

AMENDMENT

TO THE

**REINFORCING
IRONWORKERS**

COLLECTIVE AGREEMENT

between

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

Pursuant to Registration Certificate #47

and

**The International Association Of Bridge, Structural,
Ornamental And Reinforcing Ironworkers
Local Unions 720 & 725**

Effective October 2, 2011 to April 30, 2015

Amended WAGE SCHEDULE effective May 4, 2014

Published March 4, 2014

ARTICLE SIXTEEN - WAGE RATES

16.01

Industrial Rates (for work as defined in Clause 2.03)

EFFECTIVE DATE	WAGES	VAC. PAY	HOL. PAY	H&W	PENS	TRAINING	GLOVES	TOTAL
<u>Industrial Rates</u>								
Foreman (110% of Journeyman)								
Oct. 2/11	40.60	2.44	1.46	1.80	5.25	0.40	0.15	52.10
May 6/12	41.16	2.47	1.48	1.95	5.25	0.50	0.15	52.96
Nov. 4/12	41.42	2.48	1.49	2.05	5.50	0.60	0.15	53.69
May 5/13	41.42	2.48	1.49	2.05	5.64	0.60	0.15	53.83
Nov 3/13	42.11	2.53	1.52	2.05	5.64	0.60	0.15	54.60
May 4/14	42.87	2.57	1.54	2.05	5.64	0.60	0.15	55.42
Leadhand (105% of Journeyman)								
Oct. 2/11	38.75	2.33	1.40	1.80	5.25	0.40	0.15	50.08
May 6/12	39.29	2.36	1.41	1.95	5.25	0.50	0.15	50.91
Nov. 4/12	39.53	2.37	1.42	2.05	5.50	0.60	0.15	51.62
May 5/13	39.53	2.37	1.42	2.05	5.64	0.60	0.15	51.76
Nov 3/13	40.19	2.41	1.45	2.05	5.64	0.60	0.15	52.49
May 4/14	40.92	2.46	1.47	2.05	5.64	0.60	0.15	53.29
Journeyman								
Oct. 2/11	36.91	2.21	1.33	1.80	5.25	0.40	0.15	48.05
May 6/12	37.42	2.25	1.35	1.95	5.25	0.50	0.15	48.87
Nov 4/12	37.65	2.26	1.36	2.05	5.50	0.60	0.15	49.57
May 5/13	37.65	2.26	1.36	2.05	5.64	0.60	0.15	49.71
Nov 3/13	38.28	2.30	1.38	2.05	5.64	0.60	0.15	50.40
May 4/14	38.97	2.34	1.40	2.05	5.64	0.60	0.15	51.15
4th Level (90% of Journeyman from 2250 hours to 3000 hours)								
Oct 2/11	33.22	1.99	1.20	1.80	5.25	0.40	0.15	44.01
May 6/12	33.68	2.02	1.21	1.95	5.25	0.50	0.15	44.76
Nov 4/12	33.89	2.03	1.22	2.05	5.50	0.60	0.15	45.44
May 5/13	33.89	2.03	1.22	2.05	5.64	0.60	0.15	45.58
Nov 3/13	34.45	2.07	1.24	2.05	5.64	0.60	0.15	46.20
May 4/14	35.07	2.10	1.26	2.05	5.64	0.60	0.15	46.87
3rd Level (80% of Journeyman from 1500 hours to 2250 hours)								
Oct 2/11	29.53	1.77	1.06	1.80	5.25	0.40	0.15	39.96
May 6/12	29.94	1.80	1.08	1.95	5.25	0.50	0.15	40.67
Nov 4/12	30.12	1.81	1.08	2.05	5.50	0.60	0.15	41.31
May 5/13	30.12	1.81	1.08	2.05	5.64	0.60	0.15	41.45
Nov 3/13	30.62	1.84	1.10	2.05	5.64	0.60	0.15	42.00
May 4/14	31.18	1.87	1.12	2.05	5.64	0.60	0.15	42.61

2nd Level (70% of Journeyperson from 750 hours to 1500 hours)

Oct 2/11	25.83	1.55	0.93	1.80	5.25	0.40	0.15	35.91
May 6/12	26.19	1.57	0.94	1.95	5.25	0.50	0.15	36.55
Nov 4/12	26.36	1.58	0.95	2.05	5.50	0.60	0.15	37.19
May 5/13	26.36	1.58	0.95	2.05	5.64	0.60	0.15	37.33
Nov 3/13	26.80	1.61	0.96	2.05	5.64	0.60	0.15	37.81
May 4/14	27.28	1.64	0.98	2.05	5.64	0.60	0.15	38.34

1st Level (60% of Journeyperson for the next 375 hours)

Oct 2/11	22.14	1.33	0.80	1.80	5.25	0.40	0.15	31.87
May 6/12	22.45	1.35	0.81	1.95	5.25	0.50	0.15	32.46
Nov 4/12	22.59	1.36	0.81	2.05	5.50	0.60	0.15	33.06
May 5/13	22.59	1.36	0.81	2.05	5.64	0.60	0.15	33.20
Nov 3/13	22.97	1.38	0.83	2.05	5.64	0.60	0.15	33.62
May 4/14	23.38	1.40	0.84	2.05	5.64	0.60	0.15	34.06

1st Level (60% of Journeyperson for the first 90 calendar days)

Oct 2/11	22.14	1.33	0.80	1.80	0.00	0.40	0.15	26.62
May 6/12	22.45	1.35	0.81	1.95	0.00	0.50	0.15	27.21
Nov 4/12	22.59	1.36	0.81	2.05	0.00	0.60	0.15	27.56
May 5/13	22.59	1.36	0.81	2.05	0.00	0.60	0.15	27.56
Nov 3/13	22.97	1.38	0.83	2.05	0.00	0.60	0.15	27.98
May 4/14	23.38	1.40	0.84	2.05	0.00	0.60	0.15	28.42

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Effective October 2, 2011 to April 30, 2015

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

ARTICLE SIXTEEN - WAGE RATES**16.01****Industrial Rates (for work as defined in Clause 2.03)**

Effective Date	Wages	Vac. Pay	Hol. Pay	H &W	Pension	Training	Gloves	Total
Foreman (110% of Journeyperson)								
02/10/11	\$40.60	\$2.44	\$1.46	\$1.80	\$5.25	\$0.40	\$0.15	\$52.10
Leadhand (105% of Journeyperson)								
02/10/11	\$38.75	\$2.33	\$1.40	\$1.80	\$5.25	\$0.40	\$0.15	\$50.08
Journeyperson								
02/10/11	\$36.91	\$2.21	\$1.33	\$1.80	\$5.25	\$0.40	\$0.15	\$48.05
4th Level (90% of Journeyperson from 2250 hours to 3000 hours)								
02/10/11	\$33.22	\$1.99	\$1.20	\$1.80	\$5.25	\$0.40	\$0.15	\$44.01
3rd Level (80% of Journeyperson from 1500 hours to 2250 hours)								
02/10/11	\$29.53	\$1.77	\$1.06	\$1.80	\$5.25	\$0.40	\$0.15	\$39.96
2nd Level (70% of Journeyperson from 750 hours to 1500 hours)								
02/10/11	\$25.83	\$1.55	\$0.93	\$1.80	\$5.25	\$0.40	\$0.15	\$35.91
1st Level (60% of Journeyperson for the next 375 hours)								
02/10/11	\$22.14	\$1.33	\$0.80	\$1.80	\$5.25	\$0.40	\$0.15	\$31.87
1st Level (60% of Journeyperson for first 90 calendar days)								
02/10/11	\$22.14	\$1.33	\$0.80	\$1.80	\$0.00	\$0.40	\$0.15	\$26.62

Wage Determination (Industrial Wages)**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>

Commercial Rates (for work that is not Industrial Work as defined in Clause 2.03)

Foreman	(110% of Journeyperson)							
02/10/11	\$38.52	\$2.31	\$1.39	\$1.80	\$4.50	\$0.40	\$0.15	\$49.07
Leadhand	(105% of Journeyperson)							
02/10/11	\$36.77	\$2.21	\$1.32	\$1.80	\$4.50	\$0.40	\$0.15	\$47.15
Journeyperson								
02/10/11	\$35.02	\$2.10	\$1.26	\$1.80	\$4.50	\$0.40	\$0.15	\$45.23
4th Level	(90% of Journeyperson from 2250 hours to 3000 hours)							
02/10/11	\$31.52	\$1.89	\$1.13	\$1.80	\$4.50	\$0.40	\$0.15	\$41.39
3rd Level	(80% of Journeyperson from 1500 hours to 2250 hours)							
02/10/11	\$28.01	\$1.68	\$1.01	\$1.80	\$4.50	\$0.40	\$0.15	\$37.55
2nd Level	(70% of Journeyperson from 750 hours to 1500 hours)							
02/10/11	\$24.51	\$1.47	\$0.88	\$1.80	\$4.50	\$0.40	\$0.15	\$33.71
1st Level	(60% of Journeyperson for next 375 hours)							
02/10/11	\$21.01	\$1.26	\$0.76	\$1.80	\$4.50	\$0.40	\$0.15	\$29.68
1st Level	(60% of Journeyperson for first ninety (90) calendar days)							
02/10/11	\$21.01	\$1.26	\$0.76	\$1.80	\$0.00	\$0.40	\$0.15	\$25.38

Wage Re-opener (Commercial Wages)

With the understanding that circumstances in the industry could change over the course of a four (4) year agreement it is hereby agreed that between ninety (90) and one hundred twenty (120) days prior to either May 5, 2013 or May 4, 2014, but not both, either Party may give to the other Party notice that they wish to renegotiate the wage rates applicable to this Clause only, for the balance of the term of the Collective Agreement. Upon receipt of such notice the Parties will have until sixty (60) days prior to the closest date noted above to reach agreement, failing that the dispute will automatically be submitted to an Arbitration Panel consisting of Mr. Stan Lanyon (or an alternate agreed by the Parties prior to the submission to Arbitration) and one (1) nominee appointed by each Party whose names shall be provided to the other respective Party within two (2) weeks of the notice to renegotiate being received. It is understood that the only matter in dispute can be the wages contained in this Clause.

The Arbitration Panel will conduct a hearing within thirty (30) calendar days of having the dispute referred to them and will issue a decision prior to the closest of the two (2) dates noted above. The Arbitration Panel will have the authority to determine the issues in dispute in the remaining term of the Collective Agreement only and cannot make any decision having retroactive effect. The Arbitration Panel shall be restricted to choosing from one of the following three (3) options:

1. The final offer for settlement of the dispute as made by the Union to the Trade Division prior to submitting the matter to Arbitration (provided such offer is consistent with the conditions stipulated above and, if it is not, then the decision shall only relate to such portions of the offer that conform to the stipulated conditions above)