

BCRCC SCAFFOLDERS ALL EMPLOYEE STANDARD INDUSTRIAL AGREEMENT

By and Between:

**British Columbia Regional
Council of Carpenters (BCRCC)**

(On behalf of its affiliated Local Unions)

(Hereinafter referred to as the "Union")

And:

**Construction Labour Relations
Association of B.C. (CLR)**

(On its own behalf, on behalf of its member Employers who have authorized the Association to execute this Agreement and who are included on the attached signatory list, and those members added from time to time by notice given to the Union.)

(Hereinafter referred to as the "Employer")

May 01, 2010 to April 30, 2014

(Effective on all hours worked from October 11, 2011 onward.)

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ARTICLE 1.000 - OBJECTS

The objects of this Agreement are to establish fair, reasonable and safe working conditions which will provide a mutually beneficial employment relationship between employees and Employers; an effective training strategy which will contribute to the development of a qualified and multi-skilled workforce that will elevate the trade; a mutually agreed upon method to facilitate the peaceful resolution of all disputes and grievances; prevent strikes and lockouts; and to avoid unnecessary waste of time and expense in the settlement of disputes connected with the industry.

ARTICLE 2.000 - EFFECTIVE DATE AND DURATION

- 2.100** This Agreement shall be for the period from and including May 1, 2010, to and including April 30, 2014, and from year to year thereafter subject to the right of either party to this Agreement, within four (4) months immediately preceding the date of expiry of such Agreement, which is April 30, 2014, or immediately preceding the last day of April in any year thereafter, by written notice to require the other party to such Agreement to commence collective bargaining.
- 2.200** Should either party give written notice to the other party pursuant hereto, this Agreement shall thereafter continue in full force and effect until the Union shall give notice of strike, or the Employer shall give notice of a lockout, or the parties shall conclude a renewal or revision of this Agreement, or a new collective agreement.
- 2.300** The operation of Section 50 (2) and Section 50 (3) of the Labour Relations Code is hereby excluded.
- 2.400** A copy of this Agreement shall be filed with the LRB.

ARTICLE 3.000 - EXTENT

3.100 Recognition

The Employer recognizes the Union as the exclusive bargaining agent for all employees in the bargaining unit, and the Union recognizes CLR as the exclusive bargaining agent for all CLR members who have authorized the Association to sign this Agreement on their behalf.

3.200 Management Rights and Subcontracting

The Employer has the right to operate and manage its business in all respects, including subcontracting, subject only to the limitations expressly stated within this Agreement.

3.300 Application and Affiliation

Without restricting Article 3.000 in any way, the parties expressly agree to the following.

3.301 Application

This Agreement shall govern only industrial work which is being performed by

bargaining unit members who are employees of the Employer. Notwithstanding the foregoing, one (1) employer representative who is not a member of the Union shall be permitted to work and/or provide direction on a project.

3.302 Affiliation

- (a)** Subject to reasonable notice given to the Employer, it shall not be a violation of this Agreement for the Union to withdraw its members from a project(s) for rendering assistance to labour organizations, and/or refusal on the part of Union members to handle any materials, equipment or product declared unfair by Building Trade Councils, or manufactured, assembled, or produced by an Employer whose employees are on strike against or are locked out by an Employer.
- (b)** Notwithstanding Article 3.302 (a), the Union shall not restrict/limit, in any way or for any reason, an Employer's right to contract for work on a project and to complete such work in a cost efficient manner. The foregoing shall apply regardless of the union affiliation, or lack thereof, of any individual who may also be working on such project, and/or the work such individual(s) may be performing.
- (c)** Without restricting/limiting the application of Article 3.302 (b), the Union shall not attempt to exert pressure upon an Employer for performing work on any project, nor shall the Union withdraw its members from any project or threaten to do so, unless otherwise permitted by the Labour Relations Code.

ARTICLE 4.000 - MONETARY PACKAGE

4.100 Monetary Package

Refer to Schedules "A1" and "A2".

4.200 Allocation of Monetary Package

No monies may be transferred from the wage package (inclusive of wages plus annual vacation and statutory holiday pay) to Employer contributions (inclusive of the Union Benefit Plan, the Union Group RSP, and all other Employer contributions) without the prior mutual agreement, in writing, of the parties. Such mutual agreement shall not be unreasonably withheld.

4.300 Wages and Premiums

4.301 Minimum Straight Time Hourly Wage Rates

The schedules of minimum straight time hourly wage rates as provided for within Schedules "A1" and "A2" shall apply to all work performed in accordance with this Agreement. Notwithstanding the foregoing, refer to Articles 4.302 through Article 4.305 for important clarifications and exceptions.

4.302 Metro Travel Premium

The payment of a metro travel premium has been discontinued effective October 11, 2011. In its place, from such date onward, a premium of one dollar (\$1.00) per hour earned shall apply to the Tradesperson's minimum straight time hourly wage rate for work performed inside the Lower Mainland/Fraser Valley. All other employee classifications shall be re-calculated accordingly.

4.303 First Aid Attendant

An employee who acts as a first aid attendant shall have his/her otherwise applicable straight time hourly wage rate increased by seventy-five cents (\$0.75) per hour earned.

4.304 Swing Stage and Bosun Chair

An employee who works on a swing stage and/or in a bosun chair shall have his/her otherwise applicable straight time hourly wage rate increased by fifty cents (\$0.50) per hour earned. Such increase shall be paid for actual hours worked each day, or four (4) hours, whichever is greater.

4.305 Helicopters

- (a)** An employee who, during the course of a shift, is required to work directly with a helicopter, shall have his/her otherwise applicable hourly wage rate increased by twenty-five percent (25%). Such increase shall be paid for all hours of work performed on such shift.
- (b)** The words, "to work directly with a helicopter" contained in Article 4.305 (a) shall be deemed to apply only to an employee expressly and specifically directed to perform work simultaneously, and in conjunction with, the use of a helicopter at his/her station of work. Nothing in Article 4.305 (a) shall be construed or interpreted in such manner as would entitle an employee to claim helicopter premiums for any other work performed on materials subsequently carried by helicopter, or for work in advance of, or preparatory to, operations subsequently performed with the use of a helicopter.
- (c)** Article 4.305 (a) shall not apply to an employee who, during the course of a day, is not required to work with a helicopter, but who is transported to the project by helicopter. Notwithstanding the foregoing, such an employee shall receive a premium of one (1) additional hour per shift at his/her otherwise applicable minimum straight time hourly wage rate.

4.306 Scaffold Erection/Dismantling

An employee who erects or dismantles scaffold while working above the height of seventy feet (70') as measured from the base plate shall have his/her otherwise applicable straight time hourly wage rate increased by fifty cents (\$0.50) per hour

earned. Such increase shall be paid for actual hours worked each day, or four (4) hours, whichever is greater.

4.400 Employee Classifications

Unless otherwise restricted elsewhere within this Agreement, all employee classifications shall be entitled to receive annual vacation pay, statutory holiday pay, overtime premiums, shift premiums, travel allowances and any/all other premiums and/or allowances provided pursuant to this Agreement.

4.401 Foreman

A Foreman shall be defined as an employee who issues orders or gives direction to other employees. All direction given to an employee(s) shall be provided by the Foreman to whom such employee(s) is/are regularly assigned.

- (a) When more than six (6) employees are employed, a "non working" Foreman shall be employed. The Employer shall not divide employees into several crews for the purpose of not having to employ a "non working" Foreman.
- (b) The minimum straight time hourly wage rate for a Foreman shall be one hundred fifteen percent (115%) of the applicable Tradesperson minimum straight time hourly wage rate on the project.

4.402 Semi Skilled Worker (SSW)

- (a) There shall be eight (8) Semi Skilled Worker (SSW) classifications. The Employer shall retain the sole discretion to determine the appropriate classification for each SSW after having judged such individual's competency, merit and ability.
- (b) The minimum straight time hourly wage rate for an SSW shall be the applicable percentage of the applicable Tradesperson minimum straight time hourly wage rate on the project.

Level 1 SSW = 50%

Level 2 SSW = 55%

Level 3 SSW = 60%

Level 4 SSW = 65%

Level 5 SSW = 70%

Level 6 SSW = 75%

Level 7 SSW = 85%

Level 8 SSW = 90%

- (c) Refer to Schedules "A1", "A2", "B1" and "B2" for a breakdown of the eight (8) SSW monetary packages.

4.403 Apprentice

- (a) There shall be eight (8) Apprentice classifications. The Employer shall employ a minimum of one (1) Apprentice, and the maximum ratio shall be one (1) Apprentice for every one (1) Foreman or Tradesperson. Such ratio shall apply

on a company wide basis.

- (b) The minimum straight time hourly wage rate for an Apprentice shall be the applicable percentage of the applicable Tradesperson minimum straight time hourly wage rate on the project.

1st Term Apprentice = 50%

2nd Term Apprentice = 55%

3rd Term Apprentice = 60%

4th Term Apprentice = 65%

5th Term Apprentice = 70%

6th Term Apprentice = 75%

7th Term Apprentice = 85%

8th Term Apprentice = 90%

- (c) Refer to Schedules "A1", "A2", "B1" and "B2" for a breakdown of the eight (8) Apprentice monetary packages.

4.404 Material Handler/Pre-Apprentice

The work of a Material Handler/Pre-Apprentice shall include the handling on the job site of all material.

- (a) The parties recognize the importance of recruiting future Apprentices. The Material Handler/Pre-Apprentice classification provides the opportunity to expose new workers to the industry and to determine their suitability. A Material Handler/Pre-Apprentice shall, in the case of competent workers, be a possible source of future Apprentices.
- (b) The minimum straight time hourly wage rate for a Material Handler/Pre-Apprentice shall be forty-five percent (45%) of the applicable Tradesperson minimum straight time hourly wage rate on the project.

4.500 Annual Vacation and Statutory Holidays

4.501 Vacation Pay and Statutory Holiday Pay

Annual vacation pay and statutory holiday pay shall be combined at the total rate of twelve percent (12%) of gross earnings, and shall be paid to each employee on each pay cheque and upon termination of employment.

4.502 Annual Vacation

An employee may take up to three (3) weeks annual vacation in any calendar year. The vacation period shall be arranged by mutual agreement between the employee and the Employer.

4.503 Statutory Holidays

- (a) The following statutory holidays shall apply to all work governed by this Agreement. Refer also to Article 6.303 and Appendix "B".

New Year's Day, Heritage Day (3rd Monday in February through 2012), Family Day (2013 onward), Good Friday, Easter Monday, Victoria Day, Canada Day, the Friday preceding BC Day, BC Day, the Friday preceding Labour Day, Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day, Boxing Day, and/or any other day so proclaimed by the federal and/or provincial government. When a statutory holiday falls on a Saturday or Sunday, the following working day(s) shall be observed.

- (b) All work performed on statutory holidays, or days observed in place thereof, shall be paid for at two (2) times the otherwise applicable straight time hourly wage rate. No work shall be performed on Labour Day.

4.600 Employer Contributions

The schedules of Employer contributions as provided for within Schedules "B1" and "B2" shall apply to all work performed in accordance with this Agreement. All Employer contributions shall be calculated on the basis of hours earned.

4.601 Union Benefit Plan

- (a) The Employer shall contribute the required amount(s) to the Union Benefit Plan in the manner set forth in Article 5.000. Such amount(s), and the effective date(s) applicable thereto, shall be as stipulated within Schedules "B1" and "B2".
- (b) Notwithstanding Article 4.601 (a), an employee may opt to receive ninety percent (90%) of the otherwise applicable Union Benefit Plan contribution in the form of an additional Union Group RSP contribution in accordance with the Plan rules. Employers are advised that such option shall not be effective unless/until the Union has confirmed, in writing, that such employee has signed the appropriate waiver and redirect form.

4.602 Union Group RSP

- (a) The Employer shall contribute the required amount(s) to the Union Group RSP in the manner set forth in Article 5.000. Such amount(s), and the effective date(s) applicable thereto, shall be as stipulated within Schedules "B1" and "B2".
- (b) The required Employer contribution to the Union Group RSP shall be eight percent (8%) of the applicable minimum hourly wage rate for each of the Foreman and Tradesperson classifications, and five percent (5%) of the applicable minimum hourly wage rate for all of the Semi Skilled Worker and Apprentice classifications. No Employer contribution to the Union Group RSP shall be required on behalf of a Material Handler/Pre-Apprentice.
- (c) Refer also to Article 4.601 (b).

4.603 CLR Contract Administration Fund (CAF)

- (a) The Employer shall contribute twelve cents (\$0.12) per hour earned, inclusive of HST or GST (as the case may be), to the CAF in the manner set forth in Article 5.000. CLR may alter this amount by providing the Union with sixty (60) calendar days written notice. CLR shall bear any/all costs which may be incurred as a result of having to change the monthly report to the administrator because of a change in the Employer contribution to the CAF.
- (b) The Union shall collect and forward to CLR, without exception, all monies designated for the CAF and received in accordance with the monthly report to the administrator. Payment to CLR shall be made by the Union not later than the last day of the month in which such amount was received and shall be accompanied with a summary report that provides hours of work and fund remittances by each Employer working under this Agreement. A designated representative of CLR may inspect, upon appointment, the receipts and records of the Union related to the CAF.

4.604 Carpentry Employers Association of BC (CEA)

- (a) The Employer shall contribute fifteen cents (\$0.15) per hour earned to CEA in the manner set forth in Article 5.000. CEA may alter this amount by providing the Union with sixty (60) calendar days written notice.
- (b) The Union shall collect and forward to CEA, without exception, all monies designated for CEA and received in accordance with the monthly report to the administrator. Payment to CEA shall be made by the Union not later than the last day of the month in which such amount was received and shall be accompanied with a summary report that provides hours of work and fund remittances by each Employer working under this Agreement.

4.605 BC Construction Industry Rehabilitation Plan (CIRP)

The Employer shall contribute two cents (\$0.02) per hour earned to the CIRP in the manner set forth in Article 5.000.

4.606 Association of BC Scaffold Contractors (ABCSC)

- (a) The Employer shall contribute twenty-five cents (\$0.25) per hour worked to ABCSC in the manner set forth in Article 5.000. ABCSC may alter this amount by providing the Union with sixty (60) calendar days written notice.
- (b) The Union shall collect and forward to ABCSC, without exception, all monies designated for ABCSC and received in accordance with the monthly report to the administrator. Payment to ABCSC shall be made by the Union not later than the last day of the month in which such amount was received and shall be accompanied with a summary report that provides hours of work and fund remittances by each Employer working under this Agreement.

4.700 Employee Deductions

The Employer shall deduct Union dues in such amount(s) as the Union directs and shall forward such deductions in the manner set forth in Article 5.000. The Union may alter the deduction amount by providing the Employer with sixty (60) calendar days written notice. All employee deductions shall be calculated on the basis of hours earned.

4.800 Payment of Wages

4.801 The Employer shall, at least every second Friday, pay to each employee all wages, premiums, allowances and annual vacation pay and statutory holiday pay earned by the employee to a day not more than seven (7) calendar days prior to the date of payment. If a statutory holiday falls on the regular pay day, payment shall be made the preceding day. Payment shall be made during working hours and may be made by cheque or electronic deposit.

4.802 The Employer shall pay all monies (i.e. wages, annual vacation pay, statutory holiday pay, etc.) which are owing to an employee at the time of termination of employment. Alternatively, in the event the Employer is unable to pay all monies which are owing to an employee at the time of termination of employment, such monies shall be paid as quickly as reasonably possible thereafter but in no event later than seven (7) calendar days or in conjunction with the Employer's next regularly scheduled payroll, whichever comes first.

4.803 The Employer shall provide a separate or detachable itemized statement with each pay, clearly showing the: (i) employee's name, (ii) number of straight time hours worked and wage rate(s) paid for such hours, (iii) number of overtime hours worked and wage rate(s) paid for such hours, (iv) premiums, (v) allowances, (vi) annual vacation and statutory holiday pay, and (vii) total deductions from gross earnings. Such statement may be provided electronically via email.

4.804 Where an employee is not paid in accordance with Articles 4.801 and 4.802, such employee shall be deemed to be still on the payroll of the Employer and shall receive his/her usual wages and conditions until there is compliance with the conditions.

4.900 Bonding and Payroll Failures

4.901 Before Union members are dispatched to any Employer who has not been signatory with the Union for a minimum of two (2) years, such Employer may be required to deposit a bond suitable to the Union, up to fifteen thousand dollars (\$15,000.00) for use in default of payment of wages, annual vacation pay, statutory holiday pay, Employer contributions and/or employee deductions required in accordance with this Agreement. When no longer required such bond shall, by mutual consent of the Union and the Employer concerned, be terminated.

4.902 Where there have been instances of payroll failures by an Employer, or the principals or directors thereof, or payroll requirements have not been met, the

Union shall have the right to inspect such Employer's payroll, and/or require the posting of a suitable bond, and/or require that payment of wages and other payroll requirements be made by cash or certified cheque.

ARTICLE 5.000 - MONTHLY REMITTANCES

The timely remittance of Employer contributions and employee deductions required in accordance with this Agreement is essential for the protection of the employees and other beneficiaries.

5.100 General Provisions

- 5.101** The Employer shall remit all Employer contributions and employee deductions required under the terms of this Agreement, on behalf of all employees working under the terms of this Agreement. Refer to Schedules "B1" and "B2".
- 5.102** Such Employer remittance shall:
- (a)** be made by a single payment, payable to the Union designated Plan Administrator, 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)** be accompanied by a correctly completed monthly report to the administrator, and
 - (c)** be received by the Union designated Plan Administrator not later than the fifteenth (15th) day of the month following that for which such payments are payable.
- 5.103**
- (a)** The Union designated Plan Administrator shall, once each month after receiving the combined monthly remittance from each Employer, allocate and/or distribute the monies of such combined remittance to the various Plans, Funds, Organizations, etc. in the appropriate manner. The Union acknowledges that such Plans, Funds, Organizations, etc. are entitled to receive such monies, and that such monies are, in fact, held in trust by the Union until properly allocated and/or distributed.
 - (b)** Notwithstanding Article 5.103 (a), the Union may deduct a monthly administration handling fee from each amount to be allocated and/or distributed, providing such fee does not exceed five percent (5%), to a maximum of one hundred dollars (\$100.00), of the amount to be allocated and/or distributed.

5.200 "Nil" Reports

The Employer shall submit a "Nil" report if such Employer had employed no employees during the period for which payments would otherwise have been payable. Notwithstanding the foregoing, the Employer shall not be required to submit a "Nil" report for a period in

which no employees had been employed if the Union has been notified, in writing, that such Employer is no longer in business.

5.300 Delinquent Remittance

5.301 In the event the Employer fails to remit Employer contributions and/or employee deductions in the manner set forth in Article 5.000, the Union may, at its sole discretion, take any economic action it deems necessary against such Employer, and such action shall not be considered a violation of this Agreement.

5.302 The Union shall advise the Employer within forty-eight (48) hours in writing of any delinquency. If the Employer fails to respond within forty-eight (48) hours of receipt of notification, exclusive of Saturday, Sunday and statutory holidays, the Union may, at its sole discretion, require a ten percent (10%) penalty of the amount of the late payment.

5.400 Monthly Report to the Administrator

The Union shall supply Employers with copies of the monthly report to the administrator, and the Union shall bear the cost of producing such report except in accordance with Article 4.603 (a).

ARTICLE 6.000 - HOURS OF WORK AND OVERTIME

6.100 Regular Hours

6.101 Eight (8) hours shall constitute the regular work day and five (5) days, forty (40) hours shall constitute the regular work week.

6.102 The regular work week shall be between 8:00 am Monday and 4:30 pm Friday, and the regular work day shall be as per the following schedule:

Straight Time:	8:00 am	to	12:00 noon	4.0 hours
Meal:	12:00 noon	to	12:30 pm	0 hours
Straight Time:	12:30 pm	to	4:30 pm	4.0 hours
Total Straight Time Hours:				8.0 hours

6.103 Starting and Stopping Times

Notwithstanding any/all contrary provisions of this Agreement:

(a) This Article shall apply to all shifts, including but not limited to those shifts worked on a compressed work week schedule.

(i) The starting and stopping time on a project may be varied by a maximum of one (1) hour earlier or later than the otherwise required start time of the shift at the Employer's discretion.

(ii) The starting and stopping time on a project may be varied by a maximum of two (2) hours earlier or later than the otherwise required start time of the shift upon mutual agreement of the Employer and the majority of Union members employed on such project. Notwithstanding the foregoing, if the starting and stopping time is varied by more than (1) hour, the Union shall retain the right to revote the Union members employed on such project once over the duration of the project.

(iii) The Employer shall be responsible for a suitable signal for all starting and stopping times.

(b) The starting time of the employees shall be from the designated "lay down" area, lockup or tool room, and a five (5) minute "pick-up" period shall be provided prior to the stopping time.

6.104 Notice of Termination

The Employer shall provide an employee with one (1) hours notice of termination, or one (1) hours pay in lieu thereof. The employee shall use such notice to gather his/her personal tools and prepare such tools for the next project.

6.200 Overtime Hours

Overtime work shall be voluntary and no employee shall be discriminated against for refusal to work overtime hours.

6.201 The first two (2) hours of overtime, Monday through Friday, shall be paid at one and one-half (1½) times the otherwise applicable straight time hourly wage rate.

6.202 All other overtime hours, including all hours worked on Saturdays, Sundays and statutory holidays, shall be payable at two (2) times the otherwise applicable straight time hourly wage rate.

6.203 Notwithstanding any/all contrary provisions of this Agreement, a minimum break of eight (8) hours shall be provided to an employee between the end of one (1) working shift and the commencement of such employee's next working shift. Where a minimum break of eight (8) hours is not provided in accordance with the foregoing, all hours worked on such employee's next working shift shall be deemed to be overtime hours and shall be paid accordingly.

6.300 Compressed Work Week

A compressed work week may be established by the Employer with the mutual agreement of the Union. Alternatively, the Employer may establish a compressed work week without the mutual agreement of the Union if requested to do so by the project client. The Employer shall notify the Union, in writing, upon receiving such a request. The terms and conditions of such compressed work week shall supercede any/all contrary provisions of this Agreement.

6.301 Hours of Work

- (a) Ten (10) straight time hours (8:00 am to 6:30 pm, inclusive of a meal break) shall constitute the compressed work week day shift. Forty (40) straight time hours, Monday through Thursday inclusive, or Tuesday through Friday inclusive, shall constitute the regular work week.
- (b) Ten (10) straight time hours (6:30 pm to 5:00 am, inclusive of a meal break) shall constitute the compressed work week afternoon shift. Forty (40) straight time hours, Monday through Thursday inclusive, or Tuesday through Friday inclusive, shall constitute the regular work week. The applicable shift premium shall apply.
- (c) Refer also to Article 6.103 (a).

6.302 Overtime

Overtime work shall be voluntary and no employee shall be discriminated against for refusal to work overtime hours.

- (a) The first ten (10) hours of overtime worked on the Friday of a Monday through Thursday compressed work week, or on the Monday of a Tuesday through Friday compressed work week, shall be payable at one and one-half (1½) times the otherwise applicable straight time hourly wage rate.
- (b) All other overtime hours, including all hours worked in excess of ten (10) hours per day, and all hours worked on Saturdays, Sundays and statutory holidays, shall be payable at two (2) times the otherwise applicable straight time hourly wage rate.

6.303 Statutory Holidays

Notwithstanding any/all contrary provisions of this Agreement, Article 6.303 shall supercede Article 4.503 (b).

- (a) All statutory holidays which occur during a compressed work week schedule shall be observed on the actual day of the statutory holiday, even if such day would otherwise have been a regularly scheduled day off (e.g. the Friday of a Monday to Thursday compressed work week, or a Saturday, or Sunday, etc.). When a statutory holiday is observed in accordance with the foregoing, overtime rates shall not apply on a regular work day in lieu of the statutory holiday.
- (b) All statutory holidays which occur on a regularly scheduled work day of a compressed work week schedule may be rescheduled by prior mutual agreement of the Employer and the Union. However, in such event, an employee shall retain sole discretion to decline to work on the actual statutory holiday date and shall not be discriminated against for doing so.

6.400 Shifts

6.401 Scheduling of Shifts

The Employer may schedule an afternoon and/or night shift if/as required. It shall not be necessary for there to be a day shift in order for there to be an afternoon shift and/or a night shift. Nor shall it be necessary to maintain an afternoon shift and/or night shift for consecutive days in order to constitute such a shift.

6.402 Shift Premiums

The Employer shall pay a shift premium over and above the otherwise applicable minimum straight time hourly wage rate to any employee who is employed on an afternoon or night shift. Such shift premium shall be paid on straight time hours only in accordance with the following schedule.

Day Shift No shift premium.

Afternoon Shift and Night Shift

A shift premium of six dollars (\$6.00) per hour worked shall be added to the otherwise applicable Tradesperson minimum hourly wage rate on any shift which commences at any time after 10:00 am but on or before 1:00 am. Such shift premium shall be the same amount regardless of whether it is paid on a straight time hour or an overtime hour and shall be recalculated accordingly for all other employee classifications pursuant to each respective corresponding wage rate percentage. Second and subsequent meal breaks shall not be considered as hours worked. Refer also to Article 6.204.

Overtime on afternoon and nights shifts shall be payable for all hours of work performed in excess of eight (8) hours per shift.

6.500 Call-Out Time

6.501 When an employee is called out for work, the Employer shall pay such employee for a minimum of one-half ($\frac{1}{2}$) of the scheduled shift hours at the otherwise applicable straight time or overtime hourly rate, regardless of whether or not the employee actually commenced work. Notwithstanding the foregoing, when an employee works more than one-half ($\frac{1}{2}$) of the scheduled shift hours, the Employer shall pay such employee for the full shift.

6.502 Notwithstanding Article 6.501, when work cannot commence or continue due to inclement weather or for reasons of safety, the Employer shall decide which employees shall be required to work inside and the Job Steward shall discuss with the remainder of the crew whether they wish to continue to work or not. In the event a majority agree that work cannot proceed, then only time actually worked shall be paid.

6.600 Rest Breaks

- 6.601** Two (2) rest breaks of ten (10) minutes duration each shall be provided during a scheduled eight (8) hour or nine (9) hour shift. Notwithstanding the foregoing, a third rest break of ten (10) minutes duration shall be provided after eight (8) hours if the shift is subsequently extended beyond eight (8) hours or nine (9) hours up to a maximum of ten (10) hours. Refer also to Article 6.702.
- 6.602** Notwithstanding Article 6.601, only two (2) rest breaks shall be provided on a scheduled shift of ten (10) hours, however each such rest break shall be of fifteen (15) minutes duration. The parties agree that a shift of ten (10) hours shall not be deemed to be a scheduled shift of ten (10) hours unless the employees have been so advised prior to the completion of the previous days' shift.
- 6.603** Rest breaks shall be taken at a location determined by mutual agreement between the Employer and the Union.

6.700 Meal Breaks**6.701 Regularly Scheduled Shifts of Ten (10) Hours or Less**

One (1) meal break of one-half (½) hour shall be provided on all scheduled shifts of ten (10) hours or less. Such meal break shall be scheduled as near as is practical to the mid-point of the shift and shall not be considered as time worked.

6.702 Shifts in Excess of Ten (10) Hours

Additional meal breaks are required on all shifts in excess of ten (10) hours. The foregoing applies regardless of whether such shifts are scheduled shifts or the result of unscheduled overtime. Refer to the parties' Letter of Understanding Re: Meal Breaks for details. Copies of such Letter of Understanding can be obtained from either the Union or CLR.

ARTICLE 7.000 - TRAVEL ALLOWANCES AND OUT-OF-TOWN PROJECTS

7.100 Local Resident Employee

Refer to Appendix "A" for definition of both Local Resident Employee and Lower Mainland/Fraser Valley.

- 7.101** No daily travel allowance shall be payable to any local resident employee on any project located inside the Lower Mainland/Fraser Valley.
- 7.102** (a) A daily travel allowance shall be paid to any local resident employee who uses his/her own vehicle to travel daily from his/her residence to a project located outside of the Lower Mainland/Fraser Valley.
- (b) Such allowance shall be payable in accordance with the following schedule.

Refer also to Article 7.103.

First forty (40) road kilometres, each way, each day	not applicable
All additional road kilometres, each way, each day	\$0.52 per km

7.103 Notwithstanding any/all contrary provisions of this Agreement, the daily travel allowance amount of fifty-two cents (\$0.52) per road kilometre shall be subject to annual adjustments throughout the duration of this Agreement. As a result, the effective "per road kilometre" amount which shall be payable pursuant to Article 7.102 shall be the maximum allowable tax-free rate for mileage expense reimbursement as published annually by the Canada Revenue Agency.

7.200 Non Local Resident Employee - Initial and Terminal Travel Allowance

This Article does not apply to Local Resident Employees. Refer to Appendix "A" for definition.

7.201 The Employer shall pay an initial and terminal travel allowance of fifty-two cents (\$0.52) per road kilometre to any non local resident employee who is directed or dispatched to an out-of-town project. Such allowance shall be:

- (a)** Payable each way, and the distance travelled shall be calculated using MapQuest from the city (or municipality, township, village, district, unincorporated settlement, etc.) in which the non local resident employee resides to/from the project, via the most direct route. Notwithstanding the foregoing, a non local resident employee shall not alter his/her residence of record with an intention to increase the travel allowance which would otherwise apply. In the event of a dispute, the parties agree that a non local resident employee's home address on file with the Union office shall prevail and a PO Box shall not constitute a residence or home address.
- (b)** Subject to annual adjustments throughout the duration of the Agreement. More specifically, the maximum allowable tax-free rate for mileage expense reimbursement as published annually by the Canada Revenue Agency shall be paid.

Refer to Article 7.202 for further clarification and exceptions.

7.202 Notwithstanding any/all contrary provision(s) of this Agreement:

(a) Ferry Fares

The Employer shall reimburse a non local resident employee, upon the submission of the appropriate receipts, for any/all ferry fares which are incurred in the course of initial and terminal travel. Such ferry fares shall be limited to one (1) standard length/height vehicle plus driver, each way. Tolls shall not be a reimbursable expense.

(b) Air Travel

Where a non local resident employee requests to use air travel to travel to the project, the following terms and conditions shall prevail.

- (i)** The Employer shall pay for airfare, inclusive of any/all related fees and taxes, plus taxi fare to/from the project from the airport located nearest thereto. Notwithstanding the foregoing, taxi fare shall not be payable where Employer (or Owner) supplied transportation is provided.
- (ii)** The Employer shall pre-arrange the air travel to/from the airport nearest the non local resident employee's residence. The air carrier and class of ticket shall be at the discretion of the Employer, but shall be via a regularly scheduled carrier. Notwithstanding the foregoing, the Employer shall not direct a non local resident employee to fly "standby".
- (iii)** The non local resident employee shall provide the Employer with the Boarding Pass and proper ground transportation receipts if requested to do so by the Employer.

(c) Standard "Lump Sum" Amount Option

Where a variety of travel distances exist for non local resident employees to a particular project, the Employer and the Union may agree upon a standard initial and terminal travel allowance "lump sum" amount which shall be paid to all applicable non local resident employees on the project. Such agreement shall be reached prior to the commencement of work on the project, and prior to date of tender if possible.

(d) Timing of Payment

The Employer shall ensure that a non local resident employee receives payment for the applicable initial travel allowance and any/all applicable reimbursements for incurred expenses (i.e. ferry fares, etc.) within seven (7) calendar days of his/her first shift on the project. Notwithstanding the foregoing, the Union and the Employer may mutually agree to vary this requirement. Such agreement shall be reached prior to the commencement of work on the project, and prior to date of tender if possible.

(e) Termination of Employment

In the event a non local resident employee voluntarily terminates his/her own employment after having been on the project for less than fifteen (15) calendar days, the Employer shall not be required to pay the non local resident employee's terminal travel allowance, and shall additionally be entitled to deduct the initial travel allowance already paid from the non local resident employee's final pay cheque.

7.300 Non Local Resident Employee - Room and Board

This Article does not apply to Local Resident Employees. Refer to Appendix "A" for definition.

7.301 Option #2 shall apply for the duration of a non local resident employee's employment on an out-of-town project unless otherwise mutually agreed, in writing, by the Employer and the non local resident employee prior to the commencement of work. Both options shall be payable on the basis of seven (7) days per week.

Option #1:

Effective the date of implementation of this Agreement, the Employer shall provide the non local resident employee with a daily lump sum Living Out Allowance (LOA) of \$115.00. Effective May 1, 2012 this amount shall be increased to \$120.00. Effective May 1, 2013 this amount shall be increased to \$125.00.

Option #2:

- (a)** Effective the date of implementation of this Agreement, the Employer shall provide the non local resident employee with a single room plus \$57.50 daily meal allowance. Effective January 1, 2012 this amount shall be increased to \$60.00. Effective May 1, 2013 this amount shall be increased to \$62.50.
- (b)** No daily travel time shall be paid to a non local resident employee who selects Option #2, however the following terms and conditions shall be applicable.
- (i)** If the Employer provided room is forty (40) road kilometres or less from the project, no daily travel allowance shall be paid.
- (ii)** If the Employer provided room is more than forty (40) road kilometres from the project, a daily travel allowance of fifty-two cents (\$0.52) per road kilometre shall be paid, each way, to/from the forty (40) kilometre boundary. Such allowance shall be subject to annual adjustments throughout the duration of the Agreement. More specifically, the maximum allowable tax-free rate for mileage expense reimbursement as published annually by the Canada Revenue Agency shall be paid.
- (iii)** If the non local resident employee(s) requested to use air travel to the project in accordance with Article 7.202 (b), Employer supplied transportation shall be provided to the non local resident employee(s) to/from the project on a daily basis.
- (iv)** If the non local resident employee(s) did not request to use air travel to the project in accordance with Article 7.202 (b), no Employer supplied transportation shall be provided to the non local resident employee(s) to/from the project on a daily basis, and the non local resident

employee shall therefore assume all responsibility for travelling to/from the project on a daily basis.

- (v) Notwithstanding any/all contrary provisions of this Agreement, any non local resident employee(s) who makes use of Employer supplied transportation to travel to/from a project shall not be paid a daily travel allowance for that day(s).

7.302 If a non local resident employee resides more than seventy (70) kilometres from the project and such non local resident employee would otherwise be required to travel daily between the project and his/her residence between November 1st through April 30th annually, such non local resident employee may request the Employer to mutually agree to designate the project as a temporary out-of-town project. Notwithstanding the foregoing, a temporary out-of-town project designation may apply only during the period November 1st through April 30th.

- (a) The Employer shall consider each such request on its individual merits, and shall advise the non local resident employee whether or not their request has been mutually agreed to. Notwithstanding the foregoing, the Employer shall not unreasonably withhold mutual agreement if there is legitimate reason for concern regarding the safety of the non local resident employee due to inclement winter road conditions.
- (b) If the project is designated as a temporary out-of-town project, the non local resident employee shall be deemed to have selected Room and Board Option #1 in accordance with Article 7.301, and shall no longer travel daily between the project and his/her residence.

7.400 Pre-Tender and Pre-Job Conferences

It is strongly recommended that the Employer reviews with the Union the intended application of all travel and accommodation provisions with respect to an out-of-town project in order to confirm that a common understanding exists. Such review and confirmation should take place prior to the commencement of work, or if possible, prior to the date of tender.

7.500 Periodic Leave and Compassionate Leave

- 7.501**
- (a) On out-of-town projects of over fifty (50) calendar days duration, a periodic leave shall be made available to non local resident employees every forty (40) calendar days.
 - (b) When leave is desired in accordance with Article 7.501 (a), an allowance for periodic leave shall be provided by the Employer on a "use it or lose it" basis, in accordance with the following formula. Such allowance shall be paid only once for each periodic leave.

0 km to 249 km	n/a
250 km to 500 km	\$ 175.00
501 km to 750 km	\$ 275.00
751 km to 1,000 km	\$ 375.00
over 1,000 km	\$ 475.00

The mileage shall be computed from the project to the non local resident employee's place of residence.

- 7.502** (a) The duration of such periodic leave shall be for a minimum of five (5) days to a maximum of one (1) week, or such other number of days as may be mutually agreed between the Employer and the non local resident employee.
- (b) The timing of such periodic leave shall be decided by mutual agreement. Living Out Allowances shall not be paid during leave periods.
- 7.503** (a) For the purposes of Article 7.500, the term "out-of-town project" shall be defined as meaning any project that is accessible by air or boat only, excluding ferries, or is greater than three hundred and twenty (320) kilometres and/or four (4) hours travel, including ferry travel, to the transportation terminal nearest the non local resident employee's residence.
- (b) Employees residing within these limits shall be entitled to a mutually agreed leave of absence, at no cost to the Employer, of five (5) or seven (7) calendar days, to be arranged between the non local resident employee and Employer subject to the same qualifiers provided in the periodic leave.
- 7.504** (a) A non local resident employee who resides within the province of BC shall only receive leave if they return to the transportation terminal nearest their residence.
- (b) A non local resident employee who does not reside within the province of BC shall only receive leave if they return to their point of dispatch within the province of BC.
- 7.505** There shall be no cash payment in lieu of periodic leave, unless otherwise mutually agreed between the Union and the Employer.
- 7.506** Interpretations contained within Article 7.500 shall not be applied to any other provision contained within this Agreement.

7.600 Camp Projects

7.601 Accommodations

- (a) Camp accommodations, when supplied, shall meet the standards and requirements of the applicable Construction Camp Rules and Regulations Agreement by and between BCYT and CLR. A non local resident employee

may refuse to live in accommodations which do not meet such standards.

- (b) Unless otherwise arranged at a pre-tender and/or pre-job conference, on projects where a camp is provided non local resident employees shall occupy the camp, and room and board shall be supplied in such camp seven (7) days a week, at no cost to the non local resident employee.

7.602 Weekend Checkout

Any non local resident employee who is living in camp accommodations paid by the Employer may, on any weekend, vacate or check out of such accommodation and the Employer shall pay such non local resident employee twenty dollars (\$20.00) per day.

- (a) The non local resident employee must turn in his/her meal ticket or sign a checkout in advance.
- (b) To qualify, a non local resident employee must work his/her scheduled shift prior to the weekend and/or statutory holiday and his/her scheduled shift after the weekend and/or statutory holiday.

7.700 Marshalling Points

- 7.701** On camp projects, no walking time shall be paid up to 2,500 feet from the work site. Beyond 2,500 feet, up to thirty (30) minutes travel each way, the Employer shall supply transportation. Travel time shall be paid at prevailing rates for time in excess of thirty (30) minutes.
- 7.702** Where camps are maintained, it is understood and agreed that the period from the time of departure from the marshalling point in the camp area until the time of return to that point on conclusion of work, excluding the meal period where applicable, shall be paid at the applicable straight time or overtime hourly wage rate.

ARTICLE 8.000 - HIRING AND MOBILITY OF WORKFORCE

The interpretation and application of these provisions shall be consistently applied by the various Union representatives in each and every Local throughout the province. Past practice shall be superceded by the terms of this Agreement unless otherwise mutually agreed, in writing, by the Union and the Employer.

8.100 Hiring

- 8.101** The Union shall assist the Employer in supplying qualified prospective employees. Without restricting/limiting the foregoing, the Union shall, in particular, assist in supplying local resident employees when requested to do so by the Employer.
- 8.102** The Employer shall retain the right to refuse employment to an individual if the

Employer does not believe that such individual is suitable for the available work.

- 8.103 (a)** There shall be no restrictions/limitations on the Employer's right to hire, including but not limited to the Employer's right to hire via name request.
- (b)** Notwithstanding Article 8.103 (a), whenever the Employer hires an individual who is not a Union member, the Employer shall provide the Union, in writing, with the name and contact information for such individual within fourteen (14) calendar days of hire. Such individual shall make application to become a Union member within forty (40) calendar days of hire and the Union shall accept such individual into its membership. All terms and conditions of this Agreement shall otherwise apply from date of hire.
- 8.104** In the event an employee ceases to be a member in good standing of the Union, the Employer shall terminate the employment of such employee upon receiving written confirmation and direction to do so from the Union.
- 8.105** Any employee hired and/or transferred in accordance with Article 8.000 shall be deemed to have been properly dispatched by the Union and the Union shall ensure that the appropriate dispatch paperwork is supplied to the Employer in a timely manner.

8.200 Mobility

There shall be no restrictions/limitations on the Employer's right to transfer an employee(s) from one (1) project to another throughout the province. Notwithstanding the foregoing, when a non local resident employee(s) is transferred between two (2) out-of-town projects the following standard shall apply.

- > Initial travel allowance shall be paid to the non local resident employee from his/her point of dispatch to the first project in accordance with Article 7.200, and
- > The "per road kilometre" travel allowance rate provided for within Article 7.102 (b) shall be paid to the non local resident employee for all road kilometres travelled, one (1) way, from the first project to the second project, and
- > Terminal travel allowance shall be paid to the non local resident employee from the second project back to his/her point of dispatch in accordance with Article 7.200.

8.300 Differentiation of Employee Classifications

Notwithstanding any/all contrary provisions of this Agreement, the Union shall not make any attempt to dispatch an employee of a different employee classification (i.e. Foreman, Tradesperson, Semi Skilled Worker, Apprentice, and/or Material Handler/Pre-Apprentice) than was requested by the Employer. In particular, the Union shall not make any attempt to restrict/limit or deny the Employer from hiring the maximum ratio of Apprentices permitted in accordance with Article 4.403 (a).

8.400 Reduction in Project Crew

8.401 The Employer shall notify the Job Steward prior to a reduction in the size of the project crew.

8.402 When it is necessary for the Employer to reduce the size of the project crew, preference of continued employment shall be given to Job Stewards.

8.500 Rehiring of Injured Employees

The Employer shall give preference of re-employment to an injured employee when such employee is able to return to work, provided sufficient work is available.

ARTICLE 9.000 - JOB STEWARDS AND UNION REPRESENTATIVES

9.100 Job Stewards

9.101 The Union shall notify the Employer of the appointment of all Job Stewards.

9.102 Job Stewards shall be recognized on all projects and shall not be discriminated against.

9.103 The Employer shall provide a Job Steward with sufficient time to carry out his/her duties.

9.104 Refer also to Article 8.402 regarding preference for continued employment of Job Stewards.

9.200 Union Representatives

Union Representatives shall have access to all projects governed by this Agreement, after first notifying the Employer, however in no way shall such Representative(s) interfere with employees during working hours unless permission is granted.

9.300 Leaves of Absence

The Employer shall grant a non-paid leave of absence to an employee when requested, in writing, to do so by the Union. Such leave shall be for the purpose of attending to Union business, and shall not jeopardize the employee's continued employment. Notwithstanding the foregoing, the Employer may deny such request for valid reasons.

ARTICLE 10.000 - HEALTH AND SAFETY

10.100 Safety Equipment

10.101 (a) The Employer shall supply to employees, at no cost, all safety equipment, including hearing protective devices, except personal apparel (i.e. CSA approved hard hat, CSA approved footwear, rubber clothing, etc.). Only

safety belts with leg and shoulder straps are to be used.

- (b) An employee may use his/her own CSA approved safety harness and lanyard, providing such equipment is in satisfactory condition and has been approved for use by the Employer. Notwithstanding the foregoing, where an employee chooses to use an Employer supplied safety harness and lanyard, such employee shall return such harness and lanyard in good condition when asked to do so or upon termination of employment.
- (c) The Employer may deduct the cost of Employer supplied safety equipment from an employee's pay cheque if such equipment is not returned.

10.102 All equipment, tools, and materials shall conform and be utilized in conformity with applicable provincial and/or federal regulations, acts and laws. Employer safety regulations shall be complied with provided they are not inconsistent with the foregoing. It shall not be considered a violation of this Agreement should an employee(s) refuse to work in conditions and/or use equipment that do not meet prescribed safety standards and/or regulations.

10.103 The Employer shall supply welders' leather vests or jackets and leather gauntlet gloves to all employees assigned to welding work, on a "charge-out" basis.

10.200 Accident Prevention Regulations

10.201 The parties to this Agreement shall, at all times, comply with the accident prevention regulations of the Workers Compensation Act and any refusal on the part of an employee to work in contravention of such regulations shall not be deemed to be a breach of this Agreement. No employee shall be discharged because such employee fails to work under unsafe conditions as set out in the regulations.

10.202 (a) Any refusal by an employee to abide by known WSBC regulations or posted Employer safety regulations, after being duly warned, may be sufficient cause for dismissal.

(b) Employees shall abide by any/all project site rules at all times. Failure to do so shall constitute just cause for termination.

10.203 Any employee may refuse to work where, in the opinion of such employee, adequate safety precautions have not been provided.

10.300 Project Inspections

The Job Steward, or where there is a safety committee a Union representative of such committee, shall accompany the WSBC inspector on all project inspections.

10.400 Injured or Sick Employees

- 10.401** The Employer shall cover all transportation costs not otherwise covered by the WSBC for any employee residing in Employer supplied accommodation who is injured on the project and subsequently requires transportation to either his/her point of dispatch or back to the project. The foregoing shall also apply for any employee residing in Employer supplied accommodation who becomes ill or is injured in an accident not covered by WCB, if the first aid attendant or a doctor recommends off-site treatment or a return to the employee's point of hire.
- 10.402** If an employee requires off-site medical attention which necessitates no return to work on that day, or where a qualified Industrial First Aid Attendant recommends rest until the next day, then the injured employee shall be paid for the full shift.
- 10.403** Refer also to Article 8.500 and Article 11.502.

ARTICLE 11.000 - WORKING CONDITIONS

11.100 Harassment

The Union and the Employer recognize the right of employees to work in an environment free from harassment.

11.200 Project Facilities**11.201 Toilets**

Chemical or flush toilets shall be provided from the commencement of work on all projects. When sewer or chemical toilets are not available, sanitary facilities shall be provided in accordance with local sanitary regulations. Toilet houses shall be of fiberglass or rubber compound construction, and shall be cleaned out daily. Toilet paper shall be provided. There shall be a minimum of one (1) toilet for every fifteen (15) building trades persons on a project.

11.202 Drinking Water

Where there is no running tap water available, cool drinking water in approved sanitary containers shall be provided. Paper cups and salt tablets shall also be supplied.

11.203 Telephone Access

A telephone(s) shall be made available to all employees at all times for incoming or outgoing emergency purposes, and incoming messages of an emergency nature shall be relayed immediately. No employee shall be permitted to use a personal cell phone or smart phone during working hours, excluding rest and meal breaks, except in case of an emergency. Repeated violations of the foregoing shall constitute just cause for termination.

11.204 Clean Up Facilities

The Employer shall provide clean up facilities, hand cleaner and paper towels.

11.300 Lockup

The Employer shall not be required to provide a lockup on any project of short term duration unless it is economically practical to do so. On all other projects, the following standards shall apply.

11.301 A lockup shall be provided for employees and such lockup shall be located on the ground floor or first floor of the project. If multiple shifts are being worked, a separate lockup shall be provided for each shift. Lockups shall be used for tools, drying clothes, as a dressing room, and as a lunch room.

11.302 Each lockup shall have tool racks, tables and benches with provision for drying clothes and shall be of an adequate size to allow a minimum of fifteen (15) square feet per employee.

11.303 Each lockup shall have windows and venting with adequate lighting and provision for continuous heat twenty-four (24) hours a day.

11.304 The Employer shall be responsible for having the lockup(s) cleaned out daily and kept clear of building material and other construction paraphernalia.

11.400 Vehicles

No employee shall be permitted to use his/her own motor vehicle in a manner which is unfair to other employees and/or contrary to the best interests of the Union.

11.500 Tools, Equipment and Protective Clothing

11.501 The tools of an employee starting a new job shall be in good condition and shall be kept so on the Employer's time.

11.502 The cost of transporting an employee's tools shall be paid for by the Employer. Notwithstanding the foregoing, although employees will normally take their tools with them, when the Employer makes other arrangements for transporting an employee's tools such employee shall not suffer loss of wages because his/her tools are not available to him/her. The Employer agrees to transport the tools of an injured or sick employee to the employee's point of dispatch.

11.503 An employee shall provide the ordinary tools of his/her trade. The ordinary tools of a scaffolder shall include, as a minimum, a hammer, tool belt, torpedo level, and twenty-five foot (25') measuring tape.

11.504 If the following tools or equipment - ladder, straight edge, saw horse, stapling gun, hand clamp, power tools, or any other than ordinary tradespersons' tools, are

desirable for the better carrying out of work, they shall be supplied by the Employer.

11.505 In the event an employee's outer clothing and/or footwear is substantially damaged due to the handling of creosoted or tarred materials or chemical substances in the line of the employee's duties, and protective clothing has not otherwise been provided, cost of cleaning or replacement shall be borne by the Employer.

11.600 Insurance

An employee shall submit an inventory of his/her tools and working apparel on the project to the Employer upon request, and the Employer shall replace an employee's tools and working apparel if such tools and/or working apparel are lost due to fire, burglary, or as a result of working over water or such other areas where tools cannot be retrieved.

ARTICLE 12.000 - JOINT LABOUR/MANAGEMENT MEETINGS

The parties may meet to address issues of mutual interest and importance. Such meeting(s) shall be scheduled on an "as needed basis". Any proposed changes to this Agreement which are mutually agreed to by the parties at such meeting(s) shall be in writing, but shall not be implemented unless/until such changes are duly ratified by the parties.

ARTICLE 13.000 - ENABLING PROVISIONS

13.100 Process

The Union and an Employer(s) may determine on a project by project, area, or sector basis, if special dispensation is required to become competitive, and should the necessity arise, may by mutual agreement, in writing, amend or delete terms or conditions of this Agreement for the duration of the project. Notwithstanding the foregoing, it shall be a violation of this Agreement for the parties to agree to the reduction and/or elimination of any employer industry fund contribution without the specific prior written consent of CLR.

13.200 Refer to the parties' Letter of Understanding Re: Enabling Provisions for details. Copies of such Letter of Understanding can be obtained from either the Union or CLR.

ARTICLE 14.000 - GRIEVANCE PROCEDURE

14.100 Definition

- 14.101 (a)** A grievance shall be defined as any "difference" between the parties to this Agreement with respect to its interpretation, application, operation or any alleged violation thereof, including discharge for cause alleged to be unjust by the Union. Discharge shall not include layoff of employees for reason of project efficiency or reduction of forces on suspension or completion of work.
- (b)** The party initiating a grievance shall be referred to herein as the aggrieved

party. The other party to a grievance shall be referred to as the responding party.

14.102 The two (2) parties to any formal grievance shall be the two (2) parties signatory to this Agreement, namely the Union and CLR (acting on its own behalf and/or on behalf of its respective signatory member Employer(s)). The parties expressly agree that an individual local(s) of the Union does not have the right to initiate a formal grievance unless/until such grievance has been duly authorized in accordance with the Union's prevailing policy(s), where such prevailing policy(s) exist. Likewise, the parties expressly agree that an individual Employer does not have the right to unilaterally initiate or defend a formal grievance on its own behalf without the prior written authorization of CLR.

14.200 Time Limits

14.201 In order to initiate a formal grievance, the aggrieved party must provide written notification to the responding party within thirty (30) calendar days of the date on which the underlying "difference" is alleged to have occurred. Such notification shall include all relevant particulars of the formal grievance and all relevant and reliance documentation. The parties expressly agree that a formal grievance shall not be deemed to have been initiated unless/until the responding party has actually received a copy of the required written notification from the aggrieved party. All time limits shall be strictly enforced.

14.202 Notwithstanding Article 14.201, in the event of an alleged error on a pay cheque, such "difference" shall be deemed to have occurred on the date the pay cheque stub was received by the aggrieved employee(s). Likewise, in the event of an alleged error on the Employer's monthly remittance report, such "difference" shall be deemed to have occurred on the date the remittance report was received by the Union.

14.300 Step 1 (Informal Resolution)

Once a formal grievance has been initiated, the parties shall make a concerted good faith effort to work out a mutually agreeable resolution. Notwithstanding the foregoing, unless otherwise mutually agreed by the parties in writing, the aggrieved party shall be deemed to have abandoned the formal grievance in the event notice of referral to Mr. Michael Fleming (in accordance with Article 14.400) has not been received by the responding party within sixty (60) calendar days of the date on which the underlying "difference" is alleged to have occurred. Refer to Article 14.202 for clarification on the interpretation of "occurred".

14.400 Step 2 (Formal Resolution)

The parties expressly agree that the Step 2 is an integral component of the Grievance Procedure in accordance with this Agreement.

If the parties are unable to work out a mutually agreeable resolution in accordance with Article 14.300, either party may refer the formal grievance to Mr. Michael Fleming for final

and conclusive determination as follows. Notice of such referral shall be provided, in writing, to both the responding party and Mr. Fleming. Notwithstanding the foregoing, in the event Mr. Fleming is not available to the parties, the parties shall mutually agree upon a replacement. (Note: The parties expressly agree that all references to Mr. Michael Fleming within Article 14.000 shall be interpreted as "Mr. Fleming or his replacement " in the event a replacement for Mr. Fleming is mutually agreed upon in accordance with such Article.)

- 14.401** Mr. Fleming shall meet with the parties and shall attempt to facilitate a mutually agreeable resolution.
- 14.402 (a)** In the event Mr. Fleming is unable to facilitate a mutually agreeable resolution in accordance with Article 14.401, each party shall be required to submit a proposed determination/award, in writing, to Mr. Fleming. Mr. Fleming shall determine his own procedure, including timing, for such submissions. Upon receipt of both proposed determinations/awards, Mr. Fleming shall provide a copy to each party.
- (b)** Mr. Fleming shall consider the relative merits of each of the proposed determinations/awards, and shall select one (1) of the proposed determinations/awards in its entirety, and may not impose any alternative and/or modified determination/award without the prior mutual agreement of the parties.
- (c)** Mr. Fleming shall provide a summary of the reasons for his decision within his award.
- 14.403** Notwithstanding any/all contrary provisions of Article 14.000, Mr. Fleming shall have and may exercise all powers of a mediator/arbitrator pursuant to the Labour Relations Code.
- 14.404** Notwithstanding any/all contrary provisions of Article 14.000, the parties may mutually agree, in writing, to any other grievance resolution procedure which they agree is appropriate under the circumstances.

14.500 Expenses

Each party shall be responsible for one hundred percent (100%) of any/all "party specific" costs, and fifty percent (50%) of any/all "joint" costs, which may be incurred during the informal and formal grievance resolution process.

ARTICLE 15.000 - SAVINGS CLAUSE

- 15.100** In the event that any clause, section or article of this Agreement should be held invalid by operation of law, or by a tribunal of competent jurisdiction, or if compliance with or enforcement of any clause, section or article should be restrained by such tribunal, pending a final determination as to its validity, the remainder of this Agreement or the application of such clause, section or article to persons or circumstances, other than those as to which it has been held invalid, or as to which compliance with or enforcement of has been restrained,

shall not be affected thereby.

- 15.200** In the event that any clause, section or article of this Agreement should be held invalid, or enforcement of, or compliance with which has been restrained, as above set forth, the parties affected thereby shall enter into immediate collective bargaining negotiations, upon the request of either party, for the purpose of arriving at a mutually satisfactory replacement for such clause, section or article during the period of invalidity or restraint.
- 15.300** In the event the parties do not agree on such a mutually satisfactory replacement, they shall submit the dispute to the grievance procedure in accordance with Article 14.000.

SIGNATURE OF PARTIES

Dated this 7th day of October, 2011.

Dated this 7th day of October, 2011.

Signed on behalf of:

Signed on behalf of:

Construction Labour Relations
Association of BC

British Columbia Regional Council of
Carpenters

Clyde H. Scollan

Wayne Cox

J. Bromley

Shan O'Hara

SCHEDULE "A1"
MINIMUM STRAIGHT TIME HOURLY WAGE RATES AND BREAKDOWN OF MONETARY PACKAGE

Schedule "A1" shall apply to all industrial projects which are located inside the Lower Mainland/Fraser Valley.

"Inside" Lower Mainland/Fraser Valley

Effective October 11, 2011

Employee Classifications:	%	Base Rate	VP/SHP 12%	Employer Contributions						Total Package
				Benefit Plan	RSP 8%	CEA	CAF	CIRP	ABCSC	
Foreman (FM)	115%	43.23	5.19	2.04	3.46	0.15	0.12	0.02	0.25	54.46
Tradesperson (TP)	100%	37.59	4.51	2.04	3.01	0.15	0.12	0.02	0.25	47.69
* Apprentice or Semi Skilled Worker			VP/SHP 12%		RSP 5%					
> 8 th Term or Level 8	90%	33.83	4.06	2.04	1.69	0.15	0.12	0.02	0.25	42.16
> 7 th Term or Level 7	85%	31.95	3.83	2.04	1.60	0.15	0.12	0.02	0.25	39.96
> 6 th Term or Level 6	75%	28.19	3.38	2.04	1.41	0.15	0.12	0.02	0.25	35.56
> 5 th Term or Level 5	70%	26.31	3.16	2.04	1.32	0.15	0.12	0.02	0.25	33.37
> 4 th Term or Level 4	65%	24.43	2.93	2.04	1.22	0.15	0.12	0.02	0.25	31.16
> 3 rd Term or Level 3	60%	22.55	2.71	2.04	1.13	0.15	0.12	0.02	0.25	28.97
> 2 nd Term or Level 2	55%	20.67	2.48	2.04	1.03	0.15	0.12	0.02	0.25	26.76
> 1 st Term or Level 1	50%	18.80	2.26	2.04	0.94	0.15	0.12	0.02	0.25	24.58
* Material Handler/Pre-Apprentice	45%	16.92	2.03	2.04	n/a	0.15	0.12	0.02	0.25	21.53

Total Package shall be increased as follows:

\$1.00 per hour effective May 1, 2012

\$1.00 per hour effective May 1, 2013

\$1.00 per hour effective April 1, 2014

* No Apprentice, Semi Skilled Worker, or Material Handler/Pre-Apprentice shall have his/her wage package (i.e. base rate + vacation pay and statutory holiday pay) reduced as a result of his/her Employer becoming signatory to this Agreement.

SCHEDULE "A2"
MINIMUM STRAIGHT TIME HOURLY WAGE RATES AND BREAKDOWN OF MONETARY PACKAGE

Schedule "A2" shall apply to all industrial projects which are located outside the Lower Mainland/Fraser Valley.

"Outside" Lower Mainland/Fraser Valley Effective October 11, 2011										
<u>Employee Classifications:</u>	%	Base Rate	Employer Contributions							Total Package
			VP/SHP 12%	Benefit Plan	RSP 8%	CEA	CAF	CIRP	ABCSC	
Foreman (FM)	115%	42.08	5.05	2.04	3.37	0.15	0.12	0.02	0.25	53.08
Tradesperson (TP)	100%	36.59	4.39	2.04	2.93	0.15	0.12	0.02	0.25	46.49
* Apprentice or Semi Skilled Worker			VP/SHP 12%		RSP 5%					
> 8 th Term or Level 8	90%	32.93	3.95	2.04	1.65	0.15	0.12	0.02	0.25	41.11
> 7 th Term or Level 7	85%	31.10	3.73	2.04	1.56	0.15	0.12	0.02	0.25	38.97
> 6 th Term or Level 6	75%	27.44	3.29	2.04	1.37	0.15	0.12	0.02	0.25	34.68
> 5 th Term or Level 5	70%	25.61	3.07	2.04	1.28	0.15	0.12	0.02	0.25	32.54
> 4 th Term or Level 4	65%	23.78	2.85	2.04	1.19	0.15	0.12	0.02	0.25	30.40
> 3 rd Term or Level 3	60%	21.95	2.63	2.04	1.10	0.15	0.12	0.02	0.25	28.26
> 2 nd Term or Level 2	55%	20.12	2.41	2.04	1.01	0.15	0.12	0.02	0.25	26.12
> 1 st Term or Level 1	50%	18.30	2.20	2.04	0.92	0.15	0.12	0.02	0.25	24.00
* Material Handler/Pre-Apprentice	45%	16.47	1.98	2.04	n/a	0.15	0.12	0.02	0.25	21.03

Total Package shall be increased as follows:

\$1.00 per hour effective May 1, 2012

\$1.00 per hour effective May 1, 2013

\$1.00 per hour effective April 1, 2014

* No Apprentice, Semi Skilled Worker, or Material Handler/Pre-Apprentice shall have his/her wage package (i.e. base rate + vacation pay and statutory holiday pay) reduced as a result of his/her Employer becoming signatory to this Agreement

SCHEDULE "B1"
EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS

Schedule "B1" shall apply to all industrial projects which are located inside the Lower Mainland/Fraser Valley.

		"Inside" Lower Mainland/Fraser Valley										
		Effective October 11, 2011										
		Employee Classifications										
<u>Employer Contributions:</u>		FM	TP	8	7	6	5	4	3	2	1	MH/PA
Union Benefit Plan		2.04	2.04	2.04	2.04	2.04	2.04	2.04	2.04	2.04	2.04	2.04
Union Group RSP		3.46	3.01	1.69	1.60	1.41	1.32	1.22	1.13	1.03	0.94	n/a
CEA (Carpentry Employers Association)		0.15	0.15	0.15	0.15	0.15	0.15	0.15	0.15	0.15	0.15	0.15
CAF (Contract Administration Fund)		0.12	0.12	0.12	0.12	0.12	0.12	0.12	0.12	0.12	0.12	0.12
CIRP (Rehabilitation Plan)		0.02	0.02	0.02	0.02	0.02	0.02	0.02	0.02	0.02	0.02	0.02
ABCSC (BC Scaffold Contractors)		0.25	0.25	0.25	0.25	0.25	0.25	0.25	0.25	0.25	0.25	0.25
* Total Employer Contributions		6.04	5.59	4.27	4.18	3.99	3.90	3.80	3.71	3.61	3.52	2.58
<u>Employee Deductions:</u>		FM	TP	8	7	6	5	4	3	2	1	MH/PA
Union Dues and Administration		0.77	0.77	0.77	0.77	0.77	0.77	0.77	0.77	0.77	0.77	0.77
Union Training Fund		0.15	0.15	0.15	0.15	0.15	0.15	0.15	0.15	0.15	0.15	0.15
* Total Employee Deductions		0.92	0.92	0.92	0.92	0.92	0.92	0.92	0.92	0.92	0.92	0.92
Total Hourly Remittance	ST	6.96	6.51	5.19	5.10	4.91	4.82	4.72	4.63	4.53	4.44	3.50
	1.5x OT	10.44	9.77	7.79	7.65	7.37	7.23	7.08	6.95	6.80	6.66	5.25
	2x OT	13.92	13.02	10.38	10.20	9.82	9.64	9.44	9.26	9.06	8.88	7.00

All Group RSP Option:

An employee may opt to receive 90% of the otherwise applicable Union Benefit Plan contribution in the form of an additional Union Group RSP contribution. Refer to Article 4.601 (b) and the following schedule for further details.

<u>Employer Contributions:</u>		FM	TP	8	7	6	5	4	3	3	1	MH/PA
Union Benefit Plan		n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Union Group RSP		5.30	4.85	3.53	3.44	3.25	3.16	3.06	2.97	2.87	2.78	1.84

* All Employer contributions and employee deductions shall be calculated on the basis of hours earned.

SCHEDULE "B2"
EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS

Schedule "B2" shall apply to all industrial projects which are located outside the Lower Mainland/Fraser Valley.

		"Outside" Lower Mainland/Fraser Valley										
		Effective October 11, 2011										
		Employee Classifications										
Employer Contributions:		FM	TP	8	7	6	5	4	3	2	1	MH/PA
Union Benefit Plan		2.04	2.04	2.04	2.04	2.04	2.04	2.04	2.04	2.04	2.04	2.04
Union Group RSP		3.37	2.93	1.65	1.56	1.37	1.28	1.19	1.10	1.01	0.92	n/a
CEA (Carpentry Employers Association)		0.15	0.15	0.15	0.15	0.15	0.15	0.15	0.15	0.15	0.15	0.15
CAF (Contract Administration Fund)		0.12	0.12	0.12	0.12	0.12	0.12	0.12	0.12	0.12	0.12	0.12
CIRP (Rehabilitation Plan)		0.02	0.02	0.02	0.02	0.02	0.02	0.02	0.02	0.02	0.02	0.02
ABCSC (BC Scaffold Contractors)		0.25	0.25	0.25	0.25	0.25	0.25	0.25	0.25	0.25	0.25	0.25
* Total Employer Contributions		5.95	5.51	4.23	4.14	3.95	3.86	3.77	3.68	3.59	3.50	2.58
Employee Deductions:		FM	TP	8	7	6	5	4	3	2	1	MH/PA
Union Dues and Administration		0.77	0.77	0.77	0.77	0.77	0.77	0.77	0.77	0.77	0.77	0.77
Union Training Fund		0.15	0.15	0.15	0.15	0.15	0.15	0.15	0.15	0.15	0.15	0.15
* Total Employee Deductions		0.92	0.92	0.92	0.92	0.92	0.92	0.92	0.92	0.92	0.92	0.92
Total Hourly Remittance	ST	6.87	6.43	5.15	5.06	4.87	4.78	4.69	4.60	4.51	4.42	3.50
	1.5x OT	10.31	9.65	7.73	7.59	7.31	7.17	7.04	6.90	6.77	6.63	5.25
	2x OT	13.74	12.86	10.30	10.12	9.74	9.56	9.38	9.20	9.02	8.84	7.00

All Group RSP Option:

An employee may opt to receive 90% of the otherwise applicable Union Benefit Plan contribution in the form of an additional Union Group RSP contribution. Refer to Article 4.601 (b) and the following schedule for further details.

Employer Contributions:		FM	TP	8	7	6	5	4	3	3	1	MH/PA
Union Benefit Plan		n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Union Group RSP		5.21	4.77	3.49	3.40	3.21	3.12	3.03	2.94	2.85	2.76	1.84

* All Employer contributions and employee deductions shall be calculated on the basis of hours earned.

APPENDIX "A" - DEFINITIONS AND ABBREVIATIONS

PAGE #1 of 3

The following definitions and abbreviations shall be applicable to the interpretation of this Agreement.

1. ABCSC

Association of BC Scaffold Contractors

2. BCRCC

British Columbia Regional Council of Carpenters

3. BCYT

British Columbia and Yukon Territory Building and Construction Trades Council

4. CEA

Carpentry Employers Association of BC

5. CLR

Construction Labour Relations Association of B.C.

6. CSA

Canadian Standards Association

7. Employee

Any individual who is a member of the Union, and/or such other person, employed by the Employer under the terms of this Agreement.

8. Employer

(a) Any individual, business, partnership, company, corporation, or other similar entity, signatory to this Agreement.

(b) Where the term Employer is used within this Agreement, and the context of such usage makes it appropriate and logical to regard this term as a reference to a person, as opposed to a legal entity, then such usage shall be considered to refer to an authorized representative of the Employer.

APPENDIX "A" - DEFINITIONS AND ABBREVIATIONS

PAGE #2 of 3**9. Gender**

Wherever the words "man", "men", "he" or "his" are utilized in this Agreement they shall be considered to apply equally to both genders (i.e. male and female).

10. Hours Earned

- (a) 1 straight time hour = 1 hour earned
- (b) 1 time and one-half overtime hour = 1½ hours earned
- (c) 1 double time overtime hour = 2 hours earned

11. Hours Worked

- (a) 1 straight time hour = 1 hour worked
- (b) 1 time and one-half overtime hour = 1 hour worked
- (c) 1 double time overtime hour = 1 hour worked

12. Industrial Construction

- (a) Shall include production plants such as pulp mills; chemical plants; refineries, including the transmission facilities; metre pumping; compressor stations; munitions plants; mines; power generating plants; bulk loading terminals; dams; breweries; and any/all other projects which are mutually agreed to by the parties.
- (b) On industrial construction projects, any employee required to work underground shall receive a premium of ten percent (10%) over and above the otherwise applicable minimum hourly wage rate. The foregoing shall not apply to work performed within open ditches or basements of buildings.

13. LRB

British Columbia Labour Relations Board

14. Local

An affiliated Local of the Union.

APPENDIX "A" - DEFINITIONS AND ABBREVIATIONS

PAGE #3 of 3**15. Local Resident Employee**

An employee who resides within one hundred (100) road kilometres of the project or, where ferry travel is involved, within seventy-five (75) minutes travel time, including ferry travel and road kilometres.

16. Lower Mainland/Fraser Valley

Inclusive of West Vancouver to the west, Chilliwack to the east, and all cities, towns, municipalities, villages, communities, etc. in between.

17. Union

- (a) British Columbia Regional Council of Carpenters (BCRCC), acting on behalf of its affiliated Locals.
- (b) Where the term Union is used within this Agreement, and the context of such usage makes it appropriate and logical to regard this term as a reference to a person, as opposed to a legal entity, then such usage shall be considered to refer to an authorized representative of the Union.

18. WSBC

WorkSafe BC (the Workers' Compensation Board of BC)

APPENDIX "B" - SCHEDULE OF STATUTORY HOLIDAYS**PAGE #1 of 2**

The following schedule of statutory holidays shall be applicable to the interpretation of this Agreement.

1. 2011

<u>Statutory Holiday</u>	<u>Actual Date</u>	<u>Observed Date</u>
New Years' Day	Saturday, Jan. 1 st	Monday, Jan. 3 rd
* Heritage Day (3 rd Monday in February)	Monday, Feb. 21 st	Monday, Feb 21 st
Good Friday	Friday, Apr. 22 nd	Friday, Apr. 22 nd
Easter Monday	Monday, Apr. 25 th	Monday, Apr. 25 th
Victoria Day	Monday, May 23 rd	Monday, May 23 rd
Canada Day	Friday, July 1 st	Friday, July 1 st
Friday before BC Day	Friday, July 29 th	Friday, July 29 th
BC Day	Monday, Aug. 1 st	Monday, Aug. 1 st
* Friday before Labour Day	Friday, Sept. 2 nd	Friday, Sept. 2 nd
Labour Day	Monday, Sept. 5 th	Monday, Sept. 5 th
Thanksgiving	Monday, Oct. 10 th	Monday, Oct. 10 th
Remembrance Day	Friday, Nov. 11 th	Friday, Nov. 11 th
Christmas Day	Sunday, Dec. 25 th	Tuesday, Dec. 27 th
Boxing Day	Monday, Dec. 26 th	Monday, Dec. 26 th

* Heritage Day and the Friday preceding Labour Day may be floated on a commercial and/or institutional project and the day therefore worked at straight time rates, with an alternate day scheduled to be taken off as mutually agreed between the Employer and the employee.

2. 2012

<u>Statutory Holiday</u>	<u>Actual Date</u>	<u>Observed Date</u>
New Years' Day	Sunday, Jan. 1 st	Monday, Jan. 2 nd
* Heritage Day (3 rd Monday in February)	Monday, Feb. 20 th	Monday, Feb 20 th
Good Friday	Friday, Apr. 6 th	Friday, Apr. 6 th
Easter Monday	Monday, Apr. 9 th	Monday, Apr. 9 th
Victoria Day	Monday, May 21 st	Monday, May 21 st
Canada Day	Sunday, July 1 st	Monday, July 2 nd
Friday before BC Day	Friday, Aug. 3 rd	Friday, Aug. 3 rd
BC Day	Monday, Aug. 6 th	Monday, Aug. 6 th
* Friday before Labour Day	Friday, Aug. 31 st	Friday, Aug. 31 st
Labour Day	Monday, Sept. 3 rd	Monday, Sept. 3 rd
Thanksgiving	Monday, Oct. 8 th	Monday, Oct. 8 th
Remembrance Day	Sunday, Nov. 11 th	Monday, Nov. 12 th
Christmas Day	Tuesday, Dec. 25 th	Tuesday, Dec. 25 th
Boxing Day	Wednesday, Dec. 26 th	Wednesday, Dec. 26 th

* Heritage Day and the Friday preceding Labour Day may be floated on a commercial and/or institutional project and the day therefore worked at straight time rates, with an alternate day scheduled to be taken off as mutually agreed between the Employer and the employee.

APPENDIX "B" - SCHEDULE OF STATUTORY HOLIDAYS**PAGE #2 of 2**

The following schedule of statutory holidays shall be applicable to the interpretation of this Agreement.

3. 2013

<u>Statutory Holiday</u>	<u>Actual Date</u>	<u>Observed Date</u>
New Years' Day	Tuesday, Jan. 1 st	Tuesday, Jan. 1 st
Family Day	Monday, Feb. 18 th	Monday, Feb 18 th
Good Friday	Friday, Mar. 29 th	Friday, Mar. 29 th
Easter Monday	Monday, Apr. 1 st	Monday, Apr. 1 st
Victoria Day	Monday, May 20 th	Monday, May 20 th
Canada Day	Monday, July 1 st	Monday, July 1 st
Friday before BC Day	Friday, Aug. 2 nd	Friday, Aug. 2 nd
BC Day	Monday, Aug. 5 th	Monday, Aug. 5 th
* Friday before Labour Day	Friday, Aug. 30 th	Friday, Aug. 30 th
Labour Day	Monday, Sept. 2 nd	Monday, Sept. 2 nd
Thanksgiving	Monday, Oct. 14 th	Monday, Oct. 14 th
Remembrance Day	Monday, Nov. 11 th	Monday, Nov. 11 th
Christmas Day	Wednesday, Dec. 25 th	Wednesday, Dec. 25 th
Boxing Day	Thursday, Dec. 26 th	Thursday, Dec. 26 th

* The Friday preceding Labour Day may be floated on a commercial and/or institutional project and the day therefore worked at straight time rates, with an alternate day scheduled to be taken off as mutually agreed between the Employer and the employee.

4. 2014

<u>Statutory Holiday</u>	<u>Actual Date</u>	<u>Observed Date</u>
New Years' Day	Wednesday, Jan. 1 st	Wednesday, Jan. 1 st
Family Day	Monday, Feb. 17 th	Monday, Feb 17 th
Good Friday	Friday, Apr. 18 th	Friday, Apr. 18 th
Easter Monday	Monday, Apr. 21 st	Monday, Apr. 21 st
Victoria Day	Monday, May 19 th	Monday, May 19 th
Canada Day	Tuesday, July 1 st	Tuesday, July 1 st
Friday before BC Day	Friday, Aug. 1 st	Friday, Aug. 1 st
BC Day	Monday, Aug. 4 th	Monday, Aug. 4 th
* Friday before Labour Day	Friday, Aug. 29 th	Friday, Aug. 29 th
Labour Day	Monday, Sept. 1 st	Monday, Sept. 1 st
Thanksgiving	Monday, Oct. 13 th	Monday, Oct. 13 th
Remembrance Day	Tuesday, Nov. 11 th	Tuesday, Nov. 11 th
Christmas Day	Thursday, Dec. 25 th	Thursday, Dec. 25 th
Boxing Day	Friday, Dec. 26 th	Friday, Dec. 26 th

* The Friday preceding Labour Day may be floated on a commercial and/or institutional project and the day therefore worked at straight time rates, with an alternate day scheduled to be taken off as mutually agreed between the Employer and the employee.