

COLLECTIVE AGREEMENT

BETWEEN

**ELECTRICAL CONTRACTORS ASSOCIATION OF ALBERTA
17725 – 103 AVENUE
EDMONTON, ALBERTA
T5S 1J2**

AND

**LOCAL UNION 424 OF THE INTERNATIONAL BROTHERHOOD
OF ELECTRICAL WORKERS,
CENTRE 424, 4232 - 93 STREET,
EDMONTON, ALBERTA
T6E 5P5**

EFFECTIVE DATE: NOVEMBER 01, 2015

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ARTICLES OF AGREEMENT

BETWEEN:

The Electrical Contractors Association of Alberta (Hereinafter referred to as the Association) for and on behalf of all those member Employers and other Employers enumerated on Registration Certificate No. Fifty Two (52), including such additions and deletions to the Registration Certificate as authorized by the Labour Relations Board under the authority of the Labour Relations Code, and all Electrical Contractors within the Province of Alberta who execute, accept or are bound by this Agreement (Hereinafter referred to as the Employer).

AND:

Local Union 424 of Edmonton, Alberta, of the International Brotherhood of Electrical Workers (Hereinafter referred to as the Union).

GEOGRAPHIC JURISDICTION

Electrical Contractors Association of Alberta

It is agreed that the geographic jurisdiction of the ECAA is not subject to negotiation, but is established solely within ECAA's Bylaws and the Registration Certificate issued under the Labour Relations Code of Alberta.

International Brotherhood of Electrical Workers

It is understood that the geographic jurisdiction of the Local Union is not subject to negotiation, but is established solely within the IBEW. The present jurisdiction of the Local Union is as listed:

IBEW Local Union 424

Work performed within the Province of Alberta and in the District of MacKenzie in the Northwest Territories.

PURPOSE

The Parties hereto do enter into and establish the following wage schedules and conditions of employment for the purpose of maintaining harmonious relations and establishing stable conditions of employment and providing financial and personal relations mutually beneficial to the Parties.

ARTICLE ONE - EFFECTIVE DATES

- 1.01 This Agreement shall be in full force and effective as of November 01, 2015, and continue in full force and effect until April 30, 2019 and from year to year thereafter except as hereinafter provided.
- 1.02 Either Party desiring to amend this Agreement or to commence collective bargaining may do so in writing to the other Party, not less than Sixty (60) days, or not more than One Hundred and Twenty (120) days prior to the expiry date of this Agreement. However, changes can be made at any time by mutual consent.
- 1.03 If notice to negotiate has been given by either Party, this Agreement shall remain in full force and effect up to the date that the Union or the Employer commences a strike or lock-out.
- 1.04 Any reference to the masculine gender within this Agreement shall be deemed to apply equally to the feminine gender.
- 1.05 Should any Article, any provision, or any part of this Agreement be void by reason of being contrary to the Law, the remainder of this Agreement shall not be affected thereby.

ARTICLE TWO - GRIEVANCE PROCEDURE

- 2.01 During the life of this Agreement, there shall be no stoppage of work either by strike or lock-out because of any dispute over matters relating to the interpretation, application, or any provision of this Agreement, and all such disputes shall be handled as provided for in this Agreement, and in the event of any breach of this clause occurring, the Party responsible therefore may be assessed damages in any grievance filed with respect thereto.
- 2.02 For the purpose of this Agreement, a grievance is defined as any difference between those Parties on whose behalf the Agreement was entered into concerning the interpretation, application or alleged violation thereof, and shall be handled as provided herein, without stoppage of work or refusal to perform work.
- 2.03 It is agreed that the maintenance of harmonious relations between the Parties requires the prompt filing and disposition of grievances. Any alleged grievance to be considered under the grievance procedure shall be presented to the other Party within Ten (10) working days of the occurrence.

When a grievance has been alleged, both parties agree to work co-operatively with each other, including the sharing of all relative facts and statements that would be required to establish the merits of any alleged grievance.

- 2.04 The time limits specified in the grievance procedure shall not include Saturdays, Sundays, and General Holidays. The time limits may be extended by written consent of both Parties. Such consent shall not be unduly withheld.
- 2.05 If an Employee has an alleged grievance, he should report his grievance in the manner provided herein, pending an investigation and possible settlement.

- 2.06 (a) An Employee who has a complaint or an alleged grievance may discuss the said grievance with the Shop Steward, where appointed, and the Employer or **the Employer's representative. If the complaint or alleged grievance is not settled within Five (5) working days of the occurrence, it may be referred to the Union Business Representative.**
- (b) If the Union Business Representative is unable to resolve the grievance within Ten (10) working **days of the occurrence, it may be filed in writing to the Employer and Employer's Association,** and shall set out the following:
- (i) A copy of the grievance signed by the Employee. In the event a single grievance is being filed on behalf of a group of Fifteen (15) or more Employees, a list of names for whom the grievance is being filed will be attached to the grievance but the individual signatures of each Employee will not be required.
 - (ii) The Article and/or sections of the Agreement infringed upon or claimed to have been violated.
 - (iii) The remedy or correction the Employer is required to make.

Copies of all grievances filed with the Employer shall be forwarded to the Association by the Employer and the Union.

- (c) The Employer shall deal with the grievance and shall deliver his decision, in writing, not later than Five (5) working days after he receives the grievance. If the grievance is not settled it may, within Five (5) working days, be referred to a Joint Grievance Committee.
- (d) The Joint Grievance Committee shall consist of Two (2) representatives appointed by the Employer and/or the Association, and Two (2) representatives appointed by the Union. Individuals presenting the grievance, the grievor and/or the grievee shall not sit as representatives on the Joint Grievance Committee.
- (e) Either party may request, in writing, to appoint an independent Chairman to the Joint Grievance Committee. The Two (2) parties shall bear equally the expenses of the Chairman. Both parties shall mutually agree upon the selection of the independent chair.

The Joint Grievance Committee is not Arbitration and Arbitration procedures do not apply. The grievance should be decided the same day as the hearing, prior to the Committee disbanding. The decision shall be written up and signed by Committee members and Chair within Ten (10) days. The decision shall be based on the facts presented at the hearing, and after adequate deliberation and determined by a secret ballot vote by Committee members and Chair.

- (f) The Joint Grievance Committee, unless previously appointed, shall be appointed within Ten (10) working days of the referral of any grievance. When the Joint Grievance Committee has been appointed it shall meet to consider the grievance not later than Ten (10) working days after it's appointment or referral of the grievance. Failure to appoint a Joint Grievance Committee, without a written request for an extension to the time limits, shall allow the grieved party to refer the grievance directly to arbitration. An extension shall not exceed Ten (10) working days.

- (g) The Joint Grievance Committee shall render its decision, in writing, not exceeding Ten (10) working days after it has met to consider the grievance. **The Grievance shall be deemed settled if the Joint Grievance Committee reaches a majority decision, and that decision shall be binding on all parties.**

The Joint Grievance Committee shall make its decision based on the evidence presented. The appointee's to the Joint Grievance Committee shall only deliberate and caucus as a Committee.

- (h) If the grievance is not settled by the Joint Grievance Committee, it may be referred to arbitration within Ten (10) working days following the conclusion of the hearing by the Joint Grievance Committee.
- (i) If the Employer and/or the Association, or the Union has a grievance, the same may be referred to a Joint Grievance Committee within Thirty (30) working days of either of the parties having knowledge of the infraction, or by mutual consent, be referred directly to arbitration.
- (j) If the grieved party fails to advance his grievance within the time limits set out in this Article, the grievance shall be abandoned.
- (k) If the grievor exceeds the time limits set out in this Article, the grievor is free to proceed to the next step of the grievance procedure herein.

2.07 (a) The arbitration proceeding shall be in accordance with the provisions of the Labour Relations Code, as amended from time to time.

- (b) In the case of grievance for discharge, suspension, or other actions of discipline, such grievance **may be settled by the Arbitrator by confirming the Employer's decision in discharging, suspending, or disciplining the Employee, or by reinstating the Employee with full or partial compensation for time lost, or by other arrangement which is just and equitable in the opinion of the Arbitrator.**

2.08 Notwithstanding these grievance procedures, it is understood that the Trustees of Article 11 shall be empowered to proceed directly to arbitration or take whatever action in law necessary to assure compliance with Article 11.

2.09 Notwithstanding the grievance procedure and the time limits contained herein, the Union shall be empowered to take whatever action in law necessary to collect unpaid wages and/or RRSP contributions and Union dues.

ARTICLE THREE - EMPLOYER RIGHTS

3.01 The Union acknowledges that it is the exclusive function and right of the Employer, subject to the terms of this Agreement, to:

- (a) Operate and manage its business in all respects;
- (b) Maintain order, discipline and efficiency;
- (c) Make and alter from time to time the rules and regulations to be observed by Employees, providing such rules and regulations are uniformly and fairly applied to all Employees and are not in conflict with this Agreement; the Employer will inform Employees of these rules;
- (d) Direct the working force;
- (e) Determine job content, including methods, processes and means of production and handling;
- (f) Select, hire, promote, demote, transfer, within its company and layoff because of lack of work;
- (g) Discipline, suspend, discharge and/or terminate any Employee for just cause; however, any alleged wrongful dismissal, suspension or discharge will be subject to the Grievance Procedure provided herein.

It is agreed that the foregoing enumerations shall not be deemed to exclude other management functions and rights.

ARTICLE FOUR - UNION RIGHTS AND HIRING PROCEDURE

4.01 The Employer recognizes the Union as the exclusive Bargaining Agent for all Employees performing work within the scope of this Agreement for the purposes of collective bargaining with respect to wages, hours, and other terms and conditions of employment, including safe work practices and safety rules.

- 4.02
- (a) A person, firm or corporation who contracts for electrical work shall have the financial responsibility to meet payroll requirements. Irresponsibility in the payment of wages shall be deemed by the Union to provide sufficient cause to require weekly payment of wages in cash or by certified cheque to all Employees affected.
 - (b) Any Employer who does not meet his payroll, including benefits, and contributions to the Funds under Article 11.01, 11.02, 11.03 and 11.04, in accordance with this Agreement, shall immediately revert to weekly payroll and weekly contributions submission, with payments on a cash or cash equivalent basis. Furthermore, where any Employer is in default of remitting payment of Union dues, or remitting payment of RRSP monies, or contributions to the Funds under Articles 11.01, 11.02, 11.03 and 11.04, the Employer shall pay as liquidated damages the sum of Five Hundred Dollars (\$500.00) dollars or Ten Percent (10%) of the total of the delinquent contributions whichever is greater. In addition, interest shall be payable calculated

at the rate of Twelve Percent (12%) per annum from the due date until date paid on any contributions in arrears and on liquidated damages.

- 4.03 (a) Local Union 424 is a part of the International Brotherhood of Electrical Workers and any violation or annulment of working rules of the IBEW, or the subletting of any electrical work on the job to any person, firm or corporation not fair to the IBEW, or the employment of other than IBEW members on any electrical work in the jurisdiction of the Local Union by the Employer, will be sufficient cause for grievance.
- (b) Any failure by the Employer or any of its sub-contractors, in complying with any of the obligations described in this Article shall constitute a violation of this Agreement, thereby entitling the Union to invoke the grievance and arbitration procedures herein, and to claim and be entitled to such relief or remedies as may be appropriate.
- 4.04 **Employers from outside the Local Union's jurisdiction shall notify the** Local Union Office and the ECAA, in writing, upon completion of projects when leaving the jurisdiction.
- 4.05 (a) The Employer shall hire only members of the Union in good standing, through the Union office, for all electrical work, but should the Union be unable to furnish the Employer within Forty Eight (48) hours (exclusive of Saturdays, Sundays, and Holidays), of the time the Union or its representative receives the request, the Union shall issue a work clearance, in writing, to the Journeymen or Apprentices who apply for Union membership and are recommended by the Employer, in writing, until such time as the Union can furnish Employees acceptable to the Employer.
- (b) **ALL WORKERS MUST HAVE UNION CLEARANCE, TRADE CREDENTIALS (TICKET OR APPRENTICESHIP BOOK), WHERE REQUIRED, CURRENT CSTS, AND WHERE REQUIRED FOR THE JOB, OSSA FALL PROTECTION, OSSA AERIAL WORK PLATFORM TRAINING, OR BOTH, PRIOR TO THE COMMENCEMENT OF WORK. THE BLUEBOOK OR A CONFIRMING LETTER FROM AIT SHALL BE PRESENTED BY THE APPRENTICE UPON HIRE-ON, IN A TIMELY MANNER.**
- (c) The Employer may only transfer travelers and non-members from one project to another with written approval of the Local Union Business Office.
- (d) The parties agree to develop and maintain a database containing the members training records for a group of mutually agreeable training courses. At the time of dispatch the Union will include on the workers dispatch slip the training certificate number and the date of training and/or expiry date for each training record that is available on this Database. The Employers agree to supply to the administrator of this Database the records of all training in the group of mutually agreeable courses they may have already in their possession, or of any new training that they may provide to the worker while in their employ. Information for training that the parties have not mutually agreed to be included in the group of courses mentioned above shall not be subject to the provisions of this Article.
- (e) The parties are committed to eliminating unnecessary, duplicative safety training. Therefore, workers are expected to disclose to the Employer any current safety training certificates that may be required for that job, as identified by the Employer at the point of dispatch. The

Employer shall supply a single point of contact for the purpose of supplying this information by way of email, fax, or phone. Following the acceptance of a dispatch slip, workers shall promptly remit to the Employer, copies of any applicable safety certificates by fax, email, or personal presentation at an address of the Employer, or any other method that will achieve this objective.

- (f) Notwithstanding the above the Employer may name hire any unemployed member in good standing of the Union as a Foreman or General Foreman, and will be provided with a work clearance by the Union.

- 4.06 Employers shall not accept or transfer Employees from other Employers without the Employee first receiving clearance from the Union Office.
- 4.07 Employees shall receive at least the minimum wages as outlined in the wage schedule and shall work under all the conditions of this Agreement.
- 4.08 The Employer agrees to the check-off of Union dues, any past dues owing, also Rand Formula check-off, of all Employees working within the scope of this Agreement. The Union shall certify changes in dues, in writing, to the Employer; such changes will be implemented by the Employer upon receipt of written authorization.

The Employer agrees to deduct additional monthly Union dues from every Employee covered by the terms of this Agreement for every hour worked and to forward the same to the Union as per Article 11.04.

All dues to be paid monthly and a cheque submitted with a prescribed list attached showing the deduction. The cheque shall be payable to Local Union 424, IBEW, and received by the Local Union on or before the Fifteenth (15th) of the month following the deduction.

- 4.09 For each Six (6) Journeymen employed by the Employer, One (1) Journeyman shall be over the age of Fifty (50) years.
- 4.10 A Journeyman Electrician is an Employee with Four (4) years or more experience at the electrical trade, who has passed the qualifying examination in accordance with the regulations of the Apprenticeship and Industry Training Act for the Province of Alberta, respecting qualifications and licensing of electricians.
- 4.11 An Apprentice Electrician is an Employee who may use tools of the trade while working with a Journeyman Electrician on the same job, and shall be registered as an Electrical Apprentice under the Apprenticeship and Industry Training Act for the Province of Alberta, prior to commencement of work.
- 4.12 The Employer agrees:
 - (a) To check with the Union as to ascertain whether all presently indentured Apprentices are employed.
 - (b) That unemployed Apprentices shall be given preference of employment.

- (c) Upon the establishment of a process for the screening of new or probationary Apprentices, to engage only such Apprentices who have fulfilled the entrance requirements of the Joint Education/Apprenticeship Committee. Such Apprentices shall receive clearance from the Union prior to commencement of work.
- (d) Providing an Apprentice has worked the required hours during a period of apprenticeship, **an Apprentice's next period increase will become** effective commencing on the date that the **Apprentice's record book is approved by the Executive Director of Apprenticeship and Industry Training.**

The Employer agrees to make every reasonable effort to calculate any wages owed back to the effective date of the rate increase and pay the Employee in a timely manner. The Employer agrees to make the necessary and correct adjustments to the Employee's pay within Three (3) weeks of receiving the Apprenticeship Record Book from the Employee.

If the Employer fails to make the adjustments within Three (3) weeks the Employer shall pay a late pay penalty of Two (2) hours per day for each day that these adjustments are not made. The late pay penalty will commence on the Twenty Second (22nd) day following receipt of the Apprenticeship Record Book.

The late pay penalty described above is comprised of the Classification Basic Hourly Rate and 10% Vacation and General Holiday pay only. No other benefits shall be included when calculating the penalty.

- 4.13 An Apprentice Electrician shall work under the direct supervision of a Journeyman Electrician. The ratio of Apprentices shall not exceed One (1) Apprentice to Two (2) working Journeymen on each job.
- 4.14 (a) For every Four (4) Apprentices employed by an Employer, One (1) shall be a Fourth (4th) year Apprentice, if available.
- (b) Job conditions permitting for every Six (6) Apprentices employed One (1) shall be a First (1st) year Apprentice, if available.
- 4.15 **The Union's Business Manager and/or his** Representatives shall have access to all jobs for inspection and safety of its members. **The Union's Business Manager and/or his representative shall make a reasonable attempt to notify the Employer's** Representative before entering each job site. The Employer agrees to assist the Union in any way that they are able to ensure this access is granted in a timely and efficient manner.
- 4.16 The Business Manager may appoint Stewards at all shops or jobs to protect the jurisdiction of the Local Union. Notification of appointment of Stewards will be in writing to the Employer.
 - (a) Stewards shall be granted sufficient time to conduct the legitimate business of the Union.
 - (b) PRIOR to the termination of the Steward the Union shall be notified.
 - (c) In the event of a layoff or reduction of the work force, it is expected that the Steward shall remain on the job, unless mutually agreed upon by the Employer and the Union.

- (d) Stewards shall be given notice prior to overtime being worked, and where overtime is worked, he shall normally be one of the overtime crew, unless mutually agreed upon by the Employer and the Union.
 - (e) Stewards shall be notified or be in attendance during or prior to termination or disciplinary action against Employees.
 - (f) Stewards shall not be discriminated against, including the distribution of overtime work.
- 4.17 Members of the Union may be given leave of absence for Union business by consent; such consent shall not be unduly withheld.

ARTICLE FIVE - JURISDICTION AND JURISDICTIONAL DISPUTES

- 5.01 The Employer recognizes the IBEW as having jurisdiction over the handling, erection, installation, operation, maintenance and repair of all electrical wiring and electrical equipment used in the construction, alteration and repair of buildings, structures, bridges, conveyors, street and highway work, tunnels, subways, shafts, dams, river and harbor work, airports, mines, electrically driven draglines and shovels, all electrical raceways for electrical wires and cables, and such other work as by custom has been performed by members of the IBEW.
- 5.02 All electrical work as defined in Article 5.01 and all equipment, tools, supports, materials and temporary light and power work used to accomplish such electrical work shall be performed by Employees covered by this Agreement.
- 5.03 On any job where there is a vehicle such as a pickup, panel truck, boom truck, etc., and these vehicles are used for transportation of Employees and/or material on the job site, and the vehicles remain on the job site in the performance of electrical work, these vehicles shall be operated by Employees covered by this Agreement.
- 5.04 **The Employer understands that the Local Union's jurisdiction** — both trade and territorial — is not a subject for negotiations but rather is determined solely within the IBEW by the International President.
- 5.05 (a) Any jurisdictional dispute between the Union and any other Building and Construction Trade Union that involves any work undertaken by the Employer shall be settled in accordance with the Jurisdictional Assignment Plan of the Alberta Construction Industry, or the plan established by the Building and Construction Trades Department (Impartial Jurisdictional Disputes Board for the Construction Industry), or any other plan or method of procedure that may be adopted in the future by the Building and Construction Trades Department, AFL-CIO.

Both parties to this Agreement agree to recognize and strictly adhere to the Procedural Rules of the Jurisdictional Assignment Plan for Alberta, for the resolution of jurisdictional disputes in Alberta, and other supplementary rule(s), agreement(s), and/or memoranda as may be agreed upon from time to time by the Alberta unionized construction industry inclusive of the Electrical Contractors Association of Alberta.

- (b) The Parties agree to accept and abide by the decisions of the Jurisdictional Assignment Plan of the Alberta Construction Industry or the Impartial Jurisdictional Disputes Board, and it is further

agreed that a jurisdictional dispute will in no way interfere with the progress and prosecution of the work.

- (c) All work claim disputes arising out of the Union's claim to specific work, either assigned to another Union by the Employer, or his sub-contractor, shall be processed in accordance with the jurisdictional disputes settlement provisions of this Agreement.
- (d) Jurisdictional disputes involving Employees employed under this Collective Agreement shall henceforth be resolved under the provisions of the said plans without work stoppage, slowdown or other lack of production.

ARTICLE SIX - HOURS OF WORK, SHIFTS, OVERTIME AND TERMS OF PAYMENT

- 6.01 (a) (i) A day shall be defined as being the period from midnight to midnight.
- (ii) 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.

Five (5) Eight (8) hours per day work schedule

- (i) Forty (40) hours shall constitute a workweek, Monday through Friday.
- (ii) Eight (8) hours shall be a regular work day, **Monday through Friday. The regular day's** work shall be from 8:00 a.m. to 12:00 noon and 12:30 p.m. to 4:30 p.m. All other time worked shall be considered overtime.

When an Employee is required to work in excess of the regular hours, Monday through Friday inclusive, he shall be paid overtime at the rate of Time and One-half (1-1/2) the Classification Basic Hourly Rate for the first Two (2) hours. All additional hours shall be paid at Double (2) the Classification Basic Hourly Rate.

- (iii) Employees working on Saturday, Sunday or Recognized Holidays shall be paid overtime at Double (2) the Classification Basic Hourly Rate.

Four (4) Ten (10) hours per day work schedule

- (i) Forty (40) hours shall constitute a workweek. Monday through Thursday.
- (ii) Ten hours shall be a regular work day, Monday through Thursday between the hours of 7:00 a.m. to 5:30 p.m. All other time worked shall be considered overtime and shall be paid as follows:

When Friday is worked, the first Ten (10) hours shall be paid at Time and One-half (1-1/2) the Classification Basic Hourly Rate. All work in excess of the regular Ten (10) hours per day shall be paid at Double (2) the Classification Basic Hourly Rate.

- (iii) Employees working on Saturday, Sunday or Recognized Holidays shall be paid overtime at Double (2) the Classification Basic Hourly Rate.

(d) **Modified Ten (10) on Four (4) off work schedule (Back to Back)**

- (i) Forty (40) hours shall constitute a workweek, Tuesday through Friday and Monday through Thursday.
- (ii) Ten hours shall be a regular work day, Tuesday through Friday and Monday through Thursday between the hours of 7:00 a.m. to 5:30 p.m. All other time worked shall be considered overtime and shall be paid as follows:

The straight time days will be Tuesday through Friday in one week followed by Monday through Thursday in the subsequent week. Should an Employee work on the scheduled days off, the Friday and Monday will be paid at Time and One-half (1-1/2) the Classification Basic Hourly Rate and the Saturday and Sunday will be paid at Double (2) the Classification Basic Hourly Rate.

When a modified Ten (10) on Four (4) off work schedule is utilized, overtime on the Saturday and Sunday that fall in the middle of the schedule will be optional. Employees will be required to give at least Three (3) working days' notice of their intention not to work such overtime. Failure to provide the required notice and to report for work shall **be considered absenteeism. Exercising this option will not preclude an Employee's** opportunity to work other premium days when available.

- (iii) Employees working on Saturday, Sunday or Recognized Holidays shall be paid overtime at Double (2) the Classification Basic Hourly Rate.

- (e)
 - (i) The lunch period may be adjusted by mutual consent of the Employer and the Union.
 - (ii) A work break of Ten (10) minutes on a regularly scheduled Eight (8) hour workday, or a work break of Fifteen (15) minutes on a regularly scheduled Ten (10) hour work day shall be allowed approximately Two (2) hours after commencement of the work day and approximately Two (2) hours after any meal period.
 - (iii) When Ten (10) hour shifts are worked, in lieu of the work breaks and lunch breaks provided herein, the Employer shall have the option of scheduling two breaks of one half (½) hour each, paid at the applicable Basic Hourly Rate, approximately equally spaced in the Ten (10) hour shift. In the event an Employee is not able to take a break, the Employee shall be paid at applicable overtime rates for the missed break. When the hour before and the hour following the missed break are at the straight time Basic Hourly Rate, Time and One half time (1-1/2) the Classification Basic Hourly Rate shall be paid for the missed break. This option shall not be applicable to compressed work weeks for which work days are regularly scheduled in excess of Ten (10) hours. A change in the scheduling of breaks will normally be communicated to the affected Employees prior to the end of the work cycle before the change.

- (f) (i) When an Employee is required to work in excess of Ten (10) hours he shall be provided with a hot meal, where possible, at the end of the Ten (10) hour shift and he shall be provided with a hot meal each Four (4) hours thereafter. If the Employee is required to return to work after the meal he shall be paid for the time to consume such meal at the Classification Basic Hourly Overtime Rate. Such hot meals shall not include TV dinners or micro-wave meals. Not more than Two (2) fast food restaurant meals will be served per calendar week. The same entrées will not be served more than once per calendar week.

On projects when it is impractical for the Employer to provide a meal the employee shall be paid a Fifteen (15) minute break at the Applicable Rate of pay and the Employer shall pay a meal allowance of Forty Dollars (\$40.00) in lieu of the meal and the time to consume the meal.

Where a shift in excess of Ten (10) hours but not longer than Twelve (12) hours is worked, when camp accommodations are provided and a full course hot supper is provided at the end of the shift, no meal allowance shall be payable. When such shifts are worked, break times may be adjusted for efficiency and reasonableness. In such cases the Union will be notified prior to the breaks being adjusted.

- (ii) Recognizing emergency, or unplanned situations may arise intermittently, if the Employer has not scheduled in excess of the Ten (10) hour shift, the Employer shall be granted a One (1) hour extension where the Employer need not supply a hot meal, or make payment in lieu of, however a Fifteen (15) minute rest break paid at the applicable rate of pay will be taken at the Tenth (10th) hour. Under no circumstances shall an Employee work more than Eleven (11) hours without the adherence to 6.01 (f) (i).

- (iii) 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 (1/2) hour earlier and finish up to One Half (1/2) hour later **than the supervisor's crew, for the purposes of organizing work or facilitating a** transition to another shift, the provisions of 6.01 (f) (i) and 6.01 (f) (ii) will not apply unless those provisions are applicable to the rest of the crew.

- (g) The starting and quitting times as identified in Article 6.01 (b), (c), and (d) may be adjusted as follows:

- (i) For a Regular Work Week of Eight (8) hours per day, 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.

(ii) For a Compressed Work Week of Ten (10) hours per day, the Employer may vary the start/quit times by changing the scheduled starting time 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.

(h) Split crews will not constitute shift work.

(i) The workday or days of work may be altered on any project by mutual consent of the Union and the Employer, subject always to all other terms of this Agreement.

(j) With the exception of emergencies, or where the project schedule requires overtime and **notwithstanding Appendix "G", overtime shall be voluntary.** Where overtime is scheduled, Members making reasonable and timely requests for leave of absence may be granted leave, and such leave shall not be unduly withheld.

6.02 When an Employer operates shifts in addition to the regular shift, the following conditions shall apply:

(a) Employees shall be given Sixteen (16) hours rest prior to working shift work.

(b) When an Employee loses a regular working day as a result of the implementation or termination of shift work, then the Overtime Rate of pay shall apply to the First (1st) shift only.

(c) Employees shall work at the Classification Basic Hourly Rate of pay plus Three Dollars (\$3.00) differential for all shift work, and if overtime is worked it would therefore be at the applicable Overtime Rate of pay plus Three Dollars (\$3.00).

Effective May 07, 2017, the shift differential shall increase to Three Dollars and Fifty Cents (\$3.50).

(d) Employees shall work Two (2) or more complete consecutive shifts to constitute shift work. Double the Classification Basic Hourly Rate of pay shall be paid if the shift is terminated in less than Two (2) consecutive days.

(e) All other terms and conditions of this Agreement shall apply to such shift work.

6.03 (a) Employees must be paid a minimum of One Half (1/2) hour at the applicable Overtime Rate for any work performed before or after his regular shift.

(b) All Employees required to work in underground mines and/or underground tunnels during the excavation phase shall receive the Classification Basic Hourly Rate of pay plus Ten Percent (10%) differential.

(c) Where an Employee is required to work for a period of Four (4) hours or more after his regular shift, so that Eight (8) consecutive hours rest between the completion of such work and the beginning **of his regular day's work is impossible, he shall:**

(i) Be paid Two and One Half (2-1/2) times the Classification Basic Hourly Rate of pay for the total hours of such work; and,

- (ii) Be required to take a minimum of Eight (8) consecutive hours rest prior to reporting back to work. If the rest period extends beyond the regular starting time such Employee shall be paid for regular time lost at the Classification Basic Hourly Rate of pay; or,
- (iii) If required to return to work before his rest break of Eight (8) consecutive hours has been completed, do so at Two and One Half (2-1/2) times the Classification Basic Hourly Rate of pay, until such time as he has an Eight (8) hour rest break.

- (d) Overtime on callout shall be computed from the time the Employee leaves home until he returns home and in any case not less than One (1) hour shall be paid at the Classification Basic Hourly Rate.

- 6.04 (a) When an Employee reports for 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 Classification Applicable Hourly Rate of pay.

In order to qualify for show up time, Employees must remain on the job site unless otherwise directed by the Employer.

- (b) When such Employee reports for work and commences work, the Employee so affected shall be entitled to a minimum of Two (2) hours pay at the Applicable Classification Hourly Rate of pay.
- (c) In addition to (a) and (b), Employees so affected shall be entitled to mileage or transportation, travel time or travel allowance and per diem to which the Employee is normally entitled for the day.

- 6.05 (a) It is accepted that a worker may, from time to time, require personal time off from work to deal with personal matters. An Employee who has not been absent, including late arrivals or early quits, or granted leave in the previous Thirty (30) calendar days, and who gives the Employer at least Three (3) **working days' notice of a request for leave of up to one day**, will be granted the requested leave. Requests for time off that meet the above conditions will not be unreasonably denied subject to operational requirements.

- (b) A worker who is preauthorized to take personal time off pursuant to the above procedure, 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.

- (c) 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) hours in a day or Forty (40) hours 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, 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.

- 6.06 (a) Wages shall be paid weekly on industrial jobs on the last regular workday (Thursday or Friday) during working hours on the job. Wages shall be paid weekly or bi-weekly on all other jobs on the last regular workday (Thursday or Friday) during working hours on the job. No more than Five (5) days pay shall be withheld. Where Employers use bi-weekly method of payment, Employees on joining the company shall be entitled to an advance of Seventy Five Percent (75%) of net earnings after Five (5) working days.

Employers shall have the option to pay by payroll cheque or to pay by direct deposit to the bank account of the Employees choice. Should an Employee, due to his inability to get a bank account, not be able to provide the Employer with their bank account number or void cheque, this shall not be considered to be a condition of employment.

When Direct Deposit is utilized it is understood that bank confirmation of the transaction will fulfill Employer payroll obligations.

All Employees shall receive a statement of all earnings and deductions with each pay and/or pay cheque. At the Employers option, an electronic statement of all earnings and deductions may be utilized. Upon request from an Employee that does not have the capability to access electronic statements, a printed copy shall be issued.

- (b) If the regular pay day falls on a General Holiday all pay cheques and statement of earnings and deduction shall be given to the Employee the day preceding the Holiday.
- (c) (i) The Employer agrees to make every reasonable effort to correct errors and/or omissions on **the Employee's pay in a timely manner. The Employer agrees to make the necessary and correct adjustments to the Employee's pay by the next regular pay day, provided that the** Employee has notified the Employer of these errors and/or omissions at least Three (3) working days prior to the next regular pay day.
- (ii) **If the errors and/or omissions in the Employee's pay result in a shortage of** Ten (10) hours or more pay as agreed to by both parties and the Employer fails to make the proper and correct adjustments by the next regular pay day as required in (c) (i) above, the Employer shall pay a late pay penalty of Two (2) hours per day for each day that these corrections are not correctly made. For the purposes of this clause if the Employee has not notified the Employer of these errors and/or omissions at least Three (3) working days prior to the next regular pay day, then no late pay penalty shall be applicable until such notice has been given.
- (iii) The late pay penalty described above is comprised of the Classification Basic Hourly Rate and 10% Vacation and General Holiday pay only. No other benefits shall be included when calculating the penalty.

6.07 On termination of employment:

- (a) (i) Pay cheques, record of employment, vacation pay and General Holiday pay, shall be given to the Employee at the time of layoff by the Employer. With Union approval the Employer will arrange for delivery, by express post or other traceable means, the above to the Employee or to the Employee's mailing address within Twenty-Four (24) hours of layoff. In the case where an Employer has not established a pay office on the jobsite, payment may be mailed by express post within the next business day.
 - (ii) Pay cheques, record of employment, vacation pay and General Holiday pay, shall be given **or mailed by express post to the Employee's mailing address upon discharge, or voluntary** termination of employment within Two (2) days following the day of termination. The end of the day is midnight for purposes of this clause.
 - (iii) Notwithstanding (a) (i) & (a) (ii) above if the Employer has already established payroll by direct deposit, final pay, records of employment, vacation pay and general holiday must be issued on, or before the payday to which the Employer would have been required to issue this pay had the termination of employment not occurred.
 - (iv) If the Employer does not provide the pay as per (a) (i) and (a) (ii) and (a) (iii) above, the Employer shall pay a late pay penalty of Eight (8) hours per day for each day the Employer is late providing the pay. To qualify for the late pay penalty, the Employee must notify the Employer that they have not received their final pay, late pay penalties shall become applicable the day following such notification, provided the timelines above have been exceeded. The late pay penalty described above is comprised of the Classification Basic Hourly Rate and 10% Vacation and General Holiday pay only. No other benefits shall be included when calculating the penalty.
 - (v) For the purposes of (i), (ii) and (iii) above: On the Monday through Friday work week **schedule of Five (5) Eight (8) hour days (5/8's) Saturdays, Sundays and General Holidays** are excluded and on the Monday through Thursday work week schedule of Four (4) Ten **(10) hour days (4/10's) Fridays, Saturdays, Sundays and General Holidays are excluded.**
 - (vi) When Direct Deposit is utilized it is understood that bank confirmation of the transaction will fulfill Employer payroll obligations.
 - (vii) If the use of electronic statements of all earnings and deductions has already been established, confirmation of the electronic issuance of the final statement of all earnings and deductions and record of employment will fulfill the Employer's payroll obligations. Upon request, a printed record of employment will be issued.
- (b) The Apprenticeship record, if not in the possession of the Employer at the time of termination, shall be forwarded, upon receipt, without delay to the Union office.
 - (c) **Not less than One (1) hour's pack up time for personal tools and belongings shall be granted** upon layoff.

- (d) **Not less than Two (2) hour's pack up time for personal tools, clothing and Camp checkout shall be granted upon layoff on jobs located outside the Free Zone of Edmonton or Calgary.**
- (e) Should an Employee be laid off on their scheduled days off, rotational leave, approved leave of absence or furlough the Employer shall attempt to contact and notify the Employee of such lay-off using the contact information provided by the Employee to the Employer.

If the Employer is successful in advising the Employee of such a layoff, they shall be responsible **for all costs associated with the site packaging and transportation of the Employee's personal tools to the Employee's address or the chosen destination as made by the Employee.**

Failure to comply with this Article within Three (3) working days of successfully contacting the Employee, for the scheduled shift the Employee was working, will result in a late penalty of One Hundred dollars (\$100.00) per day for every day the Employer remains in violation of this Article up to a maximum of Four Hundred dollars (\$400.00). The Employer will be deemed in compliance with this Article upon production of a pre-paid, time stamped waybill verifying shipment of the tools.

The late pay penalty described above is comprised of the Classification Basic Hourly Rate and 10% Vacation and General Holiday pay only. No other benefits shall be included when calculating the penalty.

- (f) If the Employer determines that an error of overpayment has occurred, and the error has occurred within the previous Six (6) months, the Employer shall promptly give notice in writing to the affected Employee of the amount of the error, how the amount of the error was calculated, and a plan to recover the overpayment through deduction or deductions from the **affected Employee's earnings over one or more subsequent pay periods. The Employee shall be** given Three (3) working days to respond to the notice from the Employer. If the Employee agrees with the error and the plan for correction of the error the plan shall be implemented. If there is a difference as to the error, the amount of the error, or the plan to correct the error, the Employee and a representative of the Union shall attempt to resolve the difference. If the difference cannot be resolved within an additional Three (3) working days, the Employer may implement the plan to correct the error, recognizing that the Employer may be ultimately responsible for damages and other remedies through the grievance procedure if the Employer is in error.

If the Employee is no longer employed by the Employer by the discovery of the error or the completion of the plan to correct the error the Union shall, through any appropriate and lawful means, assist the Employer in recovering the overpayment.

ARTICLE SEVEN - GENERAL HOLIDAY PAY AND VACATION PAY

7.01 (a) The following shall be paid General Holidays:

| | |
|-----------------------|------------------|
| New Year's Day | Labour Day |
| Family Day (February) | Thanksgiving Day |
| Good Friday | Remembrance Day |
| Victoria Day | Christmas Day |
| Dominion Day | Boxing Day |
| Civic Day (August) | |

- (b) For the purposes of this section a "regular work day" is a day for which straight time rates would apply and an "overtime day" is a day for which Overtime Rates would apply to all hours worked.
- (i) Where a General Holiday falls on an overtime day, the General Holiday will be observed on the next regular work day. Under these circumstances, worked performed on the day 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 (2) the Classification Basic Hourly Rate.
- (ii) Where a General Holiday falls on a regular work day, the General Holiday will be observed on that day. Under these circumstances, work performed on the day on which the General Holiday falls will be paid at Double (2) the Classification Basic Hourly Rate.
- (iii) Where a workers' remuneration is based on Appendix "F", he shall receive Time and One Half (1-1/2) the Classification Basic Hourly Rate for hours worked on any General Holiday, or for hours worked on the day the General Holiday is observed.
- (c) Should the Holiday fall on payday, all pay cheques and statements of earnings and deductions shall be made available the day prior to the Holiday.
- (d) Work shall not be performed on Labour Day excepting for the protection of life and property. If work is to be performed for the protection of life and property, it shall only be done with the expressed written consent of the Local Union Business Office.
- (e) Should any additional holiday be declared by a government (the Federal or the Alberta Provincial Government) which has the jurisdiction to declare a General Holiday, then that holiday will be added to the list of holidays that will be observed.

7.02 **General Holiday Pay shall be Four Percent (4%) of the Employee's total gross wages, and shall be paid each pay period with the Employee's regular pay. Such total gross wages shall be deemed to include straight time hours, overtime hours, premium time hours and travel time hours.**

- 7.03 **Vacation Pay shall be Six Percent (6%) of the Employee's total gross wages**, and shall be paid each pay period with the Employee's regular pay. Such total gross wages shall be deemed to include straight time hours, overtime hours, premium time hours and travel time hours.
- 7.04 It is agreed that the General Holiday Pay and Vacation Pay percentages contained in Articles 7.02 and 7.03 of this Agreement do not apply to travel allowance, per diem allowance or room and board paid to Employees.
- 7.05 All Employees with reasonable notice may request time off for vacation. Subject to operational requirements, requests for vacation time off will not be unreasonably denied.

ARTICLE EIGHT - TRANSPORTATION, EXPENSES AND ACCOMMODATION

8.01 DAILY TRAVEL

The following conditions will apply on jobs within daily commuting distance of Edmonton, Calgary, and on jobs from which Employees commute daily from accommodation provided or paid for by the Employer.

- (a) A Forty Five (45) kilometer radius Free Zone from the center of the cities of Edmonton or Calgary, or around any place in which Employees are temporarily domiciled by the Employer shall be established. The center for Edmonton is 101 Street and Jasper Avenue and for Calgary, the Calgary Tower. No transportation, travel time or travel allowance shall be applicable within the Free Zone, except as provided in 8.01 (f) and (h).
- (b) On jobs outside the Free Zone when Employees travel daily to and from the job, the Employer shall:
 - (i) Provide transportation, or pay the Employee Fifty Two Cents (\$0.52) per kilometer traveled each way between the edge of the Free Zone and the job site, and
 - (ii) 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 Customs and 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 Five Thousand Kilometers (5,000 km.), and a lower rate for additional kilometers. The Coordinating Committee and the Council shall determine a rate that is midway between those two rates. The above vehicle allowance rate shall be adjusted, effective on the first pay period following May 1 of each year, to the rate determined by the Coordinating Committee and the Council, and
 - (iii) Pay a travel allowance.
The travel allowance shall be calculated based on traveling at Eighty (80) kilometers per hour, at the Employee's Classification Basic Hourly Rate, from the point where the edge of the Free Zone intersects the road which takes the shortest, most appropriate route to the project and return to the intersecting point.

If the Union and the Employer do not come to mutual agreement respecting the amount of time it regularly takes to travel daily both ways between the edge of the Free Zone and the job site, the Union and the ECAA shall each appoint a person to jointly determine the applicable amount of time over the shortest, most appropriate route, and the decision jointly made by those persons shall be final and binding for the purposes of the job site.

- (c) Where the Employer supplies the transportation, such transportation shall mean pickup truck, passenger van, taxi, coach bus, or commercial/charter airplane service, and shall, at a minimum, be safe and in proper mechanical condition, clean and modern means of transportation with sufficient seating for each person allowing adequate comfort for adults, and be driven by a qualified driver with required insurance. School buses shall not be used for such transportation. Where the Employer is supplying transportation, and when the size of the crew is such that the capacity of a coach-type bus is required, such bus transportation will be provided. Pick up points shall be mutually agreed upon.
- (d) 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 mileage or travel allowance for that day.
- (e) 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 Classification Basic Hourly Rate.
- (f) If an Employee is required by the Employer to move from one job to another during a regular **day's work, the Employer shall provide the transportation or pay vehicle allowance at the rate of Fifty Two Cents (\$0.52) per kilometer traveled** if the Employee uses his own vehicle. The Employee shall not suffer any loss of pay as a result of transferring between projects during a regular day's work. Future increases to this amount will be determined in accordance with the same process described in Article 8.01 (b) (ii).
- (g) Employees required to travel out of a city or town to another job after working a regular **day's** work or shift, and before an Eight (8) hour break occurs, shall be paid for all time traveled at the rate of Time and One Half (1-1/2) the Classification Basic Hourly Rate. If still travelling the following day, the Employee shall be paid the Classification Basic Hourly Rate for time traveled **during the regular day's work.**
- (h) Where camps are provided outside the Forty Five (45) kilometer Free Zone from the center of the cities of Edmonton or Calgary, the time in transit on buses between the site and the camp shall be determined by representatives of the Building Trades of Alberta and of the Coordinating **Committee of Registered Employers' Organizations**, based on an average during a reference week of five test runs each way, conducted coincident with the times when workers are in transit. This determination should be carried out twice per year, with any adjustment resulting from a determination applicable until the next determination. Workers shall be paid an allowance for time regularly and routinely in excess of forty-five minutes each way, for travel within the applicable free zone. The allowance shall be calculated on the regular straight time base rate of each worker. The allowance will be paid only to workers who ride on the provided buses, and only for the days on which they ride the buses.

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

- (a) On jobs located outside the Free Zone when Employees do not return daily to the Free Zone the Employer shall pay 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, as applicable, as follows:
 - (i) Up to 200 kilometers - Eighty Eight Dollars (\$88.00) each way,
 - (ii) 201 kilometers to 300 kilometers - One Hundred and Twenty Four Dollars (\$124.00) each way,
 - (iii) 301 kilometers to 375 kilometers, and the Empress Area - One Hundred and Fifty Dollars (\$150.00) each way,
 - (iv) 376 kilometers to 475 kilometers - Two Hundred and Twenty Four Dollars (\$224.00) each way, or actual airfare if suitable proof of air transport is provided to the Employer
 - (v) Over 475 kilometers - as mutually agreed between the Parties to this Agreement to a maximum of Three Hundred and Forty Four Dollars (\$344.00) each way or air fare inclusive of taxes in the event this is the most practical method of accessing the project/jobsite.

For the purposes of this Article travel allowances on projects North of Township Road 38 will be calculated from the centre of Edmonton and travel allowances on projects located South of Township Road 38 will be calculated from the centre of Calgary.

- (b) The Employee is entitled to initial transportation allowance paid on the first pay day providing the Employee works Fifteen (15) calendar days or is laid off in that 15 day period.

The Employee is entitled to return transportation allowance paid on the final pay day providing the Employee works Thirty (30) calendar days or is laid off in that 30 day period.

Transportation allowance shall be deducted from final cheque if the Employee does not qualify.

- (c) **In case of a layoff during an Employee's turnaround** or other regularly scheduled break, the Employer shall attempt to contact and notify the Employee of such layoff using the contact information provided by the Employee to the Employer. If the Employer was successful in notifying the Employee or leaving a message as per the last known contact information, the Employee shall only be entitled to Return Travel Allowance and toolbox return shipment to a designated address. If the Employer failed to attempt to notify the Employee and the Employee returned to the jobsite, the Employee shall be entitled to an additional Return Travel Allowance plus Two (2) Hours pack-up time.

- (d) The Initial And Return Transportation to Remote Sites allowances set out herein shall be subject to review in January 2016, January 2017 and January 2018. In the event that there is an adjustment in the vehicle allowance, pursuant to Article 8.01 (b) (ii) for 2016, 2017 and 2018, each allowance amount shall be adjusted by the same percentage adjustment as the vehicle allowance adjustment, effective the first pay period following May 1st of the respective year. For example, if for 2016, the vehicle allowance is increased by Four (4%) Percent, each allowance shall be increased by Four (4%) Percent, rounded to the nearest dollar, and effective on the first pay period following the 1st of May, 2016.

8.03 **ROTATIONAL LEAVE (TURNAROUNDS) - INDUSTRIAL**

- (a) On jobs located beyond a Three Hundred (300) kilometer radius to a maximum of Four Hundred and Seventy Five (475) kilometers from the center of Edmonton or Calgary, the Employer shall:

- (i) Pay an allowance of One Hundred and Seventy Four Dollars (\$174.00) 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) kilometer radius from the center of Edmonton or Calgary, the Employer shall:

- (i) Provide a negotiated transportation allowance, not to exceed scheduled airline airfare where scheduled air service is available, or pay an allowance of Three Hundred and Twelve Dollars (\$312.00) where airline service is not available, after Thirty Five (35) calendar days of employment on the job and thereafter for each subsequent Thirty Five (35) calendar days of employment on the job.

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

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

- (d) The Rotational Leave Allowance (Turnarounds - Industrial) payable as per 8.03 (a) and (b) shall be subject to review in January 2016, January 2017 and January 2018. In the event that there is an adjustment in the vehicle allowance, pursuant to Article 8.01 (b) (ii) for 2016, 2017 and 2018, each allowance amount shall be adjusted by the same percentage adjustment as the vehicle allowance adjustment, effective the first pay period following May 1st of the respective year. For example, if for 2016, the vehicle allowance is increased by Four (4%) Percent, each

allowance shall be increased by Four (4%) Percent, rounded to the nearest dollar, and effective on the first pay period following the 1st of May, 2016.

8.04 **WEEKLY TRANSPORTATION**

On jobs located outside the Free Zones of Edmonton and Calgary when weekly transportation is supplied:

- (a) Transportation shall meet the requirements of Article 8.01(c)
- (b) Employees may choose the option of utilizing weekly transportation at the time of hire.
- (c) Employees who choose this option shall not be entitled to initial/return, rotation allowances.
- (d) Where new transportation routes are established Employees may select the option of weekly transportation and such Employees will not be required to return any initial/return, rotation allowance received.
- (e) Employees, who choose to receive initial/return, rotation allowances, may use the supplied transportation for their initial trip to the job in lieu of the initial travel allowance.
- (f) Notwithstanding the foregoing, Employees who have selected weekly transportation, and who are hired or terminated on a day when weekly transportation is not scheduled, shall be entitled to cost of one way commercial bus fare to Edmonton, Calgary, established transportation pick up point or job. Transportation or taxi fare from the job to the bus terminal will be provided.
- (g) Employees who have selected weekly transportation are allowed rotation leave as per Article 8.03.

8.05 **LOCAL RESIDENTS**

- (a) A Local Resident shall mean an Employee who:

Is a member of the Union and has resided within a Seventy Five (75) kilometer radius of the center of a job site which is beyond daily commuting distance from Edmonton or Calgary and whose principle residence is the place where he/she, in the settled routine of his/her life, regularly, normally or customarily lives, with the underlying premise that everyone must be resident somewhere. Residency shall be determined as per Local Union Hiring Procedures and shall be validated upon request.

- (b) Local Residents residing within a Forty Five (45) kilometer 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) kilometer radius and a Seventy Five (75) kilometer radius of the job site shall not be entitled to receive initial and return travel allowance,

room and board or subsistence, or camp accommodations, or rotational leave provisions, but shall be paid a travel allowance of Thirty Six Dollars (\$36.00) per day worked to cover transportation expenses and travel allowance, or if transportation is supplied by the Employer, a daily travel allowance of Nineteen Dollars (\$19.00) will be paid for each day worked.

- (c) Where a camp kitchen is established, and on jobs where camp residents may go to the camp kitchen for the noon meal Local Residents will also be entitled to the noon meal.

Local Residents are not entitled to bag lunches.

On Jobs where soup is provided to the job site Local Residents are entitled to soup.

- (d) Where a Local Resident is required to work overtime, he shall be entitled to overtime meals in accordance with this Agreement.
- (e) The Parties agree that the early participation of qualified Local Residents 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.
- (f) 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.
- (g) For the purposes of determining local residents in the Fort McMurray area, residents of Anzac and Saprae Creek will be considered to be residents of Fort McMurray for projects north of Fort McMurray and residents of Fort McKay will be considered to be residents of Fort McMurray for projects located south of Fort McMurray.

8.06 **ACCOMMODATION, ROOM & BOARD**

On jobs located outside the Free Zone when Employees do not return daily to the Free Zone the Employer shall:

Provide a camp or arrange for and provide suitable commercial accommodations and meals or pay per diem.

The Parties agree that wherever practical and workable, 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 a per diem allowance. However, any of these Three (3) options will satisfy the Employer's obligations pursuant to this Article.

- (a) Where camps are provided, all camps must meet the specifications as negotiated by the Building Trades of Alberta and Construction Labour Relations, an Alberta Association 2010 – 2018 Camp Rules and Regulations, or any successor thereto. Where a camp is provided, all

Employees shall use the facilities of the camp at no cost to the Employee. Camp facilities shall be available Seven (7) days per week.

Should an Employee residing in camp accommodation be requested by the Employer or the **Client's designated camp management personnel to move to another room or camp, they shall** be provided adequate time during working hours to do so, or they shall be paid Two (2) hours at the Classification Basic Hourly Rate to carry out the move. Transportation will be provided by the Employer if requested by the Employee.

All grievances concerning the Camp Agreement will be resolved through the grievance procedure provided in the current BTA/CLRA Camp Rules and Regulations.

- (b) Where commercial accommodations are provided, the Employer shall pay the actual costs of meals and accommodations for days worked unless the Employees cannot return home on weekends. Where rooms are available, there shall be One (1) Employee per room.

On jobs outside a Two Hundred and Fifty (250) kilometer radius of Edmonton or Calgary, the Employer shall provide accommodation for the day prior to the first shift if the Employee chooses to travel to the job the day prior to the first shift.

In the event that any difference arises respecting the adequacy of accommodation provided by the Employer, the difference shall be referred to a balanced committee of appointees of the Union and the ECAA, which committee shall make a final and binding decision within Five (5) days from the date of referral.

- (c) Where Per Diem is paid:

- (i) On jobs within a Four Hundred and Seventy Five (475) kilometer radius of Edmonton or Calgary, (excluding National Parks)

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 worked inclusive of GST, however, reimbursement toward such expenses in the following areas shall be as follows:

- Fort McMurray – One Hundred and Ninety Five Dollars (\$195.00) per day worked inclusive of GST.
- Lloydminster - One Hundred and Sixty Dollars (\$160.00) per day worked inclusive of GST.
- Canmore/Exshaw, Drumheller – One Hundred and Fifty Five Dollars (\$155.00) per day worked inclusive of GST.
- Athabasca, Bonnyville, Cold Lake, Elk Point/Vermillion, Fox Creek, Grande Cache, Grand Prairie, Hanna, Hinton, Peace River, Rocky Mountain House, Whitecourt - One Hundred and Fifty Dollars (\$150.00) per day worked inclusive of GST.
- Hardisty, Wainwright - One Hundred and Forty Five Dollars (\$145.00) per day worked inclusive of GST.
- Caroline, Medicine Hat, Pincher Creek/Waterton - One Hundred and Forty Dollars (\$140.00) per day worked inclusive of GST.

- Empress, Forestburg, Red Deer - One Hundred and Thirty Five Dollars (135.00) per day worked inclusive of GST.
- Edson - One Hundred and Twenty Five Dollars (\$125.00) per day worked inclusive of GST.
- Camrose, Stettler - One Hundred and Twenty Dollars (\$120.00) per day worked inclusive of GST.
- Swan Hills - One Hundred and Fifteen Dollars (\$115.00) per day worked inclusive of GST.

Per Diem allowance will be paid for any General Holiday which falls on a scheduled workday other than a Monday or Friday (Thursday where a 4-10's workweek schedule is in effect) provided the Employee reports for Work on the workday immediately preceding and following the General Holiday. On jobs outside a Two-Hundred and Fifty (250) kilometer radius of Edmonton or Calgary the Employer shall pay the cost of accommodation for the day prior to the first shift if the Employee chooses to travel to the job the day prior to the first shift and stays the night of the last shift. Receipts must be produced.

- (ii) Applicable beyond a Four Hundred and Seventy Five (475) kilometer radius of the Cities of Edmonton and Calgary (excluding National Parks and Northwest Territories).

On a Seven (7) days per week basis:

Reimbursement towards 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 inclusive of GST.

Employees failing to report for work on the workday immediately preceding and following a weekend or General Holiday will receive the above for days worked only.

- (iii) When an Employee is directed or dispatched to work on a project in an area where all available accommodation is inflated in price, the Employer will provide suitable room and board or the subsistence allowance shall be reviewed and, if necessary, adjusted by the following procedure:

The subsistence allowance can be adjusted by mutual consent between the Employer/ECAA and the Union, or referred to the Subsistence Review Committee who shall review the cost of hotels and meals and set a rate, or adjust a rate to reasonably cover the costs.

The Subsistence Review Committee will consist of:

- One (1) representative appointed by the Building Trades of Alberta;
- One (1) representative appointed by the Coordinating Committee of Registered Employers' Organizations;
- One (1) representative appointed by the National Maintenance Council; and

- One (1) representative appointed by the Boilermakers Contractors Association on behalf of Contractors signatory to the National Maintenance Agreement and/or the General Maintenance Agreement.

The decision of the Subsistence Review Committee shall be binding.

Should conditions warrant the payment of a greater amount, or where agreed on at a pre-job conference, then such amount shall prevail and be paid.

- (iv) Employees may request in writing an advance of per diem allowance upon initial hire.

It shall be paid to the Employee by cheque or direct deposit as per Article 6.05 (a).

Applicable to all regions: Employees unable to work due to legitimate illness, material shortage, job-site conditions, or inclement weather shall receive their board and room or daily allowance. Employees unable to work subject to any of the above stated conditions must remain at the accommodation paid for by the Employer to be eligible for board and room or daily allowance and further, where the Employee is unable to work due to **illness he must also provide a doctor's note confirming such illness.**

Employees who leave the job prior to the end of shift without the consent of the Employer will not be entitled to per diem for the day.

Employees who leave the job prior to the end of shift with the consent of the Employer will be entitled to a full day per diem if at least one half of the shift is worked.

Employees who leave the job prior to the end of the shift with the consent of the **Employer will be entitled to one half day's per diem if less than one half of the shift is worked.**

- 8.07 On jobs located outside the Free Zone, for the purpose of calculating contributions to the Electrical Industry Benefit Trust Funds as contained in Article Eleven of this Agreement traveling allowance **outside a regular day's work shall not be considered as time worked.**

ARTICLE NINE - FOREMEN AND WORKING CONDITIONS

- 9.01 (a) More than Five (5) Journeymen on a job, One (1) shall be a Foreman who may supervise not more than Ten (10) Journeymen, including any Sub-foremen.
- (b) A Sub-foreman may supervise not more than Four (4) Journeymen.
- (c) Three (3) Foremen on a job, the Employer shall employ a General Foreman.
- (d) General Foremen and Foremen having more than Four (4) Journeymen under their supervision shall not work with the tools of their trade.

- (e) General Foremen, Foremen, and Sub-foremen shall be Journeymen members of the Local Union. Upon presentation of suitable evidence that no qualified Journeymen members of the Local Union are willing, or available to be General Foreman, Foreman, or Sub-foreman, the Local Union may consent to have members of other IBEW Local Unions fulfill these positions, such consent will not be unduly withheld.
- (f) Sub-foreman, Foreman and General Foreman who have completed Better Supervision, Leadership in Safety Excellence and hold the ICCS (Industrial Construction Crew Supervisor) designation shall be paid an additional premium of One Dollar (\$1.00) per hour to the Basic Hourly Rates identified in Article 10.

Effective May 07, 2017, the ICCS premium shall increase to One Dollar and Fifty Cents (\$1.50). **This premium shall be paid on an "hours worked" basis, and shall not multiply on overtime hours.**

- (g) The classification of a job shall be a unit of work covered by an electrical permit.

9.02 On all work coming under the terms of this Agreement, where General Foremen and Foremen are employed, orders shall be given in the sequence of authority.

9.03 Personal Facilities: On jobs under the terms of this Agreement every Employer shall:

- (a) Ensure that flush toilets are provided on all jobs as soon as job conditions permit. Where job conditions do not permit, then other conditions will be agreed to between the Employer and Union. These facilities shall be properly heated and will be maintained in a clean and sanitary condition, and subject to Union and Health Department Inspection. In the event that proper facilities as described above are not provided, no Employee will be penalized for leaving the job in the case of necessity;
- (b) Where more than Seven (7) **Employees are employed, provide heated storage for Employees'** clothing which will be a minimum of Two (2) meters from any wall to the edge of the table, unless a proper barrier is in place;
- (c) Provide safe drinking water and cups at all times, which shall be properly cooled in warm weather; and
- (d) Provide facilities of adequate size to ensure his Employees a proper place to eat. Each Employee shall be given table space at standard-size tables (30" wide and 15" in depth). These facilities shall be heated and kept clean.

9.04 The Employer will provide all special equipment and protective devices and adequately fitting clothing as required by the Alberta Safety Codes Act and Occupational Health and Safety Act, pursuant to all regulations established there under. For female Employees, the Employer will provide safety equipment (harnesses) suited for females.

9.05 Where Employees are required to work on energized circuits or equipment of Four-Hundred and Eighty (480) volts or higher, phase to phase, Two (2) Journeymen shall work together at all times.

- 9.06 The Employer will provide adequately fitting rain jackets, rain pants and rubber boots when the Employee is required to work in the rain. The Employer will provide rubber boots when the Employee is required to work in water or severe muddy conditions.
- 9.07 When Employees are required to perform work outside the jurisdiction of the Local Union, where a higher wage prevails, they shall be paid at such higher rate.
- 9.08 The Employer shall, when making reductions to the work force, use the following sequence in each classification as identified in Appendix A:
- (a) Non-members of the IBEW
 - (b) Members of other IBEW Local Unions
 - (c) Members of the Union.
 - (d) Notwithstanding the above, Employees on a Project may be offered the opportunity to exercise the option to accept a voluntary layoff when there are layoffs planned on the Project. In such cases this option will be offered to members of the Union first, Members of other IBEW Local Unions second, and Non members of the IBEW third.
- 9.09 The Employer shall provide:
- (a) Protective leather gloves, safety glasses and goggles for Employees required to work with welders. Welders, in addition to safety hats, shall be provided with adequately fitting welding gloves, goggles and welding helmets.
 - (b) Adequately fitting protective clothing where acids, chemicals, grease, dust or fibers prevail.
 - (c) Cleaning of protective clothing before re-issue.
 - (d) Fire retardant coveralls will be provided where required, and fire retardant parkas will be provided between the months of October through March.

All such protective clothing and equipment shall be returned by the Employee when no longer required, or upon termination of employment.

- 9.10 Welding Tests
- (a) If the Employer requires a welder's test that is different from the Alberta Government requirements, the Employer shall pay for the test.
 - (b) **See CWB Letter of Understanding (Appendix "I"). For successful candidates the Employer shall also pay, at the Classification Basic Hourly Rate, for the time to take the test, plus, if applicable, all travel time or travel allowance, travel expenses and subsistence.**
 - (c) For welder tests other than CWB, the Employer shall also pay the successful candidates at the Classification Basic Hourly Rate for the time to take the test plus, if applicable, all travel or travel allowance, travel expenses and subsistence.

- (d) The successful candidate agrees to start working for the Employer or forfeit all costs and payments in (c) above.

ARTICLE TEN – INDUSTRIAL WAGES AND BENEFIT SCHEDULES

10.01 POTENTIAL ADJUSTMENT TO WAGE AND BENEFIT SCHEDULE

During bargaining of the 2015 - 2019 Collective Agreement the parties agreed that the wage schedules in Article 10 could be modified depending upon the rate of inflation in Alberta and/or Oil Prices. Potential adjustments could occur only for May 1, 2016, November 6, 2016 and/or May 7, 2017, November 5, 2017 and/or May 6, 2018, November 4, 2018 time periods. It is agreed between the parties that the processes identified in **Appendix "L"** would **cause** the wage schedule for any one or more of the above mentioned time periods to be adjusted.

ARTICLE TEN- INDUSTRIAL WAGES AND BENEFIT SCHEDULES

10.02 EFFECTIVE MAY 01, 2015 STRAIGHT TIME

| Classification | Basic Hourly Rate % | Basic Hourly Rate \$ | 10% Vacation & General Holiday Pay | Insurance Benefit Trust Fund | Pension Trust Fund | Education Trust Fund | Contractor RRSP | Gross Hourly Pay |
|---------------------|------------------------------|-------------------------------|---|------------------------------------|--------------------------|----------------------------|--------------------|------------------------|
| GEN. FOREMAN | 125 | 58.98 | 5.898 | 2.00 | 6.35 | 0.40 | 0.00 | 73.63 |
| • ICCS GEN FOREMAN | •125 | 59.98 | 5.998 | 2.00 | 6.35 | 0.40 | 0.00 | 74.73 |
| FOREMAN | 117 | 55.20 | 5.520 | 2.00 | 6.35 | 0.40 | 0.00 | 69.47 |
| • ICCS FOREMAN | •117 | 56.20 | 5.620 | 2.00 | 6.35 | 0.40 | 0.00 | 70.57 |
| SUB-FOREMAN | 108 | 50.95 | 5.095 | 2.00 | 6.35 | 0.40 | 0.00 | 64.80 |
| • ICCS SUB-FOREMAN | •108 | 51.95 | 5.195 | 2.00 | 6.35 | 0.40 | 0.00 | 65.90 |
| * JOURNEYMAN | 100 | 47.18 | 4.718 | 2.00 | 6.35 | 0.40 | 0.00 | 60.65 |
| 4TH YEAR APPRENTICE | 80 | 37.74 | 3.774 | 2.00 | 6.35 | 0.40 | 0.00 | 50.26 |
| 3RD YEAR APPRENTICE | 70 | 33.03 | 3.303 | 2.00 | 6.35 | 0.40 | 0.00 | 45.08 |
| 2ND YEAR APPRENTICE | 60 | 28.31 | 2.831 | 2.00 | 6.35 | 0.40 | 0.00 | 39.89 |
| 1ST YEAR APPRENTICE | 50 | 23.59 | 2.359 | 2.00 | 6.35 | 0.40 | 0.00 | 34.70 |

* Includes Electrician (Inside Wireman), Power Systems Electrician, Welder, Instrument Technician, Lineman and Operator (Equipment)
Union dues (Article 4.08)

Additional Union Dues - \$0.06/hour worked (Article 4.08 & 11.04 (c) (i))

Additional R.R.S.P. - \$1.00/hour worked (Gen. Foreman, Foreman, Sub-Foreman & Journeyman) Article 11.04 (c) (ii)

ECAA Industry Fund - \$0.10/hour worked (Appendix 'C')

- Additional Better Supervision, LSE, ICCS Supervisor Premium - \$1.00/hour worked (Gen. Foreman, Foreman, Sub-Foreman) Article 9.01(f)
- RSAP - \$0.08/hour worked (Letter of Understanding Appendix "K")

ARTICLE TEN- INDUSTRIAL WAGES AND BENEFIT SCHEDULES

10.02 EFFECTIVE MAY 01, 2015

WHEN OVERTIME IS WORKED AT 1 1/2 TIMES THE HOURLY RATE

| Classification | Basic Hourly Rate % | Basic Hourly Rate \$ | 10% Vacation & General Holiday Pay | Insurance Benefit Trust Fund | Pension Trust Fund | Education Trust Fund | Contractor RRSP | Gross Hourly Pay |
|---------------------|------------------------------|-------------------------------|---|------------------------------------|--------------------------|----------------------------|--------------------|------------------------|
| GEN. FOREMAN | 125 | 88.47 | 8.847 | 2.33 | 8.21 | 0.40 | 3.28 | 111.54 |
| • ICCS GEN FOREMAN | •125 | 89.47 | 8.947 | 2.33 | 8.21 | 0.40 | 3.28 | 112.64 |
| FOREMAN | 117 | 82.80 | 8.280 | 2.33 | 8.21 | 0.40 | 2.93 | 104.95 |
| • ICCS FOREMAN | •117 | 83.80 | 8.380 | 2.33 | 8.21 | 0.40 | 2.93 | 106.05 |
| SUB-FOREMAN | 108 | 76.43 | 7.643 | 2.33 | 8.21 | 0.40 | 2.54 | 97.55 |
| • ICCS SUB-FOREMAN | •108 | 77.43 | 7.743 | 2.33 | 8.21 | 0.40 | 2.54 | 98.65 |
| * JOURNEYMAN | 100 | 70.77 | 7.077 | 2.33 | 8.21 | 0.40 | 2.19 | 90.98 |
| 4TH YEAR APPRENTICE | 80 | 56.61 | 5.661 | 2.33 | 8.21 | 0.40 | 1.31 | 74.52 |
| 3RD YEAR APPRENTICE | 70 | 49.55 | 4.955 | 2.33 | 8.21 | 0.40 | 0.87 | 66.32 |
| 2ND YEAR APPRENTICE | 60 | 42.47 | 4.247 | 2.33 | 8.21 | 0.40 | 0.44 | 58.10 |
| 1ST YEAR APPRENTICE | 50 | 35.39 | 3.539 | 2.33 | 8.21 | 0.40 | 0.00 | 49.87 |

* Includes Electrician (Inside Wireman), Power Systems Electrician, Welder, Instrument Technician, Lineman and Operator (Equipment)
Union dues (Article 4.08)

Additional Union Dues - \$0.06/hour worked (Article 4.08 & 11.04 (c) (i))

Additional R.R.S.P. - \$1.00/hour worked (Gen. Foreman, Foreman, Sub-Foreman & Journeyman) Article 11.04 (c) (ii)

ECAA Industry Fund - \$0.10/hour worked (Appendix 'C')

- Additional Better Supervision, LSE, ICCS Supervisor Premium - \$1.00/hour worked (Gen. Foreman, Foreman, Sub-Foreman) Article 9.01(f)
- RSAP - \$0.08/hour worked (Letter of Understanding Appendix "K")

ARTICLE TEN- INDUSTRIAL WAGES AND BENEFIT SCHEDULES

10.02 EFFECTIVE MAY 01, 2015

WHEN OVERTIME IS WORKED AT 2 TIMES THE HOURLY RATE

| Classification | Basic Hourly Rate % | Basic Hourly Rate \$ | 10% Vacation & General Holiday Pay | Insurance Benefit Trust Fund | Pension Trust Fund | Education Trust Fund | Contractor RRSP | Gross Hourly Pay |
|---------------------|------------------------------|-------------------------------|---|------------------------------------|--------------------------|----------------------------|--------------------|------------------------|
| GEN. FOREMAN | 125 | 117.96 | 11.796 | 2.65 | 10.08 | 0.40 | 6.56 | 149.45 |
| • ICCS GEN FOREMAN | •125 | 118.96 | 11.896 | 2.65 | 10.08 | 0.40 | 6.56 | 150.55 |
| FOREMAN | 117 | 110.40 | 11.040 | 2.65 | 10.08 | 0.40 | 5.86 | 140.43 |
| • ICCS FOREMAN | •117 | 111.40 | 11.140 | 2.65 | 10.08 | 0.40 | 5.86 | 141.53 |
| SUB-FOREMAN | 108 | 101.90 | 10.190 | 2.65 | 10.08 | 0.40 | 5.07 | 130.29 |
| • ICCS SUB-FOREMAN | •108 | 102.90 | 10.290 | 2.65 | 10.08 | 0.40 | 5.07 | 131.39 |
| * JOURNEYMAN | 100 | 94.36 | 9.436 | 2.65 | 10.08 | 0.40 | 4.37 | 121.30 |
| 4TH YEAR APPRENTICE | 80 | 75.48 | 7.548 | 2.65 | 10.08 | 0.40 | 2.62 | 98.78 |
| 3RD YEAR APPRENTICE | 70 | 66.06 | 6.606 | 2.65 | 10.08 | 0.40 | 1.75 | 87.55 |
| 2ND YEAR APPRENTICE | 60 | 56.62 | 5.662 | 2.65 | 10.08 | 0.40 | 0.87 | 76.28 |
| 1ST YEAR APPRENTICE | 50 | 47.18 | 4.718 | 2.65 | 10.08 | 0.40 | 0.00 | 65.03 |

* Includes Electrician (Inside Wireman), Power Systems Electrician, Welder, Instrument Technician, Lineman and Operator (Equipment)
Union dues (Article 4.08)

Additional Union Dues - \$0.06/hour worked (Article 4.08 & 11.04 (c) (i))

Additional R.R.S.P. - \$1.00/hour worked (Gen. Foreman, Foreman, Sub-Foreman & Journeyman) Article 11.04 (c) (ii)

ECAA Industry Fund - \$0.10/hour worked (Appendix 'C')

- Additional Better Supervision, LSE, ICCS Supervisor Premium-\$1.00/hour worked (Gen. Foreman, Foreman, Sub-Foreman) Article 9.01(f)
- RSAP - \$0.08/hour worked (Letter of Understanding Appendix "K")

ARTICLE TEN- INDUSTRIAL WAGES AND BENEFIT SCHEDULES

10.03 EFFECTIVE NOVEMBER 01, 2015 STRAIGHT TIME

| Classification | Basic Hourly Rate % | Basic Hourly Rate | 10% Vacation & General Holiday Pay | Insurance Benefit Trust Fund | Pension Trust Fund | Education Trust Fund | Contractor RRSP | Gross Hourly Pay |
|---------------------|---------------------|-------------------|------------------------------------|------------------------------|--------------------|----------------------|-----------------|------------------|
| GEN. FOREMAN | 125 | 58.98 | 5.898 | 2.00 | 6.35 | 0.40 | 0.00 | 73.63 |
| • ICCS GEN FOREMAN | •125 | 59.98 | 5.998 | 2.00 | 6.35 | 0.40 | 0.00 | 74.73 |
| FOREMAN | 117 | 55.20 | 5.520 | 2.00 | 6.35 | 0.40 | 0.00 | 69.47 |
| • ICCS FOREMAN | •117 | 56.20 | 5.620 | 2.00 | 6.35 | 0.40 | 0.00 | 70.57 |
| SUB-FOREMAN | 108 | 50.95 | 5.095 | 2.00 | 6.35 | 0.40 | 0.00 | 64.80 |
| • ICCS SUB-FOREMAN | •108 | 51.95 | 5.195 | 2.00 | 6.35 | 0.40 | 0.00 | 65.90 |
| * JOURNEYMAN | 100 | 47.18 | 4.718 | 2.00 | 6.35 | 0.40 | 0.00 | 60.65 |
| 4TH YEAR APPRENTICE | 80 | 37.74 | 3.774 | 2.00 | 6.35 | 0.40 | 0.00 | 50.26 |
| 3RD YEAR APPRENTICE | 70 | 33.03 | 3.303 | 2.00 | 6.35 | 0.40 | 0.00 | 45.08 |
| 2ND YEAR APPRENTICE | 60 | 28.31 | 2.831 | 2.00 | 6.35 | 0.40 | 0.00 | 39.89 |
| 1ST YEAR APPRENTICE | 50 | 23.59 | 2.359 | 2.00 | 6.35 | 0.40 | 0.00 | 34.70 |

- * Includes Electrician (Inside Wireman), Power Systems Electrician, Welder, Instrument Technician, Lineman and Operator (Equipment)
 Union dues (Article 4.08)
 Additional Union Dues - \$0.06/hour worked (Article 4.08 & 11.04 (c) (i))
 Additional R.R.S.P. - \$1.00/hour worked (Gen. Foreman, Foreman, Sub-Foreman & Journeyman) Article 11.04 (c) (ii)
 ECAA Industry Fund - \$0.12/hour worked (Appendix 'C')
- Additional Better Supervision, LSE, ICCS Supervisor Premium - \$1.00/hour worked (Gen. Foreman, Foreman, Sub-Foreman) Article 9.01(f)
 RSAP - \$0.08/hour worked (Letter of Understanding Appendix "K")

ARTICLE TEN- INDUSTRIAL WAGES AND BENEFIT SCHEDULES

10.03 EFFECTIVE NOVEMBER 01, 2015

WHEN OVERTIME IS WORKED AT 1 1/2 TIMES THE HOURLY RATE

| Classification | Basic Hourly Rate % | Basic Hourly Rate \$ | 10% Vacation & General Holiday Pay | Insurance Benefit Trust Fund | Pension Trust Fund | Education Trust Fund | Contractor RRSP | Gross Hourly Pay106.06 |
|---------------------|------------------------------|-------------------------------|---|------------------------------------|--------------------------|----------------------------|--------------------|------------------------------|
| GEN. FOREMAN | 125 | 88.47 | 8.847 | 2.33 | 8.21 | 0.40 | 3.28 | 111.54 |
| • ICCS GEN FOREMAN | •125 | 89.47 | 8.947 | 2.33 | 8.21 | 0.40 | 3.28 | 112.64 |
| FOREMAN | 117 | 82.80 | 8.280 | 2.33 | 8.21 | 0.40 | 2.93 | 104.95 |
| 1• ICCS FOREMAN | •117 | 83.80 | 8.380 | 2.33 | 8.21 | 0.40 | 2.93 | 106.05 |
| SUB-FOREMAN | 108 | 76.43 | 7.643 | 2.33 | 8.21 | 0.40 | 2.54 | 97.55 |
| • ICCS SUB-FOREMAN | •108 | 77.43 | 7.743 | 2.33 | 8.21 | 0.40 | 2.54 | 98.65 |
| * JOURNEYMAN | 100 | 70.77 | 7.077 | 2.33 | 8.21 | 0.40 | 2.19 | 90.98 |
| 4TH YEAR APPRENTICE | 80 | 56.61 | 5.661 | 2.33 | 8.21 | 0.40 | 1.31 | 74.52 |
| 3RD YEAR APPRENTICE | 70 | 49.55 | 4.955 | 2.33 | 8.21 | 0.40 | 0.87 | 66.32 |
| 2ND YEAR APPRENTICE | 60 | 42.47 | 4.247 | 2.33 | 8.21 | 0.40 | 0.44 | 58.10 |
| 1ST YEAR APPRENTICE | 50 | 35.39 | 3.539 | 2.33 | 8.21 | 0.40 | 0.00 | 49.87 |

- * Includes Electrician (Inside Wireman), Power Systems Electrician, Welder, Instrument Technician, Lineman and Operator (Equipment)
Union dues (Article 4.08)
Additional Union Dues - \$0.06/hour worked (Article 4.08 & 11.04 (c) (i))
Additional R.R.S.P. - \$1.00/hour worked (Gen. Foreman, Foreman, Sub-Foreman & Journeyman) Article 11.04 (c) (ii)
ECAA Industry Fund - \$0.12/hour worked (Appendix 'C')
- Additional Better Supervision, LSE, ICCS Supervisor Premium - \$1.00/hour worked (Gen. Foreman, Foreman, Sub-Foreman) Article 9.01(f)
RSAP - \$0.08/hour worked (Letter of Understanding Appendix "K")

ARTICLE TEN- INDUSTRIAL WAGES AND BENEFIT SCHEDULES

10.03 EFFECTIVE NOVEMBER 01, 2015

WHEN OVERTIME IS WORKED AT 2 TIMES THE HOURLY RATE

| Classification | Basic Hourly Rate % | Basic Hourly Rate \$ | 10% Vacation & General Holiday Pay | Insurance Benefit Trust Fund | Pension Trust Fund | Education Trust Fund | Contractor RRSP | Gross Hourly Pay |
|---------------------|------------------------------|-------------------------------|---|------------------------------------|--------------------------|----------------------------|--------------------|------------------------|
| 0.2GEN. FOREMAN | 125 | 117.96 | 11.796 | 2.65 | 10.08 | 0.40 | 6.56 | 149.55 |
| • ICCS GEN FOREMAN | •125 | 118.96 | 11.896 | 2.65 | 10.08 | 0.40 | 6.56 | 150.55 |
| FOREMAN | 117 | 110.40 | 11.040 | 2.65 | 10.08 | 0.40 | 5.86 | 140.43 |
| • ICCS FOREMAN | •117 | 111.40 | 11.140 | 2.65 | 10.08 | 0.40 | 5.86 | 141.53 |
| SUB-FOREMAN | 108 | 101.90 | 10.190 | 2.65 | 10.08 | 0.40 | 5.07 | 130.29 |
| • ICCS SUB-FOREMAN | •108 | 102.90 | 10.290 | 2.65 | 10.08 | 0.40 | 5.07 | 131.39 |
| .39* JOURNEYMAN | 100 | 94.36 | 9.436 | 2.65 | 10.08 | 0.40 | 4.37 | 121.30 |
| 4TH YEAR APPRENTICE | 80 | 75.48 | 7.548 | 2.65 | 10.08 | 0.40 | 2.62 | 98.78 |
| 3RD YEAR APPRENTICE | 70 | 66.06 | 6.606 | 2.65 | 10.08 | 0.40 | 1.75 | 87.55 |
| 2ND YEAR APPRENTICE | 60 | 56.62 | 5.662 | 2.65 | 10.08 | 0.40 | 0.87 | 76.28 |
| 1ST YEAR APPRENTICE | 50 | 47.18 | 4.718 | 2.65 | 10.08 | 0.40 | 0.00 | 65.03 |

* Includes Electrician (Inside Wireman), Power Systems Electrician, Welder, Instrument Technician, Lineman and Operator (Equipment)
Union dues (Article 4.08)

Additional Union Dues - \$0.06/hour worked (Article 4.08 & 11.04 (c) (i))

Additional R.R.S.P. - \$1.00/hour worked (Gen. Foreman, Foreman, Sub-Foreman & Journeyman) Article 11.04 (c) (ii)

ECAA Industry Fund - \$0.12/hour worked (Appendix 'C')

- Additional Better Supervision, LSE, ICCS Supervisor Premium-\$1.00/hour worked (Gen. Foreman, Foreman, Sub-Foreman) Article 9.01(f)
- RSAP - \$0.08/hour worked (Letter of Understanding Appendix "K")

ARTICLE TEN- INDUSTRIAL WAGES AND BENEFIT SCHEDULES

10.04 EFFECTIVE MAY 01, 2016 STRAIGHT TIME

| Classification | Basic Hourly Rate % | Basic Hourly Rate \$ | 10% Vacation & General Holiday Pay | Insurance Benefit Trust Fund | Pension Trust Fund | Education Trust Fund | Contractor RRSP | Gross Hourly Pay |
|---------------------|------------------------------|-------------------------------|---|------------------------------------|--------------------------|----------------------------|--------------------|------------------------|
| GEN. FOREMAN | 125 | | | | | | | |
| • ICCS GEN FOREMAN | •125 | | | | | | | |
| FOREMAN | 117 | | | | | | | |
| • ICCS FOREMAN | •117 | | | | | | | |
| SUB-FOREMAN | 108 | | | | | | | |
| • ICCS SUB-FOREMAN | •108 | | | | | | | |
| * JOURNEYMAN | 100 | | | | | | | |
| 4TH YEAR APPRENTICE | 80 | | | | | | | |
| 3RD YEAR APPRENTICE | 70 | | | | | | | |
| 2ND YEAR APPRENTICE | 60 | | | | | | | |
| 1ST YEAR APPRENTICE | 50 | | | | | | | |

- * Includes Electrician (Inside Wireman), Power Systems Electrician, Welder, Instrument Technician, Lineman and Operator (Equipment)
Union dues (Article 4.08)
Additional Union Dues - \$0.06/hour worked (Article 4.08 & 11.04 (c) (i))
Additional R.R.S.P. - \$1.00/hour worked (Gen. Foreman, Foreman, Sub-Foreman & Journeyman) Article 11.04 (c) (ii)
ECAA Industry Fund - \$0.12/hour worked (Appendix 'C')
- Additional Better Supervision, LSE, ICCS Supervisor Premium - \$1.00/hour worked (Gen. Foreman, Foreman, Sub-Foreman) Article 9.01(f)
RSAP - \$0.08/hour worked (Letter of Understanding Appendix "K")

A 2016 wage adjustment shall be made to the May 1, 2016 and November 6, 2016 wage schedules as per the process identified in Appendix "L".

ARTICLE TEN- INDUSTRIAL WAGES AND BENEFIT SCHEDULES

10.04 EFFECTIVE MAY 01, 2016

WHEN OVERTIME IS WORKED AT 1 1/2 TIMES THE HOURLY RATE

| Classification | Basic Hourly Rate % | Basic Hourly Rate \$ | 10% Vacation & General Holiday Pay | Insurance Benefit Trust Fund | Pension Trust Fund | Education Trust Fund | Contractor RRSP | Gross Hourly Pay |
|---------------------|---------------------|----------------------|------------------------------------|------------------------------|--------------------|----------------------|-----------------|------------------|
| GEN. FOREMAN | 125 | | | | | | | |
| • ICCS GEN FOREMAN | •125 | | | | | | | |
| FOREMAN | 117 | | | | | | | |
| • ICCS FOREMAN | •117 | | | | | | | |
| SUB-FOREMAN | 108 | | | | | | | |
| • ICCS SUB-FOREMAN | •108 | | | | | | | |
| * JOURNEYMAN | 100 | | | | | | | |
| 4TH YEAR APPRENTICE | 80 | | | | | | | |
| 3RD YEAR APPRENTICE | 70 | | | | | | | |
| 2ND YEAR APPRENTICE | 60 | | | | | | | |
| 1ST YEAR APPRENTICE | 50 | | | | | | | |

- * Includes Electrician (Inside Wireman), Power Systems Electrician, Welder, Instrument Technician, Lineman and Operator (Equipment)
 Union dues (Article 4.08)
 Additional Union Dues - \$0.06/hour worked (Article 4.08 & 11.04 (c) (i))
 Additional R.R.S.P. - \$1.00/hour worked (Gen. Foreman, Foreman, Sub-Foreman & Journeyman) Article 11.04 (c) (ii)
 ECAA Industry Fund - \$0.12/hour worked (Appendix 'C')
- Additional Better Supervision, LSE, ICCS Supervisor Premium - \$1.00/hour worked (Gen. Foreman, Foreman, Sub-Foreman) Article 9.01(f)
 RSAP - \$0.08/hour worked (Letter of Understanding Appendix "K")

A 2016 wage adjustment shall be made to the May 1, 2016 and November 6, 2016 wage schedules as per the process identified in Appendix "L".

ARTICLE TEN- INDUSTRIAL WAGES AND BENEFIT SCHEDULES

10.04 EFFECTIVE MAY 01, 2016

WHEN OVERTIME IS WORKED AT 2 TIMES THE HOURLY RATE

| Classification | Basic Hourly Rate % | Basic Hourly Rate \$ | 10% Vacation & General Holiday Pay | Insurance Benefit Trust Fund | Pension Trust Fund | Education Trust Fund | Contractor RRSP | Gross Hourly Pay |
|---------------------|---------------------|----------------------|------------------------------------|------------------------------|--------------------|----------------------|-----------------|------------------|
| GEN. FOREMAN | 125 | | | | | | | |
| • ICCS GEN FOREMAN | •125 | | | | | | | |
| FOREMAN | 117 | | | | | | | |
| • ICCS FOREMAN | •117 | | | | | | | |
| SUB-FOREMAN | 108 | | | | | | | |
| • ICCS SUB-FOREMAN | •108 | | | | | | | |
| * JOURNEYMAN | 100 | | | | | | | |
| 4TH YEAR APPRENTICE | 80 | | | | | | | |
| 3RD YEAR APPRENTICE | 70 | | | | | | | |
| 2ND YEAR APPRENTICE | 60 | | | | | | | |
| 1ST YEAR APPRENTICE | 50 | | | | | | | |

- * Includes Electrician (Inside Wireman), Power Systems Electrician, Welder, Instrument Technician, Lineman and Operator (Equipment)
 Union dues (Article 4.08)
 Additional Union Dues - \$0.06/hour worked (Article 4.08 & 11.04 (c) (i))
 Additional R.R.S.P. - \$1.00/hour worked (Gen. Foreman, Foreman, Sub-Foreman & Journeyman) Article 11.04 (c) (ii)
 ECAA Industry Fund - \$0.12/hour worked (Appendix 'C')
- Additional Better Supervision, LSE, ICCS Supervisor Premium-\$1.00/hour worked (Gen. Foreman, Foreman, Sub-Foreman) Article 9.01(f)
 RSAP - \$0.08/hour worked (Letter of Understanding Appendix "K")

A 2016 wage adjustment shall be made to the May 1, 2016 and November 6, 2016 wage schedules as per the process identified in Appendix "L".

ARTICLE TEN- INDUSTRIAL WAGES AND BENEFIT SCHEDULES

10.05 EFFECTIVE NOVEMBER 06, 2016 STRAIGHT TIME

| Classification | Basic Hourly Rate % | Basic Hourly Rate \$ | 10% Vacation & General Holiday Pay | Insurance Benefit Trust Fund | Pension Trust Fund | Education Trust Fund | Contractor RRSP | Gross Hourly Pay |
|---------------------|------------------------------|-------------------------------|---|------------------------------------|--------------------------|----------------------------|--------------------|------------------------|
| GEN. FOREMAN | 125 | | | | | | | |
| • ICCS GEN FOREMAN | •125 | | | | | | | |
| FOREMAN | 117 | | | | | | | |
| • ICCS FOREMAN | •117 | | | | | | | |
| SUB-FOREMAN | 108 | | | | | | | |
| • ICCS SUB-FOREMAN | •108 | | | | | | | |
| * JOURNEYMAN | 100 | | | | | | | |
| 4TH YEAR APPRENTICE | 80 | | | | | | | |
| 3RD YEAR APPRENTICE | 70 | | | | | | | |
| 2ND YEAR APPRENTICE | 60 | | | | | | | |
| 1ST YEAR APPRENTICE | 50 | | | | | | | |

* Includes Electrician (Inside Wireman), Power Systems Electrician, Welder, Instrument Technician, Lineman and Operator (Equipment)
Union dues (Article 4.08)

Additional Union Dues - \$0.06/hour worked (Article 4.08 & 11.04 (c) (i))

Additional R.R.S.P. - \$1.00/hour worked (Gen. Foreman, Foreman, Sub-Foreman & Journeyman) Article 11.04 (c) (ii)

ECAA Industry Fund - \$0.12/hour worked (Appendix 'C')

- Additional Better Supervision, LSE, ICCS Supervisor Premium - \$1.00/hour worked (Gen. Foreman, Foreman, Sub-Foreman) Article 9.01(f)
- RSAP - \$0.08/hour worked (Letter of Understanding Appendix "K")

A 2016 wage adjustment shall be made to the May 1, 2016 and November 6, 2016 wage schedules as per the process identified in Appendix "L".

ARTICLE TEN- INDUSTRIAL WAGES AND BENEFIT SCHEDULES

10.05 EFFECTIVE NOVEMBER 06, 2016

WHEN OVERTIME IS WORKED AT 1 1/2 TIMES THE HOURLY RATE

| Classification | Basic Hourly Rate % | Basic Hourly Rate \$ | 10% Vacation & General Holiday Pay | Insurance Benefit Trust Fund | Pension Trust Fund | Education Trust Fund | Contractor RRSP | Gross Hourly Pay |
|---------------------|------------------------------|-------------------------------|---|------------------------------------|--------------------------|----------------------------|--------------------|------------------------|
| GEN. FOREMAN | 125 | | | | | | | |
| • ICCS GEN FOREMAN | •125 | | | | | | | |
| FOREMAN | 117 | | | | | | | |
| • ICCS FOREMAN | •117 | | | | | | | |
| SUB-FOREMAN | 108 | | | | | | | |
| • ICCS SUB-FOREMAN | •108 | | | | | | | |
| * JOURNEYMAN | 100 | | | | | | | |
| 4TH YEAR APPRENTICE | 80 | | | | | | | |
| 3RD YEAR APPRENTICE | 70 | | | | | | | |
| 2ND YEAR APPRENTICE | 60 | | | | | | | |
| 1ST YEAR APPRENTICE | 50 | | | | | | | |

- * Includes Electrician (Inside Wireman), Power Systems Electrician, Welder, Instrument Technician, Lineman and Operator (Equipment)
 Union dues (Article 4.08)
 Additional Union Dues - \$0.06/hour worked (Article 4.08 & 11.04 (c) (i))
 Additional R.R.S.P. - \$1.00/hour worked (Gen. Foreman, Foreman, Sub-Foreman & Journeyman) Article 11.04 (c) (ii)
 ECAA Industry Fund - \$0.12/hour worked (Appendix 'C')
- Additional Better Supervision, LSE, ICCS Supervisor Premium - \$1.00/hour worked (Gen. Foreman, Foreman, Sub-Foreman) Article 9.01(f)
 RSAP - \$0.08/hour worked (Letter of Understanding Appendix "K")

A 2016 wage adjustment shall be made to the May 1, 2016 and November 6, 2016 wage schedules as per the process identified in Appendix "L".

ARTICLE TEN- INDUSTRIAL WAGES AND BENEFIT SCHEDULES

10.05 EFFECTIVE NOVEMBER 06, 2016

WHEN OVERTIME IS WORKED AT 2 TIMES THE HOURLY RATE

| Classification | Basic Hourly Rate % | Basic Hourly Rate \$ | 10% Vacation & General Holiday Pay | Insurance Benefit Trust Fund | Pension Trust Fund | Education Trust Fund | Contractor RRSP | Gross Hourly Pay |
|---------------------|------------------------------|-------------------------------|---|------------------------------------|--------------------------|----------------------------|--------------------|------------------------|
| GEN. FOREMAN | 125 | | | | | | | |
| • ICCS GEN FOREMAN | •125 | | | | | | | |
| FOREMAN | 117 | | | | | | | |
| • ICCS FOREMAN | •117 | | | | | | | |
| SUB-FOREMAN | 108 | | | | | | | |
| • ICCS SUB-FOREMAN | •108 | | | | | | | |
| * JOURNEYMAN | 100 | | | | | | | |
| 4TH YEAR APPRENTICE | 80 | | | | | | | |
| 3RD YEAR APPRENTICE | 70 | | | | | | | |
| 2ND YEAR APPRENTICE | 60 | | | | | | | |
| 1ST YEAR APPRENTICE | 50 | | | | | | | |

* Includes Electrician (Inside Wireman), Power Systems Electrician, Welder, Instrument Technician, Lineman and Operator (Equipment)
Union dues (Article 4.08)

Additional Union Dues - \$0.06/hour worked (Article 4.08 & 11.04 (c) (i))

Additional R.R.S.P. - \$1.00/hour worked (Gen. Foreman, Foreman, Sub-Foreman & Journeyman) Article 11.04 (c) (ii)

ECAA Industry Fund - \$0.12/hour worked (Appendix 'C')

- Additional Better Supervision, LSE, ICCS Supervisor Premium-\$1.00/hour worked (Gen. Foreman, Foreman, Sub-Foreman) Article 9.01(f)
- RSAP - \$0.08/hour worked (Letter of Understanding Appendix "K")

A 2016 wage adjustment shall be made to the May 1, 2016 and November 6, 2016 wage schedules as per the process identified in Appendix "L".

ARTICLE TEN- INDUSTRIAL WAGES AND BENEFIT SCHEDULES

10.06 EFFECTIVE MAY 07, 2017 STRAIGHT TIME

| Classification | Basic Hourly Rate % | Basic Hourly Rate \$ | 10% Vacation & General Holiday Pay | Insurance Benefit Trust Fund | Pension Trust Fund | Education Trust Fund | Contractor RRSP | Gross Hourly Pay |
|---------------------|------------------------------|-------------------------------|---|------------------------------------|--------------------------|----------------------------|--------------------|------------------------|
| GEN. FOREMAN | 125 | | | | | | | |
| • ICCS GEN FOREMAN | •125 | | | | | | | |
| FOREMAN | 117 | | | | | | | |
| • ICCS FOREMAN | •117 | | | | | | | |
| SUB-FOREMAN | 108 | | | | | | | |
| • ICCS SUB-FOREMAN | •108 | | | | | | | |
| * JOURNEYMAN | 100 | | | | | | | |
| 4TH YEAR APPRENTICE | 80 | | | | | | | |
| 3RD YEAR APPRENTICE | 70 | | | | | | | |
| 2ND YEAR APPRENTICE | 60 | | | | | | | |
| 1ST YEAR APPRENTICE | 50 | | | | | | | |

- * Includes Electrician (Inside Wireman), Power Systems Electrician, Welder, Instrument Technician, Lineman and Operator (Equipment)
Union dues (Article 4.08)
Additional Union Dues - \$0.06/hour worked (Article 4.08 & 11.04 (c) (i))
Additional R.R.S.P. - \$1.00/hour worked (Gen. Foreman, Foreman, Sub-Foreman & Journeyman) Article 11.04 (c) (ii)
ECAA Industry Fund - \$0.12/hour worked (Appendix 'C')
- Additional Better Supervision, LSE, ICCS Supervisor Premium - \$1.50/hour worked (Gen. Foreman, Foreman, Sub-Foreman) Article 9.01(f)
RSAP - \$0.08/hour worked (Letter of Understanding Appendix "K")

A 2017 wage adjustment shall be made to the May 7, 2017 and November 5, 2017 wage schedules as per the process identified in Appendix "L".

ARTICLE TEN- INDUSTRIAL WAGES AND BENEFIT SCHEDULES

10.06 EFFECTIVE MAY 07, 2017

WHEN OVERTIME IS WORKED AT 1 1/2 TIMES THE HOURLY RATE

| Classification | Basic Hourly Rate % | Basic Hourly Rate \$ | 10% Vacation & General Holiday Pay | Insurance Benefit Trust Fund | Pension Trust Fund | Education Trust Fund | Contractor RRSP | Gross Hourly Pay |
|---------------------|------------------------------|-------------------------------|---|------------------------------------|--------------------------|----------------------------|--------------------|------------------------|
| GEN. FOREMAN | 125 | | | | | | | |
| • ICCS GEN FOREMAN | •125 | | | | | | | |
| FOREMAN | 117 | | | | | | | |
| • ICCS FOREMAN | •117 | | | | | | | |
| SUB-FOREMAN | 108 | | | | | | | |
| • ICCS SUB-FOREMAN | •108 | | | | | | | |
| * JOURNEYMAN | 100 | | | | | | | |
| 4TH YEAR APPRENTICE | 80 | | | | | | | |
| 3RD YEAR APPRENTICE | 70 | | | | | | | |
| 2ND YEAR APPRENTICE | 60 | | | | | | | |
| 1ST YEAR APPRENTICE | 50 | | | | | | | |

- * Includes Electrician (Inside Wireman), Power Systems Electrician, Welder, Instrument Technician, Lineman and Operator (Equipment)
 Union dues (Article 4.08)
 Additional Union Dues - \$0.06/hour worked (Article 4.08 & 11.04 (c) (i))
 Additional R.R.S.P. - \$1.00/hour worked (Gen. Foreman, Foreman, Sub-Foreman & Journeyman) Article 11.04 (c) (ii)
 ECAA Industry Fund - \$0.12/hour worked (Appendix 'C')
- Additional Better Supervision, LSE, ICCS Supervisor Premium - \$1.50/hour worked (Gen. Foreman, Foreman, Sub-Foreman) Article 9.01(f)
 RSAP - \$0.08/hour worked (Letter of Understanding Appendix "K")

A 2017 wage adjustment shall be made to the May 7, 2017 and November 5, 2017 wage schedules as per the process identified in Appendix "L".

ARTICLE TEN- INDUSTRIAL WAGES AND BENEFIT SCHEDULES

10.06 EFFECTIVE MAY 07, 2017

WHEN OVERTIME IS WORKED AT 2 TIMES THE HOURLY RATE

| Classification | Basic Hourly Rate % | Basic Hourly Rate \$ | 10% Vacation & General Holiday Pay | Insurance Benefit Trust Fund | Pension Trust Fund | Education Trust Fund | Contractor RRSP | Gross Hourly Pay |
|---------------------|------------------------------|-------------------------------|---|------------------------------------|--------------------------|----------------------------|--------------------|------------------------|
| GEN. FOREMAN | 125 | | | | | | | |
| • ICCS GEN FOREMAN | •125 | | | | | | | |
| FOREMAN | 117 | | | | | | | |
| • ICCS FOREMAN | •117 | | | | | | | |
| SUB-FOREMAN | 108 | | | | | | | |
| • ICCS SUB-FOREMAN | •108 | | | | | | | |
| * JOURNEYMAN | 100 | | | | | | | |
| 4TH YEAR APPRENTICE | 80 | | | | | | | |
| 3RD YEAR APPRENTICE | 70 | | | | | | | |
| 2ND YEAR APPRENTICE | 60 | | | | | | | |
| 1ST YEAR APPRENTICE | 50 | | | | | | | |

- * Includes Electrician (Inside Wireman), Power Systems Electrician, Welder, Instrument Technician, Lineman and Operator (Equipment)
Union dues (Article 4.08)
Additional Union Dues - \$0.06/hour worked (Article 4.08 & 11.04 (c) (i))
Additional R.R.S.P. - \$1.00/hour worked (Gen. Foreman, Foreman, Sub-Foreman & Journeyman) Article 11.04 (c) (ii)
ECAA Industry Fund - \$0.12/hour worked (Appendix 'C')
- Additional Better Supervision, LSE, ICCS Supervisor Premium-\$1.50/hour worked (Gen. Foreman, Foreman, Sub-Foreman) Article 9.01(f)
RSAP - \$0.08/hour worked (Letter of Understanding Appendix "K")

A 2017 wage adjustment shall be made to the May 7, 2017 and November 5, 2017 wage schedules as per the process identified in Appendix "L".

ARTICLE TEN- INDUSTRIAL WAGES AND BENEFIT SCHEDULES

10.07 EFFECTIVE NOVEMBER 05, 2017 STRAIGHT TIME

| Classification | Basic Hourly Rate % | Basic Hourly Rate \$ | 10% Vacation & General Holiday Pay | Insurance Benefit Trust Fund | Pension Trust Fund | Education Trust Fund | Contractor RRSP | Gross Hourly Pay |
|---------------------|------------------------------|-------------------------------|---|------------------------------------|--------------------------|----------------------------|--------------------|------------------------|
| GEN. FOREMAN | 125 | | | | | | | |
| • ICCS GEN FOREMAN | •125 | | | | | | | |
| FOREMAN | 117 | | | | | | | |
| • ICCS FOREMAN | •117 | | | | | | | |
| SUB-FOREMAN | 108 | | | | | | | |
| • ICCS SUB-FOREMAN | •108 | | | | | | | |
| * JOURNEYMAN | 100 | | | | | | | |
| 4TH YEAR APPRENTICE | 80 | | | | | | | |
| 3RD YEAR APPRENTICE | 70 | | | | | | | |
| 2ND YEAR APPRENTICE | 60 | | | | | | | |
| 1ST YEAR APPRENTICE | 50 | | | | | | | |

- * Includes Electrician (Inside Wireman), Power Systems Electrician, Welder, Instrument Technician, Lineman and Operator (Equipment)
Union dues (Article 4.08)
Additional Union Dues - \$0.06/hour worked (Article 4.08 & 11.04 (c) (i))
Additional R.R.S.P. - \$1.00/hour worked (Gen. Foreman, Foreman, Sub-Foreman & Journeyman) Article 11.04 (c) (ii)
ECAA Industry Fund - \$0.12/hour worked (Appendix 'C')
- Additional Better Supervision, LSE, ICCS Supervisor Premium - \$1.50/hour worked (Gen. Foreman, Foreman, Sub-Foreman) Article 9.01(f)
RSAP - \$0.08/hour worked (Letter of Understanding Appendix "K")

A 2017 wage adjustment shall be made to the May 7, 2017 and November 5, 2017 wage schedules as per the process identified in Appendix "L".

ARTICLE TEN- INDUSTRIAL WAGES AND BENEFIT SCHEDULES

10.07 EFFECTIVE NOVEMBER 05, 2017

WHEN OVERTIME IS WORKED AT 1 1/2 TIMES THE HOURLY RATE

| Classification | Basic Hourly Rate % | Basic Hourly Rate \$ | 10% Vacation & General Holiday Pay | Insurance Benefit Trust Fund | Pension Trust Fund | Education Trust Fund | Contractor RRSP | Gross Hourly Pay |
|---------------------|------------------------------|-------------------------------|---|------------------------------------|--------------------------|----------------------------|--------------------|------------------------|
| GEN. FOREMAN | 125 | | | | | | | |
| • ICCS GEN FOREMAN | •125 | | | | | | | |
| FOREMAN | 117 | | | | | | | |
| • ICCS FOREMAN | •117 | | | | | | | |
| SUB-FOREMAN | 108 | | | | | | | |
| • ICCS SUB-FOREMAN | •108 | | | | | | | |
| * JOURNEYMAN | 100 | | | | | | | |
| 4TH YEAR APPRENTICE | 80 | | | | | | | |
| 3RD YEAR APPRENTICE | 70 | | | | | | | |
| 2ND YEAR APPRENTICE | 60 | | | | | | | |
| 1ST YEAR APPRENTICE | 50 | | | | | | | |

- * Includes Electrician (Inside Wireman), Power Systems Electrician, Welder, Instrument Technician, Lineman and Operator (Equipment)
 Union dues (Article 4.08)
 Additional Union Dues - \$0.06/hour worked (Article 4.08 & 11.04 (c) (i))
 Additional R.R.S.P. - \$1.00/hour worked (Gen. Foreman, Foreman, Sub-Foreman & Journeyman) Article 11.04 (c) (ii)
 ECAA Industry Fund - \$0.12/hour worked (Appendix 'C')
- Additional Better Supervision, LSE, ICCS Supervisor Premium - \$1.50/hour worked (Gen. Foreman, Foreman, Sub-Foreman) Article 9.01(f)
 RSAP - \$0.08/hour worked (Letter of Understanding Appendix "K")

A 2017 wage adjustment shall be made to the May 7, 2017 and November 5, 2017 wage schedules as per the process identified in Appendix "L".

ARTICLE TEN- INDUSTRIAL WAGES AND BENEFIT SCHEDULES

10.07 EFFECTIVE NOVEMBER 05, 2017

WHEN OVERTIME IS WORKED AT 2 TIMES THE HOURLY RATE

| Classification | Basic Hourly Rate % | Basic Hourly Rate \$ | 10% Vacation & General Holiday Pay | Insurance Benefit Trust Fund | Pension Trust Fund | Education Trust Fund | Contractor RRSP | Gross Hourly Pay |
|---------------------|------------------------------|-------------------------------|---|------------------------------------|--------------------------|----------------------------|--------------------|------------------------|
| GEN. FOREMAN | 125 | | | | | | | |
| • ICCS GEN FOREMAN | •125 | | | | | | | |
| FOREMAN | 117 | | | | | | | |
| • ICCS FOREMAN | •117 | | | | | | | |
| SUB-FOREMAN | 108 | | | | | | | |
| • ICCS SUB-FOREMAN | •108 | | | | | | | |
| * JOURNEYMAN | 100 | | | | | | | |
| 4TH YEAR APPRENTICE | 80 | | | | | | | |
| 3RD YEAR APPRENTICE | 70 | | | | | | | |
| 2ND YEAR APPRENTICE | 60 | | | | | | | |
| 1ST YEAR APPRENTICE | 50 | | | | | | | |

- * Includes Electrician (Inside Wireman), Power Systems Electrician, Welder, Instrument Technician, Lineman and Operator (Equipment)
Union dues (Article 4.08)
Additional Union Dues - \$0.06/hour worked (Article 4.08 & 11.04 (c) (i))
Additional R.R.S.P. - \$1.00/hour worked (Gen. Foreman, Foreman, Sub-Foreman & Journeyman) Article 11.04 (c) (ii)
ECAA Industry Fund - \$0.12/hour worked (Appendix 'C')
- Additional Better Supervision, LSE, ICCS Supervisor Premium-\$1.50/hour worked (Gen. Foreman, Foreman, Sub-Foreman) Article 9.01(f)
RSAP - \$0.08/hour worked (Letter of Understanding Appendix "K")

A 2017 wage adjustment shall be made to the May 7, 2017 and November 5, 2017 wage schedules as per the process identified in Appendix "L".

ARTICLE TEN- INDUSTRIAL WAGES AND BENEFIT SCHEDULES

10.08 EFFECTIVE MAY 06, 2018 STRAIGHT TIME

| Classification | Basic Hourly Rate % | Basic Hourly Rate \$ | 10% Vacation & General Holiday Pay | Insurance Benefit Trust Fund | Pension Trust Fund | Education Trust Fund | Contractor RRSP | Gross Hourly Pay |
|---------------------|------------------------------|-------------------------------|---|------------------------------------|--------------------------|----------------------------|--------------------|------------------------|
| GEN. FOREMAN | 125 | | | | | | | |
| • ICCS GEN FOREMAN | •125 | | | | | | | |
| FOREMAN | 117 | | | | | | | |
| • ICCS FOREMAN | •117 | | | | | | | |
| SUB-FOREMAN | 108 | | | | | | | |
| • ICCS SUB-FOREMAN | •108 | | | | | | | |
| * JOURNEYMAN | 100 | | | | | | | |
| 4TH YEAR APPRENTICE | 80 | | | | | | | |
| 3RD YEAR APPRENTICE | 70 | | | | | | | |
| 2ND YEAR APPRENTICE | 60 | | | | | | | |
| 1ST YEAR APPRENTICE | 50 | | | | | | | |

- * Includes Electrician (Inside Wireman), Power Systems Electrician, Welder, Instrument Technician, Lineman and Operator (Equipment)
Union dues (Article 4.08)
Additional Union Dues - \$0.06/hour worked (Article 4.08 & 11.04 (c) (i))
Additional R.R.S.P. - \$1.00/hour worked (Gen. Foreman, Foreman, Sub-Foreman & Journeyman) Article 11.04 (c) (ii)
ECAA Industry Fund - \$0.12/hour worked (Appendix 'C')
- Additional Better Supervision, LSE, ICCS Supervisor Premium - \$1.50/hour worked (Gen. Foreman, Foreman, Sub-Foreman) Article 9.01(f)
RSAP - \$0.08/hour worked (Letter of Understanding Appendix "K")

A 2018 wage adjustment shall be made to the May 6, 2018 and November 4, 2018 wage schedules as per the process identified in Appendix "L".

ARTICLE TEN- INDUSTRIAL WAGES AND BENEFIT SCHEDULES

10.08 EFFECTIVE MAY 06, 2018

WHEN OVERTIME IS WORKED AT 1 1/2 TIMES THE HOURLY RATE

| Classification | Basic Hourly Rate % | Basic Hourly Rate \$ | 10% Vacation & General Holiday Pay | Insurance Benefit Trust Fund | Pension Trust Fund | Education Trust Fund | Contractor RRSP | Gross Hourly Pay |
|---------------------|---------------------|----------------------|------------------------------------|------------------------------|--------------------|----------------------|-----------------|------------------|
| GEN. FOREMAN | 125 | | | | | | | |
| • ICCS GEN FOREMAN | •125 | | | | | | | |
| FOREMAN | 117 | | | | | | | |
| • ICCS FOREMAN | •117 | | | | | | | |
| SUB-FOREMAN | 108 | | | | | | | |
| • ICCS SUB-FOREMAN | •108 | | | | | | | |
| * JOURNEYMAN | 100 | | | | | | | |
| 4TH YEAR APPRENTICE | 80 | | | | | | | |
| 3RD YEAR APPRENTICE | 70 | | | | | | | |
| 2ND YEAR APPRENTICE | 60 | | | | | | | |
| 1ST YEAR APPRENTICE | 50 | | | | | | | |

- * Includes Electrician (Inside Wireman), Power Systems Electrician, Welder, Instrument Technician, Lineman and Operator (Equipment)
 Union dues (Article 4.08)
 Additional Union Dues - \$0.06/hour worked (Article 4.08 & 11.04 (c) (i))
 Additional R.R.S.P. - \$1.00/hour worked (Gen. Foreman, Foreman, Sub-Foreman & Journeyman) Article 11.04 (c) (ii)
 ECAA Industry Fund - \$0.12/hour worked (Appendix 'C')
- Additional Better Supervision, LSE, ICCS Supervisor Premium - \$1.50/hour worked (Gen. Foreman, Foreman, Sub-Foreman) Article 9.01(f)
 RSAP - \$0.08/hour worked (Letter of Understanding Appendix "K")

A 2018 wage adjustment shall be made to the May 6, 2018 and November 4, 2018 wage schedules as per the process identified in Appendix "L".

ARTICLE TEN- INDUSTRIAL WAGES AND BENEFIT SCHEDULES

10.08 EFFECTIVE MAY 06, 2018

WHEN OVERTIME IS WORKED AT 2 TIMES THE HOURLY RATE

| Classification | Basic Hourly Rate % | Basic Hourly Rate \$ | 10% Vacation & General Holiday Pay | Insurance Benefit Trust Fund | Pension Trust Fund | Education Trust Fund | Contractor RRSP | Gross Hourly Pay |
|---------------------|---------------------|----------------------|------------------------------------|------------------------------|--------------------|----------------------|-----------------|------------------|
| GEN. FOREMAN | 125 | | | | | | | |
| • ICCS GEN FOREMAN | •125 | | | | | | | |
| FOREMAN | 117 | | | | | | | |
| • ICCS FOREMAN | •117 | | | | | | | |
| SUB-FOREMAN | 108 | | | | | | | |
| • ICCS SUB-FOREMAN | •108 | | | | | | | |
| * JOURNEYMAN | 100 | | | | | | | |
| 4TH YEAR APPRENTICE | 80 | | | | | | | |
| 3RD YEAR APPRENTICE | 70 | | | | | | | |
| 2ND YEAR APPRENTICE | 60 | | | | | | | |
| 1ST YEAR APPRENTICE | 50 | | | | | | | |

- * Includes Electrician (Inside Wireman), Power Systems Electrician, Welder, Instrument Technician, Lineman and Operator (Equipment)
 Union dues (Article 4.08)
 Additional Union Dues - \$0.06/hour worked (Article 4.08 & 11.04 (c) (i))
 Additional R.R.S.P. - \$1.00/hour worked (Gen. Foreman, Foreman, Sub-Foreman & Journeyman) Article 11.04 (c) (ii)
 ECAA Industry Fund - \$0.12/hour worked (Appendix 'C')
- Additional Better Supervision, LSE, ICCS Supervisor Premium-\$1.50/hour worked (Gen. Foreman, Foreman, Sub-Foreman) Article 9.01(f)
 RSAP - \$0.08/hour worked (Letter of Understanding Appendix "K")

A 2018 wage adjustment shall be made to the May 6, 2018 and November 4, 2018 wage schedules as per the process identified in Appendix "L".

ARTICLE TEN- INDUSTRIAL WAGES AND BENEFIT SCHEDULES

10.09 EFFECTIVE NOVEMBER 04, 2018 STRAIGHT TIME

| Classification | Basic Hourly Rate % | Basic Hourly Rate \$ | 10% Vacation & General Holiday Pay | Insurance Benefit Trust Fund | Pension Trust Fund | Education Trust Fund | Contractor RRSP | Gross Hourly Pay |
|---------------------|------------------------------|-------------------------------|---|------------------------------------|--------------------------|----------------------------|--------------------|------------------------|
| GEN. FOREMAN | 125 | | | | | | | |
| • ICCS GEN FOREMAN | •125 | | | | | | | |
| FOREMAN | 117 | | | | | | | |
| • ICCS FOREMAN | •117 | | | | | | | |
| SUB-FOREMAN | 108 | | | | | | | |
| • ICCS SUB-FOREMAN | •108 | | | | | | | |
| * JOURNEYMAN | 100 | | | | | | | |
| 4TH YEAR APPRENTICE | 80 | | | | | | | |
| 3RD YEAR APPRENTICE | 70 | | | | | | | |
| 2ND YEAR APPRENTICE | 60 | | | | | | | |
| 1ST YEAR APPRENTICE | 50 | | | | | | | |

- * Includes Electrician (Inside Wireman), Power Systems Electrician, Welder, Instrument Technician, Lineman and Operator (Equipment)
Union dues (Article 4.08)
Additional Union Dues - \$0.06/hour worked (Article 4.08 & 11.04 (c) (i))
Additional R.R.S.P. - \$1.00/hour worked (Gen. Foreman, Foreman, Sub-Foreman & Journeyman) Article 11.04 (c) (ii)
ECAA Industry Fund - \$0.12/hour worked (Appendix 'C')
- Additional Better Supervision, LSE, ICCS Supervisor Premium - \$1.50/hour worked (Gen. Foreman, Foreman, Sub-Foreman) Article 9.01(f)
RSAP - \$0.08/hour worked (Letter of Understanding Appendix "K")

A 2018 wage adjustment shall be made to the May 6, 2018 and November 4, 2018 wage schedules as per the process identified in Appendix "L".

ARTICLE TEN- INDUSTRIAL WAGES AND BENEFIT SCHEDULES

10.09 EFFECTIVE NOVEMBER 04, 2018

WHEN OVERTIME IS WORKED AT 1 1/2 TIMES THE HOURLY RATE

| Classification | Basic Hourly Rate % | Basic Hourly Rate \$ | 10% Vacation & General Holiday Pay | Insurance Benefit Trust Fund | Pension Trust Fund | Education Trust Fund | Contractor RRSP | Gross Hourly Pay |
|---------------------|------------------------------|-------------------------------|---|------------------------------------|--------------------------|----------------------------|--------------------|------------------------|
| GEN. FOREMAN | 125 | | | | | | | |
| • ICCS GEN FOREMAN | •125 | | | | | | | |
| FOREMAN | 117 | | | | | | | |
| • ICCS FOREMAN | •117 | | | | | | | |
| SUB-FOREMAN | 108 | | | | | | | |
| • ICCS SUB-FOREMAN | •108 | | | | | | | |
| * JOURNEYMAN | 100 | | | | | | | |
| 4TH YEAR APPRENTICE | 80 | | | | | | | |
| 3RD YEAR APPRENTICE | 70 | | | | | | | |
| 2ND YEAR APPRENTICE | 60 | | | | | | | |
| 1ST YEAR APPRENTICE | 50 | | | | | | | |

- * Includes Electrician (Inside Wireman), Power Systems Electrician, Welder, Instrument Technician, Lineman and Operator (Equipment)
 Union dues (Article 4.08)
 Additional Union Dues - \$0.06/hour worked (Article 4.08 & 11.04 (c) (i))
 Additional R.R.S.P. - \$1.00/hour worked (Gen. Foreman, Foreman, Sub-Foreman & Journeyman) Article 11.04 (c) (ii)
 ECAA Industry Fund - \$0.12/hour worked (Appendix 'C')
- Additional Better Supervision, LSE, ICCS Supervisor Premium - \$1.50/hour worked (Gen. Foreman, Foreman, Sub-Foreman) Article 9.01(f)
 RSAP - \$0.08/hour worked (Letter of Understanding Appendix "K")

A 2018 wage adjustment shall be made to the May 6, 2018 and November 4, 2018 wage schedules as per the process identified in Appendix "L".

ARTICLE TEN- INDUSTRIAL WAGES AND BENEFIT SCHEDULES

10.09 EFFECTIVE NOVEMBER 04, 2018

WHEN OVERTIME IS WORKED AT 2 TIMES THE HOURLY RATE

| Classification | Basic Hourly Rate % | Basic Hourly Rate \$ | 10% Vacation & General Holiday Pay | Insurance Benefit Trust Fund | Pension Trust Fund | Education Trust Fund | Contractor RRSP | Gross Hourly Pay |
|---------------------|---------------------|----------------------|------------------------------------|------------------------------|--------------------|----------------------|-----------------|------------------|
| GEN. FOREMAN | 125 | | | | | | | |
| • ICCS GEN FOREMAN | •125 | | | | | | | |
| FOREMAN | 117 | | | | | | | |
| • ICCS FOREMAN | •117 | | | | | | | |
| SUB-FOREMAN | 108 | | | | | | | |
| • ICCS SUB-FOREMAN | •108 | | | | | | | |
| * JOURNEYMAN | 100 | | | | | | | |
| 4TH YEAR APPRENTICE | 80 | | | | | | | |
| 3RD YEAR APPRENTICE | 70 | | | | | | | |
| 2ND YEAR APPRENTICE | 60 | | | | | | | |
| 1ST YEAR APPRENTICE | 50 | | | | | | | |

- * Includes Electrician (Inside Wireman), Power Systems Electrician, Welder, Instrument Technician, Lineman and Operator (Equipment)
 Union dues (Article 4.08)
 Additional Union Dues - \$0.06/hour worked (Article 4.08 & 11.04 (c) (i))
 Additional R.R.S.P. - \$1.00/hour worked (Gen. Foreman, Foreman, Sub-Foreman & Journeyman) Article 11.04 (c) (ii)
 ECAA Industry Fund - \$0.12/hour worked (Appendix 'C')
- Additional Better Supervision, LSE, ICCS Supervisor Premium-\$1.50/hour worked (Gen. Foreman, Foreman, Sub-Foreman) Article 9.01(f)
 RSAP - \$0.08/hour worked (Letter of Understanding Appendix "K")

A 2018 wage adjustment shall be made to the May 6, 2018 and November 4, 2018 wage schedules as per the process identified in Appendix "L".

ARTICLE ELEVEN - ELECTRICAL INDUSTRY BENEFITS

11.01 INSURANCE BENEFIT PLAN

- (a) The Parties hereto acknowledge the "Electrical Industry Insurance Benefit Trust Fund of Alberta", such Fund having been constituted by Trust Agreement dated April 1, 1971, as amended from time to time, entered into between the Electrical Contractors Association of Alberta, of the first part, and Local Union 424, IBEW, of the second part. The Parties hereto agree to be bound by the terms of the said Trust Agreement as amended from time to time by the Trustees appointed from time to time thereunder. It is agreed that the Trustees of the said Fund shall serve as Trustees in accordance with the terms of the said Trust Agreement.
- (b) Each Employer bound by this Collective Bargaining Agreement shall contribute to the said Fund at the Hourly Rates set out in sub-clause (c) of this Article 11.01, such rates being for each and every hour worked by any Employee under the job Classifications set out in this Collective Bargaining Agreement. Such contributions are to be made solely by the Employer and no Employer shall deduct such contributions or any portion thereof from an Employee's wages. Such contributions are in excess of the wage rates set out in this Collective Bargaining Agreement and do not constitute a payment of wages or any portion of a payment of wages. Upon the wages of an Employee becoming due, the said contributions shall be calculated by the Employer for all hours worked by all Employees in the said Classifications in a month, and a report listing the names of the Employees so credited shall be forwarded by the Employer to the said Fund to be received on or before the Fifteenth (15th) of the month following. **EACH EMPLOYER SHALL FILE A MONTHLY REPORT WHETHER OR NOT HE HAD PARTICIPATING EMPLOYEES.** It is understood that the contributions negotiated under this clause are for the benefit of the Employees of the Employers as such Employers are recognized by the Trustees of the said Fund, and said Trustees shall continue to have full discretion to make, from time to time, reasonable rules in this respect.
- (c) The rate of said contributions to the said Fund shall be:

| | | |
|---------------------|----------|--|
| MAY 01, 2015 | = | Two Dollars (\$2.00) per hour for Straight Time Hourly Rate. |
| MAY 01, 2015 | = | Two Dollars and Thirty Three Cents (\$2.33) per hour for 1 ½ Times Hourly Rate. |
| MAY 01, 2015 | = | Two Dollars and Sixty Five Cents (\$2.65) per hour for 2 Times Hourly Rate. |

Forthwith after the January wage adjustment calculations in each of 2016, 2017 and 2018, representatives of the parties shall determine whether any adjustment to the Electrical Industry Insurance Benefit Trust Fund of Alberta, will be implemented in conjunction with the respective May and/or November wage adjustments. Any such adjustments to the Electrical Industry Insurance Benefit Trust Fund of Alberta shall not affect the agreed to gross Hourly Rate.

11.02 PENSION PLAN

- (a) The Parties hereto acknowledge the "Electrical Industry Pension Trust Fund of Alberta", such Fund having been constituted by Trust Agreement dated March 6, 1974, as amended from time to time, entered into between the Electrical Contractors Association of Alberta, of the first part, and Local Union 424, IBEW, of the second part. The Parties hereto agree to be bound by the terms of the said Trust Agreement as amended from time to time by the Trustees appointed from time to time thereunder. It is agreed that the Trustees of the said Fund shall serve as Trustees in accordance with the terms of the said Trust Agreement.
- (b) Each Employer bound by this Collective Bargaining Agreement shall contribute to the said Fund at the Hourly Rates set out in sub-clause (c) of this Article 11.02, such rates being for each and every hour worked by an Employee under the job Classifications set out in this Collective Bargaining Agreement. Such contributions are to be made solely by the Employer, and no Employer **shall deduct such contributions or any portion thereof from an Employee's wages.** Such contributions are in excess of the wage rates set out in this Collective Bargaining Agreement and do not constitute a payment of wages. Upon the wages of an Employee becoming due, the said contributions shall be calculated by the Employer for all hours worked by all Employees in the said Classifications in a month and a report listing the names of the Employees so credited shall be forwarded by the Employer to the said Fund to be received on or before the Fifteenth (15th) of the month following. **EACH EMPLOYER SHALL FILE A MONTHLY REPORT WHETHER OR NOT HE HAD PARTICIPATING EMPLOYEES.** It is understood that the contributions negotiated under this clause are for the benefit of the Employees of the Employers as such Employers are recognized by the Trustees of the said Fund, and said Trustees shall continue to have full discretion to make, from time to time reasonable rules in this respect.
- (c) The rates of said contributions to the said Fund shall be:

MAY 01, 2015 = Six Dollars and Thirty Five Cents (\$6.35) per hour for Straight Time Hourly Rate.

MAY 01, 2015 = Eight Dollars and Twenty One Cents (\$8.21) per hour for 1 ½ Times Hourly Rate.

MAY 01, 2015 = Ten Dollars and Eight Cents (\$10.08) per hour for 2 Times Hourly Rate.

Effective May 01, 2016 the rates of said contributions to the said fund shall be as stated above for all Classifications except 1st Year Apprentices and 2nd Year Apprentices.

For the Second Year they will be at a 50% (fifty percent) rate.

Second Year Rate:

MAY 01, 2016 = Three Dollars and Eighteen Cents (\$3.18) per hour for Straight Time Hourly Rate.

MAY 01, 2016 = Four Dollars and Eleven Cents (\$4.11) per hour for 1 ½ Times Hourly Rate.

MAY 01, 2016 = Five Dollars and Four Cents (\$5.04) per hour for 2 Times Hourly Rate.

For the First Year of an Apprenticeship the Pension contributions will be Zero.

Forthwith after the January wage adjustment calculations in each of 2016 and 2017, 2018, representatives of the parties shall determine whether any adjustment to the Electrical Industry Pension Trust Fund of Alberta, will be implemented in conjunction with the respective May and/or November wage adjustments. Any such adjustments to the Electrical Industry Pension Trust Fund of Alberta shall be funded through the May and/or November gross wage adjustment.

11.03 **ELECTRICAL INDUSTRY EDUCATION PLAN**

- (a) The Parties hereto acknowledge the "Electrical Industry Education Trust Fund of Alberta," having been constituted by a Trust Agreement effective May 1, 1999 between the Electrical Contractors Association of Alberta, of the first part and Local Union 424, IBEW of the second part, such Fund being successor to the Electrical Education Trust Fund of Northern Alberta and the Electrical Industry Education Trust Fund of Southern Alberta, which was created by similar trust agreement effective May 1, 1977, and October 1, 1977, respectively.

The Parties hereto agree to be bound by the terms of the said Trust Agreement as amended from time to time by the Trustees appointed from time to time thereunder. It is agreed that the Trustees of the said Fund shall serve as Trustees in accordance with the terms of the said Trust Agreement.

- (b) Each Employer bound by this Collective Bargaining Agreement shall contribute to the said Fund at the Hourly Rate set out in sub-clause (d) of this Article 11.03, such rate being for each and every hour worked by any Employee under the job Classifications set out in this Collective Bargaining Agreement. Such contributions are to be made solely by the Employer, and no **Employer shall deduct such contributions or any portion thereof from an Employee's wages.** Such contributions are in excess of the wage rates set out in this Collective Bargaining Agreement and do not constitute a payment of wages or any portion of a payment of wages. Upon the wages of an Employee becoming due, the said contributions shall be calculated by the Employer for all hours worked by all Employees in the said Classifications in a month and a report listing the names of the Employees so credited shall be forwarded by the Employer to the said Fund to be received on or before the Fifteenth (15th) of the month following. **EACH EMPLOYER SHALL FILE A MONTHLY REPORT WHETHER OR NOT HE HAD PARTICIPATING EMPLOYEES.** It is understood that the contributions negotiated under this clause are for the benefit of the Employees of the Employers as such Employers are recognized by the Trustees of the said Fund, and said Trustees shall continue to have full discretion to make, from time to time, reasonable rules in this respect.
- (c) While the parties hereto acknowledge that under the Trust Agreement described in Article 11.03(c) herein, the Trustees have full authority to determine all questions of nature, amount and eligibility for benefits provided under the Fund, it is their desire that Five Cents (\$0.05) of the Hourly contribution rate to the said Fund be allocated for the benefit of the Employees

classified as Apprentices of the Employer as such Employers are recognized by the Trustees of the said Fund, to assist the payment of tuition fees and associated costs when attending approved technical training and/or for the provision of training and certification for Employees classified as Sub-foremen, Foreman or General Foreman and those persons deemed by the Trustees of the said Fund to be prospective Sub-foremen, Foreman or General Foreman.

Further, it is the parties' desire that the Trustees, in establishing the form of such benefits and rules of eligibility, consider the recommendations of the Joint Education/Apprenticeship Committee.

- (d) The rates of said contributions to the said Funds shall be Forty Cents (\$0.40) per hour.

Forthwith after the January wage adjustment calculations in each of 2016, 2017 and 2018, representatives of the parties shall determine whether any adjustment to the Electrical Industry Education Trust Fund of Alberta, will be implemented in conjunction with the respective May and/or November wage adjustments. Any such adjustments to the Electrical Industry Education Trust Fund of Alberta shall not affect the agreed to gross Hourly pay.

11.04 **ELECTRICAL INDUSTRY ENHANCEMENT PROGRAM OF ALBERTA**

- (a) The Parties hereby agree to the establishment of and do hereby establish the Electrical Industry Enhancement Program funded in accordance with the provisions of this Article 11.04 as amended from time to time by the Parties.
- (b) Each Employer bound by this Collective Bargaining Agreement shall contribute to a fund created pursuant to this Program at the Hourly Rates set out in sub clause (c) for this Article 11.04, such rates being calculated for each and every hour worked by an Employee under the job Classification set out in this Collective Bargaining Agreement. Upon the wages of an Employee becoming due, the said contribution shall be calculated by the Employer for all hours worked, whether regular or overtime, by all Employees in said Classification in a month and a report listing the names and hours of the Employees so credited, together with the contributions for same, shall be forwarded by the Employer to the Local to be received on or before the Fifteenth (15th) day of the month following. **EACH EMPLOYER SHALL FILE A MONTHLY REPORT WHETHER OR NOT HE HAS PARTICIPATING EMPLOYEES.** It is understood that the contributions negotiated under this clause as specified below are for the benefit of the Employees of the Employers.
- (c) Contributions to the said Program to be deducted from the Employee's wages shall be:
 - (i) At the rate of Six Cents (\$0.06) per hour for all Employees in each Classification, which **shall be allocated to the payment of the Employees' Union dues;**
 - (ii) At an effective date and at the contribution rate for each hour worked to be determined by the Union, notice of which shall be provided in writing by the Union to the Association, for Journeymen only in each Classification, i.e., General Foremen, Foremen, Sub-foremen and Journeymen, to a Registered Retirement Savings Plan registered in the **Employee's name and for his benefit in accordance with the terms and conditions of** agreements between Local Union 424 of the International Brotherhood of Electrical

Workers and a financial institution to be designated by it. **ALL EMPLOYEES SHALL MAINTAIN A CURRENT AND ACTIVE ACCOUNT AT SERVUS CREDIT UNION LTD.** The said contribution is presently established at One Dollar (\$1.00) per hour.

- (d) Overtime contributions paid by the Employer:

The Employer shall remit to a Registered Retirement Savings Plan, registered in the Employee's name and for his benefit in accordance with the terms and conditions of Agreement between Local Union 424, IBEW, and a financial institution to be designated by Local Union 424, IBEW. **ALL EMPLOYEES SHALL MAINTAIN A CURRENT AND ACTIVE ACCOUNT AT SERVUS CREDIT UNION LTD.**

When overtime is worked the Employer shall pay an amount (Employer RRSP Contribution) on behalf of each Employee as prescribed in the applicable overtime wage schedule.

The said contribution shall be paid in addition to the RRSP contribution contained in Article 11.04 (c) (ii) presently established at One Dollar (\$1.00) per hour.

- (e) The Parties agree that no Employer or the Local Union shall have any obligation or liability beyond remitting the payroll deduction to the banking agencies specified in this Article.
- (f) The Union agrees to establish and administer a Trust Account to which Trustees will be designated by the Union and outlined in a Trust Agreement along with rules governing the administration of said Trust Account. Servus Credit Union Ltd. (Servus) is instructed to deposit all RRSP monies received under the ELECTRICAL INDUSTRY ENHANCEMENT PROGRAM OF ALBERTA (Group Registered Retirement Savings Program) to the said Trust Account on behalf of Employees who do not have a current and active Group Registered Retirement Savings Plan (Group RRSP) with Servus as a result of either the Employee not having submitted a valid Group RRSP enrolment application form or the Group RRSP plan has been closed. Monies received by Servus on behalf of Employees who do not have a current and active Group RRSP plan will not be returned to the Employer, but rather to the said Trust Account. Servus will advise the Union and designated Trustees of Employee Funds that have been deposited into the said Trust Account. Once Servus has received a valid Group RRSP enrolment application form and the corresponding Group RRSP Plan has been opened, Servus will advise the designated Trustees and accept further instruction from the Trustee. The Trustees shall work within the rules of the Trust Agreement and instruct Servus on the specific amount of monies held in Trust to be transferred for each of the specified Employees for deposit into their current and active Group RRSP Plan with Servus. The Union, The Employer and Servus Credit Union Ltd. agree to work co-operatively with each other to facilitate this goal.

11.05 **DELINQUENCIES**

- (a) Where an Employee performs work that would require the Employer to contribute Hourly contributions, 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 his own monies and shall be deemed to hold the sum so

deducted in trust for the Trustees of 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 the Employees have performed work thereby requiring contributions to the Trust Fund as is hereinbefore provided, is deemed to be held in trust for the Trustees of this Trust Fund and such contributions 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.**

- (b) The Parties acknowledge that non-payment by any Employer of due contributions to the Trust Funds of Articles 11.01, 11.02 and 11.03 constitutes a serious threat to each plan participant as well as the Funds; therefore, the Trustees are empowered to take any action in law necessary to collect the owing contributions and to impose any remedies and damages stipulated in the Trust Agreements. All costs of such collections, including costs on a solicitor and his own client basis, shall be borne by the delinquent Employer.
- (c) The Parties acknowledge that non-payment of due contributions to the Electrical Industry Enhancement Program of Alberta pursuant to Article 11.04 constitutes a serious threat to each Program participant; therefore, the Union shall be empowered to take whatever action in law necessary, including proceeding directly to arbitration under the provision hereof, to collect delinquent contributions. All costs of collecting delinquent contributions, including costs on a solicitor and his own client basis, shall be borne by the delinquent Employer.
- (d) In the event that an Employer fails to remit the required payment and reports on or before the Fifteenth (15th) day of the month they were due, appropriate action may be taken by the Local Union and/or the Trustees.
- (e) Each Employee or plan participant who becomes aware of an Employer delinquency is obligated to inform the Trustees of such breach forthwith.
- (f) Furthermore, where any Employer is in default of remitting contributions to the Funds under Articles 11.01, 11.02, 11.03 and 11.04, the Employer shall pay as liquidated damages the sum of Five Hundred Dollars (\$500.00), or Ten Percent (10%) of the total delinquent contributions, whichever is greater. In addition, interest shall be payable calculated at the rate of Twelve Percent (12%) per annum from the due date until date paid on any contributions in arrears and on liquidated damages.

11.06 **EMPLOYER PARTICIPATION**

Each Employer bound by this Collective Bargaining Agreement shall sign a Participation Agreement in the form prescribed by the Trustees with each aforementioned Trust Fund.

ARTICLE TWELVE - TOOLS AND EQUIPMENT

12.01 (a) The Employer shall supply all power tools, pipe cutting and bending equipment, wire pulling equipment, instruments and other construction tools, including appropriate toolboxes for the storage of such tools. Every Employee in charge shall be responsible for seeing all tools on the job are locked up on cessation of work each day. All tools lost or broken must be reported to the Employer within Twenty Four (24) hours.

(b) The Employer shall provide lock-fast facilities for storage of personal tools normally used by Employees in the process of their work when such tools are not in use.

12.02 Employees will be held responsible for tools, special and/or protective clothing, and safety apparatus or gear supplied to them by the Employer.

12.03 Employees are to supply tools as per the Tool List. Such tools are subject to verification by the Employer upon employment during regular working hours in the presence of the Employee.

Employees shall report for work equipped with safety boots and, if applicable, prescription safety glasses, which will meet the following standards:

- (a) Safety boots shall be CSA approved, Grade 1 (green triangle), in good condition, and at least 6 inches high from the sole of the boot.
- (b) Prescription safety glasses shall be foam sealed frames compliant with CAN/CSA Z94.3 or ANSI Z87.1 or successor standards.

Any specific requirements in addition to the above shall be required to be detailed as part of the dispatch request.

12.04 **The Employee's personal tools shall be in good condition when he hires on to a job and they shall be maintained and kept in good condition.**

12.05 **The Employer shall replace Employee's personal tools when:**

- (a) **Such tools are destroyed by fire on the Employer's premises or in a storage place designated by the Employer.**
- (b) Such tools are lost through theft by forced entry of a designated storage place.
- (c) **In the course of an Employee's work assignment** such tools are damaged beyond repair, provided the Employee satisfies his Employer the damage was not intentional or caused by the **Employee's failure to exercise due care and attention. Normal wear shall not constitute damage.**

12.06 Transportation charges for personal tools will be paid to and from a project or job on the same basis as **the individual Employee's transportation.**

12.07 **TOOL LIST**

List of tools to be supplied by Journeymen and Apprentice electricians:

- 1 Hammer
- 1 Hacksaw Frame
- 1 Keyhole Saw
- 1 **10" Level**
- 1 **¾" x 16' Measuring Tape**
- 1 1/4" Flat Blade Screwdriver
- 1 3/8" Flat Blade Screwdriver
- 1 Phillips Screwdriver
- 1 Socket Screwdriver No. 6
- 1 Socket Screwdriver No. 8
- 1 Socket Screwdriver No. 10
- 1 Centre Punch
- 1 Tri Tap Screwdriver
- 1 **6" Adjustable Wrench**
- 1 Metal Masters Pliers
- 1 **10" Water Pump Pliers**
- 1 8" Linemen's Pliers
- 1 Diagonal Cutting Pliers
- 1 Needle Nose Pliers
- 1 Knife
- 1 Tool Box
- 1 Small Set Hexagon Wrenches (Allan)
- 1 Voltage Tester (120 - 600V single function CSA approved)
- 1 Wire Stripper Ideal #45120 (or equivalent)

ARTICLE THIRTEEN – CANADIAN FORCES RESERVES

- 13.01 Parties agree to cooperate to facilitate broad and liberal leaves for operating and training military leave for workers who serve as members of the Canadian Forces Reserves, in accordance with the 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, 2010.

APPENDIX "A" - CLASSIFICATIONS

GENERAL FOREMAN

He shall be a Journeyman and a member of the IBEW. He shall supervise the work of other Foremen and direct all orders through them.

FOREMAN AND SUB-FOREMAN

He shall be a Journeyman and a member of the IBEW. He shall supervise the work of Journeymen.

JOURNEYMAN ELECTRICIAN (INSIDE WIREMAN)/POWER SYSTEM ELECTRICIAN/INSTRUMENT TECHNICIAN/WELDER/POWER LINEMAN/BOOM TRUCK OPERATOR

An Employee with the number of hours of experience required for that trade and who has passed the qualifying examination in accordance with the regulations of the licensing authority for the Province of Alberta.

APPRENTICE ELECTRICIAN (INSIDE WIREMAN)/INSTRUMENT TECHNICIAN/WELDER/POWER LINEMAN/BOOM TRUCK OPERATOR

An Employee who may use the tools of the trade while working with a Journeyman on the same job, and shall be registered as an Apprentice prior to commencement of work. An Apprentice shall be under the direct supervision of a Journeyman at all times. Apprentices shall be given every opportunity to be engaged in diversified training in order that they become competent qualified tradesmen.

- a) It is agreed that when the Union is unable to supply qualified Apprentice Instrument Technicians, the Employer may refer to the Union for dispatch a Instrument Technologist who has successfully completed the Two Year Instrument Engineering Technology Program. Such Employees shall be dispatched as Third Period Instrument Technicians and assigned work appropriate for the trade. The Employee at a minimum will be paid the appropriate third year apprentice wages and benefits contained in the Collective Agreement. This Employee may use the tools of the trade while working with a Journeyman on the same job. The Employee will make application for Apprenticeship with Alberta Industry Training as an Apprentice Instrument Technician upon commencement of work.

OPERATOR (EQUIPMENT)

An Employee who holds the skills in the operation of an Overhead Traveling Crane and/or Boom Truck.

APPENDIX "B" - DEFINITIONS

Industrial work shall be all electrical work involved in industrial construction as described below that is within the jurisdiction of the Union in this Agreement. Industrial construction shall mean construction work in respect of:

- Electrical Power Generation
- The development of Mining and Smelting Properties
- The development of Oil Sands Properties
- Oil Refineries, Upgraders and all form of hydro carbon production, extraction or processing
- The development of Chemical Plants from any and all forms of feed stocks or other sources
- Pulp, Paper or Timber/Wood Processing Mills or Sawmills
- Toxic Waste Disposal Systems

- Production and Processing Plants for Natural Gas, LPG, Oxygen, Carbon Dioxide, or any other manufactured gases
- Base/Precious/Other Metal Production Plants or Upgrades of any and all kinds
- Pumping Stations and Compressor Stations
- Cement, Lime and Gypsum Plants
- Breweries and Distillers
- Micro Chip Plants

In addition, industrial work shall include such work as may reasonably be considered as industrial construction as is mutually agreed by the Joint Conference Committee to be applicable to this Agreement effective on the date of ratification of the changes by the Parties to this Agreement.

APPENDIX "C" - ELECTRICAL CONTRACTORS INDUSTRY FUND

- (a) The Parties hereto agree to the establishment of and do hereby establish an Electrical Contractors Industry Fund.
- (b) Each Employer bound by this Collective Bargaining Agreement shall contribute to the said Fund at an Hourly rate set out in sub-clause (d), such rate being for each and every hour worked by an Employee under the job Classifications set out in this Collective Bargaining Agreement.
- (c) The Parties agree that such contributions are to be made solely by the Employer and no Employer shall **deduct such contributions or any portion thereof from an Employee's wages. Such contributions are in** excess of the wage rates set out in the Collective Bargaining Agreement and do not constitute a payment of wages or any portion of a payment of wages. The said contributions shall be calculated by the Employer for all hours worked by all Employees in the said Classifications in a month, and a report listing the names of the Employees and the hours they have worked, and their Classifications shall be forwarded by the Employer to the Electrical Contractors Association of Alberta to be received on or before the Fifteenth (15th) of the month following. **EACH EMPLOYER SHALL FILE A MONTHLY REPORT, WHETHER OR NOT HE HAD PARTICIPATING EMPLOYEES.** All contributions made to this Fund shall immediately be paid to the Electrical Contractors Association of Alberta who shall use the same for the promotion, expansion and protection of the Electrical Industry and at no time may any contributions be used in any way to the detriment of the Union or any of its members. A portion of the said fund shall be used in training courses for both Union and Management which are applicable to the advancement of the Industry as well as the Construction Employee and Family Assistance Program, the Audiometric Program, and for the Workforce Development Initiatives such as Helmets to Hardhats Canada and Trades Winds to Success. The Electrical Contractors Association of Alberta shall otherwise have full discretion in respect of the use of the fund and all contributions made thereto. All costs relating to the administration of the fund shall be borne by the ECAA.
- (d) The rates of said contributions for ECAA sponsored initiatives, and the Hourly dues levied by the ECAA pursuant to this Collective Agreement shall be established by the ECAA and notice to an Employer and the Union from the ECAA respecting any amendment shall be sufficient.

The contribution rates shall be as contained in **Article 10 and Appendix "F"** for each and every hour worked by an Employee under the job Classifications set out in this Collective Bargaining Agreement.

- (e) In the event that either the bargaining rights, registration certificates or bargaining agent status of the Electrical Contractors Association of Alberta (the Employer as one party to the Collective Agreement) **are transferred to another Employer's Association, Association, Corporation, Person, Firm or any other Body**, or not retained by the Electrical Contractors Association of Alberta as they are at present, or in the event the within funds are being used for purposes other than those set out herein, the Parties hereto agree that the Union by sending notice in writing to the Electrical Contractors Association shall have such contributions terminated at a time stated in said notice.
- (f) Notwithstanding anything in this Agreement, the Association may file a grievance against any Employer bound by this Agreement who has violated any of the provisions in this clause. Immediately upon the filing of a grievance, the following rules will apply:
- (i) The Employer shall, within Five (5) days of the filing of a grievance, provide all records of all Employees who worked at any site covered by the job duties listed in this Agreement for the disputed time covered in the grievance;
 - (ii) Within Five (5) days of the receipt of the records in (a) above, the Parties shall meet to discuss a resolution of the grievance;
 - (iii) Failing satisfactory settlement of the grievance meeting in (b) above, or if the Employer refuses to supply the records or to meet with the Association, the Association within Five (5) days of the meeting, or the last day the Employer has to supply the information in (a) above, may refer the grievance to an arbitrator chosen by the ECAA, who shall sit as a single arbitrator and resolve the dispute.
 - (iv) The Arbitration shall be conducted by the following rules:
 - (a) A hearing date to hear evidence in the dispute shall be set within Fourteen (14) days of the referral of the matter to the arbitrator who shall have the power at the request of either Party to order pre-hearing production of documents for all documents in the possession or power of any of the Union, Employer or Association.
 - (b) All monies not paid for the time in dispute, if a violation is found, shall be ordered paid as provided in this Agreement.
 - (c) If monies are found owing under this clause, the Party directed to pay shall pay the entire cost of the arbitration.
 - (d) If monies are not found owing, the Party filing the grievance shall pay all costs of the arbitration.
 - (e) The arbitrator shall render his decision within Thirty (30) days of the conclusion of a hearing into the issues set out in the grievance, and his decision shall be final and binding on all Parties.

Note: Employers whom are members of the Construction Labour Relations Alberta (CLR) are obligated under CLR Bylaws to contribute Two Cents (\$0.02) per hour for each and every hour worked by an Employee under the job Classifications set out in this Collective Bargaining Agreement to a maximum of Twenty Five dollars (\$25.00) per month. Such contributions are payable to the CLR.

APPENDIX "D" - JOINT INDUSTRY COMMITTEES

- (a)
 - (i) Funding required for the Joint Industry Committees as outlined in this Appendix, shall be made **available through the "Electrical Industry Education Trust Fund of Alberta" subject to the approval of the Trustees and the terms of the Trust Agreement.**
 - (ii) Administrators, Directors, Instructors and Staff to the extent required to conduct and maintain **any program or plan established or recommended shall be funded through the "Electrical Industry Education Trust Fund of Alberta" subject to the approval of the Trustees and the terms of the Trust Agreement.**
- (b) A Joint Conference Committee shall be appointed consisting of a minimum of Three (3) Employer representatives and a minimum of Three (3) Union representatives and shall meet monthly to make recommendations for the advancement of the Electrical Construction Industry and discuss problems related to the Agreement.
- (c) A Joint Education/Apprenticeship Committee shall be appointed consisting of Three (3) Employer representatives and Three (3) Union representatives. This Committee shall meet at least Four (4) times a year. The function of this Committee shall be:
 - (i) Selection of applicants and starter Apprentices to the electrical construction industry.
 - (ii) Develop, maintain, and co-ordinate an Apprentice Work Experience Record Book.
 - (iii) Develop, maintain, and co-ordinate such supplementary training programs as are deemed necessary or appropriate to maintain apprenticeship qualities, workmanship, and productivity.
 - (iv) Develop, maintain, conduct and co-ordinate trade related education programs.

The Committee shall not be restricted to the aforementioned items.

In the event that the JEAC Committee is at an impasse on a proposed training or education program the parties agree to appoint a Standing Chair whose opinion, judgement, and consensus building skills will be called upon in circumstances where the JEAC members cannot arrive at a consensus among themselves. The members of the JEAC Committee and the Standing Chair shall meet to discuss and try to resolve the impasse and after adequate deliberation the JEAC members shall vote on the proposed program. In the event that there is not a majority vote for, or against the recommendation, the Standing Chair shall cast the deciding ballot. The Standing Chair shall then write a report for the Trustee's consideration that declares the majority decision of the JEAC and outlines the views and opinions of both the majority and the minority parties. The Standing Chair shall also be encouraged to include in their report to the Trustees the information and rationale the Standing Chair relied upon when determining which position should become the majority decision of the JEAC.

Both parties shall mutually agree upon the selection of the Standing Chair. In the event that the parties are unable to agree on a Standing Chair one will be appointed by Mediation Services. Costs for the services of the Standing Chair shall be shared equally by the parties.

- (d) There shall be a Joint Safety and Health Committee appointed consisting of Three (3) members representing the Employer and Three (3) members representing the Union. The Employer and the Union mutually agree that safe working practices, procedures and health rules are negotiable items which must be equally complied with by the Employer and the Employees and such rules shall be applied uniformly to all Employees affected.

The duties of the Committee shall be to develop and recommend safe work and health rules that equal or are greater than the standards presently existing under regulations established under the **"Occupational Health and Safety Act" for the Province of Alberta.**

- (e) Health and Safety is a mutual concern of the Employer and the Union. This being so, the Parties to this Agreement will cooperate in initiating safety programs including Joint Worksite Committees with representation by the Employer and the Employees.

APPENDIX "E" - RESIDENT MEMBERS

Banff, Barrhead, Bonnyville, Brooks, Camrose, Canmore, Coaldale, Cold Lake, Crowsnest Pass, Didsbury, Drayton Valley, Drumheller, Edson, Fort McMurray, Grande Cache, Grande Centre, Grande Prairie, Hinton, Innisfail, Jasper, Lacombe, Lethbridge, Lloydminster, Medicine Hat, Olds, Peace River, Ponoka, Raymond, Red Deer, Redcliffe, Rocky Mountain House, Slave Lake, St. Paul, Stettler, Strathmore, Sylvan Lake, Taber, Vegreville, Vermilion, Wainwright, Westlock, Wetaskiwin and Whitecourt.

- (a) Local residents who reside within a radius of Ten (10) kilometers of the Main General Post Office in the above towns or cities shall have preference of employment on jobs located within the Ten (10) kilometer radius.
- (b) Work clearance shall indicate whether the Employee is a Resident Member. All Employees must have Union clearance prior to the commencement of work.
- (c) Resident Members of the Union shall not receive accommodation, per diem, travel time, travel allowance or transportation listed in Article 8.05 (b).
- (d) Employees not resident in the towns or cities shall receive all terms and conditions of the Agreement.
- (e) Non-members resident in the towns or cities shall not be given preference of employment over available Union members.
- (f) Non-members resident in the towns or cities will be encouraged, by both parties to the Agreement, to become members of the Union and, thereafter, be afforded conditions contained in the Collective Agreement.

- (g) This Appendix shall not apply to Plant Shutdown work.
- (h) All other terms and conditions of the Agreement shall be in full force and effect.

APPENDIX "F" - RESIDENTIAL, COMMERCIAL, INSTITUTIONAL, SERVICE, RENOVATION AND REPAIR, AND LIGHT INDUSTRIAL CONSTRUCTION

All Electrical work involved in Residential, Commercial, Institutional, Service, Renovation and Repair and Light Industrial Construction as defined by the Local Union in this Agreement, shall be performed under the following conditions:

The workday and workweek shall be as described in Article 6, however all overtime worked shall be paid at One and One Half (1-1/2) times the Classification Basic Hourly Rate of pay.

When Job Conditions permit Foreman and Sub-foreman may work with the tools of the trade.

Sub-foreman, Foreman and General Foreman who have completed Better Supervision, Leadership in Safety Excellence and the Employee has a minimum One Thousand (1,000) hours of Supervisory experience, or holds the ICCS (Industrial Construction Crew Supervisor) designation shall be paid an additional premium of One Dollar (\$1.00) per hour to the Basic Hourly rates identified in Appendix "F".

Effective May 07, 2017, the ICCS premium shall increase to One Dollar and Fifty Cents (\$1.50). This premium **shall be paid on an "hours worked" basis, and shall not multiply on overtime hours.**

An Apprentice shall work under the direct supervision of a Journeyman electrician. The ratio of Apprentices shall not exceed One (1) Apprentice to One (1) working Journeyman. The above ratio will be calculated on a company wide basis, but at no time will any project, or jobsite be permitted to exceed the ratio's contained in the appropriate Provincial Trade Regulation.

Personal Facilities: On jobs under the terms of Appendix "F" of this Agreement every Employer shall:

- (a) Ensure that toilets are provided on all jobs as soon as job conditions permit. Where job conditions do not permit, then other conditions will be agreed to between the Employer and Union. These facilities shall be maintained in a clean and sanitary condition, and subject to Union and Health Department Inspection. Where possible the facilities provided shall be of the flush type and/or properly heated. In the event that proper facilities as described above are not provided, no Employee will be penalized for leaving the job in the case of necessity;
- (b) **Where more than Seven (7) Employees are employed, provide storage for Employees' clothing;**
- (c) Provide safe drinking water and cups at all times, which shall be properly cooled in warm weather; and
- (d) Provide facilities of adequate size to ensure his Employees a proper place to eat. These facilities shall be heated and kept clean. Where job conditions permit tables and chairs shall be provided.

The Employer will provide adequately fitting rain jackets and rain pants when the Employee is required to work in the rain. The Employer will provide rubber boots when the Employee is required to work in water or severe muddy conditions.

In order to encourage a greater degree of participation in the work covered under Appendix "F", the Union agrees to extend special provisions allowing the Employer to obtain Employees through the hiring system as follows:

- (a) Hire two or more out of five from the out of work list and/or,
- (b) Select one out of five through an interview process from the out of work list and/or,
- (c) Recall one out of five (within 12 months) and/or,
- (d) Name hire one out of five. Where the name hire provision is used, there will be no transfer of the named Employee to Industrial work.

ALL WORKERS MUST HAVE UNION CLEARANCE PRIOR TO COMMENCEMENT OF WORK!

Both parties agree to adopt this provision in order to increase organizing efforts.

All other terms and conditions of the Agreement shall be in full force and effect.

APPENDIX "F" - RESIDENTIAL, COMMERCIAL, INSTITUTIONAL, SERVICE, RENOVATION AND REPAIR, AND LIGHT INDUSTRIAL CONSTRUCTION

F0.01 POTENTIAL ADJUSTMENT TO WAGE AND BENEFIT SCHEDULE

During bargaining of the 2015-2019 Collective Agreement the parties agreed that the wage schedules in **in Appendix "F" could** be modified depending upon the rate of inflation in Alberta and/or Oil Prices. In addition to the deferral of the October 31, 2010 wage increase, potential adjustments could occur only for the May 1, 2016, November 6, 2016 and/or May 7, 2017, November 5, 2017 and/or May 6, 2018, November 4, 2018 time periods. **It is agreed between the parties that the processes identified in Appendix "L" would cause the wage schedule for any one or more of the above mentioned time periods to be adjusted.**

- (a) The November 1, 2015 wage schedule represents the rates in effect at May 01, 2015 plus adjustments for ICCS premiums.
- (b) A 2016 wage adjustment shall be made to the May 1, 2016 and November 6, 2016 wage schedules as per the process **identified in Appendix "L" 2016 Wage Adjustment.**
- (c) A 2017 wage adjustment shall be made to the May 7, 2017 and November 5, 2017 wage schedules as per the process **identified in Appendix "L" 2017 Wage Adjustment.**
- (d) A 2018 wage adjustment shall be made to the May 6, 2018 and November 4, 2018 wage schedules as per the process **identified in Appendix "L" 2018 Wage Adjustment.**

APPENDIX “F” RESIDENTIAL, COMMERCIAL, INSTITUTIONAL, SERVICE, RENOVATION AND REPAIR, AND LIGHT INDUSTRIAL CONSTRUCTION

**F0.02 EFFECTIVE MAY 01, 2015
STRAIGHT TIME**

| Classification | Basic Hourly Rate % | Basic Hourly Rate \$ | 10% Vacation & General Holiday Pay | Insurance Benefit Trust Fund | Pension Trust Fund | Education Trust Fund | Contractor RRSP | Gross Hourly Pay |
|---------------------|------------------------------|-------------------------------|---|------------------------------------|--------------------------|----------------------------|--------------------|------------------------|
| GEN. FOREMAN | 125 | 55.03 | 5.503 | 2.00 | 6.35 | 0.40 | 0.00 | 69.28 |
| FOREMAN | 117 | 51.50 | 5.150 | 2.00 | 6.35 | 0.40 | 0.00 | 65.40 |
| SUB-FOREMAN | 108 | 47.54 | 4.754 | 2.00 | 6.35 | 0.40 | 0.00 | 61.04 |
| * JOURNEYMAN | 100 | 44.02 | 4.402 | 2.00 | 6.35 | 0.40 | 0.00 | 57.17 |
| 4TH YEAR APPRENTICE | 80 | 35.22 | 3.522 | 2.00 | 6.35 | 0.40 | 0.00 | 47.49 |
| 3RD YEAR APPRENTICE | 70 | 30.81 | 3.081 | 2.00 | 6.35 | 0.40 | 0.00 | 42.64 |
| 2ND YEAR APPRENTICE | 60 | 26.41 | 2.641 | 2.00 | 6.35 | 0.40 | 0.00 | 37.80 |
| 1ST YEAR APPRENTICE | 50 | 22.01 | 2.201 | 2.00 | 6.35 | 0.40 | 0.00 | 32.96 |

- * Includes Electrician (Inside Wireman), Power Systems Electrician, Welder, Instrument Technician, Lineman and Operator (Equipment)
- Union dues (Article 4.08)
- Additional Union Dues - \$0.06/hour worked (Article 4.08 & 11.04 (c) (i))
- Additional R.R.S.P. - \$1.00/hour worked (Gen. Foreman, Foreman, Sub-Foreman & Journeyman) Article 11.04 (c) (ii)
- ECAA Industry Fund - \$0.10/hour worked (Appendix 'C')

APPENDIX “F” RESIDENTIAL, COMMERCIAL, INSTITUTIONAL, SERVICE, RENOVATION AND REPAIR, AND LIGHT INDUSTRIAL CONSTRUCTION

F0.02 EFFECTIVE MAY 01, 2015

WHEN OVERTIME IS WORKED AT 1 1/2 TIMES THE HOURLY RATE

| Classification | Basic Hourly Rate % | Basic Hourly Rate \$ | 10% Vacation & General Holiday Pay | Insurance Benefit Trust Fund | Pension Trust Fund | Education Trust Fund | Contractor RRSP | Gross Hourly Pay |
|---------------------|------------------------------|-------------------------------|---|------------------------------------|--------------------------|----------------------------|--------------------|------------------------|
| GEN. FOREMAN | 125 | 82.55 | 8.255 | 2.33 | 8.21 | 0.40 | 3.28 | 105.03 |
| FOREMAN | 117 | 77.25 | 7.725 | 2.33 | 8.21 | 0.40 | 2.93 | 98.85 |
| SUB-FOREMAN | 108 | 71.31 | 7.131 | 2.33 | 8.21 | 0.40 | 2.54 | 91.92 |
| * JOURNEYMAN | 100 | 66.03 | 6.603 | 2.33 | 8.21 | 0.40 | 2.19 | 85.76 |
| 4TH YEAR APPRENTICE | 80 | 52.83 | 5.283 | 2.33 | 8.21 | 0.40 | 1.31 | 70.36 |
| 3RD YEAR APPRENTICE | 70 | 46.22 | 4.622 | 2.33 | 8.21 | 0.40 | 0.87 | 62.65 |
| 2ND YEAR APPRENTICE | 60 | 39.62 | 3.962 | 2.33 | 8.21 | 0.40 | 0.44 | 54.96 |
| 1ST YEAR APPRENTICE | 50 | 33.02 | 3.302 | 2.33 | 8.21 | 0.40 | 0.00 | 47.26 |

- * Includes Electrician (Inside Wireman), Power Systems Electrician, Welder, Instrument Technician, Lineman and Operator (Equipment)
Union dues (Article 4.08)
Additional Union Dues - \$0.06/hour worked (Article 4.08 & 11.04 (c) (i))
Additional R.R.S.P. - \$1.00/hour worked (Gen. Foreman, Foreman, Sub-Foreman & Journeyman) Article 11.04 (c) (ii)
- * ECAA Industry Fund - \$0.10/hour worked (Appendix 'C')

APPENDIX "F" RESIDENTIAL, COMMERCIAL, INSTITUTIONAL, SERVICE, RENOVATION AND REPAIR, AND LIGHT INDUSTRIAL CONSTRUCTION

**F0.03 EFFECTIVE NOVEMBER 01, 2015
STRAIGHT TIME**

| Classification | Basic Hourly Rate % | Basic Hourly Rate \$ | 10% Vacation & General Holiday Pay | Insurance Benefit Trust Fund | Pension Trust Fund | Education Trust Fund | Contractor RRSP | Gross Hourly Pay |
|---------------------|------------------------------|-------------------------------|---|------------------------------------|--------------------------|----------------------------|--------------------|------------------------|
| GEN. FOREMAN | 125 | 55.03 | 5.503 | 2.00 | 6.35 | 0.40 | 0.00 | 69.28 |
| • ICCS GEN. FOREMAN | 125 | 56.03 | 5.603 | 2.00 | 6.35 | 0.40 | 0.00 | 70.38 |
| FOREMAN | 117 | 51.50 | 5.150 | 2.00 | 6.35 | 0.40 | 0.00 | 65.40 |
| • ICCS FOREMAN | 117 | 52.50 | 5.250 | 2.00 | 6.35 | 0.40 | 0.00 | 66.50 |
| SUB-FOREMAN | 108 | 47.54 | 4.754 | 2.00 | 6.35 | 0.40 | 0.00 | 61.04 |
| • ICCS SUB-FOREMAN | 108 | 48.54 | 4.854 | 2.00 | 6.35 | 0.40 | 0.00 | 62.14 |
| * JOURNEYMAN | 100 | 44.02 | 4.402 | 2.00 | 6.35 | 0.40 | 0.00 | 57.17 |
| 4TH YEAR APPRENTICE | 80 | 35.22 | 3.522 | 2.00 | 6.35 | 0.40 | 0.00 | 47.49 |
| 3RD YEAR APPRENTICE | 70 | 30.81 | 3.081 | 2.00 | 6.35 | 0.40 | 0.00 | 42.64 |
| 2ND YEAR APPRENTICE | 60 | 26.41 | 2.641 | 2.00 | 6.35 | 0.40 | 0.00 | 37.80 |
| 1ST YEAR APPRENTICE | 50 | 22.01 | 2.201 | 2.00 | 6.35 | 0.40 | 0.00 | 32.96 |

* Includes Electrician (Inside Wireman), Power Systems Electrician, Welder, Instrument Technician, Lineman and Operator (Equipment)

Union dues (Article 4.08)

Additional Union Dues - \$0.06/hour worked (Article 4.08 & 11.04 (c) (i))

Additional R.R.S.P. - \$1.00/hour worked (Gen. Foreman, Foreman, Sub-Foreman & Journeyman) Article 11.04 (c) (ii)

- Additional Better Supervision, LSE, ICCS Supervisor Premium - \$1.00/hour worked (Gen. Foreman, Foreman, Sub-Foreman) Appendix "F"
- ECAA Industry Fund - \$0.10/hour worked (Appendix 'C')

APPENDIX “F” RESIDENTIAL, COMMERCIAL, INSTITUTIONAL, SERVICE, RENOVATION AND REPAIR, AND LIGHT INDUSTRIAL CONSTRUCTION

F0.03 EFFECTIVE NOVEMBER 01, 2015

WHEN OVERTIME IS WORKED AT 1 1/2 TIMES THE HOURLY RATE

| Classification | Basic Hourly Rate % | Basic Hourly Rate \$ | 10% Vacation & General Holiday Pay | Insurance Benefit Trust Fund | Pension Trust Fund | Education Trust Fund | Contractor RRSP | Gross Hourly Pay |
|---------------------|------------------------------|-------------------------------|---|------------------------------------|--------------------------|----------------------------|--------------------|------------------------|
| GEN. FOREMAN | 125 | 82.55 | 8.255 | 2.33 | 8.21 | 0.40 | 3.28 | 105.03 |
| • ICCS GEN. FOREMAN | 125 | 83.55 | 8.355 | 2.33 | 8.21 | 0.40 | 3.28 | 106.13 |
| FOREMAN | 117 | 77.25 | 7.725 | 2.33 | 8.21 | 0.40 | 2.93 | 98.85 |
| • ICCS FOREMAN | 117 | 78.25 | 7.825 | 2.33 | 8.21 | 0.40 | 2.93 | 99.95 |
| SUB-FOREMAN | 108 | 71.31 | 7.131 | 2.33 | 8.21 | 0.40 | 2.54 | 91.92 |
| • ICCS SUB-FOREMAN | 108 | 72.31 | 7.231 | 2.33 | 8.21 | 0.40 | 2.54 | 93.02 |
| * JOURNEYMAN | 100 | 66.03 | 6.603 | 2.33 | 8.21 | 0.40 | 2.19 | 85.76 |
| 4TH YEAR APPRENTICE | 80 | 52.83 | 5.283 | 2.33 | 8.21 | 0.40 | 1.31 | 70.36 |
| 3RD YEAR APPRENTICE | 70 | 46.22 | 4.622 | 2.33 | 8.21 | 0.40 | 0.87 | 62.65 |
| 2ND YEAR APPRENTICE | 60 | 39.62 | 3.962 | 2.33 | 8.21 | 0.40 | 0.44 | 54.96 |
| 1ST YEAR APPRENTICE | 50 | 33.02 | 3.302 | 2.33 | 8.21 | 0.40 | 0.00 | 47.26 |

- * Includes Electrician (Inside Wireman), Power Systems Electrician, Welder, Instrument Technician, Lineman and Operator (Equipment)
Union dues (Article 4.08)
Additional Union Dues - \$0.06/hour worked (Article 4.08 & 11.04 (c) (i))
Additional R.R.S.P. - \$1.00/hour worked (Gen. Foreman, Foreman, Sub-Foreman & Journeyman) Article 11.04 (c) (ii)
- Additional Better Supervision, LSE, ICCS Supervisor Premium - \$1.00/hour worked (Gen. Foreman, Foreman, Sub-Foreman) Appendix "F"
ECAA Industry Fund - \$0.10/hour worked (Appendix 'C')

APPENDIX "F" RESIDENTIAL, COMMERCIAL, INSTITUTIONAL, SERVICE, RENOVATION AND REPAIR, AND LIGHT INDUSTRIAL CONSTRUCTION

**F0.04 EFFECTIVE TBD
STRAIGHT TIME**

| Classification | Basic Hourly Rate % | Basic Hourly Rate \$ | 10% Vacation & General Holiday Pay | Insurance Benefit Trust Fund | Pension Trust Fund | Education Trust Fund | Contractor RRSP | Gross Hourly Pay |
|---------------------|------------------------------|-------------------------------|---|------------------------------------|--------------------------|----------------------------|--------------------|------------------------|
| GEN. FOREMAN | 125 | 57.53 | 5.753 | 2.00 | 6.35 | 0.40 | 0.00 | 72.03 |
| • ICCS GEN. FOREMAN | 125 | 58.53 | 5.853 | 2.00 | 6.35 | 0.40 | 0.00 | 73.13 |
| FOREMAN | 117 | 53.84 | 5.384 | 2.00 | 6.35 | 0.40 | 0.00 | 67.97 |
| • ICCS FOREMAN | 117 | 54.84 | 5.484 | 2.00 | 6.35 | 0.40 | 0.00 | 69.07 |
| SUB-FOREMAN | 108 | 49.70 | 4.970 | 2.00 | 6.35 | 0.40 | 0.00 | 63.42 |
| • ICCS SUB-FOREMAN | 108 | 50.70 | 5.070 | 2.00 | 6.35 | 0.40 | 0.00 | 64.52 |
| * JOURNEYMAN | 100 | 46.02 | 4.602 | 2.00 | 6.35 | 0.40 | 0.00 | 59.37 |
| 4TH YEAR APPRENTICE | 80 | 36.82 | 3.682 | 2.00 | 6.35 | 0.40 | 0.00 | 49.25 |
| 3RD YEAR APPRENTICE | 70 | 32.21 | 3.221 | 2.00 | 6.35 | 0.40 | 0.00 | 44.18 |
| 2ND YEAR APPRENTICE | 60 | 27.61 | 2.761 | 2.00 | 6.35 | 0.40 | 0.00 | 39.12 |
| 1ST YEAR APPRENTICE | 50 | 23.01 | 2.301 | 2.00 | 6.35 | 0.40 | 0.00 | 34.06 |

* Includes Electrician (Inside Wireman), Power Systems Electrician, Welder, Instrument Technician, Lineman and Operator (Equipment)
Union dues (Article 4.08)

Additional Union Dues - \$0.06/hour worked (Article 4.08 & 11.04 (c) (i))

Additional R.R.S.P. - \$1.00/hour worked (Gen. Foreman, Foreman, Sub-Foreman & Journeyman) Article 11.04 (c) (ii)

- Additional Better Supervision, LSE, ICCS Supervisor Premium - \$1.00/hour worked (Gen. Foreman, Foreman, Sub-Foreman) Appendix "F"
ECAA Industry Fund - \$0.10/hour worked (Appendix 'C')

APPENDIX “F” RESIDENTIAL, COMMERCIAL, INSTITUTIONAL, SERVICE, RENOVATION AND REPAIR, AND LIGHT INDUSTRIAL CONSTRUCTION

F0.04 TBD

WHEN OVERTIME IS WORKED AT 1 1/2 TIMES THE HOURLY RATE

| Classification | Basic Hourly Rate % | Basic Hourly Rate \$ | 10% Vacation & General Holiday Pay | Insurance Benefit Trust Fund | Pension Trust Fund | Education Trust Fund | Contractor RRSP | Gross Hourly Pay |
|---------------------|---------------------|----------------------|------------------------------------|------------------------------|--------------------|----------------------|-----------------|------------------|
| GEN. FOREMAN | 125 | 86.30 | 8.630 | 2.33 | 8.21 | 0.40 | 3.28 | 109.51 |
| • ICCS GEN. FOREMAN | 125 | 87.30 | 8.730 | 2.33 | 8.21 | 0.40 | 3.28 | 110.61 |
| FOREMAN | 117 | 80.76 | 8.076 | 2.33 | 8.21 | 0.40 | 2.93 | 102.71 |
| • ICCS FOREMAN | 117 | 81.76 | 8.176 | 2.33 | 8.21 | 0.40 | 2.93 | 103.81 |
| SUB-FOREMAN | 108 | 74.55 | 7.455 | 2.33 | 8.21 | 0.40 | 2.54 | 95.49 |
| • ICCS SUB-FOREMAN | 108 | 75.55 | 7.555 | 2.33 | 8.21 | 0.40 | 2.54 | 96.59 |
| * JOURNEYMAN | 100 | 69.03 | 6.903 | 2.33 | 8.21 | 0.40 | 2.19 | 89.06 |
| 4TH YEAR APPRENTICE | 80 | 55.23 | 5.523 | 2.33 | 8.21 | 0.40 | 1.31 | 73.00 |
| 3RD YEAR APPRENTICE | 70 | 48.32 | 4.832 | 2.33 | 8.21 | 0.40 | 0.87 | 64.96 |
| 2ND YEAR APPRENTICE | 60 | 41.42 | 4.142 | 2.33 | 8.21 | 0.40 | 0.44 | 56.94 |
| 1ST YEAR APPRENTICE | 50 | 34.52 | 3.452 | 2.33 | 8.21 | 0.40 | 0.00 | 48.91 |

- * Includes Electrician (Inside Wireman), Power Systems Electrician, Welder, Instrument Technician, Lineman and Operator (Equipment)
Union dues (Article 4.08)
Additional Union Dues - \$0.06/hour worked (Article 4.08 & 11.04 (c) (i))
Additional R.R.S.P. - \$1.00/hour worked (Gen. Foreman, Foreman, Sub-Foreman & Journeyman) Article 11.04 (c) (ii)
- Additional Better Supervision, LSE, ICCS Supervisor Premium - \$1.00/hour worked (Gen. Foreman, Foreman, Sub-Foreman) Appendix "F"
ECAA Industry Fund - \$0.10/hour worked (Appendix 'C')

APPENDIX “F” RESIDENTIAL, COMMERCIAL, INSTITUTIONAL, SERVICE, RENOVATION AND REPAIR, AND LIGHT INDUSTRIAL CONSTRUCTION

**F0.05 EFFECTIVE MAY 01, 2016
STRAIGHT TIME**

| Classification | Basic Hourly Rate % | Basic Hourly Rate \$ | 10% Vacation & General Holiday Pay | Insurance Benefit Trust Fund | Pension Trust Fund | Education Trust Fund | Contractor RRSP | Gross Hourly Pay |
|---------------------|------------------------------|-------------------------------|---|------------------------------------|--------------------------|----------------------------|--------------------|------------------------|
| GEN. FOREMAN | 125 | | | | | | | |
| • ICCS GEN. FOREMAN | 125 | | | | | | | |
| FOREMAN | 117 | | | | | | | |
| • ICCS FOREMAN | 117 | | | | | | | |
| SUB-FOREMAN | 108 | | | | | | | |
| • ICCS SUB-FOREMAN | 108 | | | | | | | |
| * JOURNEYMAN | 100 | | | | | | | |
| 4TH YEAR APPRENTICE | 80 | | | | | | | |
| 3RD YEAR APPRENTICE | 70 | | | | | | | |
| 2ND YEAR APPRENTICE | 60 | | | | | | | |
| 1ST YEAR APPRENTICE | 50 | | | | | | | |

* Includes Electrician (Inside Wireman), Power Systems Electrician, Welder, Instrument Technician, Lineman and Operator (Equipment)
Union dues (Article 4.08)

Additional Union Dues - \$0.06/hour worked (Article 4.08 & 11.04 (c) (i))

Additional R.R.S.P. - \$1.00/hour worked (Gen. Foreman, Foreman, Sub-Foreman & Journeyman) Article 11.04 (c) (ii)

• Additional Better Supervision, LSE, ICCS Supervisor Premium - \$1.00/hour worked (Gen. Foreman, Foreman, Sub-Foreman) Appendix "F"
ECAA Industry Fund - \$0.10/hour worked (Appendix 'C')

A 2016 wage adjustment shall be made to the May 1, 2016 and November 6, 2016 wage schedules as per the process identified in Appendix “L”.

APPENDIX “F” RESIDENTIAL, COMMERCIAL, INSTITUTIONAL, SERVICE, RENOVATION AND REPAIR, AND LIGHT INDUSTRIAL CONSTRUCTION

F0.05 EFFECTIVE MAY 01, 2016

WHEN OVERTIME IS WORKED AT 1 1/2 TIMES THE HOURLY RATE

| Classification | Basic Hourly Rate % | Basic Hourly Rate \$ | 10% Vacation & General Holiday Pay | Insurance Benefit Trust Fund | Pension Trust Fund | Education Trust Fund | Contractor RRSP | Gross Hourly Pay |
|---------------------|------------------------------|-------------------------------|---|------------------------------------|--------------------------|----------------------------|--------------------|------------------------|
| GEN. FOREMAN | 125 | | | | | | | |
| • ICCS GEN. FOREMAN | 125 | | | | | | | |
| FOREMAN | 117 | | | | | | | |
| • ICCS FOREMAN | 117 | | | | | | | |
| SUB-FOREMAN | 108 | | | | | | | |
| • ICCS SUB-FOREMAN | 108 | | | | | | | |
| * JOURNEYMAN | 100 | | | | | | | |
| 4TH YEAR APPRENTICE | 80 | | | | | | | |
| 3RD YEAR APPRENTICE | 70 | | | | | | | |
| 2ND YEAR APPRENTICE | 60 | | | | | | | |
| 1ST YEAR APPRENTICE | 50 | | | | | | | |

- * Includes Electrician (Inside Wireman), Power Systems Electrician, Welder, Instrument Technician, Lineman and Operator (Equipment)
Union dues (Article 4.08)
Additional Union Dues - \$0.06/hour worked (Article 4.08 & 11.04 (c) (i))
Additional R.R.S.P. - \$1.00/hour worked (Gen. Foreman, Foreman, Sub-Foreman & Journeyman) Article 11.04 (c) (ii)
- Additional Better Supervision, LSE, ICCS Supervisor Premium - \$1.00/hour worked (Gen. Foreman, Foreman, Sub-Foreman) Appendix "F"
ECAA Industry Fund - \$0.10/hour worked (Appendix 'C')

A 2016 wage adjustment shall be made to the May 1, 2016 and November 6, 2016 wage schedules as per the process identified in Appendix “L”.

APPENDIX “F” RESIDENTIAL, COMMERCIAL, INSTITUTIONAL, SERVICE, RENOVATION AND REPAIR, AND LIGHT INDUSTRIAL CONSTRUCTION

**F0.06 EFFECTIVE TBD
STRAIGHT TIME**

| Classification | Basic Hourly Rate % | Basic Hourly Rate \$ | 10% Vacation & General Holiday Pay | Insurance Benefit Trust Fund | Pension Trust Fund | Education Trust Fund | Contractor RRSP | Gross Hourly Pay |
|---------------------|------------------------------|-------------------------------|---|------------------------------------|--------------------------|----------------------------|--------------------|------------------------|
| GEN. FOREMAN | 125 | | | | | | | |
| • ICCS GEN. FOREMAN | 125 | | | | | | | |
| FOREMAN | 117 | | | | | | | |
| • ICCS FOREMAN | 117 | | | | | | | |
| SUB-FOREMAN | 108 | | | | | | | |
| • ICCS SUB-FOREMAN | 108 | | | | | | | |
| * JOURNEYMAN | 100 | | | | | | | |
| 4TH YEAR APPRENTICE | 80 | | | | | | | |
| 3RD YEAR APPRENTICE | 70 | | | | | | | |
| 2ND YEAR APPRENTICE | 60 | | | | | | | |
| 1ST YEAR APPRENTICE | 50 | | | | | | | |

* Includes Electrician (Inside Wireman), Power Systems Electrician, Welder, Instrument Technician, Lineman and Operator (Equipment)
Union dues (Article 4.08)

Additional Union Dues - \$0.06/hour worked (Article 4.08 & 11.04 (c) (i))

Additional R.R.S.P. - \$1.00/hour worked (Gen. Foreman, Foreman, Sub-Foreman & Journeyman) Article 11.04 (c) (ii)

• Additional Better Supervision, LSE, ICCS Supervisor Premium - \$1.00/hour worked (Gen. Foreman, Foreman, Sub-Foreman) Appendix "F"
ECAA Industry Fund - \$0.10/hour worked (Appendix 'C')

A 2016 wage adjustment shall be made to the May 1, 2016 and November 6, 2016 wage schedules as per the process identified in Appendix “L”.

APPENDIX “F” RESIDENTIAL, COMMERCIAL, INSTITUTIONAL, SERVICE, RENOVATION AND REPAIR, AND LIGHT INDUSTRIAL CONSTRUCTION

F0.06 EFFECTIVE TBD

WHEN OVERTIME IS WORKED AT 1 1/2 TIMES THE HOURLY RATE

| Classification | Basic Hourly Rate % | Basic Hourly Rate \$ | 10% Vacation & General Holiday Pay | Insurance Benefit Trust Fund | Pension Trust Fund | Education Trust Fund | Contractor RRSP | Gross Hourly Pay |
|---------------------|------------------------------|-------------------------------|---|------------------------------------|--------------------------|----------------------------|--------------------|------------------------|
| GEN. FOREMAN | 125 | | | | | | | |
| • ICCS GEN. FOREMAN | 125 | | | | | | | |
| FOREMAN | 117 | | | | | | | |
| • ICCS FOREMAN | 117 | | | | | | | |
| SUB-FOREMAN | 108 | | | | | | | |
| • ICCS SUB-FOREMAN | 108 | | | | | | | |
| * JOURNEYMAN | 100 | | | | | | | |
| 4TH YEAR APPRENTICE | 80 | | | | | | | |
| 3RD YEAR APPRENTICE | 70 | | | | | | | |
| 2ND YEAR APPRENTICE | 60 | | | | | | | |
| 1ST YEAR APPRENTICE | 50 | | | | | | | |

- * Includes Electrician (Inside Wireman), Power Systems Electrician, Welder, Instrument Technician, Lineman and Operator (Equipment)
Union dues (Article 4.08)
Additional Union Dues - \$0.06/hour worked (Article 4.08 & 11.04 (c) (i))
Additional R.R.S.P. - \$1.00/hour worked (Gen. Foreman, Foreman, Sub-Foreman & Journeyman) Article 11.04 (c) (ii)
- Additional Better Supervision, LSE, ICCS Supervisor Premium - \$1.00/hour worked (Gen. Foreman, Foreman, Sub-Foreman) Appendix "F"
ECAA Industry Fund - \$0.10/hour worked (Appendix 'C')

A 2016 wage adjustment shall be made to the May 1, 2016 and November 6, 2016 wage schedules as per the process identified in Appendix “L”.

APPENDIX “F” RESIDENTIAL, COMMERCIAL, INSTITUTIONAL, SERVICE, RENOVATION AND REPAIR, AND LIGHT INDUSTRIAL CONSTRUCTION

**F0.07 EFFECTIVE NOVEMBER 06, 2016
STRAIGHT TIME**

| Classification | Basic Hourly Rate % | Basic Hourly Rate \$ | 10% Vacation & General Holiday Pay | Insurance Benefit Trust Fund | Pension Trust Fund | Education Trust Fund | Contractor RRSP | Gross Hourly Pay |
|---------------------|------------------------------|-------------------------------|---|------------------------------------|--------------------------|----------------------------|--------------------|------------------------|
| GEN. FOREMAN | 125 | | | | | | | |
| • ICCS GEN. FOREMAN | 125 | | | | | | | |
| FOREMAN | 117 | | | | | | | |
| • ICCS FOREMAN | 117 | | | | | | | |
| SUB-FOREMAN | 108 | | | | | | | |
| • ICCS SUB-FOREMAN | 108 | | | | | | | |
| * JOURNEYMAN | 100 | | | | | | | |
| 4TH YEAR APPRENTICE | 80 | | | | | | | |
| 3RD YEAR APPRENTICE | 70 | | | | | | | |
| 2ND YEAR APPRENTICE | 60 | | | | | | | |
| 1ST YEAR APPRENTICE | 50 | | | | | | | |

* Includes Electrician (Inside Wireman), Power Systems Electrician, Welder, Instrument Technician, Lineman and Operator (Equipment)
Union dues (Article 4.08)

Additional Union Dues - \$0.06/hour worked (Article 4.08 & 11.04 (c) (i))

Additional R.R.S.P. - \$1.00/hour worked (Gen. Foreman, Foreman, Sub-Foreman & Journeyman) Article 11.04 (c) (ii)

• Additional Better Supervision, LSE, ICCS Supervisor Premium - \$1.00/hour worked (Gen. Foreman, Foreman, Sub-Foreman) Appendix "F"
ECAA Industry Fund - \$0.10/hour worked (Appendix 'C')

A 2016 wage adjustment shall be made to the May 1, 2016 and November 6, 2016 wage schedules as per the process identified in Appendix “L”.

APPENDIX “F” RESIDENTIAL, COMMERCIAL, INSTITUTIONAL, SERVICE, RENOVATION AND REPAIR, AND LIGHT INDUSTRIAL CONSTRUCTION

F0.07 EFFECTIVE NOVEMBER 06, 2016

WHEN OVERTIME IS WORKED AT 1 1/2 TIMES THE HOURLY RATE

| Classification | Basic Hourly Rate % | Basic Hourly Rate \$ | 10% Vacation & General Holiday Pay | Insurance Benefit Trust Fund | Pension Trust Fund | Education Trust Fund | Contractor RRSP | Gross Hourly Pay |
|---------------------|------------------------------|-------------------------------|---|------------------------------------|--------------------------|----------------------------|--------------------|------------------------|
| GEN. FOREMAN | 125 | | | | | | | |
| • ICCS GEN. FOREMAN | 125 | | | | | | | |
| FOREMAN | 117 | | | | | | | |
| • ICCS FOREMAN | 117 | | | | | | | |
| SUB-FOREMAN | 108 | | | | | | | |
| • ICCS SUB-FOREMAN | 108 | | | | | | | |
| * JOURNEYMAN | 100 | | | | | | | |
| 4TH YEAR APPRENTICE | 80 | | | | | | | |
| 3RD YEAR APPRENTICE | 70 | | | | | | | |
| 2ND YEAR APPRENTICE | 60 | | | | | | | |
| 1ST YEAR APPRENTICE | 50 | | | | | | | |

- * Includes Electrician (Inside Wireman), Power Systems Electrician, Welder, Instrument Technician, Lineman and Operator (Equipment)
Union dues (Article 4.08)
Additional Union Dues - \$0.06/hour worked (Article 4.08 & 11.04 (c) (i))
Additional R.R.S.P. - \$1.00/hour worked (Gen. Foreman, Foreman, Sub-Foreman & Journeyman) Article 11.04 (c) (ii)
- Additional Better Supervision, LSE, ICCS Supervisor Premium - \$1.00/hour worked (Gen. Foreman, Foreman, Sub-Foreman) Appendix "F"
ECAA Industry Fund - \$0.10/hour worked (Appendix 'C')

A 2016 wage adjustment shall be made to the May 1, 2016 and November 6, 2016 wage schedules as per the process identified in Appendix “L”.

APPENDIX “F” RESIDENTIAL, COMMERCIAL, INSTITUTIONAL, SERVICE, RENOVATION AND REPAIR, AND LIGHT INDUSTRIAL CONSTRUCTION

**F0.08 EFFECTIVE TBD
STRAIGHT TIME**

| Classification | Basic Hourly Rate % | Basic Hourly Rate \$ | 10% Vacation & General Holiday Pay | Insurance Benefit Trust Fund | Pension Trust Fund | Education Trust Fund | Contractor RRSP | Gross Hourly Pay |
|---------------------|------------------------------|-------------------------------|---|------------------------------------|--------------------------|----------------------------|--------------------|------------------------|
| GEN. FOREMAN | 125 | | | | | | | |
| • ICCS GEN. FOREMAN | 125 | | | | | | | |
| FOREMAN | 117 | | | | | | | |
| • ICCS FOREMAN | 117 | | | | | | | |
| SUB-FOREMAN | 108 | | | | | | | |
| • ICCS SUB-FOREMAN | 108 | | | | | | | |
| * JOURNEYMAN | 100 | | | | | | | |
| 4TH YEAR APPRENTICE | 80 | | | | | | | |
| 3RD YEAR APPRENTICE | 70 | | | | | | | |
| 2ND YEAR APPRENTICE | 60 | | | | | | | |
| 1ST YEAR APPRENTICE | 50 | | | | | | | |

* Includes Electrician (Inside Wireman), Power Systems Electrician, Welder, Instrument Technician, Lineman and Operator (Equipment)
Union dues (Article 4.08)

Additional Union Dues - \$0.06/hour worked (Article 4.08 & 11.04 (c) (i))

Additional R.R.S.P. - \$1.00/hour worked (Gen. Foreman, Foreman, Sub-Foreman & Journeyman) Article 11.04 (c) (ii)

- Additional Better Supervision, LSE, ICCS Supervisor Premium - \$1.00/hour worked (Gen. Foreman, Foreman, Sub-Foreman) Appendix "F"
- ECAA Industry Fund - \$0.10/hour worked (Appendix 'C')

A 2016 wage adjustment shall be made to the May 1, 2016 and November 6, 2016 wage schedules as per the process identified in Appendix “L”.

APPENDIX “F” RESIDENTIAL, COMMERCIAL, INSTITUTIONAL, SERVICE, RENOVATION AND REPAIR, AND LIGHT INDUSTRIAL CONSTRUCTION

F0.08 EFFECTIVE TBD

WHEN OVERTIME IS WORKED AT 1 1/2 TIMES THE HOURLY RATE

| Classification | Basic Hourly Rate % | Basic Hourly Rate \$ | 10% Vacation & General Holiday Pay | Insurance Benefit Trust Fund | Pension Trust Fund | Education Trust Fund | Contractor RRSP | Gross Hourly Pay |
|---------------------|---------------------|----------------------|------------------------------------|------------------------------|--------------------|----------------------|-----------------|------------------|
| GEN. FOREMAN | 125 | | | | | | | |
| • ICCS GEN. FOREMAN | 125 | | | | | | | |
| FOREMAN | 117 | | | | | | | |
| • ICCS FOREMAN | 117 | | | | | | | |
| SUB-FOREMAN | 108 | | | | | | | |
| • ICCS SUB-FOREMAN | 108 | | | | | | | |
| * JOURNEYMAN | 100 | | | | | | | |
| 4TH YEAR APPRENTICE | 80 | | | | | | | |
| 3RD YEAR APPRENTICE | 70 | | | | | | | |
| 2ND YEAR APPRENTICE | 60 | | | | | | | |
| 1ST YEAR APPRENTICE | 50 | | | | | | | |

- * Includes Electrician (Inside Wireman), Power Systems Electrician, Welder, Instrument Technician, Lineman and Operator (Equipment) Union dues (Article 4.08)
Additional Union Dues - \$0.06/hour worked (Article 4.08 & 11.04 (c) (i))
Additional R.R.S.P. - \$1.00/hour worked (Gen. Foreman, Foreman, Sub-Foreman & Journeyman) Article 11.04 (c) (ii)
- Additional Better Supervision, LSE, ICCS Supervisor Premium - \$1.00/hour worked (Gen. Foreman, Foreman, Sub-Foreman) Appendix "F"
ECAA Industry Fund - \$0.10/hour worked (Appendix 'C')

A 2016 wage adjustment shall be made to the May 1, 2016 and November 6, 2016 wage schedules as per the process identified in Appendix “L”.

APPENDIX “F” RESIDENTIAL, COMMERCIAL, INSTITUTIONAL, SERVICE, RENOVATION AND REPAIR, AND LIGHT INDUSTRIAL CONSTRUCTION

**F0.09 EFFECTIVE MAY 07, 2017
STRAIGHT TIME**

| Classification | Basic Hourly Rate % | Basic Hourly Rate \$ | 10% Vacation & General Holiday Pay | Insurance Benefit Trust Fund | Pension Trust Fund | Education Trust Fund | Contractor RRSP | Gross Hourly Pay |
|---------------------|------------------------------|-------------------------------|---|------------------------------------|--------------------------|----------------------------|--------------------|------------------------|
| GEN. FOREMAN | 125 | | | | | | | |
| • ICCS GEN. FOREMAN | 125 | | | | | | | |
| FOREMAN | 117 | | | | | | | |
| • ICCS FOREMAN | 117 | | | | | | | |
| SUB-FOREMAN | 108 | | | | | | | |
| • ICCS SUB-FOREMAN | 108 | | | | | | | |
| * JOURNEYMAN | 100 | | | | | | | |
| 4TH YEAR APPRENTICE | 80 | | | | | | | |
| 3RD YEAR APPRENTICE | 70 | | | | | | | |
| 2ND YEAR APPRENTICE | 60 | | | | | | | |
| 1ST YEAR APPRENTICE | 50 | | | | | | | |

* Includes Electrician (Inside Wireman), Power Systems Electrician, Welder, Instrument Technician, Lineman and Operator (Equipment)
Union dues (Article 4.08)

Additional Union Dues - \$0.06/hour worked (Article 4.08 & 11.04 (c) (i))

Additional R.R.S.P. - \$1.00/hour worked (Gen. Foreman, Foreman, Sub-Foreman & Journeyman) Article 11.04 (c) (ii)

- Additional Better Supervision, LSE, ICCS Supervisor Premium - \$1.50/hour worked (Gen. Foreman, Foreman, Sub-Foreman) Appendix "F"
- ECAA Industry Fund - \$0.10/hour worked (Appendix 'C')

A 2017 wage adjustment shall be made to the May 7, 2017 and November 5, 2017 wage schedules as per the process identified in Appendix “L”.

APPENDIX “F” RESIDENTIAL, COMMERCIAL, INSTITUTIONAL, SERVICE, RENOVATION AND REPAIR, AND LIGHT INDUSTRIAL CONSTRUCTION

F0.09 EFFECTIVE MAY 07, 2017

WHEN OVERTIME IS WORKED AT 1 1/2 TIMES THE HOURLY RATE

| Classification | Basic Hourly Rate % | Basic Hourly Rate \$ | 10% Vacation & General Holiday Pay | Insurance Benefit Trust Fund | Pension Trust Fund | Education Trust Fund | Contractor RRSP | Gross Hourly Pay |
|---------------------|------------------------------|-------------------------------|---|------------------------------------|--------------------------|----------------------------|--------------------|------------------------|
| GEN. FOREMAN | 125 | | | | | | | |
| • ICCS GEN. FOREMAN | 125 | | | | | | | |
| FOREMAN | 117 | | | | | | | |
| • ICCS FOREMAN | 117 | | | | | | | |
| SUB-FOREMAN | 108 | | | | | | | |
| • ICCS SUB-FOREMAN | 108 | | | | | | | |
| * JOURNEYMAN | 100 | | | | | | | |
| 4TH YEAR APPRENTICE | 80 | | | | | | | |
| 3RD YEAR APPRENTICE | 70 | | | | | | | |
| 2ND YEAR APPRENTICE | 60 | | | | | | | |
| 1ST YEAR APPRENTICE | 50 | | | | | | | |

- * Includes Electrician (Inside Wireman), Power Systems Electrician, Welder, Instrument Technician, Lineman and Operator (Equipment)
Union dues (Article 4.08)
Additional Union Dues - \$0.06/hour worked (Article 4.08 & 11.04 (c) (i))
Additional R.R.S.P. - \$1.00/hour worked (Gen. Foreman, Foreman, Sub-Foreman & Journeyman) Article 11.04 (c) (ii)
- Additional Better Supervision, LSE, ICCS Supervisor Premium - \$1.50/hour worked (Gen. Foreman, Foreman, Sub-Foreman) Appendix "F"
ECAA Industry Fund - \$0.10/hour worked (Appendix 'C')

A 2017 wage adjustment shall be made to the May 7, 2017 and November 5, 2017 wage schedules as per the process identified in Appendix “L”.

APPENDIX “F” RESIDENTIAL, COMMERCIAL, INSTITUTIONAL, SERVICE, RENOVATION AND REPAIR, AND LIGHT INDUSTRIAL CONSTRUCTION

**F0.10 EFFECTIVE TBD
STRAIGHT TIME**

| Classification | Basic Hourly Rate % | Basic Hourly Rate \$ | 10% Vacation & General Holiday Pay | Insurance Benefit Trust Fund | Pension Trust Fund | Education Trust Fund | Contractor RRSP | Gross Hourly Pay |
|---------------------|------------------------------|-------------------------------|---|------------------------------------|--------------------------|----------------------------|--------------------|------------------------|
| GEN. FOREMAN | 125 | | | | | | | |
| • ICCS GEN. FOREMAN | 125 | | | | | | | |
| FOREMAN | 117 | | | | | | | |
| • ICCS FOREMAN | 117 | | | | | | | |
| SUB-FOREMAN | 108 | | | | | | | |
| • ICCS SUB-FOREMAN | 108 | | | | | | | |
| * JOURNEYMAN | 100 | | | | | | | |
| 4TH YEAR APPRENTICE | 80 | | | | | | | |
| 3RD YEAR APPRENTICE | 70 | | | | | | | |
| 2ND YEAR APPRENTICE | 60 | | | | | | | |
| 1ST YEAR APPRENTICE | 50 | | | | | | | |

* Includes Electrician (Inside Wireman), Power Systems Electrician, Welder, Instrument Technician, Lineman and Operator (Equipment)
Union dues (Article 4.08)

Additional Union Dues - \$0.06/hour worked (Article 4.08 & 11.04 (c) (i))

Additional R.R.S.P. - \$1.00/hour worked (Gen. Foreman, Foreman, Sub-Foreman & Journeyman) Article 11.04 (c) (ii)

• Additional Better Supervision, LSE, ICCS Supervisor Premium - \$1.50/hour worked (Gen. Foreman, Foreman, Sub-Foreman) Appendix "F"
ECAA Industry Fund - \$0.10/hour worked (Appendix 'C')

A 2017 wage adjustment shall be made to the May 7, 2017 and November 5, 2017 wage schedules as per the process identified in Appendix “L”.

APPENDIX “F” RESIDENTIAL, COMMERCIAL, INSTITUTIONAL, SERVICE, RENOVATION AND REPAIR, AND LIGHT INDUSTRIAL CONSTRUCTION

F0.10 EFFECTIVE TBD

WHEN OVERTIME IS WORKED AT 1 1/2 TIMES THE HOURLY RATE

| Classification | Basic Hourly Rate % | Basic Hourly Rate \$ | 10% Vacation & General Holiday Pay | Insurance Benefit Trust Fund | Pension Trust Fund | Education Trust Fund | Contractor RRSP | Gross Hourly Pay |
|---------------------|---------------------|----------------------|------------------------------------|------------------------------|--------------------|----------------------|-----------------|------------------|
| GEN. FOREMAN | 125 | | | | | | | |
| • ICCS GEN. FOREMAN | 125 | | | | | | | |
| FOREMAN | 117 | | | | | | | |
| • ICCS FOREMAN | 117 | | | | | | | |
| SUB-FOREMAN | 108 | | | | | | | |
| • ICCS SUB-FOREMAN | 108 | | | | | | | |
| * JOURNEYMAN | 100 | | | | | | | |
| 4TH YEAR APPRENTICE | 80 | | | | | | | |
| 3RD YEAR APPRENTICE | 70 | | | | | | | |
| 2ND YEAR APPRENTICE | 60 | | | | | | | |
| 1ST YEAR APPRENTICE | 50 | | | | | | | |

- * Includes Electrician (Inside Wireman), Power Systems Electrician, Welder, Instrument Technician, Lineman and Operator (Equipment) Union dues (Article 4.08)
Additional Union Dues - \$0.06/hour worked (Article 4.08 & 11.04 (c) (i))
Additional R.R.S.P. - \$1.00/hour worked (Gen. Foreman, Foreman, Sub-Foreman & Journeyman) Article 11.04 (c) (ii)
- Additional Better Supervision, LSE, ICCS Supervisor Premium - \$1.50/hour worked (Gen. Foreman, Foreman, Sub-Foreman) Appendix "F"
ECAA Industry Fund - \$0.10/hour worked (Appendix 'C')

A 2017 wage adjustment shall be made to the May 7, 2017 and November 5, 2017 wage schedules as per the process identified in Appendix “L”.

APPENDIX “F” RESIDENTIAL, COMMERCIAL, INSTITUTIONAL, SERVICE, RENOVATION AND REPAIR, AND LIGHT INDUSTRIAL CONSTRUCTION

**F0.11 EFFECTIVE NOVEMBER 05, 2017
STRAIGHT TIME**

| Classification | Basic Hourly Rate % | Basic Hourly Rate \$ | 10% Vacation & General Holiday Pay | Insurance Benefit Trust Fund | Pension Trust Fund | Education Trust Fund | Contractor RRSP | Gross Hourly Pay |
|---------------------|------------------------------|-------------------------------|---|------------------------------------|--------------------------|----------------------------|--------------------|------------------------|
| GEN. FOREMAN | 125 | | | | | | | |
| • ICCS GEN. FOREMAN | 125 | | | | | | | |
| FOREMAN | 117 | | | | | | | |
| • ICCS FOREMAN | 117 | | | | | | | |
| SUB-FOREMAN | 108 | | | | | | | |
| • ICCS SUB-FOREMAN | 108 | | | | | | | |
| * JOURNEYMAN | 100 | | | | | | | |
| 4TH YEAR APPRENTICE | 80 | | | | | | | |
| 3RD YEAR APPRENTICE | 70 | | | | | | | |
| 2ND YEAR APPRENTICE | 60 | | | | | | | |
| 1ST YEAR APPRENTICE | 50 | | | | | | | |

- * Includes Electrician (Inside Wireman), Power Systems Electrician, Welder, Instrument Technician, Lineman and Operator (Equipment)
Union dues (Article 4.08)
Additional Union Dues - \$0.06/hour worked (Article 4.08 & 11.04 (c) (i))
Additional R.R.S.P. - \$1.00/hour worked (Gen. Foreman, Foreman, Sub-Foreman & Journeyman) Article 11.04 (c) (ii)
- Additional Better Supervision, LSE, ICCS Supervisor Premium - \$1.50/hour worked (Gen. Foreman, Foreman, Sub-Foreman) Appendix "F"
ECAA Industry Fund - \$0.10/hour worked (Appendix 'C')

A 2017 wage adjustment shall be made to the May 7, 2017 and November 5, 2017 wage schedules as per the process identified in Appendix “L”.

APPENDIX “F” RESIDENTIAL, COMMERCIAL, INSTITUTIONAL, SERVICE, RENOVATION AND REPAIR, AND LIGHT INDUSTRIAL CONSTRUCTION

F0.11 EFFECTIVE NOVEMBER 05, 2017

WHEN OVERTIME IS WORKED AT 1 1/2 TIMES THE HOURLY RATE

| Classification | Basic Hourly Rate % | Basic Hourly Rate \$ | 10% Vacation & General Holiday Pay | Insurance Benefit Trust Fund | Pension Trust Fund | Education Trust Fund | Contractor RRSP | Gross Hourly Pay |
|---------------------|------------------------------|-------------------------------|---|------------------------------------|--------------------------|----------------------------|--------------------|------------------------|
| GEN. FOREMAN | 125 | | | | | | | |
| • ICCS GEN. FOREMAN | 125 | | | | | | | |
| FOREMAN | 117 | | | | | | | |
| • ICCS FOREMAN | 117 | | | | | | | |
| SUB-FOREMAN | 108 | | | | | | | |
| • ICCS SUB-FOREMAN | 108 | | | | | | | |
| * JOURNEYMAN | 100 | | | | | | | |
| 4TH YEAR APPRENTICE | 80 | | | | | | | |
| 3RD YEAR APPRENTICE | 70 | | | | | | | |
| 2ND YEAR APPRENTICE | 60 | | | | | | | |
| 1ST YEAR APPRENTICE | 50 | | | | | | | |

- * Includes Electrician (Inside Wireman), Power Systems Electrician, Welder, Instrument Technician, Lineman and Operator (Equipment)
Union dues (Article 4.08)
Additional Union Dues - \$0.06/hour worked (Article 4.08 & 11.04 (c) (i))
Additional R.R.S.P. - \$1.00/hour worked (Gen. Foreman, Foreman, Sub-Foreman & Journeyman) Article 11.04 (c) (ii)
- Additional Better Supervision, LSE, ICCS Supervisor Premium - \$1.50/hour worked (Gen. Foreman, Foreman, Sub-Foreman) Appendix "F"
ECAA Industry Fund - \$0.10/hour worked (Appendix 'C')

A 2017 wage adjustment shall be made to the May 7, 2017 and November 5, 2017 wage schedules as per the process identified in Appendix “L”.

APPENDIX “F” RESIDENTIAL, COMMERCIAL, INSTITUTIONAL, SERVICE, RENOVATION AND REPAIR, AND LIGHT INDUSTRIAL CONSTRUCTION

**F0.12 EFFECTIVE TBD
STRAIGHT TIME**

| Classification | Basic Hourly Rate % | Basic Hourly Rate \$ | 10% Vacation & General Holiday Pay | Insurance Benefit Trust Fund | Pension Trust Fund | Education Trust Fund | Contractor RRSP | Gross Hourly Pay |
|---------------------|------------------------------|-------------------------------|---|------------------------------------|--------------------------|----------------------------|--------------------|------------------------|
| GEN. FOREMAN | 125 | | | | | | | |
| • ICCS GEN. FOREMAN | 125 | | | | | | | |
| FOREMAN | 117 | | | | | | | |
| • ICCS FOREMAN | 117 | | | | | | | |
| SUB-FOREMAN | 108 | | | | | | | |
| • ICCS SUB-FOREMAN | 108 | | | | | | | |
| * JOURNEYMAN | 100 | | | | | | | |
| 4TH YEAR APPRENTICE | 80 | | | | | | | |
| 3RD YEAR APPRENTICE | 70 | | | | | | | |
| 2ND YEAR APPRENTICE | 60 | | | | | | | |
| 1ST YEAR APPRENTICE | 50 | | | | | | | |

* Includes Electrician (Inside Wireman), Power Systems Electrician, Welder, Instrument Technician, Lineman and Operator (Equipment)
Union dues (Article 4.08)

Additional Union Dues - \$0.06/hour worked (Article 4.08 & 11.04 (c) (i))

Additional R.R.S.P. - \$1.00/hour worked (Gen. Foreman, Foreman, Sub-Foreman & Journeyman) Article 11.04 (c) (ii)

• Additional Better Supervision, LSE, ICCS Supervisor Premium - \$1.50/hour worked (Gen. Foreman, Foreman, Sub-Foreman) Appendix "F"
ECAA Industry Fund - \$0.10/hour worked (Appendix 'C')

A 2017 wage adjustment shall be made to the May 7, 2017 and November 5, 2017 wage schedules as per the process identified in Appendix “L”.

APPENDIX “F” RESIDENTIAL, COMMERCIAL, INSTITUTIONAL, SERVICE, RENOVATION AND REPAIR, AND LIGHT INDUSTRIAL CONSTRUCTION

F0.12 EFFECTIVE TBD

WHEN OVERTIME IS WORKED AT 1 1/2 TIMES THE HOURLY RATE

| Classification | Basic Hourly Rate % | Basic Hourly Rate \$ | 10% Vacation & General Holiday Pay | Insurance Benefit Trust Fund | Pension Trust Fund | Education Trust Fund | Contractor RRSP | Gross Hourly Pay |
|---------------------|------------------------------|-------------------------------|---|------------------------------------|--------------------------|----------------------------|--------------------|------------------------|
| GEN. FOREMAN | 125 | | | | | | | |
| • ICCS GEN. FOREMAN | 125 | | | | | | | |
| FOREMAN | 117 | | | | | | | |
| • ICCS FOREMAN | 117 | | | | | | | |
| SUB-FOREMAN | 108 | | | | | | | |
| • ICCS SUB-FOREMAN | 108 | | | | | | | |
| * JOURNEYMAN | 100 | | | | | | | |
| 4TH YEAR APPRENTICE | 80 | | | | | | | |
| 3RD YEAR APPRENTICE | 70 | | | | | | | |
| 2ND YEAR APPRENTICE | 60 | | | | | | | |
| 1ST YEAR APPRENTICE | 50 | | | | | | | |

- * Includes Electrician (Inside Wireman), Power Systems Electrician, Welder, Instrument Technician, Lineman and Operator (Equipment)
Union dues (Article 4.08)
Additional Union Dues - \$0.06/hour worked (Article 4.08 & 11.04 (c) (i))
Additional R.R.S.P. - \$1.00/hour worked (Gen. Foreman, Foreman, Sub-Foreman & Journeyman) Article 11.04 (c) (ii)
- Additional Better Supervision, LSE, ICCS Supervisor Premium - \$1.50/hour worked (Gen. Foreman, Foreman, Sub-Foreman) Appendix "F"
ECAA Industry Fund - \$0.10/hour worked (Appendix 'C')

A 2017 wage adjustment shall be made to the May 7, 2017 and November 5, 2017 wage schedules as per the process identified in Appendix “L”.

APPENDIX “F” RESIDENTIAL, COMMERCIAL, INSTITUTIONAL, SERVICE, RENOVATION AND REPAIR, AND LIGHT INDUSTRIAL CONSTRUCTION

F0.13 EFFECTIVE MAY 06, 2018

STRAIGHT TIME

| Classification | Basic Hourly Rate % | Basic Hourly Rate \$ | 10% Vacation & General Holiday Pay | Insurance Benefit Trust Fund | Pension Trust Fund | Education Trust Fund | Contractor RRSP | Gross Hourly Pay |
|---------------------|---------------------|----------------------|------------------------------------|------------------------------|--------------------|----------------------|-----------------|------------------|
| GEN. FOREMAN | 125 | | | | | | | |
| • ICCS GEN. FOREMAN | 125 | | | | | | | |
| FOREMAN | 117 | | | | | | | |
| • ICCS FOREMAN | 117 | | | | | | | |
| SUB-FOREMAN | 108 | | | | | | | |
| • ICCS SUB-FOREMAN | 108 | | | | | | | |
| * JOURNEYMAN | 100 | | | | | | | |
| 4TH YEAR APPRENTICE | 80 | | | | | | | |
| 3RD YEAR APPRENTICE | 70 | | | | | | | |
| 2ND YEAR APPRENTICE | 60 | | | | | | | |
| 1ST YEAR APPRENTICE | 50 | | | | | | | |

* Includes Electrician (Inside Wireman), Power Systems Electrician, Welder, Instrument Technician, Lineman and Operator (Equipment)

Union dues (Article 4.08)

Additional Union Dues - \$0.06/hour worked (Article 4.08 & 11.04 (c) (i))

Additional R.R.S.P. - \$1.00/hour worked (Gen. Foreman, Foreman, Sub-Foreman & Journeyman) Article 11.04 (c) (ii)

- Additional Better Supervision, LSE, ICCS Supervisor Premium - \$1.50/hour worked (Gen. Foreman, Foreman, Sub-Foreman) Appendix "F"
- ECAA Industry Fund - \$0.10/hour worked (Appendix 'C')

A 2018 wage adjustment shall be made to the May 6, 2018 and November 4, 2018 wage schedules as per the process identified in Appendix “L”.

APPENDIX “F” RESIDENTIAL, COMMERCIAL, INSTITUTIONAL, SERVICE, RENOVATION AND REPAIR, AND LIGHT INDUSTRIAL CONSTRUCTION

F0.13 EFFECTIVE MAY 06, 2018

WHEN OVERTIME IS WORKED AT 1 1/2 TIMES THE HOURLY RATE

| Classification | Basic Hourly Rate % | Basic Hourly Rate \$ | 10% Vacation & General Holiday Pay | Insurance Benefit Trust Fund | Pension Trust Fund | Education Trust Fund | Contractor RRSP | Gross Hourly Pay |
|---------------------|---------------------|----------------------|------------------------------------|------------------------------|--------------------|----------------------|-----------------|------------------|
| GEN. FOREMAN | 125 | | | | | | | |
| • ICCS GEN. FOREMAN | 125 | | | | | | | |
| FOREMAN | 117 | | | | | | | |
| • ICCS FOREMAN | 117 | | | | | | | |
| SUB-FOREMAN | 108 | | | | | | | |
| • ICCS SUB-FOREMAN | 108 | | | | | | | |
| * JOURNEYMAN | 100 | | | | | | | |
| 4TH YEAR APPRENTICE | 80 | | | | | | | |
| 3RD YEAR APPRENTICE | 70 | | | | | | | |
| 2ND YEAR APPRENTICE | 60 | | | | | | | |
| 1ST YEAR APPRENTICE | 50 | | | | | | | |

- * Includes Electrician (Inside Wireman), Power Systems Electrician, Welder, Instrument Technician, Lineman and Operator (Equipment) Union dues (Article 4.08)
Additional Union Dues - \$0.06/hour worked (Article 4.08 & 11.04 (c) (i))
Additional R.R.S.P. - \$1.00/hour worked (Gen. Foreman, Foreman, Sub-Foreman & Journeyman) Article 11.04 (c) (ii)
- Additional Better Supervision, LSE, ICCS Supervisor Premium - \$1.50/hour worked (Gen. Foreman, Foreman, Sub-Foreman) Appendix "F"
ECAA Industry Fund - \$0.10/hour worked (Appendix 'C')

A 2018 wage adjustment shall be made to the May 6, 2018 and November 4, 2018 wage schedules as per the process identified in Appendix “L”.

APPENDIX “F” RESIDENTIAL, COMMERCIAL, INSTITUTIONAL, SERVICE, RENOVATION AND REPAIR, AND LIGHT INDUSTRIAL CONSTRUCTION

**F0.14 EFFECTIVE TBD
STRAIGHT TIME**

| Classification | Basic Hourly Rate % | Basic Hourly Rate \$ | 10% Vacation & General Holiday Pay | Insurance Benefit Trust Fund | Pension Trust Fund | Education Trust Fund | Contractor RRSP | Gross Hourly Pay |
|---------------------|------------------------------|-------------------------------|---|------------------------------------|--------------------------|----------------------------|--------------------|------------------------|
| GEN. FOREMAN | 125 | | | | | | | |
| • ICCS GEN. FOREMAN | 125 | | | | | | | |
| FOREMAN | 117 | | | | | | | |
| • ICCS FOREMAN | 117 | | | | | | | |
| SUB-FOREMAN | 108 | | | | | | | |
| • ICCS SUB-FOREMAN | 108 | | | | | | | |
| * JOURNEYMAN | 100 | | | | | | | |
| 4TH YEAR APPRENTICE | 80 | | | | | | | |
| 3RD YEAR APPRENTICE | 70 | | | | | | | |
| 2ND YEAR APPRENTICE | 60 | | | | | | | |
| 1ST YEAR APPRENTICE | 50 | | | | | | | |

* Includes Electrician (Inside Wireman), Power Systems Electrician, Welder, Instrument Technician, Lineman and Operator (Equipment)
Union dues (Article 4.08)

Additional Union Dues - \$0.06/hour worked (Article 4.08 & 11.04 (c) (i))

Additional R.R.S.P. - \$1.00/hour worked (Gen. Foreman, Foreman, Sub-Foreman & Journeyman) Article 11.04 (c) (ii)

- Additional Better Supervision, LSE, ICCS Supervisor Premium - \$1.50/hour worked (Gen. Foreman, Foreman, Sub-Foreman) Appendix "F"
- ECAA Industry Fund - \$0.10/hour worked (Appendix 'C')

A 2018 wage adjustment shall be made to the May 6, 2018 and November 4, 2018 wage schedules as per the process identified in Appendix “L”.

APPENDIX “F” RESIDENTIAL, COMMERCIAL, INSTITUTIONAL, SERVICE, RENOVATION AND REPAIR, AND LIGHT INDUSTRIAL CONSTRUCTION

F0.14 EFFECTIVE TBD

WHEN OVERTIME IS WORKED AT 1 1/2 TIMES THE HOURLY RATE

| Classification | Basic Hourly Rate % | Basic Hourly Rate \$ | 10% Vacation & General Holiday Pay | Insurance Benefit Trust Fund | Pension Trust Fund | Education Trust Fund | Contractor RRSP | Gross Hourly Pay |
|---------------------|---------------------|----------------------|------------------------------------|------------------------------|--------------------|----------------------|-----------------|------------------|
| GEN. FOREMAN | 125 | | | | | | | |
| • ICCS GEN. FOREMAN | 125 | | | | | | | |
| FOREMAN | 117 | | | | | | | |
| • ICCS FOREMAN | 117 | | | | | | | |
| SUB-FOREMAN | 108 | | | | | | | |
| • ICCS SUB-FOREMAN | 108 | | | | | | | |
| * JOURNEYMAN | 100 | | | | | | | |
| 4TH YEAR APPRENTICE | 80 | | | | | | | |
| 3RD YEAR APPRENTICE | 70 | | | | | | | |
| 2ND YEAR APPRENTICE | 60 | | | | | | | |
| 1ST YEAR APPRENTICE | 50 | | | | | | | |

- * Includes Electrician (Inside Wireman), Power Systems Electrician, Welder, Instrument Technician, Lineman and Operator (Equipment)
Union dues (Article 4.08)
Additional Union Dues - \$0.06/hour worked (Article 4.08 & 11.04 (c) (i))
Additional R.R.S.P. - \$1.00/hour worked (Gen. Foreman, Foreman, Sub-Foreman & Journeyman) Article 11.04 (c) (ii)
- Additional Better Supervision, LSE, ICCS Supervisor Premium - \$1.50/hour worked (Gen. Foreman, Foreman, Sub-Foreman) Appendix "F"
ECAA Industry Fund - \$0.10/hour worked (Appendix 'C')

A 2018 wage adjustment shall be made to the May 6, 2018 and November 4, 2018 wage schedules as per the process identified in Appendix “L”.

APPENDIX “F” RESIDENTIAL, COMMERCIAL, INSTITUTIONAL, SERVICE, RENOVATION AND REPAIR, AND LIGHT INDUSTRIAL CONSTRUCTION

**F0.15 EFFECTIVE NOVEMBER 04, 2018
STRAIGHT TIME**

| Classification | Basic Hourly Rate % | Basic Hourly Rate \$ | 10% Vacation & General Holiday Pay | Insurance Benefit Trust Fund | Pension Trust Fund | Education Trust Fund | Contractor RRSP | Gross Hourly Pay |
|---------------------|------------------------------|-------------------------------|---|------------------------------------|--------------------------|----------------------------|--------------------|------------------------|
| GEN. FOREMAN | 125 | | | | | | | |
| • ICCS GEN. FOREMAN | 125 | | | | | | | |
| FOREMAN | 117 | | | | | | | |
| • ICCS FOREMAN | 117 | | | | | | | |
| SUB-FOREMAN | 108 | | | | | | | |
| • ICCS SUB-FOREMAN | 108 | | | | | | | |
| * JOURNEYMAN | 100 | | | | | | | |
| 4TH YEAR APPRENTICE | 80 | | | | | | | |
| 3RD YEAR APPRENTICE | 70 | | | | | | | |
| 2ND YEAR APPRENTICE | 60 | | | | | | | |
| 1ST YEAR APPRENTICE | 50 | | | | | | | |

* Includes Electrician (Inside Wireman), Power Systems Electrician, Welder, Instrument Technician, Lineman and Operator (Equipment)
Union dues (Article 4.08)

Additional Union Dues - \$0.06/hour worked (Article 4.08 & 11.04 (c) (i))

Additional R.R.S.P. - \$1.00/hour worked (Gen. Foreman, Foreman, Sub-Foreman & Journeyman) Article 11.04 (c) (ii)

• Additional Better Supervision, LSE, ICCS Supervisor Premium - \$1.50/hour worked (Gen. Foreman, Foreman, Sub-Foreman) Appendix "F"
ECAA Industry Fund - \$0.10/hour worked (Appendix 'C')

A 2018 wage adjustment shall be made to the May 6, 2018 and November 4, 2018 wage schedules as per the process identified in Appendix “L”.

APPENDIX “F” RESIDENTIAL, COMMERCIAL, INSTITUTIONAL, SERVICE, RENOVATION AND REPAIR, AND LIGHT INDUSTRIAL CONSTRUCTION

F0.15 EFFECTIVE NOVEMBER 04, 2018

WHEN OVERTIME IS WORKED AT 1 1/2 TIMES THE HOURLY RATE

| Classification | Basic Hourly Rate % | Basic Hourly Rate \$ | 10% Vacation & General Holiday Pay | Insurance Benefit Trust Fund | Pension Trust Fund | Education Trust Fund | Contractor RRSP | Gross Hourly Pay |
|---------------------|------------------------------|-------------------------------|---|------------------------------------|--------------------------|----------------------------|--------------------|------------------------|
| GEN. FOREMAN | 125 | | | | | | | |
| • ICCS GEN. FOREMAN | 125 | | | | | | | |
| FOREMAN | 117 | | | | | | | |
| • ICCS FOREMAN | 117 | | | | | | | |
| SUB-FOREMAN | 108 | | | | | | | |
| • ICCS SUB-FOREMAN | 108 | | | | | | | |
| * JOURNEYMAN | 100 | | | | | | | |
| 4TH YEAR APPRENTICE | 80 | | | | | | | |
| 3RD YEAR APPRENTICE | 70 | | | | | | | |
| 2ND YEAR APPRENTICE | 60 | | | | | | | |
| 1ST YEAR APPRENTICE | 50 | | | | | | | |

- * Includes Electrician (Inside Wireman), Power Systems Electrician, Welder, Instrument Technician, Lineman and Operator (Equipment)
Union dues (Article 4.08)
Additional Union Dues - \$0.06/hour worked (Article 4.08 & 11.04 (c) (i))
Additional R.R.S.P. - \$1.00/hour worked (Gen. Foreman, Foreman, Sub-Foreman & Journeyman) Article 11.04 (c) (ii)
- Additional Better Supervision, LSE, ICCS Supervisor Premium - \$1.50/hour worked (Gen. Foreman, Foreman, Sub-Foreman) Appendix "F"
ECAA Industry Fund - \$0.10/hour worked (Appendix 'C')

A 2018 wage adjustment shall be made to the May 6, 2018 and November 4, 2018 wage schedules as per the process identified in Appendix “L”.

APPENDIX “F” RESIDENTIAL, COMMERCIAL, INSTITUTIONAL, SERVICE, RENOVATION AND REPAIR, AND LIGHT INDUSTRIAL CONSTRUCTION

**F0.16 EFFECTIVE TBD
STRAIGHT TIME**

| Classification | Basic Hourly Rate % | Basic Hourly Rate \$ | 10% Vacation & General Holiday Pay | Insurance Benefit Trust Fund | Pension Trust Fund | Education Trust Fund | Contractor RRSP | Gross Hourly Pay |
|---------------------|------------------------------|-------------------------------|---|------------------------------------|--------------------------|----------------------------|--------------------|------------------------|
| GEN. FOREMAN | 125 | | | | | | | |
| • ICCS GEN. FOREMAN | 125 | | | | | | | |
| FOREMAN | 117 | | | | | | | |
| • ICCS FOREMAN | 117 | | | | | | | |
| SUB-FOREMAN | 108 | | | | | | | |
| • ICCS SUB-FOREMAN | 108 | | | | | | | |
| * JOURNEYMAN | 100 | | | | | | | |
| 4TH YEAR APPRENTICE | 80 | | | | | | | |
| 3RD YEAR APPRENTICE | 70 | | | | | | | |
| 2ND YEAR APPRENTICE | 60 | | | | | | | |
| 1ST YEAR APPRENTICE | 50 | | | | | | | |

* Includes Electrician (Inside Wireman), Power Systems Electrician, Welder, Instrument Technician, Lineman and Operator (Equipment)
Union dues (Article 4.08)

Additional Union Dues - \$0.06/hour worked (Article 4.08 & 11.04 (c) (i))

Additional R.R.S.P. - \$1.00/hour worked (Gen. Foreman, Foreman, Sub-Foreman & Journeyman) Article 11.04 (c) (ii)

• Additional Better Supervision, LSE, ICCS Supervisor Premium - \$1.50/hour worked (Gen. Foreman, Foreman, Sub-Foreman) Appendix "F"
ECAA Industry Fund - \$0.10/hour worked (Appendix 'C')

A 2018 wage adjustment shall be made to the May 6, 2018 and November 4, 2018 wage schedules as per the process identified in Appendix “L”.

APPENDIX “F” RESIDENTIAL, COMMERCIAL, INSTITUTIONAL, SERVICE, RENOVATION AND REPAIR, AND LIGHT INDUSTRIAL CONSTRUCTION

F0.16 EFFECTIVE TBD

WHEN OVERTIME IS WORKED AT 1 1/2 TIMES THE HOURLY RATE

| Classification | Basic Hourly Rate % | Basic Hourly Rate \$ | 10% Vacation & General Holiday Pay | Insurance Benefit Trust Fund | Pension Trust Fund | Education Trust Fund | Contractor RRSP | Gross Hourly Pay |
|---------------------|------------------------------|-------------------------------|---|------------------------------------|--------------------------|----------------------------|--------------------|------------------------|
| GEN. FOREMAN | 125 | | | | | | | |
| • ICCS GEN. FOREMAN | 125 | | | | | | | |
| FOREMAN | 117 | | | | | | | |
| • ICCS FOREMAN | 117 | | | | | | | |
| SUB-FOREMAN | 108 | | | | | | | |
| • ICCS SUB-FOREMAN | 108 | | | | | | | |
| * JOURNEYMAN | 100 | | | | | | | |
| 4TH YEAR APPRENTICE | 80 | | | | | | | |
| 3RD YEAR APPRENTICE | 70 | | | | | | | |
| 2ND YEAR APPRENTICE | 60 | | | | | | | |
| 1ST YEAR APPRENTICE | 50 | | | | | | | |

- * Includes Electrician (Inside Wireman), Power Systems Electrician, Welder, Instrument Technician, Lineman and Operator (Equipment)
Union dues (Article 4.08)
Additional Union Dues - \$0.06/hour worked (Article 4.08 & 11.04 (c) (i))
Additional R.R.S.P. - \$1.00/hour worked (Gen. Foreman, Foreman, Sub-Foreman & Journeyman) Article 11.04 (c) (ii)
- Additional Better Supervision, LSE, ICCS Supervisor Premium - \$1.50/hour worked (Gen. Foreman, Foreman, Sub-Foreman) Appendix "F"
ECAA Industry Fund - \$0.10/hour worked (Appendix 'C')

A 2018 wage adjustment shall be made to the May 6, 2018 and November 4, 2018 wage schedules as per the process identified in Appendix “L”.

APPENDIX "G" – SPECIAL PROJECT NEEDS

Special project needs will be addressed by the Parties, in accordance with the process established by Local Union 424 of the International Brotherhood of Electrical Workers and the Electrical Contractors Association of Alberta. Further, special project needs may also be addressed by the Parties, in concert with other stakeholders, in accordance with the process established by the Alberta Building Trades Council and the Coordinating Committee of Registered Employers' Organizations.

APPENDIX "H" – TRANSPORTATION BEYOND TRANSIT SYSTEM

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 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.

APPENDIX "I" – CWB LETTER OF UNDERSTANDING

Letter of Understanding

by and between

Electrical Contractors Association of Alberta

And

Local Union 424

The International Brotherhood of Electrical Workers

Re: CWB – Testing and Certification

Whereas both parties recognize the need to have CWB certified welders available to go to work on short notice upon clearing Local Union 424 dispatch, the following system is established for member welders to obtain practice time and CWB certification.

- i) Local Union 424 has been approved to provide CWB certification for its members.
- ii) Local Union 424 has agreements with practice/testing facilities in Edmonton, Calgary and Ft McMurray to provide practice time and testing for CWB certification. Please contact the nearest IBEW 424 training center to obtain detailed information as to practice/testing facility locations.
- iii) These practice/testing facilities will invoice the Electrical Industry Training Centre for **practice time**. The cost of the practice time will be guaranteed with a promissory note from Local Union 424. The limits set out in the Training Centre policy will remain. Any changes in those limits will be subject to approval by the Board of Trustees for the Electrical Industry Education Trust Fund of Alberta. A provision will be added to the existing application form that the applicant shall successfully complete the test at one of the approved practice/testing facilities.
- iv) The initial **CWB test** will be paid for by the ECAA (at the applicable rates as established with the approved facilities) through the Electrical Contractors Industry Fund. If a welder fails the initial test, he/she is responsible for any additional costs required to obtain the certification.

- (v) **It is the welder's responsibility to re-test** when required to maintain his/her CWB certification. Providing the welder re-tests in a timely manner, the ECAA will pay for the **"check" test (at the applicable rates as established with the approved facilities)** required for recertification. **If a welder fails the "check" test he/she is responsible for any additional costs** required to obtain that recertification.
- vi) Upon successful completion of test or retest and whether a welder is employed or not, Local Union 424 will issue the CWB certification. Certification is valid for 2 years.
- vii) The Electrical Industry Training Centre will track CWB certification for welders and notify Local Union 424 well in advance of their CWB certification expiry date.
- viii) Local Union 424 will notify the member of his/her need to re-test.
- ix) For existing **Employees requiring the "check" test, the** Employer shall also pay at the Classification Basic Hourly Rate for the time to take the test, plus if applicable, all travel time or travel allowance, travel expenses and subsistence, at a location and time as determined by the Employer.

This Letter of Understanding may be amended from time to time by the parties with mutual consent.

Electrical Contractors
Association of Alberta

Local Union 424
International Brotherhood
of Electrical Workers

Brian Halina
Chairman – Labour Committee

Tim Brower
Business Manager

This Letter of Understanding was signed in Edmonton on April 02, 2007.

APPENDIX "J" U.S. EMPLOYEES HEALTH AND WELFARE LETTER OF UNDERSTANDING

LETTER OF UNDERSTANDING

**by and between
Electrical Contractors Association of Alberta
(the "Association")**

and

**Local Union 424 of the International Brotherhood of
Electrical Workers
(the "Union")**

Re: U.S. Employees Health and Welfare Contributions

Whereas the Parties have entered into a Collective Agreement which shall remain in effect from the 1ST day of November, 2015 (or the first Sunday after ratification, whichever is the later), to the 30th day of April, 2019 as set out in the said Collective Agreement, and

Whereas the Parties mutually desire to encourage and facilitate members of the International Brotherhood of Electrical Workers in **the United States of America (hereinafter "U.S. Employees")** to come to Alberta to work for Contractors bound by the Collective Agreement, and

Whereas the Parties have agreed that it is necessary to modify said Agreement with respect to Employees traveling from the United States who are Participants of Health and Welfare Trust Funds in the United States, and

Now Therefore it is Agreed between the parties hereto as follows:

1. The Employer shall continue to contribute the amounts set forth in Articles 11.01(c) & 11.02(c) of the Collective Agreement in respect of each and every hour worked by a U.S. Employee, however, the contributions set forth in Articles 11.01(c) and 11.02(c) shall be combined as one Health and Welfare contribution and remitted by the Employer **to Employee Benefit Funds Administration Ltd. ("EBFA") to be forwarded to the U.S. Employees' home health and welfare fund through reciprocity agreement(s).**
2. **The Employer's liability is limited to remitting the combined contributions as one Health & Welfare contribution to EBFA. EBFA's liability is limited to forwarding the Health & Welfare contributions received by it (and only those received by it) with respect to U.S. Employees to the U.S. Employees' home health and welfare fund(s) in accordance** with the reciprocity agreement(s). There shall be no liability with respect to the remittances by the Employers or by EBFA on the Trustees of the Electrical Industry Insurance Benefit

Trust Fund of Alberta or the Trustees of the Electrical Industry Pension Trust Fund of Alberta.

3. Except as specifically amended above, all other provisions of the Collective Agreement are applicable.
4. This Letter of Understanding applies only to U.S. Employees working in Alberta who are not members of IBEW Local Union 424 and ceases to apply to U.S. Employees who join IBEW Local Union 424 effective on the first of the month following their acceptance into IBEW Local Union 424's membership.
5. This Letter of Understanding shall be attached to and be part of the Collective Agreement between the parties hereto.

All of which is agreed the 1st day of November, 2015, and signed on behalf of the Parties:

Electrical Contractors Association
of Alberta

Brian Halina, Chairman
Labour Relations Committee

Local Union 424 of the International
Brotherhood of Electrical Workers

Kevin Levy, Business Manager
Local Union 424

APPENDIX "K" - RAPID SITE ACCESS PROGRAM

Letter of Understanding

by and between

Electrical Contractors Association of Alberta

(the "Association")

and

Local Union 424 of

The International Brotherhood of Electrical Workers

(the "Union")

Re: Rapid Site Access Program

Whereas

- 1) The Parties have entered into a Collective Agreement which shall remain in effect from the 1st day of November, 2015 (or the first Sunday after ratification, whichever is the later), to the 30th day of April, 2019 as set out in the said Collective Agreement.
- 2) 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,
- 3) The Parties intend to reduce redundant substance testing and related costs, and to expedite access to participating worksites,
- 4) 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,
- 5) 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,
- 6) 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,
- 7) 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,

- 8) In 2004 the Department of Health and Human Services Substance Abuse and Mental Health Services Administration and in 2008 leading experts directly consulted, confirmed laboratory oral fluid testing is accurate, reliable and appropriate for unannounced testing. However, due to the short detection windows it was found oral fluid testing is not appropriate for follow-up testing and not appropriate for testing where prior notice is given.
- 9) Several arbitration cases accepted the validity of laboratory oral fluid testing, but in none of those cases was 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:

- (a) 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,
- (b) 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,
- (c) 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,
- (d) For Industrial work, the Employer contributions shall be established by the Association. An Employer rate per hour worked as contained in Article 10 shall be forwarded to the Association at an address provided by the Association. These contributions shall be used by the Association to provide the funding, amongst other things, for the third party providers who are responsible for delivering the services in respect to the Rapid Site Access Program,
- (e) The Association may, by notice in writing to the Union and Employers, change the amount of cents per hour worked in clause (d) above, and
- (f) 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 the 1st day of November, 2015, and signed on behalf of the Parties:

Electrical Contractors Association
of Alberta

Brian Halina, Chairman
Labour Relations Committee

Local Union 424 of the International
Brotherhood of Electrical Workers

Kevin Levy, Business Manager
Local Union 424

APPENDIX "L" 2015, 2016, 2017, 2018 WAGE DETERMINATION

Letter of Understanding

By and Between

Electrical Contractors Association of Alberta
(the "Association")

And

Local Union 424 of
The International Brotherhood of Electrical Workers
(the "Union")

Re: Wage Determination

Whereas the Parties have entered into a Collective Agreement pursuant to Registration Certificate No. 52, 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 average percentage change in the Alberta All Items Consumer Price Index over the calendar year prior to the year of a calculation. The Index shall be that published at <http://www.statcan.gc.ca/tables-tableaux/sum-som/l01/cst01/econ09j-eng.htm> .
- (b) **"Oil Price"** shall be the average of the daily prices posted for West Texas Intermediate Oil, in current \$US, over the months of December through February for a May adjustment calculation, and over the months of June through August for a November 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 2015 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, Ironworkers – Structural, Millwrights, and Plumbers & Pipefitters trade jurisdictions, effective on the first day of the month of 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

Calculations

- (a) There will be no adjustment to wages on the effective date of the agreement.
- (b) The wage adjustment for November, to be calculated in the first week of September, shall be:
 - (i) **If "Oil Price" is less than \$65, zero.**
 - (ii) **If "Oil Price" is \$65 or greater, but less than \$85, one half of CPI Change** multiplied by the journeyperson gross wage rate stipulated in the Collective Agreement effective April 1st of the year of the adjustment.
 - (iii) **If "Oil Price" is \$85 or greater, but less than \$105, one half** of the total of CPI Change and 0.5%, multiplied by the journeyperson gross wage rate stipulated in the Collective Agreement effective April 1st of the year of the adjustment.
 - (iv) **If "Oil Price" is \$105 or greater, one half of the total of CPI Change and 1.0%,** multiplied by the journeyperson gross wage rate stipulated in the Collective Agreement effective April 1st of the year of the adjustment.
- (c) The wage adjustment for May, to be calculated in the first week of March, shall be:
 - (i) **If "Oil Price" is less than \$65, zero.**
 - (ii) **If "Oil Price" is \$65 or greater, but less than \$85, one half of CPI Change** multiplied by Group 4 Average Wage.
 - (iii) **If "Oil Price" is \$85 or greater, but less than \$105, one half of the total of** CPI Change and 0.5%, multiplied by Group 4 Average Wage.
 - (iv) **If "Oil Price" is \$105 or greater, one half of the total of CPI Change and 1.0%,** multiplied by Group 4 Average Wage.
- (d) In no case shall the total of the May and November wage adjustments in each year exceed 5%.

- (e) In the event the above calculations do not result in an increase in 2015 and 2016, the Framework Bargaining Committee shall reconvene discussions in the first week of September, 2016.

3 **Wage Schedules**

The Parties shall, upon completing a wage adjustment calculation, forthwith prepare, publish, post and distribute a wage schedule resulting therefrom. The final determination of the wage schedules shall be issued no later than the 7th day of March or September, for the May and November adjustments, respectively.

4 **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.

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

All of which is agreed the 1st day of November, 2015, and signed on behalf of the Parties:

Electrical Contractors Association
Of Alberta

Brian Halina, Chairman
Labour Relations Committee

Local Union 424 of International
Brotherhood of Electrical Workers

Kevin Levy, Business Manager
Local Union 424 IBEW

**APPENDIX "M" – NOVEMBER 2010 IBEW APPENDIX "F" COMMERCIAL WAGE
INCREASE AMENDMENT**

Letter of Understanding
by and between

Electrical Contractors Association of Alberta
(the "Association")

and

**Local Union 424 of
The International Brotherhood of Electrical Workers**
(the "Union")

Whereas the Electrical Contractors Association of Alberta and the Local Union 424 of The International Brotherhood of Electrical Workers has entered into a Collective Agreement pursuant to Registration Certificate No. 52,

And Whereas representatives of the Electrical Contractors Association of Alberta and the Local Union 424 of the International Brotherhood of Electrical Workers have considered critically changed circumstances to the electrical work performed under the provisions of Appendix "F" since the conclusion of the Collective Agreement, and there has been a recommendation for adjustment to same that has been considered by the Parties hereto,

Now Therefore it is Agreed:

1. That the increase for Residential, Commercial, Institutional, Service, Renovation and Repair, and Light Industrial Construction scheduled for October 31, 2010 shall be deferred until further notice. The IBEW shall provide 180 days written notice to the ECAA prior to the reimplementation of this wage deferral.
2. The wage increases in Appendix "F" in the said Collective Agreement have been amended accordingly.
3. This Letter of Understanding shall be attached to, and form part of the said Collective Agreement.

All of which is agreed the 1st day of November, 2015, and signed on behalf of the Parties:

Electrical Contractors Association
Of Alberta

Brian Halina, Chairman
Labour Relations Committee

Local Union 424 of International
Brotherhood of Electrical Workers

Kevin Levy, Business Manager
Local 424

APPENDIX "N" - SPECIAL PROJECT NEEDS AGREEMENT

Letter of Understanding

by and between

Electrical Contractors Association of Alberta
(the "Association")

and

**Local Union 424 of
The International Brotherhood of Electrical Workers**
(the "Union")

Re: Special Project Needs Agreement ("SPNA")

1. A 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.

A Contractor shall be a General Contractor on the date of application bound by at least four (4) Registration Collective Agreements.

The Building Trades shall mean the affiliated Unions of the Building Trades of Alberta.
3. 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.
4. 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 attached as Template A Dated December 9, 2014.
5. 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 attached as Template B Dated November 26, 2014.
6. 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.

7. 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.
8. Upon the filing of a grievance under clause 7, 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.
9. 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.
10. 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.

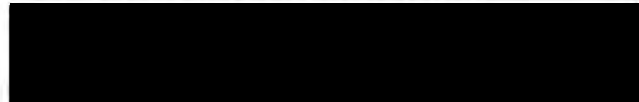
All of which is agreed the 1st day of November, 2015, and signed on behalf of the Parties:

Electrical Contractors Association
Of Alberta



Brian Halina, Chairman
Labour Relations Committee

Local Union 424 of International
Brotherhood of Electrical Workers



Kevin Levy, Business Manager
Local 424

APPENDIX "O" – CANADIAN MODEL FOR PROVIDING A SAFE WORKPLACE

Letter of Understanding

by and between

Electrical Contractors Association of Alberta
(the "Association")

and

**Local Union 424 of
The International Brotherhood of Electrical Workers**
(the "Union")

Re: Canadian Model for Providing a Safe Workplace

Whereas the Parties have entered into a Collective Agreement pursuant to Registration Certificate No. 52, which Collective Agreement shall remain in effect from May 1, 2015, to April 30, 2019, as set out in the said Collective Agreement (the "Collective Agreement"); and

Whereas both parties acknowledge the devastating effect of drugs and alcohol on the work force; and

Whereas both parties acknowledge the value of intervention and assistance to those members who are suffering from alcohol and/or drug problems; and

Whereas there is a reference to the Canadian Model for Providing a Safe Workplace – Alcohol and Drug Guidelines and Work Rule (the "Canadian Model"); and

Whereas the Canadian Model has been extensively reviewed and amended, resulting in the publication of an edition dated October 8, 2014, Version 5.0; and

Whereas the parties hereby desire to set out the provisions of the Canadian Model dated October 8, 2014, Version 5.0 that will be applied by agreement under the provisions of the Letter of Understanding.

NOW THEREFORE IT IS AGREED between the parties hereto and on behalf of those represented by each of them:

1 Concurrence

Except for the matters set out in Articles 2 and 3 below, the Canadian Model dated October 8, 2014, Version 5.0 [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.

2 **Random Testing**

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

3 **Site Access Testing and Dispatch Conditions**

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

If the Employer acting independently, or as an agent of the owner, or if the owner itself imposes site access testing, Section 5.5 of the Canadian Model will not be applicable to testing pursuant to Section 4.7. In addition, neither the Union nor the individual will be under any obligation under the Canadian Model with respect to such a positive test.

4 **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.

5 **Collection Site Documentation**

In the event that an individual's collection is determined to be incomplete or a refusal, with the consent and authorization of the individual, the Union shall, upon request, be promptly provided with the information documented pursuant to sections II (10) and/or III (11) of Appendix A of the Canadian Model.

6 **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.

7 **Substance Abuse Expert Report**

The evaluation and confidential report provided by the substance abuse expert pursuant to Appendix "B" shall be limited to the diagnosis, treatment recommendation, treatment plan and/or level of assistance.

8 **Treatment Plan**

The parties agree to explore the treatment plan benefits that are currently in place in order to ensure its sufficiency.

9 **Accommodation**

The Employer of any Employee found to be drug dependent and/or alcohol addicted by the Substance Abuse Expert pursuant to Appendix "B" Substance Abuse Expert of the Canadian Model will accommodate such Employee to the point of undue hardship.

10. **Point of Collection Test (POCT)**


If the Employer requests an Employee to participate in a POCT risk assessment pursuant to 4.8.5 of the Canadian Model, and the Employee provides the urine sample, and the laboratory drug test is negative, the Employee shall be paid for any time the Employee would have otherwise worked while waiting for the laboratory result, except for such discipline that was justified by the Employee's conduct in respect to the incident or reasons for the test request. If the Employee declines to provide the sample for the POCT risk assessment and the laboratory drug test is negative, the Employee shall not be entitled to any pay for the time the Employee would have otherwise worked while waiting for the laboratory result.

11 **Collective Agreement**


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

All of which is agreed the 1st day of November, 2015, and signed on behalf of the Parties:

Electrical Contractors Association
Of Alberta


Brian Halina, Chairman
Labour Relations Committee

Local Union 424 of International
Brotherhood of Electrical Workers


Kevin Levy, Business Manager
Local 424

APPENDIX "P" – APPRENTICESHIP PROGRAM

Letter of Understanding

by and between

Electrical Contractors Association of Alberta
(the "Association")

and

**Local Union 424 of
The International Brotherhood of Electrical Workers**
(the "Union")

Re: Apprenticeship Program

Whereas both parties acknowledge the importance of apprenticeship to the General Construction Sector, and the economy in general.

Both parties acknowledge their obligation to promote apprenticeship and to provide, where appropriate and practical, opportunities for employment of apprentices.

As such, both parties commit to support apprenticeship through support for the electrical industry's PACT (Pre-Apprenticeship Training) program, and R.A.P. (Registered Apprenticeship Program), CAREERS: The Next Generation, Tradewinds, Helmets to Hardhats, as well as other initiatives, which embody the advancement of apprenticeship.

All of which is agreed the 1st day of November, 2015, and signed on behalf of the Parties:

Electrical Contractors Association
Of Alberta



Brian Halina, Chairman
Labour Relations Committee

Local Union 424 of International
Brotherhood of Electrical Workers



Kevin Levy, Business Manager
Local 424

APPENDIX "Q" – (RRSP) CONTRIBUTION REALLOCATION

Letter of Understanding

by and between

Electrical Contractors Association of Alberta

and

Local Union 424 of The International Brotherhood of Electrical Workers

Whereas the Electrical Contractors Association of Alberta and the Local Union 424 of The International Brotherhood of Electrical Workers has entered into a Collective Agreement pursuant to Registration Certificate No. 52, and

Whereas RRSP contributions are prohibited by legislation on December 31 of the year the Employee turns 71 years of age, and;

Whereas the Parties mutually desire for Employees to have all RRSP contributions reallocated to wages when RRSP contributions are prohibited by legislation, unless the Employee authorizes the Employer in writing of their wishes to have these contributions transferred to a existing spousal RRSP account, and;

Whereas reallocating RRSP contributions into wages results in a higher Classification Basic Hourly Rate, and;

Whereas a higher Classification Basic Hourly Rate results in higher Worker Compensation Board premiums, Employment Insurance premiums and Canada Pension Plan, and;

Whereas the Parties agree adjustments are necessary to ensure mutual benefit for the Employee and Employer resulting from the reallocation.

Now Therefore it is Agreed that a standard calculation will be used for all affected Employees: For each One dollar (\$1.00) of reallocated contribution the one dollar will be distributed as: \$0.20 subtracted for administrative equity; \$0.73 added to the Classification Basic Hourly Rate; \$0.07 added to the Vacation/Holiday Pay, and the affected Employees will be compensated according to the applicable wage and benefit schedule contained within this Letter of Understanding upon the conditions outlined in this Letter of Understanding being met.

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 the 1st day of November, 2015, and signed on behalf of the Parties:

Electrical Contractors Association
Of Alberta



Brian Halina, Chairman
Labour Relations Committee

Local Union 424 of International
Brotherhood of Electrical Workers



Kevin Levy, Business Manager
Local 424

APPENDIX "R" – Enhancing Small Works Opportunity

Letter of Understanding

by and between

Electrical Contractors Association of Alberta
(the "Association")

and

**Local Union 424 of
The International Brotherhood of Electrical Workers**
(the "Union")

Whereas the Electrical Contractors Association of Alberta and Local Union 424 of The International Brotherhood of Electrical Workers has entered into a Collective Agreement pursuant to Registration Certificate No. 52,

And Whereas representatives of the Electrical Contractors Association of Alberta and Local Union 424 of the International Brotherhood of Electrical Workers jointly desire to capture Small Works Projects that have been historically performed by Contractors not signatory to this Agreement.

Notwithstanding the definitions of Industrial Construction contained in Appendix B, now therefore it is Agreed:

1. That a Contractor may submit a written proposal to the Union, prior to bidding any project on which the projected Electrical scope of work will **not** exceed Thirty Thousand (30,000) Man-hours. This Proposal may contain a request to utilize the terms and conditions of Appendix "F" of this Agreement for the performance of said work. The Union will provide it's written approval, or rejection of any proposal received within Three (3) business days of receiving any such proposal.
2. That a Contractor may submit a written proposal to the Union, prior to bidding any project on which the projected Electrical scope of work will exceed Thirty Thousand (30,000) Man-hours, but not exceed Sixty Thousand (60,000) Man-hours. This Proposal may contain a request to utilize all terms and conditions contained in the main body of the Agreement, except for the ratio of Apprentices shall not exceed One (1) Apprentice to One (1) working Journeyman and the Wages and the Overtime conditions will be paid as outlined in Appendix "F" of this Agreement for the performance of said work. The Union will provide it's written approval, or rejection of any proposal received within Three (3) business days of receiving any such proposal.
3. All proposals submitted by competing signatory contractors will be treated equally by the Union, but any Contractor who consistently exceed the upper threshold of man-hours expressed above on their approved projects, may be denied the opportunity to submit future proposals.

expressed above on their approved projects, may be denied the opportunity to submit future proposals.

All of which is agreed the 1st day of November, 2015, and signed on behalf of the Parties:

Electrical Contractors Association
Of Alberta



Brian Halina, Chairman
Labour Relations Committee

Local Union 424 of International
Brotherhood of Electrical Workers



Kevin Levy, Business Manager
Local Union 424

Letter of Understanding

by and between

Electrical Contractors Association of Alberta
(the "Association")

and

Local Union 424 of
The International Brotherhood of Electrical Workers
(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.**

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 Model and arising from those who violate Article 3 of the Canadian Model shall be referred to and administered by Homewood Case Management (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 while in the employ of that Employer.

- 2) Service providers including Homewood Case Management 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 the 1st day of November, 2015, and signed on behalf of the Parties:

Electrical Contractors Association
Of Alberta



Brian Hafina, Chairman
Labour Relations Committee

Local Union 424 of International
Brotherhood of Electrical Workers



Kevin Levy, Business Manager
Local Union 424

-
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 and 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].

This Agreement has been agreed to by the Parties as a result of the Construction Industry Disputes Resolution Tribunal Award, dated October 23, 2015 Chaired by Andrew Sims, concerning the dispute between the Electrical Contractors Association of Alberta and International Brotherhood of Electrical Workers Local 424.

Signed on behalf of:

Electrical Contractors Association
Of Alberta



Brian Halina, Chairman
Labour Relations Committee

Local Union 424 of International
Brotherhood of Electrical Workers



Kevin Levy, Business Manager
Local Union 424

ARTICLE TEN- INDUSTRIAL WAGES AND BENEFIT SCHEDULES

10.09 EFFECTIVE NOVEMBER 04, 2018
STRAIGHT TIME

| Classification | Basic Hourly Rate % | Basic Hourly Rate \$ | 10% Vacation & General Holiday Pay | Insurance Benefit Trust Fund | Pension Trust Fund | Education Trust Fund | Contractor RRSP | Workforce Development Fund | Gross Hourly Pay |
|-------------------|------------------------------|-------------------------------|---|---------------------------------------|--------------------------|----------------------------|--------------------|----------------------------------|------------------------|
| GEN. FOREMAN | 125 | 59.50 | 5.950 | 2.00 | 6.35 | 0.40 | 0.00 | 0.01 | 74.21 |
| ICCS GEN. FOREMAN | *125 | 61.00 | 6.100 | 2.00 | 6.35 | 0.40 | 0.00 | 0.01 | 75.86 |
| FOREMAN | 117 | 55.69 | 5.569 | 2.00 | 6.35 | 0.40 | 0.00 | 0.01 | 70.02 |
| ICCS FOREMAN | *117 | 57.19 | 5.719 | 2.00 | 6.35 | 0.40 | 0.00 | 0.01 | 71.67 |
| SUB-FOREMAN | 108 | 51.41 | 5.141 | 2.00 | 6.35 | 0.40 | 0.00 | 0.01 | 65.31 |
| ICCS SUB-FOREMAN | *108 | 52.91 | 5.291 | 2.00 | 6.35 | 0.40 | 0.00 | 0.01 | 66.96 |
| * JOURNEYMAN | 100 | 47.60 | 4.760 | 2.00 | 6.35 | 0.40 | 0.00 | 0.01 | 61.12 |
| 4TH YEAR APP. | 80 | 38.08 | 3.808 | 2.00 | 6.35 | 0.40 | 0.00 | 0.01 | 50.65 |
| 3RD YEAR APP. | 70 | 33.32 | 3.332 | 2.00 | 6.35 | 0.40 | 0.00 | 0.01 | 45.41 |
| 2ND YEAR APP. | 60 | 28.56 | 2.856 | 2.00 | 3.18 | 0.40 | 0.00 | 0.01 | 37.01 |
| 1ST YEAR APP. | 50 | 23.80 | 2.38 | 2.00 | 0.00 | 0.40 | 0.00 | 0.01 | 28.59 |

* Includes Electrician (Inside Wireman), Power Systems Electrician, Welder, Instrument Technician, Lineman and Operator (Equipment)

Union dues (Article 4.08)

Additional Union Dues - \$0.06/hour worked (Article 4.08 & 11.04 (c) (i))

Additional R.R.S.P. - \$1.00/hour worked (Gen. Foreman, Foreman, Sub-Foreman & Journeyman) Article 11.04 (c) (ii)

ECAA Industry Fund - \$0.12/hour worked (Appendix 'C')

* Additional Better (Supervision, LSE, ICCS Supervisor Premium -\$1.50/hour worked (Gen Foreman, Foreman, Sub-Foreman) Article 9.01(f)
RSAP - \$0.08/ hour worked (Letter of Understanding Appendix "K")

| | Basic ST Pen, H&W, ED,WDF rate | Existing rates | | Basic hourly |
|-------|---|-------------------|-------------------|-----------------|
| | | Gross May 2018 | Gross Nov 2018 | |
| | 8.76 | | | 59.500 |
| | 8.76 | | | 61.000 |
| | 8.76 | | | 55.692 |
| | 8.76 | | | 57.192 |
| | 8.76 | | | 51.408 |
| | 8.76 | | | 52.908 |
| 52.36 | 61.12 | 8.76 | 60.65 61.12 | 47.600 |
| | 8.76 | | | 38.080 |
| | 8.76 | | | 33.320 |
| | 5.59 | | | 28.560 |
| | 2.41 | | | 23.800 |

Pension remains at \$0 for 1st year and \$3.18 for 2nd year, \$6.35 for all others
H&W remains at \$2.00
ICCS remains at \$1.50
Workforce Development Fund = \$0.01 (Employee Portion)
Gross increase for November 2018 Journeyman = \$0.47
Existing May 2018 = \$60.65

ARTICLE TEN- INDUSTRIAL WAGES AND BENEFIT SCHEDULES

10.09 EFFECTIVE NOVEMBER 04, 2018
WHEN OVERTIME IS WORKED AT 1 1/2 TIMES THE HOURLY RATE

| Classification | Basic Hourly Rate % | Basic Hourly Rate \$ | 10% Vacation & General Holiday Pay | Insurance Benefit Trust Fund | Pension Trust Fund | Education Trust Fund | Contractor RRSP | Workforce Development Fund | Gross Hourly Pay |
|-------------------|---------------------|----------------------|------------------------------------|------------------------------|--------------------|----------------------|-----------------|----------------------------|------------------|
| GEN. FOREMAN | 125 | 89.25 | 8.925 | 2.33 | 8.21 | 0.40 | 3.28 | 0.01 | 112.41 |
| ICCS GEN. FOREMAN | *125 | 90.75 | 9.075 | 2.33 | 8.21 | 0.40 | 3.28 | 0.01 | 114.06 |
| FOREMAN | 117 | 83.54 | 8.354 | 2.33 | 8.21 | 0.40 | 2.93 | 0.01 | 105.77 |
| ICCS FOREMAN | *117 | 85.04 | 8.504 | 2.33 | 8.21 | 0.40 | 2.93 | 0.01 | 107.42 |
| SUB-FOREMAN | 108 | 77.11 | 7.711 | 2.33 | 8.21 | 0.40 | 2.54 | 0.01 | 98.31 |
| ICCS SUB-FOREMAN | *108 | 78.61 | 7.861 | 2.33 | 8.21 | 0.40 | 2.54 | 0.01 | 99.96 |
| * JOURNEYMAN | 100 | 71.40 | 7.140 | 2.33 | 8.21 | 0.40 | 2.19 | 0.01 | 91.68 |
| 4TH YEAR APP. | 80 | 57.12 | 5.712 | 2.33 | 8.21 | 0.40 | 1.31 | 0.01 | 75.09 |
| 3RD YEAR APP. | 70 | 49.98 | 4.998 | 2.33 | 8.21 | 0.40 | 0.87 | 0.01 | 66.80 |
| 2ND YEAR APP. | 60 | 42.84 | 4.284 | 2.33 | 4.11 | 0.40 | 0.41 | 0.01 | 54.38 |
| 1ST YEAR APP. | 50 | 35.70 | 3.570 | 2.33 | 0.00 | 0.40 | 0.27 | 0.01 | 42.28 |

* Includes Electrician (Inside Wireman), Power Systems Electrician, Welder, Instrument Technician, Lineman and Operator (Equipment)

- Union dues (Article 4.08)
- Additional Union Dues - \$0.06/hour worked (Article 4.08 & 11.04 (c) (i))
- Additional R.R.S.P. - \$1.00/hour worked (Gen. Foreman, Foreman, Sub-Foreman & Journeyman) Article 11.04 (c) (ii)
- ECAA Industry Fund - \$0.12/hour worked (Appendix 'C')
- * Additional Better (Supervision, LSE, ICCS Supervisor Premium - \$1.50/hour worked (Gen Foreman, Foreman, Sub-Foreman) Article 9.01(f)
- RSAP - \$0.08/ hour worked (Letter of Understanding Appendix "K")

| st rates | 1 1/2 rate | contr rrsp | Gross Nov 2018 | Existing rates Gross May 2018 | Basic ST Pen, H&W, ED rate | Addl Pen H&W Cont 1 1/2 | Basic hour |
|----------|------------|------------|----------------|-------------------------------|----------------------------|-------------------------|------------|
| 59.50 | 89.2500 | 2.738 | 3.280 | 14.22 | 8.75 | 2.1900 | 59.500 |
| 61.00 | 90.7500 | | 3.280 | 14.22 | 8.75 | 2.1900 | 61.000 |
| 55.69 | 83.5380 | 2.562 | 2.930 | 13.87 | 8.75 | 2.1900 | 55.662 |
| 57.19 | 85.0390 | | 2.930 | 13.87 | 8.75 | 2.1900 | 57.192 |
| 51.41 | 77.1120 | 2.365 | 2.540 | 13.48 | 8.75 | 2.1900 | 51.408 |
| 52.91 | 78.6120 | | 2.540 | 13.48 | 8.75 | 2.1900 | 52.908 |
| 47.60 | 71.4000 | 2.190 | 2.190 | 13.13 | 8.75 | 2.1900 | 47.600 |
| 38.08 | 57.1200 | 1.752 | 1.310 | 12.25 | 8.75 | 2.1900 | 38.080 |
| 33.32 | 49.9800 | 1.533 | 0.870 | 11.81 | 8.75 | 2.1900 | 33.320 |
| 28.56 | 42.8400 | 1.314 | 0.410 | 7.25 | 5.58 | 1.2600 | 28.560 |
| 23.80 | 35.7000 | 1.095 | 0.270 | 3 | 2.40 | 0.3300 | 23.800 |

Pension remains at \$0 for 1st year and \$4.11 for 2nd year, \$8.21 for all others.
H & W = \$2.33
ICCS remains at \$1.50
Workforce Development Fund = \$.01 (Employee Portion)
Gross increase for November 2018 Journeyman = \$0.47
Existing May 2018 = \$60.65

ARTICLE TEN- INDUSTRIAL WAGES AND BENEFIT SCHEDULES

10.09 EFFECTIVE NOV 04, 2018
WHEN OVERTIME IS WORKED AT 2 TIMES THE HOURLY RATE

| Classification | Basic Hourly Rate % | Basic Hourly Rate \$ | 10% Vacation & General Holiday Pay | Insurance Benefit Trust Fund | Pension Trust Fund | Education Trust Fund | Contractor RRSP | Workforce Development Fund | Gross Hourly Pay |
|-------------------|---------------------|----------------------|------------------------------------|------------------------------|--------------------|----------------------|-----------------|----------------------------|------------------|
| GEN. FOREMAN | 125 | 119.00 | 11.900 | 2.65 | 10.08 | 0.40 | 6.56 | 0.01 | 150.60 |
| ICCS GEN. FOREMAN | *125 | 120.50 | 12.050 | 2.65 | 10.08 | 0.40 | 6.56 | 0.01 | 152.25 |
| FOREMAN | 117 | 111.38 | 11.138 | 2.65 | 10.08 | 0.40 | 5.86 | 0.01 | 141.52 |
| ICCS FOREMAN | *117 | 112.88 | 11.288 | 2.65 | 10.08 | 0.40 | 5.86 | 0.01 | 143.17 |
| SUB-FOREMAN | 108 | 102.82 | 10.282 | 2.65 | 10.08 | 0.40 | 5.07 | 0.01 | 131.31 |
| ICCS SUB-FOREMAN | *108 | 104.32 | 10.432 | 2.65 | 10.08 | 0.40 | 5.07 | 0.01 | 132.96 |
| * JOURNEYMAN | 100 | 95.20 | 9.520 | 2.65 | 10.08 | 0.40 | 4.37 | 0.01 | 122.23 |
| 4TH YEAR APP. | 80 | 76.16 | 7.616 | 2.65 | 10.08 | 0.40 | 2.62 | 0.01 | 99.54 |
| 3RD YEAR APP. | 70 | 66.64 | 6.664 | 2.65 | 10.08 | 0.40 | 1.75 | 0.01 | 88.19 |
| 2ND YEAR APP. | 60 | 57.12 | 5.712 | 2.65 | 5.04 | 0.40 | 0.84 | 0.01 | 71.77 |
| 1ST YEAR APP. | 50 | 47.60 | 4.760 | 2.65 | 0.00 | 0.40 | 0.55 | 0.01 | 55.97 |

* Includes Electrician (Inside Wireman), Power Systems Electrician, Welder, Instrument Technician, Lineman and Operator (Equipment)

Union dues (Article 4.08)

Additional Union Dues - \$0.06/hour worked (Article 4.08 & 11.04 (c) (i))

Additional R.R.S.P. - \$1.00/hour worked (Gen. Foreman, Foreman, Sub-Foreman & Journeyman) Article 11.04 (c) (ii)

ECAA Industry Fund - \$0.12/hour worked (Appendix 'C')

* Additional Better (Supervision, LSE, ICCS Supervisor Premium -\$1.50/hour worked (Gen Foreman, Foreman, Sub-Foreman) Article 9.01(f)
RSAP - \$0.08/ hour worked (Letter of Understanding Appendix 'K')

| st rates | 2 rate | contr rrsp | Gross Nov 2018 | Existing rates Gross May 2018 | Basic ST Pen, H&W, ED rate | Addt Pen H&W Cont 2 | Basic hour |
|----------|----------|------------|----------------|----------------------------------|----------------------------|---------------------|------------|
| 59.50 | 119.0000 | 5.463 | 6.560 | 19.89 | 8.75 | 4.3800 | 59.500 |
| 61.00 | 120.5000 | | 6.560 | 19.89 | 8.75 | 4.3800 | 61.000 |
| 55.89 | 111.3840 | 5.113 | 5.860 | 18.99 | 8.75 | 4.3800 | 55.892 |
| 57.19 | 112.8840 | | 5.860 | 18.99 | 8.75 | 4.3800 | 57.192 |
| 51.41 | 102.8160 | 4.720 | 5.070 | 18.2 | 8.75 | 4.3800 | 51.408 |
| 52.91 | 104.3160 | | 5.070 | 18.2 | 8.75 | 4.3800 | 52.908 |
| 47.60 | 95.2000 | 4.370 | 4.370 | 43.62 | 61.12 | 17.5 | 60.65 |
| 38.08 | 76.1600 | 3.496 | 2.620 | 15.75 | 8.75 | 4.3800 | 38.080 |
| 33.32 | 66.6400 | 3.059 | 1.750 | 14.88 | 8.75 | 4.3800 | 33.320 |
| 28.56 | 57.1200 | 2.622 | 0.840 | 8.93 | 5.58 | 2.5100 | 28.560 |
| 23.80 | 47.6000 | 2.185 | 0.550 | 3.6 | 2.4 | 0.6500 | 23.800 |

Pension remains at \$0 for 1st year and \$5.04 for 2nd year, \$10.08 for all others

H & W = \$2.65

ICCS remains at \$1.50

Workforce Development Fund = \$0.01 (Employee Portion)

Gross increase for November 2018 Journeyman = \$0.47

Existing May 2018 = \$60.65

APPENDIX F

F0.15 EFFECTIVE NOVEMBER 04, 2018
STRAIGHT TIME

| Classification | Basic Hourly Rate % | Basic Hourly Rate \$ | 10% Vacation & General Holiday Pay | Insurance Benefit Trust Fund | Pension Trust Fund | Education Trust Fund | Contractor RRSP | Gross Hourly Pay |
|-------------------|------------------------------|-------------------------------|---|---------------------------------------|--------------------------|----------------------------|--------------------|------------------------|
| GEN. FOREMAN | 125 | 55.56 | 5.556 | 2.00 | 6.35 | 0.40 | 0.00 | 69.87 |
| ICCS GEN. FOREMAN | *125 | 57.06 | 5.706 | 2.00 | 6.35 | 0.40 | 0.00 | 71.52 |
| FOREMAN | 117 | 52.01 | 5.201 | 2.00 | 6.35 | 0.40 | 0.00 | 65.96 |
| ICCS FOREMAN | *117 | 53.51 | 5.351 | 2.00 | 6.35 | 0.40 | 0.00 | 67.61 |
| SUB-FOREMAN | 108 | 48.01 | 4.801 | 2.00 | 6.35 | 0.40 | 0.00 | 61.56 |
| ICCS SUB-FOREMAN | *108 | 49.51 | 4.951 | 2.00 | 6.35 | 0.40 | 0.00 | 63.21 |
| * JOURNEYMAN | 100 | 44.45 | 4.445 | 2.00 | 6.35 | 0.40 | 0.00 | 57.65 |
| 4TH YEAR APP. | 80 | 35.56 | 3.556 | 2.00 | 6.35 | 0.40 | 0.00 | 47.87 |
| 3RD YEAR APP. | 70 | 31.12 | 3.112 | 2.00 | 6.35 | 0.40 | 0.00 | 42.98 |
| 2ND YEAR APP. | 60 | 26.67 | 2.667 | 2.00 | 3.18 | 0.40 | 0.00 | 34.92 |
| 1ST YEAR APP. | 50 | 22.23 | 2.223 | 2.00 | 0.00 | 0.40 | 0.00 | 26.85 |

* Includes Electrician (Inside Wireman), Power Systems Electrician, Welder, Instrument Technician, Lineman and Operator (Equipment)
Union dues (Article 4.08)

Additional Union Dues - \$0.06/hour worked (Article 4.08 & 11.04 (c) (i))

Additional R.R.S.P. - \$1.00/hour worked (Gen. Foreman, Foreman, Sub-Foreman & Journeyman) Article 11.04 (c) (ii)

* Additional Better Supervision, LSE, ICCS Supervisor Premium - \$1.50/hour worked (Gen Foreman, Foreman, Sub-Foreman) Article 9.01(f)
ECAA Industry Fund - \$0.10/hour worked (Appendix 'C')

| | | Existing rates | | |
|-------|-------|-------------------|-------------------|-----------------|
| | | Gross May 2018 | Gross Nov 2018 | Basic hourly |
| | | 8.75 | | 55.563 |
| | | 8.75 | | 57.063 |
| | | 8.75 | | 52.007 |
| | | 8.75 | | 53.507 |
| | | 8.75 | | 48.006 |
| | | 8.75 | | 49.506 |
| 48.89 | 57.64 | 8.75 | 57.17 | 57.64 |
| | | 8.75 | | 44.450 |
| | | 8.75 | | 35.560 |
| | | 8.75 | | 31.115 |
| | | 5.58 | | 26.670 |
| | | 2.4 | | 22.225 |

Pension remains at \$0 for 1st year and \$3.18 for 2nd year. \$6.35 for all others
H&W remains at \$2.00
ICCS remains at \$1.50
New Nov Base=\$48.89/110% HP= \$44.445554 round to \$44.45
Gross increase for November 2018 Journeyman = \$0.47
Existing May 2018 = \$57.17

APPENDIX F

F0.15 EFFECTIVE NOV 04, 2018
WHEN OVERTIME IS WORKED AT 1 1/2 TIMES THE HOURLY RATE

| Classification | Basic Hourly Rate % | Basic Hourly Rate \$ | 10% Vacation & General Holiday Pay | Insurance Benefit Trust Fund | Pension Trust Fund | Education Trust Fund | Contractor RRSP | Gross Hourly Pay |
|-------------------|---------------------|----------------------|------------------------------------|------------------------------|--------------------|----------------------|-----------------|------------------|
| GEN. FOREMAN | 125 | 83.34 | 8.334 | 2.33 | 8.21 | 0.40 | 3.28 | 105.89 |
| ICCS GEN. FOREMAN | *125 | 84.84 | 8.484 | 2.33 | 8.21 | 0.40 | 3.28 | 107.54 |
| FOREMAN | 117 | 78.02 | 7.802 | 2.33 | 8.21 | 0.40 | 2.93 | 99.69 |
| ICCS FOREMAN | *117 | 79.52 | 7.952 | 2.33 | 8.21 | 0.40 | 2.93 | 101.34 |
| SUB-FOREMAN | 108 | 72.02 | 7.202 | 2.33 | 8.21 | 0.40 | 2.54 | 92.70 |
| ICCS SUB-FOREMAN | *108 | 73.52 | 7.352 | 2.33 | 8.21 | 0.40 | 2.54 | 94.35 |
| * JOURNEYMAN | 100 | 66.68 | 6.668 | 2.33 | 8.21 | 0.40 | 2.19 | 86.48 |
| 4TH YEAR APP. | 80 | 53.34 | 5.334 | 2.33 | 8.21 | 0.40 | 1.31 | 70.92 |
| 3RD YEAR APP. | 70 | 46.68 | 4.668 | 2.33 | 8.21 | 0.40 | 0.87 | 63.16 |
| 2ND YEAR APP. | 60 | 40.01 | 4.001 | 2.33 | 4.11 | 0.40 | 0.41 | 51.26 |
| 1ST YEAR APP. | 50 | 33.35 | 3.335 | 2.33 | 0.00 | 0.40 | 0.27 | 39.69 |

- * Includes Electrician (Inside Wireman), Power Systems Electrician, Welder, Instrument Technician, Lineman and Operator (Equipment) Union dues (Article 4.08)
- Additional Union Dues - \$0.06/hour worked (Article 4.08 & 11.04 (c) (i))
- Additional R.R.S.P. - \$1.00/hour worked (Gen. Foreman, Foreman, Sub-Foreman & Journeyman) Article 11.04 (c) (ii)
- * Additional Better Supervision, LSE, ICCS Supervisor Premium - \$1.50/hour worked (Gen Foreman, Foreman, Sub-Foreman) Article 9.01(f)
- ECAA Industry Fund - \$0.10/hour worked (Appendix 'C')

| st rates | 1 1/2 rate | contr rrsp | Gross May 2018 | Existing rates Gross Nov 2018 | Basic Pen, H&W, ED rate | ST Pen, H&W Cont 1 1/2 | Basic hour |
|----------|------------|------------|----------------|----------------------------------|-------------------------|------------------------|------------|
| 55.56 | 83.3400 | 2.738 | 3.280 | 14.22 | 8.75 | 2.1900 | 55.5625 |
| 57.06 | 84.8400 | | 3.280 | 14.22 | 8.75 | 2.1900 | 57.0625 |
| 52.01 | 78.0150 | 2.562 | 2.930 | 13.87 | 8.75 | 2.1900 | 52.0065 |
| 53.51 | 79.5150 | | 2.930 | 13.87 | 8.75 | 2.1900 | 53.5065 |
| 48.01 | 72.0150 | 2.365 | 2.540 | 13.48 | 8.75 | 2.1900 | 48.0060 |
| 49.51 | 73.5150 | | 2.540 | 13.48 | 8.75 | 2.1900 | 49.5060 |
| 44.45 | 66.6750 | 2.190 | 2.190 | 13.13 | 8.75 | 2.1900 | 44.4500 |
| 35.56 | 53.3400 | 1.752 | 1.310 | 12.25 | 8.75 | 2.1900 | 35.5600 |
| 31.12 | 46.6800 | 1.533 | 0.870 | 11.81 | 8.75 | 2.1900 | 31.1150 |
| 26.67 | 40.0050 | 1.314 | 0.410 | 7.25 | 5.58 | 1.2600 | 26.6700 |
| 22.23 | 33.3450 | 1.095 | 0.270 | 3 | 2.4 | 0.3300 | 22.2250 |

ICCS remains at \$1.50
Pension remains at \$0 for 1st year and \$4.11 for 2nd year. \$8.21 for all others
H & W = \$2.33
Gross increase for November 2018 Journeyman = \$0.47
New Nov Base=\$48.89/110% HP= \$44.445554 round to \$44.45