

**REGISTERED COLLECTIVE AGREEMENT**

**LABOURERS - PROVINCIAL  
COLLECTIVE AGREEMENT FOR THE GENERAL CONSTRUCTION SECTOR**

**May 30, 1999 to April 30, 2001**

**between**

**CONSTRUCTION LABOUR RELATIONS - AN ALBERTA ASSOCIATION  
LABOURERS (PROVINCIAL) TRADE DIVISION**

**(hereinafter referred to as the "Association")**

**on behalf of all Employers who are bound or who subsequently become bound by this  
Collective Agreement through the operation of Registration Certificate #17 (each of which  
employers is hereinafter referred to as the "Employer")**

**and**

**THE CONSTRUCTION AND GENERAL WORKERS' UNION  
LOCAL 1111 (CALGARY) AND LOCAL 92 (EDMONTON)**

**(each of which is hereinafter referred to as the "Union")**

**on behalf of all employees who are bound or who subsequently become bound by this  
Collective Agreement by the operation of Registration Certificate #17**

**(each of which employees is hereinafter referred to  
as the "Employee")**

**WHEREAS,** the parties hereto have bargained collectively and have reached agreement  
respecting the provisions to be included within the Collective Agreement pursuant  
to the Labour Relations Code,

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

## ARTICLE 1.00 - DURATION

- 1.01** This Agreement shall be in full force and effect from the 30<sup>th</sup> day of May, 1999, up to and including the 30th day of April, 2001, 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 shall 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 2.00 - GEOGRAPHICAL JURISDICTION

- 2.01** The geographical scope of this Agreement, as it applies to each individual Employer, shall be that established by voluntary recognition or certification as it applies to each of the Employers within the Province of Alberta.
- 2.02** The geographical jurisdiction of each Local Union within this Collective Agreement is as defined below:
- (a) Local 92** - That part of the Province of Alberta, from the south boundary line of Township 40, between the British Columbia and Saskatchewan borders. The jurisdiction of Local 92 shall also include that part of the Northwest Territories directly above the Provinces of Saskatchewan, Alberta, and British Columbia and that part of Nunavut Territory directly above the Provinces of Saskatchewan and Alberta.
  - (b) Local 1111** - That part of the Province of Alberta, north of the 49th parallel (U.S. border) to the south boundary line of Township 40, between the British Columbia and Saskatchewan borders.

## **ARTICLE 3.00 - SCOPE**

**3.01** It is agreed that, where terms of this Collective Agreement are specified as having application only to Industrial Construction work, such terms shall only apply to Industrial Construction as defined herein. Industrial Construction shall mean construction work in respect of the plant process involved in, but not limited to:

- . Electrical power generation, hydro or thermal power plants;
- . Development of Mining and Smelting Properties;
- . Development of Oil Sands Properties;
- . Oil Refineries, Upgraders and all 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 having a capital value of new construction in excess of twenty-five million dollars;
- . Cement, lime and gypsum plants.

The above definition may be amended as may be mutually agreed by a Committee as set out in 23.02.

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.

**3.02** Commercial and Institutional work for the purposes of this Collective Agreement shall be defined as that work within the scope of Registration Certificate #17 which is not included within the work defined under Article 3.01 of this Agreement.

**3.03** The Employer recognizes the Union as the sole and exclusive bargaining agent for all of the Employer's employees as listed under the wage classifications in this agreement, and including all employees operating all hand, electric, or combustion motor driven tools or equipment, necessary for the performance of the work of the above employees, and also Labourers tending all crafts, including mixing, handling and conveying all materials used by other crafts.

**3.04** The Union recognizes the Association as the sole bargaining agent for those Employers covered by this Agreement.

## **ARTICLE 4.00 - TRADE JURISDICTION**

**4.01** This agreement covers the rate of pay, rules and working conditions for all Labourers and Labour Foremen engaged on work coming within the scope of Registration Certificate #17 including the tending of all crafts, and such work as has traditionally, historically or by area practice been the work of the Labourer.

## **ARTICLE 5.00 - UNION RIGHTS (UNION SECURITY)**

- 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.
- 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. Information pertaining to jobsite locations shall be made available to the Union representative upon request.
- 5.03** The Union shall have the right to post approved notices at the designated places on the job. All such notices must be authorized by the Union and approved by the Employer's authorized Representative of the job.
- 5.04** The parties to this Agreement recognize the status of the individual Labourer as a Tradesman. Neither party shall knowingly allow any Labourer to be discriminated against in respect to his rights under this Agreement, or his rights to fair treatment compared with other Tradesmen in working conditions, camp facilities, transportation and travel time on all job sites. It is understood that this clause is not intended to amend any of the terms of this Collective Agreement.
- 5.05** All references in this Agreement to the masculine gender shall apply also to the feminine gender.
- 5.06** Except in situations where immediate discharge is warranted, Employers are encouraged to follow a progressive discipline procedure.

## **ARTICLE 6.00 - UNION RECOGNITION AND HIRING PROCEDURE**

### **A/ CONDITIONS APPLICABLE TO INDUSTRIAL WORK**

- 6.01 (a)** The Employer agrees to hire only members in good standing of Local 92 and Local 1111 through the services of the Union Hall when employees are required. Members so hired shall be in possession of a referral slip from the Union or the Union agrees to fax necessary referral slips to the Employer before commencement of work. When the Employer calls the Union for workers and the Union is unable to supply competent workers within forty-eight (48) hours, exclusive of Saturdays, Sundays, and Holidays, the Employer may engage new workers directly on the understanding that they shall make application to become members of the Union within fifteen (15) days of commencement of employment. Any such employee who has not made application to become a member of the Union within the allowed fifteen (15) days shall be terminated.

- (b) All employees who are members in good standing of the Union and all employees who become members shall, as a condition of employment, maintain their membership in good standing.
- (c) Workers dispatched by the Union will be in possession of proof of required qualifications to meet the Employer's dispatch requirements including, but not limited to;
  - CSTS, basic Workplace Hazardous Materials Information System (WHMIS) training
  - other safety or health related training to meet site specific requirements such as "H2S Alive", "Confined Space Entry", "First Aid", etc.
- (d) Workers dispatched by the Union who do not possess the required qualifications, and who are not hired by the contractor for that reason, will not be entitled to show up pay or any traveling expenses or allowances."
- (e) When an employee is terminated for just cause and is not eligible for rehire, if the Union is notified in writing by the Employer, such former employee shall not be dispatched to that same Employer without the express prior permission of the Employer.

**6.02** The Employer has the right to name hire supervision and employees provided such employees are in good standing with the appropriate Local Union in accordance with the following; (the following numbers are in addition to supervision)

- a) the Employer has the right to name hire the first twenty (20) employees on any one site.
- b) thereafter the Employer shall have the right to name hire one additional employee out of every four employees hired.

The above hiring ratio will not apply to a situation where an Employer has had to reduce his workforce on an individual job temporarily. In such cases the Employer will be able to hire his original employees back for that job.

On a site where there are numerous contracts for work which involve Labourers, and contractors already on site are bidding for new work on that site in competition with a contractor who is not yet on site, the contractors on site may utilize the name hire provisions of this Clause for work on that contract in order to prevent the off-site contractors from having a competitive advantage due to more access to name hires.

**6.03** The Employer agrees to deduct Union dues, including working dues and Building Trades 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 received by the Secretary-Treasurer of the Union, accompanied by a list of the Employees for whom the deductions are made before the 15th day of the month following the month in which the deductions are made. These deductions shall be submitted to the Secretary-Treasurer of the appropriate Local Union.

**6.04** A "Local Resident" shall be defined, for the purposes of this Agreement, as a member of the Union who has resided within a seventy five (75 kms.) kilometer radius of the work site for a minimum period of six (6) months. On projects located beyond daily commuting distance of Calgary and Edmonton, an Employer

may give local resident members of the Union first preference of employment. Where an owner/client places local content hiring preference conditions on multi-trade projects the Parties to this agreement will cooperate in working towards meeting such conditions.

## **B/ CONDITIONS APPLICABLE TO COMMERCIAL & INSTITUTIONAL WORK**

**6.05** The Employer agrees to hire only members in good standing of Local 1111 or Local 92 when employees are required. Members so hired shall be in possession of and present either a Union Membership Card of Local 1111 or Local 92 stamped up to date or a referral slip from the Union. When the Employer calls the Union for workers and the Union is unable to supply competent workers within twenty-four (24) hours exclusive of Saturdays, Sundays and holidays, the Employer may engage new workers directly on the understanding that they shall make application to become members of the Union within fifteen (15) days of commencement of employment. Any such employee who has not made application to become a member of the Union within the allowed fifteen (15) days shall be terminated.

All employees who are members in good standing of the Union and all employees who become members shall, as a condition of employment maintain their membership in good standing.

**6.06** Where an owner/client places local content hiring conditions on a project, the Parties agree that the local resident members of the Union shall have first preference of employment. A local resident shall be defined for the purposes of this Agreement as a member of the Union who has resided within a seventy (70) kilometer radius of the work site for a minimum period of six months. If necessary the Union and the Contractor will meet to insure that the Contractor is able to meet such conditions.

## **ARTICLE 7.00 - MANAGEMENT RIGHTS**

**7.01** 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 workers, 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.

**7.02** 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.

**7.03** 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, or other work which interferes with his ability to perform his duties, for remuneration.

## ARTICLE 8.00 - HOLIDAYS AND VACATIONS

**8.01** All work performed on the following recognized holidays and any such day as may be declared by the Federal or Alberta Governments shall be paid for at the rate of double time (2x), plus any applicable shift differential as follows:

New Year's Day	Labour Day
Family Day	Thanksgiving Day
Good Friday	Remembrance Day
Victoria Day	Christmas Day
Canada Day	Boxing Day
First Monday in August	

**8.02** Should any of the above holidays fall on a Saturday or Sunday, the following working day will be observed. When Christmas Day falls on a Saturday or Sunday, the following Monday and Tuesday will be observed as Christmas Day and Boxing Day.

(for compressed work weeks please refer to clause 9.06 (c))

**8.03** No work shall be performed on Labour Day, except for the preservation of life or imminent danger to property.

**8.04 a) APPLICABLE TO 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.

**b) APPLICABLE TO COMMERCIAL & INSTITUTIONAL 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 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 9.00 - HOURS OF WORK

**9.01** The following sections are designed to identify the regular hours of work, shift hours and overtime hours and are not to be construed as a guarantee of hours of work per day, per week or with respect to days in any week.

### **9.02 Work Week**

The regular working week shall consist of forty (40) hours of employment.

**9.03 (a)** The regular working day shall consist of eight (8) hours of employment normally worked between 8:00 a.m. and 5:00 p.m., Monday through Friday. There shall be a lunch period of one (1) hour or one-half (½) hour duration.

- (b) On Industrial Work the Employer may vary the start/quit times by up to one (1) hour at his option. Variances of greater than one (1) hour shall be mutually agreed between the Employer and the Union.
- (c) On Commercial & Institutional Work the Employer may vary the start/quit times by up to two (2) hours at his option. Variances of greater than two (2) hours shall be mutually agreed between the Employer and the Union.

**9.04**

- (a) Shift work is defined as a continuous operation but for lunch period, for which start times shall be between 12:00 noon and 4:00 a.m., for a minimum of two (2) consecutive working days.
- (b) **For Industrial Work**  
There shall be a shift premium of \$1.00/hour, for a "second" or a "third" shift.
- (c) **For Commercial & Institutional Work**  
There shall be a shift premium of \$0.50/hour, for a "second" or a "third" shift.
- (d) There shall be no pyramiding of premiums.

**9.05**

**Overtime** rates shall be as follows:

(a) **For Industrial Work**

The first two hours worked beyond the regular or shift hours as defined in this Article will be paid at one and one-half times (1.5x) the applicable basic rate of pay. Overtime hours beyond two hours in a day, or any work on Saturdays, Sundays or General Holidays will be paid at two times (2x) the applicable basic rate of pay.

When working a compressed work week pursuant to Clause 9.06 the first ten (10) hours worked on a compressed work week day off (either the Monday or Friday as applicable) will be paid at one and one-half times (1.5x) the applicable basic rate of pay. All other overtime hours will be paid at two times (2x) the applicable basic rate of pay.

(b) **For Commercial & Institutional Work**

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

**9.06 Compressed Work Weeks - Industrial Work**

- (a) The Employer may schedule the regular work week in four (4) consecutive ten (10) hour days, at straight time rates, provided only that the four (4) ten (10) hour days are scheduled during the Monday through Friday period.
- (b) When job circumstance merit a change in the hours of work the Employer shall notify the Union Office at least seven (7) calendar days, where practical, before such change becomes effective.
- (c) When a Statutory Holiday falls in a work week then the Union and the Employer shall mutually agree to the work schedule for that week. When a Statutory Holiday falls on a regularly scheduled day of rest the Holiday will be observed on the next regularly scheduled work day.
- (d) The parties understand and agree that on remote jobsites or where special conditions apply scheduling or extended work weeks/days off may be beneficial to the completion of the work and, in those circumstances, the parties will mutually agree to a work schedule to meet job conditions.
- (e) For Compressed work weeks Employees shall be permitted a break of fifteen (15) minutes in the first half and fifteen (15) minutes in the second half of such shifts.

**9.07 Compressed Work Weeks - Commercial & Institutional Work**

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

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

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

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

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

**9.11 Reporting and Call Out Pay - Industrial Work**

- (a) When an employee reports to work at the regular starting time and such employee is not put to work, the employee so effected shall be entitled to a minimum of two (2) hours pay at the applicable rate of pay.
- (b) In order to qualify for show up time, Employees must remain on the jobsite unless otherwise directed by the Employer. Where the

Employee(s) are directed to remain at the jobsite for more than two (2) hours they shall be paid for such time at the applicable rate.

- (c) Employee(s) affected shall be paid daily travel, transportation, subsistence or receive camp accommodation as is applicable.
- (d) An Employee is not entitled to show up time if the Employer notifies the Employee that no work is available at least two (2) hours prior to the commencement of the normal work day. Employees working on a jobsite where they are accommodated in a camp facility, will not be entitled to show up time if they are notified that no work is available, at breakfast time, and notices are posted on the bulletin boards in the camp kitchen.
- (e) When an employee reporting for work qualifies for show up time such time shall include the regular shift premium when applicable.
- (f) Call Out Pay – Employees called out for work at other than the regular reporting time shall receive a minimum of two (2) hours pay at the employee's applicable rate in addition to travel time and transportation if applicable. The Employer may require an Employee to perform work during the full two (2) hour call out.

#### **ARTICLE 10.00 - OVERTIME MEALS**

- 10.01** Employees will not be required to work more than three (3) hours after the regular shift without a meal break occurring within this period. If more than one meal occurs in the period worked by the employee the Employer shall provide the extra hot meal at no expense to the employee. The employee will be paid for the time spent consuming the meal at the applicable hourly rate of pay or alternatively the foreman can designate a one-half hour meal period at straight time rates. If no meal and time to consume it is provided, the Employer will provide a twenty (\$20.00) dollar meal allowance in lieu of both.
- 10.02** When Employees are required to bring their own overtime meals, they will be allowed one-half hour to consume the meal and will be paid for the said time at the applicable hourly rate of pay.
- 10.03** Recognizing emergency situations do arise, if the Employer has not scheduled in excess of the eleven (11) hour shift, the Employer shall be granted a one (1) hour extension where the Employer need not supply a meal referred to above.

#### **ARTICLE 11.00 - TRANSPORTATION, BOARD AND ROOM**

##### **A/ TRAVEL AND ACCOMMODATION FOR INDUSTRIAL WORK**

- 11.01** The following conditions as listed in clauses 11.01 to 11.03 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) 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 101 st Street and Jasper Avenue and for Calgary, the Calgary Tower. No transportation or travel allowance shall be applicable within the free zone

**INDUSTRIAL**

- 11.02 (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 thirty four cents (\$0.34)per kilometer traveled, each way between the edge of the free zone and the project job site daily and pay travel allowance.

The travel allowance shall be calculated based on traveling at 80 km per hour, at the employee’s applicable base rate, from the point where the edge of the 45 km radius free zone intersects the road which takes the shortest, most appropriate route, to the project and return to the intersecting point.

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

Travel Allowance:	
80 km @ 80 km/hr. = 1 hr. @ base rate of \$20.84/hr. =	\$20.84
Vehicle Allowance:	
80 km. @ \$0.34 per km. =	<u>\$27.20</u>
for a daily total of	\$48.04

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

- (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 thirty four cents (34¢)

per kilometre 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.

### **11.03 LOCAL RESIDENTS**

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

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

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

### **ACCOMMODATION, ROOM & BOARD INDUSTRIAL**

- 11.04 (a) Applicable within a 475 kilometre 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 seventy five dollars (\$75.00) per day except for:
  - the **Hinton** region during the June through September period during which the rate will be Eighty-five dollars (\$85.00);
  - the **Fort McMurray** region where the rate will be Ninety dollars (\$90.00);
  - the **Peace River** and **Grande Prairie** region, where the rate will be Eighty-five dollars (\$85.00);
  - the **Grand Cache** region, where the rate will be Eighty dollars (\$80.00); and
  - the **Cold Lake** region, where the rate will be Eighty dollars (\$80.00).
- (iv) On a project / jobsite located over two hundred and fifty (250) radius kilometers from the geographic centers of 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 475 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 seventy five dollars (\$75.00) per day.

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

- (c) In the event that any difference arises respecting the adequacy of accommodation provided by the employer pursuant to clauses 11.04(a)(ii) or 11.04(b)(ii) above, the difference shall be referred to a balanced committee of appointees of the Building Trades Council and the Coordinating Committee of registered employers' organizations, which committee shall make a final and binding decision within five days from the date of referral.
- (d) The parties agree that wherever practical and workable in all of the circumstances of the project, camp accommodation is preferable to the provision of room and board, and that the provision of room and board is preferable to the payment of subsistence allowance. However, any of these three options will satisfy the employer's obligations pursuant to this article.
- (e) (i) In certain situations, employees may be dispatched or directed to work on projects which are in an area where the cost of available suitable single room accommodation and/or meals may be in excess of the daily rate of subsistence set out in this Article. In such a case, the employer shall provide one of the following options:
  - provide suitable room and board; or
  - directly pick up the cost of the room and pay a meal allowance to be determined as is set out in this Article; or
  - the subsistence allowance shall be reviewed and, if necessary, adjusted by the following procedure:
- (ii) Either the subsistence allowance may be adjusted by mutual consent between the Employer and the Union, or the Business Manager of the Union may request that the President of the Alberta Building Trades Council issue a formal written request to the Coordinating Committee of Registered Employers' Organization that a Subsistence Review Committee be established. Upon formal written request the Subsistence Review Committee shall meet within five (5) working days of such request.
- (iii) The Subsistence Review Committee will consist of one (1) representative appointed by the Alberta Building Trades Council and one (1) representative appointed by the Employers' Coordinating Committee. Neither appointee shall be directly involved with the issue at hand.

The Subsistence Review Committee will undertake such investigation as is necessary to determine whether the allowance paid will allow an Employee to purchase available accommodation and three (3) meals per day in the community or communities where Employees will be domiciled. In the event that the Committee determines that the allowance is insufficient to purchase such lodging and meals the Committee shall determine the amount by which the subsistence allowance shall be adjusted.

A decision of the Committee as to whether the allowance is sufficient or whether a specified adjustment is necessary shall be final and binding provided that both appointees mutually agree with the resolve. Any such mutually agreed upon decision shall be issued within five (5) days from the date of referral, or such longer period as may be agreed by the Coordinating Committee and the Building Trades.

- (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 15.06. The Umpire shall render a final and binding decision as to whether the subsistence allowance is sufficient to allow an Employee to purchase accommodation and meals in the subject community or communities, and if it is not the amount by which the allowance should be adjusted to afford the purchase of available lodging and meals. The decision of the Umpire shall be rendered within five (5) full days of the Umpire's appointment, or such longer period as may be agreed by the Coordinating Committee and the Building Trades. The decision of the Umpire shall have the same binding effect and shall be subject to the same limited review as a decision of an arbitrator in grievance proceedings. The fees and disbursements of the Umpire shall be borne equally by the Coordinating Committee and the referring Union.
- (v) The Subsistence Review Committee and/or the Umpire shall enter into a review when determining subsistence costs and in order to come to the conclusions that are necessary to carry out the objects of this clause some guidelines are included;
- In the appropriate case the ability to decide on whether or not an increase in subsistence allowance shall be made retroactively to the date the matter was submitted to the Subsistence Review Committee.
  - To determine seasonal adjustments due to tourism, availability of rooms, etc. which may affect the rate of subsistence over the entire course of a job; i.e. an increase in costs during the tourism season followed by a decrease at the end of tourism season or some other such situation.
  - Determine an appropriate accommodation cost based on what hotel rooms are available, how many such rooms are available, what hotels/motels to look at
  - The cost of meals based upon the range of standard camp meals routinely served in a camp pursuant to the Camp Rules, which are adopted in this Collective Agreement, over an average weekly period.

- Such other reasonable and ancillary powers as may be necessary to achieve the purpose of this clause.

There shall be no more than one reference of these matters to a Subsistence Review Committee Umpire with respect to any community in any calendar year unless it can be shown that there has been a material change of circumstances within that calendar year. Such a review within the calendar year may be made by either the Employer or the Union.

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

#### **11.05 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 - \$60.00 each way;
  - (ii) 201 kilometers to 300 kilometers - \$90.00 each way
  - (iii) 301 kilometers to 375 kilometers, and the Empress area - \$110.00 each way
  - (iv) over 375 kilometers to 475 kilometers \$165.00 each way, or actual Airfare if suitable proof of air transport is provided to the employer.
  - (v) over 475 kilometers - as mutually agreed between the Parties to this Agreement to a maximum of \$250.00 each way or air fare inclusive of taxes in the event this is the most practical method of accessing the project / jobsite.
- (b) Employees will qualify for and receive transportation allowance to the job site after being employed at the site for fifteen (15) calendar days and if the employee remains on the job until completion of thirty (30) calendar days, or until the job is completed, or until the employee is laid off, whichever occurs first, he shall be entitled to return transportation allowance.

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

#### **11.06 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 twenty-five dollars (\$125.00) after thirty-five (35) calendar days of employment on the job and thereafter for each subsequent thirty-five (35) calendar days of employment on the job.

Where the Employee accepts Employer supplied transportation he shall not be entitled to the above allowance.

(ii) Allow Employees five (5) working days leave after each thirty-five (35) calendar days of employment on the job.

(b) On jobs located beyond a Four Hundred and Seventy-five (475) km radius from the centre of Edmonton or Calgary or other hiring hall location, the Employer shall:

(i) Provide a negotiated transportation allowance, not to exceed scheduled air line air fare where scheduled air service is available, or pay an allowance of Two Hundred and Twenty Five Dollars (\$225.00) where airline service is not available, after thirty-five (35) calendar days of employment on the job and thereafter for each subsequent thirty-five (35) calendar days of employment on the job.

(ii) Allow Employees Five (5) working days leave after each thirty-five (35) calendar days of employment on the job.

(c) It is further understood and agreed that the above described trips be on a rotation basis and at no time more that twenty-five percent (25%) of the working force shall be on such home leave.

#### **B/ TRAVEL AND ACCOMMODATION ON COMMERCIAL & INSTITUTIONAL PROJECTS**

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

The following conditions shall apply to all employees engaged in work that is not industrial work, except local residents, within the following radial zones:

Zone 1: Within the Free Zones as noted above, all employees shall be responsible for their own transportation to and from the work site except that

where, on remote job sites, conditions are such that private and public transportation is not available and the work area is beyond reasonable walking distance, then the Employer shall provide transportation.

Zone 2: The area lying within the next one hundred (100) kilometers beyond the boundary of the free zones established above, is Zone 2. For any job site situated within this area the Employer shall supply transportation to and from the work site to the place of accommodation or established central pick-up points, or, at his option, expressed by the Employer in writing, pay vehicle allowance at the rate of twenty-six cents (26¢) per kilometer from the edge of the free zone, to the job and back, to each employee who, by arrangement with the Employer uses his own vehicle to provide transportation outside the free zone.

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

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

- (i) camp accommodation which conforms with the CLR-A/ABTC Camp Rules and Regulations or successor standards;  
or
- (ii) reasonable room and board;  
or
- (iii) agreed subsistence allowance.

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

- (i) camp accommodation as noted above:  
or
- (ii) reasonable room and board;  
or
- (iii) agreed subsistence allowance.

Zone 5: The area lying beyond the outer boundary of Zone 4, or areas within the above noted zones which are inaccessible by automobile, is Zone 5. On jobs within Zone 5 only, the Employer will allow a return trip to Edmonton or Calgary (whichever is closer) after each sixty (60) days of employment on the project and shall grant leave from work for a maximum period of five (5) calendar days. Such trips shall be paid one way upon leaving the job site and reimbursed for the return upon reporting to the job. Rate of reimbursement shall be the equivalent train, bus or air fare only as appropriate.

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

#### **11.08 Effect of unauthorized absence on Room and Board Entitlement.**

- (a) When an employee fails to report when work is available on the working day immediately preceding or following bad weather or recognized holidays other than for unavoidable causes, he shall forfeit room and board for such absenteeism and for the bad weather days or recognized holidays.

When Saturday is not a working day and an employee fails to report to work on Friday when work is available, he shall forfeit room and board for Friday, Saturday and Sunday. When Sunday is not a working day and an employee fails to report to work on Monday when work is available, he shall forfeit room and board for Sunday and for Monday. An employee shall also forfeit room and board for absenteeism on any working day for other than unavoidable causes.

- (b) Unavoidable cause shall be deemed any illness or injury other than caused by consumption of alcohol and/or illicit drugs. The Employer may request proof of illness or injury by way of a letter from a medical doctor.
- (c) In cases of illness or injury the Employer may choose to provide transportation expenses to point of hire rather than provide room and board entitlements.
- (c) Where the Employers costs are fixed (as for Camp accommodation or long term room leases) the employee shall not be back-charged for such fixed costs, but, where subsistence allowance is paid then the employee shall not be paid for days missed as detailed above.

## **ARTICLE 12.00 - WORKING CONDITIONS**

- 12.01** The Employer shall provide suitable, clean and enclosed sanitary facilities, heated in cold weather and as soon as job conditions permit, modern flush toilets, urinals and wash basins are to be provided on all jobs by the Employer.
- 12.02** The Employer shall provide a lunch room of adequate size, heated in cold weather and kept clean. This lunch room shall not be used as a storage room. Drinking water, in closed containers, to be replaced daily and more often, if necessary, on hot days and individual paper cups shall be provided on all jobs.
- 12.03** Protective clothing which is not normally worn by the employee in the ordinary performance of his work shall be supplied by the Employer at no expense to the employee.
- 12.04** Two (2) work (coffee) breaks of ten (10) minutes duration will be allowed each day during normal working hours, one in the first half and one in the second half of each shift or shifts. If extended overtime is required, additional coffee breaks shall be permitted during such overtime after each two (2) hours following each overtime meal break.
- 12.05** Starting and quitting time shall be at the employee's station of work or at the location agreed in the pre-job mark-up meeting. On industrial projects, where a pre-job mark-up has not been held, the starting and quitting points shall be mutually determined between the Employer and the Business Manager of the Union.
- 12.06** Employees will not be required to work less than the regular hours as outlined in Article 9.00 of this Agreement because of the starting and quitting time of any trade engaged on the job.
- 12.07** An employee who is injured in the course of performing his duties on the job the employee shall be paid for that portion of the regular work day for which the employee was unable to continue work.

- 12.08** A copy of the Occupational Health and Safety Inspector's report shall be posted at the project or job site lunch rooms.

## ARTICLE 13.00 - WAGES AND CLASSIFICATIONS

### A/ APPLICABLE TO INDUSTRIAL WORK

#### 13.01

DATE	BASIC RATE	V.P & S.H.P.	H&W	PENS.	TRAIN	TOTAL
CERTIFIED	(A)	(B)	(C)	(D)	(E)	(F)
May 30 1999	\$20.84	\$2.09	\$1.35	\$1.50	\$0.35	\$26.13
Nov 1st 1999	\$20.84	\$2.09	\$1.35	\$2.09	\$0.35	\$26.72
May 1st 2000	\$21.92	\$2.19	\$1.35	\$2.09	\$0.35	\$27.90
Nov 1st 2000	\$21.92	\$2.19	\$1.35	\$2.52	\$0.35	\$28.33
<b>UNCERTIFIED</b>						
May 30 1999	\$20.10	\$2.01	\$1.35	\$1.50	\$0.35	\$25.31
Nov 1st 1999	\$20.10	\$2.01	\$1.35	\$2.09	\$0.35	\$25.90
May 1st 2000	\$20.82	\$2.08	\$1.35	\$2.09	\$0.35	\$26.69
Nov 1st 2000	\$20.82	\$2.08	\$1.35	\$2.52	\$0.35	\$27.12
<b>TRAINEE 3</b>						
May 30 1999	\$17.71	\$1.77	\$1.35	\$1.50	\$0.35	\$22.68
Nov 1st 1999	\$17.71	\$1.77	\$1.35	\$2.09	\$0.35	\$23.27
May 1st 2000	\$18.63	\$1.86	\$1.35	\$2.09	\$0.35	\$24.28
Nov 1st 2000	\$18.63	\$1.86	\$1.35	\$2.52	\$0.35	\$24.71
<b>TRAINEE 2</b>						
May 30 1999	\$15.63	\$1.56	\$1.35	\$1.50	\$0.35	\$20.39
Nov 1st 1999	\$15.63	\$1.56	\$1.35	\$2.09	\$0.35	\$20.98
May 1st 2000	\$16.44	\$1.64	\$1.35	\$2.09	\$0.35	\$21.87
Nov 1st 2000	\$16.44	\$1.64	\$1.35	\$2.52	\$0.35	\$22.30
<b>TRAINEE 1</b>						
May 30 1999	\$13.55	\$1.36	\$1.35	\$1.50	\$0.35	\$18.11
Nov 1st 1999	\$13.55	\$1.36	\$1.35	\$2.09	\$0.35	\$18.70
May 1st 2000	\$14.25	\$1.43	\$1.35	\$2.09	\$0.35	\$19.47
Nov 1st 2000	\$14.25	\$1.43	\$1.35	\$2.52	\$0.35	\$19.90

- 13.02** Trainee rates for those participating in the Construction Craft Labourer Trainee Program are set at 65% of the Certified Labourer rate for the first 300 hours, 75% of the Certified Labourer rate for the next 1000 hours, and 85% for the next 1000 hours. In order to advance to the next level the trainee must have met the standards of the Construction Craft Labourer Training Program. An Employer may employ 1 trainee for each 3 labourers (either certified or non-certified) employed

**13.03** Effective May 1, 1998 there shall be two categories of labourer. The first will be a labourer who has completed his training program and become certified or been grandfathered under the Construction Craft Labourer Regulations for the Province of Alberta. This shall become the Certified Construction Craft Labour rate. The other category will be for a labourer who has worked more than 3000 hours as a labourer but who has not applied for grandfathering or has not been certified under the Construction Craft Labourer Program. This shall become the Non-Certified Labourer Rate. The Trainee rates shall be at the same percentages stipulated in 13.02 of the Certified Labourer rate.

- 13.04**
- a) **Labour Foremen** shall receive not less than ten (10) percent per hour over the highest classification working under them. Labour Foremen shall be those workers who normally do Labourers' craft work during the course of their employment and/or are designated as Labour Foremen on the company payroll.
  - b) Where the Employer employs a labourer crew(s) on an industrial project performing work which falls exclusively within the scope of this Agreement and such crew(s) warrants a foreman/ foremen being appointed, then such foreman/foremen will be members of the Labourers' Union. All instructions, in such cases, will be given by the labourer foreman.

**B/ APPLICABLE TO COMMERCIAL & INSTITUTIONAL WORK**

**13.05**

DATE	BASIC RATE	V.P. & S.H.P.	H&W	PENS.	TRAIN	TOTAL
	(A)	(B)	(C)	(D)	(E)	(F)
<b>Class 2</b>						
May 30 1999	\$15.73	\$1.57	\$1.35	\$0.70	\$0.10	\$19.45
May 1st 2000	\$16.18	\$1.62	\$1.35	\$0.70	\$0.10	\$19.95
<b>Certified Class 1</b>						
May 30 1999	\$14.32	\$1.43	\$1.35	\$0.70	\$0.10	\$17.90
May 1st 2000	\$14.77	\$1.48	\$1.35	\$0.70	\$0.10	\$18.40
<b>Uncertified Class 1</b>						
May 30 1999	\$13.82	\$1.38	\$1.35	\$0.70	\$0.10	\$17.35
May 1st 2000	\$14.03	\$1.40	\$1.35	\$0.70	\$0.10	\$17.58
<b>TRAINEE 3</b>						
May 30 1999	\$12.17	\$1.22	\$1.35	\$0.70	\$0.10	\$15.54
May 1st 2000	\$12.55	\$1.26	\$1.35	\$0.70	\$0.10	\$15.96
	BASIC RATE	V.P.& S.H.P.	H&W	PENS.	TRAIN	TOTAL
<b>TRAINEE 2</b>						
May 30 1999	\$10.74	\$1.07	\$1.35	\$0.70	\$0.10	\$13.96
May 1st 2000	\$11.08	\$1.11	\$1.35	\$0.70	\$0.10	\$14.34

**TRAINEE 1**

<b>May 30 1999</b>	<b>\$9.31</b>	<b>\$0.93</b>	<b>\$1.35</b>	<b>\$0.70</b>	<b>\$0.10</b>	<b>\$12.39</b>
<b>May 1st 2000</b>	<b>\$9.60</b>	<b>\$0.96</b>	<b>\$1.35</b>	<b>\$0.70</b>	<b>\$0.10</b>	<b>\$12.71</b>

\* For Trainees in their first 300 hours of employment, the amount designated as Pension contributions will be submitted by Funds Administrative Services to the Labourers' Training Trust Fund.

**13.06** Trainee rates for those participating in the Construction Craft Labourer Trainee Program are set at 65% of the Certified Labourer Class 1 rate for the first 300 hours, 75% of the Certified Labourer Class 1 rate for the next 1000 hours, and 85% for the next 1000 hours. In order to advance to the next level the trainee must have met the standards of the Construction Craft Labourer Training Program. An Employer may employ 1 trainee for each 2 labourers (either certified or non-certified) employed

**13.07** Effective May 1, 1998 there shall be three categories of labourer. The first will be a labourer who has completed his training program and become certified or been grandfathered under the Construction Craft Labourer Regulations for the Province of Alberta. This shall become the Certified Construction Craft Labour rate. The second category will be for a labourer who has worked more than 3000 hours as a labourer but who has not applied for grandfathering or has not been certified under the Construction Craft Labourer Program. This shall become the Non-Certified Labourer Rate. The third category shall be Class 2 which will include the bricklayer helper grade one, formsetter, and concrete labourer grade one. The Trainee rates shall be at the same percentages stipulated in 13.06 of the Certified Labourer rate.

**13.08** Labour Foremen shall receive not less than 10% per hour over the highest classification working under them. Labour Foremen shall be those workers who normally do labourers craft work during the course of their employment and/or are designated as labourer foremen on the company payroll.

**ARTICLE 14.00 - PAYMENT CONDITIONS**

**14.01 (a)** Employees shall be paid by cheque or by direct deposit to the bank account of the employee's choice weekly for those employees engaged in Industrial work, weekly or every second week for those employees engaged in non-Industrial work, and not more than five (5) days' pay may be held back, unless other arrangements are made between the Employer and the Union. Employees paid by cheque 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. Employees paid by direct deposit will have the deposit made on pay day.

**(b)** When employees are laid-off or discharged, they shall be paid the wages due them and given their record of employment, not later than the next regular pay day. In the case where the Employer pays by cheque and has not established a pay office at the jobsite payment will be mailed within one (1) working day.

**(c)** When an employee who is paid by cheque 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. Employees paid by direct deposit will be paid on the next regular pay day.

- (d) Any employee who terminates his employment while away from the project will notify the payroll office immediately and will receive his paycheque in accordance with this Article and his personal belongings may be shipped collect to his last known address unless previous arrangements have been made.
- (e) 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.
- (f) The Employer shall make arrangements for the employees to cash their paycheques without exchange cost at a chartered bank.

**14.02** 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:

- a) straight-time hours paid
- b) overtime hours paid
- c) shift premium paid
- d) Statutory Holiday pay
- e) vacation pay
- f) travel time
- g) subsistence allowance

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

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

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

**14.06** If an Employer fails to pay the monies due as stated under 14.01 of this part of this Agreement, the Employer shall pay the employee(s) for such time, up to a maximum of eight (8) hours pay for each twenty-four (24) hours that the employee has been kept waiting for his monies, commencing with the day after the Employer has been notified by the Union, on behalf of the employee, of non-receipt of pay. This time period shall exclude Saturdays, Sundays, and Statutory Holidays.

No payment for waiting time shall be applicable when a clerical and/or mathematical error is made in calculating monies due as stated under 14.01. The Employer shall mail the balance due within twenty-four (24) hours or as agreed to between the Employer and the Union.

## **ARTICLE 15.00 - GRIEVANCE PROCEDURE**

- 15.01** All differences between the Employer and the Union regarding the interpretation, application, operation, or an alleged violation of this Agreement shall be settled without stoppage of work or lockout by negotiation or as hereinafter provided.
- 15.02** Either the Union or the Employer may institute a grievance under the terms of this Agreement within five working days of becoming aware of the incident complained of. If they fail to settle same within five (5) days after the grievance is instituted, either party may proceed to take the grievance to an arbitrator as provided in 15.05.
- 15.03** An aggrieved employee shall submit his complaint to the steward, or in his absence, to an official representative of the Union, who shall endeavor to settle the complaint between the employee and his immediate supervisor within five days of the first occurrence of the incident complained of.
- 15.04** If the complaint is not settled within two (2) days (excluding Saturdays, Sundays, and Holidays), it may be referred to the Project Manager and an Official representative of the Union.
- If the complaint is not settled within three (3) days thereafter (excluding Saturdays, Sundays and Holidays), either party may take the grievance to an arbitrator for final and binding settlement.
- 15.05** If a grievance between an employee and the Employer and the Union has not been settled as provided for above, the grievance shall be set in writing stating the nature of the complaint, the section or sections of the Agreement infringed upon or claimed to have been violated and the remedy or correction claimed. The Union or its representative may process the grievance at this point on behalf of the employee.
- 15.06** If the Union and the Employer fail to select an arbitrator within three (3) days thereafter (excluding Saturdays, Sundays and Holidays), either party may request the Minister of Labour to select an arbitrator.
- 15.07** The parties agree that the unsuccessful party will pay the expenses of the arbitrator.
- 15.08** The arbitrator shall give his decision not later than fourteen (14) days after his appointment except with the consent of both parties, such limitation of time may be extended.
- 15.09** If both Chairmen of the Negotiating Committees signatory to this Agreement agree to the intent of any Article in this Agreement, the arbitrator shall accept that as evidence at the grievance hearing.
- 15.10** The arbitrator may not change, modify or alter any of the terms of this Agreement. All differences submitted shall present an arbitrable issue under this Agreement and shall not depend on or involve an issue or contention by either party that is contrary to any provision of this Agreement or that involves the determination of a subject matter not covered by or arising during the term of this Agreement, except as provided for in the Labour Relations Code.
- 15.11** The parties agree that an award of such arbitrator may be enforced under the proper provisions of the Labour Relations Code.

## **ARTICLE 16.00 - HEALTH AND WELFARE**

- 16.01** The parties hereto acknowledge the Laborers' Health & Welfare Trust Fund of Western Canada. Each Employer signatory hereto shall contribute the amount specified in Article 13.00 for each and every hour worked by an employee under the job classifications set out in the Agreement. Contributions shall be made on the basis of full or half hours and shall be made solely by the Employer and no Employer shall deduct such contributions or any portion thereof from the employee's wages. Such contributions are in excess of wages rates set out in the Agreement and do not constitute a payment of wages or any portion of a payment of wages.
- 16.02** Upon the wages of an employee becoming due, the contributions outlined in Article 16.01 shall be calculated by the Employer and set aside for the Trustees of the said fund and the gross contributions for the Employer for all hours worked by all employees in the said classifications in a month shall be forwarded by the Employer to the said fund at:
- 9th Floor, 9707 - 110 Street,  
Edmonton, Alberta  
T5K 3T4,**
- no later than the fifteenth (15th) day of the following month.
- 16.03** It is understood that the contributions negotiated under this Article are for the benefit of members of the Union as recognized by the Trustees of the said fund who shall continue to have full discretion to make, from time to time, reasonable rules in this respect.
- 16.04** Either of the parties to this Agreement may request the Trustees of the above fund to authorize an independent inspection of any Employers' pay records and the Employer hereby agrees to any such inspection.
- 16.05** 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.
- 16.06** Where an Employee performs work that would require the Employer to contribute hourly contributions to the Health and Welfare Trust Fund in the amount specified in this Collective Agreement then the Employer shall keep, and shall be deemed to have kept, such an amount separate and apart from his own monies and shall be deemed to hold the sum so deducted in trust on behalf of employees until the Employer has paid such monies to the applicable trust fund. Further, in the event of any liquidation, assignment, or bankruptcy of such an Employer, an amount equal to the amount that is owed to the applicable Trust Fund by the Employer on whose behalf Employees have performed work entitling them to receive contributions to the fund as is herein before provided for, is deemed to be held in trust for the Trustees of this Trust Fund and such a fund shall be deemed to be separate from, and form no part of, the estate in liquidation, assignment, or bankruptcy, whether or not that amount has in fact been kept separate and apart from the Employer's own money or from the assets of the estate.

## **ARTICLE 17.00 - PENSION**

**17.01** The Employer will pay into the Laborers' Pension Fund of Western Canada the amount specified in Article 13.00 for all hours worked by employees covered by this Agreement. The Employer agrees to contribute for each and every hour worked by an employee under the job classifications set out in the Agreement.

Contributions shall be made on the basis of full or half hours and shall be made on the basis of hours worked.

**17.02** All payments shall be made not later than the fifteenth (15th) day of the month following the month for which the payment is to be made.

**17.03** Payment to be forwarded to the Laborers' Pension Fund of Western Canada located at:

**9th Floor, 9707 - 110 Street,  
Edmonton, Alberta  
T5K 3T4,**

or such other place as the Trustees may designate from time to time.

**17.04** Either of the parties to this Agreement may request the Trustees of the above fund to authorize an independent inspection of any Employers' pay records and the Employer hereby agrees to any such inspection.

**17.05** 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.

**17.06** Where an Employee performs work that would require the Employer to contribute hourly contributions to the Laborers' Pension Fund of Western Canada in the amount specified in this Collective Agreement then the Employer shall keep, and shall be deemed to have kept, such an amount separate and apart from his own monies and shall be deemed to hold the sum so deducted in trust on behalf of employees until the Employer has paid such monies to the applicable trust fund. Further, in the event of any liquidation, assignment, or bankruptcy of such an Employer, an amount equal to the amount that is owed to the applicable Trust Fund by the Employer on whose behalf Employees have performed work entitling them to receive contributions to the fund as is herein before provided for, is deemed to be held in trust for the Trustees of this Trust Fund and such a fund shall be deemed to be separate from, and form no part of, the estate in liquidation, assignment, or bankruptcy, whether or not that amount has in fact been kept separate and apart from the Employer's own money or from the assets of the estate.

## **ARTICLE 18.00 - TRAINING**

**18.01** The purpose of the Training Fund shall be to provide workers the opportunity to acquire and improve their skills.

- 18.02** The Fund shall be administered by a Board of Trustees with equal representation from the Union and the Employers.
- 18.03** The Employer will contribute the amount specified in Article 13.00 for each hour worked by each employee covered by this Agreement.
- 18.04** Such contributions shall be remitted to the Construction & General Workers' Training Trust Fund of Alberta and Northwest Territories, and be payable by the fifteenth (15th) day of the month following. Payment to be forwarded to this fund at the following address:
- Construction & General Workers' Training Trust Fund of Alberta  
and Northwest Territories  
9<sup>th</sup> Floor, 9707 – 110 St.  
Edmonton, Alberta  
T5K 3T4**
- 18.05** Either of the parties to this Agreement may request the Trustees of the above fund to authorize an independent inspection of any Employers' pay records and the Employer hereby agrees to any such inspection.
- 18.06** 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.
- 18.07** Where an Employee performs work that would require the Employer to contribute hourly contributions to the Training Trust Fund in the amount specified in this Collective Agreement then the Employer shall keep, and shall be deemed to have kept, such an amount separate and apart from his own monies and shall be deemed to hold the sum so deducted in trust on behalf of employees until the Employer has paid such monies to the applicable trust fund. Further, in the event of any liquidation, assignment, or bankruptcy of such an Employer, an amount equal to the amount that is owed to the applicable Trust Fund by the Employer on whose behalf Employees have performed work entitling them to receive contributions to the fund as is herein before provided for, is deemed to be held in trust for the Trustees of this Trust Fund and such a fund shall be deemed to be separate from, and form no part of, the estate in liquidation, assignment, or bankruptcy, whether or not that amount has in fact been kept separate and apart from the Employer's own money or from the assets of the estate.

#### **ARTICLE 19.00 - PRE-JOB CONFERENCE AND MARK-UP MEETING**

- 19.01** For continuous and harmonious labour relations, the Employer agrees that in the event a Pre-Job Conference or Mark-Up Meeting is arranged, the appropriate Local Union shall be notified prior to the Conference.
- 19.02** The purpose of the Pre-Job Conference and Mark-Up meeting is to discuss such matters as work assignments, construction methods and scheduling, manpower requirements, safety, equipment lists and other job related matters.

## **ARTICLE 20.00 - JURISDICTIONAL DISPUTES**

- 20.01** 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.
- 20.02** When requested by the Union, where feasible, the Employer shall furnish to the Local Office of the Union a signed letter on Employer stationery stating that the Labourers were assigned and employed on certain items of work in accordance with jurisdictional Agreements which will be specified for that given project.
- 20.03** 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. If no settlement is effected then the dispute will be settled finally, in accordance with the procedures outlined in the Jurisdictional Assignment Plan of the Alberta Construction Industry.

## **ARTICLE 21.00 - SUBCONTRACTING**

### **21.01 a) Applicable to Industrial Work**

The Employer agrees that he will not subcontract work within the scope of this agreement to a contractor that does not agree to be bound by the terms and conditions of this agreement.

### **b) Applicable to Commercial & Institutional Work**

Limitations on subcontracting for Commercial and Institutional Work will be waived for the duration of this Collective Agreement. It is understood and agreed that work performed during the term of this Collective Agreement shall not be used to establish a pattern of work “regularly and routinely performed by the Employer’s own forces” upon the re-implementation of this clause in any subsequent Collective Agreement.

## **ARTICLE 22.00 - SAVING CLAUSE**

- 22.01** 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 23.00 - SPECIAL PROVISIONS**

**23.01** Stacks, chimneys and silos, as covered under the scope of the National Agreement for Canada, October, 1982, are excluded from this Agreement.

**23.02** A Consultative Committee, two (2) from each Union Local (total of four (4)), and four (4) from the CLR-A shall be established. A quorum shall be a minimum of one (1) representative from each Local Union and a minimum of two (2) representatives from the CLR-A.

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. Mutual agreement requires the agreement of both Local Unions and the CLR-A.

Any changes to the Agreement must be ratified by the CLR-A Labourers (Provincial) Trade Division and Local No. 92 and Local No. 1111 before they are implemented.

#### **ARTICLE 24.00 - ENABLING**

**24.01** It is recognized that from time to time certain terms and conditions of employment for Labourers may require alteration from those contained in this Collective Agreement in order to enable the Contractor to obtain certain work or execute certain work in a manner that is deemed to be prudent. Requests for such amendments must be made by the CLR-A on behalf of the Contractor(s) affected and agreed by the Business Manager of the appropriate Local Union except as provided for below.

**24.02.1** Where it is necessary for an Employer to enable the wage rate paid on a Commercial or Institutional project and the Carpenters are also participating on that project and have agreed to enable their wage rate, the Labourers base rate may be set by that Employer to a minimum of 75% of the enabled Journeyman Carpenter rate. The Union should be advised by the Employer of circumstances where these enabled rates are being paid. For Industrial Projects the same formula will apply however the Business Manager of the appropriate Local Union must approve such enabled rates.

#### **ARTICLE 25.00 - FILING OF COPIES**

**25.01** A copy of the Agreement shall be deposited with the Department of Labour of the Province of Alberta and with the Federal Industrial Relations Officer within one (1) month of the date of signing.

**SIGNATORY PAGE**

Signed this \_\_\_\_\_ day of June, 1999 at Edmonton, Alberta.

**Signed on behalf of  
Construction Labour Relations  
- An Alberta Association  
Labourers (Provincial)  
Trade Division**

**Signed on behalf of  
The Construction and  
General Workers Union -  
Local Union 1111,  
Calgary, Alberta, and  
Local Union 92,  
Edmonton, Alberta**

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R. N. Tidsbury, President  
Construction Labour Relations

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Terry McQuade  
Business Manager  
Local Union No. 92

---

Rick Martin  
Business Manager  
Local Union No. 1111

**LETTER OF UNDERSTANDING**

**BY AND BETWEEN**

**CONSTRUCTION LABOUR RELATIONS - AN ALBERTA ASSOCIATION  
LABOURERS (PROVINCIAL) TRADE DIVISION  
(the “Association”)**

**AND**

**THE CONSTRUCTION AND GENERAL WORKERS  
LOCAL 1111 AND LOCAL 92  
(both together or individually referred to as the “Unions”)**

**Whereas:** The Parties to this Agreement acknowledge that the classifications of Trainee 1, 2, 3, Uncertified Labourer, Certified Labourer, Class 2 Labourer, Uncertified Class 1 Labourer and Certified Class 1 Labourer have been established and

**Whereas:** It is agreed that it is a goal of the Parties to promote the Certification of Labourers in both Commercial / Institutional and Industrial work, and

**Whereas:** It is the intent of the parties to encourage the use of Certified Labours and Certified Class 1 Labourers,

**Now Therefore:** It is agreed, that notwithstanding the right of the Employer to name hire or request specific work experience and qualifications, the Employer will not specifically request the Unions to provide Uncertified Labourers or Uncertified Class 1 Labourers. The Employer may specifically request the Unions to provide other classifications including those of Certified Labourer and Certified Class 1 Labourer.

This Letter of Understanding shall be attached to, and form a part of, the Registered Collective Agreement for Labourers in the General Construction Sector, and shall expire upon the expiration of that Collective Agreement, unless renewed or extended by Agreement of the Parties hereto.

Agreed this \_\_\_\_\_ day of July, 1999 in Edmonton, Alberta

For the Employers:

For the Unions:

\_\_\_\_\_  
**R. N. Tidsbury  
Construction Labour Relations  
- an Alberta Association**

\_\_\_\_\_  
**Terry McQuade, Local 92**

\_\_\_\_\_  
**Rick Martin, Local 1111**

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# **COLLECTIVE AGREEMENT**

## **GENERAL CONSTRUCTION LABOURERS**

Between

**CONSTRUCTION LABOUR RELATIONS - AN ALBERTA ASSOCIATION  
LABOURERS (PROVINCIAL) TRADE DIVISION**

Pursuant to Registration Certificate No. 17

and

**THE CONSTRUCTION AND GENERAL WORKERS'  
LOCAL UNION NOS. 92 & 1111**

from May 30, 1999 to April 30, 2001

**ADDENDUM RESPECTING REFRACTORY CONSTRUCTION**

**TO THE**

**LABOURERS' GENERAL CONSTRUCTION AGREEMENT**

**BETWEEN**

**CONSTRUCTION LABOUR RELATIONS - AN ALBERTA ASSOCIATION  
LABOURERS (PROVINCIAL) TRADE DIVISION**

**AND**

**THE CONSTRUCTION AND GENERAL WORKERS  
LOCAL 1111 AND LOCAL 92**

The Parties to this Agreement hereby agree that, on work which is performed by Labourers within the scope of Refractory Masonry Work on projects which are Refractory New Construction Projects, the terms and conditions as set out in the Refractory Labourers Maintenance Agreement between Construction Labour Relations, an Alberta Association and The Construction and General Workers, Local Unions 1111 and 92 will apply except as noted below.

A] The following articles will apply as agreed in this Collective Agreement;

ARTICLE 2.00 - GEOGRAPHICAL JURISDICTION  
ARTICLE 3.00 - SCOPE  
ARTICLE 6.02 - (hiring)

B] The following articles from the Refractory Labourers Maintenance Agreement will not have application to this work;

ARTICLE 20.00 - WAGE BOND

Agreed this \_\_\_\_ day of June, 1999 in Edmonton, Alberta

For the Employers:

For the Unions:

\_\_\_\_\_  
**R. N. Tidsbury**  
**Construction Labour Relations**  
**- an Alberta Association**

\_\_\_\_\_  
**Terry McQuade, Local 92**

\_\_\_\_\_  
**Rick Martin, Local 1111**