

**AMENDMENT**  
**TO THE**

**PROVINCIAL  
OPERATING  
ENGINEERS**

**COLLECTIVE AGREEMENT**

between

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

and

**International Union of Operating Engineers, Local Union 955**

*May 1, 2011 to April 30, 2015*

***Amended WAGE SCHEDULE effective May 5, 2013***

*Published April 9, 2012  
Amended Wage Schedule effective May 6, 2012*

**15.07 Schedule of Wage Rates: INDUSTRIAL**

|                                                               | <b>Base</b> | <b>Hol. &amp;<br/>Vacation</b> | <b>Health &amp;<br/>Welfare</b> | <b>Pension</b> | <b>Training</b> | <b>Gross</b> |
|---------------------------------------------------------------|-------------|--------------------------------|---------------------------------|----------------|-----------------|--------------|
| <b>Group 1, including 2<sup>nd</sup> Class Steam Engineer</b> |             |                                |                                 |                |                 |              |
| May 1, 2011                                                   | 41.69       | 4.17                           | 2.00                            | 4.50           | 0.40            | 52.76        |
| May 6, 2012                                                   | 42.43       | 4.24                           | 2.00                            | 4.50           | 0.40            | 53.57        |
| Nov 4, 2012                                                   | 42.90       | 4.29                           | 2.00                            | 4.75           | 0.40            | 54.34        |
| May 5, 2013                                                   | 42.94       | 4.29                           | 2.00                            | 4.85           | 0.40            | 54.48        |
| <b>Group 2, including 3<sup>rd</sup> Class Steam Engineer</b> |             |                                |                                 |                |                 |              |
| May 1, 2011                                                   | 39.49       | 3.95                           | 2.00                            | 4.50           | 0.40            | 50.34        |
| May 6, 2012                                                   | 40.18       | 4.02                           | 2.00                            | 4.50           | 0.40            | 51.10        |
| Nov 4, 2012                                                   | 40.61       | 4.06                           | 2.00                            | 4.75           | 0.40            | 51.82        |
| May 5, 2013                                                   | 40.64       | 4.06                           | 2.00                            | 4.85           | 0.40            | 51.95        |
| <b>4<sup>th</sup> Class Steam Engineer</b>                    |             |                                |                                 |                |                 |              |
| May 1, 2011                                                   | 38.41       | 3.84                           | 2.00                            | 4.50           | 0.40            | 49.15        |
| May 6, 2012                                                   | 39.09       | 3.91                           | 2.00                            | 4.50           | 0.40            | 49.90        |
| Nov 4, 2012                                                   | 39.50       | 3.95                           | 2.00                            | 4.75           | 0.40            | 50.60        |
| May 5, 2013                                                   | 39.53       | 3.95                           | 2.00                            | 4.85           | 0.40            | 50.73        |
| <b>Group 3, including Firefighter</b>                         |             |                                |                                 |                |                 |              |
| May 1, 2011                                                   | 37.32       | 3.73                           | 2.00                            | 4.50           | 0.40            | 47.95        |
| May 6, 2012                                                   | 37.98       | 3.80                           | 2.00                            | 4.50           | 0.40            | 48.68        |
| Nov 4, 2012                                                   | 38.37       | 3.84                           | 2.00                            | 4.75           | 0.40            | 49.36        |
| May 5, 2013                                                   | 38.40       | 3.84                           | 2.00                            | 4.85           | 0.40            | 49.49        |
| <b>Group 4</b>                                                |             |                                |                                 |                |                 |              |
| May 1, 2011                                                   | 35.10       | 3.51                           | 2.00                            | 4.50           | 0.40            | 45.51        |
| May 6, 2012                                                   | 35.72       | 3.57                           | 2.00                            | 4.50           | 0.40            | 46.19        |
| Nov 4, 2012                                                   | 36.07       | 3.61                           | 2.00                            | 4.75           | 0.40            | 46.83        |
| May 5, 2013                                                   | 36.09       | 3.61                           | 2.00                            | 4.85           | 0.40            | 46.95        |
| <b>Group 5</b>                                                |             |                                |                                 |                |                 |              |
| May 1, 2011                                                   | 32.85       | 3.29                           | 2.00                            | 4.50           | 0.40            | 43.04        |
| May 6, 2012                                                   | 33.43       | 3.34                           | 2.00                            | 4.50           | 0.40            | 43.67        |
| Nov 4, 2012                                                   | 33.75       | 3.38                           | 2.00                            | 4.75           | 0.40            | 44.28        |
| May 5, 2013                                                   | 33.76       | 3.38                           | 2.00                            | 4.85           | 0.40            | 44.39        |

**AMENDMENT**  
**TO THE**

**PROVINCIAL  
OPERATING  
ENGINEERS**

**COLLECTIVE AGREEMENT**

between

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

and

**International Union of Operating Engineers, Local Union 955**

*May 1, 2011 to April 30, 2015*

***Amended WAGE SCHEDULE effective May 6, 2012***

*Published April 9, 2012*

**15.07            Schedule of Wage Rates: INDUSTRIAL**

|                                                               | <b>Base</b> | <b>Hol. &amp;<br/>Vacation</b> | <b>Health &amp;<br/>Welfare</b> | <b>Pension</b> | <b>Training</b> | <b>Gross</b> |
|---------------------------------------------------------------|-------------|--------------------------------|---------------------------------|----------------|-----------------|--------------|
| <b>Group 1, including 2<sup>nd</sup> Class Steam Engineer</b> |             |                                |                                 |                |                 |              |
| May 1, 2011                                                   | 41.69       | 4.17                           | 2.00                            | 4.50           | 0.40            | 52.76        |
| May 6, 2012                                                   | 42.43       | 4.24                           | 2.00                            | 4.50           | 0.40            | 53.57        |
| Nov 4, 2012                                                   | 42.90       | 4.29                           | 2.00                            | 4.75           | 0.40            | 54.34        |
| <b>Group 2, including 3<sup>rd</sup> Class Steam Engineer</b> |             |                                |                                 |                |                 |              |
| May 1, 2011                                                   | 39.49       | 3.95                           | 2.00                            | 4.50           | 0.40            | 50.34        |
| May 6, 2012                                                   | 40.18       | 4.02                           | 2.00                            | 4.50           | 0.40            | 51.10        |
| Nov 4, 2012                                                   | 40.61       | 4.06                           | 2.00                            | 4.75           | 0.40            | 51.82        |
| <b>4<sup>th</sup> Class Steam Engineer</b>                    |             |                                |                                 |                |                 |              |
| May 1, 2011                                                   | 38.41       | 3.84                           | 2.00                            | 4.50           | 0.40            | 49.15        |
| May 6, 2012                                                   | 39.09       | 3.91                           | 2.00                            | 4.50           | 0.40            | 49.90        |
| Nov 4, 2012                                                   | 39.50       | 3.95                           | 2.00                            | 4.75           | 0.40            | 50.60        |
| <b>Group 3, including Firefighter</b>                         |             |                                |                                 |                |                 |              |
| May 1, 2011                                                   | 37.32       | 3.73                           | 2.00                            | 4.50           | 0.40            | 47.95        |
| May 6, 2012                                                   | 37.98       | 3.80                           | 2.00                            | 4.50           | 0.40            | 48.68        |
| Nov 4, 2012                                                   | 38.37       | 3.84                           | 2.00                            | 4.75           | 0.40            | 49.36        |
| <b>Group 4</b>                                                |             |                                |                                 |                |                 |              |
| May 1, 2011                                                   | 35.10       | 3.51                           | 2.00                            | 4.50           | 0.40            | 45.51        |
| May 6, 2012                                                   | 35.72       | 3.57                           | 2.00                            | 4.50           | 0.40            | 46.19        |
| Nov 4, 2012                                                   | 36.07       | 3.61                           | 2.00                            | 4.75           | 0.40            | 46.83        |
| <b>Group 5</b>                                                |             |                                |                                 |                |                 |              |
| May 1, 2011                                                   | 32.85       | 3.29                           | 2.00                            | 4.50           | 0.40            | 43.04        |
| May 6, 2012                                                   | 33.43       | 3.34                           | 2.00                            | 4.50           | 0.40            | 43.67        |
| Nov 4, 2012                                                   | 33.75       | 3.38                           | 2.00                            | 4.75           | 0.40            | 44.28        |

**PROVINCIAL  
OPERATING ENGINEERS  
COLLECTIVE AGREEMENT  
FOR GENERAL  
CONSTRUCTION SECTOR**

by and between

**CONSTRUCTION LABOUR RELATIONS  
- An Alberta Association,  
OPERATING ENGINEERS (Provincial)  
TRADE DIVISION**

- and -

**INTERNATIONAL UNION  
OF OPERATING ENGINEERS,  
Local Union No. 955**

**May 1<sup>st</sup>, 2011 to April 30<sup>th</sup>, 2015**

*Amended WAGE SCHEDULE effective May 6, 2012*

## Table of Contents

|                                                                           |    |
|---------------------------------------------------------------------------|----|
| ARTICLE 1.00 - PURPOSE .....                                              | 4  |
| ARTICLE 2.00 - SCOPE .....                                                | 4  |
| ARTICLE 3.00 - INDUSTRIAL AND COMMERCIAL/INSTITUTIONAL CONSTRUCTION ..... | 5  |
| ARTICLE 4.00 - UNION RIGHTS .....                                         | 6  |
| ARTICLE 5.00 - SUB-CONTRACTORS AND OWNER-OPERATORS.....                   | 9  |
| ARTICLE 6.00 - NO STRIKES OR LOCKOUTS .....                               | 10 |
| ARTICLE 7.00 - MANAGEMENT RIGHTS.....                                     | 10 |
| ARTICLE 8.00 - ACCIDENT PREVENTION AND SAFETY EQUIPMENT .....             | 11 |
| ARTICLE 9.00 - VACATIONS AND GENERAL HOLIDAYS .....                       | 11 |
| ARTICLE 10.00 - TRANSPORTATION, ACCOMMODATION, AND LOCAL RESIDENTS.....   | 12 |
| ARTICLE 11.00 - GRIEVANCE PROCEDURE AND JURISDICTIONAL DISPUTES.....      | 30 |
| ARTICLE 12.00 - HOURS OF WORK .....                                       | 33 |
| ARTICLE 13.00 - WORKING CONDITIONS .....                                  | 37 |
| ARTICLE 14.00 - EMPLOYER CONTRIBUTIONS .....                              | 40 |
| ARTICLE 15.00 - CLASSIFICATIONS AND WAGE RATES .....                      | 42 |
| ARTICLE 16.00 - APPRENTICES & HELPERS .....                               | 47 |
| ARTICLE 17.00 - FOREMEN.....                                              | 48 |
| ARTICLE 18.00 - PAY DAYS.....                                             | 50 |
| ARTICLE 19.00 – CANADIAN FORCES RESERVES .....                            | 52 |
| ARTICLE 20.00 – DRUG AND ALCOHOL POLICY .....                             | 52 |
| ARTICLE 21.00 - DURATION OF AGREEMENT .....                               | 52 |
| ARTICLE 22.00 - TOTALITY OF AGREEMENT .....                               | 52 |
| Letter of Understanding .....                                             |    |
| Re: Compensation for Persons Employed as.....                             |    |
| "Survey Instrument Persons".....                                          | 54 |
| Letter of Understanding .....                                             |    |
| Special Project Needs.....                                                | 57 |
| Letter of Understanding .....                                             |    |
| Re: Building Trades Check-Off .....                                       |    |
| and Construction Labour Relations Dues and Initiatives .....              | 59 |
| Letter of Understanding .....                                             |    |
| Re: Grandfathering of On-Going Projects.....                              | 61 |
| Letter of Understanding .....                                             |    |
| Re: Civil/Foundation Work on Industrial Sites .....                       | 63 |
| Letter of Interpretation and Application.....                             |    |
| Re: Hydrovac Trainees.....                                                | 65 |
| Letter of Understanding .....                                             |    |
| Re: Rapid Site Access Program.....                                        | 67 |
| Letter of Understanding .....                                             |    |
| Re: Referral for Case Managed Aftercare.....                              | 70 |
| Letter of Understanding .....                                             |    |
| Re: Wage Determination.....                                               | 72 |

**PROVINCIAL**  
**OPERATING ENGINEERS COLLECTIVE AGREEMENT**  
**FOR GENERAL CONSTRUCTION SECTOR**

**May 1<sup>st</sup>, 2011 to April 30<sup>th</sup>, 2015**

by and between

**CONSTRUCTION LABOUR RELATIONS - An Alberta Association,**  
**OPERATING ENGINEERS (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 by the operation of Registration Certificate 24

(each of which Employers is hereinafter referred to as the "Employer")

- and -

**INTERNATIONAL UNION OF OPERATING ENGINEERS,**  
**Local Union No. 955**

(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 24

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

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

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

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

## **ARTICLE 1.00 - PURPOSE**

- 1.01** The purpose of this Agreement is to assist in stabilizing the industry, improving the trade, promoting peace and harmony between the Employer and the Employees and providing efficient service to the public.

## **ARTICLE 2.00 - SCOPE**

- 2.01** This Collective Agreement shall apply to all work falling within the Trade Jurisdiction of the Operating Engineers which, for the purposes of this Collective Agreement, shall coincide with the Trade Jurisdiction set out in Registration Certificate 24, and shall include but not be limited to all of those employees who are engaged in the operation, service, maintenance, assembling and/or dismantling of all hoisting and portable machines, boilers, and engines used for construction purposes, and for whom the Union has the right of collective bargaining.

- 2.02** Notwithstanding that the territorial jurisdiction granted to the Union includes the Province of Alberta and that section of the Northwest Territories formerly known as the District of Mackenzie, this Collective Agreement shall apply to all work in the General Construction Sector in the Province of Alberta.

- 2.03** The Employer recognizes the Union as the exclusive bargaining agent for those classifications of employees covered by this Agreement. Where, during the term of this Agreement, industry practice results in a requirement for the operation and maintenance of equipment within the jurisdiction of the Union herein not provided for in the classifications of employees, the Employer and the Union shall, within fifteen (15) days notice of either upon the other, commence negotiations, the sole purpose of which shall be to establish classifications and rates applicable thereto.

In the event that such negotiations do not result in agreement upon the classifications within seven (7) days of the commencement of negotiations or such longer period as may be mutually agreed between the parties, the matter shall be resolved by an Arbitration Board as provided in the Grievance Procedure. The wage rate established shall become effective on the date upon which notice is given to commence negotiations.

- 2.04** 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 any 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 Article 11.00.

## **ARTICLE 3.00 - INDUSTRIAL AND COMMERCIAL/INSTITUTIONAL CONSTRUCTION**

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

- Electrical power generation, nuclear, 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
- Pulp, paper or timber/wood processing mills or sawmills
- Toxic waste disposal systems
- Production and processing plants for natural gas, liquid petroleum products and manufactured gases
- Base/Precious/Other Metal production plants or upgraders of any and all kinds
- Pumping stations and compressor stations of greater than \$25 million in construction value
- Cement, lime and gypsum plants

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

**3.02** Commercial/institutional work includes all work not specifically identified as industrial work in Article 3.01 above. The following work has been recognized by the parties as falling within both the commercial/institutional and industrial portions of the construction industry:

- Breweries
- Distilleries

- Food Processing Plants
- Major Manufacturing Plants
- Major Sewage Treatment Plants
- Major Water Treatment Plants
- Pumping Stations and Compressor Stations of less than \$25 million in construction value
- Operating Engineers' work on new or existing industrial sites that is not encompassed in Article 3.01 above.

The above listed work shall be performed under the commercial/institutional provisions except where such work is determined to be industrial work by agreement between the Business Manager of the Union and the Employer. In the event of a dispute as to which parts of this Collective Agreement apply to a given project, a final and binding determination shall be made by the Association and each party to the dispute shall be advised of such determination in writing.

It is agreed that in keeping with the intent of this Article that the determination as to whether a project shall be performed under the industrial or the commercial/institutional provisions should be made prior to tendering.

It is agreed that any Employer tendering work that falls within the above list in this Article is obliged to notify the Association so that a determination can be made in accordance with this Article.

## **ARTICLE 4.00 - UNION RIGHTS**

- 4.01**
- (a) The Employer agrees to hire only members in good standing of Local 955 from the Union when workers are required and members so hired shall be in possession of a dispatch slip from the Union. Dispatch slips may be transmitted by facsimile or e-mail, except in circumstances in which the Union needs to meet with a candidate for dispatch. Manpower requests must be received by the Union dispatch office no later than 2:00 pm to be recorded for that day. If the Union is unable to supply qualified men within two (2) full business days (8:30 am – 4:30 pm) following the day of the manpower request, excluding Saturdays, Sundays and Holidays, the Employer may hire from elsewhere provided such persons make application to become members of the Union within fifteen (15) days of commencement of employment or be replaced by competent Union members.
  - (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 for the duration of this Agreement.

- (c) The Union recognizes the right of the Employer to:
  - (i) name hire any person who was previously employed by that Employer within the previous five (5) years; and
  - (ii) name hire any member on the out of work list who will be engaged as a survey instrument person or in the operation of specialty equipment such as stiff legs, sky horses, ringers, tower cranes, specialty cranes such as translifts, and guy derricks, and
  - (iii) name hire any person who will be engaged as a foreman.

In addition to the foregoing, a dispatch request may include one (1) name hire out of each four (4) additional persons required in any one dispatch request.

- (d) A candidate for employment dispatched to an Employer shall have current certificates attesting completion of the necessary safety and skill training as stipulated by the Employer as follows. An Employer may stipulate CSTS, OSSA Regional Orientation and OSSA Standard Training appropriate to the work to be performed by that candidate, and such other skills and training in accordance with standards that are mutually agreed to by the Union and the Trade Division. In the event a candidate for employment arrives on the jobsite in contravention of the above, the Employer may refuse to employ that person, and that person shall not be entitled to any of the travel provisions of the Agreement. This shall not in any way limit other rights of the Employer.
- (e) The parties recognize that it is in their mutual best interest to include significant involvement of women, aboriginal people, visible minorities and RAP students in the workforce. To that end, the Trade Division and the Union will jointly undertake recruitment initiatives aimed at increasing the number of these people as new apprentices who will join the union.

It is intended that RAP students will work under and be paid in accordance with the Guidelines for Employment developed and amended from time to time by the Trustees of the Alberta Unionized Continuing Education Trust Fund. The provisions of this Collective Agreement, with the exception of this clause, will not apply to the employment of RAP students.

- 4.02** The Employer shall deduct regular monthly union dues from the first pay period in each month from all employees and all employees shall, as a condition of employment, consent to such deduction.
- 4.03** Initiation fees, reinstatement fees and back dues, as evidenced by a signed authorization from the employee, shall be deducted by the Employer on a monthly basis.
- 4.04** Monies deducted in accordance with Articles **4.02** and **4.03** above, shall be remitted to the Union not later than the fifteenth (15<sup>th</sup>) day of the month following, together with a list showing the amount deducted from each employee.
- 4.05** The Business Agent is to have access to all jobs covered by this Agreement after first notifying the Superintendent or person in charge, having due regard to project rules and safety regulations.
- 4.06** The Union shall have the right to post notices at the designated places on the job. All such notices must be signed by the proper officer of the Local Union and, except for meeting notices and training schedules, submitted to the management of the Employer for their approval.
- 4.07** Job Steward(s) shall be recognized by the Employer and shall be treated fairly and impartially. The Job Steward(s) shall be allowed time during working hours to perform the work of the Union but shall not abuse that privilege. The Union may appoint one of its members who is a qualified worker in their classification as Job Steward for each shift. For the purposes of the Clause, the Employer shall be required to deal only with the Chief Steward. The Union will notify the Employer in writing of the names of the Job Stewards appointed.
- Where possible, a person appointed as a Job Steward shall receive training respecting the Job Steward duties.
- 4.08** On industrial construction the Job Steward shall be one of the last two (2) employees laid off in their classification. The Union shall be notified immediately if the Job Steward is terminated.
- At no time shall the Job Steward be discriminated against.
- 4.09** On projects where circumstances have necessitated the hiring of Local 955 permit holders and layoffs take place, the following procedures and sequence for layoff shall be followed:
- (1) permit holders first;
  - (2) good standing members last.

- 4.10** When an employee quits or is laid off, and the Employer reasonably believes that employee has exhibited performance, attendance and behaviour that did not meet the Employer's expectations, the Employer shall notify the Union in writing of the name and the experience with that employee forthwith after the quit or layoff.
- 4.11** Workers shall maintain log books, supplied by the Union, that reflect their worksite experience and the Employer shall co-operate in completing the Employer verification portion of the log book.

## **ARTICLE 5.00 - SUB-CONTRACTORS AND OWNER-OPERATORS**

- 5.01** **Definition:** A sub-contractor is a person or contractor who performs work at the job site that, if done by the Employer, would have come under the terms of the Agreement.
- 5.02** **Industrial Construction**
- (a)** In respect to work which falls within the definition of **industrial work** as set out in Article 3.01, the Employer shall engage only those sub-contractors that agree to be bound by the terms and conditions of this Agreement to perform work in the classifications herein contained.
- The Employer agrees to notify the Union of the name of such sub-contractors prior to the sub-contractor commencing work on the project.
- (b)** The Employer shall be responsible for the enforcement of this Article.
- (c)** This Article does not apply to **bona fide** warranty work.
- 5.03** The following provisions have application only to that work which falls within the definition set out in Article 3.01.
- (a)** Owner-operated and manned rented equipment shall in no way be used to circumvent the intentions and provisions of this Agreement. Where an owner-operator performs work for which he has been engaged and he works beyond five (5) consecutive working days, he shall thereafter become an employee and be entitled to all of the provisions of this Agreement.
- (b)** The expression owner-operator shall not include any person in the job classification of mechanic, welder or service technician, or any person who actually owns and/or provides more than one (1) machine within the classifications of this Agreement.

- (c) The service, maintenance and repair of all hoisting and portable machines, boilers and engines shall be performed by persons employed under the terms of this Agreement, whether owned, leased or rented (excepting only that bona fide warranty service will be recognized).

#### **5.04 Commercial/institutional Construction**

In respect to work which is not included within the definition of industrial work as set out in Article 3.01, the Employer agrees that it will not sub-contract out any Operating Engineers' work which is regularly and routinely performed by the Employer's own forces unless such work is to a Contractor that agrees to be bound by the terms and conditions of this Agreement. Sub-contractors who also do work that the Employer normally does not use its own work force to perform are not covered by this prohibition.

### **ARTICLE 6.00 - NO STRIKES OR LOCKOUTS**

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

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

### **ARTICLE 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 workmen, promote and/or transfer any employee or to discharge any employee for just cause, and further recognizes the right of the Employer to operate and manage its business in accordance with its commitments and responsibilities including methods, processes and means of production or handling.

Management of the Company and the direction of the working forces are vested solely and exclusively in the Company and shall not be abridged, except by specific restrictions as set forth in this Agreement. The Management's rights as set out herein should not be deemed to exclude the other rights of Management at common law.

- 7.02 Employees who are working or are offered the number of hours of employment provided by this Agreement shall not engage in any other employment at their trade for remuneration.

- 7.03** No construction agreement different than the existing Agreement shall be signed by the Union with any other Employer within the scope of this Agreement.

## **ARTICLE 8.00 - ACCIDENT PREVENTION AND SAFETY EQUIPMENT**

- 8.01** It is understood and agreed that the parties to this Agreement shall at all times comply with the accident prevention regulations of the *Occupational Health and Safety Act* and any refusal on the part of a worker to perform their duties or to continue to perform his duties in contravention of the *Occupational Health and Safety Act* shall not be deemed to be a violation of this Agreement. No employee may be terminated for an accident except in cases of carelessness or negligence. However, a violation of the safety regulations or unsafe working practices shall be considered as just cause for dismissal.

The Union is required by the terms of this Agreement to use its best efforts to instruct its members in all standard safety precautions required under the regulations made under the authority of the *Occupational Health and Safety Act*. The Employer shall provide all necessary safety equipment as required by above mentioned regulations. Safety equipment may be allotted on a charge-out, refund basis.

- 8.02** The Union shall appoint one of its members who is a qualified worker in his classification as a member of the Safety Committee.

## **ARTICLE 9.00 - VACATIONS AND GENERAL HOLIDAYS**

- 9.01** General Holidays shall be:

|                |                      |
|----------------|----------------------|
| New Year's Day | August Civic Holiday |
| Family Day     | Labour Day           |
| Good Friday    | Thanksgiving Day     |
| Victoria Day   | Remembrance Day      |
| Canada Day     | Christmas Day        |
|                | Boxing Day           |

Where a General Holiday falls on a day for which the Collective Agreement requires, but for the General Holiday, that overtime rates be paid for all hours worked, the General Holiday will be observed on the next day for which the Collective Agreement prescribes straight time rates for the regular working day as set out in Article **12.03(a)** or **12.06**. Under these circumstances, work performed on the date on which the General Holiday falls will be paid at the overtime rates otherwise required by the

Collective Agreement, and work performed on the day on which the General Holiday is then observed will be paid at double time.

It is agreed that in the event any other day is declared a General Holiday by a Government (Federal or Alberta Provincial) which has jurisdiction to declare a General Holiday applicable to the work to which the registration certificate applies, then that day shall be recognized as a General Holiday in addition to those listed above.

- 9.02**            **(a)**      For work that is included in Article **3.01** hereof, 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)**      For work that is not included in Article **3.01** hereof, 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.
- 9.03**            There shall be no work performed on Labour Day, except for the preservation of life or imminent danger to property.
- 9.04**            Vacation and General Holiday Pay shall be paid to each employee every pay period. The vacation period shall be three (3) weeks each year; the period(s) to be mutually agreed upon between the Employer and the employee.

## **ARTICLE 10.00 - TRANSPORTATION, ACCOMMODATION, AND LOCAL RESIDENTS**

### **Local Residents**

#### **10.01**

- (a)**      A local resident is an individual who resides within a seventy-five (75) kilometre 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)**      **Process for Determining Local Status**

Where a question arises as to whether a candidate for employment qualified as a local resident, the Union and the Trade Division may each appoint one or more representatives (equal numbers of Union and Trade Division representatives) to make recommendations respecting the individual's acceptability as to residency only.

**(c) Guidelines for Determining “Real Residency”**

In making the determination as to whether a person is a “Local Resident” for the purposes of the Project Terms, the following factors, as appropriate to the determination, will be taken into consideration:

- (a)** the dwelling place of the person’s spouse and dependents;
- (b)** personal property and social ties to the community;
- (c)** residential ties elsewhere;
- (d)** permanence and purpose of residence in a particular community;
- (e)** documentation of:
  - (i)** property tax or rent receipts, telephone, gas or other utility receipts;
  - (ii)** driver’s license;
  - (iii)** vehicle registration or pink card;
  - (iv)** income tax;
  - (v)** unemployment insurance documents;
  - (vi)** voters’ list registration;
  - (vii)** employee benefit fund administration registration.

**10.02**

Local Residents residing within a forty-five (45) kilometre 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) kilometre radius and a seventy-five (75) kilometre radius of the job site shall not be entitled to receive initial and return travel allowance, room and board or subsistence, or camp accommodations, or rotational leave provisions, but shall be paid a travel allowance of thirty-six dollars (\$36.00) to cover transportation expenses and travel allowance, or if transportation is supplied by the

Employer, a daily travel allowance of nineteen dollars (\$19.00) will be paid for each day worked.

For the purposes of determining local residents in the Fort McMurray area, residents of Anzac and Saprae Creek will be considered to be residents of Fort McMurray for projects north of Fort McMurray, and residents of Fort MacKay will be considered to be residents of Fort McMurray for projects located south of Fort McMurray.

- 10.03** Where a Camp Kitchen is established and where all workers, generally, on the project who are not Local Residents attend at the Camp Kitchen to eat their lunches, a Local Resident Employee shall be provided the same noon meal arrangements without cost to himself. In those instances where bagged lunches are provided to camp residents and hot soup is delivered to the job site, local residents shall also be entitled to receive hot soup.
- 10.04** Where a Local Resident Employee is required to work overtime, he shall be entitled to overtime meals in accordance with this Agreement.
- 10.05**
- (a)** 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.
  - (b)** The Parties to the Collective Agreement agree that they will undertake a monitoring process to evaluate the employment status of Local Resident Members residing in the Wood Buffalo region, and such other region where a client expresses a concern during the term of the Agreement. If it is determined that there is an underutilization of Local Resident Members the Parties will meet and address the issue.

### **PROVISIONS FOR INDUSTRIAL WORK**

Articles **10.06** through **10.09** apply only to work which falls within the definition of **industrial work** as set out in Article **3.01**.

#### **10.06 DAILY COMMUTING**

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

- (a) (i) A forty-five (45) kilometre radius free zone from the centers 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 of Edmonton is 101st Street and Jasper Avenue and for Calgary, the Calgary Tower.
  - (ii) No transportation or travel allowance shall be applicable within the free zone (subject to **10.06(a)(iii)** and **10.06(b)**).
  - (iii) The time in transit on buses between the site and the camp shall be determined by representatives of the Building Trades of Alberta and of the Coordinating Committee of Registered Employers' Organizations, based on an average during a reference week of five test runs each way, conducted coincident with the times when workers are in transit. This determination should be carried out twice per year, with any adjustment resulting from a determination applicable until the next determination. Workers shall be paid an allowance for time regularly and routinely in excess of forty five (45) minutes each way, for travel within the applicable free zone. The allowance shall be calculated on the regular straight time base rate of each worker. The allowance will be paid only to workers who ride on the provided buses, and only for the days on which they ride the buses.
- (b) Notwithstanding the foregoing, on major construction projects located within the free zone, around the cities of Edmonton and Calgary, but beyond the city bus transportation system of those cities, where it is expected that the total construction workforce will exceed five hundred (500), the affected parties shall meet to discuss the viability of implementing a system of providing transportation to the site. The parties shall take into account such considerations as climate, seasons, road capacity, other projects and industries using the same corridors, workforce curves, and site infrastructure.
- (c) For projects beyond the forty-five (45) kilometre free zone for which daily travel is required, the Employer will have the following options;

  - (i) to provide transportation and pay travel allowance, or
  - (ii) reimburse the employees, as a vehicle allowance, at the rate of forty-nine cents (49¢) per kilometre 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 kilometres per hour, at the employee's applicable base rate, from the point where the edge of the forty-five (45) kilometre radius free zone intersects the road which takes the shortest, most appropriate route, to the project and return to the intersecting point.

e.g.: An industrial Group 1 member traveling in June, 2011, to a project located forty (40) road kilometres from the edge of the free zone at 80 kilometres per hour each way would receive the following for each day worked:

Travel Allowance:

80 km @ 80 km./ hr. = 1 hour at base rate of \$41.69 = \$41.69

Vehicle Allowance: 80 km. @ 49¢ per km. = \$39.20

For a daily total of = \$80.89

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

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

The foregoing shall affect each section of this Collective Agreement that prescribes a vehicle allowance.

- (d) When an employee is being paid subsistence allowance in accordance with Article 10.09(a)(iii) or (b)(iii), and when there is no accommodation available within forty-five (45) kilometres of the project on which the employee is engaged, the Employer shall determine the location of the nearest available suitable accommodation, and shall determine the number of road kilometres beyond a forty-five (45) kilometre radius of the project

that would be required to travel each way from the nearest available suitable accommodation, and shall calculate the travel allowance in accordance with the above provisions. In the event suitable accommodation within a forty-five (45) kilometre radius of the project becomes available, the payment of the travel allowance will cease.

- (e) Where the Employer is required to supply transportation, such transportation shall, at a minimum, be a safe, clean and modern means of transportation with sufficient seating for each person allowing adequate comfort for adults. School buses shall not be used for such transportation. When the size of the crew is such that the capacity of a coach-type bus is required, such bus transportation will be provided. Pick up points shall be mutually agreed upon.
- (f) Employees who are transported to a job site but who refuse to start work at the prescribed time due to a picket line or other form of labour relations dispute will not be paid any transportation allowance for that day.
- (g) 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.
- (h) If an employee is required by the Employer to move from one job to another during working hours, the Employer shall provide the transportation or pay vehicle allowance at the rate of forty-nine cents (49¢) per kilometre traveled if the employee uses his or her own vehicle. The employee shall not suffer any loss of pay as a result of transferring between projects during working hours.
- (i) 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 times (1½x) the normal rate. If still traveling the following day, the employee shall be paid the normal rate for time traveled during the regular working day only.

## **10.07**

### **INITIAL AND RETURN TRANSPORTATION TO REMOTE SITES**

- (a) Employees directed or dispatched to work sites located beyond a radius where daily commuting allowance under Article 10.06(c) would apply shall be paid travel allowance for initial travel and transportation to the project and return subject to the conditions in

**(b)** below, based upon a radius from the cities of Edmonton or Calgary or other hiring hall location, as applicable, as follows:

- (i)** up to 200 kilometres - \$84.00 each way;
- (ii)** 200 kilometres to 300 kilometres - \$120.00 each way;
- (iii)** 300 kilometres to 375 kilometres - \$144.00 each way;
- (iv)** over 375 kilometres to 475 kilometres \$216.00 each way, or actual airfare if suitable proof of air transport is provided to the Employer.
- (v)** over 475 kilometres - as mutually agreed between the parties to this Agreement to a maximum of \$330.00 each way or air fare inclusive of taxes in the event this is the most practical method of accessing the project/jobsite.
- (vi)** The Initial and Return Transportation Allowances set out herein shall be subject to review in January 2013 and January 2014. In the event that there is an adjustment in the vehicle allowance, pursuant to Article **10.06(c)(iii)** for 2013 and / or 2014, each allowance amount shall be adjusted by the same percentage adjustment as the vehicle allowance adjustment, effective the first pay period following May 1<sup>st</sup> of the respective year. For example, if for 2013, the vehicle allowance is increased by 4%, each allowance shall be increased by 4%, rounded to the nearest dollar, and effective on the first pay period following the 1<sup>st</sup> of May, 2013.

**(b)** Notwithstanding the provisions of **(a)** above, when transportation is provided by the Employer, no travel allowance will be paid, subject to the provisions of Article **10.07(c)** below.

**(c)**

- (i)** When transportation is provided by the Employer by way of air, bus, or other surface transportation acceptable to the Union and the Employer, prior to the commencement and following the conclusion of a work cycle (being scheduled days of work for which there is no more than one day of rest scheduled within consecutive scheduled days), an employee, at the time of dispatch, will be allowed to elect to use the Employer provided transportation or to receive collective agreement initial/return/rotation allowances. Buses must comply with Article **10.06(e)**.

- (ii) An employee who has elected collective agreement initial/return/rotation allowances will no longer be paid any such payments not yet received if transportation is established and the employee elects to use it. Such an employee will not be required to return payments received to that point.
  - (iii) An employee who has elected collective agreement initial/return/rotation allowances and who is found using Employer provided transportation will become disentitled to further collective agreement initial/return/rotation allowances, as one consequence.
  - (iv) If a person who elects collective agreement initial/return/rotation allowances uses Employer provided transportation for his or her initial trip that person will not receive the initial allowance payment. This circumstance will not be a violation as discussed in the previous point.
  - (v) Regulations shall be established for the use of Employer provided transportation governing behaviour and the use of, e.g., alcohol, tobacco and other substances.
  - (vi) Notwithstanding the foregoing, an employee who has elected to use Employer provided transportation and who is hired, laid off, or terminated on a day when such transportation is not available shall be reimbursed the cost of a one-way commercial bus ticket to Edmonton or Calgary, whichever is applicable, and transportation from the site to the nearest commercial bus terminal, or equivalent taxi fare.
- (d)
  - (i) An employee will qualify for, and receive with the next regular pay, transportation allowance to the job site after being employed at the site for fifteen (15) calendar days.
  - (ii) If the employee remains on the job until completion of thirty (30) calendar days, the employee shall qualify for return transportation allowance to be paid with his or her final pay at the subject site.
  - (iii) If, prior to having qualified for either transportation allowance, the employee is laid off, or the job is completed, or the employee is transferred to a different work site which is outside the area for which the transportation allowance was to apply, that employee will be paid any outstanding transportation allowance(s) with their next regular pay.

- (iv) If the employee is transferred to a different work site that is within the area to which the transportation allowance was to apply, the employee's employment on that different work site shall be deemed to be a continuation of employment on the original work site for the purposes of accumulation of entitlement to transportation allowances and rotational leave.

#### **10.08 ROTATIONAL LEAVE (TURNAROUNDS)**

**[There is an agreed interpretation of the below provisions that clarifies that the interpretation is that time spent off the jobsite due to a jobsite closure or scheduled vacation of one work week (5 days or 4 days as the case may be) or longer will not be counted towards the accumulation of calendar days credited towards earning a turnaround leave. A June 1, 2004 letter of interpretation signed on behalf of the Coordinating Committee and the ABTC confirms this understanding.]**

- (a) On jobs located beyond a three hundred (300) kilometre radius to a maximum of four hundred and seventy-five (475) kilometres from the centre of Edmonton or Calgary or other hiring hall location, the Employer shall:

- (i) Pay an allowance of one hundred sixty-eight dollars (\$168.00) after thirty-five (35) calendar days of employment on the job and thereafter for each subsequent thirty-five (35) calendar days of employment on the job.

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

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

- (b) On jobs located beyond a four hundred and seventy-five (475) kilometre radius from the centre of Edmonton or Calgary or other hiring hall location, the Employer shall:

- (i) Provide a negotiated transportation allowance, not to exceed scheduled air line air fare where scheduled air service is available, or pay an allowance of three hundred dollars (\$300.00) where airline service is not available, after thirty-five (35) calendar days of employment on the job and thereafter for each subsequent thirty-five (35) calendar days of employment on the job.

- (ii) Allow employees five (5) working days leave after each thirty-five (35) calendar days of employment on the job.
- (c) The Rotational Leave Allowances set out herein shall be subject to review in January 2013 and January 2014. In the event that there is an adjustment in the vehicle allowance, pursuant to Article **10.06(c)(iii)** for 2013 and / or 2014, the allowance amount shall be adjusted by the same percentage adjustment as the vehicle allowance adjustment, effective the first pay period following May 1<sup>st</sup> of the respective year. For example, if for 2013, the vehicle allowance is increased by 4%, the allowance shall be increased by 4%, rounded to the nearest dollar, and effective on the first pay period following the 1<sup>st</sup> of May, 2013.
- (d) It is further understood and agreed that the above described trips be on a rotation basis and at no time more than twenty-five percent (25%) of the working force shall be on such home leave.
- (e) Where the Employer supplies transportation the employee shall not be entitled to the above allowances, subject to the provisions of Article **10.07(c)** above.

#### **10.09 ACCOMMODATION, ROOM & BOARD**

- (a) Applicable within a four hundred and seventy-five (475) kilometre radius of the centers of Edmonton or Calgary (but excluding National Parks):

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

- (i) camp accommodation and meals, which shall be available seven (7) days per week; or
- (ii) mutually agreed room and board; or
- (iii) for each day worked, reimbursement toward the expense of the employee's board and lodging, and any goods and services tax paid by the employee in the purchase of board and lodging, by way of a subsistence allowance in the amount of one hundred and ten dollars (\$110.00) per day, except for subsistence rates established for specific communities and regions as posted at [www.clra.org](http://www.clra.org) and [www.iuoe955.com](http://www.iuoe955.com).
- (iv) On a project/jobsite located over two hundred and fifty (250) kilometres radius from the geographic centres of Edmonton or Calgary, 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 or her Employer for each occasion the accommodation is used. Where the Employer or their 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 General 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 General Holiday.

- (b) Applicable beyond a four hundred and seventy-five (475) kilometre radius of the centers of Edmonton or 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 (5) days, the Employer will provide, on a seven (7) days per week basis:

- (i) camp accommodation and meals; or
- (ii) mutually agreed room and board; or
- (iii) reimbursement toward the expense of the employee's board and lodging, and any goods and services tax paid by the employee in the purchase of board and lodging, by way of a subsistence allowance in the amount of one hundred and ten dollars (\$110.00) per day except for subsistence rates established for specific communities and regions as posted at [www.clra.org](http://www.clra.org) and [www.iuoe955.com](http://www.iuoe955.com).

Employees failing to report for work on the work day immediately preceding and following a week-end or General 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 **10.09(a)(ii)** or **10.09(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 (5) days from the date of referral.
- (d) The parties agree that wherever practical and workable in all of the circumstances of the project, camp accommodation is preferable to the provision of room and board, and that the provision of room and board is preferable to the payment of subsistence allowance.

However, any of these three options will satisfy the Employer's obligations pursuant to this Article.

- (e) (i) In certain situations, employees may be dispatched or directed to work on projects which are in an area where the cost of available suitable single room accommodation and/or meals may be in excess of the daily rate of subsistence set out in this Article. In such a case, the Employer shall provide one of the following options:
- provide suitable room and board; or
  - directly pick up the cost of the room and pay a meal allowance to be determined as is set out in this Article; or
  - the subsistence allowance shall be reviewed and, if necessary, adjusted by the following procedure:
- (ii) Either the subsistence allowance may be adjusted by mutual consent between the Employer and the Union, or the Business Manager of the Union may request that the Executive Director of the Alberta Building Trades Council issue a formal written request to the Coordinating Committee of Registered Employers' Organization that a Subsistence Review Committee be established. Alternatively, an Employer may request that the Coordinating Committee of Registered Employers' Organizations issue a formal written request to the Executive Director of the Alberta Building Trades Council 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 Articles **12.02 (b)** and **(c)**. The Umpire shall render a final and binding decision as to whether the subsistence allowance is sufficient to allow an employee to purchase accommodation and meals in the subject community or communities, and if it is not, the amount by which the allowance should be adjusted to afford the purchase of available lodging and meals. The decision of the Umpire shall be rendered within five (5) full days of the Umpire's appointment, or such longer period as may be agreed by the Coordinating Committee and the Building Trades. The decision of the Umpire shall have the same binding effect and shall be subject to the same limited review as a decision of an Arbitrator in grievance proceedings. The fees and disbursements of the Umpire shall be borne equally by the Coordinating Committee and the referring Union.
- (v) The Subsistence Review Committee and/or the Umpire shall enter into a review when determining subsistence costs and in order to come to the conclusions that are necessary to carry out the objects of this Clause some guidelines are included;
  - (i) 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.
  - (ii) 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.

- (iii) Determine an appropriate accommodation cost based on what hotel rooms are available, how many such rooms are available, what hotels/motels to look at.
- (iv) 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.
- (v) 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 requested or initiated by either the Employer or the Union.

(f) Applicable to all Regions

(i)

- Employees unable to work due to legitimate illness, material shortage, job-site conditions, or inclement weather, and for whom it is not practical to return to their respective primary Alberta residences, shall receive their board and room or daily allowance for those work days that they were scheduled to work (or other days as set out in Article **10.09(b)**).
- To be eligible for board and room or daily allowance in these circumstances the employee must have been unable to return to his or her primary Alberta residence due to the medical, work, site or weather conditions.
- In the event return to the employee's primary Alberta residence becomes reasonably possible and prudent, the entitlement to subsistence allowance shall cease.
- It is expected that circumstances to which this provision applies will be of short duration.

- For the purposes of this Article, for an employee who does not maintain a primary residence in Alberta, that employee's primary Alberta residence shall be deemed to be Edmonton or Calgary, whichever is the nearest.
- (ii) If an employee chooses to leave before the completion of the shift without the consent of the Employer he will not be entitled to subsistence allowance for that day (and may be subject to other disciplinary or corrective measures). If an employee chooses to leave before the completion of the shift with the consent of the Employer he will be paid a full day's subsistence if at least half the shift is worked and half a day's subsistence if less than half a shift is worked.
- (iii) All camps must meet the specifications as negotiated by Building Trades of Alberta and Construction Labour Relations - An Alberta Association 2010 - 2018 Camp Rules and Regulations, or any successor thereto.
- (iv) All grievances concerning a camp will be resolved through the grievance procedure provided in the B.T.A. / C.L.R.A. Camp Rules and Regulations.
- (v) If an employee, who is housed in a camp, is required by the Employer to transfer from one camp room to another, the employee shall be paid two (2) hour's pay at the straight time basic hourly rate as full compensation for the time to move belongings.

## **PROVISIONS FOR NON-INDUSTRIAL WORK**

Articles 10.10 and 10.11 apply to that work which is **not** encompassed by the definition of **industrial work** set out in Article 3.01; being that work which shall be referred to as **commercial/institutional** work.

**10.10** A seventy (70) kilometre 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, subject to the principle that accommodation or subsistence is provided on the basis of one person per room (subject to the availability of accommodation):

**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) kilometres 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 or her option, expressed by the Employer in writing, pay vehicle allowance at the rate of forty-nine cents (49¢) per kilometre from the edge of the free zone, to the job and back, to each employee who, by arrangement with the Employer uses his or her own vehicle to provide transportation outside the free zone.

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

**Zone 3:** The area lying within the next one hundred (100) kilometres 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 their option for each day worked:

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

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

In the event the Employer and the Union cannot quickly come to an agreement respecting the amount of subsistence that is appropriate for any given project or area, the subsistence allowance shall be based on an analysis by a joint committee of representatives of the Employer and representatives of the employees, using average room costs in the subject area (on the basis of one (1) person per room), and average costs of meals using predetermined example menu items.

**10.11**

- (a)**
  - (i)** Employees unable to work due to legitimate illness, material shortage, job-site conditions, or inclement weather, and for whom it is not practical to return to their respective primary Alberta residences, shall receive their board and room or daily allowance for those work days that they were scheduled to work (or other days as set out for Zones 4 and 5).
  - (ii)** To be eligible for board and room or daily allowance in these circumstances the employee must have been unable to return to his or her primary Alberta residence due to the medical, work, site or weather conditions.
  - (iii)** In the event return to the employee's primary Alberta residence becomes reasonably possible and prudent, the entitlement to subsistence allowance shall cease.
  - (iv)** It is expected that circumstances to which this provision applies will be of short duration.

For the purposes of this Article, for an employee who does not maintain a primary residence in Alberta, that employee's primary Alberta residence shall be deemed to be Edmonton or Calgary, whichever is the nearest.

- (b)** If an employee chooses to leave before the completion of the shift without the consent of the Employer he will not be entitled to

subsistence allowance for that day (and may be subject to other disciplinary or corrective measures). If an employee chooses to leave before the completion of the shift with the consent of the Employer he will be paid a full day's subsistence if at least half the shift is worked and half a day's subsistence if less than half a shift is worked.

- (c) Effect of unauthorized absence on Room and Board Entitlement.
  - (i) 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.
  - (ii) Unavoidable cause shall be deemed any illness or injury other than caused by consumption of liquor and/or illicit drugs. The Employer may request proof of illness or injury by way of a letter from a medical doctor.
  - (iii) 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.
  - (iv) Where the Employer's costs are fixed (as for camp accommodation or long term room leases) the employee shall not be back-charged for such fixed costs, but, where subsistence allowance is paid then the employee shall not be paid for days missed as detailed above.

## **Vehicle Allowance**

- 10.12** Where the transportation prescribed in Article **10.10** is not provided by the Employer to an employee employed pursuant to this Collective Agreement, the Employer shall pay to the employee a daily vehicle allowance, being the product of twice the distance in kilometres from the edge of the relevant free zone to the subject project forty-nine (49¢) cents per kilometre.

## **ARTICLE 11.00 - GRIEVANCE PROCEDURE AND JURISDICTIONAL DISPUTES**

**11.01**      **Grievance Procedure:** In the event that either the Employer or the Union wish to process a grievance covering the interpretation, application, operation, or an alleged violation of this Agreement, such grievance shall be reduced to writing and shall be submitted by the one party to the other within twenty (20) days of the event giving rise to the grievance and proceed to step **(d)** below.

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

- (a)**      An aggrieved party shall within fifteen (15) days of the alleged violation submit his or her complaint in writing to the Steward who shall endeavour to settle the complaint between the employee and his or her immediate supervisor.
- (b)**      If the complaint is not settled within two (2) days (excluding Saturdays, Sundays and General Holidays), it may be referred to the Project Superintendent and an Official Representative of the Union.
- (c)**      If the complaint is not then settled within three (3) days (excluding Saturdays, Sundays and General Holidays), it shall be referred to the Management of the Employer involved and the Business Agent of the Union.
- (d)**      **Pre-Arbitration Process**
  - (i)**      If a grievance has not been resolved following the preceding steps of the Grievance Procedure, the grievance shall be referred to a Joint Grievance Panel (JGP), unless one of the parties to the grievance serves notice of an intention to bypass the JGP in favour of referring the matter directly to arbitration.
  - (ii)**      In the event a party serves notice of an intention to bypass the Joint Grievance Panel, the matter may be referred to arbitration commencing with step **(e)** within ten (10) days (excluding Saturdays, Sundays, and General Holidays) of such notice being served.
  - (iii)**      Such Joint Grievance Panel will consist of two appointees of the Employer and two appointees of the Union. No person shall be appointed who has a direct personal interest in the subject matter of the grievance, and/or has had a

direct personal involvement in earlier attempts to settle the grievance. No representative of/spokesperson for the Union or for the subject Registered Employers' Organization shall be appointed.

- (iv) The Joint Grievance Panel shall hold a hearing into the matter within ten days (excluding Saturdays, Sundays, and General Holidays) of being appointed and shall issue their recommendation forthwith, but in any event within three (3) days (excluding Saturdays, Sundays, and General Holidays) of the date the hearing was held.
  - (v) Each of the parties shall advise the other, within five (5) days *[of receipt of the recommendation]* (excluding Saturdays, Sundays, and General Holidays), as to whether they accept or reject the recommendation.
  - (vi) In the event the parties to the grievance accept the recommendation of the JGP, the grievance shall accordingly be resolved, and the parties shall implement the recommendation within ten (10) days (excluding Saturdays, Sundays, and General Holidays), or in any event in accordance with such other implementation schedule as may be included in the JGP recommendations.
  - (vii) In the event either party determines that it is not prepared to accept the recommendation of the JGP, either Party may then refer the matter to Arbitration *commencing with step (e)* within ten (10) days (excluding Saturdays, Sundays, and General Holidays) of receipt of the JGP recommendations.
  - (viii) No lawyers shall be permitted to participate in the JGP proceedings.
- (e) If the complaint is not settled within ten (10) days (excluding Saturdays, Sundays and General Holidays) of a notice pursuant to (d)(ii) or the rejection of a JGP recommendation pursuant to (d)(vii), the grievance shall be referred to an Arbitration Board; by mutual consent of the parties this time limit may be extended. The Arbitration Board shall be comprised of one (1) member appointed by the Employer, one (1) by the Union and a neutral Chairman appointed by the members. Each party shall bear the expense of their appointee and the expense of the Chairman shall be shared equally by the parties.
  - (f) If either party fails to appoint a member to the Arbitration Board within ten (10) days, or if the appointed members cannot agree on a neutral Chairman within fourteen (14) days of the appointment of

the second member, such appointments shall be made in accordance with the *Labour Relations Code*.

- (g) The Arbitration Board shall be vested with the authority to decide whether any matter referred to it is arbitrable. It shall make its decision within fourteen (14) days of the appointment of the Chairman.

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

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

**11.02** As an alternative procedure to that outlined, commencing with Article **11.01 (d)** the following procedure shall be used if mutually agreed in writing between the Employer and the Union.

- (a) The steps prescribed in Article **11.01 (a), (b) and (c)** shall apply.
- (b) If the matter of complaint is not then settled within ten (10) days (excluding Saturdays, Sundays and General Holidays), it shall be referred to a single Arbitrator who shall be selected and agreed upon by the Employer and the Union.
- (c) Should the Employer and the Union fail to agree on the appointment of a single Arbitrator within fourteen (14) days from the date of referral, the appointment shall be made by the Minister of Labour.
- (d) The single Arbitrator shall have the same authority as an Arbitration Board and shall make his or her decision within fourteen (14) days of his or her appointment.
- (e) The costs of and in connection with the single Arbitrator shall be borne equally by the Employer and the Union.

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

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

### **11.03 Jurisdiction**

A jurisdictional dispute is that dispute between the Union and any other Building and Construction Trade Union(s) or between the Employer and the Union in respect to an assignment of trade jurisdiction to a particular Building and Construction Trade Union.

All jurisdictional disputes arising between the parties to this Agreement with any of the affiliated trade organizations comprising the Alberta (and N.W.T.) Building Trades Council shall be settled in accordance with the procedural rules as stipulated within the Jurisdictional Assignment Plan of the Alberta Construction Industry, as per Ministerial Order 35/95 dated the 18<sup>th</sup> day of October 1995.

In any event, there shall be no work stoppage over any jurisdictional dispute.

## **ARTICLE 12.00 - HOURS OF WORK**

**12.01** 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.

### **12.02 Work Week**

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

- 12.03**
- (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 ( $\frac{1}{2}$ ) hour duration.
  - (b) For **industrial work**, the Employer may vary the start/quit times by changing the scheduled starting time up to one (1) hour at their option. Variances beyond one (1) hour shall be agreed mutually by the Employer and the Business Representative of the Union and the consent to variance will not be unreasonably withheld.
  - (c) For **non-industrial work** (work that is not industrial work) the Employer may vary the start/quit times by up to two (2) hours at their option. Variances of greater than two (2) hours shall be mutually agreed between the Employer and the Union.
  - (d) The parties understand and agree that on remote job sites or where special conditions apply scheduling of 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.

- 12.04**
- (a) Shift work is defined as a continuous operation, but for the lunch period, for which start times shall be between 12:00 noon and 4:00 a.m., for a minimum of two (2) consecutive working days.
  - (b) Employees working on other than the day shift on a two (2) or three (3) shift operation shall receive a premium of three dollars (\$3.00) per hour in addition to their wages for all hours worked on a second or third shift.
  - (c) There shall be no pyramiding of premiums.

**12.05** Overtime rates shall be as follows:

- (a) For **industrial work**:
  - (i) time and one-half ( $1\frac{1}{2}x$ ) for the first two (2) hours of overtime worked on a week day, being Monday through Friday inclusive,
  - (ii) when compressed work weeks are scheduled pursuant to Article **12.06** on a Monday through Thursday basis, time and one-half ( $1\frac{1}{2}x$ ) shall apply to the first ten (10) hours worked on the Friday,
  - (iii) double time ( $2x$ ) shall apply to all overtime hours that are not included in (i) and (ii) above, including hours worked on a "General Holiday" as set out in Article **9.01** hereof.
- (b) (i) It is accepted that a worker may, from time to time, require personal time off from work to deal with personal matters. In order to facilitate this, a worker will accumulate one-half ( $\frac{1}{2}$ ) shift (either four (4) hours on an eight (8) hour shift or five (5) hours on a ten (10) hour shift) of unpaid personal absence allowance for each month worked up to a maximum accumulation of two (2) full shifts. An initial one-half ( $\frac{1}{2}$ ) shift allowance will be credited upon the start of employment with additional units of one-half ( $\frac{1}{2}$ ) shift credited in the months worked subsequently, up to the maximum allowance of two (2) shifts. A worker may request that they be pre-authorized to take a personal unpaid absence providing they give a minimum of seven (7) calendar days advance notice of their request to their authorized company representative. Where it is not practical to provide seven (7) calendar days notice the worker must provide as much notice as they are capable of,

it being understood that less notice may make it more difficult to accommodate a request for time off. Requests for time off that meet the above conditions will not be unreasonably denied subject to operational requirements.

- (ii) A worker that is pre-authorized to take personal time off pursuant to the above procedure, and who has accumulated sufficient personal absence allowance to cover their absence, will qualify for overtime premiums for any work performed either preceding or following the normal scheduled hours of work on the day they take their personal absence regardless of whether or not they have worked the full eight (8) or ten (10) hours as scheduled for that shift. In the case of a worker on a compressed work week schedule they would also be paid normal overtime premiums for any hours worked on the compressed work week day off. It is also understood that, provided such absences conform to these conditions, the absence will not disqualify the worker from working overtime scheduled for that week.
- (iii) Personal absence allowances will be earned on the basis of minimum units of one-half ( $\frac{1}{2}$ ) shift and will be utilized on the basis of units of a minimum of one-half ( $\frac{1}{2}$ ) shift. An authorized personal absence of up to one-half ( $\frac{1}{2}$ ) shift will reduce the accumulated personal absence allowance by one-half ( $\frac{1}{2}$ ) shift. If time off exceeds one-half ( $\frac{1}{2}$ ) shift, the worker's accumulated personal absence allowance will be reduced by additional one-half shift units.
- (iv) Overtime premiums as specified in this Collective Agreement will be paid for all hours worked in excess of eight (8) hours in a day. In the case of a compressed work week, overtime premiums will be paid for hours worked in excess of ten (10) in a day or forty (40) in a week. A worker that is absent from work without pre-authorization as per the above procedure, including late arrivals or early quits will be subject to discipline in accordance with their Employer's policies and may also be disqualified from working scheduled overtime in the week the absence occurs. Workers who are absent from work without pre-authorization, or workers that have been pre-authorized but who do not have sufficient personal absence allowance accumulated, must work the minimum normal hours as stipulated above prior to overtime premiums being paid. Saturdays, Sundays, and Statutory Holidays will be paid as per the Collective Agreement premiums for all hours worked on those days.

- (v) The Framework Bargaining Committees agree that they will meet to review the provisions of this Article during the months of March and April of 2013, or earlier should they both agree. The Parties to this Agreement agree that, should the Framework Bargaining Committees arrive at recommendations for changes, they will consider amending this Article to conform to such recommendations.

**(c) For non-industrial work:**

- (i) time and one-half ( $1\frac{1}{2}x$ ) for any overtime hours worked on a week day, being Monday through Friday inclusive.
- (ii) time and one-half ( $1\frac{1}{2}x$ ) for the first eight (8) hours worked on Saturday.
- (iii) double time ( $2x$ ) for overtime worked on a Saturday outside the period referenced in (ii) above, and for hours worked on a Sunday or a "General Holiday" as set out in Article 9.01 hereof.

**12.06** 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. The work day shall normally be worked between 7:00 a.m. and 5:30 p.m. The Employer may vary the start/quit times by up to thirty (30) minutes at their option. Variances beyond thirty (30) minutes shall be agreed mutually by the Employer and the Business Representative of the Union.

**12.07** A non-paid lunch break of either one-half ( $\frac{1}{2}$ ) 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 or her 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 or her lunch period.

**12.08** 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.

- 12.09** Employees will not be required to work less than the regular assigned hours, because of the starting and quitting time of any trade engaged on the job.
- 12.10** Except as specified in Article **12.09**, the paragraphs of Article **12.00** 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.

## **ARTICLE 13.00 - WORKING CONDITIONS**

- 13.01** The Employer shall provide suitable sanitary facilities (flush toilets and hand washing facilities wherever job conditions permit) a heated lunch room which shall not be used for storage of tools or equipment, and a lock-fast place for storage of employees' tools.
- 13.02**
- (a)** When a mechanic, as a condition of employment, is required to carry a full complement of tools, he shall before starting work for the Employer submit an inventory of tools which will be checked by the Management. Upon acceptance, the Employer shall insure those tools and tool box at the agreed value against fire and/or theft of the complete unit of tools.
  - (b) Tool Allowance**

Mechanics and apprentice mechanics who are required to utilize their own hand tools, shall receive a tool allowance of sixty (60) cents per hour (effective May 5<sup>th</sup>, 2013, eighty (80) cents per hour) for each hour worked. Said tool allowance is to be paid on each regular payday and be designated as a separate item from earnings on the pay statement.
  - (c) Coveralls**

The Employer shall supply coveralls and laundering of same to all persons employed as mechanics, welders, machinists, apprentices to these trades, servicemen and servicemen's helpers. Employees are expected to take reasonable care of coveralls supplied. The cost of the coveralls and laundering of same shall be borne by the Employer. Fire retardant coveralls and/or parkas where required by owner site safety policies shall be supplied.
- 13.03**
- (a)** The Employer shall provide shelter over hoisting type equipment, etc., sufficient to afford the operator reasonable protection from falling debris. The Employer shall further provide sufficient reasonable protection for all employees from excessive dust, heat

and cold and inclement weather. Such protection shall be provided by readily available factory accessories or their equivalent.

- (b) Where Equipment Repair Shops are on a project, they shall be of adequate size and be provided with adequate light, heat and ventilation.

When an employee is required to work in the rain, rain wear shall be supplied on a charge out basis with monies being refunded when rain wear is returned in a reasonable condition allowing for normal wear and tear.

#### **13.04 Reporting Time Pay**

- (a) When an employee reports to work at the regular starting time and such employee is not put to work, the employee so affected 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 job site unless otherwise directed by the Employer. Where the employee(s) are directed to remain at the job site 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 job site 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.

#### **13.05 Call-Out Pay**

Employees called out for work at other than the regular starting time shall receive a minimum of two (2) hours pay at the employee's applicable rate.

#### **13.06 Reporting time pay and/or call-out pay is in addition to travel time pay if travel time pay is applicable.**

#### **13.07 The Employer may require an employee to perform work within their jurisdiction for the two (2) hour call-out.**

- 13.08**
- (a) All time spent in moving machines such as mobile cranes and other rubber tired equipment, or when hauling passengers at the direction of the Employer, shall be considered as working hours and the applicable rates shall be paid. This provision also to apply to operators of crawler type and other equipment when they are assigned to travel with such equipment to load and unload and are otherwise responsible.
  - (b) All time spent by maintenance employees moving from the shop to job sites and return, or from job to job, shall be considered working time and the applicable rates shall be paid.

**13.09** All employees covered by this Agreement shall be permitted ten (10) minutes in the first half and ten (10) minutes in the second half of a shift for a coffee break on the job during regular working hours. If extended overtime is required, additional coffee breaks shall be permitted during such overtime after each two (2) hours following each overtime meal break.

However, for "compressed work weeks" scheduled pursuant to Article 12.06, 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.

**13.10 Provisions for Meals on Overtime**

- (a) When employees are required to work extended daily hours in excess of eleven (11) hours, the Employer shall be required, following the tenth (10<sup>th</sup>) hour, to provide a meal at no cost to the employees, for those involved. One-half (½) hour at the straight time rate of pay shall be allowed for the consumption of the meal. This break shall occur not more than five (5) hours after the last meal time. Should an employee be requested to continue work, then an additional hot meal shall be supplied every four (4) hours under the same conditions above.
- (b) Should an employee not be provided with meals as set out in the preceding paragraph, he shall receive one-half (½) hour's pay at the applicable rate for each meal not provided.
- (c) Where a supervisor is required to
  - (i) start up to one (1) hour earlier, or
  - (ii) finish up to one (1) hour later, or
  - (iii) start up to one-half (½) hour earlier and finish up to one-half (½) hour later

than the supervisor's crew, for the purposes of organizing work or facilitating a transition to another shift, the provisions of **13.10(a)** will not apply unless those provisions are applicable to the rest of the crew.

- 13.11** Cool, fresh, drinking water in approved sanitary containers shall be provided at convenient locations on the job site. Paper cups will be supplied.

## **ARTICLE 14.00 - EMPLOYER CONTRIBUTIONS**

### **14.01 Adjustments to Contributions**

Forthwith after the January wage adjustment calculations in each of 2012, 2013 and 2014, representatives of the Parties shall determine whether any adjustments to the Employer Contributions will be implemented in conjunction with the respective May wage adjustments. Any such adjustments to Employer Contributions shall be funded through the May gross wage.

### **14.02 Health & Welfare**

The Employer shall pay two dollars (\$2.00) for each hour worked by each employee engaged in **industrial** work, and one dollar and fifty-five cents (\$1.55) for each hour worked by each employee engaged in **commercial/institutional** work, into the Operating Engineers Local 955 Health and Welfare Trust Fund.

The Employer shall, not later than the fifteenth (15<sup>th</sup>) day of each month, mail Health and Welfare Trust Fund contributions for the previous month to the Office of the Trust Fund. Cheques are to be made payable to "The Operating Engineers Local 955 Health and Welfare Trust Fund".

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

### **14.03 Pension**

The Employer shall pay four dollars and fifty cents (\$4.50) for each hour **earned** by each employee engaged in **industrial** work, and three dollars and fifty cents (\$3.50) for each hour **worked** by each employee engaged in **commercial/institutional** work, into the Operating Engineers Local 955 Pension Trust Fund.

The Employer shall, not later than the fifteenth (15<sup>th</sup>) day of each month, mail Pension Trust Fund contributions for the previous month to the Office of the Trust Fund. Cheques are to be made payable to "The Operating Engineers Local 955 Pension Trust Fund".

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

#### **14.04 Training**

The Employer shall pay forty cents (40¢) per hour, for each hour worked by each employee engaged in **industrial** work, and twenty cents (20¢) for each hour worked by each employee engaged in **commercial/institutional** work into the Operating Engineers Local 955 Training Trust Fund.

The Employer shall, not later than the fifteenth (15<sup>th</sup>) day of each month, mail Training Trust Fund contributions for the previous month, to the Office of the Trust Fund.

The liability of any Employer to the Training Trust Fund shall be limited to their obligation to pay the amounts stated in this Agreement at the times and in the manner stated.

#### **14.05 Delinquency Notification**

In the event an Employer fails to remit contributions in conformity with Article **14.00** of this Agreement, the Union shall notify the Operating Engineers Trade Division of the Construction Labour Relations prior to taking any action against such Employer.

**14.06** Where an employee performs work that would require the Employer to contribute hourly contributions to the Trust Funds set out in this Agreement, at such an hourly contribution rate as may from time to time be applicable in this Collective Agreement, then the Employer shall and shall be deemed to have kept such an amount separate and apart from their own monies and shall be deemed to hold the sum so deducted in trust on behalf of the 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(s) as is herein before provided for, is deemed to be held in trust for the Trustees of these Trust Fund(s) 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 15.00 - CLASSIFICATIONS AND WAGE RATES**

### **15.01 Operator Classifications**

**GROUP 1** Crane (including a boom truck) 15 ton capacity and over; piledriver (person in charge of hammer and leads); boring machine LDH equivalent and larger (including Texoma 900, Taurus XL, 800 & 700); sideboom; stiff-leg; guy derrick; gin or guy pole; double drum hoist used for hoisting, lowering and/or erecting; dragline; hoe, shovel, clam, 1½ cubic yard and over; hammerhead and tower cranes 3 ton capacity and over; gradall; front end loader 10 cubic yard capacity and over; concrete pump with 60 feet of boom or over, or 110 cubic yard per hour capacity and over, or, 1000 PSI pressure and over; Machinist; Mechanic, Welder, hydrovac operator (chemical cleaning, high pressure water blasting (3100 psi – 40,000 psi) and vacuum services (Class 1 wet/dry turbo-vac)), and 2<sup>nd</sup> Class Steam Engineer.

**GROUP 2** Hammerhead and tower cranes up to 3 ton; crawler and mobile cranes (including boom trucks) up to 15 ton; boring machine MF and equivalent; trench type ditching machine (over 140 Cleveland); concrete pump with less than 60 feet of boom, or less than 110 cubic yard per hour capacity, or less than 1000 PSI pressure; single drum hoist ("tugger") used for hoisting, lowering and/or erecting; dragline, hoe, shovel, clam over ½ cubic yard capacity and up to 1½ cubic yards; front end loader 5 cubic yard capacity and up to 10 cubic yards; quad-tractor (one operator); motor scraper 657 and larger; crawler tractors larger than D9 or equivalent, "zoom boom" fork lift, hydrovac operators (high pressure water blasting (steam/wash truck 3000 psi and under) and vacuum services (Class 1 wet vac)), and 3<sup>rd</sup> Class Steam Engineer.

(For boom or mast mounted cabs on all hammerhead and tower cranes add twenty cents (20¢) per hour to the rate).

(The capacity of a crane shall be the maximum lifting capacity with minimum boom under the manufacturer's specifications).

**GROUP 3** Dragline, hoe, clam, shovel up to and including ½ cubic yard; crawler tractor with attachments such as dozer, scraper, over 75 b.h.p. up to and including D9 or equivalent; motor scraper up to 657 capacity; front end and overhead loader 1 cubic yard capacity and up to 5 cubic yards; concrete mixer 1 cubic yard capacity and over; crusher; batch plant; A-frame; lowboy; grader; service truck;

lubricator; boring machine BDH equivalent and smaller; parts person; compaction equipment with attachments; hydrovac operators (vacuum services (Class 3 wet vac)), skid steer (Bob-Cat type) equipment and Firefighter.

**GROUP 4**

Crawler tractors with attachments such as dozer and scraper up to and including 75 b.h.p.; front end and overhead loaders up to 1 cubic yard; concrete mixer up to 1 cubic yard; single drum skip hoist; elevator operator; dump truck operator; forklift; side loader; operated self-propelled and towed compaction equipment; single drum hoist used for purposes other than specified in Group 2; partsperson's helper.

**GROUP 5**

Oiler, assistant operator; water pumps; compressors; mechanical heater (Herman Nelson, Dravo Type); tow tractor without attachments; mechanic's helper; gas tester (sniffer); boring machine helper; rigger for Franki-type machine.

**15.02 Tonnage Premiums and Attachments**

**Tonnage Premiums**

- \$.25 per hour premium for operators of cranes between 35 and 65 tons.
- Additional \$.20 per hour for each 10 tons between 66 and 400 tons.
- Additional \$.10 per hour for each 10 tons between 401 tons and 800 tons.
- Additional \$.05 per hour for each 10 tons between 801 tons and 1200 tons.
- No additional premium for any capacity beyond 1200 tons.

For the purposes of the above, the capacity of the crane shall be the maximum lifting capacity of the crane with minimum boom prior to the addition of any attachment.

**Attachments:** Premiums for the principal operator as follows:

- \$2.00 per hour for: twin ring, transi-lift, strand jack, RMS lifting system, and jacking system with a capacity in excess of 450 tons.
- \$1.00 per hour for: ringer, max-er, super lift, sky horse, ring horse, tower and/or luffing jib.

(For boom or mast mounted cabs of all hammerhead and tower cranes, add twenty (20¢) cents per hour to the rate).

**15.03**

**Steam Engineers**

Classifications will include "Second Class", "Third Class", "Fourth Class", and "Firefighter". Second Class, Third Class, and Firefighter are included in Groups 1, 2 and 3 respectively.

(For the "**Chief Engineer**", add fifteen (15¢) cents per hour above the shift engineer).

When steam engineers are employed on a continuous shift operation of three (3) weeks or longer duration, regular rotating shift schedules will be established and posted.

#### **15.04 Foremen**

Premiums for Foremen are set out in Article 17.00

#### **15.05 Apprentices**

The respective rates for the various classifications and levels of apprentices and the criteria for progressing an apprentice from one level and rate to the next shall be as specified in Alberta Regulation 272/2000, "Crane and Hoisting Equipment Operator Trade Regulation", under the *Apprenticeship and Industry Training Act*. For the purposes of calculating the base rates for apprentices, the percentages shall be applied to the base rates applicable to Group 1 (except for "boom truck operator" apprentices engaged on cranes of less than 15 tons capacity, whose rates shall be based on the base rates for Group 2).

#### **15.06 Trainees:**

##### **Hydrovac Trainees:**

- Level 2 apprentice operators to be paid in accordance with Group 5.
- Level 1 apprentice operators in training for Group 1 work to be paid in accordance with Group 4 for a two hundred (200) hour period while training with Group 1 operator, and then in accordance with Group 3 for four hundred (400) hours for a total apprentice period of six hundred (600) hours for Group 1 work. Level 1 apprentice operators shall be deemed to be those apprentice operators who "switch off" with the operator in the operation of the wand, and / or the truck. Upon completion of the apprentice period, the employee shall be paid the appropriate operator's rate.
- Level 1 apprentice operators in training for Group 3 work to be paid in accordance with Group 5 for a two hundred (200) hour period while training with Group 3 operator, and then in accordance with Group 4 for four hundred (400) hours for a total apprentice period of six hundred (600) hours for Group 3 work. Level 1 apprentice operators shall be deemed to be those apprentice operators who "switch off" with the operator in the operation of the wand, and / or the truck. Upon completion of the apprentice period, the employee shall be paid the appropriate operator's rate.

Note: See Hydrovac Trainee Interpretation and Application Letter, page 66.

**Concrete Pump Trainees:**

- Concrete Pump trainee to be paid in accordance with Group 5 for the first 600 hours of employment in this activity.

**15.07 Schedule of Wage Rates: INDUSTRIAL**

|                                                               | <b>Base</b> | <b>Hol. &amp; Vacation</b> | <b>Health &amp; Welfare</b> | <b>Pension</b> | <b>Training</b> | <b>Gross</b> |
|---------------------------------------------------------------|-------------|----------------------------|-----------------------------|----------------|-----------------|--------------|
| <b>Group 1, including 2<sup>nd</sup> Class Steam Engineer</b> |             |                            |                             |                |                 |              |
| May 1, 2011                                                   | 41.69       | 4.17                       | 2.00                        | 4.50           | 0.40            | 52.76        |
| <b>Group 2, including 3<sup>rd</sup> Class Steam Engineer</b> |             |                            |                             |                |                 |              |
| May 1, 2011                                                   | 39.49       | 3.95                       | 2.00                        | 4.50           | 0.40            | 50.34        |
| <b>4<sup>th</sup> Class Steam Engineer</b>                    |             |                            |                             |                |                 |              |
| May 1, 2011                                                   | 38.41       | 3.84                       | 2.00                        | 4.50           | 0.40            | 49.15        |
| <b>Group 3, including Firefighter</b>                         |             |                            |                             |                |                 |              |
| May 1, 2011                                                   | 37.32       | 3.73                       | 2.00                        | 4.50           | 0.40            | 47.95        |
| <b>Group 4</b>                                                |             |                            |                             |                |                 |              |
| May 1, 2011                                                   | 35.10       | 3.51                       | 2.00                        | 4.50           | 0.40            | 45.51        |
| <b>Group 5</b>                                                |             |                            |                             |                |                 |              |
| May 1, 2011                                                   | 32.85       | 3.29                       | 2.00                        | 4.50           | 0.40            | 43.04        |

**15.08 Schedule of Wage Rates; COMMERCIAL/INSTITUTIONAL**

|                                                               | <b>Base</b> | <b>Hol. &amp; Vacation</b> | <b>Health &amp; Welfare</b> | <b>Pension</b> | <b>Training</b> | <b>Gross</b> |
|---------------------------------------------------------------|-------------|----------------------------|-----------------------------|----------------|-----------------|--------------|
| <b>Group 1, including 2<sup>nd</sup> Class Steam Engineer</b> |             |                            |                             |                |                 |              |
| May 1, 2011                                                   | 32.51       | 3.25                       | 1.55                        | 3.50           | 0.20            | 41.01        |
| May 6, 2012                                                   | 33.23       | 3.32                       | 1.55                        | 3.50           | 0.20            | 41.80        |
| May 5, 2013                                                   | 33.99       | 3.40                       | 1.55                        | 3.50           | 0.20            | 42.64        |
| May 4, 2014                                                   | 34.75       | 3.48                       | 1.55                        | 3.50           | 0.20            | 43.48        |
| <b>Group 2, including 3<sup>rd</sup> Class Steam Engineer</b> |             |                            |                             |                |                 |              |
| May 1, 2011                                                   | 29.91       | 2.99                       | 1.55                        | 3.50           | 0.20            | 38.15        |
| May 6, 2012                                                   | 30.58       | 3.06                       | 1.55                        | 3.50           | 0.20            | 38.89        |
| May 5, 2013                                                   | 31.29       | 3.13                       | 1.55                        | 3.50           | 0.20            | 39.67        |
| May 4, 2014                                                   | 32.00       | 3.20                       | 1.55                        | 3.50           | 0.20            | 40.45        |
| <b>4<sup>th</sup> Class Steam Engineer</b>                    |             |                            |                             |                |                 |              |
| May 1, 2011                                                   | 29.07       | 2.91                       | 1.55                        | 3.50           | 0.20            | 37.23        |
| May 6, 2012                                                   | 29.73       | 2.97                       | 1.55                        | 3.50           | 0.20            | 37.95        |
| May 5, 2013                                                   | 30.42       | 3.04                       | 1.55                        | 3.50           | 0.20            | 38.71        |
| May 4, 2014                                                   | 31.11       | 3.11                       | 1.55                        | 3.50           | 0.20            | 39.47        |
| <b>Group 3, including Firefighter</b>                         |             |                            |                             |                |                 |              |
| May 1, 2011                                                   | 28.26       | 2.83                       | 1.55                        | 3.50           | 0.20            | 36.34        |
| May 6, 2012                                                   | 28.90       | 2.89                       | 1.55                        | 3.50           | 0.20            | 37.04        |
| May 5, 2013                                                   | 29.57       | 2.96                       | 1.55                        | 3.50           | 0.20            | 37.78        |
| May 4, 2014                                                   | 30.25       | 3.02                       | 1.55                        | 3.50           | 0.20            | 38.52        |
| <b>Group 4</b>                                                |             |                            |                             |                |                 |              |
| May 1, 2011                                                   | 26.59       | 2.66                       | 1.55                        | 3.50           | 0.20            | 34.50        |
| May 6, 2012                                                   | 27.20       | 2.72                       | 1.55                        | 3.50           | 0.20            | 35.17        |
| May 5, 2013                                                   | 27.84       | 2.78                       | 1.55                        | 3.50           | 0.20            | 35.87        |
| May 4, 2014                                                   | 28.47       | 2.85                       | 1.55                        | 3.50           | 0.20            | 36.57        |
| <b>Group 5</b>                                                |             |                            |                             |                |                 |              |
| May 1, 2011                                                   | 23.78       | 2.38                       | 1.55                        | 3.50           | 0.20            | 31.41        |
| May 6, 2012                                                   | 24.34       | 2.43                       | 1.55                        | 3.50           | 0.20            | 32.02        |
| May 5, 2013                                                   | 24.92       | 2.49                       | 1.55                        | 3.50           | 0.20            | 32.66        |
| May 4, 2014                                                   | 25.50       | 2.55                       | 1.55                        | 3.50           | 0.20            | 33.30        |
| <b>New Hires, 1<sup>st</sup> 90 days</b>                      |             |                            |                             |                |                 |              |
| May 1, 2011                                                   | 21.26       | 2.13                       | 1.55                        | 3.50           | 0.20            | 28.64        |
| May 6, 2012                                                   | 21.76       | 2.18                       | 1.55                        | 3.50           | 0.20            | 29.19        |
| May 5, 2013                                                   | 22.29       | 2.23                       | 1.55                        | 3.50           | 0.20            | 29.77        |
| May 4, 2014                                                   | 22.82       | 2.28                       | 1.55                        | 3.50           | 0.20            | 30.35        |

- 15.09** Notwithstanding the foregoing, a crane operator engaged in the erection of steel or pre-cast concrete bridges shall, to the extent he is affected by this Agreement, be paid in accordance with the schedule for "industrial work".

## **ARTICLE 16.00 - APPRENTICES & HELPERS**

### **16.01 Hoisting Equipment Apprentices**

- (a) One (1) apprentice shall be employed by the Employer when there are three (3) or more hoisting equipment journeymen.
- (b) One (1) additional apprentice shall be employed after the addition of each five (5) additional hoisting equipment journeymen.

### **16.02 Helpers**

- (a) A helper or apprentice shall be employed by the Employer when there are three (3) or more of the following pieces of equipment deployed by the Employer on a given job site:  
  
drag, shovel, clam, hoe (2 yard or greater), gradall or ditching machine (excluding ditching machines Cleveland 140 or smaller).
- (b) An additional helper or apprentice shall be employed by the Employer after the addition of each five (5) additional of the above listed pieces of equipment in operation.
- (c) Where the Employer deems it necessary for the operating engineer to maintain a continuous grade, it is recognized that this shall be the work of the Operating Engineers.

- 16.03**
- (a) There shall be an Operating Engineer helper (boring machine helper) employed on all foundation boring machines.
  - (b) It is recognized that the moving (driving) and oiling of truck or mobile cranes is the work of the Operating Engineers.

- 16.04** Terms used in this Article shall be interpreted in accordance with the "Crane and Hoisting Equipment Operator Trade Regulation".

### **16.05 Welding Tests**

- (a) All welders are required to be in possession of a valid Alberta Journeyperson's First Class Ticket.
- (b) In the case that any welder is required to take a customer requested welding test, the Employer agrees that such welder will be in the

employ of the Employer while taking such test and be placed on the payroll and paid applicable rates.

- (c) A welder who has reported for the test at the proper time and subsequently passes, is expected to complete the regular day's work. If no work is provided for that day, he shall be paid for the balance of the day.
- (d) Welders upon successfully completing such test who fail to report for work when notified, will not be eligible for such testing time pay.

**16.06 Mechanic and Welder Apprentice Ratios**

When an Employer employs more than four (4) but less than ten (10) Journeymen, he must employ at least one (1) registered apprentice, and if he employs more than ten (10) Journeymen he must employ at least two (2) registered apprentices.

**16.07** When an employee works in a higher hourly wage classification, he shall be paid the higher rate for at least two (2) hours of the shift in which he works the higher classification.

**16.08** At no time will an employee be required to work in a lesser wage classification than that for which he was dispatched, unless the employee agrees to a lesser wage classification in writing.

**ARTICLE 17.00 - FOREMEN**

**17.01 Industrial Construction**

- (a) For the purposes of this Article, where numbers of "Operating Engineers employed ... on a project" are used, those numbers shall include owner-operators and operators of manned rented equipment. Those numbers shall not include apprentices or any helpers or oilers.

- (b) **Operating Foremen**

Where there are three (3) or more Operating Engineers employed by the Employer at a project, one (1) Operating Engineer shall be designated as "operating foreman". As an operating foreman, he may supervise up to and including six (6) Operating Engineers.

**(c) Non-Operating Foremen**

Where there are more than seven (7) Operating Engineers employed by the Employer at a project, either the "operating foreman" shall be designated as "non-operating foreman" or a "non-operating foreman" shall be engaged at the site. The first non-operating foreman may supervise up to and including eighteen (18) Operating Engineers. Where there are more than eighteen (18) Operating Engineers employed by the Employer on the project (excluding the non-operating foreman noted above), a second "non-operating foreman" shall be designated. Following each addition of twelve (12) Operating Engineers (excluding foremen) an additional "non-operating foreman" shall be appointed.

**(d)** Where a General Foreman or a Foreman has been designated by the Employer to supervise Operating Engineers and/or other workers, and is placed in charge of work, that person shall be an Operating Engineer Local 955 member. Notwithstanding the foregoing, a person who is a member of a sister local union may be designated by the Employer as a foreman, with the agreement of the Business Manager or his or her designate. Such agreement shall not be unreasonably withheld.

**(e)** When the numbers of mechanics or of welders employed by the Employer on a project meet the numbers set out in **(b)** and/or **(c)** above, qualified (Journeymen) mechanics or welders, respectively, shall be appointed as foremen in accordance with the same pattern.

**(f)** Non-operating foremen and general foremen may work at the trade in cases of emergency or to replace a regular employee who is absent. No foreman shall work at the trade to displace a regular employee.

**(g) (i)** Employees designated as foremen will be capable of performing all tasks and duties under their supervision.

**(ii)** Crane apprentices shall not be designated as foremen.

**(h)** Where General Foremen and Foremen are employed, orders shall normally be given in the following sequence: General Foremen to Foremen, Foremen to Operators.

**(i) Foreman Premiums**

The following premiums shall apply to the respective foreman classifications:

**(i)** operating foreman \$4.75/hour

(ii) non-operating foreman \$5.25/hour

(iii) general foreman \$7.50/hour

The Foreman premium shall be the sum of the appropriate premium noted above and the hourly rate of the highest classification of non-supervisory employees under the foreman's supervision, up to a maximum total premium of \$0.75 over the premiums listed above.

- (j) Effective May 5<sup>th</sup>, 2013, a supervisor shall be paid an additional one dollar (\$1.00) per hour if that person has achieved the Industrial Construction Crew Supervisor designation from Alberta Apprenticeship and Industry Training.

## 17.02

### Commercial/Institutional Construction

- (a) When three (3) or more Operating Engineers are employed by the Employer on a project (with the same inclusions and exclusions as are set out in Article 17.01(a)), an Operating Engineer shall be designated as "operating foreman".

- (b) Where the Employer designates an Operating Engineer as a "non-operating foreman", he shall be a member of the Union.

(c) **Foreman Premiums**

The following premiums shall apply to the respective foreman classifications:

(i) operating foreman \$4.00/hour

(ii) non-operating foreman \$5.25/hour

(iii) general foreman \$7.00/hour

The Foreman premium shall be the sum of the appropriate premium noted above and the hourly rate of the highest classification of non-supervisory employees under the foreman's supervision, up to a maximum total premium of \$0.75 over the premiums listed above.

## ARTICLE 18.00 - PAY DAYS

18.01 Wages and holiday and vacation pay shall be paid no less frequently than:

- (a) weekly, for those employees engaged in industrial work as defined herein; and
- (b) biweekly, for those employees engaged in work that is not industrial work.

Payment may be affected by cash, or by cheque (for which there is no charge for exchange), or, at the Employer's discretion, by direct deposit to an account designated by the employee, or by other mutually agreeable arrangements. No more than five (5) days pay may be held back. When a General Holiday falls on a payday, the day preceding the General Holiday shall be considered the payday for the pay period. Pay calculation and deduction slips shall be supplied for each regular pay period.

An employee may only opt out of direct deposit if he was incapable of making arrangements for a bank account (i.e., denied or refused an account by the institutions).

**18.02** When an employee is laid off or discharged, all wages and vacation and general holiday pay, together with Employment Insurance separation slip, the Apprenticeship Work Record Book, and/or any other documents or records required to be returned to the employee, shall be given or sent to the employee in accordance with Article **18.03**.

- 18.03**
- (a) If the employee who is being paid by cheque prefers, he may arrange with his or her Employer to pick up his or her pay and records at the office of the Employer no later than on the afternoon of the working day following termination of employment.
  - (b) If an employee is being paid by direct deposit, his or her records will be mailed to him no later than the working day following termination of employment, and he will receive his or her final pay by direct deposit on the next regular pay day, but will be paid by manual cheque and given his or her records at the office of the Employer no later than on the afternoon of the working day following termination of employment if he so requests.

**18.04** In the event of a lay off, one (1) hour's notice shall be sufficient. One (1) hour's pay may be given in lieu of notice. No notice is required for termination for cause.

**18.05** When an employee quits, his or her pay and records will be mailed to him or given to him at the central pay office of the Employer no later than on the next regular payday. Alternatively, the Employer may directly deposit the pay to the employee's account.

## **ARTICLE 19.00 – CANADIAN FORCES RESERVES**

- 19.01** The Parties agree to cooperate to facilitate broad and liberal leaves for operations and training military leave for workers who serve as members of the Canadian Forces Reserves, in accordance with provincial and federal law and the “Declaration of Support for the Reserve Force” signed by the Canadian Office of the Building and Construction Trades Department and the National Construction Labour Relations Alliance, dated May 12<sup>th</sup>, 2010.

## **ARTICLE 20.00 – DRUG AND ALCOHOL POLICY**

- 20.01** **Concurrence**  
Whereas the Parties are committed to ensuring insofar as possible the health and safety of every employee, the *Canadian Model* dated October 2005, as updated by the 2010 Addendum [the “*Canadian Model*”], will be implemented by agreement under this Collective Agreement for the purposes set out in section 1.1 of the *Canadian Model*, and the Parties will co-operate with each other in achieving those purposes.
- 20.02** **Test Results**  
The Employer, upon request from an employee or former employee, will provide the confidential written report issued pursuant to 4.9 of the *Canadian Model* in respect to that employee or former employee.
- 20.03** **Reasonable Cause and Post Incident Testing**  
Any drug testing required by the Employer pursuant to 4.4, 4.5 or 4.6 of the *Canadian Model* shall be conducted by oral fluid testing in accordance with 4.8.2 of the *Canadian Model*.

## **ARTICLE 21.00 - DURATION OF AGREEMENT**

- 21.01** This Agreement shall be effective from the 1<sup>st</sup> day of May, 2011, to the 30<sup>th</sup> day of April, 2015, and thereafter it shall terminate, continue, or be renewed in accordance with the provisions of the *Alberta Labour Relations Code*.

## **ARTICLE 22.00 - TOTALITY OF AGREEMENT**

- 22.01** This contract contains the entire Agreement between the parties and supersedes and replaces all previous Agreements and practices, both written and oral.

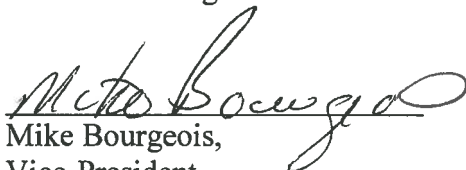
SIGNED this 2<sup>nd</sup> day of June, 2011 in the Province of Alberta.

**CONSTRUCTION LABOUR  
RELATIONS – AN ALBERTA  
ASSOCIATION OPERATING  
ENGINEERS (PROVINCIAL)  
TRADE DIVISION**

  
\_\_\_\_\_  
R. Neil Tidsbury  
President

**INTERNATIONAL UNION OF  
OPERATING ENGINEERS,  
LOCAL UNION NO. 955**

  
\_\_\_\_\_  
Bruce Moffatt,  
Business Manager

  
\_\_\_\_\_  
Mike Bourgeois,  
Vice-President

**Letter of Understanding**  
**by and between**  
**Construction Labour Relations - An Alberta Association**  
**Operating Engineers (Provincial) Trade Division**  
(the "Association")  
**and**  
**International Union of Operating Engineers,**  
**Local Union No. 955**  
(the "Union")

**Re: Compensation for Persons Employed as**  
**"Survey Instrument Persons"**

**Whereas**, the Parties have entered into a Collective Agreement with a duration from May 1st, 2011 through April 30, 2015 for the operating engineers trade jurisdiction in the general construction sector of the construction industry, and

**Whereas**, the Labour Relations Board has determined in a decision dated October 7, 1991 that the Union has in respect to certain of the Employers who are bound by the said Collective Agreement the right of collective bargaining for persons employed as "survey instrument persons", and

**Whereas**, the said Collective Agreement does not specify any wage rates for persons engaged in such capacity, and

**Whereas**, the Union and the Association have negotiated pursuant to Article 2.03 of the said Collective Agreement to determine the appropriate wage rates for those "survey instrument persons" employed by those Employers,

**Now Therefore It Is Agreed That** those persons who have the competence and qualifications to be engaged as "survey instrument persons" and who are employed as "survey instrument persons" by Employers in respect of whom the Union has the right of collective bargaining for such persons, shall be covered by all terms and conditions of the aforementioned Collective Agreement and paid in accordance with the following.

**Now Therefore It Is Agreed That** those persons who are engaged as "survey instrument persons" shall be employed and compensated in accordance with the following framework for classification, qualification and advancement:

**Group 5 – Survey Helper**

No prior survey experience or education from an accredited post-secondary institution in either Civil, Construction or Geomatic (Surveying) Engineering Technology.

**Group 4 - Apprentice Survey Instrument Person**

A minimum of 600 hours of surveying experience and completion of modules 1, 2 and 3 of the Northern Lakes College Survey Theory and Calculations program, or equivalent.

All entry level training courses must be approved or administered by the Union Training Trust Fund.

**Group 3 – Junior Survey Instrument Person**

After a maximum of 1750 additional surveying hours and completion of modules 5, 6, 9 and 10 of the Northern Lakes College Survey Theory and Calculations program, or equivalent, an Apprentice Survey Instrument Person may be considered a Junior Survey Instrument Person. A graduate of an accredited post-secondary institution in either a Civil, Construction or Geomatic (Surveying) Engineering Technology also qualifies.

**Group 2 – Intermediate Survey Instrument Person**

After a maximum of 1750 additional hours of employment in the capacity of a Junior Survey Instrument Person.

**Group 1 – Senior Survey Instrument Person**

After a maximum of 1750 additional hours of employment in the capacity of an Intermediate Survey Instrument Person.

**Survey crews** shall consist of at a minimum one member paid at Group 2 rate and designated as the Survey Party/Crew Chief. At a minimum the third Survey/Party Chief employed on a project must be a Group 1 Senior Survey Instrument Person. Only Group 1 Senior Survey Instrument Persons may be designated Operating Foremen.

**Members Certified** by either the “Association of Science and Engineering Technology Professionals of Alberta” (ASET) or “Alberta Society of Surveying and Mapping Technologies” (ASSMT) shall receive a \$1.25 premium to their Base Rate of pay.

**Implementation and Grandfathering:** Those Survey Instrument Persons who are currently at Group 1 rate shall, in order to maintain Group 1 rates, complete modules 1, 2 and 3 or their equivalent, by May, 2012, and modules 5, 6, 9 and 10 or their equivalent by May, 2014.

Employers shall cooperate in the implementation of this Letter of Understanding by providing past employees letters verifying their levels of experience, time employed and rates of pay.

This Letter of Understanding shall be appended to and become part of the aforesaid Collective Agreement.

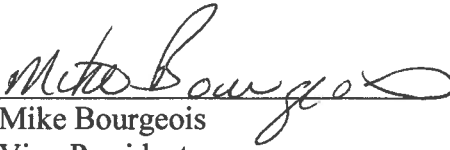
All of which is agreed this 2<sup>d</sup> day of June, 2011:

**For the Association:**

**For the Union:**

  
R. Neil Tidbury  
President

  
Bruce Moffatt,  
Business Manager

  
Mike Bourgeois  
Vice-President

For Information, the Northern Lakes College modules referenced above are, respectively:

|    |          |                                     |
|----|----------|-------------------------------------|
| 1  | SURV0100 | Levelling and Grading               |
| 2  | SURV0101 | Angles and Azimuths                 |
| 3  | SURV0102 | Measuring and Calculating           |
| 5  | SURV0104 | Basic Trigonometry and Applications |
| 6  | SURV0105 | Traverse and Inverse Calculations   |
| 9  | SURV0117 | Curve Calculations                  |
| 10 | SURV0110 | Areas and Volumes                   |

**Letter of Understanding**  
**entered into by and between**  
**Construction Labour Relations - An Alberta Association**  
**Operating Engineers (Provincial) Trade Division**  
**(the "Association")**  
**and**  
**International Union of Operating Engineers, Local Union No. 955**  
**(the "Union")**  
**pursuant to registration certificate number 24.**

**Special Project Needs**

**Whereas** the Parties have entered into a Collective Agreement which shall remain in effect from May 1<sup>st</sup>, 2011 through April 30, 2015 as set out in the said Collective Agreement, and

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

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

**Now Therefore It Is Agreed As Follows:**

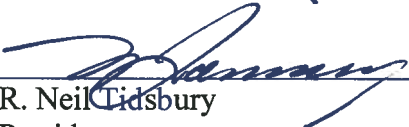
- 1 A Special Project Needs Agreement ["SPNA"] shall be established upon completion of the process set out in this Letter of Understanding and shall be effective for the term set out in the SPNA.
- 2 An Owner is an organization developing an Industrial Construction project in Alberta.
- 3 A Contractor shall be a General Contractor on the date of application bound by at least four (4) Registration Collective Agreements.
- 4 The Building Trades shall mean the affiliated Unions of the Building Trades of Alberta.
- 5 An Owner, a Contractor or the Building Trades may apply for a SPNA. The application shall be filed in writing with the Chair of the Coordinating Committee of Registered Employers' Organizations (the "Coordinating Committee") and shall specify the location of the project and the scope of the work to be performed.
- 6 If the project gate is beyond daily commuting distance (beyond 125 km of the city centre of either Calgary or Edmonton) the SPNA for the project shall be in the form Template A posted at [www.clra.org](http://www.clra.org) and [www.iuoe955.com](http://www.iuoe955.com).

- 7 If the project gate is within daily commuting distance (within 125 km. of the city centre of either Calgary, or Edmonton or within 45 km. of the city centre of Red Deer) the SPNA for the project shall be in the form Template B posted at [www.clra.org](http://www.clra.org) and [www.iuoe955.com](http://www.iuoe955.com).
- 8 Within 20 days of the receipt of any application, the Chair of the Coordinating Committee shall deliver to the Parties to this Collective Agreement a proposed form of SPNA. The only change to the applicable Template shall be the location of the project, the scope of the work and the effective date.
- 9 Either Party to this Collective Agreement, who challenges that an applicant owner or contractor meets the requirements in 2 above or that the project meets the requirements of 4 or 5 above, shall file a grievance outlining their challenge within 10 days of receipt of the proposed form of SPNA.
- 10 Upon the filing of a grievance under clause 9, all other grievances steps and timelines shall be waived and the grievance shall be heard and a decision rendered by an Arbitration Panel under this Collective Agreement within 60 calendar days. Their decision shall be final and binding upon the Parties.
- 11 Upon completion of the process set out herein, unless the Arbitration Panel rules otherwise, the SPNA shall become effective on the 31st day after the SPNA is received from the Chair of the Coordinating Committee.
- 12 This Letter of Understanding shall terminate with the expiry of this Collective Agreement, provided, however, that any SPNA established under this Letter of Understanding shall continue for the term provided therein.
- 13 Special project needs may also be addressed by the Parties, on their own or in concert with others, by agreement.
- 14 This Letter of Understanding shall be attached to and be part of the Collective Agreement between the Parties hereto.

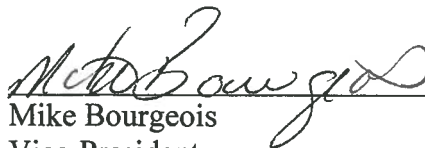
All of which is agreed this 2<sup>nd</sup> day of June, 2011:

**For the Association:**

**For the Union:**

  
R. Neil Tidsbury  
President

  
Bruce Moffatt,  
Business Manager

  
Mike Bourgeois  
Vice-President

**Letter of Understanding**  
**by and between**  
**Construction Labour Relations - An Alberta Association**  
**Operating Engineers (Provincial) Trade Division**  
**(the "Association")**  
**and**  
**International Union of Operating Engineers,**  
**Local Union No. 955**  
**(the "Union")**

**Re: Building Trades Check-Off**

**and Construction Labour Relations Dues and Initiatives**

**Whereas** the Parties have entered into a Collective Agreement which shall remain in effect from May 1<sup>st</sup>, 2011 through April 30, 2015 as set out in the said Collective Agreement, and

**Whereas** the Parties desire the inclusion in the said Collective Agreement of the funding for the Building Trades of Alberta and of the Association,

**Now Therefore It Is Agreed As Follows:**

**1     Building Trades Check-Off**

The Employer shall deduct six cents (6¢) per hour worked as a check-off for possible forwarding to the Building Trades of Alberta. Such deduction shall be paid for each and every employee covered by the terms of and operation of this Collective Agreement. The moneys so deducted shall be remitted in the same manner as Union dues are remitted under this Collective Agreement and within the same time frames. The Union shall determine their affiliation and funding of the Building Trades of Alberta and/or the Canadian Office of the Building and Construction Trades Department.

**2     Construction Labour Relations - An Alberta Association Dues and CLR Initiatives**

(a) In satisfaction of the Employers' obligations to the Association under section 165 of the Alberta Labour Relations Code and in satisfaction of the Employers' obligations under this Collective Agreement, the Employer shall pay to Construction Labour Relations - An Alberta Association (the "C.L.R.") the contribution rates for C.L.R. sponsored initiatives, and the hourly dues levied by the C.L.R. pursuant to section 165 of the Code and pursuant to this Collective Agreement. The amounts of the contribution rates and dues shall be established by the C.L.R., and any or all of them may be changed by the Board of Directors of Construction Labour Relations – An Alberta Association, and notice to an Employer and the Union from the Association respecting such amendment shall be sufficient.

- (b) In the event of a failure on the part of any Employer to contribute to the Association the contribution rates and dues required to be contributed pursuant to section 165 of the Labour Relations Code and pursuant to this Letter of Understanding, the Association may, at the sole choice and prerogative of the Association, collect the dues as a debt payable by application to the Labour Relations Board and/or by other civil action, or may collect the dues by way of a grievance filed, notwithstanding any other provision of this Collective Agreement, by the Association in its own name against the subject Employer. Such a grievance may be referred by the Association to arbitration without being processed through any intervening steps other than written notice of the grievance and the reference of the grievance to arbitration. The parties to the grievance for the purposes of appointment of the arbitration tribunal shall be the Association and the subject Employer. The Association may not, however, simultaneously pursue a violation of this Letter of Understanding through application to the Labour Relations Board and/or other civil action and through the grievance procedure.
- (c) All cost relating to the administration of the fund(s) shall be borne by the Association.

This Letter of Understanding shall be attached to and become part of the Collective Agreement between the parties hereto.

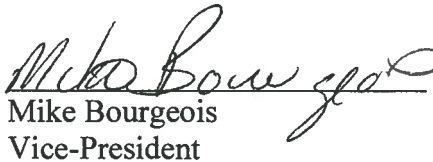
All of which is agreed this 2<sup>nd</sup> day of June, 2011:

**For the Association:**

**For the Union:**

  
R. Neil Fidsbury  
President

  
Bruce Moffatt,  
Business Manager

  
Mike Bourgeois  
Vice-President

**Letter of Understanding**  
**by and between**  
**Construction Labour Relations - An Alberta Association**  
**Operating Engineers (Provincial) Trade Division**  
**(the "Association")**  
**and**  
**International Union of Operating Engineers, Local Union No. 955**  
**(the "Union")**

**Re: Grandfathering of On-Going Projects**

**Whereas** the Parties have entered into a Collective Agreement which shall remain in effect from May 1st, 2011 through April 30, 2015 as set out in the said Collective Agreement, and

**Whereas**, prior to the effective date of the said Collective Agreement, the Parties have agreed to enabled terms for certain industrial and commercial/institutional projects, which projects may be on-going at the time the said Collective Agreement was entered into, and

**Whereas** the Parties have agreed that the tendering of the said projects was done in reliance on the said enabled terms,

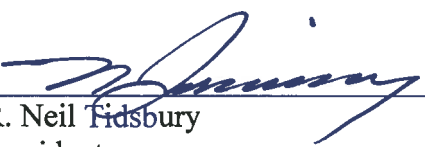
**Now Therefore It Is Agreed** between the Parties hereto that:

- 1 The wage and benefit contribution increases set out in the Collective Agreement will not apply to the work on the said enabled projects to which the enabled terms were intended to apply, and the base rates, holiday and vacation pay and benefit plan contributions implemented pursuant to enabling agreements shall remain the minimum rates and contributions for the duration of the said work to which they were intended to apply; and
- 2 This Letter of Understanding shall be attached to and be part of the Collective Agreement between the parties hereto.

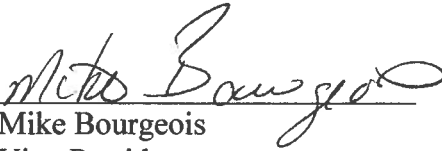
All of which is agreed this 2nd day of June, 2011:

**For the Association:**

**For the Union:**

  
R. Neil Fidsbury  
President

  
Bruce Moffatt,  
Business Manager

A handwritten signature in black ink, reading "Mike Bourgeois", written over a horizontal line.

Mike Bourgeois  
Vice-President

**Letter of Understanding**  
**by and between**  
**Construction Labour Relations - An Alberta Association**  
**Operating Engineers (Provincial) Trade Division**  
**(the "Association")**  
**and**  
**International Union of Operating Engineers,**  
**Local Union No. 955**  
**(the "Union")**

**Re: Civil/Foundation Work on Industrial Sites**

**Whereas** the Parties have entered into a Collective Agreement which shall remain in effect from May 1<sup>st</sup>, 2011 through April 30, 2015 as set out in the said Collective Agreement, and

**Whereas**, the Parties mutually desire to ensure and maintain competitiveness in respect to civil/foundation work which will be tendered and undertaken on the sites of industrial projects,

**Now Therefore It Is Agreed** between the Parties hereto:

- 1 Notwithstanding the characterization in respect to Article 3 of the Collective Agreement of work which is loosely described as civil/foundation work, in any circumstance in which the Employer will be tendering or otherwise directly competing with a contractor or contractors who are not bound by the Collective Agreement for such civil/foundation work on sites of industrial projects, the Employer may apply as the minimum terms and conditions for such work the commercial/institutional provisions of the Collective Agreement provided that the Employer sends correspondence to one of the offices of the Association and to the head office of the Union, prior to submitting their tender or proposal, identifying the project, confirming the presence of one or more bidders who are not bound by the Collective Agreement, and confirming that the project will be tendered using the commercial/institutional terms and conditions as the minimum terms and conditions of employment for the project.

- 2 This Letter of Understanding will be attached to and be part of the Collective Agreement.

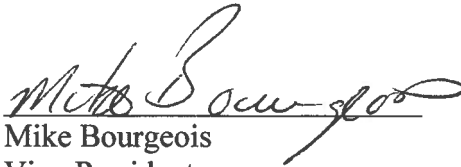
All of which is agreed this 2<sup>nd</sup> day of June, 2011:

**For the Association:**

**For the Union:**

  
R. Neil Tidsbury  
President

  
Bruce Moffatt,  
Business Manager



Mike Bourgeois

Vice-President

**Letter of Interpretation and Application**  
**by and between**  
**Construction Labour Relations – An Alberta Association**  
**Operating Engineers (Provincial) Trade Division**  
**and**  
**International Union of Operating Engineers, Local Union No. 955**

**Re: Hydrovac Trainees**

**Whereas** the Parties have entered into a Collective Agreement pursuant to Registration Certificate #24, and

**Whereas** the Collective Agreement includes, in Article 15.01, provisions for “Hydrovac Trainees”,

**Now therefore it is Agreed** between the Parties hereto that the provisions for Hydrovac Trainees shall be interpreted and applied in accordance with the following:

**1 Definitions:**

- (a) A Level 1 Apprentice Operator is hired or assigned by the Employer with the express purpose of training for a Hydrovac unit Operator position. This person is expected to learn the operation of the unit, and will also possess or be assisted in obtaining the necessary licensing and training to drive the unit to and from site. This person will also be expected to take responsibility for the unit, the crew on the unit, and the job duties assigned for a particular project.
- (b) A Level 2 Apprentice Operator is someone that works on the Hydrovac unit as an assistant operator (swamper) only. That person is not in training to become a Hydrovac unit Operator.

**2 Assignments and Pay:**

- (a) An Operator is a person who has been designated or assigned by the Employer for each Hydrovac unit. This person is assigned the responsibility for the unit, the crew, and the performance of job tasks. This Operator will be paid in accordance with Group 1 or Group 3 rates, depending on the equipment operated.
- (b) An Apprentice Operator (assistant / swamper) may be designated or assigned by the Employer to a Hydrovac unit. This person is responsible to provide assistance / labour during the course of Hydrovac activities. They shall also have the opportunity to switch off with the Operator in the operation of the wand and / or the truck (provided they are in possession of the appropriate licensing). A person who has been assigned by the

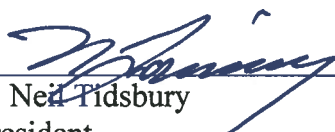
Employer to drive the unit to and from the site will be considered a Level 1 apprentice operator for the purposes of that assignment.

- (i) Level 2 Apprentice Operators will be paid in accordance with Group 5.
- (ii) Level 1 Apprentice Operators in training for Group 1 shall be paid:
  - o 0-200 hours in accordance with Group 4.
  - o Anything in excess of 200 hours to be paid in accordance with Group 3.
- (iii) Level 1 Apprentice Operators in training for Group 3 shall be paid:
  - o 0-200 hours in accordance with Group 5.
  - o Anything in excess of 200 hours to be paid in accordance with Group 4.

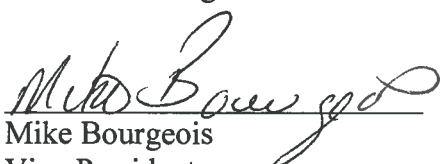
All of which is agreed this 2nd day of June, 2011:

**For the Association:**

**For the Union:**

  
R. Neil Pidsbury  
President

  
Bruce Moffatt,  
Business Manager

  
Mike Bourgeois  
Vice-President

**Letter of Understanding**  
**by and between**  
**Construction Labour Relations - An Alberta Association**  
**Operating Engineers (Provincial) Trade Division**  
**(the "Association")**  
**and**  
**International Union of Operating Engineers,**  
**Local Union No. 955**  
**(the "Union")**

**Re: Rapid Site Access Program**

**Whereas** the Parties have entered into a Collective Agreement which shall remain in effect from May 1<sup>st</sup>, 2011 through April 30, 2015 as set out in the said Collective Agreement, and

**Whereas:**

- A. The Parties are committed to creating a safer, healthier workplace free of risks associated with alcohol and/or other drug use. Historical trends suggest meeting this objective will correlate to a reduction in workplace incidents.
- B. The Parties intend to reduce redundant substance testing and related costs and to expedite access to participating worksites.
- C. Alcohol and other drug work rules, such as the Canadian Model for Providing a Safe Workplace: Alcohol and Drug Guidelines and Work Rule (the "Canadian Model"), are more effective if they are implemented in such a way as to preserve the dignity and privacy of participant workers.
- D. Coordinating the exchange of sensitive information through a centralized third party provides greater control over the collection, use, disclosure, safeguards and storage of personal information.
- E. Retaining the continuity of information through a centralized third party is necessary in order to reduce redundant testing, expedite access to worksites and provide seamless after-care support to affected workers.
- F. Comprehensive professional third party case administration provides for the effective delivery of education, compliance and, if necessary, accommodation strategies. Professional treatment, education, follow-up and after-care frameworks support affected workers in maintaining compliance with the Canadian Model and, if necessary, recovering from an addiction and/or dependency to alcohol or other drugs.
- G. In 2004, the Department of Health and Human Services Substance Abuse and Mental Health Services Administration and, in 2008, leading experts in direct consultation, confirmed that laboratory oral fluid testing is accurate, reliable and appropriate for unannounced testing. Due to the shorter detection windows than found in urine

testing, it was found oral fluid testing is not appropriate for follow-up testing and not appropriate for testing where prior notice of the test is given.

- H. Several arbitration cases have accepted the validity of laboratory oral fluid testing but in none of those cases was the laboratory oral fluid testing itself the subject of challenge. Accordingly, at the time of signing this agreement the validity of laboratory oral fluid testing has yet to be established in Canadian law.

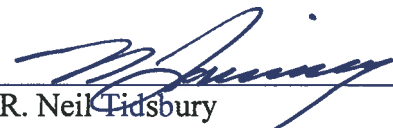
**Now therefore, it is Agreed** between the Parties hereto that:

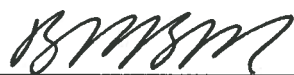
1. Subject to (b) and (c) below, the Parties support the implementation of the Rapid Site Access Program and the Union and Employer agree to be bound by and comply with the *Rapid Site Access Program Procedural Rules*, as amended from time to time.
2. The Union's agreement in (a) above is subject to the adoption of laboratory based oral fluid testing for the random component of drug testing administered by the Rapid Site Access Program. However, in the event laboratory oral fluid testing is successfully challenged in law the Union agrees urine based testing shall apply.
3. Subject to (b) above, where the Union does not agree to an amendment to the *Rapid Site Access Program Procedural Rules*, the Union may opt out of agreeing to said amendment by giving notice in writing to the registered employers' organization and the Rapid Site Access Administrative Committee.
4. For Industrial work, the Employer contributions shall be established by the CLR and may be changed by the Board of Directors of Construction Labour Relations – An Alberta Association, and notice to an Employer and the Union from the Association respecting such amendment shall be sufficient. RSAP contributions shall be forwarded to Construction Labour Relations at #207, 2725 – 12<sup>th</sup> Street N.E., Calgary Alberta T2E 7J2. These contributions shall be used by CLR to provide the funding, among other things, for the third party providers who are responsible for delivering the services in respect to the Rapid Site Access Program.
5. This Letter of Understanding shall be attached to and form part of the Collective Agreement entered into between the Parties.

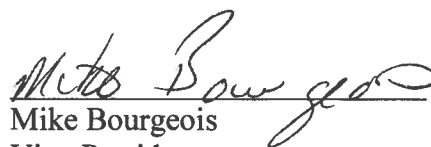
All of which is agreed this 2<sup>nd</sup> day of June, 2011:

**For the Association:**

**For the Union:**

  
R. Neil Tidsbury  
President

  
Bruce Moffatt,  
Business Manager

  
Mike Bourgeois  
Vice-President

**Letter of Understanding**  
**by and between**  
**Construction Labour Relations – An Alberta Association**  
**Operating Engineers (Provincial) Trade Division**  
**(the “Association”)**  
**and**  
**International Union of Operating Engineers,**  
**Local Union No. 955**  
**(the “Union”)**

**Re: Referral for Case Managed Aftercare**

**Whereas**

An individual must be referred to a substance abuse expert following a failure to comply with the *Canadian Model for Providing a Safe Workplace: Alcohol and Drug Guidelines and Work Rule* (the “Canadian Model”). Once the individual is assessed by a substance abuse expert, recommendations are prepared and disclosed for the purpose of establishing expectations in accordance with the substance abuse expert’s recommendations, entering in to a post assessment agreement, and supporting compliance with prescribed aftercare.

Pursuant to the Union’s bylaws, after the Union becomes aware a member has violated the Canadian Model or tested non-negative on a site-access A&D test; the member must be assessed by a substance abuse expert and comply with the resulting recommendations as a condition of being eligible for future dispatches.

There are advantages to referring substance abuse expert recommendations to qualified third party professionals for administration on behalf of the Parties. Third party professionals are positioned to offer a higher level of:

- a) confidentiality,
- b) consistency, and
- c) expertise.

Contracting the administration of substance abuse expert recommendations to third party professionals is expected to be more effective in meeting the safety objectives contained in the Canadian Model and increase the quality of service afforded to affected individuals.

**Now therefore, it is Agreed** between the Parties hereto that:

- 1) Substance abuse expert recommendations arising from contractor administered A&D tests conducted pursuant to the Canadian and arising from those who violate Article 3 of the Canadian Model shall be referred to and administered by Organizational Health Incorporated (third party professionals). Such substance abuse expert recommendations shall apply to employment and prospective employment in respect to any collective agreement for which the Union is

signatory. Substance abuse expert recommendations shall be shared with a contractor only if they are in respect to a current employee, one that has contravened article 3 of the Canadian Model<sup>[1]</sup> while in the employ of that Employer.

- 2) Service providers including Organizational Health Incorporated will keep all information in accordance with applicable privacy laws.
- 3) The Association will provide the funding to the third party providers who are responsible for administering substance abuse expert recommendations.
- 4) This Letter of Understanding shall be attached to and form part of the Collective Agreement entered into between the Parties.

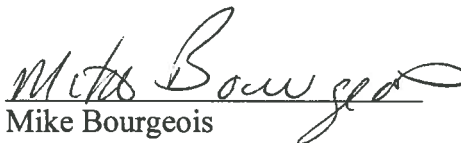
All of which is agreed this 2<sup>nd</sup> day of June, 2011:

**For the Association:**

  
R. Neil Tidsbury  
President

**For the Union:**

  
Bruce Moffatt,  
Business Manager

  
Mike Bourgeois  
Vice-President

<sup>1</sup> 3. Alcohol and Drug Work Rule

3.1 An employee shall not

- (a) use, possess or offer for sale alcohol and drugs or any product or device that may be used to attempt to tamper with any sample for a drug or alcohol test while on company property or at a company workplace,
- (b) report to work or work
  - (i) with an alcohol level equal to or in excess of 0.040 grams per 210 litres of breath.
  - (ii) with a drug level for the drugs set out...[in the Canadian Model]...equal to or in excess of the concentrations set out ...[in the Canadian Model],
  - or
  - (iii) while unfit for work on account of the use of a prescription or nonprescription drug,
- (c) refuse to
  - (i) comply with a request made by a representative of the company under 4.3 [of the Canadian Model],
  - (ii) comply with a request to submit to an alcohol and drug test made under 4.4, 4.5, 4.6, or 4.7 [of the Canadian Model], or
  - (iii) provide a sample for an alcohol and drug test under 4.8 [of the Canadian Model],
- (d) tamper with a sample for an alcohol and drug test given under 4.8 [of the Canadian Model].

**Letter of Understanding**  
**by and between**  
**Construction Labour Relations - An Alberta Association**  
**Operating Engineers (Provincial) Trade Division**  
(the "Association")  
**and**  
**International Union of Operating Engineers,**  
**Local Union No. 955**  
(the "Union")

**Re: Wage Determination**

**Whereas** the Parties have entered into a Collective Agreement pursuant to Registration Certificate No. 24, and

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

**Now Therefore It Is Agreed as follows:**

**1 Definitions and Application**

- (a) **"CPI Change"** shall be the percentage change in the Alberta All Items Consumer Price Index over a twelve month period. For a January calculation, the CPI Change shall be difference between the index for December of the year just ended, and December of the previous year. For a July calculation, the CPI Change shall be the difference between the index for June of that year and June of the previous year. The Index shall be that published at <http://www40.statcan.gc.ca/l01/cst01/cpis01j-eng.htm>.
- (b) **"Oil Price"** shall be the average of the prices posted for West Texas Intermediate Oil, in current \$US, over the six months prior to the month of a calculation. The prices to be used shall be those published at <http://www.eia.doe.gov/dnav/pet/hist/LeafHandler.ashx?n=PET&s=RWTC&f=D>
- (c) **"Group 4 Average Wage"** shall, with reference to the Consolidation Order issued in respect to the 2011 round of collective bargaining, be the simple average of the gross wages applicable to journeypersons in Industrial work in the Boilermakers, Bricklayers – Refractory, Carpenters, Electricians, Millwrights, and Plumbers & Pipefitters trade jurisdictions, effective on the first day of the month April prior to a calculation.
- (d) Wage adjustments calculated pursuant to this Letter of Understanding shall be the adjustments to be applied to the gross rates for

journeypersons, with the gross rates for other classifications calculated from the journeyperson rate accordingly.

- (e) A wage adjustment shall not be less than zero.

## **2 2012**

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

## **3 2013 and 2014**

- (a) The wage adjustment to be effective in May of each year shall be calculated in January of that year, and the wage adjustment to be effective in November of each year shall be calculated in July of that year.
- (b) The wage adjustment for May shall be:
  - (i) If Oil Price is less than \$60, zero.
  - (ii) If Oil Price is \$60 or greater, but less than \$90, one half of CPI Change multiplied by Group 4 Average Wage.
  - (iii) If Oil Price is \$90 or greater, but less than \$110, one half of the total of CPI Change and 0.5%, multiplied by Group 4 Average Wage.
  - (iv) If Oil Price is \$110 or greater, but less than \$125, one half of the total of CPI Change and 1.0%, multiplied by Group 4 Average Wage.
  - (v) If Oil Price is \$125 or greater, one half of the total of CPI Change and 1.5%, multiplied by Group 4 Average Wage.
- (c) The wage adjustment for November shall be:
  - (i) If Oil Price is less than \$60, zero.
  - (ii) If Oil Price is \$60 or greater, but less than \$90, one half of CPI Change multiplied by the journeyperson gross wage rate stipulated

in the Collective Agreement effective April 1<sup>st</sup> of the year of the adjustment.

- (iii) If Oil Price is \$90 or greater, but less than \$110, one half of the total of CPI Change and 0.5%, multiplied by the journeyperson gross wage rate stipulated in the Collective Agreement effective April 1<sup>st</sup> of the year of the adjustment.
- (iv) If Oil Price is \$110 or greater, but less than \$125, one half of the total of CPI Change and 1.0%, multiplied by the journeyperson gross wage rate stipulated in the Collective Agreement effective April 1<sup>st</sup> of the year of the adjustment.
- (v) If Oil Price is \$125 or greater, one half of the total of CPI Change and 1.5%, multiplied by the journeyperson gross wage rate stipulated in the Collective Agreement effective April 1<sup>st</sup> of the year of the adjustment.

- (d) In no case shall the total of the May and November wage adjustments in each year exceed 5%.

#### 4 Wage Schedules

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

#### 5 Effective Dates

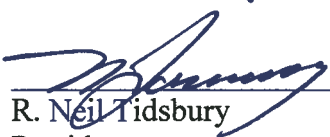
The effective date for a wage adjustment shall be the first Sunday of the month in which the adjustment is to be applicable.

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

All of which is agreed this 2<sup>nd</sup> day of June, 2011:

**For the Association:**

**For the Union:**

  
R. Neil Tidsbury  
President

  
Bruce Moffatt,  
Business Manager

  
Mike Bourgeois  
Vice-President

### **Schedule 1: Example Calculations**

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

#### **Example 1: January 2012 Calculation for Trade X:**

Hypothetically:

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

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

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

#### **Example 2: January 2013 Calculation for Trade X:**

Hypothetically:

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

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

#### **Example 3: July 2013 Calculation for Trade X:**

Hypothetically:

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

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

Check against 2013 annual 5% limit:

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