

CARPENTERS STANDARD  
COMMERCIAL/INSTITUTIONAL AGREEMENT

By and between



(Hereinafter referred to as the 'Union')

AND

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

(Hereinafter referred to as the 'Employer')

**November 1, 2014 to November 1, 2016**



## **TABLE OF CONTENTS**

TABLE OF CONTENTS.....	3
ARTICLE 1.000: OBJECTS .....	4
ARTICLE 2.000: EFFECTIVE DATE AND DURATION.....	4
ARTICLE 3.000: EXTENT.....	4
ARTICLE 4.000: MONETARY PACKAGE.....	5
ARTICLE 5.000: MONTHLY REMITTANCES .....	10
ARTICLE 6.000: HOURS OF WORK AND OVERTIME .....	11
ARTICLE 7.000: TRAVEL PREMIUMS AND OUT-OF-TOWN PROJECTS.....	14
ARTICLE 8.000: HIRING AND MOBILITY OF WORKFORCE.....	18
ARTICLE 9.000: JOB STEWARDS AND UNION REPRESENTATIVES.....	20
ARTICLE 10.000: HEALTH AND SAFETY .....	20
ARTICLE 11.000: WORKING CONDITIONS.....	21
ARTICLE 12.000: CARPENTERS JOINT ADVISORY COMMITTEE (CJAC) .....	23
ARTICLE 13.000: JOINT RECOVERY PROGRAM .....	23
ARTICLE 14.000: GRIEVANCE PROCEDURE .....	24
ARTICLE 15.000: MANAGEMENT RIGHTS .....	25
ARTICLE 16.000: SAVINGS CLAUSE .....	25
LETTERS OF UNDERSTANDING	
Affiliation.....	33
Brewers & Bulk Loading Terminals .....	35
Implementation of Industrial Rates on Commercial/Institutional Projects .....	36

## **ARTICLE 1.000: OBJECTS**

The objects of this Agreement are to: stabilize the construction industry, provide fair and reasonable working conditions and job security for Employees in the industry, promote harmonious employment relationships between Employers and Employees, provide mutually agreed methods of resolving disputes and grievances arising out of the terms and conditions of this Agreement, prevent strikes and lockouts, enable the skills of both Employers and Employees to operate to the end that waste and avoidable and unnecessary expense and delays are prevented, and promote good public relations.

## **ARTICLE 2.000: EFFECTIVE DATE AND DURATION**

- 2.100 This Agreement shall be for the period from and including November 1, 2014, to and including November 1, 2016, 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 November 1, 2016, 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.

## **ARTICLE 3.000: EXTENT**

- 3.100 Work Jurisdiction
- 3.101 This Agreement shall govern all commercial and institutional work within the jurisdiction of the carpenter which is performed by the Employer within the province of British Columbia. The work jurisdiction of the carpenter shall be as determined from time to time by the Umpire of the Jurisdictional Assignment Plan. Any and all work performed on an Industrial project will be performed under the Industrial Agreement.
- 3.102 All work performed which requires the tools, skills or ability of a tradesperson shall be performed by a member of the Union. Notwithstanding the foregoing, one (1) representative of a general contractor who is not a member of the Union shall be allowed to work and/or provide direction on a project.
- 3.200 Subcontracting
- 3.201 The employer may request to subcontract work where the Employer requires flexibility to competitively bid on a project. Such request will be by mutual agreement between the employer and the Union.

3.300 Union Security and Affiliation

3.301 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: (i) rendering assistance to labour organizations, and/or (ii) 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.

3.302 Refer to attached Letter of Understanding Re: Affiliation.

**ARTICLE 4.000: MONETARY PACKAGE**

4.100 Monetary Package Increases

The following monetary package increases contained on pages 2, 3 and 4 of this Agreement shall apply to the May 1, 2014 Employee classifications on all non-enabled industrial projects.

4.200 Allocation of Monetary Package

4.201 Notwithstanding Article 4.200, neither party shall unreasonably withhold their mutual agreement with respect to determining the allocation of the monetary package increases provided for in Article 4.200 between the wage package and Employer contributions. In particular, the Union retains the right, at their sole discretion, to allocate sufficient additional monies to the Employer contribution to the Union Benefit Plan necessary to offset the inclusion of MSP premiums within the benefit plan coverage.

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 4.307 for important clarifications and exceptions.

4.302 Metro Travel Premiums

Refer to Article 7.100 for Metro Travel premiums which apply on projects located within the Lower Mainland/Fraser Valley metropolitan area and certain geographical areas of Vancouver Island.

4.303 Breweries and Bulk Loading Terminals

Refer to attached Letter of Understanding Re: Breweries and Bulk Loading Terminals (Lower Mainland and Vancouver Island).

4.304 Application of Industrial Rate

Refer to attached Letter of Understanding Re: Implementation of Industrial Rate on Commercial/Institutional Projects.

#### 4.305 First Aid Attendant

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

#### 4.306 Swing Stage and Bosun Chair

An Employee who works on a swing stage and/or in a bosun chair shall have their 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.

#### 4.307 Scaffold Erection/Dismantling

An Employee who erects or dismantles scaffold while working above the height of seventy (70) feet, as measured from the base plate, shall have their 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.

#### 4.308 Helicopters

- (a) An Employee who, during the course of a shift, is required to work directly with a helicopter, shall have their 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 4.308 (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 station of work. Nothing in Article 4.308 (a) shall be construed or interpreted in such manner as will 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 4.308 (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 their otherwise applicable minimum straight time hourly wage rate.

#### 4.400 Employee Classifications

##### 4.401 Foremen

- (a) 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 regularly assigned. 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 and fifteen percent (115%) of the applicable Journeyperson. The rate for a General Foreman shall be one-hundred and twenty-five percent (125%) of the minimum straight time hourly wage rate on the project. In addition to such rate, a Foreman or General Foreman shall also be paid all other premiums (i.e. holiday pay, overtime, etc.) which otherwise apply in accordance with this Agreement.

#### 4.402 Apprentices

- a) Employers shall employ a minimum of one (1) Apprentice, and the maximum ratio shall be one (1) Apprentice for every one (1) Journeyperson. 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 minimum straight time hourly wage rate for a Journeyperson on the project.

1st Term (55%)  
2nd Term (65%)  
3rd Term (80%)  
4th Term (90%)

#### 4.403 Material Handlers/Pre-Apprentices

- (a) The minimum straight time hourly wage rate for a Material Handler/Pre-Apprentice shall be fifty percent (50%) of the applicable Journeyperson minimum straight time hourly wage rate on the project.
- (b) The work of a Material Handler/Pre-Apprentice shall include the handling on the job site of all material or materials falling within the jurisdiction of the carpenter. A Material Handler/Pre-Apprentice shall not perform that work of the carpenter which requires the use of the tools of the trade, or the handling, erection, and dismantling of scaffolding from the job site stockpile, through erection and back to the job site stockpile. A Material Handler/Pre-Apprentice shall in the case of competent workers be a possible source of future apprentices.

#### 4.500 Annual Vacation and Statutory Holidays

#### 4.501 Vacation Pay and Statutory Holiday Pay

Annual vacation pay shall be six percent (6%) of gross earnings and statutory holiday pay shall be six percent (6%) of gross earnings. Annual vacation pay and statutory holiday pay shall be combined at the 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 4.503 (b).

New Year's Day, Family Day, 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.

- (c) 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" through "B8" attached hereto shall apply to all work performed in accordance with this Agreement. All Employer contributions shall be calculated on the basis of "hours worked".

#### 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" through "B8" attached hereto.

#### 4.602 Union Pension Plan

- (a) The Employer shall contribute the required amount(s) to the Union Pension 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" through "B8" attached hereto.
- (b) The required Employer contribution to the Union Pension Plan on behalf of Apprentices shall be the applicable percentage of the required Employer contribution for Journeymen in accordance with the following schedule.

1st Term (55%)  
2nd Term (55%)  
3rd Term (75%)  
4th Term (75%)

- (c) No Employer contribution to the Union Pension Plan shall be required on behalf of Material Handlers/ Pre-Apprentices.

#### 4.603 Union Administration, Apprenticeship and Training Funds

The Employer shall contribute the required amount(s) to each of the Union Administration, Apprenticeship and Training Funds 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 "A1", "A2" and "B1" attached hereto.



#### 4.604 Rehabilitation Plan

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

#### 4.605 Jurisdictional Assignment Plan (JAP)

The Employer shall contribute one cent (\$0.01) per hour worked to the Jurisdictional Assignment Plan (JAP) in the manner set forth in Article 5.000. The JAP, as agreed to between the BCYT and CLR, shall be binding upon the parties. Notwithstanding the foregoing, where the Employer makes an assignment of work to another constituent union or local union of the BCBCBTU, which is challenged under the JAP, the Union shall not make any claim or bring any independent action for back pay or any other damages through the Umpire, arbitration, or the LRB, unless the Union has obtained a ruling from the Umpire in its favour, in which event the Union shall be entitled to claim damages through collective agreement arbitration for non-compliance with the Umpire's ruling for the period subsequent to the ruling.

#### 4.06 BCBCBTU Fund

The Employer shall contribute one cent (\$0.01) per hour worked to the BCBCBTU Fund in the manner set forth in Article 5.000. Notwithstanding the foregoing, such contribution shall continue only for as long as the Bargaining Council structure continues to exist pursuant to the Labour Relations Code.

#### 4.700 Employee Deductions

##### 4.701 Field Dues

The Employer shall deduct such hourly amount for Field Dues as directed by the Union, and shall forward such deductions to the Union in the manner set forth in Article 5.000. Field Dues shall be deducted from every Employee who has authorized such deduction.

##### 4.702 Local Union Check-Off

The Employer shall deduct such hourly amount for Local Union Check-Off as directed by a Local, and shall forward such deductions to the Local on a monthly basis. Local Union Check-Off shall be deducted from every Employee working on a project located within the Local's geographical jurisdiction who has authorized such deduction. Notwithstanding the foregoing, a Local retains the right to not require the deduction of Local Union Check-Off.

#### 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, the Employer shall mail a cheque to the Employee in payment of such monies not later than three working days.

- 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.
- 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 usual wages and conditions until there is compliance with the conditions.
- 4.805 Any Employer whose head office is located outside of BC shall establish a payroll office within BC.
- 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" through "B8" attached hereto.

5.102 Such Employer remittance shall:

- (a) be made by a single payment, payable to Carpenter Workers' Fund, 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 Carpenter Workers' Fund not later than the fifteenth (15th) day of the month following that for which such payments are payable.

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 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 Reports except in accordance with Article 4.606 (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
<b>Total Straight Time Hours:</b>		<b>8.0 hours</b>

6.103 Starting and Stopping Times

Notwithstanding any/all contrary provisions of this Agreement:

- (a) The starting and stopping time on a project may be varied by one (1) hour earlier or later than the normal 8:00 am start at the Employer's discretion. The Employer shall be responsible for a suitable signal for all starting and stopping times. The starting and stopping time may be varied up to two (2) hours upon mutual agreement between the employer and the Union.
- (b) The starting time of the Employees shall be from the designated 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 hours pay in lieu thereof. The Employee shall use such notice to gather their personal tools and prepare such tools for the next project.

#### 6.200 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 The first eight (8) hours of overtime on Saturdays shall also be paid at one and one-half (1½) times the otherwise applicable straight time hourly wage rate.

6.203 All other overtime hours shall be payable at two (2) times the otherwise applicable straight time hourly wage rate.

#### 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 supersede 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) Notwithstanding Articles 6.301 (a) and (b), the scheduled start time of the shift may be varied by up to one (1) hour earlier or later at the discretion of the Employer.

#### 6.302 Overtime

(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) The first eight (8) hours of overtime worked on a Saturday shall be payable at one and one-half (1½) times the otherwise applicable straight time hourly wage rate.

- (c) All other overtime hours, including all hours worked in excess of ten (10) hours per day, all hours worked in excess of eight (8) hours on a Saturday, and all hours worked on Sundays and statutory holidays, shall be payable at two (2) times the otherwise applicable straight time hourly wage rate.

#### 6.303 Statutory Holidays

All statutory holidays which occur during a compressed (or alternate) work week shall be observed on the actual day of the statutory holiday, even if such day would otherwise have been a regularly scheduled day off (eg: 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. All statutory holidays which occur on the second or third day of a compressed work week schedule may be rescheduled by prior mutual agreement of the Employer and the Union.

#### 6.400 Shifts

##### 6.401 Scheduling of Shifts

- (a) 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 and/or a night shift.
- (b) Two (2) consecutive days shall be necessary to constitute an afternoon shift and three (3) consecutive days shall be necessary to constitute a night 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 Journeyperson who is employed on an afternoon or night shift. The minimum straight time hourly wage rate applicable for all other Employee classifications shall be recalculated accordingly. Such shift premium shall be paid in accordance with the following schedule.

Day Shift: No shift premium.

Afternoon Shift: The applicable minimum straight time hourly wage rate shall be increased by seven percent (7.0%) for each hour worked on any shift which commences between 3:30 pm and 8:30 pm. Second and subsequent meal breaks are not considered to be hours worked.

Night Shift: The applicable minimum straight time hourly wage rate shall be increased by sixteen percent (16.0%) for each hour worked on any shift which commences between 8:30 pm and before 12:01 am. Second and subsequent meal breaks are not considered to be hours worked.

Notwithstanding any contrary interpretation of the foregoing schedule, a shift commencing at 3:30 pm shall be deemed to be an afternoon shift and a shift commencing at 8:30 pm shall be deemed to be a night shift. Overtime on afternoon and night 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 (½) 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 (½) 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 regularly 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 Interpretation Re: Meal Breaks for details. Copies of such Letter of Interpretation can be obtained from either the Union or CLR.

### **ARTICLE 7.000: TRAVEL PREMIUMS AND OUT-OF-TOWN PROJECTS**

#### 7.100 Metro Travel Premium

7.101 On projects located within the Lower Mainland/Fraser Valley metropolitan area, the Employer shall pay a metro travel premium of ninety cents (\$0.90) per hour worked to all Employees. Such premium shall be added to the Employee's otherwise applicable hourly wage rate. The Lower Mainland/ Fraser Valley metropolitan area shall be defined as including Lions Bay to the west, Hope to the east, and everything in between.

On projects located within the Victoria, Duncan, Nanaimo and/or Courtenay-Campbell River metropolitan areas, the Employer shall pay a metro travel premium of seventy-five cents (\$0.75) per hour worked to all Employees. Such premium shall be added to the Employee's otherwise applicable hourly wage rate. Refer to Appendix "A" for a definition of each of the foregoing metropolitan areas.

7.200 Daily Travel Premium

7.201 Metropolitan Areas

No daily travel premium shall be payable on any project located within a metropolitan area governed by Article 7.100. Only the applicable metro travel premium shall apply on such projects.

7.202 Local Resident Employees

Refer to Appendix "A" for definition of "Local Resident Employee".

(a) A Local Resident Employee shall travel daily between their residence and the project, and shall receive a daily travel premium in accordance with the following schedule. Such premium shall be payable each way, each day, and the distance travelled shall be calculated from the centre of the incorporated city, town, village, or district in or nearest to which such Employee is residing, to the project.

0 km - 40 km:	no premium
over 40 km:	fifty-five cents (\$0.55) per km

(b) The daily travel premium shall be non-taxable to the extent allowed by the Canada Revenue Agency for mileage expense reimbursements. Contact CLR for clarification.

7.203 Out-of-Town Projects

When Employer supplied accommodation is being provided to an Employee(s) in accordance with Article 7.401, Option #2, the Employer shall also provide such Employee(s), at no cost, with Employer supplied transportation to/from the project on a daily basis. Such transportation shall conform with, and operate in compliance with, all applicable provincial government regulations and standards, including but not limited to the Motor Vehicle Act and the Workers Compensation Act. Notwithstanding the foregoing, alternative daily travel arrangements may be established upon the mutual agreement of the Union and the Employer.

7.300 Initial and Terminal Travel

The following travel conditions shall apply to Employees regardless of where their services are obtained.

7.301 To travel to and from a project, members, on leaving their home or place of domicile, shall receive first class transportation from the nearest transportation terminal, including sleeper for night travel, supplied and paid for by the members' prospective Employer; also travelling time and meals while travelling.

- 7.302 When the time spent travelling from the point of embarkation to the project is less than eight (8) hours a minimum of eight (8) hours travelling time will be paid as travelling time, providing that on arrival such Employee will work the remainder of a regular shift when requested to do so; and on failure to comply will be paid only the actual time spent travelling.
- 7.303 When on returning to the point of embarkation from the project the time spent travelling is four (4) hours or less, a minimum of four (4) hours will be paid as travelling time. When the time spent travelling exceeds four (4) hours, eight (8) hours shall be paid as travelling time in any twenty-four (24) hour period.
- 7.304 If travelling time exceeds twenty-four (24) hours, an amount equal to, but not exceeding, one (1) regular shift will be paid as travelling time in any twenty-four (24) hour period.
- 7.305 There shall be no deduction from an Employee's wages for transportation or meals while travelling; save in the case of an Employee quitting for no good reason when having been on the job less than fifteen (15) calendar days; then the Employer may deduct the cost of meals, transportation and travelling time to the project. In the case of an Employee quitting when having been on the project more than fifteen (15) calendar days but less than thirty (30) calendar days, return transportation and travel time need not be paid by the Employer.

7.400 Room and Board

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

- 7.401 Each Employee shall select one (1) of the following options prior to commencing work on an out-of-town project, and such selection shall apply for the duration of the Employee's employment on such project. Notwithstanding the foregoing, specialty scaffold contractors are directed to the Scaffold Addendum for an important clarification regarding the choice of options available to scaffold Employees.

The choice of options shall be at the sole discretion of the Employee, and the Employee shall provide the Employer with written notice of their selection upon request. The Employer shall likewise provide a copy of the Employee's written notice of selection to the Union upon request. Both options shall be payable on the basis of seven (7) days per week.

**Option #1:**

LOA \$125.00 per day

**Option #2:**

- (a) Employer supplied accommodation and daily meal allowance: \$65.00 per day
- (b) No daily travel time shall be paid to an 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-five cents (\$0.55) 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 Employee(s) requested to use air travel to the project in accordance with Article 7.301), Employer supplied transportation shall be provided to the Employee(s) to/from the project on a daily basis.
- (iv) If the Employee(s) did not request to use air travel to the project in accordance with Article 7.301), no Employer supplied transportation shall be provided to the Employee(s) to/from the project on a daily basis, and the 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 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).

7.402 If an Employee resides more than seventy (70) kilometres from the project and such Employee would otherwise be required to travel daily between the project and his residence between November 1<sup>st</sup> through November 1<sup>st</sup> annually, such 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 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 Employee due to inclement winter road conditions.
- (b) If the project is designated as a temporary out-of-town project, the Employee shall be deemed to have selected Room and Board Option #1 in accordance with Article 7.401, and shall no longer travel daily between the project and his residence.

#### 7.500 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.

#### 7.600 Periodic Leave and Compassionate Leave

The terms of Article 7.600 provided for within the Carpenters Standard Industrial Agreement shall also apply to all commercial and institutional work governed by this Agreement.

#### 7.700 Camp Projects

The terms of Article 7.700 provided for within the Carpenters Standard Industrial Agreement shall also apply to all commercial and institutional work governed by this Agreement.

## 7.800 Marshalling Points

The terms of Article 7.800 provided for within the Carpenters Standard Industrial Agreement shall also apply to all commercial and institutional work governed by this Agreement.

## **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 superseded by the terms of this Agreement unless otherwise mutually agreed, in writing, by the Union and the Employer.

### 8.100 General Provisions

8.101 The term “project Local” as used within Article 8.000 shall be defined as the Local in whose jurisdiction the project is located.

8.102 The term “transfer” as used within Article 8.000 shall not be misconstrued to mean the transfer of Union membership from one (1) Local to another.

8.103 Notwithstanding any/all contrary provisions of Article 8.000, the Employer may not transfer an Employee from their home Local to another Local unless the Employee’s home Local is an affiliate member in good standing of the Union.

### 8.200 Exempt Employees

8.201 The Employer may:

- (a) transfer to the project a maximum of four (4) Employees currently on the Employer’s payroll, regardless of the home Local of such Employees, or
- (b) name request a maximum of four (4) members from any Local which is an affiliate member in good standing of the Union, or
- (c) utilize a combination of transfers and name requests to a maximum of four (4) Employees and/or members, and employ such Employees and/or members on the project for the duration of the project.

8.202 Employees and/or members who are transferred and/or name requested in accordance with Article 8.201 shall be defined as “exempt” Employees.

8.203 (a) If the employment of an exempt Employee on the project is terminated, regardless of the reason for such termination (i.e. laid off or quit), the Employer shall not be permitted to hire a replacement exempt Employee.

- (b) Notwithstanding Article 8.203 (a) and/or any/all contrary provisions of this Agreement, the Employer may, at any time, rehire a previously terminated exempt Employee to work on the project, and in such instance such re-hired exempt Employee shall regain his exempt Employee designation.

- (c) The rehiring of an exempt Employee shall not cause any resident member of the project Local who is employed on the project at the time of the rehire to be terminated as a result of the rehire.

#### 8.300 Name Request Employees and Local Dispatch Employees

8.301 In addition to the exempt Employees employed in accordance with Article 8.200, the Employer may also name request any/all members of the project Local who have worked for the Employer within the previous six (6) months, and employ such members on the project.

8.302 (a) In addition to the name request Employees employed in accordance with Article 8.301, the Employer may also name request one (1) member of the project Local for each one (1) member of the project Local dispatched by the project Local.

- (b) Thereafter, the project Local shall have the right to dispatch all remaining Employees required by the Employer on the project, providing such Employees are members of the project Local.

#### 8.400 Inability of Local to Fulfill Dispatch Request

Notwithstanding Articles 8.200 and 8.300, if the project Local is unable to dispatch Employees within twenty-four (24) hours of the project Local's receipt of the Employer's dispatch request, the Employer may proceed as follows, but only to the extent that doing so is necessary to fulfill the Employer's dispatch request.

8.401 Transfer to the project any/all remaining Employees currently on the Employer's payroll, regardless of the home Local of such Employees, and/or

8.402 Choose to obtain Employees elsewhere, provided that any such individuals become Union members within two (2) weeks of date of hire and remain Union members as a condition of continuing employment, and/or

8.403 Request the project Local to dispatch any/all required Employees from another Local which is an affiliate member in good standing of the Union. When making such a request, the Employer shall retain the right to choose the order in which such other Local(s) are contacted. The intent of the parties is to minimize the cost to the Employer for initial and terminal travel.

#### 8.500 Differentiation of Employee Classifications

Notwithstanding any/all contrary provisions of this Agreement, the project Local shall not make any attempt to dispatch an Employee of a different Employee classification (i.e. Journeyperson, Apprentice, Material Handler/Pre-Apprentice) than was requested by the Employer. In particular, the project Local shall not make any attempt to restrict or deny the Employer from hiring the maximum ratio of Apprentices permitted in accordance with Article 4.402 (a).

#### 8.600 Reduction in Project Crew

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

8.602 When it is necessary for the Employer to reduce the size of the project crew, the Job Steward shall be one of the last three bargaining unit employees.

#### 8.700 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.

#### 8.800 Retired Members

Refer to attached Letter of Understanding Re: Retired Members.

### **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 duties.

9.104 Refer also to Article 8.602 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 Leave 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 The Employer shall supply to Employees, at no cost, all safety equipment, including hearing protective devices, except personal apparel (i.e. safety hats and rubber clothing). Only safety belts with leg and shoulder straps are to be used.

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 Any refusal by an Employee to abide by known WCB regulations or posted Employer safety regulations, after being duly warned, may be sufficient cause for dismissal.

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 WCB 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 WCB for any Employee residing in Employer supplied accommodation who is injured on the project and subsequently requires transportation to either their 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 8.700 and Article 11.502.

10.500 Drug and Alcohol Testing

A sub-committee of the parties shall be established to review client requirements and industry standards related to the issue of drug and alcohol testing of Employees. This issue is growing in importance and the sub-committee shall be authorized to bring forward recommendations. Such recommendations, if any, shall be subject to ratification by the parties.

**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 fibreglass 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 tradespersons 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 shall be relayed immediately.

### 11.204 Clean Up Facilities

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

## 11.300 Lockup

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 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 their tools are not available to them. The Employer agrees to transport the tools of an injured or sick Employee to the Employee's point of dispatch.
- 11.503 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.
- 11.504 When the Employer takes Employees' saws to be filed in a shop, every effort shall be made to take them to a Union shop. In the event that saw(s) are lost, the Employer shall replace these with new saw(s) of equal quality.
- 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 will be borne by the Employer.

#### 11.600 Insurance

An Employee shall submit an inventory of his 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: CARPENTERS JOINT ADVISORY COMMITTEE (CJAC)**

A Carpenters Joint Advisory Committee (CJAC) shall be established and maintained as a means to address issues of mutual interest and importance to the parties. All actions and decisions of the CJAC shall require mutual agreement of the parties. Refer also to Article 14.400.

### **ARTICLE 13.000: JOINT RECOVERY PROGRAM**

#### 13.100 Process

13.101 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.

13.102 The Joint Recovery Program is specifically intended to provide Employers with competitive relief where deemed necessary. As a result, no enabling package, or individual term or condition therein, shall include a provision, not already provided for in this Agreement, which in any way either increases the Employer's cost and/or decreases the Employer's flexibility with respect to any term of this Agreement.

#### 13.200 Participation

- 13.201 Unless otherwise agreed to, in writing, neither the Union nor an individual Local(s) shall decline to participate in the process contemplated by Article 13.100.
- 13.202 Notwithstanding Article 13.201, Locals shall retain the right to deny an individual enabling request, but no Local shall have either a formal or informal (i.e. unspoken) blanket policy of refusal. Individual Union members shall retain the right to refuse a dispatch to an enabled project, but no Local shall encourage or otherwise counsel its members to do so.

**ARTICLE 14.000: GRIEVANCE PROCEDURE**

14.100 Definitions

14.101 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.

14.102 The two (2) parties to any grievance shall be the Union and the respective signatory Employer(s).

14.200 Time Limits

No grievance shall be entertained by either party or an arbitrator unless instituted by the aggrieved party within thirty (30) calendar days of its occurrence, except that a grievance arising out of alleged unjust discharge must be instituted within fifteen (15) calendar days of its occurrence. An occurrence shall be each day an alleged violation continues. (The foregoing time limits do not apply to wage claims.)

14.300 Procedure

- 14.301 Step 1: The Job Steward or Union Representative shall first discuss the grievance with the Foreman or project superintendent, and if they agree their decision shall be final. An Employer shall first discuss the grievance with the Union Representative.
- 14.302 Step 2 Failing settlement within two (2) business days of a grievance, the particulars thereof shall be set out in writing by either party and shall be delivered to the other party, and they shall forthwith confer upon the matter, and if they agree their decision shall be final.
- 14.303 Step 3 If the grievance is not settled pursuant to Step 2 within five (5) business days, or such longer time as the parties agree to, then it shall be referred to a three (3) person Board of Arbitration composed as follows:
- (a) The party desiring arbitration shall appoint a member for the Board and shall notify the other party in writing of its appointment and the particulars of the grievance in dispute.
  - (b) The party receiving the notice shall within three (3) business days, appoint a member of the Board and notify the other party of its appointment.
  - (c) The two (2) appointees shall, within three (3) business days of appointment, agree upon a person to act as Chair of the Board of Arbitration, but failing to do so within this time, they shall jointly request the LRB to appoint such Chair.



14.304 Step 4

- (a) The Board shall hear the parties, establish if the grievance is properly before them, determine if the matter is arbitrable, settle the terms of question to be arbitrated, and make its award within five (5) business days of appointment of the Chair except when the time is extended by mutual agreement of the parties.
- (b) The Board shall deliver its award in writing to each of the parties, and the award of the majority of the Board shall be final and binding on the parties and shall be carried out forthwith.
- (c) The parties shall pay their own costs and expenses of arbitration, the remuneration and disbursements of their individual appointee, and one-half (½) the expenses of the Chair.

14.400 Alternative Methods of Resolution

14.401 Notwithstanding any/all contrary provisions of Article 14.000, the parties reserve the right to mutually agree on an alternative grievance resolution process (including but not limited to referring the matter to a single arbitrator, industry grievance panel, or the CJAC) in which case the associated fees and expenses of such alternative process shall be borne equally by the parties to the grievance. Refer also to Article 12.000.

14.402 Notwithstanding any/all contrary provisions of Article 14.000, Mr. Michael Fleming, Associate Chair, LRB, or his successor(s), shall remain seized of jurisdiction to resolve any/all matters of dispute which may arise between the parties in regards to the terms of this Agreement (including the Scaffold Addendum attached hereto) and/or the application thereof. To this end, both parties reserve the right to submit such matters to Mr. Fleming for mediation/facilitation and an adjudicated resolution if necessary. Any such adjudicated resolution shall be final and binding upon the parties.

**ARTICLE 15.000: MANAGEMENT RIGHTS**

The Employer has the right to operate and manage its business in all respects subject only to the limitations expressly stated within this Agreement and the laws of the land.

**ARTICLE 16.000: SAVINGS CLAUSE**

16.100 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.

16.200 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.

16.300 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

Signed this \_\_\_\_\_ day of \_\_\_\_\_, 2015.

Signed on behalf of the Employer

Signed on behalf of the Union

\_\_\_\_\_

\_\_\_\_\_

Jan Noster  
CMAW President

\_\_\_\_\_

\_\_\_\_\_

Paul Nedelec  
CMAW Secretary Treasurer

**SCHEDULE "A1.1"**  
**CARPENTERS** **MINIMUM STRAIGHT TIME HOURLY WAGE RATES AND BREAKDOWN OF MONETARY PKG**  
**INSIDE LOWER MAINLAND/FRASER VALLEY**

Schedule "A1.1" shall apply to all commercial and institutional projects which are located inside the Lower Mainland/Fraser Valley

**"Inside" Lower Mainland/Fraser Valley** **Effective May 1, 2015**

Employee Classifications	%	Base Rate	Metro Travel	Sub Total	VP/SHP (12%)	Employer Contributions						Total Package	
						Benefit Plan	Pension Plan	Admin Fund	Training Fund	Rehab Plan	JAPlan		BCBCBTU
Base Rates		30.58	0.90	31.48	12%	1.91	4.09	0.295	0.215	0.02	0.01	0.01	
<b>Journeyman</b>													
General Foreman (GF)	125%	38.23	0.90	39.13	4.70	1.91	4.09	0.295	0.215	0.02	0.01	0.01	50.38
Foreman (FM)	115%	35.17	0.90	36.07	4.33	1.91	4.09	0.295	0.215	0.02	0.01	0.01	46.95
<b>Certified Journey Person (CJP)</b>	<b>100%</b>	<b>30.58</b>	<b>0.90</b>	<b>31.48</b>	<b>3.78</b>	<b>1.91</b>	<b>4.09</b>	<b>0.295</b>	<b>0.215</b>	<b>0.02</b>	<b>0.01</b>	<b>0.01</b>	<b>41.81</b>
Uncertified (CJP)	90%	27.52	0.90	28.42	3.41	1.91	4.09	0.295	0.215	0.02	0.01	0.01	38.38
<b>Apprentice Carpenter</b>													
4th Term (4th)	90%	27.52	0.90	28.42	3.41	1.91	3.68	0.295	0.215	0.02	0.01	0.01	37.97
3rd Term (3rd)	80%	24.46	0.90	25.36	3.04	1.91	3.27	0.295	0.215	0.02	0.01	0.01	34.13
2nd Term (2nd)	65%	19.88	0.90	20.78	2.49	1.91	2.66	0.295	0.215	0.02	0.01	0.01	28.39
1st Term (1st)	55%	16.82	0.90	17.72	2.13	1.91	2.25	0.295	0.215	0.02	0.01	0.01	24.56
<b>Material Handler/Pre-Apprentice (MH/PA)</b>	50%	15.29	0.90	16.19	1.94	1.91	0.00	0.295	0.215	0.02	0.01	0.01	20.59

May 1 2015 - increase of \$.40, \$.20 goes towards benefits and \$.20 to base wage

**Field Dues are calculated on hours 'Worked'**

**SCHEDULE "A2.1" MINIMUM STRAIGHT TIME HOURLY WAGE RATES AND BREAKDOWN OF MONETARY PKG CARPENTERS OUTSIDE LOWER MAINLAND/FRASER VALLEY**

Schedule "A2.1" shall apply to all commercial and institutional projects which are located outside the Lower Mainland/Fraser Valley

**"Outside" Lower Mainland/Fraser Valley Effective May 1, 2015**

Employee Classifications	%	Base Rate	VP/SHP (12%)	Employer Contributions							Total Package
				Benefit Plan	Pension Plan	Admin Fund	Training Fund	Rehab Plan	JAPlan	BCBCBTU	
Base Rates		30.58	12%	1.91	4.09	0.295	0.215	0.02	0.01	0.01	
<b>Journeyman</b>											
General Foreman (GF)	125%	38.23	4.59	1.91	4.09	0.295	0.215	0.02	0.01	0.01	49.37
Foreman (FM)	115%	35.17	4.22	1.91	4.09	0.295	0.215	0.02	0.01	0.01	45.94
<b>Certified Journey Person (CJP)</b>	<b>100%</b>	<b>30.58</b>	<b>3.66</b>	<b>1.91</b>	<b>4.09</b>	<b>0.295</b>	<b>0.215</b>	<b>0.02</b>	<b>0.01</b>	<b>0.01</b>	<b>40.79</b>
Uncertified (CJP)	90%	27.52	3.30	1.91	4.09	0.295	0.215	0.02	0.01	0.01	37.37
<b>Apprentice Carpenter</b>											
4th Term (4th)	90%	27.52	3.30	1.91	3.68	0.295	0.215	0.02	0.01	0.01	36.96
3rd Term (3rd)	80%	24.46	2.94	1.91	3.27	0.295	0.215	0.02	0.01	0.01	33.13
2nd Term (2nd)	65%	19.88	2.39	1.91	2.66	0.295	0.215	0.02	0.01	0.01	27.39
1st Term (1st)	55%	16.82	2.02	1.91	2.25	0.295	0.215	0.02	0.01	0.01	23.55
<b>Material Handler/Pre-</b>	50%	15.29	1.83	1.91	0.00	0.295	0.215	0.02	0.01	0.01	19.58
<i>May 1 2015 - increase of \$.40, \$.20 goes towards benefits and \$.20 to base wage</i>											
<b>Field Dues are calculated on hours 'Worked'</b>											

**SCHEDULE "B1.1" CARPENTERS**

**EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS  
ALL AREAS OF BC**

Schedule "B1.1" shall apply to all commercial and institutional projects in BC.

**All Areas of BC**

**Effective May 1, 2015**

**Employer Classifications**

<<<Apprentice Carpenters>>>

		GF	FM	CJP	4th	3rd	2nd	1st	MH/PA	
<b>Employer Contributions:</b>					90%	80%	65%	55%		
Carpentry Workers Benefit Plan		1.91	1.91	1.91	1.91	1.91	1.91	1.91	1.91	
Carpentry Workers Pension Plan		4.09	4.09	4.09	3.69	3.28	2.66	2.25	0.00	
CMAW Administration Fund		0.295	0.295	0.295	0.295	0.295	0.295	0.295	0.295	
CMAW Training Fund		0.215	0.215	0.215	0.215	0.215	0.215	0.215	0.215	
Rehabilitation Plan		0.02	0.02	0.02	0.02	0.02	0.02	0.02	0.02	
JAPlan		0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	
BCBCBTU Fund		0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	
<b>* Total Employer Contributions</b>		<b>6.55</b>	<b>6.55</b>	<b>6.55</b>	<b>6.15</b>	<b>5.74</b>	<b>5.12</b>	<b>4.71</b>	<b>2.46</b>	
<b>Employee Contributions:</b>										
Field Dues		0.89	0.89	0.89	0.89	0.89	0.89	0.89	0.89	
Local Union Check Off			Refer to Article 4.702							
<b>* Total Employee Contributions</b>		<b>0.89</b>	<b>0.89</b>	<b>0.89</b>	<b>0.89</b>	<b>0.89</b>	<b>0.89</b>	<b>0.89</b>	<b>0.89</b>	
<b>Total Hourly Remittance</b>	<b>ST</b>	<b>7.44</b>	<b>7.44</b>	<b>7.44</b>	<b>7.44</b>	<b>7.04</b>	<b>6.63</b>	<b>6.01</b>	<b>5.60</b>	<b>3.35</b>
	<b>1.5x OT</b>	<b>7.44</b>	<b>7.44</b>	<b>7.44</b>	<b>7.44</b>	<b>7.04</b>	<b>6.63</b>	<b>6.01</b>	<b>5.60</b>	<b>3.35</b>
	<b>2x OT</b>	<b>7.44</b>	<b>7.44</b>	<b>7.44</b>	<b>7.44</b>	<b>7.04</b>	<b>6.63</b>	<b>6.01</b>	<b>5.60</b>	<b>3.35</b>

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

**SCHEDULE "A1.2" MINIMUM STRAIGHT TIME HOURLY WAGE RATES AND BREAKDOWN OF MONETARY PKG  
CARPENTERS INSIDE LOWER MAINLAND/FRASER VALLEY**

Schedule "A1.2" shall apply to all commercial and institutional projects which are located inside the Lower Mainland/Fraser Valley

**"Inside" Lower Mainland/Fraser Valley Effective May 1, 2016**

Employee Classifications	%	Base Rate	Metro Travel	Sub Total	VP/SHP (12%)	Employer Contributions						Total Package	
						Benefit Plan	Pension Plan	Admin Fund	Training Fund	Rehab Plan	JAPlan		BCBCBTU
Base Rates		30.78	0.90	31.68	12%	2.10	4.09	0.295	0.215	0.02	0.01	0.01	
<b>Journeyman</b>													
General Foreman (GF)	125%	38.48	0.90	39.38	4.73	2.10	4.09	0.295	0.215	0.02	0.01	0.01	50.85
Foreman (FM)	115%	35.40	0.90	36.30	4.36	2.10	4.09	0.295	0.215	0.02	0.01	0.01	47.40
<b>Certified Journey Person (CJP)</b>	<b>100%</b>	<b>30.78</b>	<b>0.90</b>	<b>31.68</b>	<b>3.80</b>	<b>2.10</b>	<b>4.09</b>	<b>0.295</b>	<b>0.215</b>	<b>0.02</b>	<b>0.01</b>	<b>0.01</b>	<b>42.22</b>
Uncertified (CJP)	90%	27.70	0.90	28.60	3.43	2.10	4.09	0.295	0.215	0.02	0.01	0.01	38.77
<b>Apprentice Carpenter</b>													
4th Term (4th)	90%	27.70	0.90	28.60	3.43	2.10	3.68	0.295	0.215	0.02	0.01	0.01	38.36
3rd Term (3rd)	80%	24.62	0.90	25.52	3.06	2.10	3.27	0.295	0.215	0.02	0.01	0.01	34.50
2nd Term (2nd)	65%	20.01	0.90	20.91	2.51	2.10	2.66	0.295	0.215	0.02	0.01	0.01	28.73
1st Term (1st)	55%	16.93	0.90	17.83	2.14	2.10	2.25	0.295	0.215	0.02	0.01	0.01	24.87
<b>Material Handler/Pre-Apprentice (MH/PA)</b>	50%	15.39	0.90	16.29	1.95	2.10	0.00	0.295	0.215	0.02	0.01	0.01	20.89
<i>May 1 2015 - increase of \$.40, \$.20 goes towards benefits and \$.20 to base wage</i>													
<b>Field Dues are calculated on hours 'Worked'</b>													

**SCHEDULE "A2.2" MINIMUM STRAIGHT TIME HOURLY WAGE RATES AND BREAKDOWN OF MONETARY PKG  
CARPENTERS OUTSIDE LOWER MAINLAND/FRASER VALLEY**

Schedule "A2.2" shall apply to all commercial and institutional projects which are located outside the Lower Mainland/Fraser Valley

**"Outside" Lower Mainland/Fraser Valley Effective May 1, 2016**

Employee Classifications	%	Base Rate	VP/SHP (12%)	Employer Contributions							Total Package
				Benefit Plan	Pension Plan	Admin Fund	Training Fund	Rehab Plan	JAPlan	BCBCBTU	
Base Rates		30.78	12%	2.10	4.09	0.295	0.215	0.02	0.01	0.01	
<b>Journeyman</b>											
General Foreman (GF)	125%	38.48	4.62	2.10	4.09	0.295	0.215	0.02	0.01	0.01	49.84
Foreman (FM)	115%	35.40	4.25	2.10	4.09	0.295	0.215	0.02	0.01	0.01	46.39
<b>Certified Journey Person (CJP)</b>	<b>100%</b>	<b>30.78</b>	<b>3.68</b>	<b>2.10</b>	<b>4.09</b>	<b>0.295</b>	<b>0.215</b>	<b>0.02</b>	<b>0.01</b>	<b>0.01</b>	<b>41.20</b>
Uncertified (CJP)	90%	27.70	3.32	2.10	4.09	0.295	0.215	0.02	0.01	0.01	37.76
<b>Apprentice Carpenter</b>											
4th Term (4th)	90%	27.70	3.32	2.10	3.68	0.295	0.215	0.02	0.01	0.01	37.35
3rd Term (3rd)	80%	24.62	2.95	2.10	3.27	0.295	0.215	0.02	0.01	0.01	33.49
2nd Term (2nd)	65%	20.01	2.40	2.10	2.66	0.295	0.215	0.02	0.01	0.01	27.72
1st Term (1st)	55%	16.93	2.03	2.10	2.25	0.295	0.215	0.02	0.01	0.01	23.86
<b>Material Handler/Pre-</b>	50%	15.39	1.85	2.10	0.00	0.295	0.215	0.02	0.01	0.01	19.89
<i>May 1 2015 - increase of \$.40, \$.20 goes towards benefits and \$.20 to base wage</i>											
<b>Field Dues are calculated on hours 'Worked'</b>											

**SCHEDULE "B1.2" CARPENTERS**

**EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS  
ALL AREAS OF BC**

Schedule "B1.2" shall apply to all commercial and institutional projects in BC.

**All Areas of BC**

**Effective May 1, 2016**

**Employer Classifications**

<<<Apprentice Carpenters>>>

		GF	FM	CJP	4th	3rd	2nd	1st	MH/PA	
<b>Employer Contributions:</b>					90%	80%	65%	55%		
Carpentry Workers Benefit Plan	2.10	2.10	2.10	2.10	2.10	2.10	2.10	2.10	2.10	
Carpentry Workers Pension Plan	4.09	4.09	4.09	4.09	3.69	3.28	2.66	2.25	0.00	
CMAW Administration Fund	0.295	0.295	0.295	0.295	0.295	0.295	0.295	0.295	0.295	
CMAW Training Fund	0.215	0.215	0.215	0.215	0.215	0.215	0.215	0.215	0.215	
Rehabilitation Plan	0.02	0.02	0.02	0.02	0.02	0.02	0.02	0.02	0.02	
JAPlan	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	
BCBCBTU Fund	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	
<b>* Total Employer Contributions</b>	<b>6.74</b>	<b>6.74</b>	<b>6.74</b>	<b>6.74</b>	<b>6.34</b>	<b>5.93</b>	<b>5.31</b>	<b>4.90</b>	<b>2.65</b>	
<b>Employee Contributions:</b>										
Field Dues	0.89	0.89	0.89	0.89	0.89	0.89	0.89	0.89	0.89	
Local Union Check Off		Refer to Article 4.702								
<b>* Total Employee Contributions</b>	<b>0.89</b>	<b>0.89</b>	<b>0.89</b>	<b>0.89</b>	<b>0.89</b>	<b>0.89</b>	<b>0.89</b>	<b>0.89</b>	<b>0.89</b>	
<b>Total Hourly Remittance</b>	<b>ST</b>	<b>7.63</b>	<b>7.63</b>	<b>7.63</b>	<b>7.63</b>	<b>7.23</b>	<b>6.82</b>	<b>6.20</b>	<b>5.79</b>	<b>3.54</b>
	<b>1.5x OT</b>	<b>7.63</b>	<b>7.63</b>	<b>7.63</b>	<b>7.63</b>	<b>7.23</b>	<b>6.82</b>	<b>6.20</b>	<b>5.79</b>	<b>3.54</b>
	<b>2x OT</b>	<b>7.63</b>	<b>7.63</b>	<b>7.63</b>	<b>7.63</b>	<b>7.23</b>	<b>6.82</b>	<b>6.20</b>	<b>5.79</b>	<b>3.54</b>

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



**LETTER OF UNDERSTANDING**  
**Affiliation**

BY AND BETWEEN:

Construction, Maintenance and Allied Workers Bargaining Council (CMAW)  
(Hereinafter referred to as the "Union")

AND:

\_\_\_\_\_

\_\_\_\_\_

(Hereinafter referred to as the "Employer")

The parties hereby agree that the following terms and conditions shall supersede any/all contrary application and/or interpretation of the Carpenters Standard Commercial/Institutional Agreement. All terms and conditions of the Carpenters Standard Commercial/Institutional Agreement not superseded in accordance with the foregoing shall apply to this Letter of Understanding.

1. The Union shall not be entitled to restrict, in any way, an Employer's right to perform work on a project site whereon work falling within the jurisdiction of the carpenters is being performed by individuals who are not members of the Union. Such projects shall be hereinafter be referred to as "open shop projects".
2. Item (1) shall apply regardless of:
  - a) the signatory status or lack thereof of the employer(s) of those individuals who are performing such carpenter jurisdiction work, and/or
  - b) whether the Employer is a subcontractor of the employer(s) in question, or merely working on the same site as the employees or subcontractor(s) of such employer(s).

3. It shall be a violation of the Carpenters Standard Commercial/Institutional Agreement for the Union to attempt to exert pressure upon an Employer because such Employer is performing work on an open shop project or has the intention of doing so. In particular, the Union shall not withdraw its members from an open shop project and/or threaten to do so. Nor shall the Union attempt to exert pressure upon an Employer by other means.

SIGNATURE OF PARTIES

Signed this \_\_\_\_\_ day of \_\_\_\_\_, 2015.

Signed on behalf of the Employer

Signed on behalf of the Union

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Jan Noster  
CMAW President

\_\_\_\_\_

Paul Nedelec  
CMAW Secretary Treasurer

**LETTER OF UNDERSTANDING**  
**Brewers & Bulk Loading Terminals**  
(Lower Mainland and Vancouver Island)

BY AND BETWEEN:

Construction, Maintenance and Allied Workers Bargaining Council (CMAW)  
(Hereinafter referred to as the "Union")

AND:

\_\_\_\_\_  
  
\_\_\_\_\_  
(Hereinafter referred to as the "Employer")

The parties hereby agree that the following terms and conditions shall supersede any/all contrary application and/or interpretation of the Carpenters Standard Commercial/Institutional Agreement. All terms and conditions of the Carpenters Standard Commercial/Institutional Agreement not superseded in accordance with the foregoing shall apply to this Letter of Understanding.

1. In an attempt to secure work and re-establish a Union presence in the Lower Mainland and on Vancouver Island, when bidding against non-Building Trade competition on breweries and bulk loading terminals, the applicable wage rate shall be the Commercial/Institutional wage rate plus an additional five percent (5.0%).
2. No enabling request paperwork shall be required.

SIGNATURE OF PARTIES

Signed this \_\_\_\_\_ day of \_\_\_\_\_, 2015.

Signed on behalf of the Employer

Signed on behalf of the Union

\_\_\_\_\_  
  
\_\_\_\_\_

\_\_\_\_\_  
Jan Noster, CMAW President  
  
\_\_\_\_\_  
Paul Nedelec, CMAW Secretary Treasurer

**LETTER OF UNDERSTANDING**  
**Implementation of Industrial Rates on Commercial/Institutional Projects**

BY AND BETWEEN:

Construction, Maintenance and Allied Workers Bargaining Council (CMAW)  
(Hereinafter referred to as the "Union")

AND:

\_\_\_\_\_  
\_\_\_\_\_  
(Hereinafter referred to as the "Employer")

The parties hereby agree that the following terms and conditions shall supersede any/all contrary application and/or interpretation of the Carpenters Standard Commercial/Institutional Agreement. All terms and conditions of the Carpenters Standard Commercial/Institutional Agreement not superseded in accordance with the foregoing shall apply to this Letter of Understanding.

1. The Industrial wage rate shall be substituted for the Commercial/Institutional wage rate when sixty-five percent (65.0%) of the Commercial/Institutional projects in BC are performed by Employers certified to, or party to a collective agreement with, the Union.
2. This will be determined by statistics compiled by using Vancouver Regional Construction Association, Southern Interior Construction Association, Vancouver Island Construction Association, and Northern Construction Association, or their successors, Tender Award Bulletins, based on the number of jobs tendered.
3. When the sixty-five percent (65.0%) level is reached in the Commercial/Institutional sector, the Industrial wage rate will apply on jobs tendered after said date.

SIGNATURE OF PARTIES

Signed this \_\_\_\_\_ day of \_\_\_\_\_, 2015.

Signed on behalf of the Employer

Signed on behalf of the Union

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Jan Noster  
CMAW President

\_\_\_\_\_

Paul Nedelec  
CMAW Secretary Treasurer