

CONSTRUCTION - N.W.T.

COLLECTIVE AGREEMENT

BETWEEN:

LEDCOR INDUSTRIAL LIMITED
("the Employer")

and

CONSTRUCTION WORKERS UNION (CLAC)
LOCAL 63
AFFILIATED WITH THE CHRISTIAN LABOUR
ASSOCIATION OF CANADA
("the Union")

SOURCE	Comp
EFF.	9-10-01
TERM.	2000-05-31
No. OF EMPLOYEES	0
NOMBRE D'EMPLOYÉS	JF

THE EMPLOYER AND THE UNION AGREE TOGETHER AS FOLLOWS:

1. The Employer and Union entered into a Collective Agreement to operate from January 1, 1997 until May 31, 2000, which the parties intended to be applicable to and believed was applicable to the craft units that the Canada Labour Relations Board deemed appropriate in the Construction Industry for the Northwest Territories.
2. In order to carry out the intention of the parties, the Employer and Union enter into this Collective Agreement which will operate from January 1, 1997 to May 31, 2000.
3. The Employer and Union agree to the "General Terms of Agreement" attached which are incorporated into and a **part** of this Collective Agreement.
4. The Employer recognizes the Union as the sole bargaining agent of all employees working in the Northwest Territories who are employed as journeymen and apprentice Iron

11518(01)

Workers - Reinforcing, in commercial, institutional, industrial, or for oil, gas and chemical facility projects.

5. The Employer and Union agree that the terms of Schedules "A", "B", "C" and "D" (which are also referred to in the General Terms of Agreement) form part of this Collective Agreement.

DATED at the City of Edmonton, in the Province of Alberta, this 12 day of May, 1998.

SIGNED ON BEHALF OF
LEDCOR INDUSTRIAL
LIMITED

SIGNED ON BEHALF OF
CONSTRUCTION WORKERS UNION,
(CLAC), LOCAL 63

Per: _____

Per: _____

Per: _____

Per: _____

GENERAL TERMS OF AGREEMENT

BETWEEN:

LEDCOR INDUSTRIAL LIMITED
("the Employer")

and

CONSTRUCTION WORKERS UNION (CLAC)
LOCAL 63
AFFILIATED WITH THE CHRISTIAN LABOUR
ASSOCIATION OF CANADA
("the Union")

ARTICLE 1 - PURPOSE:

- 1.01 It is the intent and purpose of the parties to this agreement, which has been negotiated and entered into in good faith:
- a) to recognize mutually the respective rights, responsibilities and functions of the parties hereto;
 - b) to provide and maintain working conditions, hours of work, wage rates and benefits as set forth herein;
 - c) to establish an equitable system for the promotion, transfer, layoff and recall of employees;
 - d) to establish a just and prompt procedure for the disposition of grievances;
 - e) and generally, through the full and fair administration of all the terms and provisions contained herein, to develop and achieve a relationship among the Union, the Employer, and the employees which will be conducive to their mutual well-being.
- 1.02 The omission of specific mention in this agreement of existing rights and privileges established or recognized by the Employer will not be construed to deprive employees or the Union of such rights and privileges.

ARTICLE 2 - APPLICATION:

2.01: These terms **apply** to construction **carried** out in the Northwest Territories.

ARTICLE 3 - MANAGEMENT'S RIGHTS:

3.01 The Employer's **rights** include but **are** not limited to the following:

- a) the right: **to maintain** order, discipline **and** efficiency; **to** make, **alter** and enforce rules and regulations, **policies** and **practices**, **to** be adhered to by its employees; **to** discipline and discharge employees for just cause.
- b) the right: **to** select, hire and direct the **working** force **and** employees; **to** transfer, **assign**, promote, demote, classify, layoff, **recall** and suspend employees; **to** **select** and **retain** employees for positions excluded **from** the bargaining **unit**.
- c) the right: **to** **operate** and manage the Employer's business in order **to** **satisfy** its **commitments** and responsibilities. **The right** to determine the kind and location of business **to** be done by the Employer, the direction of the **working** forces, the **scheduling** of work, the number of **shifts**, the methods, processes and **means** by **which** work is **to** be **performed**, job **content**, quality and quantity standards, the **right to use** improved methods, machinery and equipment, the **right** to determine the **number** of employees needed by the Employer at any time and **generally**, the **right to** manage the **business** of the Employer, and **to** plan, direct and control the operations of the Employer, **without** interference.

3.02 The sole and exclusive **jurisdiction** over operations, building, machinery, equipment will be vested in the Employer.

3.03 The Employer may contract out work where:

- a) he does not possess the necessary facilities or equipment;
- b) he does not have and/or cannot acquire the required manpower;
- c) he cannot perform the work in a manner that is competitive in terms of cost, quality and within required time limits.

ARTICLE 4 - UNION REPRESENTATION

4.01 For the purpose of representation with the Employer, the Union will function and be recognized as follows:

- a) The Union has the right to select or appoint stewards to assist employees in presenting any complaints or grievances they have to representatives of the Employer and to enforce and administer the Collective Agreement. In general, the number of stewards will not exceed two (2) per project unless the project employs fifty (50) or more bargaining unit employees. In such cases the Union may increase the number of stewards to four (4) per project. Stewards will receive fifty cents (\$0.50) per hour in addition to their regular hourly rate. The Union will advise the Employer, in writing, of the names of the Stewards.
- b) Duly appointed Representatives of the Christian Labour Association of Canada are representatives of the employees, in all matters pertaining to this Agreement particularly for the purpose of processing grievances, negotiating amendments to and renewals of this Agreement and enforcing the employees' collective bargaining rights as well as any other rights under this Agreement and under the law. Union Stewards will not act in this capacity. The Union will advise the Employer, in writing, of the names of its duly appointed Representatives.

4.02 The Union acknowledges that Stewards have regular duties to perform as employees of the Employer and that such employees will not leave their regular duties for the purpose of conducting business in connection with the administration of the Agreement or the investigation or presentation of grievances, without first obtaining the permission of their Foreman or immediate Supervisor. Such permission will not be unreasonably withheld.

The Employer will pay stewards at their regular hourly rate for time spent attending such duties during their working hours.

4.03 Representatives of the Union will have access to visit job sites or fabricating shops during normal working hours subject to the following:

- a) The Union Representative will identify himself to the job Supervisor upon arriving at a job site;

- b) " In no case **will** such representative interfere with the progress of work.
- 4.04 The **Union** has the right to appoint a Negotiating Committee. Employees to a maximum of two **(2)** on the committee **will be** paid by **the** Employer to a maximum of **thirty-two (32)** hours per Contract Agreement at their **regular** hourly rates for **all time** spent on negotiating a collective agreement with the Employer, whenever this takes place during the regular working hours of the employees concerned.
- 4.05 Union stewards will be **laid off** or **reduced** in number in **accordance with** the completion of the various phases of each project.
- 4.06 The Employer may meet **periodically** with **his** employees for the purpose of **discussing** any matters of **mutual interest** or concern **to** the Employer, the Union, and the employees. A **CLAC** representative may attend such **meetings**.
- 4.07 There will **be** no **Union** activity during working hours, on the Employer's premises, except that which is necessary for the **processing** of grievances and the administration and enforcement of this Agreement.

ARTICLE 5 - STRIKES OR LOCKOUTS

- 5.01 **During** the term of **this** Agreement, or while negotiations for a further agreement **are** being held the Union will not permit or encourage **any** strike, slowdown, or **any** stoppage of **work** or otherwise restrict or interfere with the Employer's operation through its members.
- 5.02 **During** the term of **this** Agreement, or while negotiations for a further agreement **are** being held, the Employer will not engage in any lockout of its employees or deliberately restrict or reduce the hours of work.

ARTICLE 6 - EMPLOYMENT POLICY AND UNION MEMBERSHIP

- 6.01 The **Union** and the Employer will cooperate in maintaining a desirable **and** competent labour force. The Employer has the right to hire new employees **as** needed and **will** give preference to **Union** members **for** employment, provided such applicants **are qualified** to meet the requirement of the job.

If the **Union** is not able **to** supply the number of **qualified employees required by the** Employer, the Employer **will** be able to hire **from** outside the Union membership, provided, however, that such employee must nevertheless **obtain a Union** dispatch slip **and** provide it to the Employer before commencing work. The Union agrees to promptly process dispatch slip requests **and** they will **not be** unreasonably withheld.

Prior to the start of each project, a pre-job conference will be held to determine all site-specific issues as outlined in the Agreement.

The Employer will **notify** the union that a project **has** been awarded to the Employer immediately following the award.

- 6.02** Neither the Employer nor the Union will compel employees to join the Union. Subject to Article 6.01, the Employer will not discriminate against any employee because of Union membership or lack of it, and will inform **all** new employees of the contractual relationship between the Employer and the Union. Before commencing work, or as soon as reasonably possible after commencing work, new employees shall be referred by the Employer to a CLAC steward or Representative in order to describe the Union's purposes and representation policies to such new employees.
- 6.03** The Union agrees that it will make membership in the Union available to all employees covered by this Agreement on the same terms and conditions as are applicable to other members of the Union.
- 6.04** It will be the policy of the Employer to promote **from** within wherever possible at the Employer's discretion.
- 6.05** New employees will be hired on a two **month** probationary period and thereafter will attain regular employment status subject to the availability of work. The parties agree that the discharge or layoff of a probationary employee will not be the subject of a grievance or arbitration.
- 6.06** Probationary employees are covered by the Agreement, excepting those provisions which specifically exclude such employees. Employees laid **off** and recalled by the employer will not serve a new probationary period.
- 6.07** Prior to the start of **all** projects the parties will meet in a pre-job conference to determine all site-specific issues as outlined in the Agreement.

ARTICLE 7 - DUES CHECK-OFF

- 7.01** The Employer agrees to check-off from each employee the amount equal to the Union dues, **once monthly**, and where applicable **an** amount equal to Union dues arrears or Union initiation fees. The total amount checked **off** will be turned over to the Union Treasurer each month, by the 20th of the month following the **check-off**, together with **an itemized list** of the employees **for** whom the deductions are made **and** the amount checked **off** for each. The Union and the employees agree that the Employer will be saved harmless for all deductions and payments **so** made.

- 7.02 Employees who because of religious or conscientious objections, cannot support the CLAC may apply to the Union, in writing, for permission to redirect their dues to a charitable organization of their choice. The Union will treat such requests in accordance with its stated policy and such permission will not be unreasonably withheld.
- 7.03 The Union will promptly notify the Employer, in writing, over the signature of its designated officer, the amount of the deduction to be made by the Employer for regular Union dues, and the Employer will have the right to continue to rely on such written notification until it receives other written notification from the Union.
- 7.04 The Employer will provide the Union with all necessary information regarding insurance and benefit plans, job classification changes and terminations. The name, address, date of hire, and classification of new employees will be provided to the Union once monthly. A list of employees, ranked according to classification and showing the employee's rate of pay, will be forwarded to the Union twice yearly.

ARTICLE 8 - WAGE & AREA RATES OF PAY

- 8.01 Wage schedules and other provisions applicable to various job classifications and work descriptions are as set forth in Schedule "A". It is understood and agreed that the employer and the Union will jointly determine the wage schedule applicable to a project prior to its commencement if there is a possible dispute.
- 8.02 Additional classifications may be established only by mutual agreement between the Employer and the Union during the term of this Agreement, and the rates for same will be subject to negotiations between the Employer and the Union.
- 8.03 **Show Up Time**
- An employee who comes to work without having been notified that there is no work available, and who is sent home because of lack of work, will receive a minimum of two (2) hours pay at his prevailing hourly rate. The employee will also receive his full accommodation allowance if and when applicable.
- 8.04 **Starting Work**
- An employee who starts work and is prevented from completing his normal work day will receive a minimum of four (4) hours pay at his prevailing hourly rate except when the work is suspended because of inclement weather or other reasons completely beyond the control of the Employer in which case the minimum will be two (2) hours. The employee will also receive his full accommodation allowance if and when applicable.

- 8.05 When there is a **temporary** shortage of work within a given work day in a specific **classification**, the Employer may employ the affected employees in another classification at the rate of pay of their **usual** specified **classification** provided the employee is **qualified** to do the required work.
- 8.06 Employees given the option **to** work **in** another classification for which they **are** qualified instead of being laid **off** will be paid the rate for the new classification.
- 8.07 If the Employer bids on jobs which specify a **specific** rate schedule the parties agree to meet to determine the rate to **be** paid for the particular project.

ARTICLE 9 - HOURS OF WORK & OVERTIME

- 9.01 The normal work week **will** be **as** outlined in Schedules "A", "B" and "C" for the **various** different **types** of construction work.
- 9.02 The overtime rates to be paid are **as** outlined in Schedules "A", "B" and "C" for the various different **types** of construction work.
- 9.03 When a statutory holiday occurs during the employees regular work week, employees will receive overtime pay **as** outlined **in** Schedules "A", "B", & "C" for the **various** different **types** of construction work.
- 9.04 When a scheduled break occurs it will include a Sunday.
- 9.05 The Employer will attempt to distribute overtime work **as** evenly **as** possible among employees who normally **perform** the work and who indicate they wish to work overtime.
- 9.06 **Hours** of work **and** overtime **as** set **out** in **this** article may be modified by mutual agreement between the Employer and the Union for selected contract projects.
- 9.07 It is agreed **that** the provisions of **this** Article are for the purpose of **computing** overtime and will not be construed to be a guarantee of or a limitation on the **hours** of work to be done per day or per week other than those stipulated **in** Articles 8.03 and 8.04.
- 9.08 a) There will be two **(2)** coffee breaks of ten (10) minutes duration on each shift, one in the first **half** of the **shift** and one in **the** second half of the **shift**. Employees will be given a meal **period** of one **half** (1/2) hour per **shift** but such **period** will not be **considered as time worked**. **Employees will be entitled to an additional** coffee break for every four **(4)** hours overtime worked in a given day.

9.09 Provided the employee notifies the Employer at the **time** of hire the Employer agrees to **respect** an employee's wishes with regards to not **working** certain days of the week or **certain hours** of the day **because** of religious convictions.

9.10 Sunday will be deemed the first day of the week

ARTICLE 10 - LAY-OFFS

10.01 The Employer will give the Union one (1) week's notice of layoff, when possible.

10.02 The Employer will not **be required** to give one (1) week's **notice** of layoff when equipment failure, shortage of material, or other **reasons** beyond the control of the Employer **cause** a stoppage of operation.

10.03 The Employer agrees to **notify** the Union **office** of the **names** of employees laid **off** within the pay period of the date during which **the** layoff occurred, together with the employee's classification and latest available phone number.

ARTICLE 11 - VACATION & VACATION PAY

11.01 All employees will be entitled to receive **an** amount equal to **six** (6%) percent of **their** regular earnings in vacation pay.

11.02 Vacation Pay and statutory holiday pay will be paid to employees on each paycheque and on termination and/or **upon** request of the employee.

11.03 The Employer will consider vacations at the times requested considering business requirements.

ARTICLE 12 - HOLIDAYS & HOLIDAY PAY

12.01 Employees will be entitled to receive **an** amount **equal** to four **(4%)** percent of their **regular earnings** in lieu of the **following** holidays:

New **Year's** Day, Family Day, **Good** Friday, Victoria Day, Canada Day, Civic Holiday, Labour Day, **Thanksgiving** Day, Remembrance Day, **Christmas** Day and **Boxing** Day.

12.02 Employees required to work **on one** of the above holidays will receive overtime pay for all hours worked in addition to the holiday pay outlined in Article 12.01.

ARTICLE 13 - TRANSPORTATION, TRAVEL AND ACCOMMODATION

- 13.01 (a) It is ~~recognized~~ by the Employer and the **Union** that the purpose of transportation, travel and accommodation **allowances** as established **in this article** is **to** provide **a fair** means of compensating employees for additional travel and accommodation expenses they ~~incur~~ **while** working **on** projects beyond a reasonable distance from their residence.
- (b) For the purposes of this Agreement, the ~~Employer's~~ **base** of **operations** is defined **as** the job **site**.
- (c) There will be a ~~free~~ **zone** established for the Employer's **base** of operation at 60 **km** radius.

13.02 Travel Allowance

Employees assigned to work on a project outside the Employer's base free zone as described in Article 13.01 and ~~who~~ reside outside the job site free zone established in Article 13.01 will be paid a travel and/or accommodation allowance according to the following:

- a) Travel allowance will **be** paid for **all** projects not accessible by public ~~transportation~~ and **all** projects to ~~which~~ **an** employee is sent at the request of the Employer.
- b) When travel allowance **is** applicable the employee will be paid ~~from~~ the Employer's shop or ~~from~~ the employees home whichever is closer to the job site.
- c) Travel allowance **will be** paid only for the **beginning** and end of a project and again if the employees **are** laid **off** and **recalled** to the Same project. Employees ~~who~~ quit the job within twenty-one (21) days will not be **entitled to** travel allowance.
- d) Travel allowances **will** not be **used** in computing overtime.
- e) The amount of travel **allowance will** be subject **to** negotiation **and** agreement between the Employer **and** The Union, ~~with~~ the cost of public ~~transportation~~ and **duration** of travel **as** guidelines.

13.03 Travel Time

- a) On all projects regardless of accessibility or isolation, where an employee **transports an** Employer's vehicle to the job, such employee will be paid his regular rate of pay for actual time travelled. Such employees will not receive duplicating travel allowances.
- b) On ail projects regardless **of** accessibility or isolation, where an employee's classification requires the **use** of his own vehicle in the performance of his duties, such employee will be paid at his regular rate of pay for actual (reasonable) time travelled from the point of hire to the project and return.

13.04 Transfers

Stipulated rates of pay **will** be paid in **all cases** of transfers **from** one project to another irrespective of Articles 13.02 and 13.03.

13.05 Daily Travel

Daily travel allowance will be paid subject to the following conditions:

- a) When **an** employee is required to travel daily to a project that is greater than 60 km radius from his permanent or temporary residence when receiving accommodation allowance.
- b) Where the Employer does not provide transportation.
- c) The daily travel allowance will be subject to agreement between the Employer and the Union for each project at the **pre-job** agreement outlined in Article 6.07.

13.06 Accommodation Allowance

- a) Whenever employees covered by this Agreement are required by **the Employer** to be away from their normal place of residence overnight, the Employer agrees to pay daily accommodation allowance (**as set out in Schedules "A", "B", & "C"**) or alternately the Employer, at his discretion will provide at the Employer's expense, accommodation for the employees. Accommodation allowance per day may be changed subject to agreement by the Employer and Union, **based on area** and seasonal **cost**, with room costs based on **two (2) employees per room**.

Allowance **will** not be paid for **any** day on which an employee does not work of his own accord for reason other **than** job related accident.

- b) Accommodation allowance, in accordance with Schedules "A", "B" and "C", will be paid subject to the following conditions:
- i) Accommodation allowance begins when an employee reports for his first scheduled shift;
 - ii) Accommodation allowance will be paid for all work days and all show up days outlined in Article 8.03.
 - iii) On projects for which a sleeping camp is supplied for employees' use, those employees making use of the camp will receive reasonable partial accommodation allowance to be determined between the Employer and the Union.

13.07 For selected projects with peculiar geographic circumstances, the Employer may establish alternative or amended policies for transportation, travel and accommodation. Such alternative or amended policies will be established for the duration of the project and will require the mutual agreement of the Employer and the Union.

13.08 Turnarounds

During the course of a project the work schedule may provide for turnaround periods to allow employees reasonable time off. This time and cost reimbursement will be subject to agreement by the Employer and Union.

ARTICLE 14 - UNION-MANAGEMENT COMMITTEE

14.01 The parties to this Agreement pledge to work towards the greatest possible degree of Consultation and cooperation believing that the following concepts provide a fundamental framework for improved labour/management relations:

- a) the industrial enterprise is an economically characterized work community of capital-investors and workers under the leadership of a management;
- b) the economic character springs from a continuous striving towards efficient use of scarce resources, energy and environment, and in the adequate development of research, production and marketing;
- c) the enterprise requires authority relationships under a strong central leadership or management;

- d) a strong management **does** not discourage cooperation but stimulates it, **recognizing** that while leadership without labour **can** do nothing, labour without management **cannot** survive.
- 14.02 a) In order to further the aims of the enterprise, the parties agree to **schedule** Union-Management meetings **once** every three (3) **months** or **as** required during the **life** of this Agreement. The meeting **will** serve **as a** forum for discussion and **consultation** about **policies** and practices not necessarily covered by the Collective Agreement. The areas for discussion **will** include but not be **limited** to:
- i) hiring policies;
 - ii) discipline and **discharge** policies;
 - iii) training and promotion;
 - iv) safety measures;
 - v) matters that affect **the** working **conditions** of the employees.
- b) The Employer and the **Union** will each appoint representatives to the Union-Management **Committee**. The minutes will record the business of each meeting, a copy of **which will** be mailed to the **Union's** provincial **office**.
- 14.03 A committee member, attending the Union-Management meetings during regular working hours, will be entitled to his regular hourly rate of pay. In the event that such meetings are held outside of regular working hours, the Employer agrees to pay a fiat fee of **ten dollars** (\$10.00) to a committee member for each meeting attended.
- 14.04 The Employer may meet periodically with his employees for the purpose of discussing any matters of mutual interest or concern to the Employer, the Union and the employees.
- 14.05 In the event that **consultation** fails to resolve a matter of **contention**, the **Union** agrees that the decisive word resides **with** Management, unless specifically abridged, deleted or **modified** by **this** Agreement. The **Union** reserves the right to refer unresolved matters to the Grievance Procedure.

ARTICLE 15 - HEALTH AND SAFETY COMMITTEE

- 15.01 a) The Employer agrees to make practicable provisions for the safety and health of its employees on its **job sites** and shop during the hours of their employment.
- b) **the Union undertakes to give full support to these objectives by promoting a safety consciousness and a personal sense of responsibility amongst its membership.**

- c) It is the intent of the parties to have working conditions that are not unsafe or unhealthy beyond the minimum hazards inherent to the operation of the process in question.

15.02 The Union-Management Committee outlined in Article 14 will also serve as a Health and Safety Committee. The Committee will meet at a time mutually agreeable to the parties. The meeting will be directed to matters concerning the correction of unsafe conditions and practices and the maintenance of the co-operative interest in the safety of the workforce. The Employer will maintain a record of the meetings and the matters discussed.

The Health and Safety Committee will make inspections of all job sites at its discretion.

15.03 An employee who is injured on the job during working hours and is required to leave for treatment for such injury will receive payment for the remainder of his/her shift.

15.04 An employee who is injured on the job and who requires transportation from the work site to a local physician or hospital will receive such transportation provided for by the Employer. Should an employee require hospitalization for a period of more than one (1) week the Employer will provide transportation to an available facility near the employee's home at no cost to the employee.

15.05 Following a serious accident or an incident which could have resulted in a serious accident the Union-Management Committee will convene as soon as possible to investigate and report to the Union and the Employer.

15.06 Light Duty Work Programs

If an employee is injured on the job and requires medical attention the employee is entitled to Light Duty Work and he will inform the attending Physician of the same.

The Employer will inform the Physician of the types of light duty work which may be available to the employee and will make the same available to the employee with the Physician's approval.

15.07 Safety Award

If at the completion of the project no lost time accident involving the Employer's workforce has occurred on the project all employees will receive a twenty-five cents (\$0.25) per hour Safety Award for all hours worked on the project payable thirty (30) days following the completion of the project.

Employees who are terminated or who quit prior to the completion of the project are not eligible to receive safety award payments.

ARTICLE 16 - HEALTH AND WELFARE PLAN

16.01 In order to **protect** the employees and their families from the **financial** hazard of illness, the Employer agrees to pay ninety-five **cents** (\$0.95) per hour for **all hours** worked for each **employee** towards the **Union** Insurance Plan.

It is understood and **agreed** that it is the responsibility of each employee **to be familiar with** the **specific** details of coverage, (outlined in Schedule "D") and eligibility requirements of **all** benefit plans, **and** that neither the **Union** nor the Employer, has any **responsibility** for ensuring that **all** requirements for eligibility or conditions of coverage or entitlement of benefits **are** met **by** the employee, beyond the obligations **specifically** stipulated in **this** Agreement.

ARTICLE 17 - PENSION PLAN

17.01 The Employer **agrees** to contribute seventy-five **(\$0.75) cents** for each hour worked toward each employees participation in the **Union** Health and Welfare Plan. **Upon** completion of **six** (6) months **of** contributions received by the Plan the employee **will** receive **the** entire **sum** contributed **by** the Employer **in** the form of a **personal** R.R.S.P. Plan. Thereafter **all** future contributions will be deposited **in** the same manner and will remain the property of the employee subject only to the rules **governing** R.R.S.P. and Health and Welfare Plans.

17.02 The decision of where to deposit the funds in a **personal** R.R.S.P. **will** be made by the employees and the **Union** and **will** be the same for **all** employees of the Employer.

17.03 The Employer's contributions to the **pension** plan will be non-refundable, and will be vested in the employee **on** whose **behalf** the contribution was made, **in** accordance with the terms of the **Plan**.

17.04 Withdrawal of funds and payouts from the plan will be subject **to** law and the **terms** of the Plan.

17.05 Employees on **whose behalf** contributions **are** made to the Plan **will** receive **an annual** statement from the Plan, **mailed** to their last **address on** record **with** the plan administrator, **showing** their accumulated benefits **to date** and the **amounts** contributed during the year covered **by** the statement.

ARTICLE 18 - EDUCATION AND TRAINING FUND

18.01 The Employer agrees to contribute three **cents** (\$0.03) per hour **to** the **Union** Education and Training **Fund** for **all hours** worked by **all** employees.

18.02 The Employer agrees to contribute Seven cents(\$0.07) per hour to the Union's Ledcor Industries and Associates Inc. Training Fund for all hours worked by all employees. The use of this fund will be determined by a joint committee established by the parties. The Employer and Union will each appoint two (2) persons to the committee. All contributions to the Ledcor Industries & Associates Inc. Training Fund will be remitted to the Union's Edmonton Office.

ARTICLE 19 - TOOLS

- 19.01 AU tradesmen will supply their own tools common to their trade. Specialty tools will be provided by the Employer.
- 19.02 The employees will be held responsible for all tools issued to them by the Employer. The Employer will supply adequate security for all tool storage on the site.
- 19.03 A tool list will be established by mutual agreement between the employer and the union for each trade.

ARTICLE 20 - PROTECTIVE EQUIPMENT

- 20.01 AU employees will wear safety hats to be made available by the Employer. The employee will pay for all safety hats through payroll deduction.
- 20.02 All employees will wear gloves and safety shoes where required, furnished by the employee.
- 20.03 The Employer will furnish employees with safety equipment (including safety glasses) and rain gear if and when required. Said equipment will remain the property of the Employer. Any worn out safety equipment will be replaced upon presentation of the worn equipment. The employees will be held responsible for loss or improper maintenance of Employer furnished items.

ARTICLE 21 - LEAVES OF ABSENCE AND BEREAVEMENT PAY

- 21.01 The Employer will grant leaves of absence without pay for the following reasons:
- a) Marriage of the employee;
 - b) Sickness of the employee or employee's immediate family;
 - c) Death in the immediate family;
 - d) Union activity other than this establishment.

- 21.02 The above will be for a time mutually agreed upon between the Employer and the employee.
- 21.03 a) **An** employee will **be** granted one day leave of absence with pay, **at** his regular straight time hourly rate, to make arrangements for and to attend the funeral of the employee's **spouse** or child.
- 21.04 Employees who **fail** to **report** for work **as** scheduled without **giving** a justifiable reason will be deemed to have **voluntarily** quit.

ARTICLE 22 - GRIEVANCE PROCEDURE

- 22.01 The parties to this Agreement recognize the Stewards and the CLAC Representatives specified in Article 4 **as** the agents through which employees will process their grievances and receive settlement thereof.
- 22.02 "Grievance" will mean a complaint or claim concerning improper discipline or discharge, or a dispute with reference to the interpretation, application, administration or **alleged** violation of this Agreement.
- A "Group Grievance" is defined as a single grievance, signed by a Steward or a CLAC Representative on behalf of a group of employees who have the same complaint. Such grievance must be dealt with at successive stages of the Grievance procedure commencing with Step 1. The grievors will be listed on the grievance form.**
- A "Policy Grievance" is defined **as** one which involves a question relating to the interpretation, application or administration of this Agreement.
- A Policy Grievance will be signed by a Steward or a CLAC Representative, or in the **case of an Employer's Policy Grievance**, by the Employer or his representative.
- 22.03 All the **time** limits referred to in the grievance procedure herein contained will be deemed to mean "work days".
- 22.04 The Employer or the Union will not be required to consider or process any grievance which arose out of any action or condition more than five (5) work days after the subject of such grievance occurred. If the action or condition **is** of a **continuing** or recurring nature, **this** limitation **period** will not begin to run until the action or condition has ceased. **The limitation period will not apply to differences arising between the parties hereto** relating to the interpretation, application or administration of this Agreement. if the Employer does consider or process a grievance which has been presented late, the Employer will not be stopped or precluded at any stage from **taking** the position that the grievance is late and not arbitrable.

22.05 No employee **will** have a grievance **until** he **has** discussed his complaint with his Superintendent. If the employee's Superintendent does not promptly settle the matter to the employee's satisfaction, an employee's **proper** grievance may be processed **as follows**:

Step 1

Subject to the conditions of Article 6.05, if a grievance is to be filed it will, within the five (5) work days referred to in Article 22.04 above, be reduced to writing and will be **presented** to the designated Employer representative by a Steward or a CLAC representative. The designated Employer representative will notify the Union representative of his decision in **writing** not later than five (5) work days following the day **upon** which the grievance was submitted.

The grievance referred to above will identify:

- a) the facts **giving rise** to the grievance;
- b) the **section** or **sections** of the Agreement claimed violated;
- c) the relief requested;

and **will** be signed by the employee or employees involved.

Step 2

If the grievance **is** not settled in Step 1, a CLAC representative will within five (5) work days of the decision under Step 1, or within **five (5)** work days of the day **this** decision should have been made, submit a written grievance to the designated Employer Representative. A meeting will be held between the Steward or CLAC representative together **with** the griever involved and the designated Employer representative and other representatives of the Employer. **This meeting** will be held within five (5) working days of the presentation of the **written** grievance to the designated Employer representative. The Employer **will notify** the Steward or CLAC Representative of **his** decision in **writing** within five (5) work days of such meeting.

Step 3

In the event that **the** grievance is not **settled** at Step 2 the party having the grievance may serve the other party with written notice of desire to arbitrate within five (5) work days of the delivery of the decision in Step 2 to the Steward or CLAC Representative but not thereafter.

22.06 Union Policy Grievance or Employer Grievance

A Union policy grievance or an Employer grievance may be submitted to the Employer or the Union, as the case may be, in writing, within ten (10) work days of the time circumstances upon which the grievance is based were known or should have been known by the griever. A meeting between the Employer and the Union will be held within five (5) work days of the presentation of the written grievance and will take place within the framework of Step 3 of Article 22.05 hereof. The Employer or the Union, as the case may be, will give its written decision within five (5) work days after such meeting has been held.

if the decision is unsatisfactory to the grieving party, the grievance may be submitted to arbitration within fifteen (15) work days of the delivery of such written decision and the arbitration section of this Agreement will be followed.

If the Employer is not advised of the Union's intention to proceed to arbitration within five (5) work days, the Employer will not be liable for any damages during the foregoing fifteen (15) work day period.

The provisions of this paragraph 22.06 will not be used by the Union to institute a grievance directly affecting an employee or employees which such employee or employees could themselves institute, and the provisions of Articles 22.04 and 22.05 hereof will not thereby be bypassed.

ARTICLE 23 - ARBITRATION

- 23.01 If a notice of desire to arbitrate is served, the two parties will each nominate an arbitrator within seven days of service and notify the other party of the name and address of its nominee. The two arbitrators so appointed will attempt to select, by agreement, a Chairman. if they are unable to agree upon a Chairman within seven days of their appointment, either party may request the Minister of Labour to appoint an impartial Chairman.
- 23.02 No person may be appointed as Chairman who has been involved in an attempt to negotiate or settle the grievance.
- 23.03 The decision of a majority is the decision of the Arbitration Board, but if there is no majority the decision of the Chairman of the Arbitration Board governs.
- 23.04 Notices of desire to arbitrate and of nominations of an arbitrator will be served personally or by registered mail. If served by registered mail, the date of mailing will be deemed to be the date of service.

- 23.05 If a party refuses or neglects to answer a grievance at any stage of the Grievance Procedure, the other party may commence arbitration proceedings and if the party in default refuses or neglects to appoint an arbitrator in accordance with Article 23.01, the party not in default may, upon notice to the party in default, appoint a Single Arbitrator to hear the grievance and his decision will be final and binding upon both parties.
- 23.06 It is agreed that the Arbitration Board will have the jurisdiction, power and authority to give relief for default in complying with the time limits set out in Article 22 and 23 where it appears that the default was owing to a reliance upon the words or conduct of the other party.
- 23.07 An employee found to be wrongfully discharged or suspended will be reinstated without loss of seniority and with back pay calculated at an hourly rate or average earnings, as applicable, times normal hours, less any monies earned, or by any other arrangement which is just and equitable in the opinion of the Arbitration Board.
- 23.08 Where the Arbitration Board is of the opinion that there is proper cause for disciplining an employee, but considers the penalty imposed too severe in view of the employee's employment record and the circumstance surrounding the discharge or suspension, the Arbitration Board may substitute a penalty which, in its opinion, is just and equitable. This cause will not apply to the discharge of a probationary employee.
- 23.09 Each of the parties hereto will bear the expenses of the arbitrator appointed by it, and the parties will jointly bear the expense of the Chairman of the Arbitration Board.
- 23.10 The Board of Arbitration will not be authorized to make any decisions inconsistent with the provisions of this Agreement, nor to alter, modify or amend any part of this Agreement, nor to adjudicate any matter not specifically assigned to it by the notice to arbitrate specified in Step 3 of Article 22.05 hereof.

ARTICLE 24 - DISCHARGE, SUSPENSION AND WARNING

- 24.01 An employee may be suspended or discharged for proper cause by the Employer. Proper cause may include the refusal by an employee to abide by Safety Regulations; the use of illegal narcotics or alcohol or reporting for work while under the influence of such substances; the refusal by the employee to abide by the requirements of the Employer's clients; the refusal by the employee to abide by the requirements of the Employer's rules, regulations, policies and practices. Such suspension or discharge is subject to the Grievance procedure.
- 24.02 When the attitude or performance of an employee calls for a warning by the Employer, such a warning will be noted by the foreman/supervisor. The foreman/supervisor will inform the Union Steward of the warning within twenty-four (24) hours.

ARTICLE 25 - DURATION

- 25.01 ~~This agreement will be effective on the first day of January, nineteen hundred and ninety-seven (1997) and will remain in effect until the thirty-first day of May, two thousand (2000) and for further periods of one (1) year unless notice will be given by either party of the desire to delete, change, or amend any of the provisions contained herein, within the period from one hundred twenty (120) to sixty (60) days prior to the renewal date. Should neither of the parties give such notice, this Agreement will renew for a period of one (1) year.~~
- 25.02 Should negotiations not be completed prior to the expiration date of ~~this~~ Agreement all negotiated items will be retroactive from the date of signing to the expiration date of the expired agreement.
- 25.03 ~~Until~~ a new agreement has been concluded all provisions in this Collective Agreement will remain in full force and effect.

SCHEDULE "A"

FOR OIL, GAS AND CHEMICAL FACILITY PROJECTS

**CLASSIFICATIONS AND HOURLY WAGES
AS OF JANUARY 1, 1997**

Rates:	Wage Rate	Vac/ Stat	<u>H & W</u>	<u>Pens.</u>	<u>Safety Bonus</u>	<u>Train. Fund</u>	<u>Total</u>
Iron Worker (Reinforcing)	17.50	1.75	0.95	0.75	0.25	0.10	21.30

SCHEDULE "A"

FOR OIL, GAS AND CHEMICAL FACILITY PROJECTS

**CLASSIFICATIONS AND HOURLY WAGES
AS OF JANUARY 1, 1998**

Rates:	<u>Wage Rate</u>	<u>Vac/ Stat</u>	<u>H & W</u>	<u>Pens.</u>	<u>Safety Bonus</u>	<u>Train. Fund</u>	<u>Total</u>
Iron Worker (Reinforcing)	18.00	1.80	0.95	0.75	0.25	0.10	21.85

SCHEDULE "A"

FOR OIL, GAS AND CHEMICAL FACILITY PROJECTS

**CLASSIFICATIONS AND HOURLY WAGES
AS OF JANUARY 1, 1999**

Rates:	Wage Rate	Vac/ Stat	<u>H & W Pens.</u>		<u>Safety Bonus</u>	<u>Train. Fund</u>	<u>Total</u>
Iron Worker (Reinforcing)	18.50	1.85	0.95	0.75	0.25	0.10	22.40

Schedule "A"

Leadhand Premium **\$1.25/hr**
(over Journeyman Classification Rate)

Foreman Premium **\$1.50/hr**
(over Journeyman Classification Rate)

Apprentices **will be** paid in accordance with the Apprenticeship and Training Act, 1992.

Accommodation - **Daily** **\$50.00** per day unless otherwise agreed by the parties
subject to Article **13**

It is understood and agreed that the wage rates and other provisions set out in **SCHEDULE "A"** may be amended by mutual agreement between the Employer and the **Union** for specific projects in order to enable the Employer to **compete** with **non-union** competitors and/or with **specific union** project agreement rates.

The Employer and the **Union** may agree to reasonable partial accommodation allowances where the employee elects to commute to his place of residence or supplies his own living accommodation.

Hours of Work

The normal work week will consist of **forty-four (44)** hours per week.

Overtime

Employees **will** be paid overtime at the rate of one and one-half (1.5) times the employee's straight time hourly rate of pay for all hours worked in excess of eight (8) hours per day and **forty-four (44)** hours per week.

SCHEDULE "B"

FOR CITY OF INDIANAPOLIS, CONSTRUCTION

**CLASSIFICATIONS AND HOURLY WAGES
AS OF JANUARY 1, 1997**

Rates:	<u>Wage Rate</u>	<u>Vac/ Stat</u>	<u>H & W</u>	<u>Pens.</u>	<u>Safety Bonus</u>	<u>Train. Fund</u>	<u>Total</u>
Iron Worker (Reinforcing)	18.00	1.80	0.95	0.75	0.25	0.10	21.85

SCHEDULE "B"

FOR COMMERCIAL/INSTITUTIONAL CONSTRUCTION

**CLASSIFICATIONS AND HOURLY WAGES
AS OF JANUARY 1, 1998**

Rates:	Wage Rate	Vac/ Stat	<u>H & W</u>	<u>Pens.</u>	<u>Safety</u> <u>Bonus</u>	<u>Train.</u> <u>Fund</u>	<u>Total</u>
Iron Worker (Reinforcing)	18.50	1.85	0.95	0.75	0.25	0.10	22.40

SCHEDULE "B"

FOR COMMERCIAL/INSTITUTIONAL CONSTRUCTION

CLASSIFICATIONS AND HOURLY WAGES
AS OF JANUARY 1, 1999

Rates:	Wage Rate	Vac/ Stat	<u>H & W</u>	<u>Pens.</u>	<u>Safety Bonus</u>	<u>Train. Fund</u>	<u>Total</u>
Iron Worker (Reinforcing)	19.00	1.90	0.95	0.75	0.25	0.10	22.95

Schedule "B"

Leadhand Premium \$1.00/hr
(over Journeyman Classification Rate)

Foreman Premium \$1.50/hr
(over Journeyman Classification Rate)

Shift Differentials • Night shift premium - \$0.50 per hour
(shifts between 17:00 hours and 08:00 hours)

Apprentices will be paid in accordance with the Apprenticeship and Training Act, 1992. At no time, however, will the rate of an apprentice be lower than that of a "Labourer (Construction)".

Accommodation - Daily \$50.00 per day unless otherwise agreed by the parties
subject to Article 13.

It is understood and agreed that the wage rates and other provisions set out in SCHEDULE "B" may be amended by mutual agreement between the Employer and the Union for specific projects in order to enable the Employer to compete with non-union competitors and/or specific union project agreement rates.

The Employer and the Union may agree to reasonable partial accommodation allowances where the employee elects to commute to his place of residence or supplies his own living accommodation.

Hours of Work

The regular work week will consist of forty (40) hours per week, consisting of five (5) eight (8) hour days, Monday through Friday inclusive. (For specific projects the hours of work may be amended to forty-four (44) hours per week by agreement between the Employer and the Union.)

Overtime

Employees will be paid overtime at the rate of one and one-half (1.5) times the employee's straight time hourly rate of pay for all hours worked in excess of eight (8) hours per day and forty (40) hours per week, subject to the above.

When a statutory holiday occurs during the week, overtime will be paid for all hours in excess of thirty-two (32) hours.

When a statutory holiday falls on a regular day off, employees will be given a day off in lieu thereof, consecutive with their scheduled days off, subject to scheduling requirements.

Schedule "B"

- 9.08 b) There **will** be **two (2)** coffee breaks of fifteen (15) minutes duration on each shift, one in the **first** half of the **shift** and one in the **second** half of **the** shift. Employees will be given a meal **period** of **one** half (1/2) hour per **shift** but such **period** will not be considered **as** time worked. Employees will be entitled **to an** additional coffee break for every four **(4)** hours overtime worked in **a** given day.
- 21.03 b) **An** employee **will** be granted a three (3) day leave of absence with pay, at **his** **regular** straight time hourly rate, **to** make arrangements for, and to attend the funeral of the employee's **spouse** or child. The employee will **be** granted a one **(1) day** leave of absence **with** pay to make arrangements for, and to attend the funeral of the employee's parents or **siblings**.

Additional **time off**, without pay, **will** be granted if requested by the employee.

SCHEDULE "C"

FOR INDUSTRIAL CONSTRUCTION

**CLASSIFICATIONS AND HOURLY WAGES
AS OF JANUARY 1, 1997**

Rates:	<u>Wage Rate</u>	<u>Vac/ Stat</u>	<u>H & W</u>	<u>Pens.</u>	<u>Safety Bonus</u>	<u>Train. Fund</u>	<u>Total</u>
Iron Worker (Reinforcing)	18.50	1.85	0.95	0.75	0.25	0.10	22.40

SCHEDULE "C"

FOR INDUSTRIAL CONSTRUCTION

**CLASSIFICATIONS AND HOURLY WAGES
AS OF JANUARY 1, 1998**

Rates:	Wage Rate	Vac/ Stat	<u>H & W</u>	<u>Pens.</u>	<u>Safety Bonus</u>	<u>Train. Fund</u>	<u>Total</u>
Iron Worker (Reinforcing)	19.00	1.90	0.95	0.75	0.25	0.10	22.95

SCHEDULE "C"

FOR INDUSTRIAL CONSTRUCTION

**CLASSIFICATIONS AND HOURLY WAGES
AS OF JANUARY 1, 1999**

Rates:	Wage Rate	Vac/ Stat	<u>H & W</u>	<u>Pens.</u>	<u>Safety</u> <u>Bonus</u>	<u>Train.</u> <u>Fund</u>	<u>Total</u>
Iron Worker (Reinforcing)	19.50	1.95	0.95	0.75	0.25	0.10	23.50

Schedule "C"

Leadhand Premium **\$1.00/hr**
(over Journeyman Classification Rate)

Foreman Premium **\$2.00/hr**
(over Journeyman Classification Rate)

Apprentices will be paid in accordance with the Apprenticeship and Training Act, 1992.

Accommodation - Daily **\$50.00** per day unless otherwise agreed by the parties subject to Article 13.

It is understood and agreed that the wage rates and other provisions set out may be amended by mutual agreement between the Employer and the Union for specific projects in order to enable the Employer to compete with non-union competitors and/or with specific union project agreement rates.

The Employer and the Union may agree to reasonable partial accommodation allowances where the employee elects to commute to his place of residence or supplies his own living accommodation.

Hours of Work

The normal work week will consist of forty (40) hours per week.

Overtime

Employees will be paid overtime at the rate of one and one-half (1.5) times the employee's straight time hourly rate of pay for all hours worked in excess of (8) hours daily and forty (40) hours weekly. Overtime will be paid when an employee is required to work on any regularly scheduled day off and/or after the employee has worked the requisite forty (40) hours of work.

On jobs of twenty one (21) days in or more, overtime will be paid for all hours worked on Saturdays and Sundays and for all hours over eight (8) hours per day and over forty (40) hours per week.

When a statutory holiday occurs during the week, overtime will be paid for all hours in excess of thirty (32) hours.

SCHEDULE "D"

HEALTH AND WELFARE PLAN

Coverage

- a. **\$40,000.00** life insurance per employee;
- b. **\$40,000.00** A.D. & D. per employee;
- c. Long **term** disability insurance with 66% of earnings, **maximum of \$2,000.00** per **month** per employee, payable after 119 days until age **65**;
- d. Prescription **Drug** Plan for employee and family;
- e. **A** basic Dental Plan at the latest fee schedule available;
- f. Extended **Health** coverage for employee **and** family;
- g. Semi-private hospital coverage with **no** deductible for employee and **family**;
- h. Optical **insurance** for employee and family;
- i. **Short** term disability insurance with 66% of earnings, to a **maximum** equal to U.I.C. allowance per employee, payable after the first day of accident **and** the fourteenth (14th) day of sickness;