

AGREEMENT

between

VANCOUVER SCHOOL BOARD

and

**BARGAINING COUNCIL OF VANCOUVER SCHOOL
BOARD CONSTRUCTION AND MAINTENANCE
TRADE UNIONS:**

International Union of Bricklayers and Allied Craftworkers Local 2 BC
United Brotherhood of Carpenters and Joiners, Local 1995 Cement Masons'
Section of Operative Plasterers and Cement Masons International Association,
Local 919
International Brotherhood of Electrical Workers, Local 213 International
Association of Heat and Frost Insulators, Local 118
International Association of Machinists and Aerospace Workers, Vancouver
Lodge 692
International Union of Painters and Allied Trades, District Council 38
United Association of Journeymen of the Plumbing and Pipefitting Industry,
Local 170
Sheet Metal Workers International Association, Local 280

July 01, 2006 — June 30, 2010

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THIS AGREEMENT DATES FOR REFERENCE THE FIRST DAY OF JULY, 2006 AND
NAMED FOR REFERENCE THE 2006-2010 JOINT COUNCIL AGREEMENT

BY AND BETWEEN:

BOARD OF SCHOOL TRUSTEES OF SCHOOL DISTRICT #39 (VANCOUVER)
(hereinafter referred to as "the Board")

AND:

BARGAINING COUNCIL OF VANCOUVER SCHOOL BOARD CONSTRUCTION AND
MAINTENANCE TRADES UNIONS
(hereinafter referred to as "the Union")

ARTICLE 1 1 Object

- 1.01 The objects of this Agreement are to provide fair and reasonable working conditions and job security for the members of the Union; promote harmonious employment relationships between the Board and its Employees; provide a mutually agreed method of resolving disputes and grievances arising out of the terms and conditions of this Agreement; prevent strikes and lock-outs; enable the skills of both the Board and the Employees to operate to the end that waste and avoidable and unnecessary expense and delays are prevented; promote good public relations.

This agreement fixes upon the both Parties something much more vital - the recognition of the fact that they are both parties in bringing about the success of the School Board in order that good wages can be paid, working conditions improved and employment stabilized.

1 ARTICLE 2 I Union Recognition and Rights

- 2.01 The Board hereby recognizes the Union signatory hereto as the sole and exclusive collective bargaining representative of all Employees who are members of the nine Building Trades Unions which make up the council. Jurisdiction of the nine (9) Building Trades who are party to this agreement shall be as traditionally performed. Specifics of trade jurisdiction shall be as per the Trades Qualification Act and/or as outlined in a separate document, which shall be agreed between the parties.
- 2.02 The Union reserves the right to render assistance to labour organizations including removal of its members from jobs when necessary. Refusal on the part of Union members to work with non-Union workers or refusal on the part of Union members to handle any materials, equipment or product declared unfair by the Union or the Labour movement; or refusal to handle hot goods as determined by the Council of Trade Unions party to this agreement; or manufactured, assembled or produced by an Employer whose Employees are on strike against or are locked out by an Employer shall not be deemed a breach of this Agreement. In all such cases, the Board will be given reasonable prior notice.

ARTICLE 3 Management Rights

- 3.01** The management and operation of its business, and the direction and promotion of the working forces are vested exclusively with the Board, subject to the provisions of this Agreement and the laws of the Province.

ARTICLE 4 Hiring and Union Security

- 4.01** This Agreement shall apply to all Employees of the Board engaged on work within the work jurisdiction of the applicable Union in the Province of British Columbia (*Jurisdiction of each of the member Unions shall be governed under Article 2.01*). The terms of this Agreement shall apply to all contractors, sub-contractors or sub-contracts let by the Board. The Board agrees to engage only those contractors or sub-contractors having an agreement with the Local Union affiliated to the Bargaining Council prior to commencing work. The Board shall be responsible for enforcing the wages and conditions of this Agreement on the sub-contractor. The Board will notify the Union upon request when work is sub-contracted or to be sub-contracted and shall provide the Union with the name of the sub-contractor or contracting firm prior to the commencement of the work sub-let.
- 4.02** The Union agrees to furnish upon request by the Employer, duly qualified Employees in sufficient numbers as may be necessary to properly execute work contracted for by the Employer in the manner and under the conditions specified in this Agreement. All Employees working under this agreement must be Journeypersons or duly indentured apprentices working under the jurisdiction of the appropriate signatory Trade Union.
- 4.03** All Employees shall be hired through the Union. All Employees including apprentices must have a clearance or dispatch slip from the Local Union before commencing work. After all laid off Employees on the Core List have been recalled, current hiring practices shall apply.
- 4.04** Work will not be performed on jobs classified under the jurisdiction of the Union by non-bargaining unit personnel, unless written sanction has been given by the Union.
- 4.05** The Union shall have the exclusive right to determine who is a member in good standing. Should an Employee at any time cease to be a member in good standing of the Union under whose jurisdiction he/she is employed, the Board shall, upon notification from said Union, discharge him/her forthwith.
- 4.06** An Employee shall not be dismissed, disciplined or suspended for other than just cause.
- 4.07** **Union Dues**
- Each Employee shall submit a written authorization for Union dues deductions to the Board as a condition of employment, which shall be supplied by the Union. The Board agrees to deduct dues from the Employee's wages. Such monies shall be paid to the Union by the fifteenth (15th) of the month following the month for which they were deducted. Dues shall be deducted and reported in the manner and at the rates specified by each of the Trade Unions affiliated to this agreement.

TARTICLE 5 1 Core List and Hiring

5.01 Lay-Off Notice

One (1) hour's notice of discharge will be given by the Board or one (1) hour's pay allowed in lieu thereof to enable the member to get personal tools gathered together and put in shape for the next job. The Job Steward employed by the Board shall be informed of the layoffs prior to the layoffs being announced.

5.02 Core List

Union members shall be placed on the Core List by mutual agreement of the Union and the Board. A Core List is attached to this agreement. Once established, the Core List date will not change while the Employee is on the list. It is expressly understood and agreed by the parties that, subject to Core List obligations, the right to lay off rests solely with the Board.

Employees on the Core List will, all other factors being equal, be laid off in order of hiring date as listed on the Core List. This right will not be administered in an arbitrary or discriminatory manner. The above rules will also apply to the recall period, which shall be two (2) years from the date of layoff.

When a Core List Employee terminates employment with the Board for any reason, the Board will replace such Core List Employee within thirty (30) days of the vacancy. The individual to be placed on the Core List will be selected by mutual agreement between the Union and the Board.

If workload and funding do not warrant immediate replacement of the Core List Employee, then the Core List position shall remain vacant until such time as the workload and funding permits the replacement. After all laid off Employees on the Core List have been recalled, current hiring hall practices shall apply.

On request the Board agrees to supply the Union with the names and addresses of Core List Employees covered by this Agreement.

5.03 Promotions

In making promotions, the skill, knowledge and efficiency of the Employee concerned shall be the primary considerations and where such qualifications are equal Core List standing shall be the determining factor.

5.04 Temporary LayOff

When Employees are laid off due to lack of work, Core List standing shall be maintained for a period of two (2) years. Any Employee with Core List standing, when recalled for work, shall have the right to compare the length of work involved with his/her present employment to decide on a by-pass. After by-passing the work call once, the Employee shall lose his/her Core List standing if he/she does not come in on the next call, and, if and when rehired, he/she shall be treated as a new Employee. Sickness confirmed by a doctor, will not be counted as a by-pass and shall extend the Core List right for such time as it may take to recover health. Loss of Core List standing will be subject to review of the circumstances by the parties to this Agreement, with the power to reestablish the Employee's Core List rights after consideration.

Core List standing of Employees shall also be lost in the following circumstances and any Employee who has thus lost his/her standing and who is subsequently rehired, shall be rehired as a new Employee:

- a) Any Employee who is discharged for just cause and who is not reinstated under the grievance procedure.
- b) Any Employee who quits on his/her own accord.
- c) Any Employee who is out of the service of the Board for any reason for an unbroken period of more than two (2) years, except as otherwise provided in this section.

5.05 Leave of Absences

Employees may be granted leave of absence without affecting their Core List standing. Such leave of absence must be granted in advance, in writing, by the Maintenance and Construction Manager or his/her delegate and an approved copy kept in the Employee's file in the Human Resources Department and a copy sent to the applicable Union.

5.06 Contracting Out

No employee on the Core List shall be laid off because of contracting out of work that has been traditionally performed by the nine (9) Building Trades currently listed and employed by the Vancouver School Board. Moreover, no Core List employee shall be laid off because of a new classification of employee included in an agreement between the Board and any other Union.

Note: See Trade Specific Appendices for Bricklayers, Carpenters, Machinists, Painters and Sheet Metal Workers.

ARTICLE 6 j Wages and Premiums

601 Wages

Effective July 1, 2006 — 2%; July 1, 2007 — 2%; July 1, 2008 — 2%; July 1, 2009 — 2%.

Note: Wage Charts are as shown in the Trade Specific Appendices.

6.02 Pension Plan(s)

a) Municipal Pension Plan

The parties accept the principle that when an Employee is on Municipal Pension Plan the Board shall pay only that contribution and shall not pay into the Union pension fund for those Employees. The Union pension contribution for non-Municipal Pensioned Employees shall be as the Board is informed by the Union.

- b) **Wages & Differential - Municipal Pension & Union Pension Plan** All employees shall be members of the Union Pension Plan unless required to be on Municipal Pension in accordance with the Municipal Pension Regulations. The hourly pay rates, the Board's contributions to either the

Municipal Pension Plan or the Union Pension Plan and the Board's contribution to benefits are outlined in each Trade Specific Appendix. When Union Pension Plan rates are increased, the Board will not be responsible for the additional cost, the cost will be reflected in a corresponding reduction to the employee's hourly rate.

c) Buyback of Municipal Pension Plan

When an Employee wishes to apply for pension coverage for previous service with the Board, the Board will provide any necessary approval or motions in support of the application. It is understood as conditions of such a "buy-back" of service time that the arrangement be at no cost to the Board, that the application meet the requirements of the current *Pension (Municipal) Act* and regulations, and that in accordance with the Act and regulations the Employee may pay both shares of contributions or reimburse the Board.

6.03 Pension Seminar

The Board will sponsor an overview of the pension plan and will for this purpose ask a representative of the Pension Plan Corporation to come to the meeting. As is the practice, the Board will ask that questions be forwarded in advance for him/her to review.

6.04 Vacation

It is agreed that annual vacation pay for a superannuated Employee working under this Agreement shall be paid in the following manner; in addition to an Employee's total earnings, the Board shall set aside seven decimal two seven per cent (7.27%) of the Employee's total earnings (including statutory holiday pay) and post it to his/her credit as a Vacation Fund and tax it as earned. Such employee shall be entitled to a total of seventeen (17) vacation days. A superannuated employee working under this agreement may defer yearly vacation hours up to a maximum of the equivalent of **ten (10)** days. If an employee opts to use these deferred days in the following calendar year, they must request approval through their supervisor who will assess the operational feasibility of such a request. **Five (5)** of these days must be used **outside of the period May 1 to October 31** of the following calendar year. **All ten (10) days** will be paid out in the first pay period after December 31. Employees must apply for this deferment no later than **December 15** of the current year. The request must be in writing to a supervisor.

Non-superannuated Employees shall receive their seven decimal two seven per cent (7.27%) vacation pay with each bi-weekly pay (not including statutory holiday pay).

6.05 Supplemental Annual Vacation

For all superannuated trades personnel, there shall be a four decimal two four per cent (4.24%) supplemental annual vacation. This credit will be subject to the following conditions:

- a) It may be used for illness or family emergency, provided that reasons will be given and Employees will provide as much notice as possible.

- b) It may be taken as vacation or paid out in cash at year end, at the Employee's option, and will be subject to reconciliation at year end. It will also be subject to the usual requirement for scheduling and approval if utilized as vacation.

An Employee shall take up to three (3) weeks annual vacation in any calendar year. The vacation period will be arranged by mutual agreement between the member and the Board.

6.06 Bi-Weekly Pay

Building Trade Union Employees on Municipal Pension Plan shall receive continuous biweekly wages while on leave for annual vacation. At the end of the year, the amounts paid out will be reconciled with the amounts earned over the year, with excesses paid out and deficiencies collected.

6.07 Statutory Holidays

Statutory Holidays shall be:

- | | | |
|----------------------------|---|----------------------------|
| • New Years Day | • | B.C. Day |
| • 3rd Monday in February | • | Friday prior to Labour Day |
| • Good Friday | • | Labour Day |
| • Easter Monday | • | Thanksgiving Day |
| • Victoria Day | • | Remembrance Day |
| • Canada Day | • | Christmas Day |
| • Friday prior to B.C. Day | • | Boxing Day |

and any other Day declared as such by the Provincial or Federal Government. Statutory holidays as stated above which are worked shall be paid for at double-time rate in addition to the regular Statutory Holiday pay. No work shall be performed on Labour Day except to preserve life or property.

- a) At the Board's request, personnel may be scheduled to work by mutual agreement the following statutory holidays as per Article 6.07 above at the normal base rate (straight time); third (3rd) Monday in February, Friday prior to B.C. Day, and the Friday prior to Labour Day. Time off, in lieu of the statutory holiday worked, can be taken at a later date which is mutually agreed to by both the Union/shop steward and the Board and is taken within thirty (30) calendar days of the statutory holiday worked. The shop steward will be notified of those personnel who will be working the statutory holiday(s).
- b) It is agreed that Statutory Holiday pay for an Employee working under this Agreement shall be paid in the following manner. In addition to an Employee's total earnings, the Employer shall set aside six per cent (6%) of the Employee's total earnings and post it to his/her credit as a Statutory Holiday Fund. Then, as each Statutory Holiday occurs, he/she shall be paid his/her normal day's pay; in turn deducting same from his/her Statutory Holiday Fund. This process shall be continued throughout the year even though there will be occasions when the fund is temporarily overdrawn. Non-superannuated Employees shall receive their statutory holiday pay with each bi-weekly pay.
- c) At the end of each calendar year any monies remaining in the Statutory Holiday Fund will be paid to the Employee.

- d) If a Statutory Holiday(s) falls on a Saturday or Sunday, the closest following work day(s) will be observed, or a day which is determined by the Board.
- e) If a worker terminates, all the money will be paid to him/her that has accumulated in the Fund, less such sum as has been previously paid for holidays.

6.08 Benefits

It is mutually agreed that the Board shall contribute to the Trust Funds of each affiliated Union as outlined in this Agreement and the Board shall be bound to all the rules and regulations contained herein governing the remittance of contributions, and the collections of Trust Fund monies. All remittances are due by the fifteenth (15th) of the month following the month for which they are contributed.

In the event the Board fails to remit contributions in conformity with the foregoing provisions of this Agreement, the Union is free to take any economic action it deems necessary against the Board, and such action shall not be considered a violation of this Agreement. Further, if the Board fails to remit contributions within forty-eight (48) hours of the date on which such contributions are due, exclusive of Saturday, Sunday and statutory holiday, the Union shall require a ten per cent (10%) penalty of the amount of the late payment.

In the event any person subject to this Agreement has a claim for benefits under the Welfare Plan refused as a result of an Employer's default in payments, such Employer shall be liable for an amount equal to said claim, plus such costs as the Trustees of this Plan may determine.

Note: Benefits, Trust Funds and other deductions for each affiliated Union are as shown in the Trade Specific Appendices.

6.09 A reconciliation of the Vacation and Statutory holiday banks will be done at the end of the pay period that includes December 31 of each year. As a result of this reconciliation:

- a) Any amount owed to employees will be paid out the following pay period.
- b) If an employee has been overpaid a total of two hundred dollars (\$200) or less, the amount will be deducted the following pay period.
- a) If an employee has been overpaid a total of more than two hundred dollars (\$200), a deduction of no more than two hundred dollars (\$200) each pay day will be made until the total amount has been repaid.
- d) An employee shall have the option to repay the total amount overpaid directly to the VSB (have the total amount deducted), via payroll deduction.

6.10 Self-Funded Leave Program

Core List employees may participate in the Self-Funded Leave of Absence Plan in accordance with the attached provisions. (Appendix 1).

6.11 EAP Program

Core List employees may access the VSB Employee Assistance Program as required.

ARTICLE 7 | Payment of Wages and Premiums

7.01 The Board shall pay wages in accordance with the practice for all other Employees of the Board by making a bank deposit to an institution of the Employee's choice once every two (2) weeks with a statement forwarded to each Employee providing specific details for the transaction.

7.02 When Employees are laid off by the Board, they shall receive all pay and allowances on leaving the workplace in accordance with the Employment Standards Act. One (1) hour's notice of discharge will be given by the Board or one (1) hour's pay in lieu.

7.03 In the event of an Employee being discharged for cause, the Shop Steward shall be notified immediately.

7.04 First Aid Attendant

When an Employee is required by the Board to act as a First Aid Attendant, he/she will be paid a premium of seventy-five cents (\$0.75) per hour in addition to the required hourly rate.

7.05 Height Pay

Each worker shall receive a premium of fifty cents (\$0.50) per hour in addition to the regular rate for all hours worked on slipform scaffolds, buckets, cages, swing stages and/or bosun's chairs. If the actual time spent on such stage or chair is less than four (4) hours, the member shall receive the said premium for a minimum of four (4) hours.

ARTICLE 8 Hours of Work, Shifts, Over-Time and Callout Time

8.01 Normal hours of work are thirty-seven and a half (37.5) hours per week, five (5) days per week from Monday to Friday. Normal working hours are between the hours of 7:00 am and 4:00 pm which includes a one-half (¹/₂) hour lunch break and two (2) ten (10) minute breaks to be taken in the morning and afternoon respectively. A five-minute pick-up period will be allowed prior to quitting time. Normal hours of work, including starting times, quitting times, and break periods can be altered by mutual agreement of the parties to accommodate operational requirements and efficiencies.

8.02 All work performed after a regular shift in any one (1) day shall be considered overtime until a break of eight (8) hours occurs and shall be paid at the rate of double time.

8.03 If an Employee is required to work before an eight (8) hour break occurs he/she will be paid double time rates until such time as an eight (8) hour break occurs.

8.04 In the event an Employee is required to work overtime after the hour of twelve o'clock midnight and he/she is instructed to take an eight (8) hour break, the Employee's time shall start at the regular starting time of 8.00 am. For example, an Employee works until 3.00 am, takes an eight (8) hour break, starts work at 11.00 am and will be paid from 8.00 am at straight time rates.

8.05 The starting and stopping time as well as the meal period shall be mutually arranged by the Board and the Union, it being understood that the meal period shall not be less than thirty (30) minutes. Employees required to work during their regular meal periods shall be paid overtime rates for the meal periods and shall be given the equivalent time off with pay to eat their meals within one (1) hour of their regular meal period.

8.06 **Shift Premium**

On the first shift, afternoon shift, an Employee who works seven (7) hours will be paid eight (8) hours. On the second shift, graveyard shift, an Employee who works seven (7) hours will be paid nine (9) hours.

8.07 Any Employee required to change from one regular shift to another shall have an eight (8) hour break between such shift change. If the Employee is required to work before an eight (8) hour break occurs, he/she will be paid double time rates until such break Occurs.

8.08 **Call-Out Time**

Where an Employee reports for work for a normally scheduled shift, he/she shall be paid a minimum of four (4) hours at the prevailing straight time base rate. Where an Employee is called out for work and no work is performed, he/she shall be paid four (4) hours pay.

The Board shall also pay to every Employee covered by this Agreement who works in excess of four (4) hours and less than seven and one-half (7 1/2) hours in any day, at least seven and one-half (7 1/2) hours pay for each such day. All hours worked outside the regular hours shall not be considered for the purpose of satisfying the above requirements.

Where an Employee is called out for work outside of normal working hours, he/she shall be paid a minimum of four (4) hours at double the prevailing base rate, plus applicable mileage.

8.09 **Overtime**

- a) All overtime shall be paid at two hundred per cent (200%) of the regular rate.
- b) When Employees are required to work more than one and one-half (1 1/2) hours outside of the regular workday, the Board will provide a hot meal at no cost to the Employee, plus a meal period of one-half (1/2) hour at the prevailing rate. This meal is to be supplied immediately after nine (9) hours work and thereafter at four (4) hour intervals. There shall be a coffee break two (2) hours after each meal period or commencement of overtime work. When overtime is worked the time for the coffee break may be changed by mutual agreement.
- c) An Employee who has worked emergency overtime shall return to work after ten (10) hours rest, but only if he/she can do so by 12:30 pm. Whether or not he/she does return, he/she shall be paid not less than seven and one-half (7 1/2) hours at the prevailing rate for that day to qualify as set out in the preceding sentence, an Employee must return to work by 12:30 pm if his/her overtime finished at or before 2:30 am of the same calendar day.

- d) Where an Employee is called out to work in advance of 4 am, overtime rates shall be paid in addition to the Employee's prevailing rate should the work period run into the Employee's schedule day. Should he/she be sent home before the end of that scheduled shift he/she shall be paid at the prevailing rate for the hours remaining in that scheduled shift.
- e) All overtime will be evenly distributed where practicable.

[**ARTICLE 9 I Working Conditions** _____

Tools

9.01 For trades where hand tools are provided by the Employee, the tools of the Journeyman starting a new job shall be in good condition and shall be kept so on Board's time.

Note: Refer to Trade Specific Appendices for specific tool requirements.

9.02 It shall be considered a violation of this Agreement for the Board to rent equipment or power tools from Employees or to make employment conditional upon their providing or furnishing equipment or power tools.

9.03 The Board will repair or replace all tools damaged or broken on the job; broken or damaged tools are to be reported immediately by the Employee. If so requested by the Employer, the Employee will submit to the Superintendent or Company Representative, an inventory of tools carried.

9.04 The Employer must assure the safety of members' tools against fire and burglary or loss when working over water or in such other areas where tools cannot be retrieved while in his/her employ and in the event of such a loss thereby replace same. Determination of eligible tools shall be in compliance with Article 9.07 A., Tool Insurance.

9.05 **Employee Vehicles**

Ownership and/or use of a vehicle shall not be a condition of employment. No Employee will be permitted to use his/her own motor vehicle in a manner which is unfair to other members or against the best interest of the Union.

9.06 The responsibility for transportation of the individual and tools from one job site to another is that of the Employee, who shall be reimbursed as per the Vancouver School Board auto allowance schedule. For short term circumstances the Board will make every reasonable effort to accommodate alternative arrangements, providing there are no additional costs to the Board. The rate schedules shall be reviewed annually or as required. The Board trades shall be consulted, through the Ad Hoc Mileage Committee, prior to any changes to rates. The Joint Liaison Committee will also receive an explanation of the derivation of the rates at the next J.L.C. meeting.

1) Eligibility

- a) In order to qualify for tool insurance coverage, Vancouver School Board trade personnel must submit an annual inventory of their tools. A current inventory must be submitted to the maintenance department on a standardized form provided by the Vancouver School Board by January 31st of each year, or upon commencement of employment with the Board for non-Core List personnel. The Board will approve the inventory by February 28th each year, or within thirty days of commencement of employment for non-Core List Employees. Failure to submit the inventory will render the coverage void.
- b) The inventory must itemize all personal tools which are used for Vancouver School Board business. The inventory must also include the associated replacement costs, model, make, and serial number, for all tools which the individual wishes to have covered.
- c) Management reserves the right to reject coverage of certain personal tools which are not required for Vancouver School Board maintenance or construction work.

2) Coverage

- a) The Board will cover personal tools excepting those times outlined in 2c.
- b) Upon proof of theft as per these guidelines, the Board will either replace the tool(s) or cover the replacement cost of the tool(s), provided they are listed in the inventory.
- c) Tools will not be covered by the Vancouver School Board during vacations or when tools are used for personal reasons or outside of Vancouver School Board business.
- d) Tool replacement insurance is intended to be for indemnification of broken or stolen tools and does not cover lost or misplaced tools.

3) Replacement

- a) All applications for tool replacement must be submitted in writing to the appropriate Trades Supervisor, the Vancouver School Board Maintenance Manager, or their designate. Applications must be in writing and indicate the applicant's name and trade Union, the date and time of the loss, the nature of the loss (e.g. theft, breakage), and the tools requested for replacement.
- b) All losses of \$75 or more must be reported to the police and an official police report case number must be submitted with the claim.
- c) Any individual discovered to be defrauding, or attempting to defraud the Vancouver School Board through the tool replacement program, will be immediately dismissed for cause (i.e. theft/fraud) from the Vancouver School Board's employ.

d) A seventy-five dollar (\$75) deductible will be applied to all claims payable by the Board for theft during weekends, excepting those times listed in 2)c) when no coverage applies.

9.08 Employees shall be entitled to use of clean and heated facilities for the eating of lunches, the hanging and drying of clothes and the safe storage and lockup of personal tools. On jobs of insufficient size or duration to warrant the foregoing conditions, this Article shall not apply.

Where the Employer claims "insufficient size or duration" and a disagreement arises, the resulting disagreement shall be adjudicated by a called meeting of the Joint Liaison Committee.

9.09 **Safety Provisions**

The Employer shall provide all safety equipment as required under the Workers Compensation Board of British Columbia Compensation Act and Occupational Health and Safety Regulation.

9.10 Any Employee suffering injury while in the employ of the Board must report immediately to the nearest First Aid Attendant and to the Supervisor. The injuries shall be reported to the Unions through the safety committee on a regular basis. A copy of the Employee's accident report will be made available to him/her upon request.

If the Employee must leave the job during the working day due to illness or non-work related injury, he/she shall be paid wages for time actually worked.

If the Employee must leave the job during the working day to receive medical attention for an injury received on the job, he/she shall be paid wages and benefits for the full shift.

9.11 All equipment, tools, materials and practices must conform and be utilized in conformity with applicable Provincial and/or Federal regulations, acts and laws. Trade-specific safety rules and regulations shall be complied with and all necessary safety equipment required by each Trade shall be provided by the Board, as outlined in the Trade Specific Appendices. Board safety rules and regulations shall be complied with provided they are not inconsistent with the above mentioned.

It shall not be considered a violation of this Agreement should an Employee(s) refuse to work in conditions and/or use equipment that does not meet prescribed safety standards and/or regulations. Refusal of an Employee to abide by the W.C.B. Regulations may be considered cause for dismissal.

9.12 **Work Alone**

No Employee shall be required to work alone on overtime or shift work, in closed buildings during school closures or when no other staff are present at the site, unless an appropriate "working alone" procedure is implemented for the shift.

A foreman shall not be the designated member to attend project safety committee meetings unless mutually agreed to by both the Board representative and the Union representative.

When an Employee is travelling on company business he/she shall be covered by Workers' Compensation.

9.13 Protective Clothing and Footwear Allowance

The Employer shall be responsible to supply coveralls when appropriate for the members of each trade. Boot allowance of one hundred dollars (\$100.00) shall be paid annually the first pay period in November. In the event that a member's outer clothing and footwear is substantially damaged in the line of a member's duties, the cost of cleaning or replacement will be borne by the Board.

9.14 Conventions and Conferences

It shall not be considered a violation of this Agreement for Employees to take time off twice within a twelve (12) month period to attend Union Conventions or Conferences providing, however, that time so taken does not exceed six (6) regular working days and providing that written notice has been given to the Board at least one (1) week prior to taking such time off. The Employee's position shall be held open for him/her except in cases where there would be a normal reduction in the working force.

9.15 Piece Work

It shall be a violation of this Agreement for Employees to engage in piece work of any description.

ARTICLE 101 Job Stewards and Business Representatives

10.01 Business Agents

Business Agents shall have access to all Vancouver School Board work sites covered by this Agreement in the carrying out of their regular duties, after first notifying the Board, Supervisor, or foreman; however, in no way will they interfere with the Employees during working hours unless permission is granted.

10.02 Job Stewards

A Job Steward shall be a working member of an affiliated Union and will be under the direction of the Business Manager or Business Agent at all times. The Job Steward shall be appointed by the Business Manager or Business Agent. The Job Steward will be permitted to perform his/her Union duties during working hours and shall not be discriminated against. The Union agrees that the Job Stewards will perform their duties as efficiently as possible and the Board agrees to grant reasonable time for the performance of such duties. Job Stewards shall be given appropriate training by the Union. Job Stewards shall be recognized on all jobs.

Employees are entitled to be represented by a Union Representative in matters or meetings which are of a formal disciplinary nature.

ARTICLE 11 Apprenticeship

11.01 All Apprentices shall be employed in accordance with the provisions of the Apprenticeship and Trades Qualification Act and all parties agree to observe the provisions thereof.

11.02 All duly qualified Apprentices shall be under the supervision and control of the appropriate Building Trades Joint Apprenticeship/Training Committee. Said Joint Apprenticeship/Training Committee shall formulate and make operative such rules and regulations as they may deem necessary and which do not conflict with the specific terms of this Agreement, to govern eligibility, registration, education, transfer, wages, hours, working conditions of duly qualified Apprentices and the operation of an adequate apprentice system to meet the needs and requirements of the trade. Said rules and regulations when formulated and adopted by the parties hereto, shall be recognized as part of this Agreement.

11.03 It is hereby agreed that a maximum ratio of one (1) Apprentice for the shop and one (1) additional Apprentice for every four (4) Journeypersons shall be allowable under the terms of this Agreement, or such ratio as is otherwise agreed between the Board and any affiliated Trade Union. Further, such ratio may be varied during layoff or rehire procedures by mutual agreement between the parties, in accordance with the ratios expressed and implied in the following tables:

Journeyman(s) Employed	Apprentice(s) Allowed
1	1
2 — 5	2
6-11	3
12 — 15	4
16 — 19	5
20 — 23	6

11.04 All Apprentices shall be under the direct supervision of a Journeyman or Foreperson. An Apprentice shall not be given the responsibility of supervising the work of other Apprentices. Electrical apprentices shall not perform work on potentially live conductors or equipment, until the last six (6) months of his/her apprenticeship.

11.05 Preference of employment shall be granted to presently indentured apprentices in order to provide a reasonable opportunity for those indentured to complete their apprenticeship. Employers wishing to hire indentured Apprentices shall contact the Joint Committee's Co-ordinator who shall, after determining that the proper ratio is being complied with, dispatch the requested Apprentice to the Union, the Union in turn dispatching to the Employer as per Article 15. In the case of new Apprentices, the Employer has the right to refer individuals to the Joint Coordinator who, after determining the applicant's qualifications and eligibility, may dispatch as outlined above.

11.06 A graduated wage scale for Apprentices under the four (4) year program shall be established and maintained at the appropriate percentage of the established wage rate of Journeypersons. For three (3) year apprenticeships, wages shall commence at the third term rate.

- 1st term.....55% of Journeyman's rate
- 2nd term60% of Journeyman's rate
- 3rd term.....65% of Journeyman's rate
- 4th term.....75% of Journeyman's rate
- 5th term.....80% of Journeyman's rate
- 6th term.....85% of Journeyman's rate
- 7th term90% of Journeyman's rate
- 8th term.....95% of Journeyman's rate

F ARTICLE 12 | Grievances

12.01 Any differences arising between the Parties bound by this Agreement concerning its interpretation, application, operation or any alleged violation thereof, including any difference arising from the dismissal or suspension of an Employee, shall be finally and conclusively settled without stoppage of work as hereinafter provided:

Stage 1: The Employee involved, preferably with the Shop Steward, will first take up the matter with his/her foreman or supervisor directly in charge of the work.

Stage 2: Failing resolution at Stage 1, Union representatives and the Board's representatives will discuss and, if possible, settle the matter.

Stage 3: Failing resolution at Stage 2, within three (3) days, the grievance shall be set out in writing by the grieving Party and referred to the other Party and they shall forthwith confer upon the matter.

Stage 4: Failing resolution at Stage 3, within seven (7) days or such longer time as the Parties agree to, then it shall be referred to an Arbitrator, 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 particulars of the matter in dispute.
- b) **The** Party receiving the notice shall within five (5) days thereafter appoint a member for the Board and notify the other party of its appointment.
- c) The two (2) arbitrators so appointed shall confer to select a third person to be Chair and failing for three (3) days from the appointment of the second of them to agree upon a person willing to act, either of them may apply to the Minister of Labour to appoint such a third member.

The Arbitration Board shall sit, hear the Parties, settle the terms of the question **to be** arbitrated, and make its award within ten (10) days from the date of the appointment of the Chairperson, provided the time may be extended by agreement of the Parties. The Board shall deliver its award in writing to each of the Parties and the award of a majority of the Board shall be the award of the Board and shall be final and binding upon the parties and they shall carry it out forthwith.

Each Party shall pay its own costs and expenses of arbitration, the remuneration and disbursements of its appointee to the Arbitration Board and one-half the compensation and expenses of the Chairperson and of stenographic and other expenses of the Arbitration Board.

Upon mutual agreement, the parties may utilize a sole arbitrator. The parties shall confer to select the arbitrator and failing for three (3) days to agree upon a person willing to act, either of them may apply to the Minister of Labour to appoint the arbitrator.

ARTICLE 13 | Savings Clause

Should any provisions of this agreement be declared illegal by any court of competent jurisdiction, such provisions shall immediately become null and void, leaving the remainder of the agreement in full force and effect and the Parties shall thereupon seek to negotiate substitute provisions which are in conformity with the applicable laws.

ARTICLE 141 Technological Change

- 1) The Board will comply with *Section 54* of the *Labour Relations Code* "Adjustment Plan" and any subsequent amendments, as it relates to Technological Change.
 - a) If any Employer introduces or intends to introduce a measure, policy, practice or change that affects the terms, conditions or security of employment of a significant number of Employees to whom a collective agreement applies;
 - b) The Employer must give notice to the trade Union that is party to the collective agreement at least sixty (60) days before the date on which the measure, policy, practice or change is to be effected; and
 - c) After notice has been given, the Employer and trade Union must meet, in good faith, and endeavour to develop an adjustment plan, which may include provisions respecting any of the following:
 - i) consideration of alternatives to the proposed measure, policy, practice or change, including amendment of provisions in the collective agreement;
 - ii) Human Resources planning and Employee counselling and retraining;
 - iii) notice of termination;
 - iv) severance pay;
 - v) entitlement to pension and other benefits including early retirement benefits;
 - vi) a bipartite process for overseeing the implementation of the adjustment plan.
- 2) If, after meeting **in** accordance with subsection (1), the parties have agreed to an adjustment plan, it is enforceable as if it were part of the collective agreement between the Employer and the trade Union.
- 3) Subsections (1) and (2) do not apply to the termination of the employment of Employees exempted by section 65 of the Employment Standards Act from the application of section 64 of that Act.

ARTICLE 15 | General Provisions

- 15.01** The Board shall maintain a harassment-free workplace, in compliance with prevailing Human Rights statutes.

15.02 Bereavement Leave

Employees on Municipal Pension Plan shall receive a maximum of three (3) days bereavement leave with pay on the death of an immediate family member. Immediate family member shall include: Husband, Wife, Child, Brother, Sister, Parent, Stepfather, Stepmother, Grandparent, Grandchild, Father-in-Law, Mother-in-Law, Sister-in-Law and Brother-in-Law.

An employee who qualifies for Bereavement Leave without loss of pay, and is required both to attend to the affairs connected with the funeral and also to travel in connection with the funeral to a point outside the Lower Mainland of British Columbia (defined as the area included within the Greater Vancouver Regional District, Central Fraser Valley Regional District, Dewdney-Alouette Regional District, Fraser-Cheam Regional District, Powell River Regional District, Squamish-Lillooet Regional District and Sunshine Coast Regional District) may be granted upon request, an additional leave without loss of pay for a further period of two (2) working days.

15.03 Jury Duty

Building Trade Union Employees on Municipal Pension Plan shall continue to receive pay (includes vacation, supplemental vacation, statutory holidays, pension and Board paid Union funds) while on jury duty or when called for jury duty selection. In the event an Employee would have been laid off during this time, payment shall cease from the Vancouver School Board.

15.04 Night School Courses

Employees may register in and shall have course fees waived for any Vancouver School Board courses provided that:

- a) Employees take such courses on their own time
- b) No fee-paying student is displaced
- c) An application form is submitted and approved in advance of registration.
- d) The costs of any materials and supplies is borne by the Employee

15.05 Access to Personnel Files

An Employee shall have the right, at a time convenient to both parties to review, at the Human Resources office, his/her personnel file.

ARTICLE 16 i Duration of the Agreement

This Agreement shall be for the period from and including 2006 July 01 to and including **2010June 30** and from year to year thereafter, subject to the right of either party to the Agreement, within four (4) months immediately preceding the date of expiry of this Agreement (2010 June 30) or immediately preceding the last day of June in any year thereafter, by written notice, to require the other party to the Agreement to commence collective bargaining. Should either party give written notice aforesaid, this Agreement shall thereafter continue in full force and effect and neither party shall make any change in the terms of the said Agreement or increase or decrease the rate of pay of any Employee for whom collective bargaining is being conducted or after any other term or condition of employment until:

- a) The Union shall give notice to strike (or until the Union goes on strike); or
- b) The Board shall give notice of lock-out (or the Board shall lock-out its Employees); or
- c) The parties shall conclude a renewal or revision of this Agreement or enter into a new Collective Agreement, whichever is the earliest.

If, during the life of this Agreement there should arise any difficulty or misunderstanding as to the interpretation of any part or article of the Agreement, that section or part of the Agreement may be amended by mutual consent of the two parties.

A copy of this Agreement shall be filed with the Minister of Labour for the Province of British Columbia.

**SIGNED AT THE CITY OF VANCOUVER IN THE PROVINCE OF BRITISH COLUMBIA
THIS _____ DAY OF _____, 200..**

SIGNED ON BEHALF OF:

- **Joint Council of Vancouver School Board Construction and Maintenance
Trades Union**

- **Board of School Trustees of School District No. 39 (Vancouver)**

Brenda Ng, Secretary-Treasurer

Ken Denike, Chairperson



Letter of Understanding **Work Assignments Dispute Resolution**

January 22, 1991

This will confirm our understanding with respect to work assignment disputes between the Board, the Building Trades, and the I.U.O.E. Local 963. The following shall form part of the collective agreement between the I.U.O.E. Local 963 and the Vancouver School Board:

The parties agree that the attached guidelines will determine the assignment of work between the Building Trades Unions and I.U.O.E. The parties further concur that any dispute involving interpretation of the guidelines, or work not covered by the guidelines, will be resolved in accordance with the following procedure:

- a) A representative from the I.U.O.E. and the concerned Building Trade Union may meet concerning a work assignment made by the Vancouver School Board. If the two (2) Unions agree that the assignment be reversed and advise the Vancouver School Board in writing of this agreement, then the Vancouver School Board shall accept and act on the work proceeding as per agreement between the two (2) Unions. Any of the three (3) parties, if they wish, may proceed to step #2 below.
- b) A committee of six (6) persons will meet and attempt to resolve the dispute to the mutual satisfaction of all parties. The committee will be comprised of two (2) members of the affected Building Trade Union(s), two (2) members of the I.U.O.E., and two (2) representatives of the Vancouver School Board including at least one (1) from the Maintenance Group.
- c) It is agreed the above committee will meet within (10) working days of a written complaint by one of the parties being served on the other two (2) parties. The complaint will identify the work assignment which is in dispute and the requested resolution of the dispute.
- d) The committee will rule on matters by consensus. **If** consensus is not reached, any of the involved parties will have the right to refer the matter to an expedited hearing within ten (10) working days of the above meeting. The other parties shall attend the hearing and agree that the decision of the chairperson will be final and binding on the three (3) parties.
- e) The chairperson named below will convene the hearing within fifteen (15) calendar days of the above request, and will issue a decision within thirty (30) calendar days of completion of the hearing.
- f) For the life of this agreement the name Chairperson will be **(name)**.

(Names proposed by the Union are Kelleher, Thompson, Larson, Grayell with intent of selecting a chairperson and alternate).

1 Interim Guidelines for Allocating Minor Repair Work

- 1) The allocation of minor repair work will be as set out in the Allocation of Minor Repair Work in Trade Specific Appendices, which is based on specific items in the I.U.O.E. 1985 November 4 list, with amendments taken in part from the Trades' 1986 July Letters of Understanding. This will not prohibit I.U.O.E. affiliated personnel from performing other minor and incidental repairs.
- 2) All fabrication of materials and painting of same by I.U.O.E. affiliated personnel will be discontinued.
- 3) The prime function and activities of the five (5) I.U.O.E. Maintenance Engineers will be refocused on their original concept of upgrading building engineer skills to handle the 1985 November 4 list of minor repairs, now as amended by Attachment A.
- 4) I.U.O.E. affiliated personnel will replace outside forces in the inspection and minor repair of folding lunchroom tables. Fabrication of parts and major repairs will be by others as required.
- 5) Repair work requisitions from schools will continue to be forwarded to Physical Plant/Operations at the Administration Building. All repair and fabrication work, other than the building engineer minor repairs set out in Attachment A will be forwarded by Operations to the Maintenance Workshop for processing and action.



Vancouver School Board

School District No. 39 (Vancouver)

HUMAN RESOURCES
1580 West Broadway
Vancouver, B.C. V6J 5K8
Telephone: (604) 713-5000
Fax: (604) 713-5195

June 25, 1999

International Union of Bricklayers, Local 1
United Brotherhood of Carpenters and Joiners, Local 1995
Cement Masons' Section of Operative Plasterers and
Cement Masons International Association, Local 919
International Brotherhood of Electrical Workers, Local 213
International Association of Heat and Frost Insulators, Local 118
International Association of Machinists and Aerospace Workers, Vancouver Lodge 692
International Union of Painters and Allied Trades, District Council 38
United Association of Journeymen of the Plumbing and Pipefitting Industry, Local 170
Sheet Metal Workers International Association, Local 280

Dear Sirs:

RE: COMMUNITY PROJECTS

This is to confirm that the Board will inform the Chairperson of the Joint Liaison Committee in writing of any Community Projects or Corporate Partnerships, as soon as possible and prior to commencement of work.

Yours truly,

Sheila Page
Personnel Manager - Support Staff

cc: Garry Haruether, Manager, Maintenance and Construction
Gary Miller, Contract Inspector, Maintenance and Construction



Vancouver School Board

School District No. 39 (Vancouver)

HUMAN RESOURCES
1580 West Broadway
Vancouver, B.C. V6J 5K8
Telephone: (604) 713-5000
Fax: (604) 713-5195

2001 February 27

Mr. Stan Pickthall
Chairperson,
Joint Council of Construction &
Maintenance Trade Unions
International Association of Machinists &
Aerospace Workers, Vancouver Lodge 692
7418 - 6th Street
Burnaby, B.C., V3N 3L6

Dear Mr. Pickthall,

RE: Flexibility of Work Assignments

The parties are committed to effective and efficient work practices to achieve the best utilization of maintenance funds.

To that end, the parties agree that, under the direction of the foreman, minor, incidental work related to the repair, where the incidental work crosses jurisdiction, can be performed provided that the incidental work is within the skill range of the journeyman and permissible by legislation.

Signed at Vancouver, BC on this 27th day of February 2001

Sheila Page
For the Board

Stan Pickthall
For the Joint Council



Vancouver School Board

School District No. 39 (Vancouver)

HUMAN RESOURCES
1580 West Broadway
Vancouver, B.C. V6J 5K8
Telephone: (604) 713-5000
Fax: (604) 713-5195

Letter of Understanding

November 9, 2004

Mr. Stan Pickthall
Chairperson
Joint Council of Construction & Maintenance Trade Unions

Dear Mr. Pickthall:

RE: Joint Training Selection Committee

The parties of this collective agreement agree to form a Joint Training Selection Committee and have an initial meeting by January 15, 2005 to discuss and make recommendations as to a process for selection of employees for training courses. The Joint Training Selection Committee will be comprised of three (3) Union Representatives and three (3) V.S.B. Representatives and will report out by June 30, 2005.

Signed on _____



Vancouver School Board

School District No. 39 (Vancouver)

HUMAN RESOURCES
1580 West Broadway
Vancouver, B.C. V6J 5K8
Telephone: (604) 713-5000
Fax: (604) 713-5195

Letter of Understanding

November 9, 2004

Mr. Stan Pickthall
Chairperson
Joint Council of Construction & Maintenance Trade Unions

Dear Mr. Pickthall:

RE: Joint Benefits Committee

Upon ratification, the parties agree to establish a Joint Benefit Review Committee consisting of three (3) members of the Union and three (3) members from the VSB with the mandate to research and explore issues related to administration of the current defined contribution benefit plan.

The parties agree that any benefit changes (structural or administrative) that may result from changes that flow from the recommendations of the Joint Benefit Review Committee will be subject to the PSEC mandate for K-12 support staff in effective and must be approved by BCPSEA prior to implementation.

Signed on _____



Vancouver School Board

School District No. 39 (Vancouver)

HUMAN RESOURCES
1580 West Broadway
Vancouver, B.C. V6J 5K8
Telephone: (604) 713-5000
Fax: (604) 713-5195

Letter of Understanding

July 01, 2006-07-06

Workmanship and Security

The parties agree to a Joint Committee consisting of three (3) representatives from the V.S.B. and three (3) representatives from the Bargaining Council of Vancouver School Board Construction and Maintenance Trade Unions to discuss the following:

- Inspection for workmanship of outside contractors
- Security issues associated with outside trades workers

This Committee will report out on January 31, 2007 and act on any mutually agreeable recommendations.

This Committee will meet on an as needed basis to a maximum of once a month.

Signed on _____

Letter of Understanding (LOU)

Between

BC Public School Employers' Association

And

School Boards who are Signatories to this LOU

And

Support Staff Unions who are Signatories to this LOU

The parties to this Letter of Understanding are the BC Public School Employers' Association (BCPSEA), school boards who are signatories to this LOU, and the support staff unions who are Signatories to this LOU.

The terms set out below represent a full and final settlement of all outstanding cost issues between the parties who are signatories to this LOU. All outstanding cost demands not specifically addressed below are deemed to be withdrawn.

Subsequent to the execution of this document, the local parties will prepare and execute a Memorandum of Agreement incorporating the terms set out herein, together with any other non-cost issues agreed to between the parties.

It is understood and agreed that the obligations of school districts set out in this Letter of Understanding shall be of no force and effect unless a collective agreement has been reached by the affected local parties prior to June 30, 2006, and subsequently ratified.

Term

July 1, 2006 to June 30, 2010

General Wage Increase

<u>July 1, 2006</u>	<u>2%</u>
<u>July 1, 2007</u>	<u>2%</u>
<u>July 1, 2008</u>	<u>2%</u>
<u>July 1, 2009</u>	<u>2%</u>

Incentive Payment

Should the parties conclude an agreement by June 30, 2006 and the settlement is subsequently ratified, each bargaining unit member who is an employee of the School District at the earlier of the date of ratification or June 30, 2006 shall be eligible to receive a one time lump sum incentive payment.

The following principles for distribution shall guide the parties in the distribution of this one-time funding:

- **The incentive payment shall be up to \$ 3,700 for each full-time equivalent employee and shall be pro-rated for part-time employees.**

- For the purpose of the determination of the amount of the incentive payment, a full-time equivalent employee is an employee who worked on a full-time basis for the period of July 1, 2005 to June 30, 2006. For the purposes of this payment, "full-time" means the greater of 35 hours per week or the definition of "full-time" employee set out in the collective agreement. If ratification occurs prior to June 30, 2006, the incentive payment would be based from September 1 2005 to the date of ratification. The incentive payment for an employee who worked less than full-time over this period shall be pro-rated for the fraction of full-time work over this period that the employee worked.
- The one-time payment is subject to normal statutory deductions.
- Time spent by employees on the following leaves shall be considered as time worked for the purpose of calculating the amount of an employee's incentive payment:
 - maternity or parental
 - short-term disability
 - long-term disability that commenced within the twelve (12)-month period ending on the incentive eligibility date
 - leaves granted to employees in receipt of workers' compensation benefits

The incentive payment shall be paid to employees as soon after the date of ratification as is practicable for the institution to determine and pay the payment amounts to employees. The employer shall make every reasonable effort to make the incentive payment to employees no later than June 30, 2006.

Subject to the allocated funding above, the local and the district may also choose to allocate the funds in a manner consistent with the district's staffing structure.

Public Education Support Staff Skills Enhancement, Apprenticeship and Workforce Adjustment Committee

1. The parties agree to establish a Support Staff Skills Enhancement, Apprenticeship and Workload Adjustment Committee which shall consist of four (4) representatives of support staff unions who are signatories to this LOU, and four (4) representatives of BCPSEA.
2. By no later than September 30, 2006, the Committee shall develop specific criteria to be used in allocating the funds provided to it under this Letter of Understanding, including the processes and deadlines under which Districts and local unions may jointly seek to access funds held by the Committee. These processes will include a requirement that Districts and local unions seeking to access the funds provide the Committee with:

- a. an employee demographic analysis; and
- b. a human resource plan which provides for the development and maintenance of a qualified and sustainable support staff workforce.

In the event the Committee cannot agree on any of the matters within its jurisdiction, these matters will be referred to Mark Brown for mediation and, if necessary final adjudication.

Skills Enhancement and Retraining Funding

3. The Committee will be provided with a one-time payment equal to a province-wide maximum of \$3,000,000, pro-rated based on the support staff salary expenditures reported in the 2005-2006 audited financial statements of Districts whose support staff unions which become signatories to this Letter of Understanding (for example if unions representing 50% of support staff salary expenditures in the Province become signatories to this LOU, the Committee will be provided with \$1.5 million). These monies will be used to support skills training, retraining, or professional enhancement for support staff employees.
4. The funding will be available to all support staff employees whose support staff unions become signatories to this Letter of Understanding.
5. Upon request, the Committee shall provide to the Ministry of Education a report in the form and manner prescribed by the Ministry, showing the expenditures made to date and the estimated future expenditures from the funding provided.

Apprenticeship Opportunities Funding

6. The Committee will be provided with a one-time payment equal to a maximum of \$3,000,000, pro-rated based on the support staff salary expenditures reported in the 2005-2006 audited financial statements Of Districts whose support staff unions which become signatories to this Letter of Understanding (for example if unions representing 50% of support staff salary expenditures in the Province become signatories to this LOU, the Committee will be provided with \$1.5 million). These monies will be used to facilitate and support apprenticeship opportunities in British Columbia school districts.
7. The funding will be available to all support staff employees whose bargaining agents become signatories to this Letter of Understanding.
8. Upon request, the Committee shall provide to the Ministry of Education a report in the form and manner prescribed by the Ministry, showing the expenditures made to date and the estimated future expenditures from the funding provided.

Apprentice Sponsor Funding

9. The Committee shall be provided with funding in the following maximum amounts, pro-rated based on the support staff salary expenditures reported in the 2005-2006 audited financial statements of Districts whose support staff unions which become signatories to this Letter of Understanding (for example if unions representing 50% of support staff salary expenditures in the Province become signatories to this LOU, the Committee will be provided with 50% of the funding set out below), to provide a wage increase to all employees with Trades Qualifications:
- | | |
|---------------------|------------------|
| <u>July 1, 2007</u> | <u>\$828,000</u> |
| <u>July 1, 2008</u> | <u>\$828,000</u> |
| <u>July 1, 2009</u> | <u>\$828,000</u> |
10. It is understood that employees with Trade Qualifications will provide guidance and support to apprentice employees as directed by their employer.
11. The funding will be available to all support staff employees whose bargaining agents becomes signatories to a Letter of Understanding containing the terms and conditions outlined herein.
12. The amount of the wage increase shall be determined by dividing the available monies in each year equally between employees with Trades Qualifications in signatory bargaining units.
13. Upon request, the Committee shall provide to the Ministry of Education a report in the form and manner as prescribed by the Ministry, showing the expenditures made to date and the estimated future expenditures from the funding provided.

Workforce Adjustment Committee Funding

14. The Committee will be provided with a one-time payment equal to a maximum of \$4,000,000, pro-rated based on the support staff salary expenditures reported in the 2005-2006 audited financial statements of Districts whose support staff unions which become signatories to this Letter of Understanding (for example if unions representing 50% of support staff salary expenditures in the Province become signatories to this LOU, the Committee will be provided with \$2 million). These monies will be used to facilitate and support workforce adjustment issues arising from non-routine and fundamental restructuring within a given school district, including shared services and regionalization. Any unused portion of the money from this fund will be reallocated (in the discretion of the Committee) to either the Skills Enhancement and Retraining Fund and/or the Apprentice Opportunities Fund.
15. The funding will be available to all support staff employees whose bargaining agents become signatories to this Letter of Understanding.
-

16. Upon request, the Committee shall provide to the Ministry of Education a report in the form and manner prescribed by the Ministry, showing the expenditures made to date and the estimated future expenditures from the funding provided.

Labour Market Adjustment Fund

17. Subject to the approval of the Committee, a district may address demonstrated recruitment or retention issues that can be objectively determined with reference to specific criteria, including:
- i. Demonstrating evidence of recruitment or retention difficulties;
 - ii. Providing relevant market data that specifically includes employers likely to recruit from the public sector employer and employers that the public sector employer has recruited from;
 - iii. Identifying which occupations and the number of employees that will be affected by the adjustment;
 - iv. Identifying options for the size of the market adjustments, and identify the risks associated with each of the options; i.e. collective bargaining;
 - v. Demonstrating that the employer has provided significant training to employees in an occupation, and that a business case can be made for an adjustment.

Adjustments proposed under this paragraph must be funded through demonstrable cost neutral trade-offs.

18. In addition, the Committee shall be provided with Labour Market Adjustment funding in the following maximum amounts, pro-rated based on the support staff salary expenditures reported in the 2005-2006 audited financial statements of Districts whose support staff unions which become signatories to this Letter of Understanding (for example if unions representing 50% of support staff salary expenditures in the Province become signatories to this LOU, the Committee will be provided with 50% of the funding set out below):

July 1, 2007 \$1,656,000

July 1, 2008 \$828,000

July 1, 2009 \$828,000

19. The funding will be available to all support staff employees whose bargaining agents become signatories to this Letter of Understanding.
20. In order to access the funding set out in paragraph 18 above, districts and locals must make joint application to the Committee and must demonstrate that the funding sought will be used to address recruitment and retention issues on the basis of the criteria set out in paragraph 17 above. The provision of this funding will be subject to the approval of PSEC.

21. Upon request, the Committee shall provide to the Ministry of Education a report in the form and manner prescribed by the Ministry, showing the expenditures made to date and the estimated future expenditures from the funding provided.
22. The continuation of the Labour Market Adjustment Fund beyond July 1, 2009 shall be determined during the next round of collective bargaining between the parties.

Trades Adjustment

23. The Committee shall be provided with funding in the following maximum amounts, pro-rated based on the support staff salary expenditures reported in the 2005-2006 audited financial statements of Districts whose support staff unions which become signatories to this Letter of Understanding (for example if unions representing 50% of support staff salary expenditures in the Province become signatories to this LOU, the Committee will be provided with 50% of the funding set out below), to provide a wage increase to all employees with Trades Qualifications:

July 1, 2006	\$1,656,000
July 1, 2007	\$828,000
July 1, 2008	\$828,000

24. The amount of the wage increase shall be determined by dividing the available monies in each year equally between employees with Trades Qualifications in signatory bargaining units.
25. Upon request, the Committee shall provide to the Ministry of Education a report in the form and manner prescribed by the Ministry, showing the expenditures made to date and the estimated future expenditures from the funding provided.

Liaison on Education Policy Matters

27. The Minister of Education will establish scheduled opportunities for representatives of support staff unions to discuss education policy matters that have employment implications for their bargaining unit members.

Education Assistants Committee

28. During this round of collective bargaining, representatives of the support staff unions raised concerns with educational assistants working hours and not being paid.
29. The parties agree to establish an Educational Assistants Committee which shall consist of two (2) representatives of support staff unions who are signatories to this LOU and two (2) representatives of BCPSEA by no later than July 1, 2006. The committee shall investigate and make recommendations concerning this issue, including directions for resolution to Districts and locals.
-

Fiscal Dividend

33. Each Memorandum of Agreement shall include a Letter of Agreement for a Fiscal Dividend Bonus.

THE PARTIES AGREE AS FOLLOWS:

Having agreed the term of the Collective Agreement to be from July 1, 2006 to June 30, 2010 a Fiscal Dividend Bonus may be paid from a one-time fund (the "Fund") generated out of monies, in excess of \$150 million, surplus to the BC government, as defined in the Province's audited financial statements, for the fiscal year 2009-10.

1.0 Fiscal Dividend:

- 1.1 If fiscal dividend funds are determined to be available, upon receipt of funding from the government, a fiscal dividend will be paid to employees as soon as practicable for the school district to calculate the individual payment amounts and distribute the funds.
- 1.2 The quantum of the Fund accessible for the parties to this agreement will be based on the Province's audited financial statements as at March 31 2010.

The Fund will be determined as follows:

- i. The calculations will be based on the surplus, as calculated before deduction of any expense associated with the Fiscal Dividend Bonus, achieved in fiscal 2009-10, as published in the audited financial statements for that fiscal year, provided that the surplus is in excess of \$150 million.
- ii. Only final surplus monies in excess of \$150 million will be part of the Fund, and the total quantum of the Fund for the entire public sector (including all categories of employees) will not exceed \$300 million.
- iii. The quantum of the Fund will be constrained by the proportion of the public sector that is eligible to participate in the Fiscal Dividend Bonus; i.e., 100% of the Fund will be available if 100% of all categories of employees in the public sector under the purview of the Public Sector Employers' Council participate, but if a lesser number participate, a proportionately lesser amount of the Fund will be available.

iv. Additionally, the Fund will be proportioned among all groups of public sector employees by ratio of group population to total population participating.

1.3 Each bargaining unit member who is a regular employee of the School District on March 31, 2010 shall be eligible to receive the Fiscal Dividend Bonus.

1.4 The fiscal dividend payment shall be an amount as described in clause 1.2 above for each regular full time equivalent employee and shall be pro-rated for regular part time employees. For the purpose of the determination of the amount of the fiscal dividend payment, a full time equivalent employee is a regular employee who worked on a full time basis for the period September 1, 2009 — June 30, 2010. The fiscal dividend payment for a regular employee who worked less than full time over this period of time shall be pro-rated based on the actual straight-time hours worked as a percentage of full time hours. Time spent by employees on the following leaves shall be considered as time worked for the purpose of calculating the amount of an employee's dividend payment:

- All leaves with pay
- Maternity and parental leave
- All unpaid medical leaves that commenced between July 1, 2009 and June 30, 2010

The undersigned parties have agreed to the terms of this letter of understanding.

"Jacquie Griffiths" "May 22/06"
On behalf of BC Public School Employers' Association Date

"G. Johnson" "May 22/06"
On behalf of Canadian Union of Public Employees Date

On behalf of School District No. 23 "May 22/06"
(Central Okanagan) Date

On behalf of CUPE, Local 3523 "May 22/06"
Date

On behalf of School District No. 37 (Delta) "May 22/06"
Date

On behalf of CUPE, Local 1091 "May 22/06"
Date

On behalf of School District No. 41 (Burnaby) "22/05/06"
Date

On behalf of CUPE, Local 379 "22/05/06"
Date

On behalf of School District No. 57 "May 22/06"
(Prince George) Date

"Lorraine Prouse" "May 22/06"
On behalf of CUPE, Local 3742 Date

On behalf of School District No. 62 (Sooke) "May 22/06"
Date

On behalf of CUPE, Local 459 Date

On behalf of School District No. 63 (Saanich) "May 22/06"
Date

On behalf of CUPE, Local 44 Date

On behalf of School District No. 71 "May 22, 2006"
(Comox Valley) Date

"Janice Wright" "May 22, 2006"
On behalf of CUPE, Local 439 Date

On behalf of School District No. 79
(Cowichan Valley)

"May 22/06"
Date

On behalf of Canadian Union of Public
Employees, Local 606

"May 22/06"
Date

On behalf of School District No. 28 (Quesnel)

"May 22/06"
Date

On behalf Construction, Maintenance
and Allied Workers', Local 2545

"May 22, 2006"
Date

On behalf of School District No. 57
(Prince George)

"May 22/06"
Date

On behalf of Construction, Maintenance
and Allied Workers;, Local 2106

"May 22/06"
Date

"Lorraine Prouse"
On behalf of CUPE, Local 3742

"May 22/06"
Date

On behalf of School District No. 59
(Peace River South)

"May 22/06"
Date

On behalf of Construction, Maintenance
and Allied Workers', Local 1237

"May 2/06"
Date

On behalf of School District No. 78
(Fraser Cascade)

"May 22/06"
Date

On behalf of Construction, Maintenance
and Allied Workers', Local 2423

"May 22/06"
Date

On behalf of School District No. 79
(Cowichan Valley)

"May 22/06"
Date

On behalf of United Steelworkers of
America, Local 180

"May 22/06"
Date

APPENDIX 1

SELF-FUNDED LEAVE OF ABSENCE PLAN

Under the definition of a 'Prescribed plan' within Section 248(1) (salary deferral arrangement) of the Income Tax Act, the following agreement is to permit members of the Union to arrange a self-funded leave of absence by deferring from tax a portion of salary.

Any changes to the Income Tax Act may prohibit participation in this plan. **1**

DEFINITIONS

"Accrued interest" means the amount of interest earned in accordance with clause 3.3 on the monies retained by the Board on behalf of the participant, calculated from:

- (a) the first day any of such monies has been so retained by the Board, or
- (b) the last day to which interest has been paid in accordance with clause 3.4.

whichever is later.

"Union" means the Bargaining Council of Vancouver School Board Construction and Maintenance Trade Unions.

"Board" means the Board of School Trustees.

"Agreement" means the agreement in force from time to time between the Board and the Union.

"Committee" means a committee as defined by agreement between the Board and Union.

"Contract year" means the twelve (12) month period from July 1 to June 30.

"Current compensation amount" means the total compensation payable by the Board to the participant for the contract year, including his/her proper salary and all allowances in accordance with the Agreement.

"Deferral Period" shall be number of years not to exceed five (5) years for which compensation is deferred in accordance with clause 3.1, excluding the years referred to in clauses 4.4 and 4.5 if applicable. Therefore, the original deferral period shall not exceed five (5) years to allow for the possible application of these clauses.

"Deferred compensation amount" means the portion of the current compensation amount which is retained by the Board for a participant in each year in accordance with clause 3.1 and augmented from time to time by interest thereon calculated in accordance with clause 3.3 but less all interest paid to participant in accordance with clause 3.4.

"Eligible employee" means a member of the Union whose name is on the VSB core list.

"Eligible investor means any Canadian chartered bank, any trust company authorized to carry on business in the province of British Columbia, and any credit union authorized to carry on business in the province of British Columbia.

"Leave of absence" means the period described in clause 4.1.

"Self-Funded Leave of Absence Plan application" means the application on page 36.

"Participant" means an eligible employee who has completed a Self-Funded Leave of Absence Plan application and whose application for participation in the plan has been approved by the Associate Superintendent, Human Resources in accordance with clause 2.3.

"Plan" means the deferred salary leave plan set out in this policy and includes all amendments thereto.

2. APPLICATION

Formal Application

2.1 In order to participate in the plan, an eligible employee must complete the Self-Funded Leave of Absence Plan application (on page 35) and submit it to the Associate Superintendent, Human Resources at least three (3) months prior to participation in the plan, or at a date otherwise agreed between the Board and the union, stating the date when the eligible employee wishes to participate in the plan.

Approval

2.2 The approval of each application made under clause 2.1 shall rest solely with the Associate Superintendent, Human Resources. The Associate Superintendent, Human Resources shall, at least one (1) month prior to participation in the plan or at a date otherwise agreed between the Board and the Union advise each applicant of his/her approval or disapproval of his/her application, and if the latter, an explanation thereof.

Date of Participation

2.3 If the Associate Superintendent, Human Resources gives his/her approval in accordance with clause 2.2, the participation of the eligible employee in the plan will become effective on the date requested by the eligible employee, or if such date is not agreed to by the Associate Superintendent, Human Resources then on a date which is agreed to by the Associate Superintendent, Human Resources and the eligible employee.

3. FUNDING FOR LEAVE OF ABSENCE

Funding for leave of absence shall be as follows:

Compensation deferred

31 During each year prior to the leave of absence, the participant, for a maximum to five (5) years, will receive his/her current compensation amount, less the percentage amount which the participant has specified in the Self-Funded Leave of Absence application for the year in question which is to be retained by the Board. Such percentage amount will be retained by the Board and be invested in accordance with clause 3.3.

Maximum Percentage Deferral

3.2 The percentage of the annual current compensation amount deferred by the participant cannot exceed thirty-three and one-third per cent (33 1/3%).

Investment of Deferred Compensation

3.3 The monies retained by the Board for each participant, in accordance with clause 3.1, (including interest thereon (until paid out in accordance with clause 3.4) shall be pooled and shall be invested and reinvested by the Board in investments offered from time to time by an eligible investor. The committee shall choose such eligible investor and in making such determination the Board and members of the committee shall not be liable to any participant for any investments made which are authorized by this clause.

Payment of Accrued Interest

3.4 The eligible investor shall pay the accrued interest on each December 31 to the participant.

Reporting to Participants

3.5 The Board shall make an annual report to each participant as to the deferred compensation amount. The annual report shall be made no later than July 31 of each year while the participant participates in the plan.

4. TAKING LEAVE OF ABSENCE

The taking of leave of absence shall be governed by the following provisions:

Qualification to Participate

4.1 The leave of absence shall occur according to, and be governed by, the Self-Funded Leave of Absence plan policy then established by the Board for its employees but shall be for not less than six (6) months.

Manner of Payment During Leave

4.2 The time and manner of payment to the participant during the leave of absence shall be in accordance with a plan determined by the participant prior to the commencement of leave, but in any event payments shall not be more frequently than provided to the payment of salaries under the Agreement and all amounts payable shall be paid to the participant not later than the end of the first taxation year that commences after the end of the deferral period.

Amount of Payment During Leave

4.3 The payment to be made to a participant in accordance with clause 4.2 during a leave of absence shall be related to the monies retained by the Board, in accordance with clause 3.1 for such participant, but less monies required by law to be paid by the Board for or on behalf of a participant. The participant shall not receive any salary from the Board during the leave other than amounts which were deferred prior to the leave.

Board's Right to Refuse Leave

4.4 If the Board is unable to obtain a suitable replacement for a participant for the period of a leave of absence specified by the participant, the Board, upon not less than six (6) months notice prior to the schedule date, may in its discretion defer the leave of absence on one (1) occasion only for one (1) year.

Participant's Right to Defer Leave

4.5 Notwithstanding the date shown in paragraph 2 of the Self-Funded Leave of Absence application for a requested leave of absence, a participant may, on one (1) occasion only, with the consent of the Associate Superintendent, Human Resources give not less than six (6) months prior to the schedule date, postpone such leave for one (1) year.

4.6 The leave of absence shall immediately follow the deferral period,

Return to Employment

4.7 The participant shall return to employment with the Board for a period not less than the period of leave.

5. WITHDRAWAL Termination

of Employment

5.1 A participant who ceases to be employed by the Board also terminates participation in the plan.

Withdrawal from Plan

5.2 A participant may withdraw from the plan upon giving not less than six (6) months notice of intent prior to the date on which the leave of absence is to commence.

Payment

5.3 Upon termination of employment and/or withdrawal from the plan, the Board shall pay to the participant the deferred compensation amount, including any unpaid interest, within sixty (60) days but not later than in the first taxation year that commences after the end of the deferral period, dependent upon the choice of the participant. Upon such payment being made the Board shall have no further liability to the participant.

Upon Death

- 5.4 Should a participant die, the Board shall within sixty (60) days of notification of such death pay the deferred compensation amount to the participant's estate, subject to the Board receiving any necessary clearance and proofs normally required for payment to estates.

6. TERMINATION OR AMENDMENT OF PLAN

Agreement

- 6.1 The plan may be amended or terminated by agreement between the Board and the Union. Any amendment(s) shall be binding upon all present and future participants.

Not to Prejudice Ruling

- 6.2 No amendments shall be made to the plan which will prejudice any tax ruling which is applicable to the plan prior to the amendment.

7. GENERAL

Administration

- 7.1 The Board will bear the administrative expenses of the plan. (Except a monthly charge which is currently set at \$2.00 for each participant.)
- 7.2 The matters of the makeup of the committee, the position on return from leave, the salary and benefits after the leave and the payment of fringe benefits must be dealt with by separate agreement between the Board and the Union.

MEMORANDUM OF AGREEMENT

SELF-FUNDED LEAVE OF ABSENCE PLAN

NAME: _____ SCHOOL DISTRICT #: 39

ADDRESS: _____ SOCIAL INSURANCE #:

_____ VANCITY A/C#, if any:

POSTAL CODE: _____ TELEPHONE:

I have read the terms and conditions of the Deferred Salary leave Plan and understand same and I agree to participate in the plan under the following terms and conditions:

1. Enrolment Date

My enrolment in the plan shall become effective commencing _____, 19/20

2. Number of Years of Participation

I shall participate in the plan for _____ years (not to exceed five (5) years), and my leave of absence shall immediately follow thereafter but subject to the provisions of Item 3 below.

3. Period of Leave

I shall take my leave of absence from _____, 19/20 _____ to _____ 19/20 _____ (not to be less than six (6) consecutive months) but I shall have the right to postpone such leave for up to twelve (12) months and the Board shall have the right to defer such leave for up to twelve (12) months.

4. Funding of Leave of Absence

I direct that the Board withhold _____ per cent (not to exceed thirty-three and one-third per cent (33 1/3%)) of my annual compensation amount during my participation in the plan.

I understand that I may, by written notice given to the Board one (1) month prior to the anniversary date of my participation in the plan, alter the percentage amount for the next subsequent years.

5. Return to Employment

I understand I must return to employment with the Board for a period of time not less than the period of leave.

NOTE: Current Income Tax Laws require interest to be paid out on a yearly basis. Interest will be paid in January for the period ending 31 December. Please specify how you would like to have the interest paid out:

0 Deposit into my VanCity A/C #

0 Mailed to address as above

Dated _____

Employee's Signature

AGREED TO BY THE BOARD

Date

Trade Specific Appendices

Bricklayers

A j Scope of Work

Brick Masonry

Bricklaying Masonry shall consist of the laying of bricks made from any material in, under or upon any structure or form of work where bricks are used, whether in the ground, or over its surface, or beneath water; in commercial buildings, rolling mills, iron works, blast or smelter furnaces, lime or brick kilns, in mines or fortifications and in all underground work, such as sewers, telegraphs, electric and telephone conduits. All cutting of joints, pointing, cleaning and cutting of bricks walls, fireproofing, block-arching terra cotta cutting and setting, the laying and cutting of all tile plaster, mineral-wool, work blocks and glass masonry, or any substitute for above material, the laying of all pipe sewers or water mains and the filling of all joints on the same when such sewers or conduits are of any vitreous material, burnt clay or cement, or any substitute material used for the above purpose, the cutting, rubbing and grinding of all kinds of brick and setting of all cut stone trimmings on brick buildings and the preparation and erection of plastic castables, or any refractory materials is Bricklayer's work.

Cleaning, grouting, pointing and other work necessary to achieve and complete the work under the foregoing category shall be the work of the Bricklayer.

Foreman having the authority to hire, discharge and exercise similar supervisory functions are recognized as the exclusive Representatives of management.

Stone Masonry

Stone Masonry shall consist of laying all rip rap, rubble work, with or without mortar, setting all cut stone, marble, slate or stone work (meaning as to stone, any work manufactured from such foreign or domestic products as are specified and used in the interior or on the exterior of buildings by architects and customarily called, "stone" in the trade).

Cutting all shoddies, broken ashlar, or random ashlar that is roughly dressed upon the beds and joints and range not over ten (10) inches in height; the dressing of all jambs, corners and ringstones that are roughly dressed upon the beds, joints or revels and the cutting of a draft upon same for plumbing purposes only; and the cleaning, cutting of joints and pointing of stone work.

This is to apply to all work on buildings, sewers, bridges, railroads, bulkheads, breakwaters, jetties, playgrounds, parks, landscaping and curbing of other public works and to all kinds of stone, particularly to the product of the locality where the work is being done and the same shall be considered Stone Masonry.

Stonemasons shall have the right to use all tools which they consider necessary in the performance of their work. Cleaning, grouting, pointing and other work necessary to achieve and complete the work under the foregoing category shall be the work of the Stonemason.

Artificial Masonry

The cutting, setting and pointing of cement blocks and all artificial stone or marble, either interior or exterior when set by the usual custom of the Stonemason and Marble Setter.

All cement that is used for backing up external wall, the building or party walls, columns, girders, beams, floors, stairs and arches and all material substituted for the clay or natural stone

Bricklayers

products, shall be controlled by members of the B.M. & P.I.U. of A. for which the highest rate of wages shall be demanded.

All artificial masonry, the cutting, setting and pointing of all concrete prefabricated slabs, regardless of dimension size, shall be the work of members of the B.M. & P.I.U. of A. for which the regular wage scale in the jurisdiction where the work is performed shall be paid.

Marble Masonry

Marble Masons jurisdiction claims shall consist of the carving, cutting and setting of all marble, slate, including slate blackboards, stone, albereed, carrara, sanionyx, vitrolite and similar opaque glass, scagliola, marbleithic and all artificial, imitation or cast of whatever thickness or dimension. This shall apply to all interior work such as sanitary, decorative and other purposes inside of buildings, of every description wherever required, including all polish, phoned or sand finished; also the cutting and fitting of above materials after same leave mills or shop, as well as all accessories in connection with such work and the laying of all marble tile, slate tile and terrazzo tile.

Pointing, Caulking and Cleaning

Pointing, caulking and cleaning shall consist of the pointing, caulking and cleaning of all types of masonry, caulking of all window frames, encased in masonry brick, stone or cement structures, including all grinding and cutting out on such work and all sand blasting, steam cleaning and gunite work.

The pointing, cleaning and weatherproofing of all building, grain elevators and chimneys built of stone, brick or concrete. It shall include all grinding and cutting out, sand blasting and gunite work on same.

B

Contributions and Deductions

1. Health and Welfare Trust Fund

Effective date of signing a contribution of **two** dollars (**\$2.00**) per hour for each straight **one** hour and **two** dollars (\$2.00) for every overtime hour of employment performed by Employees (whether Union or non-Union) in any job classification under this Agreement, will be paid by the Board to the Trustees of the Bricklayers and Masons Welfare Plan.

Effective July 1, 2007 a contribution of two dollars and twenty-five cents (\$2.25) per hour for each straight one hour and two dollars and twenty-five cents (\$2.25) for every overtime hour of employment performed by Employees (whether Union or non-Union) in any job classification under this Agreement, will be paid by the Board to the Trustees of the Bricklayers and Masons Welfare Plan.

Effective July 1, 2008 a contribution of two dollars and fifty cents (\$2.50) per hour for each straight one hour and two dollars and fifty cents (\$2.50) for every overtime hour of employment performed by Employees (whether Union or non-Union) in any job classification under this Agreement, will be paid by the Board to the Trustees of the Bricklayers and Masons Welfare Plan.

The Bricklayers and Masons Welfare Plan shall be administered by a Board of Trustees consisting of three (3) members of the party of the first part and three (3) members of the party of the second part. The Board hereby delegates all right to representation on the Board of Trustees to the Masonry Contractors' Association of Vancouver (Unionized sector).

Bricklayers

2. Pension Trust Fund

A contribution of one dollar and fifty-two cents (\$1.52), for every straight time hour and every overtime hour will be paid by the Board on behalf of every Employee (whether Union or non-Union), employed in any job classification covered by the Collective Agreement.

An equal contribution will be deducted from each Employee's wages. The total will be paid to the Trustees of the Bricklayers and Masons Pension Plan. Each Employee shall submit a written authorization to the Board so the deductions for the Pension Plan may be made. If the Board fails to make the required Employee deductions, it shall be liable for the total amount.

3. B.C. Construction Industry Rehabilitation Fund

The Board shall forward by the fifteenth (15th) day of the month following that which contributions cover, two cents (\$0.02) for each hour for which wages are **paid** to the B.C. Construction Industry Rehabilitation Fund. The B.C. Construction Industry Rehabilitation Fund will be governed by a Board of Trustees appointed on an equal basis by the Construction Labour Relations Association and the B.C. and Yukon Building Trades Council and shall be used for rehabilitative purposes in the industry on the basis of the negotiated and agreed principles of July 23, 1980.

4. Payment of Trust Fund Contributions and Supplemental Dues Checkoff All required contributions under this Clause are due and payable on the fifteenth (15th) day of the calendar month following the month in which the obligation arose.

It is agreed that all monthly contributions will be accompanied by a completed report form which will document the hours **paid to** each Employee. Should the Board have no Employees during the month for which contributions would be owing and payable, it shall submit a "nil" report. Where a "nil" report is submitted, the monthly contribution of forty-five dollars (\$45.00) is payable to the Masonry Institute of B.C. Fund from the Board.

Contributions not received (post marked) by the last day of the calendar month following the month in which the hours were **paid** will incur a penalty of five per cent (5%) of the remittance due and a further one point five per cent (1.5%) for each month of delinquency thereafter and, in no case, will these penalties be forgiven.

C

1 Foremen

When three (3) or more Bricklayers or Masons are employed, one (1) shall be appointed by the Board to act as Foreman. This Foreman shall receive one (1) hours pay per day over the Journeyman's rate. When overtime is worked, the Foreman shall receive time and one-eighth, above such overtime rate. He/she shall be the only Representative of the Employer to issue instructions to Journeymen Bricklayers or Masons.

Contracting Out

The Board further agrees that upon all construction, installation, maintenance and repair work done on behalf of, or at the instance of the Board, whether done directly or indirectly under contract or sub-contract, only members in good standing of Bricklayers and Masons No. 1, B.C., shall be employed.

Bricklayers

El Tool List

Journeymen and Apprentices shall be required to supply the ordinary tools of the trade. The following tools shall be the minimum requirement:

- One (1) marking pencil
- One hundred (100) feet of masons line
- One (1) raker or raking wheel
- One (1) pointing trowel
- One (1) bolster or brick set
- Two (2) round jointers
- One (1) rule or tape
- Line pins
- One (1) hand brush
- One (1) trowel
- One (1) tool bag or box
- One (1) mash hammer
- One (1) four (4) foot level in working order
- Brick hammer
- One (1) tuck pointer

Stonemasons will be required to provide the following tools:

- One (1) trowel
- One (1) pointing trowel
- Two (2) points
- One (1) tool bag or box
- Two (2) feather jointers
- One (1) to two (2) to four (4) pound mash hammer
- One (1) rule or tape
- Two (2) traces - carbaloy tipped
- One (1) four (4) foot level
- Two (2) pitches - carbaloy tipped
- One hundred (100) feet of mason's line

Safety-Accident Prevention

1. All equipment, tools and material must conform and be utilized in conformity with applicable provincial and/or federal regulations, acts and laws. Board safety rules and regulations shall be compiled with provided they are not inconsistent with the above-mentioned.

It shall not be considered a violation of this Agreement should an Employee(s) refuse to work in conditions and/or use equipment that does not meet prescribed safety standards and/or regulations. Refusal of an Employee to abide by the W.C.B. Regulation may be considered cause for dismissal.

2. Job Foremen and Superintendents shall be required to carry a copy of the Occupational Health and Safety Regulation and to be familiar with these regulations so that they may be enforced on the job.

3. Scaffolds

- a) Wood used for scaffolds shall be of a grade suitable for structural purposes construction grade and shall be inspected for defects before use.
- b) Scaffold decking shall be of planks not less than two (2) inches and ten (10) inches nominal dimensions.
- c) The distance between upright scaffold supports shall not be more than seven (7) feet.
- d) Scaffold planks will extend past supporting members not less than six (6) inches nor more than twelve (12) inches.

Bricklayers

- e) The minimum width for masonry scaffold shall be four (4) feet of which two (2) feet must be clear working area.
- f) All scaffold over ten (1) feet above grade must be equipped with a guardrail not less than forty-two (42) inches in height.
- g) All scaffolds of more than one (1) lift five (5) feet in height will be equipped with an access ladder.

4. Scaffolds, Suspended

- a) All suspended stagings will be inspected and approved by the Foreman and the Job Steward before workers are put **to** work on same.
- b) All beams used to support suspended stagings will be steel eye beams which will either be bolted or welded securely in place.
- c) On suspended stagings over eighteen (18) feet in diameter, a minimum of six (6) jacks and cables will be used for support.
- d) Platform stagings in tanks, towers and stacks, will be built so that the perimeter of the staging comes within six (6) inches of the wall of the unit.

G **Attachment A: Allocation of Minor Repair Trade**

No changes required to present practice.

H **j Wages and Premiums**

Effective 2006 July 01	Municipal Pension	Union Pension
Journeyman	\$28.45	\$28.44
Refractory (\$0.55)	\$29.00	\$28.99
<hr/>		
Statutory Holidays 6%	\$1.710	\$1.710
Vacation 7.27%	\$2.070	\$2.070
Supp Vac 4.24%	\$1.210	\$ Nil
Health/Welfare	\$2.000	\$2.000
Pension	\$2.276	\$1.520
Apprenticeship	\$0.675	\$0.675
Rehabilitation	\$0.020	\$0.020
TOTAL	\$38.411	\$36.435

Effective 2006 July 1 Municipal Pension Plan contribution is 8%.

Bricklayers

Effective 2007 July 01	Municipal Pension	Union Pension
Journeymen	\$29.47	\$29.47
Refractory (\$0.55)	\$30.02	\$30.02
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Statutory Holidays 6%	\$1.770	\$1.770
Vacation 7.27%	\$2.140	\$2.140
Supp Vac 4.24%	\$1.250	\$ Nil
Health/Welfare	\$2.250	\$2.250
Pension	\$2.358	\$1.520
Apprenticeship	\$0.675	\$0.675
Rehabilitation	\$0.020	\$0.020
TOTAL	\$39.933	\$37.845

Effective 2007 July 1 Municipal Pension Plan contribution may increase and wages will be adjusted downward to ensure that the total compensation package remains unchanged.

Effective 2008 July 01	Municipal Pension	Union Pension
Journeymen	\$30.51	\$30.51
Refractory (\$0.55)	\$31.06	\$31.06
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Statutory Holidays 6%	\$1.830	\$1.830
Vacation 7.27%	\$2.220	\$2.220
Supp Vac 4.24%	\$1.290	\$ Nil
Health/Welfare	\$2.500	\$2.500
Pension	\$2.441	\$1.520
Apprenticeship	\$0.675	\$0.675
Rehabilitation	\$0.020	\$0.020
TOTAL	\$41.486	\$39.275

Effective 2008 July 1 Municipal Pension Plan contribution may increase and wages will be adjusted downward to ensure that the total compensation package remains unchanged.

Effective 2009 July 01	Municipal Pension	Union Pension
Journeymen	\$31.47	\$31.51
Refractory (\$0.55)	\$32.02	\$32.06
<hr/>		
Statutory Holidays 6%	\$1.890	\$1.890
Vacation 7.27%	\$2.290	\$2.290
Supp Vac 4.24%	\$1.330	\$ Nil
Health/Welfare	\$2.500	\$2.500
Pension	\$2.518	\$1.520
Apprenticeship	\$0.675	\$0.675
Rehabilitation	\$0.020	\$0.020
TOTAL	\$42.693	\$40.405

Effective 2009 July 1 Municipal Pension Plan contribution may increase and wages will be adjusted downward to ensure that the total compensation package remains unchanged.

 7 Acid Proof and Refractory Work

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



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JI Unusually Dirty Conditions

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

K

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

Name	Core List Date

(Core list updated 2007 May 1)

A Contributions and Deductions

1. Contributions for Supervisory Members

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

2. Health and Welfare Plan - Pension Plan

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

3. Apprenticeship Funds

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

4. Rehabilitation Fund

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

Classifications

Foreman

Any person in charge of work who issues orders or gives directions to members shall be known as foreman and shall be a Journeyman member of the United Brotherhood of Carpenters and Joiners of America. All instructions given to members shall be given directly by the carpenter or millwright foreman to whom the members are regularly assigned. Where more than six (6) members are employed, a non-working carpenter or millwright Foreman shall be employed.

The above provision does not interfere with the Board's ability to use a mix of working and non-working foremen on a project depending on the specific needs required. However, the wording is not to be used to divide the carpenter work force into several crews of up to six (6) members each with one (1) of the crew as the working foreman but acting as a crew leader.

In addition, the employment of a working Foreman (Foremen) shall not be used to circumvent the hiring procedure for Journeymen as set out in Clause 6.06.

Area Foreman

This is an on-going position which oversees geographical areas of the School Board and supervises personnel, projects and maintenance programs within those geographical areas. Paid at three dollars and fifty-two cents (\$3.52) above the base rate.

Shop Foreman

This is an on-going position which oversees and supervises the personnel and the operation of the School Board Carpentry Shop. Paid at three dollars and fifty-two cents (\$3.52) above the base rate.

Foreman A

Is a temporary position assigned by the Board which oversees larger projects and generally supervises more than six (6) personnel. Paid at three dollars and fifty-two cents (\$3.52) above the base rate.

Foreman B and Charge Hand/Working Foreman

This is a temporary position assigned by the Board which oversees smaller projects and generally supervises six (6) personnel or less. Paid at one dollar and seventy-nine cents (\$1.79) above the base rate.

Appointment of Area Foreman

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

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

Saw Filing

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

Contracting Out

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

Carpenters

i Attachment A: Allocation of Minor Repair Work

1. Door Closers

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

2. Hinges

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

3. Map Racks

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

4. Window Catches

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

-1 Equipment Supplied

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

I Hiring

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

Carpenters

1 Wages and Premiums

Effective 2006 July 01	Municipal Pension ;	Union Pension ;
Journeymen (S/A)	\$28.67	\$27.89
Area Foremen	\$32.190	
Foreman A	\$32.190	
Foreman B (Chargehand)	\$30.460	
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Statutory Holidays 6%	\$1.720	\$1.670
Vacation 7.27%	\$2.080	\$2.030
Supp Vac 4.24%	\$1.220	\$ Nil
Health/Welfare	\$1.545	\$1.545
Pension	\$2.294	\$2.340
Apprenticeship	\$0.170	\$0.170
Rehabilitation	\$0.020	\$0.020
TOTAL	\$37.719	\$35.665

Effective 2006 July 1 Municipal Pension Plan contribution is 8%.

Pre-Apprentices

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

Effective 2007 Jul 01	Municipal Pension	Union Pension
Journeymen (S/A)	\$29.87	\$29.13
Area Foremen	\$33.390	
Foreman A	\$33.390	
Foreman B (Chargehand)	\$31.660	
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Statutory Holidays 6%	\$1.790	\$1.750
Vacation 7.27%	\$2.170	\$2.120
Supp Vac 4.24%	\$1.270	\$ Nil
Health/Welfare	\$1.545	\$1.545
Pension	\$2.390	\$2.340
Apprenticeship	\$0.170	\$0.170
Rehabilitation	\$0.020	\$0.020
TOTAL	\$39.225	\$37.075

Effective 2007 July 1 Municipal Pension Plan contribution may increase and wages will be adjusted downward to ensure that the total compensation package remains unchanged.

Pre-Apprentices

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

Carpenters

Effective 2008 July 01	Municipal Pension	Union Pension
Journeymen (S/A)	\$31.10	\$30.38
Area Foremen	\$34.620	
Foreman A	\$34.620	
Foreman B (Chargehand)	\$32.890	
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Statutory Holidays 6%	\$1.870	\$1.820
Vacation 7.27%	\$2.260	\$2.210
Supp Vac 4.24%	\$1.320	\$ Nil
Health/Welfare	\$1.545	\$1.545
Pension	\$2.488	\$2.340
Apprenticeship	\$0.170	\$0.170
Rehabilitation	\$0.020	\$0.020
TOTAL	\$40.773	\$38.485

Effective 2008 July 1 Municipal Pension Plan contribution may increase and wages will be adjusted downward to ensure that the total compensation package remains unchanged.

Pre-Apprentices

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

Effective 2009 July 01	Municipal Pension	Union Pension
Journeymen (S/A)	\$32.05	\$31.36
Area Foremen	\$35.570	
Foreman A	\$35.570	
Foreman B (Chargehand)	\$33.840	
<hr/>		
Statutory Holidays 6%	\$1.920	\$1.880
Vacation 7.27%	\$2.330	\$2.280
Supp Vac 4.24%	\$1.360	\$ Nil
Health/Welfare	\$1.545	\$1.545
Pension	\$2.564	\$2.340
Apprenticeship	\$0.170	\$0.170
Rehabilitation	\$0.020	\$0.020
TOTAL	\$41.959	\$39.595

Effective 2009 July 1 Municipal Pension Plan contribution may increase and wages will be adjusted downward to ensure that the total compensation package remains unchanged.

Pre-Apprentices

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

Carpenters

H

Core List: United Brotherhood of Carpenters and Joiners of America,
Local 1995

Name	Initiation Date:
Parsk, David	1972 December 06
Steven, Bruce	1975 May 20
McNab, Christopher	1975 July 07
Parsons, Edward	1975 July 10
Singleton, Philip	1975 July 31
Manuel, Edward	1977 August 04
Kemppi, Helmer	1987 July 20
Andersen, Ronald	1987 July 27
Hartley, George	1987 August 17
Leong, Ming	1988 July 19
Higgins, Peter	1988 August 08
McPhee, Brian (Locksmith)	1988 August 26
Sterling, Richard	1988 September 06
Potter, Bruce	1989 July 18
Vandenberg, Maurice	1990 June 05
Flood, Lorne (Locksmith)	1990 July 30
Spooner, Owen	1996 February 20
Henderson, Jack	1996 July 02
Pion, Rick	1996 July 08
Hawco, Aubrey	1997 June 23
Hoce, Nikolas	1998 March 16
Krause, Mike	1998 June 30
Boomer, Brian	1998 July 07
Sicklesteel, Steven	1999 June 16
Duong, John	1999 July 21
Homer, John	1999 August 3
Szczecunski, Ray	1999 August 3
Forgeron, Terry	2000 February 1
Bhabra, Bhajan	2000 July 19
May, Dennis	2003 July 14
Ruosaro, Timo	2005 March 29
Cheng, Andrew	2006 March 6

(Core list updated 2007 May 1)

A Trade Description

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

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

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

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

Preparatory Work

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

1 Contributions and Deductions

1. Health and Welfare Trust Fund

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

2. Pension Plan

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

3. Field Dues

The Board will deduct for a dues supplement an amount of seventy cents (\$0.70) per hour of each hour earned by Employees covered by this Agreement and forward same to the Cement Masons' Welfare Trust Funds, as directed by the Union. Each Employee shall submit a written authorization to the Board as a condition of employment as may be required by the Board or the Union.

C 7 Foremen

When three (3) or more Cement Masons' are employed on the same project, one (1) of these Cement Masons' shall be appointed by the Board as a working Foreman and shall be paid twelve per cent (12%) over the basic hourly rate. All foremen shall be members in good standing of the Union.

1 Shift Scheduling

Where a second (2nd) shift is required and continued for three (3) consecutive days or more, six and one-half (6 1/2) hours of work shall constitute the second (2nd) shift for which seven and one-half (7 1/2) hours' pay shall be paid. All hours worked in excess of six and one-half (6 1/2) hours on the second (2nd) shift shall be paid for at the overtime rates provided for in Clause 6. After the regular day shift the second shift shall start in strict accord with the ending times of the regular hours provided in subsection (a) above. For example, if the regular day shift starts at 7:00 am and ends at 3:00 pm, the second (2nd) shift shall end at 10:00 pm. For work thereafter the overtime rates provided for in Clause 6 shall apply.

When a third (3rd) shift is required and continued for three (3) consecutive days or more, six and one-half (6 1/2) hours shall constitute the third (3rd) shift for which seven and one-half (7 1/2) hours' pay shall be paid. All hours worked in excess of six and one-half (6 1/2) hours on the third (3rd) shift shall be paid for at overtime rates provided for in Clause 6. After the regular second (2nd) shift the third (3rd) shift shall start in strict accord with the normal ending time of the second (2nd) shift as illustrated above.

Cement Masons

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

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

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

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

I Safety Equipment

1. Respirators and Coveralls

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

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

2. Fire/ Burglary

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

F

Tool List

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

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

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

Attachment A: Allocation of Minor Repair Work

G

No changes required to present practice.

Cement Masons

H 1 Grinding of Concrete and Sandblasting

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

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

Where an Employee, by his/her own option agrees to continue on the grinding/sandblasting operation, he/she need not be rotated in compliance with the above.

Wages and Premiums		
Effective 2006 July 01	Municipal Pension	Union Pension
Journeymen (S/A)	\$27.79	\$27.12
Statutory Holidays 6%	\$1.670	\$1.630
Vacation 7.27%	\$2.020	\$1.970
Supp Vac 4.24%	\$1.180	\$ Nil
Health/Welfare	\$1.800	\$1.800
Pension	\$2.223	\$2.050
Apprenticeship	\$0.140	\$0.140
Rehabilitation	\$0.020	\$0.020
TOTAL	\$36.843	\$34.730

Effective 2006 July 1 Municipal Pension Plan contribution is 8%.

Effective 2007 Jul 01	Municipal Pension	Union Pension
Journeymen (S/A)	\$28.99	\$28.33
Statutory Holidays 6%	\$1.740	\$1.700
Vacation 7.27%	\$2.110	\$2.060
Supp Vac 4.24%	\$1.230	\$ Nil
Health/Welfare	\$1.800	\$1.800
Pension	\$2.319	\$2.050
Apprenticeship	\$0.140	\$0.140
Rehabilitation	\$0.020	\$0.020
TOTAL	\$38.349	\$36.100

Effective 2007 **July 1 Municipal Pension Plan contribution may increase and wages will be adjusted downward** to ensure that the total compensation package remains unchanged.

Cement Masons

Effective 2008 Jul 01		Union Pension
Journeyman (S/A)	\$30.20	\$29.57
Statutory Holidays 6%	\$1.810	\$1.770
Vacation 7.27%	\$2.200	\$2.150
Supp Vac 4.24%	\$1.280	\$ Nil
Health/Welfare	\$1.800	\$1.800
Pension	\$2.416	\$2.050
Apprenticeship	\$0.140	\$0.140
Rehabilitation	\$0.020	\$0.020
TOTAL	\$39.866	\$37.500

Effective 2008 July 1 Municipal Pension Plan contribution may increase and wages will be adjusted downward to ensure that the total compensation package remains unchanged.

Effective 2009 Jul 01	Municipal Pension	Union Pension
Journeyman (S/A)	\$31.14	\$30.53
Statutory Holidays 6%	\$1.870	\$1.830
Vacation 7.27%	\$2.260	\$2.220
Supp Vac 4.24%	\$1.320	\$ Nil
Health/Welfare	\$1.800	\$1.800
Pension	\$2.491	\$2.050
Apprenticeship	\$0.140	\$0.140
Rehabilitation	\$0.020	\$0.020
TOTAL	\$41.041	\$38.590

Effective 2009 July 1 Municipal Pension Pension Plan contribution may increase and wages will be adjusted downward to ensure that the total compensation package remains unchanged.

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

Name	Core List Date
Bourdeaudhuy, Douglas	1975 April 07
Ethridge, Mike	2000 May 01

(Core list updated 2007 May 1)

Electricians

A⁻¹ Trade Description

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

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

B Contributions and Deductions

1. Health and Welfare Trust Fund

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

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

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

2. Pension Plan

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

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

ENNIIIM Electricians

3. Trade Improvement and Administration Fund-Apprenticeship

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

4. Rehabilitation Fund

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

Classifications

General Foreman

He/she shall be a Journeyman Wireman and a member of the Union. He/she shall supervise the work of other foremen and direct all orders through them. When a job requires thirty (30) or more workspersons, a General Foreman shall be appointed.

"A" Foreman

He/she shall be a Journeyman Wireman and a member of the Union. An "A" Foreman shall be appointed when he/she is directing four (4) or more workers.

An "A" Foreman shall be allowed to supervise the work of a maximum of ten (10) workers except that where there is a "B" Foreman working under the "A" Foreman. Then the "A" Foreman shall be allowed to supervise up to fifteen (15) workers. When an "A" Foreman has more than four (4) Journeymen under his/her supervision, then he/she shall not be allowed to work with his/her tools.

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

"B" Foreman

He/she shall be a Journeyman wireman and a member of the Union. A "B" Foreman will be allowed to supervise the work of a maximum of three (3) workers. A "B" Foreman must be appointed when two (2) or more workers are employed on a job if one (1) of the Journeymen is required to give orders to one (1) or more Journeymen. A "B" Foreman shall be required to use tools.

Service Person

An electrician doing service work and driving a company vehicle.

Journeyman Wireman

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

INE1,1 Electricians

Apprentice Wireman

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

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

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

Technicians

I Shift Scheduling

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

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

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

Shifts:

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

Employees on the first shift shall receive seven and one half (7^{1/2}) hours' pay for each six and one half (6 ^{1/2}) hours worked Monday through Friday.

Employees on the second shift shall receive seven and one half (7^{1/2}) hours' pay for each seven and one half (7^{1/2}) hours worked Monday through Friday.

Employees on the third shift shall receive seven and one half (7 ^{1/2}) hours' pay for each seven (7) hours worked Monday through Friday.

Meal time shall be considered as time worked but shall not exceed one-half (^{1/2}) hour. Meal time shall be approximately mid-shift plus two (2) coffee breaks.

Electricians

When shift work is performed on Saturday, Sunday or statutory holidays, a shift differential of one (1) hour for the first shift and one half (1/2) hour for the third (3rd) shift, at straight time, in addition to double time pay for the regular shift hours shall be paid.

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

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

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

If shifts are established the applicable shift hours shall apply.

1

E T O O I L I S T

Journeyman Wiremen shall provide themselves with the following minimum tools:

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

Apprentices shall provide themselves with the following minimum tools:

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

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

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

F

Attachment A: Allocation of Minor Repair Work

1. Boiler Controls

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

2. Electrical Receptacles, Switches and Plates

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

3. Electrical Stoves

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

4. Fire Alarm Systems

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

5. Fluorescent Light Fixtures

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

6. Incandescent Light Fixtures

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

7. Security Buttons and Door Holders

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

8. Thermostats

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

9. Machinery

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

10. Sprinkler Systems

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

Wages and Premiums

Effective:2006 Jul 01VI		
Journeyman	\$30.23	\$28.40
A Foremen (12%)	\$33.86	
B Foremen (7%)	\$32.35	
Service Person (7%)	\$32.35	
<hr/>		
Statutory Holidays 6%	\$1.810	\$1.700
Vacation 7.27%	\$2.200	\$2.060
Supp Vac 4.24%	\$1.280	\$ Nil
Health/Welfare	\$1.450	\$1.450
Pension	\$2.418	\$2.900
Apprenticeship	\$0.200	\$0.200
Rehabilitation	\$0.020	\$0.020
Bursary	\$0.050	\$0.050
TOTAL	\$39.658	\$36.780

Effective 2006 July 1 Municipal Pension Plan contribution is 8%.

Pre Apprentices

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

Effective 2007 July 01	Municipal Pension	Union Pension
Journeyman	\$31.46	\$29.65
A Foremen (12%)	\$35.24	
B Foremen (7%)	\$33.66	
Service Person (7%)	\$33.66	
<hr/>		
Statutory Holidays 6%	\$1.890	\$1.780
Vacation 7.27%	\$2.290	\$2.160
Supp Vac 4.24%	\$1.330	\$ Nil
Health/Welfare	\$1.450	\$1.450
Pension	\$2.517	\$2.900
Apprenticeship	\$0.200	\$0.200
Rehabilitation	\$0.020	\$0.020
Bursary	\$0.050	\$0.050
TOTAL	\$41.207	\$38.210

Effective 2007 July 1 Municipal Pension Plan contribution may increase and wages will be adjusted downward to ensure that the total compensation package remains unchanged.

Pre Apprentices

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

PRIMMII Electricians

Effective 2008 Jul 01	Municipal Pension	Union Pension
Journeyman	\$32.72	\$30.93
A Foremen (12%)	\$36.65	
B Foremen (7%)	\$35.01	
Service Person (7%)	\$35.01	
<hr/>		
Statutory Holidays 6%	\$1.960	\$1.860
Vacation 7.27%	\$2.380	\$2.250
Supp Vac 4.24%	\$1.390	\$ Nil
Health/Welfare	\$1.450	\$1.450
Pension	\$2.618	\$2.900
Apprenticeship	\$0.200	\$0.200
Rehabilitation	\$0.020	\$0.020
Bursary	\$0.050	\$0.050
TOTAL	\$42.788	\$39.660

Effective 2008 July 1 Municipal Pension Plan contribution may increase and wages will be adjusted downward to ensure that the total compensation package remains unchanged.

PreApprentices

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

Effective 2009 July 01	Municipal Pension	Union Pension
Journeyman	\$33.70	\$31.94
A Foremen (12%)	\$37.74	
B Foremen (7%)	\$36.06	
Service Person (7%)	\$36.06	
<hr/>		
Statutory Holidays 6%	\$2.020	\$1.920
Vacation 7.27%	\$2.450	\$2.320
Supp Vac 4.24%	\$1.430	\$ Nil
Health/Welfare	\$1.450	\$1.450
Pension	\$2.696	\$2.900
Apprenticeship	\$0.200	\$0.200
Rehabilitation	\$0.020	\$0.020
Bursary	\$0.050	\$0.050
TOTAL	\$44.016	\$40.800

Effective 2009 July 1 Municipal Pension Plan contribution may increase and wages will be adjusted downward to ensure that the total compensation package remains unchanged.

PreApprentices

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

Electricians

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

anicii:7³...*	Cdri,List QMOW' ;!i: ;W":
Nichols, Terry	1977 April 04
Yelizarov, Michael	1984 July 03
Bring, Dara	1987 August 17
Allen, Jeff	1987 August 18
Antunes, Antonio	1987 September 08
Aelbers, Tony	1987 September 15
Schmedding, Barry	1988 May 03
Trapasso, Victor	1989 May 19
Whyte, Gordon	1989 July 10
Oates, Douglas	1989 July 11
Yip, Eugene	1992 August 25
Troth, Vito	1992 August 25
Burnett, James	1992 September 25
Forrest, Donald	1992 September 25
Innes, Steven	1995 January 31
McSorley, Randy	1995 May 08
Poisson, Bruce	1995 May 23
Williams, Les	1997 July 25
Poy, Blair	2004 November 24
Taylor, Robert	2004 November 24
Petaccia, Tony	2005 November 29
Cumming, Drew	2005 November 29
Zimmermann, Doug	2005 May 30
Johal, Baljit	2005 November 29
Camosa, Massimo	2007 February 1
Jay, Richard	2007 February 1
Kelly, Ray	2007 February 1
<u>Hor, Kean (Technician)</u>	1991 October 15

(Core list updated 2007 May 1)

A 1 Classifications

Asbestos Abatement Coordinator

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

Foreman

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

Chargehand

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

B Shift Scheduling

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

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

1 Tools

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

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

D 1 Attachment A: Allocation of Minor Repair Work

1. Insulation

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

Heat and Frost

Wages and Premiums

Effective 2006 Jul 01, 1st	Municipal Pension, 2006	Union Pension 2006
Journeyman	\$26.96	\$26.71
Statutory Holidays 6%	\$1.620	\$1.600
Vacation 7.27%	\$1.960	\$1.940
Supp Vac 4.24%	\$1.140	\$ Nil
Health/Welfare	\$2.340	\$2.340
Pension	\$2.157	\$2.900
Apprenticeship	\$0.070	\$0.070
Rehabilitation	\$0.020	\$0.020
Scholarship	\$0.005	\$0.005
Health/Safety	\$0.065	\$0.065
Educational	\$0.165	\$0.165
Municipal Pension Plan top up	\$0.814	\$ N/A
TOTAL	\$37.316	\$35.815

Effective 2006 July 1 Municipal Pension Plan contribution is 8%.

Premium - Service Truck:

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

Effective 2007 Jul 01	Municipal Pension	Union Pension
Journeyman	\$28.16	\$27.94
Statutory Holidays 6%	\$1.690	\$1.680
Vacation 7.27%	\$2.050	\$2.030
Supp Vac 4.24%	\$1.190	\$ Nil
Health/Welfare	\$2.340	\$2.340
Pension	\$2.253	\$2.900
Apprenticeship	\$0.070	\$0.070
Rehabilitation	\$0.020	\$0.020
Scholarship	\$0.005	\$0.005
Health/Safety	\$0.065	\$0.065
Educational	\$0.165	\$0.165
Municipal Pension Plan top up	\$0.814	\$ N/A
TOTAL	\$38.822	\$37.215

Effective 2007 July 1 Municipal Pension Plan contribution may increase and wages will be adjusted downward to ensure that the total compensation package remains unchanged.

Premium - Service Truck:

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

EWE= Heat and Frost

Effective 2008 July 01;	Municipal Pension	Union Pension
Journeymen	\$29.38	\$29.19
Statutory Holidays 6%	\$1.760	\$1.750
Vacation 7.27%	\$2.140	\$2.120
Supp Vac 4.24%	\$1.250	\$ Nil
Health/Welfare	\$2.340	\$2.340
Pension	\$2.350	\$2.900
Apprenticeship	\$0.070	\$0.070
Rehabilitation	\$0.020	\$0.020
Scholarship	\$0.005	\$0.005
Health/Safety	\$0.065	\$0.065
Educational	\$0.165	\$0.165
Municipal Pension Plan top up	\$0.814	\$ N/A
TOTAL	\$40.359	\$38.625

Effective 2008 July 1 Municipal Pension Plan contribution may increase and wages will be adjusted downward to ensure that the total compensation package remains unchanged.

Premium - Service Truck:

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

Effective 2009 July 01	Municipal Pension	Union Pension
Journeymen	\$30.34	\$30.18
Statutory Holidays 6%	\$1.820	\$1.810
Vacation 7.27%	\$2.210	\$2.190
Supp Vac 4.24%	\$1.290	\$ Nil
Health/Welfare	\$2.340	\$2.340
Pension	\$2.427	\$2.900
Apprenticeship	\$0.070	\$0.070
Rehabilitation	\$0.020	\$0.020
Scholarship	\$0.005	\$0.005
Health/Safety	\$0.065	\$0.065
Educational	\$0.165	\$0.165
Municipal Pension Plan top up	\$0.814	\$ N/A
TOTAL	\$41.566	\$39.745

Effective 2009 July 1 Municipal Pension Plan contribution may increase and wages will be adjusted downward to ensure that the total compensation package remains unchanged.

Premium - Service Truck:

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

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

<u>Name</u>	<u>List Date</u>
Stewart, Craig	1988 February 18
Bleiker, Earl	1990 May 22
Bleiker, Carey	1990 May 22
Fraser, Lawrence	1995 March 13
Middlemass, Bruce	1995 May 25
Moriarty, Gerald	2001 March 13
Leduc, Tim	2006 September 29

(Core list updated 2007 May 1)

Machinists

A Trade Description

Installation, erection, maintenance and repair of machinery.

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

Fabrication of machinery base plates or frames

Heating and exhaust fans and uni-vents

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

School shop and art room equipment

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

Miscellaneous Duties

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

B ¹ C o n t r i b u t i o n s a n d D e d u c t i o n s

1. Health and Benefit Plan

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

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

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

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

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

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

2. Pension Plan

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

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

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

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

3. Rehabilitation Fund

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

Machinists will only take orders from Machinist Foremen or when Machinist Foremen are not immediately available, then from Project Management. Foremen and General Foremen must be Members of Lodge 692. When two (2) or more Members of Lodge 692 are employed on the Project, one (1) shall be designated as a Machinist Foreman. This does not preclude the Board from designating a Foreman for a lesser number of Members.

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

C 1 Classifications

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

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

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

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

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

I Ability Tests

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

L E 1 Contracting Out

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

F 1 Attachment A: Allocation of Minor Repair Work

1. Fan Belts

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

2. Machinery (Plant)

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

3. Pump Seals

- Installation, replacement or repair by machinists.

Machinists

G 1 Wages and Premium			
-P Effective 2006 Jul 01'	•	• Municipal Pension*	Union. Pension.;
Journeyman		\$28.77	\$28.79
Statutory Holidays 6%		\$1.730	\$1.730
Vacation 7.27%		\$2.090	\$2.090
Supp Vac 4.24%		\$1.220	\$ Nil
Health/Welfare		\$1.605	\$1.605
Pension		\$2.302	\$0.750
TOTAL		\$37.717	\$34.965
Safety and Health from employee		\$0.18	\$0.18

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

Effective 2006 July 1 Municipal Pension contribution is 8%.

Classifications:

- Machinist Foreman
- Journeyman/Tradesman

Effective 2007 Jul 01	Municipal Pension	Union Pension
Journeyman	\$29.97	\$30.01
Statutory Holidays 6%	\$1.800	\$1.800
Vacation 7.27%	\$2.180	\$2.180
Supp Vac 4.24%	\$1.270	\$ Nil
Health/Welfare	\$1.605	\$1.605
Pension	\$2.398	\$0.750
TOTAL	\$39.223	\$36.345
Safety and Health from employee	\$0.18	\$0.18

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

Effective 2007 July 1 Municipal Pension Plan contribution may increase and wages will be adjusted downward to ensure that the total compensation package remains unchanged.

Classifications:

- Machinist Foreman A & B
- Journeyman/Tradesman

Machinists

Effective 2008 July 01	Municipal Pension	Union Pension
Journeymen	\$31.19	\$31.25
Statutory Holidays 6%	\$1.870	\$1.880
Vacation 7.27%	\$2.270	\$2.270
Supp Vac 4.24%	\$1.320	\$ Nil
Health/Welfare	\$1.605	\$1.605
Pension	\$2.495	\$0.750
TOTAL	\$40.750	\$37.755
Safety and Health from employee	\$0.18	\$0.18

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

Effective 2008 July 1 Municipal Pension Plan contribution may increase and wages will be adjusted downward to ensure that the total compensation package remains unchanged.

Classifications:

- Machinist
- Journeymen/Tradesman

Effective	Municipal Pension	Union Pension
Journeymen	\$32.15	\$32.22
Statutory Holidays 6%	\$1.930	\$1.930
Vacation 7.27%	\$2.340	\$2.340
Supp Vac 4.24%	\$1.360	\$ Nil
Health/Welfare	\$1.605	\$1.605
Pension	\$2.572	\$0.750
TOTAL	\$41.957	\$38.845
Safety and Health from employee	\$0.18	\$0.18

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

Effective 2009 July 1 Municipal Pension Plan contribution may increase and wages will be adjusted downward to ensure that the total compensation package remains unchanged.

Classifications:

- Machinist Foreman **A & B**
 - Journeymen/Tradesman
- H **Core List: International Association of Machinists and Aerospace Workers**

Name	Core List Date
Gunter, Allan	1987 February 04
Todesco, Enzo	1989 February 21
Buss, Michael	1991 January 21
Korsch, Ken	1993 June 28
Keegan, Liam	1997 August 18
Chohanik, Kenneth	2001 June 20
Celio, Guiseppe	2002 November 12
Hemrich, Dave	2007 March 26
(Core list updated 2007 May 1)	

A **I Contributions and Deductions**

1. Medical and Dental Plans

It is agreed that Employers from within the jurisdictional areas of the above Local shall contribute to the Painting Industry Health and Welfare Trust Fund established by Trust Deed dated February 23, 1970 between Local 138 I.U.P.A.T. and the Master Painters and Decorators Association of B.C. the sum of one dollar and forty-seven cents (\$1.47) per hour **paid**, for each month to the fund do Painters Union, 7621 Kingsway, Burnaby, B.C. not later than the fifteenth (15th) day of the month following. The Administration of this Fund will be through the office of Local 138. This Fund shall have six (6) Trustees from Local 138.

2. Pension Plan

The Employer shall pay on behalf of its Employees to the International Brotherhood of Painters and Allied Trades Union and Industry Pension Fund (Canada), the sum of two dollars and fifty cents (\$2.50) for each hour, or portion thereof, for which an Employee receives pay, which payment, together with a duly completed Employer Remittance Report Form, shall be remitted to the said Fund by the fifteenth (15th) day of the month following the month for which the contributions are due.

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

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

3. Provincial Apprenticeship and Employee Development Fund

- a) The total contribution to this Fund is thirteen cents (\$0.13) per hour **paid** (five cents (\$0.05) to be contributed by every individual working within the scope of this Agreement (except Apprentices) and to be deducted from that individual's wages and eight cents (\$0.08) per hour to be contributed by every Employer).

This Fund shall be administered by the Joint Trade Board or as superseded by the Trust Document under the direction of the Regional Joint Trade Boards as have been or shall be created in expending of monies for the carrying out of the purposes of the said Provincial Apprenticeship and Employee Development Fund. Expenditure of monies from areas in which Regional Joint Trade Boards have not been established shall be the responsibility of the Regional Joint Trade Board in the jurisdictional area of Local Union 138.

- b) Regional Joint Trade Board requesting the expenditure of monies shall authorize such expenditures by resolution of the Board only for those matters that are outlined in subparagraph (c).

c) The purpose of this Fund include specifically the provision of bursaries:

- I. to encourage Apprentice Applicants to enter the Painting Trade;
- ii. to assist Apprentices during annual school training sessions and, in general, to encourage and assist Apprentices in all phases of training and education;
- iii. for the up-grading of any Employee.

d) Remittances to the said fund shall be made monthly, payable to the Provincial Apprenticeship and Employee Development Fund and mailed to the Union Office, 7621 Kingsway, Burnaby, B.C., in care of the Joint Trades Board. The Union agrees to forward the monies collected and copies of the Monthly Remittance Forms to the Joint Trades Board by the thirtieth (30th) of the month that they were received in.

e) Justifiable charges incurred in the operation of the Provincial Apprenticeship and Employee Development Fund must be received and approved by the Joint Trade Board.

4. Health and Safety

The total contribution to this Fund is two cents (\$0.02) per hour paid to be contributed by the Employer.

5. Rehabilitation Fund

- Two cents (\$0.02) per hour paid.
- The writing of a simple, concise clause.
- To cover Drug and Alcohol problems in the construction industry.
- Trust Deed - Equal Trustees (5+5) - Labour and Management (C.L.R.A., B.C.Y.T., B.C.T.C.).
- Service to Employers and Employees of the Industry.
- To cover entire organized industry throughout the entire province.
- To hire qualified Representative.
- Information materials.
- Referral service.
- Encouragement for Local Unions and firms to institute appropriate facilities and procedures.
- To liaise with all appropriate agencies, etc.

6. Trade Improvement Fund

The Employer agrees to remit ten cents (\$0.10) per hour for each and every hour paid into the District 38 Trade Improvement Fund.

I Classifications

Foremen/Charge Hand

Any journeyman who has been designated to be in charge of work, and who issues orders or gives directions to other journeymen, shall be known as a Foreman. A Charge Hand is a working Foremen. Foremen and Charge Hands will be paid in accordance with the following formula:

- **"A"** Foreman: The "A" Foreman has been temporarily assigned to oversee a geographical area of the School District and supervises more than thirteen (13) employees and shall be paid fourteen per cent (14%) above the journeyman rate.
- **"B"** Foreman: The "B" Foreman has been temporarily assigned to supervise six (6) to twelve "12" employees and shall be paid twelve per cent (12%) above the journeyman rate.
- Charge Hand: The Charge Hand has been temporarily assigned to supervise three (3) to five (5) employees and shall be paid seven per cent (7%) above the journeyman rate.
- When a member of Local 138 is temporarily assigned to work with a Vancouver School Board Contract Inspector for the purpose of inspecting the contracted painting of schools, the member so assigned will be compensated at the Painter **"B"** Foremen rate.

C Contracting Out

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

Shift Scheduling

Normal hours of work are thirty seven and one-half (37 1/2) hours per week, five (5) days per week from Monday to Friday. Normal working hours are between the hours of 7:00 am and 4:00 pm which includes a one-half (1/2) hour unpaid lunch break and two (2) ten (10) minute breaks to be taken in the morning and afternoon respectively. A five (5) minute pick-up period will be allowed prior to quitting time. Normal hours of work, including starting times, quitting times and break periods can be altered by mutual agreement of the parties to accommodate operation requirements and efficiencies.

The second or evening shift shall be seven and one-half (7 1/2) hours worked continuously between 4:00 pm and 2:00 am , with one-half (1/2) hour off work for lunch. For work on the second or evening shift as defined in the Collective Agreement, the rate of pay shall be that of an employee who works a seven and one-half (7 1/2) hour shift shall be paid for eight and one-half (8 1/2) hours at the established basic rate.

The third (3rd) or graveyard shift shall be seven and one-half (7 1/2) hours worked between the hours of 12:00 midnight and 8:00 am, with one-half (1/2) hour off for lunch, for which a workman shall be paid one dollar and fifty five cents (\$1.55) per hour over and above the rate of pay of the worker involved.

Except as herein provided, the regular work day shall consist of seven and one-half (7 1/2) consecutive hours work and the regular work week shall consist of five (5) work days, Monday to Friday (inclusive); thirty seven and one-half (37 1/2) hours per week.

E Working Conditions

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

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

(iii) Spray Painters and Sandblasters: Must carry a suitable grip containing the same tools as a Brush Painter, plus a pair of pliers and a crescent wrench for the type of equipment being used. Any special spray equipment wrenches to be supplied by the Employer. Spray Painters will have coveralls supplied by the Board.
4. In the event of the man not having any of the above equipment as outline in categories (i), (ii) and (iii), the Employer may supply same and charge them to the Employee at cost.
5. Spray Painters and Sandblasters are to have supplied by the Employer (at no cost to the Employee): spray and sandblast hoods, sterilized respirators with sufficient filters, hand cleaner and ear protection when required by W.C.B. Regulations. Hoods and respirators are to conform to Workers' Compensation Board Regulations. Employees must wear hoods and respirators when necessary. Failure to conform may be reason for dismissal by the Employer. Spray Painters will have coveralls supplied by the Board.
6. All Spray Painters required to spray on interior work will be supplied with spray hood at no cost to the Employee. The Employee to be charged for same in case of wilful damage or loss of said equipment.
7. The Employer and the Union agree that no work will be done using a roller over ten (10) inches in length. Size to be determined by the length of the roller sleeve.
8. Workmen required to work over or with injurious chemicals or other injurious substances shall be provided with masks, respirators and/or other protective clothing. Workmen required to work with materials that are more than ordinarily injurious to clothing shall be provided with protective clothing while working.

TOUCH-UP AND REPAIR

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

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

Dated this 14th day of January, 2000

Signed on behalf of:

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

Dave Yuen

Secretary Treasurer

Barbara Buchanan

Chairperson

Signed on behalf of:

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

Bob White

Painters

Wages and Premiums			
E	200ErJUI	Mink'	
Journeymen		\$28.91	\$27.01
Statutory Holidays 6%		\$1.730	\$1.620
Vacation 7.27%		\$2.100	\$1.960
Supp Vac 4.24%		\$1.230	\$ Nil
Medical/Dental		\$1.470	\$1.470
Pension		\$2.313	\$2.500
Rehabilitation		\$0.020	\$0.020
Apprentice		\$0.080	\$0.080
Health/Safety		\$0.020	\$0.020
Trade Improvement Fund		\$0.1000	\$0.100
TOTAL		\$37.973	\$34.780

Effective 2006 July 1 the Municipal Pension Plan contribution is 8%.

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

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

Effective 2007 Jul 01	Municipal Pension	Union Pension
Journeymen	\$30.11	\$28.22
Statutory Holidays 6%	\$1.810	\$1.690
Vacation 7.27%	\$2.190	\$2.050
Supp Vac 4.24%	\$1.280	\$ Nil
Medical/Dental	\$1.470	\$1.470
Pension	\$2.409	\$2.500
Rehabilitation	\$0.020	\$0.020
Apprentice	\$0.080	\$0.080
Health/Safety	\$0.020	\$0.020
Trade Improvement Fund	\$0.100	\$0.100
TOTAL	\$39.489	\$36.150

Effective 2007 July 1 the Municipal Pension Plan contribution may increase and wages will be adjusted downward to ensure that the total compensation package remains unchanged.

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

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

Painters

Effective 2008 July	Municipal Pension	
Journeymen	\$31.35	\$29.46
<hr/>		
Statutory Holidays 6%	\$1.880	\$1.770
Vacation 7.27%	\$2.280	\$2.140
Supp Vac 4.24%	\$1.330	\$ Nil
Medical/Dental	\$1.470	\$1.470
Pension	\$2.508	\$2.500
Rehabilitation	\$0.020	\$0.020
Apprentice	\$0.080	\$0.080
Health/Safety	\$0.020	\$0.020
Trade Improvement Fund	\$0.100	\$0.100
TOTAL	\$41.038	\$37.560

Effective 2008 July 1 the Municipal Pension Plan contribution may increase and wages will be adjusted downward to ensure that the total compensation package remains unchanged.

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

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

Effective 2009 Jul 01	Municipal Pension	Union Pension
Journeymen	\$32.30	\$30.42
<hr/>		
Statutory Holidays 6%	\$1.940	\$1.830
Vacation 7.27%	\$2.350	\$2.210
Supp Vac 4.24%	\$1.370	\$ Nil
Medical/Dental	\$1.470	\$1.470
Pension	\$2.584	\$2.500
Rehabilitation	\$0.020	\$0.020
Apprentice	\$0.080	\$0.080
Health/Safety	\$0.020	\$0.020
Trade Improvement Fund	\$0.100	\$0.100
TOTAL	\$42.234	\$38.650

Effective 2009 July 1 the Municipal Pension Plan contribution may increase and wages will be adjusted downward to ensure that the total compensation package remains unchanged.

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

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

Painters

H **Core List: International Union of Painters and Allied Trades, District
Council 39**

1c1-	Hit: /	Name	4 Core List Date ,	4,AttA14,14
		Hamilton, Ronald	1976 June 28	
		Vinci, Domenic	1980 May 13	
		Williams, Robert	1982 June 21	
		Sidora, Wayne	1987 June 09	
		Pshebnisky, I	1987 July 02	
		Soloway, Leon	1988 November 2	
		Van Welzen, Albert	1988 November 28	
		Jurgeleit, Ejay	1988 November 28	
		Hofmann, David	1988 December 19	
		Gomez-Avila, Alfredo	1988 December 19	
		Madlung, Henry	1997 March 26	
		Fernandes, Tony	1997 March 26	
		Fitzgerald, William	1998 March 16	
		Greenway, Gilbert	2000 February 10	
		Bray, Kelly	2000 May 05	
		Repo, Jorma	2001 May 14	
		Christianson, Adam	2001 June 19	
		Repo, Andrew D.	2001 December 22	
		Fitzgerald, Ross	2002 July 08	
		Sparks, Jack	2006 September 1	

(Core list updated 2007 May 1)

Plumbers Plumbers

Service Truck Driver

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

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

Owner Operator - Rig Welder

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

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

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

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

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

The Board is also responsible for deducting the Supplemental Dues.

Foremen

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

C Protective Clothing and Tools

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

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

D

Attachment A: Allocation of Minor Repair Work

1. Boilers/Controls

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

2. Boilers

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

3. Low Water Cut-offs

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

4. Gas Pilots

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

5. Machinery (Plant)

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

6. Pumps

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

7. Roof Drains

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

8. Sinks and Fountains

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

Plumbers

9. Wet Sprinkler Systems

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

10. Soap Dispensers

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

11. Steam Traps

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

12. Thermostats

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

13. Toilets

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

14. Taps

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

Wages and Premiums

Effective 2006 Jul 01	Municipal Pension	Union Pension
Journeymen	\$29.60	\$28.24
Statutory Holidays 6%	\$1.780	\$1.690
Vacation 7.27%	\$2.150	\$2.050
Supp Vac 4.24%	\$1.260	\$Nil
Welfare	\$1.250	\$1.250
Pension	\$2.368	\$3.000
Rehabilitation	\$0.325	\$0.325
Apprentice	\$0.230	\$0.230
TOTAL	\$38.963	\$36.785

Effective 2006 July 1 Municipal Pension Plan contribution is 8%.

Pre-Apprenticeship

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

Plumbers

Effective 2007 July 01	Municipal Pension	Union Pension
Journeyman	\$30.83	\$29.49
Statutory Holidays 6%	\$1.850	\$1.770
Vacation 7.27%	\$2.240	\$2.140
Supp Vac 4.24%	\$1.310	\$ Nil
Welfare	\$1.250	\$1.250
Pension	\$2.466	\$3.000
Rehabilitation	\$0.325	\$0.325
Apprentice	\$0.230	\$0.230
TOTAL	\$40.501	\$38.205

Effective 2007 July 1 Municipal Pension Plan contribution may increase and wages will be adjusted downward to ensure that the total compensation package remains unchanged.

Pre-Apprenticeship

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

Effective 2008 Jul 01	Municipal Pension	Union Pension
Journeyman	\$32.08	\$30.76
Statutory Holidays 6%	\$1.920	\$1.850
Vacation 7.27%	\$2.330	\$2.240
Supp Vac 4.24%	\$1.360	\$ Nil
Welfare	\$1.250	\$1.250
Pension	\$2.566	\$3.000
Rehabilitation	\$0.325	\$0.325
Apprentice	\$0.230	\$0.230
TOTAL	\$42.061	\$39.655

Effective 2008 July 1 Municipal Pension Plan contribution may increase and wages will be adjusted downward to ensure that the total compensation package remains unchanged.

Pre-Apprenticeship

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

Effective 2009 Jul 01	Municipal Pension	Union Pension
Journeyman	\$33.05	\$31.77
Statutory Holidays 6%	\$1.980	\$1.910
Vacation 7.27%	\$2.400	\$2.310
Supp Vac 4.24%	\$1.400	\$ Nil
Welfare	\$1.250	\$1.250
Pension	\$2.644	\$3.000
Rehabilitation	\$0.325	\$0.325
Apprentice	\$0.230	\$0.230
TOTAL	\$43.279	\$40.795

Effective 2009 July 1 Municipal Pension Plan contribution may increase and wages will be adjusted downward to ensure that the total compensation package remains unchanged.

Pre-Apprenticeship

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

F 1 Shift Scheduling

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

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

G

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

Name	Core List Date
Conzon, Grant	1989 January 03
Cunha, Mario	1989 May 15
Shayler, Warren	1989 July 10
Dias, John	1989 August 14
Henderson, John	1989 August 14
Thomas, Stephen	1991 March 25
Whitehead, Mark	1991 June 3
Boyes, Ken	1994 September 12
Carrell, Christopher	1998 November 16
Bohmer, Aaron	1998 December 07
Ellison, Mike	2000 June 26
Haqq, Ronald	2001 June 11
Murray, Harvey	2001 June 11
Hickman, Rodney	2004 May 25
Beck, Randy	2004 June 14
Saxelby, Brick	2006 July 1
Govier, Bruce	2006 July 1

(Core list updated 2007 May 1)

1 Trade Jurisdiction

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

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

Production Items

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

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

1 Union Labels

The Union, while retaining ultimate control of the International's Labels, may supply to the Employer Union Labels to identify fair products fabricated under the terms of this Agreement.

The Yellow Union Label will identify Trade Material fabricated by Union Tradespersons. The Blue Label may identify Production Rate Material, i.e. as per Clause 6.

1 Classifications

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

1. Material Persons

- a) In the shop, Material Persons shall not work on the fabrication of material coming within the jurisdiction of this Agreement.
- b) Material Persons shall be permitted to clean, paint and crate.
- c) Material Persons shall not perform any work at the jobsite except loading and unloading. On new buildings, this shall permit handling to the storage area provided and the handling for removal of old, excess and waste materials from the jobsite.
- d) Rate of pay to be based at seventy-five per cent (75%) of the Journeyman's rate.

2. Welders

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

3. Foremen

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

Contributions and Deductions

1. Health Benefit Fund

One dollar and forty-eight cents (\$1.48) per hour for each and every hour or part hour **paid** in any job classification will be paid by the Employer to the Trustees of the Sheet Metal **Health Benefit** Fund.

2. Pension Fund

Two dollars and fifty cents (\$2.50) per hour for each and every hour or part hour **paid** in any job classification will be paid by the Employer to the Trustees of the Sheet Metal Workers' Pension Fund subject to Clause 9.01.

3. Apprenticeship and Training Fund

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

4. Unified Remittance of Funds

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

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

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

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

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

5. Older Workers

It shall be the policy of the Employer to endeavour, where there are six (6) or more Journeypersons employed by the Employer, to have every sixth (6th) Journeyperson of the age of fifty (50) years or over, if available.

6. Rehabilitation Fund

Sixteen cents (\$0.16) per hour for each and every hour or part hour of employment in any job classification will be paid by the Employer.

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

Sheet Metal

Shift Scheduling

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

No hours between 8:00 am Saturday and 1:00 am Monday shall be included in shift work. Shifts shall consist of no more than seven and one half (7 1/2) hours work per shift and shall be for not more than five (5) shifts per week and the established hours of the shift shall be varied.

G j - Tool List

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

- One (1) hacksaw frame
- One (1) pair pliers (with side cutter)
- One (1) set of dividers
- One (1) adjustable wrench (8" or better)
- One (1) medium drift pin
- One (1) pair folders (vise-grip type)
- One (1) level (12" - 18")
- One (1) tri-square
- Three (3) assorted screwdrivers
- One (1) measuring tape
- One (1) pair hand shears (bulldog and stripping)
- One (1) cold chisel
- Two (2) aircraft snips (right and left)
- One (1) scratch awl
- Two (2) hammers (one tinnerns)
- One (1) centre punch
- One (1) standard vise-grip pliers
- One (1) set trammel points
- One (1) plumb-bob chalk line
- One (1) tool box
- One (1) safety hat (on construction)

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

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

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

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

WaRIal Sheet Metal

H 1 Attachment A: Allocation of Minor Repair Work

1. Lockers

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

2. Roof Drains

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

1 Wages and Premiums

Effective 2006 July 01	Municipal Pension	Union Pension
Journeyman	\$28.38	\$27.14
Statutory Holidays 6%	\$1.700	\$1.630
Vacation 7.27%	\$2.060	\$1.970
Supp Vac 4.24%	\$1.200	\$ Nil
Health Benefit Fund	\$1.490	\$1.490
Pension	\$2.270	\$2.660
Rehabilitation	\$0.150	\$0.150
Apprenticeship	\$0.170	\$0.170
TOTAL	\$37.420	\$35.210

Effective 2006 July 1 Municipal Pension Plan contribution is 8%.

Effective 2007 July 01	Municipal Pension	Union Pension
Journeyman	\$29.56	\$28.07
Statutory Holidays 6%	\$1.770	\$1.680
Vacation 7.27%	\$2.150	\$2.040
Supp Vac 4.24%	\$1.250	\$ Nil
Health Benefit Fund	\$1.490	\$1.490
Pension	\$2.365	\$2.980
Rehabilitation	\$0.150	\$0.150
Apprenticeship	\$0.170	\$0.170
TOTAL	\$38.905	\$36.580

Effective 2007 July 1 Municipal Pension Plan contribution may increase and wages will be adjusted downward to ensure that the total compensation package remains unchanged.

Sheet Metal

Effective 2008 Jul 01	Municipal Pension	Union Pension
Journeyman	\$30.78	\$29.31
Statutory Holidays 6%	\$1.850	\$1.760
Vacation 7.27%	\$2.240	\$2.130
Supp Vac 4.24%	\$1.310	\$ Nil
Health Benefit Fund	\$1.490	\$1.490
Pension	\$2.462	\$2.980
Rehabilitation	\$0.150	\$0.150
Apprenticeship	\$0.170	\$0.170
TOTAL	\$40.452	\$37.990

Effective 2009 July 1 Municipal Pension Plan contribution may increase and wages will be adjusted downward to ensure that the total compensation package remains unchanged.

Effective 2009 July 01	Municipal Pension	Union Pension
Journeyman	\$31.74	\$30.28
Statutory Holidays 6%	\$1.900	\$1.820
Vacation 7.27%	\$2.310	\$2.200
Supp Vac 4.24%	\$1.350	\$ Nil
Health Benefit Fund	\$1.490	\$1.490
Pension	\$2.539	\$2.980
Rehabilitation	\$0.150	\$0.150
Apprenticeship	\$0.170	\$0.170
TOTAL	\$41.649	\$39.090

Effective 2009 July 1 Municipal Pension Plan contribution may increase and wages will be adjusted downward to ensure that the total compensation package remains unchanged.

1 Core List: The Sheet Metal Workers International Association, Local 280

Name	Core List Date
Meredith, Ronald	1983 November 16
Freigang, Kelly	1987 July 16
Friesen, Donald	1988 February 29
Glowa, Paul	1996 July 26
Henderson, Vern	1999 February 22
Jenkins, Kevin	1999 May 25
Balano, William	1999 August 09
French, Barry	1999 August 09
Middleton, Scott	1999 August 23
Linzmeier, Siegfried	2003 June 02
Condon, Sean	2005 February 14
Boyce, Anthony	2006 July 3

(Core list updated 2007 May 1)

C o n t r a c t i n g O u t

In the event that work covered by this Agreement is sublet by the Employer, such work shall be sublet only to contractors who are signatory to the Standard Agreement of Local Union No. 280.

IN WITNESS THEREOF, the Parties hereto cause their names to be subscribed and their Seals affixed by their respective Officers, thereunto duly authorized.


DATED AT VANCOUVER, B.C. THIS _____ DAY of 11%, 200

SIGNED ON BEHALF OF:


• International Union of Bricklayers and Allied Craftworkers Local 2 BC



United Brotherhood of Carpenters and Joiners, Local 1995

Bill Duck 

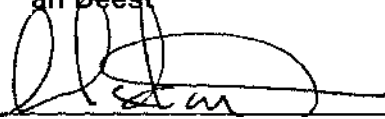
Cement Mason's Section of Operative Plasterers and Cement Masons International Association, Local 919



International Brotherhood of Electrical Workers, Local 213

Harry Van Beest 

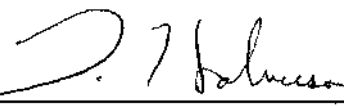
International Association of Heat and Frost Insulators, Local 118



International Association of Machinists and Aerospace Workers, Vancouver Lodge 692

Wayne Nixon

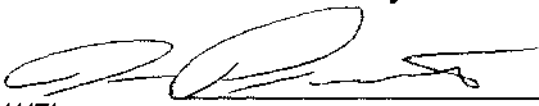
International Brotherhood of Painters and Allied Trades, District Council 38

Paul Pelletreau 

United Association of Journeymen of the Plumbing and Pipefitting Industry, Local 170


Troy Halverson 

Sheet Metal Workers International Association, Local 280



The Board of School Trustees of School District #39 (Vancouver)

Ken Denike, Chairperson 



Brenda Ng, Secretary

