

SPECIAL PROJECT NEEDS AGREEMENT

for the

IMPERIAL OIL LIMITED STRATHCONA REFINERY COGENERATION PROJECT

SPECIAL PROJECT NEEDS AGREEMENT

ENTERED INTO THIS 21st DAY OF FEBRUARY, 2017

BY AND BETWEEN:

**THE COORDINATING COMMITTEE OF
REGISTERED EMPLOYERS' ORGANIZATIONS**
(hereinafter referred to as "the Coordinating Committee")

On Behalf of the REOs in Schedules A through L and such additional REOs that agree with their counterpart Unions to be bound by this Agreement

- and -

THE BUILDING TRADES OF ALBERTA
(hereinafter referred to as "the Council")
(Collectively, the "Parties")

On Behalf of the Unions in Appendices A through L and such additional Unions that agree with their counterpart REO to be bound by this Agreement

WHEREAS Imperial Oil Limited [the "Owner"] intends to construct the Strathcona Refinery CoGeneration Project [the "Project"].

AND WHEREAS this Project Labour Agreement (the "Agreement") will provide a forum through which key stake holders including contractors, unionized labour and the construction project owner may address issues of mutual concern;

AND WHEREAS this Agreement is beneficial to all of the stake holders in terms of communication and working relationships;

AND WHEREAS it is the expressed intention of all of the parties hereto that the execution of this Agreement in no way detracts from the bargaining authority of any Registered Employer Organization or any group of Trade Unions pursuant to a Registration Certificate or otherwise, nor does it in any way act as a surrender of any bargaining authority that any such group may hold.

NOW THEREFORE IT IS AGREED that the Employers' Organizations and the Unions have, based on the mutual understandings set out above, entered into the following terms and conditions of employment.

Scope and Definition

1. This Agreement shall be attached to and form part of each of the referenced Provincial Construction Collective Agreements between the respective registered employers' organizations and groups of trade unions. This Agreement shall only apply in respect of Employers and employees engaged in the General Sector of the construction industry.
2. This Agreement is intended to cover Capital Works as set out in Appendix 1 of this Agreement which Appendix shall be amended and updated from time to time in consultation with the Owner or Managing Contractor.

Duration and Application of Subsequent Collective Agreements

3. The provisions of this Agreement shall continue until the Owner or Managing Contractor confirms the conclusion of the Project, notwithstanding that such event may take place after the expiry date of the existing Collective Agreement. It is the intention of the parties that the work encompassed by this Agreement shall continue without abatement by strike, lock-out, work slowdowns, or any other action designed to limit output.
4. As collective bargaining, pursuant to a Registration Certificate or otherwise, may take place in the construction industry which will affect terms and conditions of employment, save and except where the same are provided for in this Agreement, such variations in the resulting Collective Agreement shall be picked up for the Project. Any applicable changes will be effective for the purposes of this Agreement as and when such changes become effective pursuant to the resulting Collective Agreement.
5. In the event a referenced Collective Agreement ceases to be in effect, then the applicable provisions of the most recent Collective Agreement shall apply, until such time as a renewal agreement is entered into by the Employers' Organization and the Union or the successors of either.
6. Each Employers' Organization and each counterpart Union undertake to propose to the other and to agree with the other that this Agreement will be attached to and form part of the Collective Agreement that will be concluded pursuant to any round of construction collective bargaining entered into or initiated during any period during the duration of this Agreement.
7. Each Employers' Organization and each Local Union understand that representatives of the Coordinating Committee and of the Council together may negotiate changes to this Agreement. The said changes shall, after ratification by both the Coordinating Committee and the Council, be applicable pursuant to this Agreement. Such ratification shall be through whatever ratification process the Coordinating Committee and the Council shall each determine.

Part 3, Division 8 of the Alberta Labour Relations Code

8. In the event that the Owner or Managing Contractor, at their discretion, apply pursuant to Part 3, Division 8 of the Code to have the Project or any part thereof designated pursuant to Section 196 of the Code and provided that under such designation the then existing terms of the Collective Agreements between the respective Unions and the Registered Employers' Organizations are designated as the Collective Agreement between the Principal Contractor and the affected Trade Unions, then the signatories to this letter will support such designation application and the Parties hereto and those bound by this Agreement, agree that the terms of such Project Collective Agreement or Agreements will, insofar as they apply to those Unions, Employers and Employees, consist of the then existing or most recent Collective Agreement or Agreements as modified by this Agreement.

No Bargaining Relationship for Project Owner

9. It is understood by the parties hereto that no bargaining relationship is created by the Project Owner with the Unions, the Building Trades of Alberta, or any affiliate of the Building Trades of Alberta, by voluntary recognition or by action of law pursuant to Division 5 or 6 of the Alberta Labour Relations Code. Similarly, where the Owner has participated in any way in the processes and administrative matters contemplated in this Agreement, it is only for the purposes of this document and the enhancement of the Project and in no way can be construed to be creating a bargaining relationship, extending a voluntary recognition or taking actions which, by action of law, would bind the Owner to any Collective Agreement with the Unions, the Building Trades of Alberta, or any affiliate of the Building Trades of Alberta.

Effective Date

10. This Agreement shall become effective for each of the parties to Schedules A through L below on the 21st day of February, 2017, and for such other REOs and Unions that agree to be bound by this agreement on the dates on which they reach such agreement.

Review of Project Terms

11. This Agreement shall be reviewed by the Parties from time to time in consultation with the Owner or Managing Contractor. Any modifications to this Agreement shall require the Owner or Managing Contractor designee's approval in writing.

Liaison Committee

12. A Liaison Committee shall be established which shall meet on an informal basis at the call of any of the parties signatory hereto, but at least twice per year, to discuss matters of mutual interest pertaining to the Project and/or this Agreement, with the objective of promoting and maintaining beneficial relations and cooperation between the parties, and of ensuring the achievement of the purposes of this Agreement.
13. The Committee shall consist of representatives of the Employer(s), each of which shall be designated by the Coordinating Committee and the Executive Director or his designate and business representatives of the affiliates of the Council, each of which shall be designated by the Council. Irrespective of the number of representatives designated by the respective parties or of the number which participate in any meeting of the Committee, the Liaison Committee members designated by the Council and those designated by the Coordinating Committee shall have equal numbers of votes. The parties agree that the Owner and / or its designee are entitled to participate in the affairs of the Liaison Committee. Persons appointed to the Liaison Committee by Owner will be entitled to participate fully in the proceedings of the Committee but will not be entitled to vote.

- 14.** The responsibilities of the Liaison Committee shall include:
- (a) Establishing terms of reference for the Liaison Committee giving due recognition to the language and intent and purposes of this Agreement.
 - (b) Establishing rules of procedure for the Liaison Committee to carry out its responsibilities.
 - (c) Establishing processes to ensure that decisions of the Liaison Committee that affect this Agreement are recommended to the parties for incorporation into this Agreement.
 - (d) Establishing methods of resolving issues that the parties to and the persons bound by this Agreement are unable to quickly resolve.
 - (e) Assisting in the development, implementation and administration of initiatives towards the enhancement of quality and productivity.
 - (f) Addressing differences between any parties engaged on the Project respecting whether certain work is or is not “construction”.
 - (g) Dealing with such matters as are referred to it by this Agreement.
 - (h) Establish and implement programs and measures to accelerate the training and mentoring of supervisors, and candidates for supervisory positions.

It is the intention of the parties that the Liaison Committee shall provide for joint stewardship of key performance measures by labour, contractors and owner groups including, without restricting the generality of the foregoing, safety, quality, cost, productivity and schedule. It is also the intention of the Parties that the Liaison Committee will be respectful of the collective bargaining, collective agreement administration and other bargaining agency roles and responsibilities of the Employers’ Organizations and of the Local Unions.

Basic Agreements

- 15.** The Parties Agree To:
- (a) Establish methods of resolving issues that the parties to and the persons bound by this Memorandum of Understanding are unable to quickly resolve;
 - (b) Assist in the development, implementation and administration of initiatives towards the enhancement of quality, productivity, safety, cost and schedule;
 - (c) Deal with such matters as are referred to it by the terms of this Memorandum of Understanding;
 - (d) Establish a forum, or forums through which commitments will be fulfilled.
- 16.** The parties shall provide for joint stewardship of key performance measures by labour and contractors including, without restricting the generality of the foregoing, safety, quality, cost, productivity and schedule.
- 17.** The Parties agree that they shall deal with the below listed matters on the basis that they will consider each of the items and agree on programs, implementation and administration. Those matters are health and safety, site closures, pre-job markups, training and maximization of the practical use of apprentices, and where appropriate, trainees.
- 18.** The Parties agree that they will provide for the implementation of and administration of the program to minimize absenteeism and maximize retention, the commitments to increase productivity, the program of job steward/supervisor leadership, the program for delivery of training and skills upgrading, and to assist in recruitment.

19. The Parties agree to discuss matters of mutual interest pertaining to the construction project with the objective of promoting and maintaining beneficial relations and co-operation between the parties, and to discuss and implement ways to make the construction project successful.

20. The Parties agree to support and participate in value-added programs such as Behavioral Based Safety, semi-automatic and automatic welding technologies, and productivity enhancement programs.

21. Hours of Work and Overtime

(a) Overtime at time and one half shall apply to each hour worked in a week in excess of 40 hours during the Monday through Friday period, and on Saturdays and Sundays.

(b) Double time shall only apply to hours requested to be worked on a General Holiday.

(c) Work on a General Holiday or on a Sunday shall be voluntary. When work is required to be completed on a General Holiday or a Sunday, the Employer shall establish a process through which workers who are asked to perform such work will declare, at least two working days in advance of such work, whether they will perform such work.

(d) When a dispatch request for work on the Project specifies the intended work week or schedule, the Employer shall make good faith efforts to maintain such work week or schedule, recognizing factors such as adverse weather and site conditions or activities may impact such plans, and recognizing there is no guarantee of hours of work per day or per week, or with respect to days in any week.

(e) When 10 hour shifts are worked, in lieu of the work breaks and lunch breaks provided for in the applicable collective agreement, the Employer shall have the option of scheduling two breaks of ½ hour each, approximately equally spaced in the 10 hour shift. The first break shall be unpaid. The second shall be paid at the applicable rate. In the event an employee is not able to take a break, the employee shall be paid at time and one half for the missed break. This option shall not be applicable to compressed work weeks for which work days are regularly scheduled in excess of 10 hours. A change in the scheduling of breaks will normally be communicated to the affected employees prior to the end of the work cycle before the change.

22. General Holidays

Each general holiday shall be observed on the calendar date on which it occurs. The occurrence of a general holiday on an individual’s scheduled day off shall not affect the start date of the individual’s return to work, nor the rate of pay for that day.

Signed this 21st day of February, 2017

Signature On File

For the Building Trades of Alberta

Signature On File

For the Coordinating Committee of
Registered Employers’ Organizations

APPENDIX 1

1. CAPITAL WORKS are defined as the Construction, as that term is defined in the *Alberta Labour Relations Code*, of that portion of the Project within the plant site battery limits, awarded under contract for construction by the Managing Contractor or Contractors.
2. Capital Works shall specifically exclude the following:
 - (a) construction work in respect to any contracts awarded
 - (i) to non-Building Trades affiliated contractors, or
 - (ii) prior to the date of this Agreement unless specifically included by the Owner or Managing Contractor.
 - (b) work performed by the Owner's own forces, contractors and their subcontractors on activities associated with Plant operations and maintenance.
3. "Capital Works" pursuant to this Agreement will be deemed to be completed when the Owner has assumed possession of such work or component portion. If a contractor performs construction work in respect of an aspect of the project after it is assumed by the owner, then the Owner or Managing Contractor may choose to declare that this agreement also applies to that work.
4. The Owner or Managing Contractor may amend this Appendix at its discretion.

Schedule A

Wages and Benefits Applicable to Workers Affected by Carpenters’ Registration Certificate #51

**United Brotherhood of Carpenters and Joiners of America, Locals #1325
and
Construction Labour Relations - An Alberta Association Carpenters
(Provincial) Trade Division**

1. This Schedule is attached to and forms part of the Agreement for the Project.
2. In the event the noted registration certificate is revoked during the term of this Agreement, or in the event there is a change in the employers’ organization authorized to carry on bargaining for a representative group of employers, representatives of the Council and of the Coordinating Committee shall meet with the affected Local Union and the affected Employers to identify the Employers’ Organization which shall then be referenced. Failing agreement by these representatives, the question of which Employers’ Organization shall be referenced shall be decided by a single arbitrator appointed by agreement of the Coordinating Committee and the Council, who shall render a decision within 1 week of his appointment.
3. Wage and Benefit Contribution Schedule:

	Base Wage	Holiday & Vacation	Health & Wellness	Pension	Training	Total Wage
Journeyman	39.94	3.99	1.60	3.30	0.55	49.38
4th Year Apprentice	35.95	3.60	1.60	3.30	0.55	45.00
3rd Year Apprentice	31.95	3.20	1.60	3.30	0.55	40.60
2nd Year Apprentice	27.96	2.80	1.60	3.30	0.55	36.21
1st Year Apprentice	23.96	2.40	1.60	3.30	0.55	31.81

Signature On File

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For the Union

For the Registered Employers’ Organization

Schedule B

Wages and Benefits Applicable to Workers Affected by Cement Masons’
 Registration Certificate #43
**Operative Plasterers’ and Cement Masons’ International Association of the
 United States and Canada, Local #222**
and
**Construction Labour Relations - An Alberta Association Cement Masons
 (Provincial) Trade Division**

1. This Schedule is attached to and forms part of the Agreement for the Project.
2. In the event the noted registration certificate is revoked during the term of this Agreement, or in the event there is a change in the employers’ organization authorized to carry on bargaining for a representative group of employers, representatives of the Council and of the Coordinating Committee shall meet with the affected Local Union and the affected Employers to identify the Employers’ Organization which shall then be referenced. Failing agreement by these representatives, the question of which Employers’ Organization shall be referenced shall be decided by a single arbitrator appointed by agreement of the Coordinating Committee and the Council, who shall render a decision within 1 week of his appointment.
3. Wage and Benefit Contribution Schedule:

	Base Wage	Holiday & Vac.Pay	H & W Fund	Pension Fund	Training Fund	Total Wage
Journeyman	37.16	3.72	1.50	5.75	0.35	48.48
3rd Year	31.59	3.16	1.50	5.75	0.35	42.35
2nd Year	27.87	2.79	1.50	4.03	0.35	36.54
1st Year	24.15	2.42	1.50	4.03	0.35	32.45
Trainee	20.44	2.04	1.50	4.03	0.35	28.36

NOTE: 2015 (November), 2016, 2017 and 2018 wages to be calculated as per the attached Letter of Understanding - Industrial Wage Determination

Notes Regarding Calculations

- Journeyman 10% reduction on Total Wage all taken from Base Wage and H&V Pay
- Apprentice Base Wage calculated on new Journey Base Rate at 85%, 75%, 65% and Trainee at 55%.
- Pension contributions are unchanged based on Third Year Apprentice at full pension and others are based on 70% of Journeyman Pension contribution which is unchanged.

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For the Union

For the Registered Employers’ Organization

Schedule C

Wages and Benefits Applicable to Workers Affected by Electricians' Registration
Certificate #52

**International Brotherhood of Electrical Workers, Local #424
and
Electrical Contractors Association of Alberta**

1. This Schedule is attached to and forms part of the Agreement for the Project.
2. In the event the noted registration certificate is revoked during the term of this Agreement, or in the event there is a change in the employers' organization authorized to carry on bargaining for a representative group of employers, representatives of the Council and of the Coordinating Committee shall meet with the affected Local Union and the affected Employers to identify the Employers' Organization which shall then be referenced. Failing agreement by these representatives, the question of which Employers' Organization shall be referenced shall be decided by a single arbitrator appointed by agreement of the Coordinating Committee and the Council, who shall render a decision within 1 week of his appointment.
3. Wage and Benefit Contribution Schedule:

EFFECTIVE February 1, 2017 -IOL SPNA INDUSTRIAL STRAIGHT TIME

	Basic Hourly Rate	Vacation & General Holiday Pay	Insurance Benefit Trust Fund	Pension Trust Fund	Education Trust Fund	Contractor RRSP	Gross Hourly Pay
General Foreman	\$52.10	\$5.21	\$2.00	\$6.35	\$0.40	\$0.00	\$66.06
ICCS General	\$53.10	\$5.31	\$2.00	\$6.35	\$0.40	\$0.00	\$67.16
Foreman	\$48.77	\$4.88	\$2.00	\$6.35	\$0.40	\$0.00	\$62.40
ICCS Foreman	\$49.77	\$4.98	\$2.00	\$6.35	\$0.40	\$0.00	\$63.50
Sub-Foreman	\$45.01	\$4.50	\$2.00	\$6.35	\$0.40	\$0.00	\$58.26
ICCS Sub-Foreman	\$46.01	\$4.60	\$2.00	\$6.35	\$0.40	\$0.00	\$59.36
Journeyman	\$41.68	\$4.17	\$2.00	\$6.35	\$0.40	\$0.00	\$54.60
4th year Apprentice	\$33.34	\$3.33	\$2.00	\$6.35	\$0.40	\$0.00	\$45.42
3rd Year Apprentice	\$29.18	\$2.92	\$2.00	\$6.35	\$0.40	\$0.00	\$40.85
2nd Year Apprentice	\$25.01	\$2.50	\$2.00	\$3.18	\$0.40	\$0.00	\$33.09
1st Year Apprentice	\$20.84	\$2.08	\$2.00	\$0.00	\$0.40	\$0.00	\$25.32

EFFECTIVE February 1, 2017 -IOL SPNA - INDUSTRIAL TIME AND ONE-HALF

	Basic Hourly Rate	Vacation & General Holiday Pay	Insurance Benefit Trust Fund	Pension Trust Fund	Education Trust Fund	Contractor RRSP	Gross Hourly Pay
General Foreman	\$78.15	\$7.82	\$2.33	\$8.21	\$0.40	\$3.28	\$100.19
ICCS General	\$79.15	\$7.92	\$2.33	\$8.21	\$0.40	\$3.28	\$101.29
Foreman	\$73.16	\$7.32	\$2.33	\$8.21	\$0.40	\$2.93	\$94.35
ICCS Foreman	\$74.16	\$7.42	\$2.33	\$8.21	\$0.40	\$2.93	\$95.45
Sub-Foreman	\$67.52	\$6.75	\$2.33	\$8.21	\$0.40	\$2.54	\$87.75
ICCS Sub-Foreman	\$68.52	\$6.85	\$2.33	\$8.21	\$0.40	\$2.54	\$88.85
Journeyman	\$62.52	\$6.25	\$2.33	\$8.21	\$0.40	\$2.19	\$81.90
4th year Apprentice	\$50.01	\$5.00	\$2.33	\$8.21	\$0.40	\$1.31	\$67.26
3rd Year Apprentice	\$43.77	\$4.38	\$2.33	\$8.21	\$0.40	\$0.87	\$59.96
2nd Year Apprentice	\$37.52	\$3.75	\$2.33	\$4.11	\$0.40	\$0.41	\$48.52
1st Year Apprentice	\$31.26	\$3.13	\$2.33	\$0.00	\$0.40	\$0.27	\$37.39

EFFECTIVE February 1, 2017 –IOL SPNA - INDUSTRIAL DOUBLE TIME

	Basic Hourly Rate	Vacation & General Holiday Pay	Insurance Benefit Trust Fund	Pension Trust Fund	Education Trust Fund	Contractor RRSP	Gross Hourly Pay
General Foreman	\$104.20	\$10.42	\$2.65	\$10.08	\$0.40	\$6.56	\$134.31
ICCS General	\$105.20	\$10.52	\$2.65	\$10.08	\$0.40	\$6.56	\$135.41
Foreman	\$97.54	\$9.75	\$2.65	\$10.08	\$0.40	\$5.86	\$126.28
ICCS Foreman	\$98.54	\$9.85	\$2.65	\$10.08	\$0.40	\$5.86	\$127.38
Sub-Foreman	\$90.02	\$9.00	\$2.65	\$10.08	\$0.40	\$5.07	\$117.22
ICCS Sub-Foreman	\$91.02	\$9.10	\$2.65	\$10.08	\$0.40	\$5.07	\$118.32
Journeyman	\$83.36	\$8.34	\$2.65	\$10.08	\$0.40	\$4.37	\$109.20
4th year Apprentice	\$66.68	\$6.67	\$2.65	\$10.08	\$0.40	\$2.62	\$89.10
3rd Year Apprentice	\$58.36	\$5.84	\$2.65	\$10.08	\$0.40	\$1.75	\$79.08
2nd Year Apprentice	\$50.02	\$5.00	\$2.65	\$5.04	\$0.40	\$0.84	\$63.95
1st Year Apprentice	\$41.68	\$4.17	\$2.65	\$0.00	\$0.40	\$0.55	\$49.45

Signature On File

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For the Union

For the Registered Employers' Organization

Schedule D

Wages and Benefits Applicable to Workers Affected by Structural Ironworkers’
 Registration Certificate #48
**International Association of Bridge, Structural, Ornamental and Reinforcing
 Ironworkers, Locals #720**
and
**Construction Labour Relations - An Alberta Association Ironworkers -
 Structural (Provincial) Trade Division**

1. This Schedule is attached to and forms part of the Agreement for the Project.
2. In the event the noted registration certificate is revoked during the term of this Agreement, or in the event there is a change in the employers’ organization authorized to carry on bargaining for a representative group of employers, representatives of the Council and of the Coordinating Committee shall meet with the affected Local Union and the affected Employers to identify the Employers’ Organization which shall then be referenced. Failing agreement by these representatives, the question of which Employers’ Organization shall be referenced shall be decided by a single arbitrator appointed by agreement of the Coordinating Committee and the Council, who shall render a decision within 1 week of his appointment.
3. Wage and Benefit Contribution Schedule:

	BASE RATE	VACATION PAY	HOLIDAY PAY	H&W	PENSION	IMPACT	TRAINING	TOTAL
Foreman	45.52	2.73	1.82	1.50	5.25	0.15	0.45	57.42
Journey person	40.02	2.40	1.60	1.50	5.25	0.15	0.45	51.37
<u>Generalist</u>								
4th Level	36.02	2.16	1.44	1.50	5.25	0.15	0.45	46.97
3rd Level	32.02	1.92	1.28	1.50	5.25	0.15	0.45	42.57
2nd Level	28.01	1.68	1.12	1.50	5.25	0.15	0.45	38.17
1st Level (0-1500 hrs)	24.01	1.44	0.96	1.50	0.00	0.15	0.45	28.51
<u>Welder Apprentice Rates</u>								
3rd Level	36.02	2.16	1.44	2.25	5.25	0.15	0.45	47.72
2nd Level	30.02	1.80	1.20	1.50	5.25	0.15	0.45	40.37
1st Level	24.01	1.44	0.96	1.50	0.00	0.15	0.45	28.51

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 For the Union

 For the Registered Employers’ Organization

Schedule E

Wages and Benefits Applicable to Workers Affected by Labourers’ Registration Certificate #57

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

Construction Labour Relations – An Alberta Association Labourers (Provincial) Trade Division

1. This Schedule is attached to and forms part of the Agreement for the Project.
2. In the event the noted registration certificate is revoked during the term of this Agreement, or in the event there is a change in the employers’ organization authorized to carry on bargaining for a representative group of employers, representatives of the Council and of the Coordinating Committee shall meet with the affected Local Union and the affected Employers to identify the Employers’ Organization which shall then be referenced. Failing agreement by these representatives, the question of which Employers’ Organization shall be referenced shall be decided by a single arbitrator appointed by agreement of the Coordinating Committee and the Council, who shall render a decision within 1 week of his appointment.
3. Wage and Benefit Contribution Schedule:

	Base Rate	Holiday & Vacation	Health & Welfare	Pension	Training	Gross Rate
<u>Industrial</u>						
Certified	31.47	3.15	2.06	5.06	0.45	42.19
Uncertified (93%)	29.27	2.93	2.06	5.06	0.45	39.77
Trainee 3 (85%)	26.75	2.68	2.06	4.30	0.45	36.24
Trainee 2 (75%)	23.60	2.36	2.06	3.80	0.45	32.27
Trainee 1 (65%)	20.46	2.05	2.06	3.29	0.45	28.31
<u>Industrial: Pensioner</u>						
Certified	35.20	3.52	2.06	0.00	0.45	41.23
Uncertified (93%)	32.74	3.27	2.06	0.00	0.45	38.51

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For the Union

For the Registered Employers’ Organization

Schedule F

Wages and Benefits Applicable to Workers Affected by Millwrights’ Registration Certificate #49

Millwrights, Machinery Erectors and Maintenance Union, Local 1460 of the United Brotherhood of Carpenters and Joiners of America and Construction Labour Relations - An Alberta Association Millwrights (Provincial) Trade Division

1. This Schedule is attached to and forms part of the Agreement for the Project.
2. In the event the noted registration certificate is revoked during the term of this Agreement, or in the event there is a change in the employers’ organization authorized to carry on bargaining for a representative group of employers, representatives of the Council and of the Coordinating Committee shall meet with the affected Local Union and the affected Employers to identify the Employers’ Organization which shall then be referenced. Failing agreement by these representatives, the question of which Employers’ Organization shall be referenced shall be decided by a single arbitrator appointed by agreement of the Coordinating Committee and the Council, who shall render a decision within 1 week of his appointment.
3. Wage and Benefit Contribution Schedule:

	Base Rate	Holiday	H&W	Pension	Training	Total
Journeyman	40.04	4.00	2.25	7.25	0.60	54.14

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For the Union

For the Registered Employers’ Organization

Schedule G

Wages and Benefits Applicable to Workers Affected by Operating Engineers’
Registration Certificate #24

**International Union of Operating Engineers, Local Union No. 955
and**

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

1. This Schedule is attached to and forms part of the Agreement for the Project.
2. In the event the noted registration certificate is revoked during the term of this Agreement, or in the event there is a change in the employers’ organization authorized to carry on bargaining for a representative group of employers, representatives of the Council and of the Coordinating Committee shall meet with the affected Local Union and the affected Employers to identify the Employers’ Organization which shall then be referenced. Failing agreement by these representatives, the question of which Employers’ Organization shall be referenced shall be decided by a single arbitrator appointed by agreement of the Coordinating Committee and the Council, who shall render a decision within 1 week of his appointment.
3. Wage and Benefit Contribution Schedule:
 - (a) Contributions to the Pension will be on the basis of “hours worked”. (0.8% cost reduction for a 50 hour work week.)
 - (b) Schedule for the project:

	Base Rate	Vacation & Holiday	H&W	Pension	Training	Gross Rate
Group 1	\$40.04	\$4.00	\$2.00	\$5.00	\$0.40	\$51.45
Group 2	\$37.86	\$3.79	\$2.00	\$5.00	\$0.40	\$49.05
4th Class Steam Engineer	\$36.81	\$3.68	\$2.00	\$5.00	\$0.40	\$47.89
Group 3	\$35.73	\$3.57	\$2.00	\$5.00	\$0.40	\$46.71
Group 4	\$33.54	\$3.35	\$2.00	\$5.00	\$0.40	\$44.29
Group 5	\$31.33	\$3.13	\$2.00	\$5.00	\$0.40	\$41.87

Signature On File

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For the Union

For the Registered Employers’ Organization

Schedule H

Wages and Benefits Applicable to Workers Affected by Painters’ Registration
Certificate #58

**International Union of Painters and Allied Trades, Local #177
and
Alberta Coating Contractors Association**

1. This Schedule is attached to and forms part of the Agreement for the Project.
2. In the event the noted registration certificate is revoked during the term of this Agreement, or in the event there is a change in the employers’ organization authorized to carry on bargaining for a representative group of employers, representatives of the Council and of the Coordinating Committee shall meet with the affected Local Union and the affected Employers to identify the Employers’ Organization which shall then be referenced. Failing agreement by these representatives, the question of which Employers’ Organization shall be referenced shall be decided by a single arbitrator appointed by agreement of the Coordinating Committee and the Council, who shall render a decision within 1 week of his appointment.
3. Wage and Benefit Contribution Schedule:

BRUSH & ROLL	BASE RATE	VACATION PAY	WELFARE PLAN	PENSION PLAN	JTB	TOTAL PACKAGE
General Foreman	44.35	4.44	1.85	4.00	0.65	55.29
Foreman (Tier Two)	42.50	4.25	1.85	4.00	0.65	53.25
Foreman (Tier One)	40.66	4.07	1.85	4.00	0.65	51.23
Journeyman	36.96	3.70	1.85	4.00	0.65	47.16
3 rd Year Apprentice	31.42	3.14	1.85	4.00	0.65	41.06
2 nd Year Apprentice	27.72	2.77	1.85	4.00	0.65	36.99
1 st Year Apprentice	24.02	2.40	1.85	4.00	0.65	32.92

SPRAY & SANDBLAST	BASE RATE	VACATION PAY	WELFARE PLAN	PENSION PLAN	JTB	TOTAL PACKAGE
General Foreman	46.08	4.61	1.85	4.00	0.65	57.19
Foreman (Tier Two)	44.16	4.42	1.85	4.00	0.65	55.08
Foreman (Tier One)	42.24	4.22	1.85	4.00	0.65	52.96
Journeyman	38.40	3.84	1.85	4.00	0.65	48.74
3 rd Year Apprentice	32.64	3.26	1.85	4.00	0.65	42.40
2 nd Year Apprentice	28.80	2.88	1.85	4.00	0.65	38.18
1 st Year Apprentice	24.96	2.50	1.85	4.00	0.65	33.96

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For the Union

For the Registered Employers’ Organization

Schedule I

Wages and Benefits Applicable to Workers Affected by Registration Certificate #27
**United Association of Journeymen and Apprentices of the Plumbing and
 Pipefitting Industry of the United States and Canada, Local #488**
and
**Construction Labour Relations - An Alberta Association Mechanical
 (Provincial) Trade Division**

1. This Schedule is attached to and forms part of the Agreement for the Project.
2. In the event the noted registration certificate is revoked during the term of this Agreement, or in the event there is a change in the employers' organization authorized to carry on bargaining for a representative group of employers, representatives of the Council and of the Coordinating Committee shall meet with the affected Local Union and the affected Employers to identify the Employers' Organization which shall then be referenced. Failing agreement by these representatives, the question of which Employers' Organization shall be referenced shall be decided by a single arbitrator appointed by agreement of the Coordinating Committee and the Council, who shall render a decision within 1 week of his appointment.
3. Wage and Benefit Contribution Schedule:

Effective Date	Base Rate	ISIT Fund	Vacation & S.H.P.	Health & Welfare	Pension	Training	Supp. Ben.	Total
GENERAL FOREMAN								
1-Jan-17	\$48.75	\$0.20	\$4.88	\$2.04	\$5.30	\$0.60	\$0.10	\$61.87
7-Jan-18	\$49.50	\$0.20	\$4.95	\$2.04	\$5.30	\$0.60	\$0.10	\$62.69
FOREMAN								
1-Jan-17	\$46.75	\$0.20	\$4.68	\$2.04	\$5.30	\$0.60	\$0.10	\$59.67
7-Jan-18	\$47.50	\$0.20	\$4.75	\$2.04	\$5.30	\$0.60	\$0.10	\$60.49
JOURNEYMAN STEAM FITTER & B PRESSURE WELDER								
1-Jan-17	\$41.25	\$0.20	\$4.13	\$2.04	\$5.30	\$0.60	\$0.10	\$53.62
7-Jan-18	\$42.00	\$0.20	\$4.20	\$2.04	\$5.30	\$0.60	\$0.10	\$54.44
JOURNEYMAN STEAM FITTER-JOURNEYMAN WELDERS w/CWB & 'C' PROVISIONAL WELDER								
1-Jan-17	\$37.11	\$0.20	\$3.71	\$2.04	\$5.30	\$0.60	\$0.10	\$49.06
7-Jan-18	\$37.78	\$0.20	\$3.78	\$2.04	\$5.30	\$0.60	\$0.10	\$49.80
JOURNEYMAN WELDERS w/o CWB								
1-Jan-17	\$35.03	\$0.20	\$3.50	\$2.04	\$5.30	\$0.60	\$0.10	\$46.77
7-Jan-18	\$35.67	\$0.20	\$3.57	\$2.04	\$5.30	\$0.60	\$0.10	\$47.48
3rd YEAR APPRENTICE								
1-Jan-17	\$32.96	\$0.20	\$3.30	\$2.04	\$4.24	\$0.60	\$0.10	\$43.44
7-Jan-18	\$33.56	\$0.20	\$3.36	\$2.04	\$4.24	\$0.60	\$0.10	\$44.10
2nd YEAR APPRENTICE & METAL TRADES WORKER (after 1000 Hours Probation)								
1-Jan-17	\$26.74	\$0.20	\$2.67	\$2.04	\$3.45	\$0.60	\$0.10	\$35.80
7-Jan-18	\$27.23	\$0.20	\$2.72	\$2.04	\$3.45	\$0.60	\$0.10	\$36.34
1st YEAR APPRENTICE & METAL TRADES WORKER (up to 1000 Hours Probation)								
1-Jan-17	\$20.53	\$0.20	\$2.05	\$2.04	\$2.65	\$0.60	\$0.10	\$28.17
7-Jan-18	\$20.90	\$0.20	\$2.09	\$2.04	\$2.65	\$0.60	\$0.10	\$28.58

- (a) Calculate the 'ISIT' contributions on hours worked
- (b) Monthly Union Dues = 3x column A (*maximum Journeyman Rate*)
- (c) BTA dues of 6¢ per hour earned to be deducted from wages and remitted at same time and in same manner as Union dues.
- (d) Fraternal & Building dues of 12¢ per hour earned to be deducted from wages and remitted at same time and in same manner as Union dues.
- (e) All benefits except Health & Welfare to be paid on an hours worked basis. Health & Welfare to be paid on hours earned.

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For the Union

For the Registered Employers' Organization

Schedule J

Wages and Benefits Applicable to Workers Affected by Sheet Metal Workers’
 Registration Certificate #18
Sheet Metal Workers' International Association, Local #8
and
Construction Labour Relations - An Alberta Association Sheet Metal
(Provincial) Trade Division

1. This Schedule is attached to and forms part of the Agreement for the Project.
2. In the event the noted registration certificate is revoked during the term of this Agreement, or in the event there is a change in the employers’ organization authorized to carry on bargaining for a representative group of employers, representatives of the Council and of the Coordinating Committee shall meet with the affected Local Union and the affected Employers to identify the Employers’ Organization which shall then be referenced. Failing agreement by these representatives, the question of which Employers’ Organization shall be referenced shall be decided by a single arbitrator appointed by agreement of the Coordinating Committee and the Council, who shall render a decision within 1 week of his appointment.
3. Wage and Benefit Contribution Schedule:

	Base	H&V	H&W	Pension	Training	Benevolent	Total
General Foreman	\$45.45	\$4.55	\$1.65	\$5.50	\$0.30	\$0.09	\$57.54
Foreman	\$44.45	\$4.45	\$1.65	\$5.50	\$0.30	\$0.09	\$56.44
Journeyman	\$40.45	\$4.05	\$1.65	\$5.50	\$0.30	\$0.09	\$52.04
4th Year	\$34.38	\$3.44	\$1.65	\$5.50	\$0.30	\$0.09	\$45.36
3rd Year	\$30.34	\$3.03	\$1.65	\$5.50	\$0.30	\$0.09	\$40.91
2nd Year	\$26.29	\$2.63	\$1.65	\$5.50	\$0.30	\$0.09	\$36.46
1st Year	\$20.23	\$2.02	\$1.65	\$0.00	\$0.30	\$0.09	\$24.29
Prob.	\$16.18	\$1.62	\$1.65	\$0.00	\$0.30	\$0.09	\$19.84

WELDER

	Base	H&V	H&W	Pension	Training	Benevolent	Total
Journeyman	\$40.45	\$4.05	\$1.65	\$5.50	\$0.30	\$0.09	\$52.04
3rd Year	\$36.41	\$3.64	\$1.65	\$5.50	\$0.30	\$0.09	\$47.59
2nd Year	\$30.34	\$3.03	\$1.65	\$5.50	\$0.30	\$0.09	\$40.91
1st Year	\$24.27	\$2.43	\$1.65	\$0.00	\$0.30	\$0.09	\$28.74

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 For the Union

 For the Registered Employers’ Organization

Schedule K

Wages and Benefits Applicable to Workers Affected by Sheeters’, Deckers’ and
Cladders’ Registration Certificate #13

Sheet Metal Workers' International Association, Local #8

and

**Construction Labour Relations - An Alberta Association Sheeters, Deckers and
Cladders (Provincial) Trade Division**

1. This Schedule is attached to and forms part of the Agreement for the Project.
2. In the event the noted registration certificate is revoked during the term of this Agreement, or in the event there is a change in the employers’ organization authorized to carry on bargaining for a representative group of employers, representatives of the Council and of the Coordinating Committee shall meet with the affected Local Union and the affected Employers to identify the Employers’ Organization which shall then be referenced. Failing agreement by these representatives, the question of which Employers’ Organization shall be referenced shall be decided by a single arbitrator appointed by agreement of the Coordinating Committee and the Council, who shall render a decision within 1 week of his appointment.
3. Wage and Benefit Contribution Schedule:

	Base	H&V	H&W	Pension	Training	Benevolent	Total
General Foreman	\$45.26	\$4.53	\$1.65	\$5.50	\$0.30	\$0.09	\$57.33
Foreman	\$43.01	\$4.30	\$1.65	\$5.50	\$0.30	\$0.09	\$54.85
Journeyman	\$38.51	\$3.85	\$1.65	\$5.50	\$0.30	\$0.09	\$49.90
3rd Year	\$32.73	\$3.27	\$1.65	\$5.50	\$0.30	\$0.09	\$43.54
2nd Year	\$28.88	\$2.89	\$1.65	\$5.50	\$0.30	\$0.09	\$39.31
1st Year	\$25.03	\$2.50	\$1.65	\$0.00	\$0.30	\$0.09	\$29.57
Prob	\$21.18	\$2.12	\$1.65	\$0.00	\$0.30	\$0.09	\$25.34

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For the Union

For the Registered Employers’ Organization

Schedule L

Wages and Benefits Applicable to Workers Affected by Teamsters’ Registration Certificate #25

**General Teamsters, Local 362
and
Industrial Contractors’ Association of Alberta**

1. This Schedule is attached to and forms part of the Agreement for the Project.
2. In the event the noted registration certificate is revoked during the term of this Agreement, or in the event there is a change in the employers’ organization authorized to carry on bargaining for a representative group of employers, representatives of the Council and of the Coordinating Committee shall meet with the affected Local Union and the affected Employers to identify the Employers’ Organization which shall then be referenced. Failing agreement by these representatives, the question of which Employers’ Organization shall be referenced shall be decided by a single arbitrator appointed by agreement of the Coordinating Committee and the Council, who shall render a decision within 1 week of his appointment.
3. Wage and Benefit Contribution Schedule:

Classification	Base Rate	Holiday & Vacation	Health & Welfare	Pension	Training	Advancement	Gross Rate
1	\$36.68	\$3.67	\$2.70	\$6.02	\$0.27	\$0.05	\$49.39
2	\$36.52	\$3.65	\$2.70	\$6.02	\$0.27	\$0.05	\$49.21
3	\$36.43	\$3.64	\$2.70	\$6.02	\$0.27	\$0.05	\$49.11
4	\$36.23	\$3.62	\$2.70	\$6.02	\$0.27	\$0.05	\$48.89
5	\$35.79	\$3.58	\$2.70	\$6.02	\$0.27	\$0.05	\$48.41
6	Class I warehouseman = 54 cents above the Class II warehouseman rate and with Better Supervision 99 cents above the Class II warehouseman rate						
7	\$37.15	\$3.71	\$2.70	\$6.02	\$0.27	\$0.05	\$49.90
8	\$36.15	\$3.62	\$2.70	\$6.02	\$0.27	\$0.05	\$48.81
9	\$31.60	\$3.16	\$2.70	\$6.02	\$0.27	\$0.05	\$43.80

Boom truck rate will be \$1.80 above the Classification wage rate
 General Foreman \$6.75 above highest paid driver under his supervision
 Non-Working Foreman \$4.73 above the highest paid driver under his supervision
 Effective May 1, 2017: Non-Working Foreman \$5.18 above the highest paid driver under his supervision
 Class 1 Warehouse Working Foreman \$4.73 above the Class 1 warehouseman rate
 Class 1 Warehouse General Foreman \$6.75 above highest paid warehouseman under his supervision
Note: May need to have a Health and Welfare adjustment upon Union request.

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For the Union

For the Registered Employers’ Organization

Schedule M

Wages and Benefits Applicable to Workers Affected by Structural Ironworkers’
Registration Certificate #47
**International Association of Bridge, Structural, Ornamental and Reinforcing
Ironworkers, Locals #720
and
Construction Labour Relations - An Alberta Association Ironworkers –
Reinforcing (Provincial) Trade Division**

1. This Schedule is attached to and forms part of the Agreement for the Project.
2. In the event the noted registration certificate is revoked during the term of this Agreement, or in the event there is a change in the employers’ organization authorized to carry on bargaining for a representative group of employers, representatives of the Council and of the Coordinating Committee shall meet with the affected Local Union and the affected Employers to identify the Employers’ Organization which shall then be referenced. Failing agreement by these representatives, the question of which Employers’ Organization shall be referenced shall be decided by a single arbitrator appointed by agreement of the Coordinating Committee and the Council, who shall render a decision within 1 week of his appointment.
3. Wage and Benefit Contribution Schedule shall be the schedule included in the province wide collective agreement entered into pursuant to registration certificate #47.

Agreed, and signed this 22nd day of February, 2017:

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Signature On File

For the Union

For the Registered Employers’ Organization