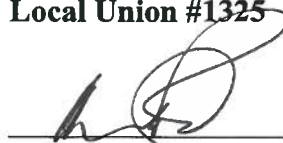
- 4 The Building Trades shall mean the affiliated Unions of the Building Trades of Alberta.
- 5 An Owner, a Contractor or the Building Trades may apply for a SPNA. The application shall be filed in writing with the Chair of the Coordinating Committee of Registered Employers' Organizations (the "Coordinating Committee") and shall specify the location of the project and the scope of the work to be performed.
- 6 If the project gate is beyond daily commuting distance (beyond 125 km of the city centre of either Calgary or Edmonton) the SPNA for the project shall be in the form Template A posted at www.clra.org and www.albertacarpenters.com .
- 7 If the project gate is within daily commuting distance (within 125 km. of the city centre of either Calgary, or Edmonton or within 45 km. of the city centre of Red Deer) the SPNA for the project shall be in the form Template B posted at www.clra.org and www.albertacarpenters.com .
- 8 Within 20 days of the receipt of any application, the Chair of the Coordinating Committee shall deliver to the Parties to this Collective Agreement a proposed form of SPNA. The only change to the applicable Template shall be the location of the project, the scope of the work and the effective date.
- 9 Either Party to this Collective Agreement, who challenges that an applicant owner or contractor meets the requirements in 2 above or that the project meets the requirements of 4 or 5 above, shall file a grievance outlining their challenge within 10 days of receipt of the proposed form of SPNA.
- 10 Upon the filing of a grievance under clause 9, all other grievances steps and timelines shall be waived and the grievance shall be heard and a decision rendered by an Arbitration Panel under Article 14 of this Collective Agreement within 60 calendar days. Their decision shall be final and binding upon the Parties.
- 11 Upon completion of the process set out herein, unless the Arbitration Panel rules otherwise, the SPNA shall become effective on the 31st day after the SPNA is received from the Chair of the Coordinating Committee.
- 12 This Letter of Understanding shall terminate with the expiry of this Collective Agreement, provided, however, that any SPNA established under this Letter of Understanding shall continue for the term provided therein.
- 13 Special project needs may also be addressed by the Parties, on their own or in concert with others, by agreement.
- 14 This Letter of Understanding shall be attached to and be part of the Collective Agreement between the Parties hereto.

SIGNED THIS 24th DAY OF November, 2011 IN THE CITY OF
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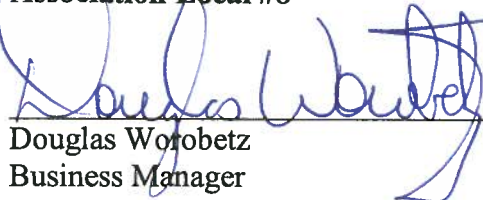
**Construction Labour Relations -
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**Letter of Understanding
by and between**

Construction Labour Relations – An Alberta Association:
Roofers (Provincial) Trade Division
(hereinafter referred to as the "Association")
on behalf of and as agent for all employers who employ
members of the bargaining unit and who are bound by the
Collective Agreement under Registration Certificate No. 59

(hereinafter referred to as the "Employers")

Party of the First Part

and

United Brotherhood of Carpenters & Joiners of America Local 1325

and

The Sheet Metal Workers International Association Local Union Number 8

and

The Construction and General Workers Local 92

Re: Wage Determination

Whereas the Parties have entered into a Collective Agreement pursuant to Registration Certificate No. 59, and

Whereas, together with other Parties in the sector, the Parties have determined processes by which wages will be adjusted during the term of the Collective Agreement,

Now Therefore It Is Agreed as follows:

1 Definitions and Application

- (a) “CPI Change” shall be the percentage change in the Alberta All Items Consumer Price Index over a twelve month period. For a January calculation, the CPI Change shall be difference between the index for December of the year just ended, and December of the previous year. For a July calculation, the CPI Change shall be the difference between the index for June of that year and June of the previous year. The Index shall be that published at <http://www40.statcan.gc.ca/101/cst01/cpis01j-eng.htm>.

- (b) **“Oil Price”** shall be the average of the prices posted for West Texas Intermediate Oil, in current \$US, over the six months prior to the month of a calculation. The prices to be used shall be those published at <http://www.eia.doe.gov/dnav/pet/hist/LeafHandler.ashx?n=PET&s=RWTC&f=D>.
- (c) **“Group 4 Average Wage”** shall, with reference to the Consolidation Order issued in respect to the 2011 round of collective bargaining, be the simple average of the gross wages applicable to journeypersons in Industrial work in the Boilermakers, Bricklayers – Refractory, Carpenters, Electricians, Millwrights, and Plumbers & Pipefitters trade jurisdictions, effective on the first day of the month April prior to a calculation.
- (d) Wage adjustments calculated pursuant to this Letter of Understanding shall be the adjustments to be applied to the gross rates for journeypersons, with the gross rates for other classifications calculated from the journeyperson rate accordingly.
- (e) A wage adjustment shall not be less than zero.

2 2012

- (a) A calculation shall be performed in January of 2012. The wage adjustment for 2012 shall be the greater of CPI Change and 2%, to a maximum adjustment of 4%.
- (b) The adjustment to take effect in May shall be one half the amount determined in (a) above, multiplied by the Group 4 Average Wage.
- (c) The adjustment to take effect in November shall be one half of the amount determined in (a) above, multiplied by the journeyperson gross wage rate stipulated in the Collective Agreement effective April 1st, 2012.

3 2013 and 2014

- (a) The wage adjustment to be effective in May of each year shall be calculated in January of that year, and the wage adjustment to be effective in November of each year shall be calculated in July of that year.
- (b) The wage adjustment for May shall be:
 - (i) If Oil Price is less than \$60, zero.
 - (ii) If Oil Price is \$60 or greater, but less than \$90, one half of CPI Change multiplied by Group 4 Average Wage.
 - (iii) If Oil Price is \$90 or greater, but less than \$110, one half of the total of CPI Change and 0.5%, multiplied by Group 4 Average Wage.

- (iv) If Oil Price is \$110 or greater, but less than \$125, one half of the total of CPI Change and 1.0%, multiplied by Group 4 Average Wage.
 - (v) If Oil Price is \$125 or greater, one half of the total of CPI Change and 1.5%, multiplied by Group 4 Average Wage.
- (c) The wage adjustment for November shall be:
 - (i) If Oil Price is less than \$60, zero.
 - (ii) If Oil Price is \$60 or greater, but less than \$90, one half of CPI Change multiplied by the journeyperson gross wage rate stipulated in the Collective Agreement effective April 1st of the year of the adjustment.
 - (iii) If Oil Price is \$90 or greater, but less than \$110, one half of the total of CPI Change and 0.5%, multiplied by the journeyperson gross wage rate stipulated in the Collective Agreement effective April 1st of the year of the adjustment.
 - (iv) If Oil Price is \$110 or greater, but less than \$125, one half of the total of CPI Change and 1.0%, multiplied by the journeyperson gross wage rate stipulated in the Collective Agreement effective April 1st of the year of the adjustment.
 - (v) If Oil Price is \$125 or greater, one half of the total of CPI Change and 1.5%, multiplied by the journeyperson gross wage rate stipulated in the Collective Agreement effective April 1st of the year of the adjustment.
- (d) In no case shall the total of the May and November wage adjustments in each year exceed 5%.

4 Wage Schedules

The Parties shall, upon completing a wage adjustment calculation, forthwith prepare, publish, post and distribute a wage schedule resulting therefrom.

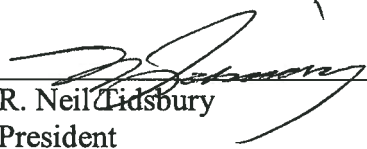
5 Effective Dates

The effective date for a wage adjustment shall be the first Sunday of the month in which the adjustment is to be applicable.

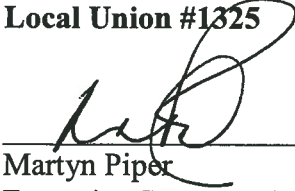
6 This Letter of Understanding shall be attached to and form part of the Collective Agreement.

SIGNED THIS 24th DAY OF November, 2011 IN THE CITY OF
EDMONTON, ALBERTA

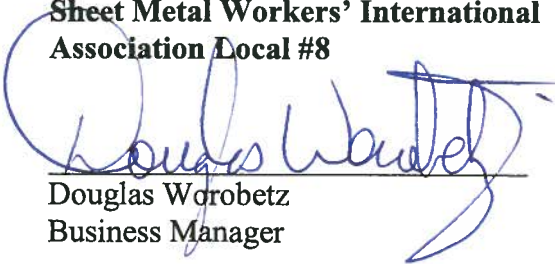
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Schedule 1: Example Calculations

The following are examples only, for the purposes of explaining the formulae in the Letter of Understanding re Wage Determination, and are not to be used for determining compensation.

Example 1: January 2012 Calculation for Trade X:

Hypothetically:

- Gross Wage Rate for Trade X = \$54.00
- CPI Change December 2010 – December 2011 = 1.5% (under the 2% minimum).
- Group 4 Average Wage = \$55.00
(Assume the Total of the Industrial Gross Rates Effective on April 1st, 2012 for Boilermaker, Bricklayer Refractory, Carpenter, Electrician, Millwright, and Pipefitter, divided by 6 = \$55.00)

May 2012 increase for Trade X: $(2\% \div 2) \times \$55.00 = \0.55

November 2012 increase for Trade X: $(2\% \div 2) \times \$54.00 = \0.54

Example 2: January 2013 Calculation for Trade X:

Hypothetically:

- Oil Price Average, July – December 2012 = \$96.66
- CPI Change December 2011 – December 2012 = 1.5%.
- Group 4 Average Wage April 1st, 2013 = \$55.00

May 2013 increase for Trade X: $((1\frac{1}{2}\% + \frac{1}{2}\%) \div 2) \times \$55.00 = \$0.55$

Example 3: July 2013 Calculation for Trade X:

Hypothetically:

- April 1st, 2013 Gross Wage Rate for Trade X = \$54.00
- Oil Price Average, January – June, 2013 = \$91.55
- CPI Change June 2012 – June 2013 = 1.5%.

November 2013 increase for Trade X: $((1\frac{1}{2}\% + \frac{1}{2}\%) \div 2) \times \$54.00 = \$0.54$

Check against 2013 annual 5% limit:

$\$0.55 + \$0.54 = \$0.99$, which is less than the 2013 limit of $\$54.00 \times 5\% = \2.70