

REFRACTORY BRICKLAYERS CONSTRUCTION

COLLECTIVE AGREEMENT

between

**Construction Labour Relations - Alberta Association
Refractory Bricklayers (Provincial) Trade Division**

**As Agent for and behalf all Employers who are affected by the operation of Registration
Certificate Number 65.**

and

**Local Union #1 and its Members
of The International Union of Bricklayers and Allied Craftworkers**

May 1, 2025 to April 30, 2029

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COLLECTIVE AGREEMENT

EFFECTIVE MAY 1, 2025

REFRACTORY BRICKLAYERS – CONSTRUCTION

between

**Construction Labour Relations, an Alberta Association
Refractory Bricklayers (Provincial) Trade Division
as Agent for and on behalf of:**

all Employers who are affected by the operation of Registration Certificate Number 65.

and

**Local Union #1 and its Members
of The International Union of Bricklayers and Allied Craftworkers,**

WITNESSETH:

The Parties hereto, having bargained together collectively do hereby agree as follows:

ARTICLE ONE - OBJECT

- 1.01** The object of this Agreement is to govern wages and working conditions and other benefits of all employees covered by this Agreement, to facilitate the peaceful adjustments of all disputes and grievances, to prevent strikes and lockouts, avoidable waste, expense and unnecessary delays in refractory maintenance work, to establish and maintain reasonable standards of workmanship for the protection of the public and the encouragement of union refractory maintenance work.

ARTICLE TWO - SCOPE & GEOGRAPHICAL JURISDICTION

- 2.01** The scope of this Agreement as it applies to each individual Employer, shall be that established in the voluntary recognition or certification as it applies to each of the Employers within the Province of Alberta and the District of MacKenzie in the Northwest Territories.
- 2.02** On projects or jobs where the existing Collective Agreement does not adequately cover working conditions, a Pre-Job meeting will be held between the Employer and the Business Manager and/or Business Representative of the Union prior to the commencement of work. Terms and conditions agreed upon shall be reduced to writing and signed by the representatives of the parties to this Agreement. If no agreement is reached, this Collective Agreement shall apply.

- 2.03** Refractory masonry maintenance work shall consist of the replacement installation of plastic, castables, acid proof materials, ceramic fiber materials, or any refractory materials and the cutting out of old material including the removal of asbestos under the jurisdictional control of the B.A.C (not including a complete tear out which may be worked on between Bricklayers and Apprentices and supported by Mason Tenders).

ARTICLE THREE - RECOGNITION

- 3.01** The Employer recognizes the Union as the sole bargaining agent for all employees employed within the scope of this Agreement.
- 3.02** The Union recognizes the Association as the sole bargaining agent for those employers covered by this Agreement.
- 3.03** The territorial jurisdiction of Local #1 shall be the Province of Alberta and for those Employers who agree to apply the terms of this Agreement in the Northwest Territories, the District of Mackenzie shall also be part of Local #1's territorial jurisdiction: For the purpose of determining hiring hall jurisdiction and pension contributions, Local 1 shall be divided into two areas as follows:
- (a) Northern Membership - That part of the Province of Alberta north of the boundary line of Township 38, the width of the Province. (This dividing line is observed North of Township Road 390/North of Red Deer/Sylvan Lake and cuts through Stettler.)
 - (b) Southern Membership - That part of the Province of Alberta South of the boundary line of Township 38, the width of the Province.

ARTICLE FOUR - DURATION OF AGREEMENT

4.01 Effective Date

This Agreement shall be in full force and effect from the 1st Day of May 2025 up to and including the 30th day of April 2029 and thereafter it shall be renewed from year to year unless notice for change or termination is given as set forth below.

- 4.02** Either party to this Agreement may, not less than sixty (60) days, or not more than one hundred twenty (120) days immediately preceding the expiry date of this Agreement require by notice in writing to the other party by registered or certified mail, to commence collective bargaining for the revision, renewal or replacement of this Collective Agreement. If notice to negotiate has been given this Agreement shall remain in full force and effect until the commencement of a lawful strike or lockout or until the date that a new Collective Agreement comes into effect.

- 4.03** Notwithstanding 4.02 above, either party to this Collective Agreement may, not less than sixty-five (65) days and not more than one hundred and twenty (120) days

immediately preceding the expiry date of this Agreement, serve notice to the other party by registered or certified mail of its intent to terminate this Agreement on the expiry date listed in 4.01 above.

ARTICLE FIVE - WAGES

5.01 Wage Tables by Jurisdiction

- (a) The minimum wage rate for hours worked within the geographic jurisdiction of the Northern members covered by this Agreement shall be:

Northern Members

Effective Date	Net Rate	VP & SHP	H&W	Pension	B&TTIPF	Gross Rate
General Foreperson (\$7.50)						
			Alberta & Saskatchewan			
May 4, 2025	\$62.61	\$6.26	\$2.10	\$6.50	\$0.50	\$77.97
May 3, 2026	\$63.42	\$6.34	\$2.10	\$7.00	\$0.50	\$79.36
May 2, 2027	\$64.71	\$6.47	\$2.10	\$7.00	\$0.50	\$80.78
May 7, 2028	\$66.69	\$6.67	\$2.10	\$7.00	\$0.50	\$82.96
Senior QC (\$6.00)						
May 4, 2025	\$61.11	\$6.11	\$2.10	\$6.50	\$0.50	\$76.32
May 3, 2026	\$61.92	\$6.19	\$2.10	\$7.00	\$0.50	\$77.71
May 2, 2027	\$63.21	\$6.32	\$2.10	\$7.00	\$0.50	\$79.13
May 7, 2028	\$65.19	\$6.52	\$2.10	\$7.00	\$0.50	\$81.31
Foreperson & Junior QC (\$4.00)						
May 4, 2025	\$59.11	\$5.91	\$2.10	\$6.50	\$0.50	\$74.12
May 3, 2026	\$59.92	\$5.99	\$2.10	\$7.00	\$0.50	\$75.51
May 2, 2027	\$61.21	\$6.12	\$2.10	\$7.00	\$0.50	\$76.93
May 7, 2028	\$63.19	\$6.32	\$2.10	\$7.00	\$0.50	\$79.11
Journeyman						
May 4, 2025	\$55.11	\$5.51	\$2.10	\$6.50	\$0.50	\$69.72
May 3, 2026	\$55.92	\$5.59	\$2.10	\$7.00	\$0.50	\$71.11
May 2, 2027	\$57.21	\$5.72	\$2.10	\$7.00	\$0.50	\$72.53
May 7, 2028	\$59.19	\$5.92	\$2.10	\$7.00	\$0.50	\$74.71
3rd Year Apprentice (90%)						
May 4, 2025	\$49.60	\$4.96	\$2.10	\$5.85	\$0.50	\$63.01
May 3, 2026	\$50.33	\$5.03	\$2.10	\$6.30	\$0.50	\$64.26
May 2, 2027	\$51.49	\$5.15	\$2.10	\$6.30	\$0.50	\$65.54
May 7, 2028	\$53.27	\$5.33	\$2.10	\$6.30	\$0.50	\$67.50
2nd Year Apprentice (80%)						
May 4, 2025	\$44.09	\$4.41	\$2.10	\$5.20	\$0.50	\$56.30
May 3, 2026	\$44.74	\$4.47	\$2.10	\$5.60	\$0.50	\$57.41
May 2, 2027	\$45.77	\$4.58	\$2.10	\$5.60	\$0.50	\$58.55
May 7, 2028	\$47.35	\$4.74	\$2.10	\$5.60	\$0.50	\$60.29

1st Year Apprentice (60%)						
May 4, 2025	\$33.07	\$3.31	\$2.10	\$3.90	\$0.50	\$42.88
May 3, 2026	\$33.55	\$3.36	\$2.10	\$4.20	\$0.50	\$43.71
May 2, 2027	\$34.33	\$3.43	\$2.10	\$4.20	\$0.50	\$44.56
May 7, 2028	\$35.51	\$3.55	\$2.10	\$4.20	\$0.50	\$45.86

3% increase to the gross rate effective May 4, 2025

2% increase to the gross rate effective May 3, 2026

2% increase to the gross rate effective May 2, 2027

3% increase to the gross rate effective May 7, 2028

Note 1: Pension Plan and Health and Welfare remittances for Northern members (As indicated in the AB & Sask Pension and H&W columns above) will be sent to the *Bricklayers and Allied Craftworkers Pension Trust Fund of Alberta and Saskatchewan*, and the *Bricklayers Health and Welfare Plan of Alberta and Saskatchewan* respectively to the Administrator at the below address

Funds Administrative Services (FAS)
10154-108 Street, NW Edmonton, AB, T5J 1L3

Note 2: Northern members will also have additional pension remittances made according to the amount specified in the International/B&TTIPF column above (\$0.50) to the *Bricklayers and Trowel Trades International Pension Fund* to the following address:

Canadian Administration Office
Unit 32, 1216-Sand Cove Road, St. John NB, E2M 5V8

Note 3: Pension contributions for Northern Members and Southern Members are based on the geographic location of the *member's residence* in the North or South of the province as defined at Article 3.03, not where the job is situated.

(b) The minimum wage rate for hours worked within the geographic jurisdiction of the Southern members covered by this Agreement shall be:

Note 4: Wage/Benefit Ratio:

Beginning with the May 2025 wage increase, the allocation to total benefits from future wage increases (Both North & South) will not exceed sixteen- and one-half percent (16.5%) of the Journey person's Gross Rate, rounded to the nearest five (\$0.05) cents.

Southern Members

Effective Date	Net Rate	VP & SHP	H&W	Pension	Gross Rate
General Foreperson (\$7.50)			Alberta & Saskatchewan		
May 4, 2025	\$63.06	\$6.31	\$2.10	\$6.50	\$77.97
May 3, 2026	\$63.87	\$6.39	\$2.10	\$7.00	\$79.36
May 2, 2027	\$65.16	\$6.52	\$2.10	\$7.00	\$80.78
May 7, 2028	\$67.15	\$6.71	\$2.10	\$7.00	\$82.96
Senior QC (\$6.00)					
May 4, 2025	\$61.56	\$6.16	\$2.10	\$6.50	\$76.32
May 3, 2026	\$62.37	\$6.24	\$2.10	\$7.00	\$77.71
May 2, 2027	\$67.66	\$6.77	\$2.10	\$7.00	\$83.53
May 7, 2028	\$69.65	\$7.00	\$2.10	\$7.00	\$85.75
Foreperson & Junior QC (\$4.00)					
May 4, 2025	\$59.56	\$5.96	\$2.10	\$6.50	\$74.12
May 3, 2026	\$60.37	\$6.04	\$2.10	\$7.00	\$75.51
May 2, 2027	\$61.66	\$6.17	\$2.10	\$7.00	\$76.93
May 7, 2028	\$63.65	\$6.36	\$2.10	\$7.00	\$79.11
Journeyman					
May 4, 2025	\$55.56	\$5.56	\$2.10	\$6.50	\$69.72
May 3, 2026	\$56.37	\$5.64	\$2.10	\$7.00	\$71.11
May 2, 2027	\$57.66	\$5.77	\$2.10	\$7.00	\$72.53
May 7, 2028	\$59.65	\$5.96	\$2.10	\$7.00	\$74.71
3rd Year Apprentice (90%)					
May 4, 2025	\$50.05	\$5.01	\$2.10	\$5.85	\$63.01
May 3, 2026	\$50.78	\$5.08	\$2.10	\$6.30	\$64.26
May 2, 2027	\$51.95	\$5.19	\$2.10	\$6.30	\$65.54
May 7, 2028	\$53.73	\$5.37	\$2.10	\$6.30	\$67.50
2nd Year Apprentice (80%)					
May 4, 2025	\$44.55	\$4.45	\$2.10	\$5.20	\$56.30
May 3, 2026	\$45.19	\$4.52	\$2.10	\$5.60	\$57.31
May 2, 2027	\$46.23	\$4.62	\$2.10	\$5.60	\$58.44
May 7, 2028	\$47.81	\$4.78	\$2.10	\$5.60	\$60.19
1st Year Apprentice (60%)					
May 4, 2025	\$33.53	\$3.35	\$2.10	\$3.90	\$42.88
May 3, 2026	\$34.01	\$3.40	\$2.10	\$4.20	\$43.71
May 2, 2027	\$34.78	\$3.48	\$2.10	\$4.20	\$44.56
May 7, 2028	\$35.96	\$3.60	\$2.10	\$4.20	\$45.86

3% increase to the gross rate effective May 4, 2025

2% increase to the gross rate effective May 3, 2026

2% increase to the gross rate effective May 2, 2027

3% increase to the gross rate effective May 7, 2028

Note 1: Pension Plan and Health and Welfare remittances for Southern members (As indicated in the AB & Sask Pension and H&W columns above) will be sent to the *Bricklayers and Allied Craftworkers Pension Trust Fund of Alberta and Saskatchewan*, and the *Bricklayers Health and Welfare Plan of Alberta and Saskatchewan* respectively to the Administrator at the below address:

Funds Administrative Services (FAS)
10154-108 Street, NW Edmonton, AB, T5J 1L3

5.02 Probationary Apprentices

- (a) The minimum wage rate for probationary apprentices shall be sixty percent (60%) of the minimum Journeyperson wage. A probationary apprentice is an employee with less than 120 days trade experience. The Employer shall notify the union upon the commencement of employment of probationary apprentice. Contributions will not be made to the Pension Trust Fund on behalf of Probationary Apprentices who have less than 120 calendar days experience in the refractory industry.

5.03 Apprentices

- (a) Apprentices shall be dispatched to work with Journeyperson Bricklayers on the maximum basis of one apprentice to one Journeyperson. The Employer and the Union may agree to vary the apprentice to Journeyperson ratio to meet manpower requirements on a specific job.
 - (b) The minimum wage rates for registered apprentices shall be as follows:
 - (i) during first period (minimum 1600 hours) not less than sixty percent (60%) of the minimum Journeyperson rate; and
 - (ii) during second period (minimum 1600 hours) not less than eighty percent (80%) of the minimum Journeyperson rate; and
 - (iii) during third period* (minimum 1600 hours) not less than ninety percent (90%) of the minimum Journeyperson rate.
- * And until issued with a Journeyperson Certificate by the Apprenticeship Board.

5.04 Improver (Uncertified) Rate

- (a) A worker who is not a certified Journeyperson nor currently registered with Alberta's Apprenticeship and Industry Training (AIT) in the bricklayer apprenticeship program, may qualify for the Improver rate if they can satisfactorily demonstrate at least 7600 hours of verifiable experience and the skills and knowledge required of a Bricklayer to the Joint Labour Management Committee.

- (b) Improvers will be paid at 90% of the Journeyperson rate as per Article 5.01 and will not be moved to the Journeyperson classification until such time as they become a certified Journeyperson.

5.05

General Foreperson/Foreperson

- (a) Where a General Foreperson or a Foreperson has been designated by the employer to supervise Bricklayers, that person shall be a Journeyperson Member in good standing of the Union. Where General Foreperson and Forepersons are employed, orders shall be given in the following sequence; General Foreperson to Foreperson, Foreperson to Journeyperson. All instructions to Members shall be given by the Bricklayer Foreperson.
- (b) If a qualified Journeyperson Member of the Local Union is not available, then qualified Journeyperson Travel Card Members may be appointed as Forepersons upon the Local's approval.
- (c) The wages for a Foreperson shall not be less than four dollars (\$4.00) per hour, above the Journeyperson's net rate. The wages for a General Foreperson supervising a minimum of two working Forepersons shall be not less than seven dollars and fifty cents (\$7.50) above the Journeyperson's net rate.
- (d) Forepersons and General Forepersons who are Industrial Construction Crew Supervisor (ICCS) designated will be paid an additional premium of one dollar and fifty cents (\$1.50) per hour worked. This premium will be paid on the basis of hours worked.
- (e) A member employed as a Senior QC must be a Journeyperson and maintain a current API 936 certification. They will be paid not less than six dollars (\$6.00) per hour above the Journeyperson's net rate.
- (f) A member employed as a Junior QC must maintain a current API 936 certification. This classification will generally be employed as a field inspector and not be required to fill out formal inspection reports. They will be paid not less than four dollars (\$4.00) per hour above their net rate.

5.06

Height Pay

- (a) For work in Industrial Stacks, and Bleaching Towers and Associated Holding Tanks, employees shall be paid as follows: over fifty (50) feet above a solid permanent structure one hour per day extra shall be paid and one hour extra for each additional fifty (50') feet. Height pay will not be applicable on engineered scaffolding which is erected from the base of a vessel or stack.
- (b) Members engaged in Rope Access work will be paid one (1) extra hour per day at regular rate for the first twenty-five (25) feet and one (1) extra hour per

day at regular rate for each additional twenty-five (25) feet or portion of thereafter.

5.07 Any contributions to fringe benefit plans specified in 5.01 above which are discontinued by the Trustees will be added back into the base wage rate in such a way that the overall gross hourly wage rate remains unchanged.

5.08 Online Orientations

Online orientations will be paid on an hours' worked basis on the Company or Owners' estimate of the time to complete the orientation. Pay for company orientations only is based on the net rate multiplied by the estimated time to complete the orientation to a maximum of four (4) hours.

ARTICLE SIX - PAYMENT CONDITIONS

6.01 Wages and all expenses shall be paid once per week by cheque delivered to the job or by deposit into a central banking account with transfer to the employee's account of choice at no cost to the employee. Not more than five (5) days' pay shall be held back. Payment of wages in all instances will be at no cost to the employee except if cheques are sent by "Special Delivery" to a specified address at the employee's request, in which case it would be done at the employee's cost.

6.02 At the discretion of the Employer, electronic pay records and records of employment may be used. Upon request from an employee that does not have the capability to access electronic records, printed pay records shall be issued.

6.03 When an employee is terminated and the Employer does not use electronic pay, arrangements will be made to allow them to pick up their pay and papers, including their apprenticeship book at the office of the Employer no later than three (3) working days following termination, or the employee may request that their pay and papers be mailed to them within three working days following termination. Where the Employer uses electronic pay, their final pay will be paid on the next regular pay day. Upon request, a printed record of employment will be issued.

6.04 When an employee is laid off or voluntarily terminates, one (1) hours' notice shall be given or (1) one hours pay provided or forfeited in lieu of notice. In both instances the Employee shall have sufficient time to collect their personal tools.

6.05 If the pay is not ready within the times specified in Article 6.03 above the employee shall be entitled to four (4) hours pay for each 24 hour delay, to a maximum penalty of twelve (12) hours pay. No payment for waiting time shall be applicable if there is an error on the cheque due to a clerical error or a mistake made on timesheets. In cases of pay owing in excess of one days' pay employee shall receive the balance owing within 24 hours of the notification of the error or, if mutually agreed upon, the balance owing will be added to the next regular pay cheque.

- 6.06** In the event of a dispute related to the appropriate amount of pay owing to an individual, the amount in dispute may be remitted to The Joint Labour Management Committee where it will be held in trust pending the resolution of the dispute. In such cases the penalties for late payment stipulated in 6.04 will not apply.

ARTICLE SEVEN - HOURS OF WORK, SHIFTS AND OVERTIME

- 7.00** Nothing herein shall be construed as establishing a guarantee of hours of work per day or per week except as specified in Clause 7.07.

- 7.01** Except as otherwise herein set forth, the regular hours of work shall be eight (8) hours per day, Monday to Friday inclusive.

- 7.02** The regular work week shall be forty (40) hours per week.

7.03 Hours of Work

Except as otherwise herein set forth, the regular shift shall be worked between the hours of 8:00 A.M. and 4:30 P.M., Monday to Friday inclusive. However, where site conditions dictate, the regular starting time may be deviated from up to two hours in either direction, when employees are notified the preceding day.

7.04 Overtime

- (a) The first two (2) hours of overtime per day, Monday to Friday inclusive, shall be paid at one and one-half (1½x) times the applicable rate of pay. All other overtime hours and all hours worked Saturday, Sunday and Statutory Holidays shall be paid at two (2) times the applicable rate of pay.
- (b) For the purpose of calculating overtime premiums applicable where shifts are being worked, the regular work week commences at 8:00 a.m., Monday and ends at 8:00 a.m. Saturday. Saturday and Sunday double time premiums will apply from 8:00 a.m. Saturday until 8:00 a.m. Monday with the exception that a Friday night shift which is scheduled to end at 8:00 a.m. Saturday will have the first two hours of overtime payable at one and one half (1½x) times. The 8:00 a.m. times referred to in this clause are subject to the "deviation" referred to in clause 7.03.

Client Directed Unscheduled Overtime

- (c) Unscheduled overtime will be paid at 1.5x when an Owner/Client requests that an Employer perform overtime that was not previously planned to be part of the regular work week schedule, excluding Saturday, Sunday and Statutory Holidays.

- (d) Unscheduled overtime shall not exceed 3 consecutive days per work week, otherwise all overtime worked will be paid at the applicable collective agreement rates.
- (e) Working unscheduled overtime shall be voluntary on the part of the worker and they shall not be subject to discipline for refusing such work.

7.05 Lunch and Rest Breaks

- (a) Normally, a non-paid lunch break of either one half ($\frac{1}{2}$) hour or one (1) hours' duration will be taken halfway through each shift. However, if job conditions require, the lunch break may be moved up to one (1) hour in either direction.
- (b) Two (2) mid-shift breaks of ten (10) minutes will be allowed in each regular shift. The first break shall be between the starting time and the scheduled lunch break. The second break between the scheduled lunch break and quitting time. Breaks will be taken at mid-shift.
- (c) Where it is intended that at least one hour of overtime will be worked, or in all cases of scheduled overtime, a ten (10) minute break will be allowed following the end of the regular shift.
- (d) Where it is intended that at least three hours of overtime will be worked a one-half hour paid meal break will be allowed once two hours of overtime have been worked following the end of a regular shift. A hot meal will be provided to employees at this time if possible. If a hot meal is not provided an Employer will pay an employee twenty dollars (\$20.00) in lieu of the meal.
- (e) Should overtime continue beyond the above noted breaks, thereafter meal and coffee breaks will alternate every two and a half (2.5) hours. A hot meal will be provided in subsequent meal breaks by mutual consent between the Employer and the employees working the overtime.
- (f) All meal and coffee breaks will be taken in two and a half (2.5) hour intervals. The Parties may discuss breaks to deal with special site circumstances.

7.06 Shifts

- (a) All hours worked on shifts which begin outside of the limits to which the regular shift can be expanded as set forth in Clause 7.03 shall be paid a premium of four dollars (\$4.00) per hour worked (including overtime hours worked) effective May 4, 2025 and four dollars and fifty cents (\$4.50) per hour worked effective May 3, 2026, except in the case of emergency one day callouts, which will not start later than 3:00 p.m. without shift premium applying.

- (b) Notwithstanding anything in this Article, a full eight (8) hours shall be allowed between any shift worked by an employee or the shift following such period where eight (8) hours rest is not allowed, shall be paid at double (2x) the regular rate of pay. No travel time shall be included in the eight hours of rest.

7.07 Show-up/Stand-by

- (a) When an employee or prospective employee reports to work at the scheduled starting time and he is prepared to work, he shall be entitled to a minimum of two (2) hours pay at the applicable rate of pay and any travel time and transportation applicable whether he commences work or not. In such event, the employer may require the employee(s) to remain on the site and may also require them to perform any work that may be available. On out-of-town work, where employees do not commute daily, an employee will be entitled to receive the above noted show up pay unless they are advised, prior to the completion of their shift, of the cancellation of the next scheduled shift
- (b) If an employee is asked to “stand-by” beyond the two hours show-up, the employee will be paid a minimum of four hours pay at the applicable rate of pay. If the employee is asked to “stand-by” in excess of four hours, they will be paid the applicable hourly rate for each hour spent standing-by beyond four hours.
- (c) When an employee is working out of town and is not within reasonable traveling distance to return home (150 kms. or more) and more than one scheduled shift has been cancelled on a maintenance project then, for the second cancelled shift a worker will be paid four hours at straight time rates and will be paid eight hours at straight time rates for any subsequent scheduled shifts missed. Alternatively, a worker will be paid travel time (and kilometres if transportation is not provided) for return transportation to the city where they were dispatched. This will not apply where the owner of the project has shut down the entire project and workers from all trades are not working (with the exception of a skeleton crew)

7.08 Compressed Work Week Schedule

- (a) The Employer may establish a compressed work week schedule on any project providing the following conditions have been met:
 - (i) such schedule will last a minimum of two consecutive work weeks
 - (ii) the client has established such a schedule as the standard work week for the project
 - (iii) and providing the Business Manager of the appropriate local union has been advised of the need for the schedule prior to the work

commencing and the Parties have discussed and approved it. The schedule will be approved if it meets the above conditions.

- (b) A compressed work week schedule will consist of any four (4) consecutive days per week falling between Monday and Friday inclusive. A compressed work week schedule, once established, will remain consistent for the duration of the project. A regular day on a compressed work week schedule will consist of ten (10) hours. Hours worked in excess of ten (10) hours in one (1) day will be paid at the rate of double time (2x). Hours worked on a scheduled compressed work weekday off (either Monday or Friday) will be paid at the rate of time and one half (1½x) for the first ten (10) hours and double time (2x) thereafter. Any Holiday that falls on the regular scheduled day off (Monday or Friday) will be observed on the next regular shift worked.
- (c) If hours of work are scheduled outside the compressed work week on a constant basis for more than one week then payment of wages and benefits will be paid as per Articles 7.00, 7.01, 7.02, 7.03 and 7.04. If a worker is hired or transferred in at the end of the project for less than 4 consecutive days, then payment of wages and benefits will be paid as per Articles 7.00, 7.01, 7.02, 7.03 and 7.04.
- (d) On a compressed work week where it is intended to work one hour overtime following the end of the shift, a one-half hour meal break will be allowed and a hot meal will be provided to employees at this time if practical. If a hot meal is not provided an Employer will pay the employee twenty dollars (\$20.00) in lieu of the meal. For employees who are residing in camp, and where a hot meal will be provided in camp following the end of the shift, no meal allowance shall be payable.

ARTICLE EIGHT - HOLIDAYS AND VACATIONS

- 8.01** (a) The twelve (12) general holidays shall be:

New Year's Day	Labour Day
Good Friday	Thanksgiving Day
Victoria Day	Remembrance Day
Canada Day	Christmas Day
First Monday of August	Boxing Day
Family Day	National Day for Truth and Reconciliation

Should an additional general holiday be proclaimed by the Federal or Provincial Government, it shall be deemed to be a recognized holiday for purposes of this agreement.

- (b) General Holidays will be observed on the day they fall, except Christmas Day, which will be observed on the next regular workday (straight time day). Hours worked on a General Holiday shall be paid at double time.

8.02 Vacation Pay and Recognized Holiday Pay shall be credited to the employee at the percentage of their basic pay as set forth below. Basic pay shall be defined as the total dollar sum of all hours worked (including hours credited for overtime premiums) multiplied by the applicable net straight time hourly rate. (i.e. exclusive of employee benefit and other contributions). The applicable percentage shall be:

- a) Vacation pay at six percent (6%) of basic pay
- b) Recognized Holiday Pay at four percent (4%) of basic pay.

8.03 Vacation and Recognized Holiday pay shall be paid each pay period with wages that are due.

ARTICLE NINE - LOCAL RESIDENT PREFERENCE

9.01 Notwithstanding anything in this Agreement, local residents who are union members shall have preference for employment.

9.02 A local resident is defined as any Union Member who has established, six months prior to the commencement of the project, a bona fide place of residence within a seventy-five (75) kilometer radius of the project involved.

9.03 Local residents shall not be entitled to transportation, travel time, subsistence or camp accommodation except that they shall be entitled to applicable overtime meals and/or a noon meal where non-local residents are eating their noon meal at the camp kitchen.

9.04 If a local resident is prevented from traveling home due to concerns over their ability to travel home safely due to extreme weather conditions the worker will be reimbursed for costs for hotel and meals upon production of receipts for expenses incurred

ARTICLE TEN - HEALTH & WELFARE AND PENSION

10.01 Health & Welfare Plan

- (a) The Employer shall contribute the amount of Health and Welfare contributions specified in Article 5.01 for each hour worked by employees under the scope of this Collective Agreement. Such amounts to be paid in trust to the Bricklayers Health and Welfare Plan of Alberta and Saskatchewan care of the Administrator, Funds Administrative Services, by the 15th day of the month following the month in which they were earned. Contributions submitted on behalf of workers who are working in Alberta on travel cards from outside of Alberta will be forwarded to their home local Health and Welfare Fund, provided there is a reciprocal agreement in place between the Alberta Fund and that local union's Health and Welfare Fund. If such

amounts are determined by the Board of Trustees of the Fund to be insufficient to meet the fund requirements, they may advise the Joint Labour Management Committee in writing, including all pertinent financial information. Any agreed adjustments to the contribution level will result in an appropriate adjustment to the wage rates such that there will not be any increase in the gross wage rate. Travel Cards must fill out and submit a Health and Welfare Contribution Transfer Form to have contributions sent to their home local Health and Welfare Fund.

- (b) The Employer agrees to complete forms approved by the Trustees, which document the hours worked by each member, and upon request by the Trustees, records pertaining to this shall be made available for inspection.
- (c) The Parties to this Agreement shall promote the appointment of one of the Employers signatory to this Agreement to the Board of Trustees of the above noted Health and Welfare Plan.

10.02

Pension Plan

- (a) The Employer shall contribute the amount of Pension contributions specified in Article 5.01 for each hour earned by employees under the scope of this Collective Agreement. Such amounts to be paid in trust to the Bricklayers and Allied Craftworkers Pension Trust Fund of Alberta and Saskatchewan by the 15th day of the month following the month in which they were earned. Contributions to this Pension fund will be sent to the Administrator of the fund, currently Funds Administrative Services, accompanied by the appropriate remittance forms supplied by the Administrator.
- (b) In respect to contributions for members of Local 1, Northern members, fifty cents (\$0.50) for each hour earned will be remitted to the Bricklayers and Trowel Trades International Pension Fund Canada. Contributions to the B&TTIPF should be sent in separately accompanied by the appropriate remittance forms supplied by that Pension Fund.
- (c) For members of Local 1, Southern members, the full pension contribution will be remitted to the Bricklayers and Allied Craftworkers Pension Trust Fund of Alberta and Saskatchewan.
- (d) Contributions submitted on behalf of workers who are working in Alberta on travel cards from outside of Alberta will be forwarded by the Pension Plan Administrator to their home local union pension trust fund provided there is a reciprocal agreement in place between Alberta and that local union pension trust fund. Travel Cards must fill out and submit a Pension Contribution Transfer Form to have contributions sent to their home local Pension Trust.
- (e) If such amounts are determined by the Board of Trustees of the Fund to be insufficient to meet the fund requirements, they may advise the Joint Labour Management Committee in writing, including all pertinent financial

information. Any agreed adjustments to the contribution level will result in an appropriate adjustment to the wage rates such that there will not be any increase in the gross wage rate.

- (f) Pension contributions shall not be payable in respect of a Member on or after November 30th, of the calendar year in which the Member attains the age of seventy-one (71) years or such other maximum age prescribed under Canada's Income Tax Act. Such monies that would have otherwise been payable on behalf of the Member as pension contributions shall be paid directly to the Member as a separate hourly payment exclusive of other wage related earnings. (To be clear, the payment is equal to the number of hours earned, multiplied by the pension contribution otherwise payable.)
- (g) Further, pension contributions shall not be payable in respect of a Member who is receiving their pension from the Bricklayers and Allied Craftworkers Pension Trust Fund and/or the Bricklayers and Trowel Trades International Pension Fund Canada. Such monies that would have otherwise been payable on behalf of the Member as pension contributions shall be paid directly to the Member as a separate hourly payment exclusive of other wage related earnings. (To be clear, the payment is equal to the number of hours earned, multiplied by the pension contribution otherwise payable.)

Employer's Liability

- (h) The Employer's liability to the Pension, Supplementary Pension, and/or Health and Welfare Fund or to any beneficiary or prospective beneficiary shall be strictly limited to remittance of the contributions in the amount and the manner, and at the times set out herein.

Fund Reports

- (i) Without compromise to the confidentiality of information regarding employees and/or employers, the following information shall be made available to the legal parties to this Agreement:
 - (i) the annual summary of the pension portfolio;
 - (ii) the annual Cost Certificate;
 - (iii) all audited financial statements;
 - (iv) the annual Administrator's report.
 - (v) correspondence from the Funds Solicitor or Administrator which affects the legal requirements to make contributions to these funds as specified in this Collective Agreement

It is further agreed that the Parties to this Agreement shall promote the appointment of one of the Employers signatory to this Agreement to the Board of Trustees of the above noted pension trust funds.

Inspections and Audits

- (j) If the Employer fails to make any contribution specified in this Article within twenty (20) days after the date required by the Trustees, the Employer shall be liable for all costs for collection of payments due, together with attorney's fees, and such liquidated damages as may be assessed by the Trustees.

Penalty for Late Remittances

- (k) All remittances must be mailed no later than the fifteenth (15th) day of the following month. If a contractor's remittance is late by more than 20 days, more than once in a calendar year, they will pay \$150.00 to cover administration costs for such late payments on each occasion after the first late remittance.

Reciprocal Remittances

- (l) Reciprocal Pension and Health and Welfare remittances are to be remitted to the home Local Plan.

ARTICLE ELEVEN - WORKING CONDITIONS

- 11.01** Adequate shelter for storage and change of clothing, modern proper flush toilets, urinals and wash basins, are to be provided on all jobs by the Employer, as soon as job conditions permit. At the commencement of the Employer's phase of the project, where job conditions do not permit these sanitary facilities to be established; then other conditions may be agreed upon between the Employer and the Union. These facilities will be appropriately heated. They will be maintained in a clean and sanitary condition, and subject to Union and health department inspection.
- 11.02** In the event that the above facilities cannot be provided, no employee will be penalized for temporarily leaving the jobsite to gain access to proper facilities.
- 11.03** The Employer agrees to provide adequate protection and storage for all tools, safety equipment or protective clothing issued and to accept responsibility for normal wear and tear on return of broken or worn tools. Tools, safety equipment or protective clothing shall be kept in good condition at all times. Employees willfully misusing or failing to report the loss of tools, safety equipment or protective clothing may be subject to the cost of replacement and/or discipline.
- 11.04** Cool drinking water in approved sanitary containers shall be provided where same is not available from taps.

11.05 It is understood that the Employer shall provide to their employees on the job all tools and equipment other than the regular hand tools of the trade.

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

- (i) 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.
- (ii) 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.

(b) Where the following are required by jobsite conditions the Employer shall supply safety glasses, adequate hearing protection, gloves, rubber boots, waterproof aprons and adequate respiratory protection.

11.07 (a) Employees shall not be required to work in conditions that are unsafe or unhealthy as prohibited under the Occupational Health & Safety Regulation. Refusal to work in these conditions shall not be considered a breach of this Agreement.

(b) Any refusal of employees to conform to health and safety regulations after being duly warned shall be sufficient cause for dismissal.

(c) Where a Health & Safety Committee has been established by the Employer or Client, an Employee appointed to such a committee shall be allowed time without loss of pay to perform their duties with the Committee. In appointing an Employee to participate, the Union Steward shall first be offered the position on the Committee.

(d) All safety equipment and protective clothing required pursuant to any applicable legislation and/or plant regulations shall be supplied and maintained by the Employer. This does not include safety boots which are supplied and maintained by the employee and hard hats except in situations where colour coded or specialized fire-resistant hard hats are required by the client's regulations.

(e) Coveralls will be supplied and maintained by the Employer or, where required by the owner/client, Fire Retardant or other types of coveralls will be supplied, while an employee is working in an area where there is a reasonable apprehension of a hazard to an employee's health if coveralls were not worn, and in areas where the work is excessively dirty. If disposable coveralls are supplied because of owner/client requirements, cloth coveralls will also be made available. Coveralls supplied under this

clause must be returned to the Employer at the completion of the project or upon termination (whichever is the earlier) or the employee agrees the cost of replacing the coverall may be deducted from their pay.

- (f) When an accident occurs and an employee is admitted to hospital, the Union will be notified of the accident as soon as possible or within 24 hours of the accident.

11.08 All saws used in the performance of masonry or refractory work shall be supplied by the Employer and operated by Journeypersons or apprentices. No apprentice shall be kept on the saw for more than one (1) week at a time in any one (1) month period.

11.09 When individual units of refractory material weighing in excess of twenty-five kilograms (25 kgs) are being continuously installed over periods exceeding thirty (30) Minutes, such material will require two (2) or more Bricklayers to install.

11.10 A five-minute pick-up period will be allowed where necessary prior to quitting time.

11.11 Upon request from the Union, the Employer shall endeavor to make available for inspection the Material Safety Data Sheets on any products currently being used within the scope of this Agreement to the extent such information is available from the manufacturers and/or suppliers.

11.12 Canadian Model

(a) Concurrence

Except for the matters set out in articles 11.12(b) and 11.12(c) below, the *Canadian Model* will be implemented by agreement under this Collective Agreement for the purposes set out in section 2.0 of the *Canadian Model*, and the Parties will co-operate with each other in achieving those purposes.

(b) 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.

(c) 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 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.

- (d) There will be no mandatory referrals for site access test failures or no shows for new hires, as no employment relationship has yet been established.
- (e) The union shall be responsible for reimbursement to the employer, for the associated costs of the pre-access alcohol and drug tests, if the worker is dispatched (list hired) from the union hall and fails the alcohol and/or drug test, refuses to test or is a no-show for the test. The union may seek reimbursement from the member for the costs reimbursed to the employer. This clause is not applicable if the worker was name hired by the employer.
- (f) The member may choose to voluntarily self-disclose/refer to the Case Managed Aftercare program (SAE/RTWT/PAC/FUT).

Note: This principle does not apply to site transfers as that site access test occurs during the employment relationship.

- (g) **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.
- (h) **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 A-2 Urine Testing and/or A-2 Oral Fluid (11) of Appendix A of the *Canadian Model*.
- (i) **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*.
- (j) **Point of Collection Testing (POCT)**
If an employer requests a worker to participate in a POCT risk assessment pursuant to 4.8.5 of the *Canadian Model* ~~v. 5.0~~, and the worker provides the urine sample, and the laboratory drug test result is negative, the worker shall be paid for any time the worker would have otherwise worked while waiting for the laboratory result, except for such discipline that was justified by the

worker's conduct in respect to the incident or reasons for the test request. If the worker declines to provide the sample for the POCT risk assessment and the laboratory drug test result is negative, the worker shall not be entitled to any pay for time the worker would have otherwise worked while waiting for the laboratory result.

11.13 When an employee is sent to a work site where an on-site Union charges a monthly work permit, that permit will be paid by the Employer.

11.14 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.

ARTICLE TWELVE - JOINT EMPLOYER SAFETY PROGRAM

- 12.01**
- (a) The employer shall pay into the Joint Employers' Safety Program such amounts as are from time to time set by the trustees of the Program (As outlined in the attached Letter of Understanding) and shall abide by the rules and procedures of the Program.
 - (b) Employees who have worked on refractory work in excess of thirty days in the previous twelve-month period will be required, in accordance with the Silica Regulations, to take a pulmonary function test, and a chest x-ray. In addition, a hearing test, and an evaluation of the employee's ability to wear a respirator will also be required. The cost of such tests will be borne by the J.E.S.P. providing the employee takes the test offered through the Plan and the employee was working for an Employer who is Party to this Collective Agreement. Such tests will be repeated every two years providing the above noted conditions are met.
 - (c) Upon completion of safety training, the JESP will issue payment to the worker within 30 days.
 - (d) The employers agree that as safety training becomes available at the IMI Edmonton Training Facility, it will become the preferred training location for Local 1 members.

ARTICLE THIRTEEN - TRANSPORTATION

- 13.01**
- (a) It is not a condition of employment that an employee shall own a car nor is an employee required to supply or use their personal vehicle for the purposes of the Employers' business.
 - (b) Refusal by an employee to use their personal vehicle on employer business shall not be cause for dismissal or discipline nor shall it be a reason for refusing to hire any employee.
 - (e) Employees driving company trucks will be properly trained and time spent driving on company business shall be paid full wages and benefits at straight time.

13.02 Distances beyond the free zone referred to in this Article shall be measured by road kilometers along the shortest practical route.

13.03 For the purposes of this Agreement the Free Zone shall be that area within a forty-five (45) kilometer radius from the centre of each city containing a local hiring hall location.

13.04 **Transportation Out-Of-Town**

On jobs located outside the free zone where the employees travel to and from the job site, the employer shall:

- (a) Provide transportation from mutually agreed pick-up points inside the free zone to the job and return, or
- (b) Where the Employer does not provide transportation, employees will receive a vehicle allowance per kilometer traveled to provide their own transportation from the edge of the free zone to the job site and return by the shortest practical route. See www.clra.org for the yearly updated rate.
- (c) The Coordinating Committee and the Building Trades of Alberta shall examine, during January of each year of the Collective Agreement, the information published by Canada Revenue Agency respecting the vehicle allowance amounts that will not be treated as taxable income, and that will be permitted as business expenses for employers. Such information normally establishes a maximum rate for the first 5,000 km, and a lower rate for additional kilometres. The Coordinating Committee and the Council shall determine a rate that is midway between those two rates. The above vehicle allowance rate shall be adjusted, effective on the first pay period following May 1 of each year, to the rate so determined by the Coordinating Committee and the Council. Updated rates are posted at www.clra.org.

13.05 Travel Time Out-Of-Town

On jobs outside the free zone, where employees travel to and from the job site the Employer shall pay one (1) hour travel time at straight time rates for each one hundred (100) kilometers traveled beyond the free zone. Distances less than one hundred (100) kilometers will be paid on a pro-rata basis.

- 13.06**
- (a) Where air travel is used, a regular economy air fare will be provided and travel time equivalent to scheduled flight time will be paid. Ground transportation will be provided from the airport to the place of accommodation. If an employee travels by air to the project, the actual cost to the Employer of the air ticket (including applicable G.S.T.) will be paid for that employee. Where an Employer **requires** that an employee use air travel to Fort McMurray, they will be reimbursed for the cost of ground transportation from the airport to the site and return (receipts may be required).
 - (b) Notwithstanding **13.06 (a)**, for work on projects in the Fort McMurray area (within a 100 km radius of Fort McMurray), in lieu of air fare, travel time and ground transportation, a flat-rate travel allowance of two hundred and fifty eight dollars (\$258) each way will be paid. This allowance will be adjusted in May of each year in the same manner as the other CLRA travel allowances.

- 13.07**
- (a) In order to qualify for the travel allowance to the job an employee must be employed a minimum of fifteen calendar days on site or until laid off or the completion of the job whichever occurs first. In order to qualify for travel allowance from the job an employee must be employed on site for a minimum of thirty calendar days or until laid off or the completion of the job whichever occurs first.
 - (b) In order to qualify for mileage and travel time allowances to a project a worker must arrive at the project in possession of all valid safety certificates required in order to gain access to work on that project. If a worker is prevented from working on that project due to their failure to update their safety credentials and has been transported to the job by the Employer, they will be provided with return bus fare if appropriate however no other travel compensation will be provided. Consideration will be given to waiving the above stipulations for compassionate reasons.

13.08 Where accommodation is provided, the following shall apply:

- (a) Where transportation is provided by the employer to the job and the place of accommodation is not within reasonable walking distance from the job site, or during cold weather, transportation shall be provided by the employer.
- (b) Employees will not be paid travel time or travel allowance to jobs located within a 33-kilometer radius of the place of accommodation which is closest to the job site, and which has rooms available, unless required by the

employer to carry men and/or materials to the site in which case the mileage allowance stipulated in the travel allowance memo posted at www.clra.org will apply.

- (c) Workers on night shift will be reimbursed for receipted expenses incurred on the day prior to the first shift, and the last day of work at the end of the week, or the last shift of the job, where they keep their room in order to rest prior to returning home, and provide receipts for that accommodation.

13.09 Turnarounds

Where an employee is working beyond daily commuting distance and is required to work for twenty-four (24) consecutive days without a day off the employee will be provided with four days leave and will be paid a transportation allowance of \$174.00. The transportation allowance will only be paid on the condition the employee returns to the jobsite upon the completion of their four days leave and will be paid upon their return to the site.

- 13.10** Notwithstanding anything in this Agreement, where an employee is requested and agrees to transport an Employer's material and/or equipment, he shall be paid the applicable mileage allowance under Clause **13.04(b)** and any Free Zone shall not apply for the mileage allowance.

ARTICLE FOURTEEN - ROOM & BOARD

- 14.01** (a) On jobs beyond a reasonable daily commuting distance from the cities of Edmonton or Calgary, the employer will provide at no cost to the employee:
 - (i) Camp accommodation; or
 - (ii) Room and board; or
 - (iii) A minimum per diem subsistence as posted at www.clra.org and <http://www.bacedmonton.ca>
- (b) The parties agree that whenever possible, camp accommodation is preferable to the provision of room and board, and that the provision of room and board is preferable to the payment of subsistence allowance; however, any of these three options will satisfy the employer's obligations pursuant to this article.
- (c) All camps must meet the standards as set out in the Building Trades of Alberta and Construction Labour Relations, an Alberta Association Camp Rules and Regulations, or any successor thereto. All grievances concerning a camp will be resolved through the grievance procedure provided in the BTA/CLRA Camp Rules and Regulations.
- (d) When providing room and board, the employer may directly book and pay for the room and provide a \$60 food allowance, or in the alternative, advise the

worker of acceptable options for lodgings and reimburse the worker room and board costs upon submitted receipts.

(e) Where the subsistence is insufficient to provide for reasonable room and board, the subsistence allowance shall be reviewed and, if necessary, adjusted by the following procedure:

(i) Either the subsistence allowance may be adjusted by mutual consent between the Employer and the Union, or the Business Manager of the Union may request that the Executive Director of the Building Trades of Alberta issue a formal written request to the Coordinating Committee of Registered Employers' Organization that a Subsistence Review Committee be established. Alternatively, an Employer may request that the Coordinating Committee of Registered Employers' Organizations issue a formal written request to the Executive Director of the Building Trades of Alberta that a Subsistence Review Committee be established. Upon formal written request the Subsistence Review Committee shall meet within five (5) working days of such request.

(ii) 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 Boilermaker Contractors Association on behalf of Contractors signatory to the National Maintenance Agreement and / or the General Presidents Agreement.

Appointees shall not be directly involved with the issue at hand.

The Subsistence Review Committee will undertake such investigation as is necessary to determine whether the allowance paid will allow an employee to purchase available accommodation and three (3) meals per day in the community or communities where employees will be domiciled. In the event that the majority of the Committee determines that the allowance is insufficient to purchase such lodging and meals the Committee shall determine the amount by which the subsistence allowance shall be adjusted. A decision of the Committee as to whether the allowance is sufficient or whether a specified adjustment is necessary shall be final and binding provided that the majority of the Committee agrees with the resolve. Any such mutually agreed upon decision shall be issued within five (5) days from the date of referral, or such longer period as may be agreed by the Coordinating Committee and the Building Trades.

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

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

ARTICLE FIFTEEN - JURISDICTIONAL DISPUTES

- 15.01** If a jurisdictional dispute should arise between the Union and any other Labour organization on any job, the Employer shall make an assignment of the disputed work and the Union shall comply with this assignment pending settlement of the dispute among the parties concerned or by the appropriate superior authority.
- 15.02** The Union shall not permit any of its members to engage in any interruption in the progress of the work nor to engage in any work stoppage as a result of a dispute. The Union shall not establish picket lines for the purpose of influencing the settlement of the dispute.
- 15.03** When the Jurisdictional Disputes Settlement Task Force jointly composed of representatives of the CLRA, and ICA and the Building Trades Council agree upon a plan for the settlement of jurisdictional disputes in Alberta, then, subject to the ratification of the Parties hereto, commitment to the use of the plan shall be incorporated into this Collective Agreement forthwith, and all existing language contrary to the settlement of jurisdictional disputes in accordance with the new Plan shall be removed from this Collective Agreement.
- 15.04** Jurisdictional disputes shall be settled under this Article and not under Article **17.00** - Grievance Procedure.
- 15.05** The Employer agrees to notify the applicable Local Union of any contract awarded which will employ a significant number of employees coming within the scope of this Agreement. Either Party may call a pre-job conference prior to the commencement of such a project. It shall be the purpose of the pre-job conference to discuss issues related to manning the job.

ARTICLE SIXTEEN - PROHIBITION OF STRIKES OR LOCKOUTS

- 16.01** The Employer agrees that there shall be no lockout or breach of this Agreement during its term.
- 16.02** The Union agrees that there shall be no strike, stoppage of work, slowdown, work to rule or other action that would stop or interfere with the Employers' operations during the term of this Agreement.

ARTICLE SEVENTEEN - GRIEVANCE PROCEDURE

17.01 A difference may refer to a policy grievance between the Employer or Union or a grievance between the Employer and its Employees. A policy grievance shall be defined as an obligation that is alleged to arise out of the Collective Agreement and shall be adjusted as specified herein. Should any difference arise between the Employer and any of its Employees as to the interpretation, application, administration, or alleged violation of this Agreement, the aggrieved Employee shall submit their grievance in writing to the Union and to the Employer's representative on the job, within five (5) working days of the occurrence giving rise to the grievance. The Employee may request assistance of the job steward and/or business representative of the Union in submitting the grievance.

17.02 Pre-Arbitration Process

- (a) (The Parties are committed to resolution of grievances and issues at earliest possible time. No grievance will be conveyed to arbitration before the parties have attempted to resolve the matter informally by providing the relevant facts, documentation and discussing the details of the issue. If a party to a dispute refuses to attempt resolution, provide facts and documentation, or refuses to cooperate in dealing with a grievance, the other party can move to arbitration.
- (b) If a grievance has not been resolved following the preceding steps of the Grievance Procedure, the grievance shall be referred to a Joint Grievance Panel (JGP), unless one of the parties to the grievance serves notice of an intention to bypass the JGP in favour of referring the matter directly to arbitration.
- (c) In the event a party serves notice of an intention to bypass the Joint Grievance Panel, the matter may be referred to arbitration within 10 days (excluding Saturdays, Sundays, and Statutory Holidays) of such notice being served.
- (d) Such Joint Grievance Panel will consist of two appointees of the Employer and two appointees of the Union. No person shall be appointed who has a direct personal interest in the subject matter of the grievance, and/or has had a direct personal involvement in earlier attempts to settle the grievance. No representative of, or spokesman for the Union, or for the subject Registered Employers' Organization shall be appointed.
- (e) The Joint Grievance Panel shall hold a hearing into the matter within ten days (excluding Saturdays, Sundays, and Statutory Holidays) of being appointed and shall issue their recommendation forthwith, but in any event within three days (excluding Saturdays, Sundays, and Statutory Holidays) of the date the hearing was held.

- (f) Each of the parties shall advise the other, within five days of receipt of the recommendation (excluding Saturdays, Sundays, and Statutory Holidays), as to whether they accept or reject the recommendation.
- (g) In the event the parties to the grievance accept the recommendation of the JGP, the grievance shall accordingly be resolved, and the parties shall implement the recommendation within ten days (excluding Saturdays, Sundays, and Statutory Holidays), or in any event in accordance with such other implementation schedule as may be included in the JGP recommendations.
- (h) In the event either Party determines that it is not prepared to accept the recommendation of the JGP, either Party may then refer the matter to Arbitration within 10 days (excluding Saturdays, Sundays, and Statutory Holidays) of receipt of the JGP recommendations.
- (i) No lawyers shall be permitted to participate in the JGP proceedings

17.03

If the parties are unable to resolve a difference as referred to above within ten (10) working days of notification of the difference, either party may notify the other in writing of its desire to submit the matter to arbitration. The notice referred to in this clause shall contain:

- (a) a statement of the nature of the grievance;
- (b) the section or sections of the Collective Agreement allegedly violated or contravened;
- (c) any relevant particulars such as names, dates and facts concerning the allegations;
- (d) the remedy requested; and
- (e) the name or list of names of persons who would be willing to accept the arbitrator's position, and the name of the party's nominee should an arbitration board be selected.

17.04

Upon the receipt of such a notice, the party receiving the same shall:

- (a) Decide whether to appoint an arbitration board or single arbitrator to settle the difference.
- (b) If it elects to appoint a single arbitrator and
 - (i) if it accepts a person suggested as a single arbitrator, notify the other party within five (5) days of its acceptance of such an arbitrator.
 - (ii) if it does not accept any of the persons suggested, notify the other party accordingly within five (5) days and submit with such notice a list of persons that are willing to accept as a single arbitrator.

- (c) If it elects to appoint an arbitration board, notify the other party accordingly and name its nominee to the arbitration board. The nominees to the arbitration board shall endeavor to agree to a person to be appointed as chairman of the arbitration board.

If the parties are unable to agree to a person to act as single arbitrator within fifteen (15) days of notification of the desire to submit a matter to arbitration, or if the nominees to an arbitration board are unable to agree to a person to act as chairman within ten (10) days of the last nominee being appointed, either party may request the Minister of Labour in writing to appoint the single arbitrator or arbitration board chairman.

The single arbitrator or arbitration board chairman shall, within five (5) days of their appointment, schedule a hearing to resolve the matter in question.

17.05 Under the terms of this Agreement, a grievance is a complaint regarding:

- (a) an alleged violation of the Collective Agreement;
- (b) an alleged contravention of the Collective Agreement;
- (c) unjust discipline.

17.06 In the case of a dispute involving the failure of an Employer to remit in a timely fashion the full amounts required by Article 21, the Association (Construction Labour Relations an Alberta Association) may directly pursue such failure to comply with this Collective Agreement. The Association may, in its own name, file a grievance against such an Employer. Such a grievance may be referred by the Association to an Arbitrator or Arbitration Board without being processed through any intervening steps other than written notice in reference to Arbitration for the purpose of such a grievance. The Parties to the Grievance for the purposes of appointment to the Arbitration Board shall be the Association and the subject Employer.

17.07 The Arbitrator or Arbitration Board, shall have the power to determine all questions of arbitrability and shall issue a decision which is final and binding on all parties, and upon any Employee(s) or Employer(s) affected by it. Where both parties have agreed, together with the Arbitrator or Arbitration Board to the procedure to be followed no appeal as to the use of that procedure shall be taken.

17.08 The Arbitrator or Arbitration Board shall determine its own procedure but shall give full opportunity to all parties to present evidence and to make representations; the Arbitrators shall also have the power to relieve against non-compliance within time limits, or any other technicality or irregularity.

17.09 The Arbitrator or Arbitration Board shall determine the real issue in dispute according to the merits and make whatever disposition he/it deems just and

equitable. The Arbitrator or Arbitration Board shall also provide reasons in writing for such decision within twenty (20) days from the date of the hearing of the grievance. However, except as permitted in the next clause, the Arbitrator or Arbitration Board shall not alter, amend, change, modify, or extend the terms and/or conditions of this Collective Agreement.

- 17.10** If the Arbitrator or Arbitration Board by its award determines that an Employee has been discharged or otherwise disciplined by an Employer for cause and this portion of this Collective Agreement does not contain a specific penalty for the infraction, that is the subject matter of the Arbitration, the Arbitrator or Arbitration Board may substitute/modify such penalty for the discharge or discipline as to how it deems just and fit in all circumstances.
- 17.11** The Employer and the Union agree that the cost of the Arbitrator or Arbitration Board shall be borne by the unsuccessful party, provided always, that the cost shall be limited to the actual cost of the Arbitrator or Chairman of the Arbitration Board and the costs of each nominee to an Arbitration Board to a maximum of \$300.00 per day for each nominee.
- 17.12** Notwithstanding clause **17.10** above, the Arbitrator or Arbitration Board may exercise its discretion in an appropriate case to rule that the costs of the Arbitration Board or Arbitrator is shared equally.

ARTICLE EIGHTEEN - JOINT LABOUR MANAGEMENT COMMITTEE

- 18.01** A Joint Labour Management Committee shall be established to attend to those matters which are of mutual interest. To ensure its effectiveness the Committee shall be separate and apart from the grievance procedure.
- 18.02** The Joint Labour Management Committee shall consist of equal representatives of labour and management. The Committee shall select a Chairman and a Secretary from the Committee and such appointments shall be held for a one (1) year term.
- 18.03** The Joint Labour Management Committee shall meet twice per year. Additional special meetings related to Health & Safety issues may be called by either party to which other affected individuals may be invited to attend. A preliminary agenda will be sent out with the notice of meetings.

ARTICLE NINETEEN - UNION RIGHTS

- 19.01** The Employer agrees to employ only members in good standing of the Union as long as the Union can supply satisfactory members in sufficient numbers to take care of the Employer's needs. If the Local Union having jurisdiction over the work cannot supply members capable of meeting the Employer's requirements the Local Union. If the employers manpower requirements are still not met and the employer agrees to bring in traveling members the local Union will contact other BAC

(IUBAC) local Unions throughout Canada to meet the employer's manpower needs, followed by BACU Locals in Ontario. Workmen so hired will be paid the appropriate travel allowance. If the Union cannot supply Members within forty-eight (48) hours after the request, exclusive of Saturdays, Sundays or Holidays, or days in lieu thereof, the Employer may obtain employees elsewhere. In such cases the employees so hired shall, as a condition of maintaining their employment, make an application to become member(s) of the Union before commencement of employment.

- (a) Should an Employer wish to reduce the number of employees on any job the Foreperson shall notify the Job Steward and the employees will be laid off in the following sequence, providing the remaining employees are qualified to perform the remaining work;
 - 1. Probationary members and Traveling members from Outside of Alberta (BACU permits first)
 - 2. Members of Local 1 (Unless the member has a unique set of special skills that require their continued employment)
- (b) Workers on the Project may be offered the opportunity to exercise the option to accept a voluntary lay-off when there are lay-offs planned on the Project affecting their trade. In such cases this option will be offered to Local Union members first, travel card members second, and workers on permits third.
- (c) It shall be the responsibility of the local Union to determine who is a member in good standing, a probationary member, a Travel card member or a member of Alberta Local 1. The employers will provide a crew list to the Local Union for clearance forty-eight (48) hours prior to the start of any project. In the event a crew list cannot be provided prior to the start of a project, the crew list will be sent on the first day of the project for clearance.
- (d) Probationary members or Travel Card members may only be transferred to another project or job site with the permission of the local Union.
- (e) All BACU members from Ontario will be required to pay a \$150 permit fee per project before the start of any project and may not be transferred to another project without the Union's final approval.

19.02 The Employer has the right to name hire Union members provided they are registered on the Local Unions out-of-work list.

19.03 The Union recognizes the right of their members to engage in active job search for their own positions. Employees so hired must obtain a dispatch slip from the union except in cases of emergency work where a phone call to the Union will suffice.

19.04 It is agreed that the above is not intended to restrict an Employer from re-hiring their regular employees on temporary lay-off.

19.05 Job Stewards

Job Stewards shall be recognized on all jobsites and shall not be discriminated against. It will be their duty to attend to all complaints between the workers on the job and the company to endeavour to reach a settlement before these complaints become grievances.

- a) Where in the opinion of the Union, a job steward is deemed necessary; a working Journeyperson shall be appointed steward by the Business Manager of the Union or their representative. In addition to their work as a Journeyperson the Steward shall be permitted during working hours to perform such of their union duties as cannot be performed at other times.
- b) In the event an Employer establishes additional shifts the Business Manager of the Union or their representative will appoint a Job Steward for that shift(s). The Steward will assist in having injured workers promptly taken care of and where necessary (at the direction of the Superintendent or Foreperson) may accompany them to their homes or hospital as the case may require, without loss of time. They shall report the injury to the proper Officers of the Union.
- c) The Business Representative shall be notified of the reason if a Job Steward is discharged. The Business Representative shall inform the employer of the appointments of all Job Stewards.
- d) Under no circumstances shall Job Stewards or any employee make any arrangements with the Foreperson or Management or vice versa, that will change or conflict in any way with any section or terms of this Agreement without approval of the Business Representative and the Employer and Registered Employers' Organization.
- e) Providing the job steward for a project is qualified and capable of performing the remaining work on the site, the steward shall be among the last five workers (excluding Forepersons) that may remain at the end of a project.
- f) Stewards will be notified of all scheduled lay-offs or terminations prior to the employee receiving notice of same. A lay-off or termination will not be deemed to be invalid for failure to comply with this clause.

19.06 The Business Agent and/or representative of the Union shall have access to all jobs covered by this Agreement in carrying out their regular duties after first notifying the Superintendent or person in charge, and upon the condition that he shall not interfere with the performance of the work and agrees to comply with all safety regulations on site.

19.07 The Employer agrees to deduct from each employee any regular assessment as may be notified officially in writing by the Local Union. Such monies shall be forwarded to the Local Union or its agent not later than the 15th day of the following month and shall be accompanied by a completed remittance form showing the amount deducted for each employee and any other required information.

As a condition of continued employment each employee shall maintain their good standing in and with the Union.

In addition to union dues, Local 1 Northern members and out of Province workers working in Local 1's Northern jurisdiction will also have five cents per hour deducted in respect to dues for the Alberta & NWT Building and Construction Trades Council. These amounts shall be forwarded to the Local Union as stipulated above.

19.08 The Employer and the Union agree that there will be no piece work of any description.

19.09 The Employer agrees that he will not sub-contract work covered by this agreement to any other Party unless that Party agrees to abide by the terms of this Collective Agreement.

ARTICLE TWENTY - DUTIES OF MANAGEMENT

20.01 Except as specifically modified by the terms of this Agreement the Employer reserves all of the historic and traditional rights and duties of management. Without limitation by the following, the Union specifically recognizes that it is the exclusive function and duty of the Employer to:

- (i) Operate and manage its business in all respects;
- (ii) Maintain order, discipline and efficiency;
- (iii) Make and alter from time to time rules and regulations to be observed by the employees providing such rules and regulations are not in conflict with this Agreement;
- (iv) Direct the working force and assign the work;
- (v) Determine job content, create and abolish jobs, determine methods, processes and means of production and handling;
- (vi) Select, hire, promote, demote, transfer, lay-off because of lack of work, discipline, suspend and discharge any employee for cause.

It is agreed that the foregoing enumeration shall not be deemed to exclude other management functions and rights and shall not be construed in any manner as a limitation on management's Common Law Rights.

- 20.02** Employees party to this Agreement shall work under the conditions herein set out. The Employer shall be given preference in the supplying of Union Members.
- 20.03** Employees who are working or are offered by the Employer, the number of hours employment provided by this Agreement (7.01 & 7.02), shall not engage in their trade or other work for payment on other projects after working hours except in the case of emergency.
- 20.04** Except as set forth elsewhere herein, the Employer retains exclusive right to schedule the work.

ARTICLE TWENTY-ONE - EMPLOYER BARGAINING AGENT CONTRIBUTIONS

- 21.01**
- (a) In satisfaction of the Employers' obligations under Section 165 of the Labour Relations Code and in satisfaction of the Employers' obligations under this Collective Agreement, the Employer shall pay to the Association the hourly dues levied by the Association pursuant to Section 165 of the Code.
 - (b) The rate of dues levied by the Association as of the effective date of this Collective Agreement shall be as set by the Association for each and every hour worked by Employees of the Employers that are affected by this Collective Agreement. This amount may be amended from time to time and notice to the Employer of an amendment shall be sufficient to amend this obligation.
 - (c) In the event of a failure on the part of any Employer to contribute to the Association the dues required to be contributed pursuant to Section 165 of the Labour Relations Code and pursuant to this Article of this Collective Agreement, the Association may, at the sole choice and prerogative of the Association, collect the dues as a debt payable by application to the Labour Relations Board and/or by other civil action, or may collect the dues by way of a grievance filed, notwithstanding any other provision of this Collective Agreement, by the Association against the subject Employer. The Association may not, however, simultaneously pursue a violation of this Article through application to the Labour Relations Board and/or other civil action and through the grievance procedure.
 - (d) In addition to the contributions stipulated above, the Employer shall contribute to the Association amounts set by the Association and amended from time to time by notice to the Employer, for the Construction Employee and Family Assistance Program and for Workforce Development Initiatives.

These amounts may be applicable to specific work carried out under this Collective Agreement, as stipulated in the notices to the Employer.

- 21.02** All costs relating to the administration of the fund(s) shall be borne by the above Association.

ARTICLE TWENTY-TWO - FILING COPIES

- 22.01** A copy of the Agreement shall be deposited with the Human Resources and Employment Department of the Province of Alberta and with Human Resources Development Canada within one (1) month of the date of signing.

ARTICLE TWENTY-THREE - SAVING CLAUSE

- 23.01** It is not the intent of either party hereto to violate any laws or rulings or regulations of any governmental authority or agency having jurisdiction of the subject matter of this Agreement and the parties hereto agree that, in the event any provisions of this Agreement are held or constituted to be void as being in contravention of any such laws, rulings or regulations, nevertheless, the remainder of the Agreement shall remain in full force and effect and the parties shall immediately meet to negotiate new provisions to replace those held to be void.

ARTICLE TWENTY-FOUR - WAGE BOND

- 24.01** The Union may require contractors who sign this Collective Agreement, other than the signatory contractors who were members of CLRA as of May 1, 2011, to post a wage bond of \$30,000 where the Union feels it is necessary for the protection of its members.

ARTICLE TWENTY-FIVE – LEAVES

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

ARTICLE TWENTY-SIX – TRAINING TRUST FUND

- 26.01** The Employer will contribute \$0.50 per hour to the Bricklayers Training Trust Fund as per Article 5 of this agreement, which will be administered by a joint trusteeship. The Employer's liability to the said Fund or to any beneficiary or prospective

beneficiary shall be strictly limited to remittance of the contributions in the amount and the manner set out herein.

26.02 Employers shall not later than the 15th day of the following month, remit such contributions to the Training Trust Fund.

ARTICLE 27 – SPECIAL PROJECT NEEDS AGREEMENTS (SPNA)

Where a Special Needs Project Agreement (SPNA) is in place on large industrial project work, the Employer will have the option of utilizing the terms and conditions of said SPNA. Project terms are to have minimal changes to collective agreement terms and should only be used to secure work. Discussions with the project owner should be by a joint CLRA/BTU committee of respective organizations' executives.

SIGNATORY PAGE

SIGNED THIS 3RD DAY OF APRIL 2025

For the Association:

Original Signature on File

Joe McFadyen
President, CLRA

For the Union

Original Signature on File

Ken Coghill
Business Manager, Local Union #1

Letter of Understanding – Joint Employers’ Safety Program

Between

**Construction Labour Relations, an Alberta Association
as Agent for and on behalf of:**

**Clayburn Services Ltd.
RHI Canada Inc.
Canadian Stebbins Engineering & Manufacturing Co. Ltd.
Alliance Refractories Ltd.
Technical Acid Construction (T.A.C.) West Ltd.
ThorCan Construction & Refractories
BFI Constructors Ltd.
Worley Industrial Services ULC
Reftech International Inc.
Glassrock Products Ltd.**

and

**Local Union #1 and its Members
of The International Union of Bricklayers and Allied Craftworkers,

(together, the Parties)**

Whereas the Registered Employers’ Organization and the Union have entered into a collective agreement, which is currently in force and effect; and

Whereas the Joint Employers’ Safety Program Trustees have amended the Trust agreement to reflect a new dues structure; and

Whereas it is advantageous to the Parties to have the current dues structure outlined in the collective agreement;

Now therefore, it is agreed between the Parties hereto that:

1) The language in Article 12.01 shall be amended to read:

The employer shall pay into the Joint Employers’ Safety Program such amounts as are from time to time set by the trustees of the Program and shall abide by the rules and procedures of the program. This amount is currently set at \$0.50 per hour for Employers who had made either a lump sum contribution of \$15,000 or an hourly contribution for 18 continuous months prior to January 1, 2017. All other Employers must make a lump sum contribution of \$15,000 or an hourly contribution of \$1.00/hour until the threshold of \$25,000 has been met. Once these said thresholds are met, contributions will be made at the applicable rate.

Employees who have worked on refractory work in excess of thirty days in the previous 12 period will be required, in accordance with the Silica Regulations, to take a pulmonary function test, and a chest x-ray. In addition, a hearing test and an evaluation of the employee’s ability to wear a respirator will also be required. The cost of such tests will be

borne by the J.E.S.P. providing the employee takes the test offered through the Plan and the employee was working for an Employer who is Party to this Collective Agreement. Such tests will be repeated every two years providing the above noted conditions are met.

Subject to amendments to the Program by the trustees, the J.E.S.P. currently covers the cost of the following safety training courses for employees working for an Employer who is Party to this Collective Agreement:

- First Aid;
- Transportation of Dangerous Goods;
- H2S Alive;
- Confined Space;
- Fall Protection;
- OSSA BSO;
- CSTS; and
- Leadership for Safety Excellence Course (up to 10 employees per year).
- Audiometric Testing
- Chest X-Ray
- Spirometry Test

2) This Letter of Understanding attaches to and forms part of the collective agreement.

All of which is agreed this 3rd day of April 2025

For the Association:

Original Signature on File

Joe McFadyen
President, CLRA

For the Union

Original Signature on File

Ken Coghill
Business Manager, Local Union #1

Letter of Understanding- Employment of Helmets to Hardhats Canada Registrants

Between

Construction Labour Relations, an Alberta Association
as Agent for and on behalf of:

Clayburn Services Ltd.
RHI Canada Inc.
Canadian Stebbins Engineering & Manufacturing Co. Ltd.
Alliance Refractories Ltd.
Technical Acid Construction (T.A.C.) West Ltd.
ThorCan Construction & Refractories
BFI Constructors Ltd.
Worley Industrial Services ULC
Reftech International Inc.
Glassrock Products Inc.
MBI Corexel
and

Local Union #1 and its Members
of The International Union of Bricklayers and Allied Craftworkers,

(together, the Parties)

Whereas Helmets to Hardhats Canada (H2H Canada) facilitates veterans of the Canadian Armed Forces and persons planning to transition from service in the Canadian Armed Forces (H2H Canada registrants) in gaining careers in the construction and maintenance trades and occupations;
and

Whereas the Parties are supporting of the efforts of H2H Canada and assisting in ensuring H2H Canada registrants are afforded priority opportunities to engage in the construction and maintenance trades and occupations;

Now Therefore It Is Agreed that in addition to the hiring procedures and the Union and employer hiring obligations and prerogatives set out in the Collective Agreement between the Parties;

- 1 The Union shall establish protocols to ensure priority dispatch of H2H Canada registrants in response to employer dispatch requests, in recognition, appreciation and respect for the service to Canada of H2H Canada registrants, and communicate such protocols to the employer or employers bound by the Collective Agreement.
- 2 The Union or the joint apprenticeship training committee [insert correct name of committee from the collective agreement], as may be appropriate, shall establish provisions with its apprenticeship intakes to include H2H Canada registrants.

- 3 The Employer may directly hire H2H Canada registrants, subject to the following conditions:
- a) The Union shall be notified of the name and contact information of each person so hired, and of the position/appointment being filled, forthwith upon employing each; and
 - b) Such direct hires may not exceed 1 hire per calendar year or 5% of all hires in a calendar year (whichever is the greater) within the scope of the Collective Agreement; and
 - c) Persons so hired must make application to join the Union, which shall make union membership available to the person so hired, and pay the usual dues and assessments required of persons employed pursuant to the Collective Agreement; and
 - d) The Employer shall forthwith cause the person so hired to be indentured as an apprentice, where it is possible to do so.
- 4 Additional hires of H2H Canada registrants may be mutually agreed between the Union and the Employer.
- 5 This Letter of Understanding shall be attached to and form part of the Collective Agreement.

All of which is agreed this 3rd day of April 2025

For the Association:

Original Signature on File

Joe McFadyen
President, CLRA

For the Union

Original Signature on File

Ken Coghill
Business Manager, Local Union #1

Letter of Understanding: Competitive Initiative (CI) Process

Between
**Construction Labour Relations – An Alberta Association
Refractory Bricklayers (Provincial) Trade Division**
(the Trade Division)
And

The International Union of Bricklayers and Allied Craftworkers, Local Union #1
(the Union)

Hereinafter together referred to as the Parties

Whereas the Parties have entered into a Collective Agreement pursuant to registration certificate #60, which shall remain in effect from May 1, 2025 through April 30, 2029, and

Whereas the Parties understand that some provisions of the Collective Agreement may not be competitive for projects, and

Whereas the Parties undertake to follow a consistent and timely process on requests to amend the terms of the Collective Agreement for bidding purposes when non-union or alternative union companies are known to be bidding on the same project;

It is Agreed that the Competitive Initiative (CI) Process is as Follows:

1. The Association office will submit a CI request to the Local Union Business Manager.
 - a. Requests will be made by email attaching the COMPETITIVE INITIATIVE REQUEST FORM, including such relevant information as the client's name, project name, location, hours by trade, scope of the work, etc. and the terms and conditions of the request.
 - b. The Association will endeavor to provide this request as far in advance of the bid due date as possible.
 - c. CI requests will be restricted to provide equitable terms to provide opportunity to be competitive with non-union or alternative union terms. Alternative options will be examined before wage rates are requested considered.
 - d. When exclusively Association/Trade Division contractors are bidding on a project, CI terms will not be requested or provided.
2. The Business Manager shall respond to the request within 5 calendar days.
 - a. Where clarification or questions arise pertaining to the request, the Business Manager will inquire through the Association and, when necessary, a meeting will be scheduled to address these issues. Where multiple unions are involved, the Association will coordinate a meeting with the effected unions. The Parties agree to meet in a reasonable timeframe.
 - b. The Parties agree to jointly examine solutions and make best efforts to endeavor to come to an agreement that will provide an opportunity for the Association

contractor to have equitable terms to non-union or alternative union contractors bidding the project. The Parties will work in good faith together to look for solutions, but there is no obligation nor guarantee on the Union's part to amend the Collective Agreement terms for any project.

- c. The Parties affirm that agreement by email correspondence shall be legally satisfactory for the purpose of this process. A template email will be used for consistency, accuracy, and efficiency.
3. All members of the Trade Division can utilize the CI terms when bidding on the same project.
4. The Association will communicate with the Trade Division advising that they may contact the Association for the CI terms.

All of which is agreed this 3rd day of April 2025

For the Association:

Original Signature on File

Joe McFadyen
President, CLRA

For the Union

Original Signature on File

Ken Coghill
Business Manager, Local Union #1

Letter of Intent: Apprenticeship Development Initiative (ADI)

-Between-

**Construction Labour Relations – An Alberta Association
Refractory Bricklayer (Provincial) Trade Division
(the Trade Division)**

-and-

**Local Union #1 and its Members
of the International Union of Bricklayers and Allied Craftworkers
(the Union)**

Whereas the Trade Division and the Union are parties to a Collective Agreement pursuant to registration certificate #65; and,

Whereas the Parties wish to ensure that the unionized construction industry attracts and retains skilled and highly trained apprentices,

Now therefore it is agreed between the Parties that they shall develop and promote the Refrigeration *Apprenticeship Development Initiative (ADI)* as follows:

1. This initiative will be utilized to attract and retain apprentices by providing an opportunity for 1st year apprentices to participate in additional general construction and trade specific training courses through their union training facilities.
2. The union training facilities will provide additional training to the 1st year apprentice, which will allow for additional hands-on training as established by the training facility in consultation with the Trade Division.
3. 1st year apprentice pension contributions will be re-allocated to the benefit schedule as an enhanced training contribution in addition to existing training contributions. The re-allocation will allow for funding to be provided to the apprentice when participating in additional training through the union training facilities and technical training through post-secondary learning institutions.
4. This additional funding may be used to provide for allowance payments and/or bursaries for apprentices participating in the “Apprenticeship Development Initiative” program. Funding provides for the additional training allowances and/or bursaries and should not exceed 80% of the total training fund contributions. The remaining contribution amounts will be retained in the training fund to compensate for the costs of administration of this initiative.
5. Allowances would only be provided upon completion of the additional training provided through the union training facilities and as per an established training schedule. Bursaries could also be available upon completion of the 1st year apprentice technical training, through a government approved post-secondary institution or approved equivalent training facility.

Training Schedule Example

	Allowances	Financial Assumptions	
8 x Trade Specific Courses	\$250	Income (\$3.30 x 1,600)	\$5,280
Completion Bursary	\$1,000	Training Allowances (\$250 x 8)	\$2,000
		Bursary upon completion	\$1,000
		Books	\$500
		Reserve to Training Centre	\$1,780

Agreed and signed this 3rd day of April 2025 on behalf of the Parties hereto:

For the Association:

Original Signature on File

Joe McFadyen
President, CLRA

For the Union

Original Signature on File

Ken Coghill
Business Manager, Local Union #1

Letter of Intent: Joint Independent Alcohol and Drug Program
-Between-
Construction Labour Relations - An Alberta Association
Refractory Bricklayer (Provincial) Trade Division
-and-
Local Union #1 and its Members
of the International Union of Bricklayers and Allied Craftworkers
(the “Parties”)

Whereas the Parties wish to establish an independent, jointly governed body to review and administer the Alcohol and Drug Program (the Program);

Now therefore it is agreed between the Parties that they shall:

1. Establish a Steering Committee responsible for creating a new *independent body*.
2. The Steering Committee will develop the terms of reference, shared funding model, appointment process, communications strategy, and timelines for establishing the *independent body*, and any other matters it deems necessary in its development.
3. The Steering Committee will establish a process for the Parties to review, provide feedback and approve the new governance structure prior to implementation.
4. The *independent body* will be responsible for reviewing, implementing and managing/administering the Alcohol & Drug Program. The *independent body* will have a joint governance structure made up of equal representatives appointed by the BTU and CLRA.
5. The new joint approach to administering the Program will create efficiencies in service delivery aimed at reducing costs and improving outcomes. The Parties will share in the success of the Program and share in funding the Program (50/50 split).
6. As the Program matures, increased efficiencies and reduced costs will be passed on as savings to both Parties, as determined by the *Independent Body*.

Agreed and signed this 3rd day of April 2025 on behalf of the Parties hereto:

For the Association:

Original Signature on File

Joe McFadyen
President, CLRA

For the Union

Original Signature on File

Ken Coghill
Business Manager, Local Union #1

Memorandum of Commitment: *BTU/REO Industry Committee*

-Between-

**Construction Labour Relations – An Alberta Association
Refractory Bricklayer (Provincial) Trade Division
(the Trade Division)**

-and-

**Local Union #1 and its Members
of the International Union of Bricklayers and Allied Craftworkers
(the Union)**

Whereas the Parties wish to explore the promotion of the construction industry in a joint and collaborative manner, and

Whereas the Parties may want to meet, as necessary, to address challenges respecting health & safety, competition, labour market issues, economic issues or other matters that arise during the term of the collective agreement,

Now therefore it is agreed between the Parties that they shall be involved in establishing a joint BTU/REO Union/Management Industry Committee.

This undertaking will also involve establishing a process for inviting participation of other industry partners such as the GPMC, Clients, AMCC etc.

Agreed and signed this 3rd day of April 2025 on behalf of the Parties hereto:

For the Association:

Original Signature on File

Joe McFadyen
President, CLRA

For the Union

Original Signature on File

Ken Coghill
Business Manager, Local Union #1