

H Wages and Premiums

Effective 2019 July 01	Municipal Pension	Union Pension
Journey <u>person</u>	\$35.51	\$35.57
Refractory (\$0.55)	\$36.06	\$36.12
Statutory Holidays 6.45%	Included in PTO Bank	\$2.29
Vacation 7.27%	Included in PTO Bank	\$2.59
Supp Vac 4.24%	Included in PTO Bank	\$Nil
Paid Time Off Bank 17.96%	\$6.38	\$Nil
Health/Welfare	\$2.750	\$2.750
Pension	\$3.135	\$1.520
Apprenticeship	\$0.675	\$0.675
Rehabilitation	\$0.020	\$0.020
TOTAL	\$48.468	\$45.415

Effective 2020 July 01	Municipal Pension	Union Pension
Journey <u>person</u>	\$36.22	\$36.28
Statutory Holidays 6.45%	Included in PTO Bank	\$2.34
Vacation 7.27%	Included in PTO Bank	\$2.64
Supp Vac 4.24%	Included in PTO Bank	\$Nil
Paid Time Off Bank 17.96%	\$6.51	\$Nil
Health/Welfare	\$2.750	\$2.750
Pension	\$3.135	\$1.520
Apprenticeship	\$0.675	\$0.675
Rehabilitation	\$0.020	\$0.020
TOTAL	\$49.305	\$46.223

Effective 2021 July 01	Municipal Pension	Union Pension
Journey <u>person</u>	\$36.94	\$37.01
Statutory Holidays 6.45%	Included in PTO Bank	\$2.39
Vacation 7.27%	Included in PTO Bank	\$2.69
Supp Vac 4.24%	Included in PTO Bank	\$Nil
Paid Time Off Bank 17.96%	\$6.63	\$Nil
Health/Welfare	\$2.750	\$2.750
Pension	\$3.135	\$1.520
Apprenticeship	\$0.675	\$0.675
Rehabilitation	\$0.020	\$0.020
TOTAL	\$50.154	\$47.053

Municipal Pension Plan contribution may increase and wages will be adjusted downward to ensure that the total compensation package remains unchanged.

I Acid Proof and Refractory Work

The Employer will pay fifty-five cents (\$0.55) per hour over the regular rate for all acid proof and refractory work. This does not include linings of fireplaces, or chimneys in houses, apartments, schools, office buildings, churches and hospitals.

J Unusually Dirty Conditions

Employees working under unusually dirty or disagreeable conditions such as heat (in excess of 45 degrees Celsius) fumes shall be paid one (1) hour per day extra or any portion thereof. When working where temperatures exceed forty-five (45) degrees Celsius, there will be a ten (10) minute rest period provided within each working hour.

K Core List: International Union of Bricklayers and Allied Craftworkers Local #2 BC

Name	Core List Date
Exner, Alan	2007 September 05
McLane, Gerald	2008 July 14
Silver, Paul	2018 February 13

Bench

The following employees will be automatically added to the Core List when a Core List employee retires or resigns:

1. **Paul Witt**
2. **Alan Leu**

A Contributions and Deductions

1. Contributions for Supervisory Members

Contributions that are required to be made by the Board on behalf of members of the Union will likewise be made on behalf of members of the Union employed in a supervisory capacity.

2. Health and Welfare Plan - Pension Plan

Effective July 1, 2006 one dollar and fifty-four and one-half cents (\$1.545) per hour paid in any job classification shall be paid by the Trustees of the Carpenters' fund in the manner as set forth in subsection 3.17. Two dollars and thirty-four cents (\$2.34) shall be applied to the Carpenters' RSP fund.

3. Apprenticeship Funds

Effective August 15, 1988, an amount equal to seventeen cents (\$0.17) per hour for each hour paid by members covered by this Agreement shall be paid monthly into the Carpentry Apprenticeship and Training Fund by the Board, in the manner as set forth in subsection 6.03.

4. Rehabilitation Fund

An amount equal to two cents (\$0.02) per hour for each hour paid to members covered by this Agreement shall be paid monthly into the B.C. Construction Industry Rehabilitation Fund by the Board in the manner set forth in subsection 6.03.

B Classifications

Foreperson

Any person in charge of work who issues orders or gives directions to members shall be known as **Foreperson** and shall be a **Journeyperson** member of the United Brotherhood of Carpenters and Joiners of America. All instructions given to members shall be given directly by the carpenter or millwright **Foreperson** to whom the members are regularly assigned. Where more than six (6) members are employed, a non-working carpenter or millwright **Foreperson** shall be employed. It is recognized, from time to time, circumstances may require that the Foreperson work with tools.

The wording is not to be used to divide the carpenter work force into several crews of up to six (6) members each with one (1) of the crew as the working **Foreperson** but acting as a crew leader.

In addition, the employment of a working **Foreperson** (**Forepersons**) shall not be used to circumvent the hiring procedure for **Journeypersons** as set out in Clause 6.06.

Foreperson A is one of the following positions:

An on-going position which oversees geographical areas of the School Board and supervises personnel, projects and maintenance programs within those geographical areas. Paid at eleven percent (11%) above the base rate.

An on-going position which oversees and supervises the personnel and the operation of the School Board Carpentry Shop. Paid at eleven percent (11%) above the base rate.

A temporary position assigned by the Board which oversees larger projects and generally supervises more than six (6) personnel. Paid at eleven percent (11%) above the base rate.

Foreperson B and Charge Hand/Working Foreperson

This is a temporary position assigned by the Board which oversees smaller projects and generally supervises six (6) personnel or less. Paid at five point six percent (5.6%) above the base rate.

Appointment of Area Forepersons

The Board will appoint Area Forepersons and Shop Forepersons on the following basis:

- a) Area Foreperson will be appointed for a term of one (1) year.
- b) During the one (1) year term, should the Board remove the appointee for performance related reasons, this shall be done on a standard of culpable or non-culpable (as the case may be) just cause.
- c) At the conclusion of any one (1) year term appointment, the Board may re-appoint the incumbent or reassign the incumbent to a position within the bargaining unit other than area foreperson so long as such reassignment is not arbitrary, discriminatory or done in bad faith.
- d) As mentioned above, the Board may re-appoint an incumbent area foreperson to a fresh one (1) year term and such reappointment will not trigger a challenge under the promotional provision in this agreement.
- e) The promotional provision (article 5.03) in this agreement will apply to assignments to the area foreperson position(s).
- f) The promotional provision (article 5.03) will not apply to assignments to and from Foreperson A and Foreperson B positions.

Saw Filing

When the Board employs a saw filer, that worker shall be a member of the Union. When the Board takes Union members' saws to be filed in a shop, every effort will be made to take them to a shop where such filing is done by a member of the Union. The Local Union will supply the Board with the names and locations of such shops. A tab will be given to the member by the Board or saw filer when the saw(s) are left for filing, the tab will be presented upon receiving the filed saw. In the event that saw(s) are lost, the Board will replace these with new saw(s) of equal quality.

C Contracting Out

The Board will not contract or sub-contract any work within the jurisdiction of the United Brotherhood of Carpenters and Joiners of America which is to be performed at the job site, except to a contractor who holds an agreement with the British Columbia Regional Council of Carpenters Local 1907.

D Attachment A: Allocation of Minor Repair Work

1. Door Closers

- B/E's adjust or exchange.
- Overhaul and repairs by carpenters.

2. Hinges

- B/E's replace pins, tighten loose hinges and hardware.
- Major door servicing by carpenters.

3. Map Racks

- B/E's install, replace and repair map racks, pictures and overhead screens.
- Major installations and replacements by carpenters.

4. Window Catches

- B/E's tighten and replace catches, repair or replace existing weatherstrip.
- New hardware and weatherstripping installed by carpenters.

E Equipment Supplied

If the following tools or equipment - ladder, straight edge, saw horse, patent mitre box, stapling gun, hand clamp (other than saw clamp), power tools or any other than ordinary carpenter tools, millwrights' excepted - are desirable for the better carrying out of work, they shall be supplied by the Board.

F Hiring

When carpenters or carpenter-lathers are required, Foreperson excepted, they shall be hired through the Union. The Board will be allowed to rehire by name request members who have worked for the Board within the previous ten (10) weeks. In addition, the Board shall be allowed to rehire by name request on the basis of fifty-fifty (50/50). It being understood that for each member hired by name request by the Board from the Union dispatch, the next member shall be named by the union. Should the union be unable to fulfil an order within twenty-four (24) hours, the Board may obtain such workers elsewhere, it being understood that such workers, by meeting union and trade qualifications, shall join the union within two (2) weeks and remain members of the union as a condition of continuing employment.

G Wages and Premiums

Effective 2019 July 01	Municipal Pension	Union Pension
Journey <u>person</u> (S/A)	\$36.44	\$35.65
Area Fore <u>person</u> (11%)	\$40.45	
Fore <u>person</u> A (11%)	\$40.45	
Fore <u>person</u> B (5.6%) (Chargehand)	\$38.48	
Statutory Holidays 6.45%	Included in PTO Bank	\$2.30
Vacation 7.27%	Included in PTO Bank	\$2.59
Supp Vac 4.24%	Included in PTO Bank	\$Nil
Paid Time Off Bank 17.96%	\$6.5	\$Nil
Health/Welfare	\$1.545	\$1.545
Pension	\$3.219	\$2.340
Apprenticeship	\$0.170	\$0.170
Rehabilitation	\$0.020	\$0.020
TOTAL	\$47.939	\$44.616

Carpenters

Effective 2020 July 01	Municipal Pension	Union Pension
Journey <u>person</u> (S/A)	\$37.17	\$36.36
Area Fore <u>person</u> (11%)	\$41.26	
Fore <u>person</u> A (11%)	\$41.26	
Fore <u>person</u> B (5.6%) (Chargehand)	\$39.25	
Statutory Holidays 6.45%	Included in PTO Bank	\$2.35
Vacation 7.27%	Included in PTO Bank	\$2.64
Supp Vac 4.24%	Included in PTO Bank	\$Nil
Paid Time Off Bank 17.96%	\$6.68	\$Nil
Health/Welfare	\$1.545	\$1.545
Pension	\$3.219	\$2.340
Apprenticeship	\$0.170	\$0.170
Rehabilitation	\$0.020	\$0.020
TOTAL	\$48.800	\$46.424

Effective 2021 July 01	Municipal Pension	Union Pension
Journey <u>persons</u> (S/A)	\$37.91	\$37.09
Area Fore <u>persons</u> (11%)	\$42.08	
Fore <u>person</u> A (11%)	\$42.08	
Fore <u>person</u> B (5.6%) (Chargehand)	\$40.03	
Statutory Holidays 6.45%	Included in PTO Bank	\$2.39
Vacation 7.27%	Included in PTO Bank	\$2.70
Supp Vac 4.24%	Included in PTO Bank	\$Nil
Paid Time Off Bank 17.96%	\$6.81	\$Nil
Health/Welfare	\$1.545	\$1.545
Pension	\$3.219	\$2.340
Apprenticeship	\$0.170	\$0.170
Rehabilitation	\$0.020	\$0.020
TOTAL	\$49.673	\$46.254

Municipal Pension Plan contribution may increase and wages will be adjusted downward to ensure that the total compensation package remains unchanged.

Pre-Apprentices

Pre-apprentices will receive 40% of the negotiated Journeypersons rate effective 2001 April 01.

H Core List: British Columbia Regional Council of Carpenters Local 1907

Positions that require specialized training may be maintained at times of layoff.

Name	Core List Date
Kemppi, Helmer	1987 July 20
Andersen, Ronald	1987 July 27
Higgins, Peter	1988 August 08
McPhee, Brian (Locksmith)	1988 August 26
Potter, Bruce	1989 July 18
Vandenberg, Maurice	1990 June 05
Boomer, Brian	1998 July 07
Sicklesteel, Steven	1999 June 16
Szczecinski, Ray	1999 August 3
Marques, Joaquim (Jack)	2004 July 19
Charbonneau, Alfred	2005 May 18
Pearson, Steven	2006 May 12
Plaetner, Steven	2008 June 24
Parsons, James	2009 July 15
Duong, Peter	2012 April 30
Leahy, Ernest	2013 September 23
<u>Buder, Tyler</u>	<u>2018 May 03</u>
<u>Smith, Randal</u>	<u>2018 May 03</u>
<u>Watters, Marc</u>	<u>2018 May 03</u>
<u>Walsh, Peter</u>	<u>2018 May 03</u>
<u>Odegaard, Mark</u>	<u>2018 May 03</u>
<u>Smith, Kevin</u>	<u>2018 May 03</u>

A Trade Description

The finishing of all concrete on buildings, bridges, silos, elevators, smoke stacks, curbs and gutters, sidewalks, streets and roads, alleys and roofs, mass or reinforced concrete slabs and all flat surfaces of concrete including the screeding, straightedging, floating and trowelling of same. The laying and spreading and finishing of all types of bituminous concrete. The operation and control of all types of vacuum mats used in the drying of concrete or cement floors in preparing same or finish. The operation of finishing machines, power driven floats and trowelling machines shall be performed by the Cement Mason. Mastic flooring, whether laid free handed or in pre-cast form on the job; otherwise known as asphalt or mastic and all other types of resilient floors. The finishing or washing of all concrete construction using any colour pigment when mixed with cement in any other form-mosaic and nail coat whether done by brush, broom, trowel float or any other process including operation of machines for scoring floors or any purpose they may be used for in connection with Cement Masons Trade.

The rodding, spreading and finishing of all top materials, sills, coping, steps, stairs and risers and running all cement and plastic material six (6) inch base or less shall be the work of the Cement Mason. All preparatory work on concrete construction to be finished, or rubbed, patching, brushing, chipping and bushhammering, rubbing or grinding if done by machine or carborundum stone on all concrete construction. The setting of all curb and gutter forms. All dry packing, grouting and finishing in connection with setting all machinery such as engines, pumps, generators, air compressors, tanks and so forth, that is set on concrete foundations. All dry packing, grouting and finishing in the setting of all sole plates, treads, pipes and doorjamb, etc., that are set in concrete. The application of caulking to concrete floor control joints, and around all steel or metal window frames and doorways that touch concrete. The curing of finished concrete, whether necessary by chemical compounds or otherwise, shall be part of the jurisdiction of the Cement Mason.

The spreading, screeding, darbying, trowel finishing of all types of magnesium oxychloride granolithic or terrazzo composition floors shall be the work of the Cement Mason; including all types of oxychloride granolithic or terrazzo composition floors, hand grinding or machine grinding; the preparation of all sub-floor surfaces, bonding; the preparation and installation of ground or base courses, steps and cove base. The application and finishing of interior and exterior material by the use of a hawk and trowel and/or other conventional tools connected with the trade and/or the application and finishing of interior and exterior material by the use of pumping machines.

Union members/Employees shall operate all guns, nozzles, spraying and finishing devices. Modelling, castings and ornamental work. Plastering and finishing of swimming pools. The preparing and plastering of all surfaces to receive plaster, stucco or tile. The application and finishing of such materials as fireproofing, thinwall, veneer plaster, rigid insulation and patent texturing materials.

Preparatory Work

The Cement Masons' crew must be on the job to assist with the pour on slab work or work preparatory to concrete finishing within the jurisdiction of the Cement Masons.

B Contributions and Deductions

1. Health and Welfare Trust Fund

The Board shall contribute an amount of one dollar and eighty cents (\$1.80) for each hour paid to Employees covered by this Agreement to the Cement Masons Welfare Trust Fund for the purpose of providing welfare benefits to the Employee pursuant to all the terms covenants and conditions of a certain Trust Agreement dated April 14, 1970, creating said Fund and its amendments as may be from time to time adopted. The fund will be administered by a Board of Trustees appointed by the Union.

The employer contribution to the Cement Masons' Health and Welfare and Pension Plans shall be distributed at the sole discretion of the Union, between Health and Welfare component and the Pension Plan component. The Vancouver Board of Education shall be advised in writing, prior to any/every change.

2. Pension Plan

The Board shall contribute an amount of two dollars and five cents (\$2.05) for each hour paid to Employees covered by this Agreement to the Cement Masons Pension Trust Fund pursuant to all terms, covenants and conditions of a certain Trust Agreement dated November 1, 1976, creating said fund and its amendments as may be from time to time adopted. The fund will be administered by a Board of Trustees appointed by the Union.

The employer contribution to the Cement Masons' Health and Welfare and Pension Plans shall be distributed at the sole discretion of the Union, between Health and Welfare component and the Pension Plan component. The Vancouver Board of Education shall be advised in writing, prior to any/every change.

3. Field Dues

The Board will deduct for a dues supplement an amount of three (3%) of the gross hourly wage package (wages, statutory holiday and vacation pay, health benefit and pension) per hour for each hour earned by Employees covered by this Agreement and forward same to the Cement Masons' Welfare Trust Funds. Each Employee shall submit a written authorization to the Board as a condition of employment as may be required by the Board or the Union.

Per capita dues will be deducted for each employee in the amount of five dollars (\$5.00) per month and will be remitted to the Union along with the monthly remittance reports. In the event the OPCMIA per capita tax is raised, this amount will be raised accordingly by written notice to the Employer.

C Forepersons

When four (4) or more Cement Masons' are employed on the same project, one (1) of these Cement Masons' shall be appointed by the Board as a working Foreperson and shall be paid twelve per cent (12%) over the basic hourly rate. All forepersons shall be members in good standing of the Union.

D Shift Scheduling

Where a second (2nd) shift is required and continued for three (3) consecutive days or more, six and one-half (6 ½) hours of work shall constitute the second (2nd) shift for which seven and one-half (7 ½) hours' pay shall be paid. All hours worked in excess of six and one-half (6 ½) hours on the second (2nd) shift shall be paid for at the overtime rates provided for in Clause 6. After the regular day shift the second shift shall start in strict accord with the ending times of the regular hours provided in subsection (a) above. For example, if the regular day shift starts at 7:00 am and ends at 3:00 pm, the second (2nd) shift shall end at 10:00 pm. For work thereafter the overtime rates provided for in Clause 6 shall apply.

When a third (3rd) shift is required and continued for three (3) consecutive days or more, six and one-half (6 ½) hours shall constitute the third (3rd) shift for which seven and one-half (7 ½) hours' pay shall be paid. All hours worked in excess of six and one-half (6 ½) hours on the third (3rd) shift shall be paid for at overtime rates provided for in Clause 6. After the regular second (2nd) shift the third (3rd) shift shall start in strict accord with the normal ending time of the second (2nd) shift as illustrated above.

Where additional shifts are worked for less than three (3) consecutive days, such shifts shall be considered overtime and paid for at the overtime rates provided for in Clause 6.

After the regular shift has been established, the second (2nd) and third (3rd) shifts shall start in strict harmony with such shift. Notwithstanding, the start time of the second (2nd) and third (3rd) shifts may be varied, provided the consent of the Manager of the Union is first obtained.

It is agreed that on projects of more than one (1) shifts employed, the Employees shall be rotated at intervals of at least every two (2) weeks and not more often than once a week.

On underground work the ten per cent (10 %) higher rates shall also be applied to the shift differential.

E Safety Equipment

1. Respirators and Coveralls

Respirators shall be furnished by the Board to all Cement Masons while grinding. When respirators are issued, they shall be in a sanitary condition and a supply of new filters shall be available. Also, safety glasses or goggles shall be furnished by the Board for Cement Masons for grinding, chipping or bushhammering of concrete. While grinding in confined areas, a fan or similar shall be supplied by the Board for dust removal.

Disposable coveralls and rubber gloves shall be supplied by the Board when Cement Masons are required to work with hand applied colour ad-mix epoxy or similar materials.

2. Fire/ Burglary

In case of fire and burglary the Board shall protect the value of an Employee's work clothes up to a total of three hundred dollars (\$300.00), providing an inventory of clothing is filed with the Board. When commencing employment the Employee shall submit to the Superintendent or their representative an inventory of work clothes brought on the job. Coverage will commence at the date of the filing of the inventory with the Board. The Employee shall ensure that the inventory is current.

F Tool List

Cement Masons will be required to have the following standard hand tools:

- Two (2) steel trowels
- One (1) masonry chipping hammer
- One (1) wooden float
- One (1) rubber float and cement type water brush
- One (1) pointing trowel
- One (1) cold chisel
- One (1) standard edger

On jobs where rubber floats and brushes wear out, the Board shall supply new floats and brushes as required. Adequate tool lock-ups shall be provided by the Board. All tools will be supplied by the Board.

G Attachment A: Allocation of Minor Repair Work

No changes required to present practice.

H Grinding of Concrete and Sandblasting

The Board shall pay thirty-five cents (\$0.35) per hour above the hourly rate. If the grinder/sandblaster/chipping gun/bush hammer is being used during the first four (4) hours of the shift, then the thirty-five cent (\$0.35) additional payment shall be made to Cement Masons for a minimum of four (4) hours. If the grinder/sander/chipping gun/bush hammer is being used after the regular lunch break, then the payment shall be applied to each hour of the entire shift. However, if the grinder/sander/chipping gun/bush hammer is not used prior to the lunch break, then the premium rate shall only apply to those hours after such break.

The operators of grinders/sandblasters/chipping gun/bush hammer shall be rotated as often as possible to assure that the same person is not constantly employed on this type of work because of the dust and health hazards involved.

Where an Employee, by their own option agrees to continue on the grinding/sandblasting operation/chipping gun/bush hammer, they need not be rotated in compliance with the above.

I Wages and Premiums

Effective 2019 July 01	Municipal Pension	Union Pension
Journey <u>person</u> (S/A)	\$35.36	\$34.68
Statutory Holidays 6.45%	Included in PTO Bank	\$2.24
Vacation 7.27%	Included in PTO Bank	\$2.52
Supp Vac 4.24%	Included in PTO Bank	\$ Nil
Paid Time Off Bank 17.96%	\$6.35	\$ Nil
Health/Welfare	\$1.800	\$1.800
Pension	\$3.127	\$2.050
Apprenticeship	\$0.140	\$0.140
Rehabilitation	\$0.020	\$0.020
TOTAL	\$46.798	\$43.448

Cement Masons

Effective 2020 July 01	Municipal Pension	Union Pension
Journey<u>person</u> (S/A)	\$36.07	\$35.37
Statutory Holidays 6.45%	Included in PTO Bank	\$2.28
Vacation 7.27%	Included in PTO Bank	\$2.57
Supp Vac 4.24%	Included in PTO Bank	\$ Nil
Paid Time Off Bank 17.96%	\$6.48	\$ Nil
Health/Welfare	\$1.800	\$1.800
Pension	\$3.127	\$2.050
Apprenticeship	\$0.140	\$0.140
Rehabilitation	\$0.020	\$0.020
TOTAL	\$47.635	\$44.233

Effective 2021 July 01	Municipal Pension	Union Pension
Journey<u>person</u> (S/A)	\$36.79	\$36.08
Statutory Holidays 6.45%	Included in PTO Bank	\$2.33
Vacation 7.27%	Included in PTO Bank	\$2.62
Supp Vac 4.24%	Included in PTO Bank	\$ Nil
Paid Time Off Bank 17.96%	\$6.61	\$ Nil
Health/Welfare	\$1.800	\$1.800
Pension	\$3.127	\$2.050
Apprenticeship	\$0.140	\$0.140
Rehabilitation	\$0.020	\$0.020
TOTAL	\$48.484	\$45.040

Municipal Pension Plan contribution may increase and wages will be adjusted downward to ensure that the total compensation package remains unchanged.

J Core List: Cement Masons' Section of Operative Plasterers and Cement Masons International Association, Local 919

Name	Core List Date
Antunes, Nelson	2007 July 03
Salov, Salvatore	2018 September 20

A Trade Description

"Electrical Work" means the installation, alteration, repair, maintenance, metering, or testing of fibre optic, electrical and/or electronic equipment.

"Electrical and/or Electronic Equipment" means any apparatus, appliance, conduit, cable, device, fitting, fixture, instrument, insulator, machinery, material, pipe, pole, plant, structure, wire, works or other things used for, or designed, or intended for use for, or in connection with the generation, transformation, transmission, distribution, supply, control, or use of electrical energy for any purpose, and includes any assembly or combination of materials or things used, or intended to be used, or adapted to serve any purpose or function when connected to a source of electrical energy.

B Contributions and Deductions

1. Health and Welfare Trust Fund

The Board will pay to the Electrical Industry's Welfare Trust Funds at the end of each calendar month for each hour paid to each Employee covered by the Collective Agreement referred to in the preamble hereto in their employ during such month for the benefit of such Employees the sum of one dollar and forty five cents (\$1.45).

Payments to the Welfare Trust Funds based on hours paid shall be made by cheque payable at par to the Administrator of Local 213 Electrical Workers' Welfare and Pension Plan and shall be due and payable no later than ten (10) days after the termination of the calendar month in which the hours were paid. Cheques may be post-dated the fifteenth (15th) of the month. There shall be a penalty of fifteen per cent (15%) per month for late remittances with a minimum of twenty-five dollars (\$25.00).

Annual Statutory Holidays shall not, for the purpose of determining the contributions to the Electrical Industry's Welfare Trust be considered as hours paid unless work is actually performed on such days, and each actual overtime hour paid including overtime hours paid on annual and statutory holidays shall for this purpose be considered as two (2) hours.

2. Pension Plan

The Board will remit to the Union Pension Plan, two dollars and ninety cents (\$2.90) per hour for each hour paid to each Employee covered by this agreement. Payments and remittance forms shall be due at the end of each month and not later than ten (10) days after the termination of the calendar month in which the hours are worked. Cheques may be post-dated the fifteenth (15th) of the month. There shall be a penalty of fifteen per cent (15%) per month for late remittances with a minimum of twenty-five dollars (\$25.00).

Each overtime and Statutory Holiday hour paid shall be considered as two (2) hours for the purpose of pension remittances. The Board shall include on the monthly remittance forms names, Social Insurance Numbers, and hours paid to each Employee, together with such other information as may be required by the Pension Plan Trustees.

3. Trade Improvement and Administration Fund-Apprenticeship

The Board agrees to contribute to the Joint Committee Fund the sum of twenty cents (\$0.20) for each hour paid to each Employee who is covered by this Collective Agreement. The Board shall furnish a statement of the total number of Employees covered by the Collective Agreement and the total hours paid to such Employees. Such statement and contributions to be deposited with the aforementioned Fund no later than fifteen (15) days after the close of the previous month's payroll. Training programs shall be developed by the Joint Committee for the purpose of upgrading and training of the Union Members. The Apprenticeship program developed between the Parties and the standards which are consistent with the British Columbia Apprenticeship and Tradesmen's Qualifications Act are hereby made a part of this Agreement.

4. Rehabilitation Fund

Two cents (\$0.02) per hour for each and every hour or part hour paid in any job classification will be paid by the Board to the Trustees of the B.C. Construction Industry Rehabilitation Fund.

Employee contributions to Local 213 Health/Welfare, Pension, Apprenticeship, Rehabilitation and Bursary funds may be increased at the discretion of Local 213.

C Classifications

General Foreperson

They shall be a Journeyperson Wireperson and a member of the Union. They shall supervise the work of other forepersons and direct all orders through them. When a job requires thirty (30) or more workspersons, a General Foreperson shall be appointed.

"A" Foreperson

They shall be a Journeyperson Wireperson and a member of the Union. An "A" Foreperson shall be appointed when they are directing four (4) or more workers.

An "A" Foreperson shall be allowed to supervise the work of a maximum of ten (10) workers except that where there is a "B" Foreperson working under the "A" Foreperson. Then the "A" Foreperson shall be allowed to supervise up to fifteen (15) workers. When an "A" Foreperson has more than four (4) Journeypersons under their supervision, then they shall not be allowed to work with their tools. It is recognized, from time to time, circumstances may require that the Foreperson works with tools for up to four (4) hours to assist other workers.

Where in the opinion of the Union and the Board the job will require four (4) or more workers, then the "A" Forepersons rate shall be paid from the start of the job.

"B" Foreman

They shall be a Journeyperson Wireperson and a member of the Union. A "B" Foreperson will be allowed to supervise the work of a maximum of three (3) workers. A "B" Foreperson will be appointed when three (3) or more workers are employed on a job where there is no "A" Foreperson employed on the site. A "B" Foreperson will not be appointed if there are less than three (3) workers employed on a job. A "B" Foreperson shall be required to use tools.

Service Person

An electrician doing service work and driving a company vehicle.

Journeyperson Wireperson

An electrical worker who is classified as such by the Union and is qualified by training to perform the work described as the inside jurisdiction of the I.B.E.W. Constitution.

Apprentice Wireperson

An electrical worker who is serving an apprenticeship to become a Journeyperson Wireperson but who has not yet qualified as a Journeyperson wireperson. An apprentice shall use tools but shall not be called upon to come into direct contact with conductors or equipment which is potentially alive until the last six (6) months of their apprenticeship and then only when accompanied by a Journeyperson.

An apprentice shall be under direct supervision of a Journeyperson at all times. When a Journeyperson and an apprentice are working together and it becomes necessary for the Journeyperson to leave for a short period of time it should not be necessary for an apprentice to accompany the Journeyperson. An apprentice shall not be permitted to work alone on any job regardless of the type of work involved nor regardless of the length of time needed to do the job, except as provided in this section.

Apprentices shall be given every opportunity and be engaged in diversified training in order that they become competent qualified tradesmen. It is the duty of the Journeyperson Wirepersons to teach apprentices the wireperson's trade. The ratio of apprentices combined to Journeyperson on the Board's payroll shall be one (1) apprentice, up to three (3) Journeypersons and an additional apprentice for each additional three (3) Journeypersons.

Technicians

D Shift Scheduling

Shift work shall not be programmed on regular construction unless it is necessary to maintain the construction schedule on the project and no other economic means of workforce rearrangement can overcome an obvious delay of construction during the normal work day.

Persons requested to report for shift work shall be notified a minimum of forty-eight (48) hours in advance of reporting time.

No shift schedule will be established for a worker for less than five (5) consecutive days. In the event that shift schedule does not last five (5) consecutive days, including statutory days holidays, the applicable overtime rate will prevail.

Shifts:

- The first shift from 12:00 midnight to 8:00 am
- The second shift from 8:00 am to 4:00 pm
- The third shift from 4:00 pm to 12:00 midnight

Employees on the first shift shall receive seven and one half (7 ½) hours' pay for each six and one half (6 ½) hours worked Monday through Friday.

Employees on the second shift shall receive seven and one half (7 ½) hours' pay for each seven and one half (7 ½) hours worked Monday through Friday.

Employees on the third shift shall receive seven and one half (7 ½) hours' pay for each seven (7) hours worked Monday through Friday.

Meal time shall be considered as time worked but shall not exceed one-half (½) hour. Meal time shall be approximately mid-shift plus two (2) coffee breaks.

When shift work is performed on Saturday, Sunday or statutory holidays, a shift differential of one (1) hour for the first shift and one half (½) hour for the third (3rd) shift, at straight time, in addition to double time pay for the regular shift hours shall be paid.

All other time worked by shift employees other than specified above shall be considered as overtime and paid for at prevailing overtime rates.

Employees on shift shall rotate once every two (2) weeks.

If shift work is performed with other Trades on a twenty-four (24) hour around the clock basis each shift will work for eight (8) hours.

If shifts are established the applicable shift hours shall apply.

E Tool List

Journeyperson Wirepersons shall provide themselves with the following minimum tools:

- Knife
- Pencil
- Pliers, 7" or 8"
- Hammer
- Wood chisel (small)
- Level
- Hacksaw
- Twelve foot (12') rule
- Screwdrivers
- Pliers 8" (diagonal)
- Square
- Pliers (gas)

Apprentices shall provide themselves with the following minimum tools:

- Knife
- Pencil
- Twelve foot rule (12")
- Pliers
- Seven (7) or eight (8) inch (cutting side) pliers
- Pliers (gas)
- Screwdrivers, not over eight (8) inches
- Hacksaw
- Hammer
- Six (6) or seven (7) or eight (8) inch (diagonal)

A Journeypersons will not be allowed to work on high voltage alone, or in a hazardous position alone, but must be accompanied by another Journeyperson. 450 volts A.C. or 300 volts D.C. to be considered high voltage for wirepersons. Cable Splicers shall not work on live cables where the difference in potential is more than 300 volts between the conductor and ground.

Each job shall have adequate secondary 750 volt testing equipment available on site. No potentially live equipment over 740 volts shall be worked on unless adequate testing equipment is available on the job site.

F Attachment A: Allocation of Minor Repair Work

1. Boiler Controls

- B/E's carry out minor repairs.
- Major repairs, replacement or revisions to associated wiring by electricians.

2. Electrical Receptacles, Switches and Plates

- B/E's to continue to replace up to and including 110 volts.
- All installations and replacements over 110 volts by electricians.

3. Electrical Stoves

- B/E's connect loose wires, replace fuses and elements.
- Locate and correct problems in power to stoves, disconnect old and convert new stoves that require wiring to power source by electricians.

4. Fire Alarm Systems

- B/E's make bi-weekly check of pull stations, bells and some activator devices in each protection zone; test and service emergency power batteries.
- Annual check and service of total systems; replacement of emergency power batteries by electricians.

5. Fluorescent Light Fixtures

- B/E's replace high intensity lamps, tubes, broken contact ends, and groups of up to 4 regular ballasts.
- Replacement of all fixtures, sockets, groups of five (5) or more regular ballasts, and all high intensity gymnasium ballasts by electricians.

6. Incandescent Light Fixtures

- B/E's repair or replace damaged and defective fixtures and sockets.

7. Security Buttons and Door Holders

- B/E's make periodic checks to confirm effective operation.
- Repair or replacement of damaged and defective items by electricians.

8. Thermostats

- B/E's make periodic checks to confirm effective operation.
- Repair or replacement of damaged and defective items by electricians.

9. Machinery

- B/E's do minor repair.
- Repair, replacement and relocation of associated wiring by electricians.

10. Sprinkler Systems

- B/E's carry out bi-weekly checks on wet sprinkler system in line with their responsibility for fire safety system operation.
- Repair of electrical faults when reported and participation in the annual system maintenance check by electricians in conjunction with plumbers and B/E.

G Wages and Premiums

Effective 2019 July 01	Municipal Pension	Union Pension
Journey <u>person</u>	\$38.33	\$36.32
A Fore <u>person</u> (12%)	\$42.93	
B Fore <u>person</u> (7%)	\$41.01	
Service Person (7%)	\$41.01	
Statutory Holidays 6.45%	Included in PTO Bank	\$2.34
Vacation 7.27%	Included in PTO Bank	\$2.64
Supp Vac 4.24%	Included in PTO Bank	\$ Nil
Paid Time Off Bank 17.96%	\$6.88	\$ Nil
Health/Welfare	\$1.450	\$1.450
Pension	\$3.383	\$2.900
Apprenticeship	\$0.200	\$0.200
Rehabilitation	\$0.020	\$0.020
Bursary	\$0.050	\$0.050
TOTAL	\$50.317	\$45.923

Effective 2020 July 01	Municipal Pension	Union Pension
Journey <u>person</u>	\$39.10	\$37.05
A Fore <u>person</u> (12%)	\$43.79	
B Fore <u>person</u> (7%)	\$41.84	
Service Person (7%)	\$41.84	
Statutory Holidays 6.45%	Included in PTO Bank	\$2.39
Vacation 7.27%	Included in PTO Bank	\$2.69
Supp Vac 4.24%	Included in PTO Bank	\$ Nil
Paid Time Off Bank 17.96%	\$7.02	\$ Nil
Health/Welfare	\$1.450	\$1.450
Pension	\$3.383	\$2.900
Apprenticeship	\$0.200	\$0.200
Rehabilitation	\$0.020	\$0.020
Bursary	\$0.050	\$0.050
TOTAL	\$51.225	\$46.753

Effective 2021 July 01	Municipal Pension	Union Pension
Journey <u>person</u>	\$39.88	\$37.79
A Fore <u>person</u> (12%)	\$44.67	
B Fore <u>person</u> (7%)	\$42.67	
Service Person (7%)	\$42.67	
Statutory Holidays 6.45%	Included in PTO Bank	\$2.44
Vacation 7.27%	Included in PTO Bank	\$2.75
Supp Vac 4.24%	Included in PTO Bank	\$ Nil
Paid Time Off Bank 17.96%	\$6.36	\$ Nil
Health/Welfare	\$1.450	\$1.450
Pension	\$3.383	\$2.900
Apprenticeship	\$0.200	\$0.200
Rehabilitation	\$0.020	\$0.020
Bursary	\$0.050	\$0.050
TOTAL	\$52.145	\$47.595

Municipal Pension Plan contribution may increase and wages will be adjusted downward to ensure that the total compensation package remains unchanged.

Pre-Apprentices

Pre-apprentices will receive forty per cent (40%) of the negotiated Journeyperson rate effective 2001 April 01.

H Core List: International Brotherhood of Electrical Workers, Local 213

Name	Core List Date
Yelizarov, Michael	1984 July 03
Allen, Jeff	1987 August 18
Aelbers, Tony	1987 September 15
Schmedding, Barry	1988 May 03
Trotti, Vito	1989 August 21
Innes, Steven	1995 January 31
Petaccia, Tony	2005 November 29
Cumming, Drew	2005 November 29
Zimmermann, Doug	2005 May 30
Johal, Baljit	2005 November 29
Canosa, Massimo	2005 January 22
Dragun, Efim	2006 October 25
Peeverelle, Randy	2007 June 05
Kelly, Stephen	2008 May 20
Wong, Marco	2009 January 26
Vallis, Blair	2010 November 29
Pagliacci, Claudio	2010 November 29
Pickell, Kelly	2010 November 29
<u>Chau, Johnny</u>	<u>2011 January 1</u>
<u>Beckett, Edward</u>	<u>2011 January 2</u>
<u>Bohachewski, Lisa</u>	<u>2011 January 12</u>
<u>Ewan, Greg</u>	<u>2011 January 24</u>
<u>Johnson, Aaron</u>	<u>2011 January 24</u>
<u>Bortnick, Allan</u>	<u>2013 December 14</u>
<u>Krowchuk, Gregory</u>	<u>2014 January 27</u>
<u>Hannay, Scott</u>	<u>2017 March 3</u>
<u>Ladouceur, John M.</u>	<u>2017 June 12</u>
<u>Chau, Danny</u>	<u>2017 October 10</u>
<u>Collum, Shawn</u>	<u>2018 June 18</u>
<u>Macdonald, Andrew</u>	<u>2018 December 03</u>
<u>Bench</u>	
<u>Hewko, James</u>	<u>2018 December 12</u>

A Classifications**Asbestos Abatement Coordinator**

The rate of pay for the position classified as coordinator asbestos abatement program shall be one hundred and seventeen and one half per cent (117.5%) of the Journeyperson mechanic's rate. The employer shall select and assign those persons from the bargaining unit to fulfil the position, when the employer deems this position necessary.

Foreperson

The Employer shall determine the number of Employees required for the performance of any work function and shall select and appoint all Forepersons and allocated work to be performed. Any Mechanic who is assigned supervisory responsibilities which include more than one job site and crew, at least one subordinate paid at the rate of Chargehand, he shall be deemed a Foreperson. When an Employee is required to look after three (3) or more jobs he shall be classed as a working Foreperson. The rate of pay for this classification will be one hundred and ten per cent (110%) of the Journeyperson Mechanic's rate.

Chargehand

When an employee is temporarily assigned by the employer to oversee and/or supervise small projects, they shall be paid one hundred and seven and one half per cent (107.5%) per hour of the Journeyperson Mechanic's rate.

B Shift Scheduling

The Employer will operate additional shifts as and when required. The normal hours for each shift shall be as follows:

- More than one (1) shift may be worked at straight time rates. An afternoon shift shall be constituted by three (3) or more consecutive working days and a graveyard shift shall be constituted by five (5) or more consecutive working days. In the event the shift is not constituted, overtime rates will prevail. Afternoon shift shall be paid eight (8) hours for seven (7) hours worked.
- Graveyard shifts shall be paid nine (9) hours pay for seven (7) hours worked and shall end prior to 8:00 am or be paid overtime rates. No Employee shall be permitted to work two (2) consecutive shifts. Afternoon shift shall commence prior to 5:01 pm.
- If an Employee is required to return to work before an eight (8) hour break occurs, they shall be paid double time rates until such time an eight (8) hour break does occur.

C Tools

1. It shall be the responsibility of each Employee to supply and maintain the following adequate standard tools in good condition, with the exception of the First Year Apprentice and the First Year Improver:
 - Pliers or End Nippers
 - Pointer, flat and gauging trowels
 - Scissors

- Tape Rule
 - Saws – keyhole, handsaw
 - Knives
 - Hammer
 - Screwdrivers (variety)
 - Paste Brush
 - Slicks
 - Tin Snips
 - Springs or Bands
2. The Employer shall furnish and maintain without charge to the Employee, hard hats, hard hat liners, and in addition, all cutting tools, gloves, hand cleaner (waterless), face cream (Vas) and brushes, as are necessary or required in the course of working with foamglass, gilso-therm, mastic, expanded metal lath and wire mesh. The Employer shall supply staple guns to the Employee as required.
 3. The Employee shall be responsible for the return of staple guns and other tools to the Employer as provided by the Employer. Such items shall be returned in usable condition, normal wear and tear excepted.
 4. A respirator, (approved by the W.C.B.), shall be furnished by the Employer to each Employee on request. Replacement respirators will be provided at no cost ONLY when the used respirator is turned in to the Employer's Representative and is obviously unfit for further use. If the used respirator is not turned in, the cost of the new respirator will be deducted from the Employee's pay. A supply of respirator filters shall be available at no cost to the Employee.
 5. On asbestos removal projects, during the removal phase where showers are required, the Employer will supply clean socks, shorts, towels and shampoo.
 6. Employees who are required to supply or maintain insulation by any method shall be supplied with suitable coveralls.

D Attachment A: Allocation of Minor Repair Work

1. Insulation

- B/E's check, service and make minor repairs.
- All installation, major removal and repairs by heat and frost insulators.

E Wages and Premiums

Effective 2019 July 01	Municipal Pension	Union Pension
<u>Journey</u> <u>person</u>	\$34.50	\$34.31
Statutory Holidays 6.45%	Included in PTO Bank	\$2.21
Vacation 7.27%	Included in PTO Bank	\$2.49
Supp Vac 4.24%	Included in PTO Bank	\$ Nil
Paid Time Off Bank 17.96%	\$6.20	\$ Nil
Health/Welfare	\$2.340	\$2.340
Pension	\$3.045	\$2.900
Apprenticeship	\$0.070	\$0.070
Rehabilitation	\$0.020	\$0.020
Scholarship	\$0.005	\$0.005
Health/Safety	\$0.065	\$0.065
Educational	\$0.165	\$0.165
Municipal Pension Plan top up	\$0.814	\$ N/A
TOTAL	\$47.220	\$44.582

Effective 2020 July 01	Municipal Pension	Union Pension
<u>Journey</u> <u>person</u>	\$35.19	\$35.00
Statutory Holidays 6.45%	Included in PTO Bank	\$2.26
Vacation 7.27%	Included in PTO Bank	\$2.54
Supp Vac 4.24%	Included in PTO Bank	\$ Nil
Paid Time Off Bank 17.96%	\$6.32	\$ Nil
Health/Welfare	\$2.340	\$2.340
Pension	\$3.045	\$2.900
Apprenticeship	\$0.070	\$0.070
Rehabilitation	\$0.020	\$0.020
Scholarship	\$0.005	\$0.005
Health/Safety	\$0.065	\$0.065
Educational	\$0.165	\$0.165
Municipal Pension Plan top up	\$0.814	\$ N/A
TOTAL	\$48.034	\$45.367

Effective 2021 July 01	Municipal Pension	Union Pension
Journey <u>person</u>	\$35.89	\$35.70
Statutory Holidays 6.45%	Included in PTO Bank	\$2.30
Vacation 7.27%	Included in PTO Bank	\$2.60
Supp Vac 4.24%	Included in PTO Bank	\$ Nil
Paid Time Off Bank 17.96%	\$6.45	\$ Nil
Health/Welfare	\$3.045	\$2.340
Pension	\$2.927	\$2.900
Apprenticeship	\$0.070	\$0.070
Rehabilitation	\$0.020	\$0.020
Scholarship	\$0.005	\$0.005
Health/Safety	\$0.065	\$0.065
Educational	\$0.165	\$0.165
Municipal Pension Plan top up	\$0.814	\$ N/A
TOTAL	\$48.860	\$46.163

Municipal Pension Plan contribution may increase and wages will be adjusted downward to ensure that the total compensation package remains unchanged.

Premium - Service Truck:

A Journeyperson assigned to work on the Service Truck will receive a premium of seven per cent (7%) of the Journeyperson mechanic's rate.

F Core List: International Association of Heat and Frost Insulators and Asbestos Workers, Local 118

Name	Core List Date
Leduc, Tim	2002 June 17
LeBlond, Mike	2002 August 18
Chisholm, Kevin	2009 July 17
Erwin, Luke	2011 July 04
Huber, Darryl	2012 October 15
Weissig, Isaac	2013 July 17

A Trade Description

Installation, erection, maintenance and repair of machinery.

Welding performed in the field in connection with machinery installation, maintenance, erection or repair.

Fabrication of machinery base plates or frames

Heating and exhaust fans and uni-vents

- Motor replacements and repairs.
- Bearing, pulley and belt replacement.
- Custom motor base fabrication.
- Modification to bearing sills.
- Recalibration of fan speeds.

School shop and art room equipment

- Installation, removal, modification, maintenance and repairs.
- Custom tool fabrication and machining.

Miscellaneous Duties

- Custom machining for other trades.
- Custom tool fabrication.
- Tool and cutter grinding.
- Sharpening of twist drill bits.
- Repairs to roll shutters.
- Repairs and adjustments to handicap door closers.
- Aluminium entrance doors.
 - Custom machining, fabrication and installation of replacement parts.
 - Custom fabrication and machining for devices used by handicapped students.

B Contributions and Deductions

1. Health and Benefit Plan

Contributions shall be made by the Board to the Machinists Lodge 692 Health and Benefit Plan on behalf of every Employee covered by this Agreement on the basis of one dollar and sixty and one-half cents (\$1.605) per hour paid. **Note:** Premiums paid by the Board will double on overtime.

All remittances to the Machinists Lodge 692 Health and Benefit Plan are to be directed in trust to the Machinists Lodge 692 Health and Benefit Plan, 200 - 1774 West Broadway, Vancouver, B.C. V6J 4T7. The remittances shall be accompanied by a list of the Employees showing the name, initials, Social Insurance Number and the number of hours paid to each Employee for the period covered by the Report.

All remittances are due by the fifteenth (15th) of the month following the month for which they are contributed.

The Machinists Lodge 692 Health and Benefit Plan shall be administered by a Board of Trustees comprising three (3) representatives from Machinists Lodge 692 and three (3) representatives from Employer Groups.

In the event that additional groups of Machinists and Employers are brought into this Plan, then an additional Trustee from that Employer Group and an additional Trustee from the Machinist Union may be required.

The Machinist Union, Lodge 692 may wish to cover their Representatives and office staff under this Plan and this group will NOT require additional Trustees.

2. Pension Plan

Contributions shall be made by the Board to the Machinists Lodge 692 Construction Industry Pension Plan on behalf of every Employee covered by this Collective Agreement on the basis of seventy five cents (\$0.75) per hour paid (non-superannuated Employees only).

Note: Premiums Paid by the Board will double on overtime.

All remittances to the Machinist Pension Plan shall be directed in trust to the Machinists Lodge 692 Construction Industry Pension Plan, 200 - 1774 West Broadway, Vancouver, B.C. V6J 4T7. The remittances shall be accompanied by a list of the Employees showing the name, initials, Social Insurance Number and the number of hours earned by each Employee for the period covered by the report.

All remittances are due by the first pay day in the month.

3. Rehabilitation Fund

Two cents (\$0.02) per hour for each and every hour or part hour paid in any job classification will be paid by the Board to the Trustees of the B.C. Construction Industry Rehabilitation Fund.

C Classifications

Forepersons A shall be paid fourteen point seven two (14.72%) per cent over the rate of a Journeyperson. Forepersons B shall be paid at twelve point five (12.5%) over the rate of a Journeyperson.

Nothing herein contained shall preclude higher wages being paid to Employees of special ability.

A working Foreperson shall not be required to work with the tools when his crew consists of more than five (5) men.

Machinists will only take orders from Machinist Forepersons or when Machinist Forepersons are not immediately available, then from Project Management. Forepersons and General Forepersons must be Members of Lodge 692.

When two (2) or more members of Lodge 692 are employed on the Project, one (1) shall be designated as a Machinist Foreperson. This does not preclude the Board from designating a Foreperson for a lesser number of members.

D Ability Tests

When it is necessary for Welders in the Board's employ to take ability tests, such tests shall be conducted on Board time at prevailing rates of wages.

E Contracting Out

The employer agrees not to sub-contract out work in whole or in part which has been traditionally performed by the members of the Machinist's Lodge 692 employed by the Board without written approval of the Union. The Machinist's Lodge 692 will not withhold such written approval so long as it does not take away the work traditionally performed by the Machinist's Lodge 692 employees of the Board, as they exist from time to time, and as no employee with seniority rights is laid off.

F Attachment A: Allocation of Minor Repair Work

1. Fan Belts

- Replacement of all fractional horsepower ('L' Section) drive belts, whether single or multiple drive, will continue to be performed by the Building Engineer on site as established by past practice.
- Replace of all 'A', 'B', 'C' and 'D' drive belts, whether single or multiple drive, will continue to be performed by the machinist as per written work requisitions or, in emergency phone-in situations to the Workshop, as established by past practice.

2. Machinery (Plant)

- B/E's inspect, lubricate, tighten or re-fasten loose components on pumps and fans, and adjust leaking pump glands.
- Major repairs, rebuilds, replacement and critical alignment of bearings, shafts, pumps, fans and compressors by machinists.

3. Pump Seals

- Installation, replacement or repair by machinists.

G Wages and Premiums

Effective 2019 July 01	Municipal Pension	Union Pension
Journey<u>person</u>	\$36.64	\$36.57
Statutory Holidays 6.45%	Included in PTO Bank	\$2.36
Vacation 7.27%	Included in PTO Bank	\$2.66
Supp Vac 4.24%	Included in PTO Bank	\$ Nil
Paid Time Off Bank 17.96%	\$6.58	\$ Nil
Health/Welfare	\$1.605	\$1.605
Pension	\$3.228	\$0.750
TOTAL	\$48.054	\$43.942
Safety and Health from employee	\$0.18	\$0.18

Machinists

Effective 2020 July 01	Municipal Pension	Union Pension
Journey <u>person</u>	\$37.37	\$37.30
Statutory Holidays 6.45%	Included in PTO Bank	\$2.41
Vacation 7.27%	Included in PTO Bank	\$2.71
Supp Vac 4.24%	Included in PTO Bank	\$ Nil
Paid Time Off Bank 17.96%	\$6.71	\$ Nil
Health/Welfare	\$1.605	\$1.605
Pension	\$3.228	\$0.750
TOTAL	\$48.915	\$44.773
Safety and Health from employee	\$0.18	\$0.18

Effective 2021 July 01	Municipal Pension	Union Pension
Journey <u>person</u>	\$38.12	\$38.05
Statutory Holidays 6.45%	Included in PTO Bank	\$2.45
Vacation 7.27%	Included in PTO Bank	\$2.77
Supp Vac 4.24%	Included in PTO Bank	\$ Nil
Paid Time Off Bank 17.96%	\$6.85	\$ Nil
Health/Welfare	\$1.605	\$1.605
Pension	\$3.228	\$0.750
TOTAL	\$49.799	\$45.625
Safety and Health from employee	\$0.18	\$0.18

Note: A five cent (\$0.05) tool allowance is included in the above wage rates.

Municipal Pension Plan contribution may increase and wages will be adjusted downward to ensure that the total compensation package remains unchanged.

Classifications:

- Machinist Foreperson A & B
- Journeypersons/Tradesperson

H Core List: International Association of Machinists and Aerospace Workers

Name	Core List Date
Korsch, Ken	1993 June 28
Chohanik, Kenneth	2001 June 20
Celio, Guiseppe	2002 November 12
Hemrich, Dave	2005 October 29
Wilde, Keath	2017 March 27
Hunt, Elliot	2018 December 05

A Contributions and Deductions

1. Monthly Remittances

The Employer shall remit all Employer contributions and Employee deductions required under the terms of this Agreement, on behalf of all Employees that fall within the jurisdiction of I.U.P.A.T. District Council 38, Local 138.

Such Employer remittance shall be:

- a) Made by a single payment, payable to IUPAT District Council 38, inclusive of all obligations arising from hours up to the close of the Employer's payroll ending closest to the last day of the preceding calendar month, and
- b) Accompanied by a correctly completed Employer's Monthly Report of Contributions, and
- c) Received by IUPAT District Council 38 not later than the fifteenth (15th) day of the month following the month for which the contributions are due.

2. Health and Welfare

The Employer shall remit on behalf of its employees to the District Council 38 Health and Welfare Trust Fund the sum of one dollar and sixty-two cents (\$1.62) per hour paid, in the manner set forth in Section A-1 of the Painters Trade Specific Appendix.

3. Pension

International Painters and Allied Trades Industry Pension Fund (Canada)

The Employer shall pay on behalf of its Employees to the International Painters and Allied Trades Industry Pension Fund (Canada), the sum of **two dollars (\$2.00)** for each hour, or portion thereof, for which an Employee receives pay, which payment **shall be remitted to the Union in the manner set forth in Section A-1 of the Painters Trade Specific Appendix.**

Contributions payable by the Employer to the International Painters and Allied Trades Industry Pension Fund (Canada) are deemed to be held in trust by the Employer for the Trustees of the International Painters and Allied Trades Industry Pension Fund (Canada) until remitted as aforesaid.

The Parties adopt and agree to be bound by the terms and conditions of the Agreement and Declaration of Trust establishing the said International Brotherhood of Painters and Allied Trades Union and Industry Pension Fund (Canada) and by the Standard Form of Participation Agreement issued by the Trustees of said Fund as if original Parties thereto, and as if the same formed part of the Collective Agreement. In any event any of the terms and conditions of the said Agreement and Declaration of Trust or the said Standard Form of Participation Agreement are in any way altered, added to, or amended, then the Parties to this Collective Agreement shall be bound by the same as if original Parties thereto, and as if the same formed part of this Collective Agreement.

District Council 38 Pension Trust Fund

The Employer shall pay on behalf of its employees to the District Council 38 Pension Trust Fund the sum of fifty cents (\$0.50) for each hour paid, which payment shall be remitted to the Union in the manner set forth in Section A-1 of the Painters Trade Specific Appendix.

4. Joint Trade Board

The Employer shall pay on behalf of its employees to the District Council 38 Joint Trade Board trust Fund the sum of five cents (\$0.05) per hour paid, which payment shall be remitted to the Union in the manner set forth in Section A-1 of the Painters Trade Specific Appendix.

5. Rehabilitation Fund

The employer shall pay on behalf of its employees to the Construction Industry Rehabilitation Plan, two cents (\$0.02) per hour for each hour paid, which payment shall be remitted to the Union in the manner set forth in Section A-1 of the Painters Trade Specific Appendix.

6. Employee Deductions

The Employer shall process employee deductions (e.g. Union Dues, Joint Trade Board funds, and Employee-paid H&W funds) in such amount(s) as the Union directs and shall forward such deductions in the manner set forth in Section A-1 of the Painters Trade Specific Appendix.

7. Attendance at Trade School

For the purposes of attending trade school, painter apprentices shall be provided with a Record of Employment that cites the apprentice training code.

B Classifications

Foreperson/Charge Hand

Any **Journeyperson** who has been designated to be in charge of work, and who issues orders or gives directions to other **Journeyperson(s)**, shall be known as a **Foreperson**. A Charge Hand is a working **Foreperson**. **Forepersons** and Charge Hands will be paid in accordance with the following formula:

- "A" **Foreperson**: The "A" **Foreperson** has been temporarily assigned to oversee a geographical area of the School District and supervises more than thirteen (13) employees and shall be paid fourteen per cent (14%) above the **Journeyperson** rate.
- "B" **Foreperson**: The "B" **Foreperson** has been temporarily assigned to supervise six (6) to twelve "12" employees and shall be paid twelve per cent (12%) above the **Journeyperson** rate.

- Charge Hand: The Charge Hand has been temporarily assigned to supervise three (3) to five (5) employees and shall be paid seven per cent (7%) above the Journeyperson rate.
- When a member of Local 138 is temporarily assigned to work with a Vancouver School Board Contract Inspector for the purpose of inspecting the contracted painting of schools, the member so assigned will be compensated at the Painter "B" Foreperson rate.

C Contracting Out

The Employer agrees not to sub-contract out work in whole or in part which has been traditionally performed by the Unit of Painter members Local 138 (I.U.P.A.T.), employed by the Vancouver School Board without the express written consent of the Union.

D Working Conditions

1. The brushes and other tools of a Painter starting a new job shall be in good condition and kept so on the Employer's time.
2. Clean Up Time: Employees shall be allowed five (5) minutes immediately prior to lunch time and five (5) minutes immediately prior to quitting time for personal clean up. These time limits shall be extended up to ten (10) minutes in the case of Spray Painters and Sandblasters. The Employee must clean up on the job, to be entitled to personal clean up time.
3. (i) Brush Painters must provide at their own expense, a suitable grip containing a clean pair of overalls, soft shoes, shave hook, putty knife, square putty knife, razor blade holder, broadknife, screwdriver and hammer, one "Red Devil Brand" hand scraper or similar type, manufactured dust brush and suitable footwear for steel or industrial work.

(ii) Wallcover Hangers or Sheeting Workers: Must carry a suitable grip containing a clean pair of overalls, soft shoes, dusting brush, putty knives, broad knives, screwdriver, hammer, straight edge trimmer base and zinc strip, trimmer shears, steel roller, felt roller, measuring equipment smoothing brush, razor blade holder, chalk line and plumb bob.

(iii) Spray Painters and Sandblasters: Must carry a suitable grip containing the same tools as a Brush Painter, plus a pair of pliers and a crescent wrench for the type of equipment being used. Any special spray equipment wrenches to be supplied by the Employer. Spray Painters will have coveralls supplied by the Board.
4. In the event of the Employee not having any of the above equipment as outline in categories (i), (ii) and (iii), the Employer may supply same and charge them to the Employee at cost.
5. Spray Painters and Sandblasters are to have supplied by the Employer (at no cost to the Employee): spray and sandblast hoods, sterilized respirators with sufficient filters, hand cleaner and ear protection when required by W.C.B. Regulations. Hoods and respirators are to conform to Workers' Compensation Board Regulations. Employees must wear hoods and respirators when necessary. Failure to conform may be reason for dismissal by the Employer. Spray Painters will have coveralls supplied by the Board.
6. All Spray Painters required to spray on interior work will be supplied with spray hood at no cost to the Employee. The Employee to be charged for same in case of wilful damage or loss of said equipment.

7. The Employer and the Union agree that no work will be done using a roller over ten (10) inches in length. Size to be determined by the length of the roller sleeve.
8. **Employees** required to work over or with injurious chemicals or other injurious substances shall be provided with masks, respirators and/or other protective clothing. **Employees** required to work with materials that are more than ordinarily injurious to clothing shall be provided with protective clothing while working.

E Letter of Understanding

TOUCH-UP AND REPAIR

This letter is attached to and constitutes part of the Collective Agreement.

It is agreed that reference to Touch-up and Repair in regard to painting contained in the Vancouver School Board, November 4, 1985, Task List shall be limited to removal of Graffiti or other Emergency repairs. In no event shall such work include Colour Mixing or Matching or is such work to extend beyond one (1) hours duration.

Dated this 14th day of January, 2000

Signed on behalf of:

School District #39 (Vancouver, B.C.)

Dave Yuen

Secretary Treasurer

Barbara Buchanan

Chairperson

Signed on behalf of:

**I.U.P.A.T.
District Council 38 for
I.U.P.A.T. Local 138**

Bob White

F Wages and Premiums

Effective 2019 July 01	Municipal Pension	Union Pension
Journey<u>person</u>	\$36.73	\$34.58
Statutory Holidays 6.45%	Included in PTO Bank	\$2.23
Vacation 7.27%	Included in PTO Bank	\$2.51
Supp Vac 4.24%	Included in PTO Bank	\$ Nil
Paid Time Off Bank 17.96%	\$6.60	\$ Nil
Medical/Dental	\$1.620	\$1.620
Pension	\$3.241	\$2.500
Rehabilitation	\$0.020	\$0.020
Apprentice	\$0.050	\$0.050
TOTAL	\$48.258	\$43.514

Effective 2020 July 01	Municipal Pension	Union Pension
Journey<u>person</u>	\$37.46	\$35.27
Statutory Holidays 6.45%	Included in PTO Bank	\$2.27
Vacation 7.27%	Included in PTO Bank	\$2.56
Supp Vac 4.24%	Included in PTO Bank	\$ Nil
Paid Time Off Bank 17.96%	\$6.73	\$ Nil
Medical/Dental	\$1.620	\$1.620
Pension	\$3.241	\$2.500
Rehabilitation	\$0.020	\$0.020
Apprentice	\$0.050	\$0.050
TOTAL	\$49.119	\$44.299

Effective 2021 July 01	Municipal Pension	Union Pension
Journey<u>person</u>	\$38.21	\$35.98
Statutory Holidays 6.45%	Included in PTO Bank	\$2.32
Vacation 7.27%	Included in PTO Bank	\$2.62
Supp Vac 4.24%	Included in PTO Bank	\$ Nil
Paid Time Off Bank 17.96%	\$6.86	\$ Nil
Medical/Dental	\$1.620	\$1.620
Pension	\$3.241	\$2.500
Rehabilitation	\$0.020	\$0.020
Apprentice	\$0.050	\$0.050
TOTAL	\$50.004	\$45.106

Painters

Municipal Pension Plan contribution may increase and wages will be adjusted downward to ensure that the total compensation package remains unchanged.

Premiums: The following premiums will be paid per hour in addition to the hourly rate

Spray Painting, Sandblasting and Building Cleaning (by steam or other process)	\$1.25
Paperhanging, Wallcovering or other Sheeting Work	\$0.75

G Core List: International Union of Painters and Allied Trades, District Council 38

Name	Core List Date
Williams, Robert	1982 June 21
Soloway, Leon	1988 November 2
Jurgeleit, Ejay	1988 November 28
Hofmann, David	1988 December 19
Fernandes, Tony	1997 March 26
Bray, Kelly	2000 May 05
Christianson, Adam	2001 June 19
Repo, Andrew D.	2001 December 22
Fitzgerald, Ross	2002 July 08
Sparkes, Jack	2003 June 09
Gaal, Frank	2006 February 02
Hamilton, Keegan	2012 April 30
Mariani, Ray	2012 December 20
Quon, Johnson	2013 March 17
Murruni, Stefania	2015 August 01

A Contributions and Deductions

1. Piping Industry Apprenticeship Fund

The Board shall contribute twenty-three cents (\$0.23) per hour paid to each Employee working under the terms of this Agreement to the Piping Industry Apprenticeship Fund. Operation of this Fund shall be governed by the Piping Industry Apprentice Board.

2. Local Union 170 Welfare Plan

The Board shall contribute one dollar and twenty-five cents (\$1.25) per hour paid to each Employee working under the terms of this Agreement to the Local Union 170 Welfare Plan. Operation of this fund shall be governed by the Trustees of the Local Union 170 Plan. In the event of compulsory Government Health and Welfare Plans this contribution will be in addition thereto.

3. Local Union 170 Pension Plan (for those not on Municipal Pension Plan)

The Board shall contribute three dollars (\$3.00) per hour paid to each Employee working under the terms of this Agreement to the Local Union 170 Pension Plan. Operation of this Fund shall be governed by the Trustees of the Pension Plan.

4. Payment of Trust Fund Contributions and Dues Checkoff

Contributions to the foregoing Funds and Dues Checkoff shall be due and payable in Delta, British Columbia and shall be made in regular monthly remittances, cheques payable at par to the Trustees of the Funds and, in case of Dues Checkoff, the Financial Secretary of Local 170. All such cheques shall be mailed in accordance with such procedure as are prescribed by the Trustees.

All contributions to the Funds shall be due and payable on or before the 15th day of the calendar month following the month in which the obligation arose to pay the contributions. The monthly contributions shall arise as agreed upon in any existing or future collective agreements and shall include all obligations which have arisen for work performed by an Employee up to and including the last day of the preceding calendar month.

Each monthly contribution shall be accompanied by a report form as prescribed by the Trustees of the Funds, and should the Board have no Employees during the month for which contributions would be owing and payable, it shall submit a "nil" report, indicating that it has no Employees working under the terms of this Agreement.

B Classifications

Instrument Calibrators

Effective May 1, 1982 Employees working as Instrument Calibrators shall be paid 3.02% over the Journeyperson wage rate. This premium shall not apply to Employees working as Instrument Calibrator who are already receiving the foreperson's premium.

Class "A" Gasfitters

Employees working as Class "A" Gasfitters shall be paid 6.04% over the Journeyperson wage rate. This premium shall not apply to Employees working as Class "A" Gasfitters who are already receiving the Foreperson's premium.

Service Truck Driver

Management has full discretion in assigning Employees deemed to be qualified to the service truck. However, assignments will be made in a manner that is equitable among qualified plumbers.

A classification of Plumbing and Heating Service Technician will apply to work involving provision of emergency or quick response repairs, and other designated service from an equipped service vehicle, and will have a pay rate of one hundred seven per cent (107%) of the Journeyperson rate when an Employee is assigned to work in this classification.

Owner Operator - Rig Welder

All pipe welders employed in connection with the installation of work under the terms of this Agreement shall be members of Local Union 170 and provide proof of their competency.

The expression "Owner Operator" as shown herein, shall mean Rig Welder who performs work within the jurisdiction of the Union for pay, remuneration or compensation of any kind.

The Board agrees that it will not under any circumstances engage a Rig Welder to perform work for the Board unless and until the Rig Welder prior to commencement of such work, provides to the Board that they are a member in good standing of Local Union 170.

The rate of payment for Rig Welders issued periodically by Local Union 170 DOES NOT include the monies that the Board is obligated to pay in accordance with Clauses 20:03 (Apprenticeship Fund), 20:04 (Welfare Plan) and 20:06 (Pension Plan).

The payment of these monies as established in the collective agreement is the responsibility of the Board.

The Board is also responsible for deducting the Supplemental Dues.

Foremen

When five (5) or more workers are employed on one (1) job, one (1) shall be designated a Foreperson and, effective May 1, 1982, a minimum of twelve per cent (12%) per hour above the Journeyperson rate shall be paid the Foreperson.

C Protective Clothing and Tools

1. When required, rubber boots and raincoats, pants and hats shall be furnished by the Board on underground sewer and water main work, including piping, carrying gas, oil or other fluids and in accordance with the Workers' Compensation Act. Accident Prevention Regulations, protective clothing shall be supplied to Employees working in confined spaces on maintenance and repair jobs where certain conditions exist, such as working in tanks or pipe containing chemicals, oils, gases, acids, etc.
2. The Board shall supply welder's helmets, leather jackets or arms (when necessary), goggles and gloves. All tools will be supplied by the Board for all trades. Goggles and gloves will be supplied to Fab Shop Employees. Gloves will be supplied to all Employees working with welders. Coveralls and gloves shall be supplied to all Employees working with fibreglass pipe and materials whether in Shop or field Construction. Leather aprons will be supplied to fitters working with Welders in Fab Shops. The Board will be reimbursed for the cost of these leather aprons through the J.T.I.P. Fund.

3. When a tool box with a lock and key is supplied to any Journeyperson Employee, **they** shall sign a standardized form as approved by the Joint Conference Board, and be responsible for the return of all tools and/or equipment issued to **them** by the Board. In case of theft of tools and/or equipment, both parties agreed to the principle of prosecution. Any disagreement as to the responsibility shall be decided by the grievance procedure provided in the Agreement.

D Attachment A: Allocation of Minor Repair Work

1. Boilers/Controls

- No change from present practise is required.
- General Maintenance is the responsibility of the B/E, who troubleshoot and call Workshop on non-minor problems.
- A full programme of safety checks is done by the B/E to comply with the B.C. Boiler Act.

2. Boilers

- B/E's open, clean and seal, including disconnection of gas connections when necessary to maintain the operation of a boiler.
- Repairs to gas and oil burners by U.A. Local 170 Journeypersons to comply with the B.C. Gas Safety Act.
- Package Boilers - opening and sealing to be done in conjunction with Building Engineer and UA Local 170.

3. Low Water Cut-offs

- The Building Engineer, Head Custodian or their Assistant, in conjunction with a steamfitter or plumber, shall jointly perform the annual testing and inspection of the low water cut-offs. It was further agreed they shall both stamp the inspection tag. This procedure shall be carried out at a time that is mutually convenient to both parties.

4. Gas Pilots

- B/E's re-light and adjust.
- All other gas work done by U.A. Local 170 Journeypersons.

5. Machinery (Plant)

- B/E's lubricate, maintain and make minor repairs to pumps and fans.
- All gas and oil burner work, major repairs, by U.A. Local 170 Journeypersons.

6. Pumps

- B/E's replace packing.
- Seals and majors repairs by U.A. Local 170 Journeypersons.

7. Roof Drains

- B/E's check, clear and do minor repairs.
- Major repairs, replacing pipes and fittings by U.A. Local 170 Journeypersons.
- Those which are an integral part of the plumbing system, i.e. Piping and Fittings replacement or repair by U.A. Local 170. Cleaning by Building Engineers.

8. Sinks and Fountains

- B/E's clear traps, adjust and minor servicing.
- All replacements of sinks and fountains by U.A. Local 170 Journeypersons.
- Removal of sinks from floor or wall, removal of drinking fountains from floor or wall by U.A. Local 170.

9. Wet Sprinkler Systems

- B/E's carry out bi-weekly inspections in line with their responsibility fire safety system operation, including minor servicing and replacement of single sprinkler heads.
- Annual inspections, revamping and additions by U.A. Local 170 Journeypersons.

10. Soap Dispensers

- B/E's repair and replace dispensers.
- Replace and disassemble piped dispensers by U.A. Local 170 Journeypersons.

11. Steam Traps

- B/E's do element replacement. Reassembly of unserviceable traps for replacement by U.A. Local 170 Journeypersons.
- Programme repair and replacement by U.A. Local 170 Journeypersons.

12. Thermostats

- B/E's make adjustment as required.
- Calibration, servicing and replacement by U.A. Local 170 Journeypersons.

13. Toilets

- B/E's use up to 6 foot toilet auger for clearing blockages, perform in-tank servicing and adjustment of internal tank components.
- Tank and seal replacement, ball cock assembly replacement, flushometer servicing by U.A. Local 170 Journeypersons.
- Removal of toilet tanks from water closets, water closets from floor by U.A. Local 170.

14. Taps

- B/E's replace washers, minor leaks reseal.
- All other replacements, major repairs and backflow preventers by U.A. Local 170 Journeypersons.

E Wages and Premiums

Effective 2019 July 01	Municipal Pension	Union Pension
Journey<u>persons</u>	\$37.59	\$36.13
Statutory Holidays 6%	Included in PTO Bank	\$2.17
Vacation 7.27%	Included in PTO Bank	\$2.63
Supp Vac 4.24%	Included in PTO Bank	\$ Nil
Paid Time Off Bank 17.96%	\$6.75	\$ Nil
Welfare	\$1.250	\$1.250
Pension	\$3.319	\$3.000
Rehabilitation	\$0.325	\$0.325
Apprentice	\$0.230	\$0.230
TOTAL	\$49.465	\$45.729

Effective 2020 July 01	Municipal Pension	Union Pension
Journey<u>person</u>	\$38.34	\$36.85
Statutory Holidays 6%	Included in PTO Bank	\$2.21
Vacation 7.27%	Included in PTO Bank	\$2.68
Supp Vac 4.24%	Included in PTO Bank	\$ Nil
Paid Time Off Bank 17.96%	\$6.89	\$ Nil
Welfare	\$1.250	\$1.250
Pension	\$3.319	\$3.000
Rehabilitation	\$0.325	\$0.325
Apprentice	\$0.230	\$0.230
TOTAL	\$50.350	\$46.545

Effective 2021 July 01	Municipal Pension	Union Pension
Journey<u>person</u>	\$39.11	\$37.59
Statutory Holidays 6%	Included in PTO Bank	\$2.26
Vacation 7.27%	Included in PTO Bank	\$2.473
Supp Vac 4.24%	Included in PTO Bank	\$ Nil
Paid Time Off Bank 17.96%	\$7.02	\$ Nil
Welfare	\$1.250	\$1.250
Pension	\$3.319	\$3.000
Rehabilitation	\$0.325	\$0.325
Apprentice	\$0.230	\$0.230
TOTAL	\$51.258	\$47.383

Municipal Pension Plan contribution may increase and wages will be adjusted downward to ensure that the total compensation package remains unchanged.

Pre-Apprenticeship

Pre-apprentices will receive 40% of the negotiated Journeypersons rate effective 2001 April 01.

F Shift Scheduling

More than one (1) shift may be worked at straight time on afternoon and graveyard shifts only if continued for five (5) consecutive working days.

Shift work and approximate size of crews are to be established before commencement of same. If an Employee does not work the required number of shifts, they shall be entitled to the overtime rates for hours worked only.

G Technological Change

VSU to offer training as required to keep pace with applicable technological changes. Such training would be offered to all UA Local 170 members when required.

H Core List: United Association of Journeypersons and Apprentices of the Plumbing and Pipefitting Industry, Local 170

Critical positions, as mutually agreed by the Employer and Union, will be maintained at times of layoff.

Name	Core List Date
Cunha, Mario	1989 May 15
Dias, John	1989 August 14
Ellison, Mike	2000 June 26
Carrell, Christopher	2001 February 01
Bohmer, Aaron	2001 August 06
Hickman, Rodney	2004 May 25
Beck, Randy	2004 June 14
Saxelby, Brick	2004 November 08
Govier, Bruce	2005 June 15
LeMay, Robin	2011 January 04
Wilkins, Joe	2011 June 20
Guadagni, Marco	2011 July 05
Dolinski, Ian	2011 July 13
Kirkpatrick, Scott	2012 August 21
Tsolinas, Stefanos	2013 February 21
Bailie, Ron	2013 June 07
Thomas, Albert	2013 June 10
Tetu, Barbara	2013 June 27
Mallette, Greg	2014 May 12
Barrera, David	2014 May 13
Beck, Kevin	2016 January 22
Penner, Dustin	2017 June 12
Messamore, Keith	2018 July 30
Tally, Frank	2019 April 30

A Trade Jurisdiction

This Agreement covers the rates of pay, rules and working conditions of all Employees of the Employer engaged in but not limited to:

- a) The manufacture, layout, fabrication, assembling, handling, erection, installation, dismantling, conditioning, adjustments, alteration, repair and service of all ferrous or non-ferrous metal work and all other materials used in lieu thereof;
- b) All pollution control systems, dust collecting and control systems, blowpipe systems, air-slide, grain spouting, material blowing, air-veyor and other air systems;
- c) All heating, ventilating and air-conditioning systems and all other forms of air handling systems regardless of material used, including the setting of all equipment and all reinforcements and hangers in connection therewith;
- d) All lagging over insulation and all duct lining;
- e) Testing and balancing of all air-handling equipment, including air hydronics, electrical and sound equipment and duct work;
- f) All metal working aspects of the showcase, display, neon and metal sign industry;
- g) All metal cabinets, custom built tables, counters, fixtures, etc., normally associated with hospital and kitchen equipment work;
- h) All sheet metal cladding, sheeting and decking regardless of the type of structural frame involved;
- i) The placing and installation of standard metal production items such as metal shelving, metal lockers, window frames, toilet partitions, ceiling fans, etc.;
- j) The preparation of all on-site sketches used in fabrication and erection, including those taken from original architectural and engineering drawings or sketches;
- k) All rigging, lifting and placing of sheet metal trade materials on the job site;
- l) All sheet metal gutters, flashing, copings, vents, etc., associated with the roofing industry;
- m) Solar heating and cooling systems and all integral equipment included; and
- n) All other work included in the jurisdictional claims of the Sheet Metal Workers' International Association.

B Production Items

The following items may be purchased at "Production Wage Rates":

1. Ventilators
2. Louvers
3. Automatic dampers
4. Radiator and Air Conditioning unit enclosures
5. Mixing (attenuation) boxes
6. Plastic skylights
7. Sound attenuators (traps)
8. Air diffusers, grills, registers
9. Dust collecting system "Bag Houses"
10. Fire Dampers
11. Coffee urns, ranges and any other item approached by the Joint Conference Board
12. Access panels
13. Catalogue fans and air handling units not normally done by the Journeyperson section. All disputes will be decided by the Joint Adjustment Board for a final and binding decision.
14. Fans that are approved by the Joint Conference Board
15. Snap lock pipe and adjustable elbows up to 14" diameter

C Classifications

The Employer agrees that none but Journeypersons and Apprentice Sheet Metal Workers shall be employed on any work described in "Trade Jurisdiction" except as provided in the following Sections.

3. Welders

- a) Welders shall be classed as Journeypersons and shall receive Journeypersons' Wages except those Welders who, in the shop, weld on repetitious assembly work and/or weld for a Journeypersons who does the fitting in preparation for the weld or who completes the weld. Such Welders shall receive as wages not less than eighty-five per cent (85%) of the Journeyperson's rate of pay.
- b) The Employer shall pay all costs incurred in the Certification of Welders as required by the Board, except that the individual Welder shall pay for any required registration or Welder's fees. If the Welder fails to pass the test, the Employer shall not be required to pay wages for their testing time.
- c) Applicants for membership in the Sheet Metal Workers' Local 280 as Journeyperson Welders must prove their capabilities. A valid C.W.B. or D.P.W. certification shall be accepted as proof.
- d) All welding performed in the field shall be done at the Journeyperson's rate of pay.

4. Forepersons

- a) It is the intent of both parties to this Agreement that the term “Forepersons” shall mean any Journeyperson Employee of a signatory Employer who is designated by such Employer to supervise the activities of other Employees.
- b) The Employer shall designate a Journeyperson Sheet Metal Worker as a “B” Foreperson when three (3) to seven (7) workers (inclusive of Forepersons) are employed on any jobsite. The Employer shall designate a Journeyperson Sheet Metal Worker as “A” Foreperson when over seven (7) workers are employed on any jobsite. Jobsite Forepersons shall not be reduced in rate until the job is completed or as long as they work on such job.
- c) In shops the Employer shall designate a Journeyperson Sheet Metal Worker as a “B” Foreperson when up to five (5) workers (inclusive of Foreperson) are employed by the shop. When over five (5) workers are employed in the shop on a regular or semi-regular basis, the Employer shall designate a Journeyperson Sheet Metal Worker as “A” Foreperson. Shop Forepersons rates shall not have cause to fluctuate up and down by temporary changes in the workforce. All workers working in the shop shall be under the supervision of the Shop Foreperson.
- d) An “A” Foreperson shall be permitted to supervise multiple crews to a limit of fifteen (15) workers on any one (1) jobsite.
- e) Where Forepersons are required, it is understood that all working instructions shall be given by or given through the designated Foreperson.
- f) “A” Forepersons shall receive twelve per cent (12%) above the Journeyperson rate. “B” Forepersons shall receive seven per cent (7%). Sheet Metal Worker with Gas Fitter's Ticket shall receive seven per cent (7%).

D Contributions and Deductions

1. Health Benefit Fund

One dollar and forty-nine cents (\$1.49) per hour for each and every hour or part hour paid in any job classification will be paid by the Employer to the Trustees of the Sheet Metal Health Benefit Fund.

2. Pension Fund

Three dollars and forty-three cents (\$3.43) per hour for each and every hour or part hour paid in any job classification will be paid by the Employer to the Trustees of the Sheet Metal Workers' Pension Fund subject to Clause 9.01.

3. Apprenticeship and Training Fund

Seventeen cents (\$0.17) per hour for each and every hour or part hour paid in any job classification will be paid by the Employer to the Trustees of the Sheet Metal Workers' Apprenticeship and Training Fund.

4. Unified Remittance of Funds

All Funds and Check-off payments shall be recorded and itemized on a Unified Remittance Form. This Form shall be supplied by the Union and shall make provisions for the listing for each Employee's name, Social Insurance Number and number of hours earned.

All Funds and Check-off Remittances shall be consolidated into one (1) cheque payable to "Sheet Metal Workers', Local 280 - In Trust".

Both parties agree that remittances must be paid by the calendar month for all hours paid. However, in the event the remittances are calculated by the pay period, then all hours must be carried through and paid for to the first pay period of the following month. Companies wishing to remit by the pay period, must notify the Union in writing of their intention.

It is understood that all Fund contributions are over and above wages called for and may be subject to taxation as levied by either Provincial or Federal statutes. Dues Check-offs are deductions from wages.

If the Employer has no Employees during a given month, he shall submit a "nil" report unless it is clearly understood by all parties that he has declared himself out of business.

5. Rehabilitation Fund

Fifteen cents (\$0.15) per hour for each and every hour or part hour of employment in any job classification will be paid by the Employer.

These monies will be remitted to the fund by the fifteenth (15th) day of the month following that which contributions cover, in the manner provided by the Unified Remittance Form.

E Shift Scheduling

No shift schedule shall be established for less than three (3) consecutive days. In the event that the shift schedule does not last the three (3) consecutive days, the applicable overtime rate shall prevail.

No hours between 8:00 am Saturday and 1:00 am Monday shall be included in shift work. Shifts shall consist of no more than seven and one half (7 ½) hours work per shift and shall be for not more than five (5) shifts per week and the established hours of the shift shall be varied.

F Tool List

Journeyperson Sheet Metal Workers shall possess for use, in good condition, a standard set of hand tools as follows:

- One (1) hacksaw frame
- One (1) pair pliers (with side cutter)
- One (1) set of dividers
- One (1) adjustable wrench (8" or better)
- One (1) medium drift pin
- One (1) pair folders (vise-grip type)
- One (1) level (12" - 18")
- One (1) tri-square
- One (1) cold chisel
- Two (2) aircraft snips (right and left)
- One (1) scratch awl
- Two (2) hammers (one tinnerns)
- One (1) centre punch
- One (1) standard vise-grip pliers
- One (1) set trammel points
- One (1) plumb-bob chalk line

- Three (3) assorted screwdrivers
- One (1) measuring tape
- One (1) pair hand shears (bulldog and stripping)
- One (1) tool box
- One (1) safety hat (on construction)

Journeypersons shall not supply power tools, extension cords, pop-riveters, nor expendable items of any description, i.e. - drill bits, saw blades, etc. Nor shall they supply any other pieces of equipment not normally considered as hand tools, i.e. no.1 punches, chute or rope falls, come-a-longs, etc.

Apprentice Sheet Metal Workers shall, after the second full pay period from the start of their indenture, supply themselves with a minimum set of hand tools as follows:

- One (1) pair hand shears (bulldog)
- Two (2) pair aircraft snips (right and left)
- One (1) pair pliers
- One (1) pair folders (vise-grip type)
- One (1) tri-square
- One (1) screw driver (8")
- One (1) measuring tape
- One (1) scratch awl
- One (1) hammer (tinnerns)
- One (1) tool box
- One (1) safety hat (on construction)

This list shall be added to as their Apprenticeship progresses, so that by the time the Apprentice enters their fourth (4th) year, their tools will be in line with Clause 32.01.

G Attachment A: Allocation of Minor Repair Work

1. Lockers

- E/C's replace missing bolts, cut locks, adjust, handle and other minor repairs.
- Program repairs and replacement by Sheet Metal Workers.

2. Roof Drains

- E/C's check, clear and do minor repairs.
- Major repairs by Sheet Metal workers.

H Wages and Premiums

Effective 2019 July 01	Municipal Pension	Union Pension
Journey<u>person</u>	\$36.10	\$33.99
Statutory Holidays 6.45%	Included in PTO Bank	\$2.19
Vacation 7.27%	Included in PTO Bank	\$2.47
Supp Vac 4.24%	Included in PTO Bank	\$ Nil
Paid Time Off Bank 17.96%	\$6.48	\$ Nil
Health Benefit Fund	\$1.490	\$1.490
Pension	\$3.186	\$3.430
Rehabilitation	\$0.150	\$0.150
Apprenticeship	\$0.170	\$0.170
TOTAL	\$47.580	\$43.893

Effective 2020 July 01	Municipal Pension	Union Pension
Journey<u>person</u>	\$36.82	\$34.67
Statutory Holidays 6.45%	Included in PTO Bank	\$2.24
Vacation 7.27%	Included in PTO Bank	\$2.52
Supp Vac 4.24%	Included in PTO Bank	\$ Nil
Paid Time Off Bank 17.96%	\$6.61	\$ Nil
Health Benefit Fund	\$1.490	\$1.490
Pension	\$3.186	\$3.430
Rehabilitation	\$0.150	\$0.150
Apprenticeship	\$0.170	\$0.170
TOTAL	\$48.429	\$44.667

Effective 2021 July 01	Municipal Pension	Union Pension
Journey<u>person</u>	\$37.56	\$35.36
Statutory Holidays 6.45%	Included in PTO Bank	\$2.28
Vacation 7.27%	Included in PTO Bank	\$2.57
Supp Vac 4.24%	Included in PTO Bank	\$ Nil
Paid Time Off Bank 17.96%	\$6.75	\$ Nil
Health Benefit Fund	\$1.490	\$1.490
Pension	\$3.186	\$3.430
Rehabilitation	\$0.150	\$0.150
Apprenticeship	\$0.170	\$0.170
TOTAL	\$49.302	\$45.451

Municipal Pension Plan contribution may increase and wages will be adjusted downward to ensure that the total compensation package remains unchanged.

Union Health Benefits, rehabilitation, apprenticeship and pension contributions may increase and wages will be adjusted downward to ensure that the total compensation package remains unchanged.