

INDUSTRIAL AND COMMERCIAL/INSTITUTIONAL

COLLECTIVE AGREEMENT FOR THE PROVINCE OF BRITISH COLUMBIA

By and Between:



**CONSTRUCTION MAINTENANCE
AND ALLIED WORKERS CANADA**

(Hereinafter referred to as the “Union”)

AND



DLI Contractors Inc.

(Hereinafter referred to as the “Employer”)

January 1, 2022 to December 28, 2024

Construction, Maintenance and Allied Workers Canada

Hours: Monday to Friday 8:00 am to 4:00 pm

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Established in 2004, CMAW's role is to establish and maintain the best possible standards of pay, benefits, and working conditions for members; to organize the unorganized; to promote progressive labour and human rights legislation; to cooperate with other unions and organizations to achieve these aims; to encourage social unionism; to promote and champion workers' legitimate struggles; to provide aid and assistance to members so that they may share in benefits of collective agreements and favourable employment legislation; and to inform and educate workers on the principles and policies of the organization and the benefits they may achieve through organization and collective bargaining.

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ARTICLE 1.00 **OBJECTS**

The objects of this Agreement are to: stabilize the construction industry; provide fair and reasonable working conditions and job security for employees in the industry; promote harmonious employment relationships between Employers and Employees; provide a mutually agreed method of resolving disputes and grievances arising out of the terms and conditions of this Agreement.

ARTICLE 2.00 **EFFECTIVE DATE AND DURATION**

- 2.01** This Agreement shall be for the period from and including January 1, 2022 to December 28, 2024 and from year to year thereafter subject to the right of either party to commence renegotiations to the Agreement within four (4) months immediately preceding the date of expiry of this Agreement.
- 2.02** This Agreement shall thereafter continue in full force and effect until the Union shall give notice of strike, or the Employer shall give notice of a lockout, or the parties shall conclude a renewal or revision of the Agreement or a new Collective Agreement.
- 2.03** In the event the Employer and the Union are unable to reach final agreement the matter shall be referred to binding arbitration. The arbitrator will be selected by mutual agreement between the Employer and the Union or if the parties are unable to agree on an arbitrator the arbitrator will be selected by the Collective Agreement Arbitration Bureau.
- 2.04** The operation of Section 50 (2) and (3) of the Labour Relations Code is hereby excluded.

ARTICLE 3.00 **EXTENT**

3.01 **Recognition**

The Employer voluntarily recognizes the Union as the sole bargaining agent of all employees or Direct Service Providers (DSPs) in the bargaining unit, working in the Province of British Columbia in Schedule "A" and "B" attached hereto Including Apprentices, Journeypersons, Foremen and General Foremen, excluding supervision and management above General Foremen and excluding all administrative related positions.

Notwithstanding the above bargaining unit description, the Employer and the Union by mutual agreement may add or subtract classifications to this agreement at any time.

- 3.02** There will be no revision, amendment, or alteration of the scope of the bargaining unit as defined in this agreement or of any of the terms and provisions of this Agreement, except by the mutual agreement in writing of the parties.
- 3.03** No person shall solicit membership in any other labour organization, or collect dues, initiation fees, fines, or assessments for any other labour organization on company time or job site.

3.04 Union Orientation

The Union may familiarize the new employees with the Union. The shop steward or designate may spend up to 15 minutes with new employees during their first week of employment. Time spent will be considered as time worked with no loss in pay and benefits.

3.05 This Agreement will apply to all areas of the Province of British Columbia.

3.06 All employees in the employment of the Employer shall as a condition of employment maintain membership in good standing in the Union.

Prior to subcontracting the Employer will discuss with the Union, the portion or portions of the project that the Employer wishes to sub-contract and the sub-contractors to be hired to do such work.

The Employer signatory to this Agreement shall not subcontract any work which is otherwise governed by the terms of this Agreement except to an Employer who is signatory with CMAW. Employers who are not signatory to CMAW will require written approval by the union. Approval will not be held unreasonably.

3.07

3.07.1 Industrial Work

Any and all work performed on an industrial project will be performed under this Agreement unless otherwise covered by a separate agreement.

3.07.2 Commercial Work

Any and all work performed on a commercial project will be performed under a Commercial Agreement between the Union and the Employer.

3.08 Union/Management Committee

The Employer and the Union agree to hold Union/Management meetings if requested by either party. The purpose of the meeting will be to resolve:

1. Matters concerning the appropriateness of work assignments and job descriptions.
2. Matters of mutual interest and concern.

This does not preclude any disputes being resolved under other Articles within this collective agreement.

The Union/Management Committee will have equal numerical representation from both parties.

The committee will consist of a minimum of two (2) members from each party.

Employees shall suffer no loss of regular earnings while in attendance at any committee meetings recognized under this collective agreement. Attendance at such meetings outside regular work hours will be paid at regular straight time.

An authorized business agent or designate of the Local Union shall be present at any committee meeting with the company.

3.09 Pre-Job Conference

The Employer shall notify the Union that a project has been awarded to the Employer following the award. Prior to the start of each project, a pre-job conference shall be held to determine all site-specific issues as outlined in the Agreement. This conference may be conducted via telephone, through a scheduled meeting or by some other practical means as agreed to by the parties.

ARTICLE 4.00 WAGES, EARNINGS, CONTRIBUTIONS, AND DEDUCTIONS

Wage rates and job classifications shall not be changed without the agreement of the Union.

If the parties are unable to reach agreement on a job classification, the dispute shall be settled by arbitration.

The wage and benefit schedules are contained in Appendix “A” and “B” for January 1, 2022 to December 31, 2022 and January 1, 2023 to December 31, 2023.

4.01 Wages and Premiums

4.01.1 Hourly Wage Rates – Commercial-Institutional (Minimum only)

Please refer to Schedules “A” Industrial and “B” Commercial rates.

4.01.2 Apprentice/Helper (Minimum only)

a) Apprentice: To be based on the Tradesperson’s rate applied to the job being worked. To apply to apprentices indentured.

Three-Year Schedule:		Four-Year Schedule:	
1 st Year	65%	1 st Year	60%
2 nd Year	75%	2 nd Year	70%
3 rd Year	90%	3 rd Year	80%
		4 th Year	90%

b) Helper: The work of the Helper shall include the handling on the job site of all material or materials falling within the jurisdiction of the Tradesperson. The Helper shall not perform that work of the Tradesperson that requires the use of the tools of the trade. Helpers shall be a source of future apprentices.

4.01.3 Foreman/General Foreman Rate – Method of calculating

The minimum straight-time hourly wage rate for a Foreman shall be 115% of the

applicable Journeyperson minimum straight-time hourly wage rate on the project. In addition to such rate, a Foreman shall be paid all other premiums (e.g. holiday pay, overtime, etc.) that otherwise apply in accordance with this Agreement. A General Foreman shall be 120% of the applicable Journeyperson rate.

4.01.4 First Aid Attendant

Those designated by the employer as First Aid Attendant shall receive ninety-five cents (\$0.95) per hour above their wage rate.

4.02 Annual Vacation and Statutory Holidays

4.02.1 Vacation Pay and Statutory Holiday Pay

Vacation and statutory holiday pay, combined in an amount equal to 12%, shall be paid on the gross hourly earnings. Said amount shall be paid on each payday and on termination.

4.02.2 Annual Vacation Schedule

The Employer will consider vacations at the times requested considering business requirements. Employees or DSP will be entitled to 15 working days' vacation per year, subject to reasonable notice. Reasonable notice will be considered 45 days. Notwithstanding the above, Employees or DSP are encouraged to give as much notice as possible. Although the Employer will make a reasonable effort to accommodate, requested vacation period will be given considering the operations, client's acceptance and seniority.

4.02.3 Statutory Holidays

The recognized statutory holidays are: New Year's Day, Family Day, Good Friday, Easter Monday, Victoria Day, Canada Day, British Columbia Day, the Friday preceding Labour Day, Labour Day, National Truth and Reconciliation Day, Thanksgiving Day, Remembrance Day, Christmas Day, Boxing Day, and any such day as may be declared a holiday by the Federal and/or Provincial Governments. When a statutory holiday falls on a Saturday or Sunday, the following work day(s) will be observed. All work performed on statutory holidays or days observed in place of statutory holidays shall be paid for at double time rates, in addition to the statutory holiday and annual vacation pay as outlined above.

4.03 Employer Contributions

4.03.1 The Employer shall make payment to the Carpentry Workers' Fund on or before the 20th day of the month, for all hours worked in the previous month in accordance with Schedules "A" and "B".

4.03.2 The Union maintains its sole discretion to allocate monies from the wage package to Benefit and Pension or Industry Funds at any time during the life of the Agreement. Please refer to Schedules "A" and "B."

4.04 Employee Deductions

4.04.1 Field Dues

The Employer will deduct such hourly amount as the Union directs.

4.04.2 Local Union Check-off

Where applicable, the Employer will deduct such hourly amount as the Local Union directs, and forward same to the Local Union.

4.05 In the event an Employer fails to remit contributions in conformity with the foregoing provisions of this Agreement, it shall be deemed as a payroll failure and the Union is free to take any economic action it deems necessary against such an Employer, and such action shall not be considered a violation of this Agreement. See Memorandum of Agreement (MOA) on penalties for late remittances attached to this agreement.

4.06 Payment of Wages

4.06.1 Pay Days

The members of the Union (Employees) shall be paid every week not later than the following Friday.

4.06.2 If the regular payday falls on a statutory holiday, Employees shall be paid on the preceding working day. Upon termination members will be paid in full within seven (7) days.

4.06.3 Payroll Penalty

Where an Employee is not paid in accordance with Articles 4.06.1 and 4.06.2, CMAW will contact the Employer for rectification within three (3) business days. If not rectified, such employee shall be deemed to be still on the payroll of the Employer and shall receive his usual wages and conditions until there is compliance with the conditions.

4.06.4 Pay Slips

The Employer shall provide an itemized statement with each pay to show: the Employer's name, the number of hours at straight time and overtime rates, statutory holiday and vacation pay, total deductions, check-out and daily travel allowances.

ARTICLE 5.00 HOURS OF WORK

5.01 Regular Hours

5.01.1 The regular workday shall be eight (8) hours between the hours of 7:00 am and 5:00 pm with a half-hour mid-shift lunch break. The regular workweek shall be five (5) days between Monday 7:00 am and Friday 5:00 pm. Regular hours may be varied by mutual consent of the parties to this agreement.

Straight Time:	7:00 am to 11:00 am	4.0 hours
Meal:	11:00 am to 11:30 pm	0.0 hours
	11:30 pm to 3:30 pm	4.0 hours
Total Straight Time Hours: 8.0 hours		

5.01.2 Starting and Stopping Time

The starting and stopping time on a project may be varied by a maximum of two (2) hours earlier or later at the discretion of the employer.

5.01.3 Coffee Breaks and Meal Periods

APPLICABLE FOR AN EIGHT (8), TEN (10) OR 12 HOUR SHIFT:

There will be two (2) coffee breaks of ten (10) minutes duration on each shift, one (1) in the first half of the shift and one (1) in the second half of the shift which may be combined with the lunch break and split into two (2) half hour breaks for the eight (8) and ten (10) hour shift.

Employees or DSP will be given an unpaid meal period of ½ hour per shift and such period will not be considered as time worked.

5.02 Compressed Work Week

A compressed workweek of four (4) days per week may be established by mutual agreement between the Employer and the Union. For example, a four (4) day, ten (10) hour schedule: Monday to Friday at straight time followed by Friday all day at time and one half (1½).

5.02.1 Hours of Work

- a) Ten (10) straight-time hours (from 8:00 am to 6:30 pm, inclusive of a meal break) shall constitute the compressed workweek day shift. Monday through Thursday inclusive or Tuesday through Friday inclusive shall constitute the regular workweek.
- b) Ten (10) straight-time hours (from 6:30 pm to 5:00 am, inclusive of a meal break) shall constitute the compressed workweek afternoon shift. Monday through Thursday inclusive or Tuesday through Friday inclusive shall constitute the regular workweek.
- c) Notwithstanding (a) and (b), the scheduled start time of the shift may be varied up to two (2) hours earlier or later, at the discretion of the Employer.
- d) Statutory Holidays: the statutory holiday will be taken on the day in which it falls (eg: Monday through Thursday schedule and Statutory Holiday falls on the Friday, it is observed on the Friday).

5.03 Starting and Quitting Time

Starting time shall be at the lock-up or tool room, which shall be located not higher than one floor above ground level. A five (5) minute pick-up period shall be allowed prior to quitting time.

5.04 Shifts

5.04.1 The Employer shall determine whether one (1), two (2), or three (3) shifts shall be worked. Unless it is necessary to make the best use of daylight hours, tide conditions, or overcome the problems raised by fire hazards or other emergency conditions.

Nothing in this Agreement prevents the Employer and the Union from establishing a shift schedule by mutual agreement prior to the project commencement. This will be determined at the pre-job conference.

5.04.2 Shift Cycles

a) SHIFT CYCLE 1:

4 Days of 10 Hours, Followed by 3 Days Off

Day	1	2	3	4	5	6	7
Straight Time	10	10	10	10	0	0	0
Overtime	0	0	0	0	0	0	0

b) SHIFT CYCLE 2:

5 Days of 8 Hours, Followed by 2 Days Off

Day	1	2	3	4	5	6	7
Straight Time	8	8	8	8	8	0	0
Overtime	0	0	0	0	0	0	0

c) SHIFT CYCLE 3:

10 Days of 10 Hours, Followed by 4 Days Off

Day	1	2	3	4	5	6	7
Straight Time	7	7	7	7	7	7	7
Overtime	3	3	3	3	3	3	3
Day	8	9	10	11	12	13	14
Straight Time	7	7	7	0	0	0	0
Overtime	3	3	3	0	0	0	0

d) SHIFT CYCLE 4:

14 Days of 10 Hours, Followed by 7 Days Off

Day	1	2	3	4	5	6	7
Straight Time	7	7	7	7	7	7	7
Overtime	3	3	3	3	3	3	3
Day	8	9	10	11	12	13	14
Straight Time	7	7	7	7	7	7	7
Overtime	3	3	3	3	3	3	3
Day	15	16	17	18	19	20	21
Straight Time	0	0	0	0	0	0	0
Overtime	0	0	0	0	0	0	0

e) SHIFT CYCLE 5:

21 Days of 10 Hours, Followed by 7 Days Off

Day	1	2	3	4	5	6	7
Straight Time	7	7	7	7	7	7	7
Overtime	3	3	3	3	3	3	3
Day	8	9	10	11	12	13	14
Straight Time	7	7	7	7	7	7	7
Overtime	3	3	3	3	3	3	3
Day	15	16	17	18	19	20	21
Straight Time	7	7	7	7	7	7	7
Overtime	3	3	3	3	3	3	3
Day	22	23	24	25	26	27	28
Straight Time	0	0	0	0	0	0	0
Overtime	0	0	0	0	0	0	0

Scheduled breaks will include a Sunday whenever possible.

5.04.3 Shift Premiums

The employer shall pay a shift premium over and above the otherwise applicable straight time hourly wage rate to any employee who is employed on a night shift. Such shift premium shall be paid in accordance with the following schedule:

Day Shift: No Shift Premium

Afternoon Shift: The premium shall be three dollars (\$3.00) per hour worked on any shift which commences between 9:00 am and 8:29 pm.

Night Shift: The premium shall be four dollars and fifty cents (\$4.50) per hour worked on any shift which commences between 8:30 pm and 12:59 am.

5.05 Call-Out Time

Any Union member being called to a job and not being required shall be paid four (4) hours' time at straight or overtime rates as required. Any Employee who works beyond the mid-shift lunch break shall be paid on actual hours worked.

5.06 Standby Premium

- a) An employee(s) required to be on standby following their scheduled shift is entitled to a two (2) hour standby premium payable at the straight time rate. This will cover the period from end of shift to start of next scheduled shift (following day).
- b) An employee(s) required to be on standby through a weekend is entitled to a two (2) hour standby premium, payable at the straight time rate, for every full day that they are on standby.
- c) An employee being called in to work from standby is entitled to a minimum of four (4) hour premium which includes the two (2) hours standby premium, payable at the applicable rate.

ARTICLE 6.00 OVERTIME AND MEAL ALLOWANCES

6.01 Overtime

Overtime work beyond the regular schedule shift shall be voluntary and no employee shall be discriminated against for refusal to work overtime hours.

- a) All overtime shall be payable at one and a half (1 ½) times the applicable straight time hourly wage rate.
- b) All overtime hours in excess of twelve (12) hours per day during the regular work week, including statutory holidays, shall be payable at two (2) times the otherwise applicable straight time hourly wage rate. Saturdays and Sundays are payable at one and a half (1 ½) times for the first twelve (12) hours and double (2) time in excess of twelve (12) hours.

6.02 Overtime Breaks

For any unscheduled overtime beyond a regularly scheduled shift, the following shall apply:

- a) A 15 minute coffee break taken at the end of the regular scheduled shift
A ½ hour meal break paid at straight time hourly rate taken after two (2) hours.
This cycle will repeat at two (2) hour intervals.

- b) The Employer at its own discretion may in lieu of a hot meal, pay each employee a sum of \$17.00 non-taxable allowance.

ARTICLE 7.00 TRANSPORTATION

Notwithstanding any provision of Article 7, the Employer and the Union may mutually agree in writing to alter the terms regarding daily travel, LOA, and meal allowances.

7.01 Daily Travel Premium

7.01.1 Local Resident Employees

A bona fide local resident will be defined to mean any person residing within a distance defined at the Pre-Job Conference of the project and has resided within such distance of the site for a period of not less than thirty (30) days prior to the commencement of the project.

- a) A Local Resident Employee shall travel daily between his residence and the project, and shall receive a daily travel premium in accordance with the following schedule. Such premium shall be payable each way, each day, and the distance travelled shall be calculated from the centre of the incorporated city, town, village, or district in or nearest to which such Employee is residing, to the project. If a Local Resident Employee chooses to utilize camp facilities, then that Employee does not receive any daily travel allowance. If the employee chooses NOT to use the employer provided facilities, then no allowance will be paid.

0km – 50km: no premium

The per kilometre amount shall be adjusted annually to match the maximum allowable tax-free rate for mileage expense reimbursements as published by CRA.

Residents of the Municipality of Terrace will receive thirty-five dollars (\$35.00) based on round trip and subject to compliance with any PLA's.

- b) Daily travel allowance shall be payable each way, and the distance travelled shall be calculated using Google Maps from the employee's permanent residence to the project, via the most direct route. Notwithstanding the foregoing, a non-local resident employee shall not alter his/her residence of record with an intention to increase the travel allowance which would otherwise apply. In the event of a dispute, the employee will be required to produce two (2) documents to substantiate the correct address of the residence. Acceptable documents include previous year income tax return, mortgage/lease documents, driver's license, phone bill, utility bill, property tax assessment, etc.

- c) The daily travel premium shall be non-taxable to the extent allowed by the Canada Revenue Agency for mileage expense reimbursements

7.02 Travel and Turnaround Allowance

7.02.1

a) Air Travel

Where the Employer provides air travel for employees the following terms and conditions shall prevail.

- (i) The Employer shall pay for airfare, inclusive of any/all related fees and taxes.
- (ii) The Employer will supply transportation to and from the Project site.
- (iii) The Employer will pay for a maximum of two (2) bags that comply with the airlines baggage policy on the initial and final flights plus one (1) tool bag if applicable.
- (iv) For all regular rotation flights the Employer will only pay for one (1) bag.
- (v) Taxis, Parking, meals and other travel related expenses are the responsibility of the employee(s).

b) Timing of Payment

The Employer shall ensure that an Employee receives payment for the applicable initial travel allowance and any/all applicable reimbursements for incurred expenses within seven (7) calendar days of the Employee's first shift on the project. Notwithstanding the foregoing, the Union and the Employer may mutually agree to vary this requirement. Such agreement shall be reached prior to the commencement of work on the project, and prior to date of tender if possible.

c) Termination of Employment

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

Furthermore at no time shall the employer abandon the terminated Employee. For further clarification, the member will be returned to the hub where they departed from.

d) Quit or Terminated for Just Cause

Individuals who quit or are terminated for just cause, the Employer will be responsible to provide transportation (to be determined by the employer) fare and up to a maximum of one (1) night in a local hotel of the Employers choice (maximum of \$150.00) in cases where the individual has lost their Camp privileges.

7.02.2

For Employees who are receiving Employer supplied transportation or flights, no allowance will be paid.

Turnaround allowance shall be made available each turnaround.

When travel allowances have been approved by the employer in place of employer supplied transportation

0 km to 99 km n/a
100 km to 249 km - \$100
250 km to 500 km - \$200
501 km to 750 km - \$300
751 km to 1,000 km - \$400
Over 1000 km - \$500.00

This mileage shall be computed from the Project to the Employee's place of Residence.

Distances are one way dollar value is round trip. Payable on the completion of the full shift

7.02.3

When Employer supplied travel is provided, and additional Hub Travel allowances will be paid to employees for their round trip travel to the designated hub as per below:

200 km to 400 km - \$75
401 km to 750 km - \$150
>751 km - \$300

7.04 Pre-Tender and Pre-Job Conferences

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

8.01

The intention of the Employer and the Union is that all Employees employed by DLI Contractors Inc. will be residing in the Project worker accommodation facilities/ accommodations provided by the Employer.

This Article does not apply to local resident Employees as identified in Section 7.01.1.

8.01.1 Room and Board

The choice of options shall be at the sole discretion of the Employer. Both options shall be payable on the basis of days worked plus one (1).

Option No. 1: The Employer shall provide the Employee with a daily lump sum Living-Out Allowance (LOA) of one hundred and sixty dollars (\$160.00) for 2022, one hundred and sixty-five dollars (\$165.00) for 2023 and one hundred and seventy dollars (\$170.00) for 2024.

Option No. 2: The Employer shall provide the Employee with a single room plus a daily meal allowance of seventy dollars (\$70.00) for 2022 and 2023, seventy-five dollars (\$75.00) for 2024. For camp jobs where meal service is in place, there shall be no allowance.

The amount of the daily lump sum living-out allowance and daily meal allowance shall be as mutually agreed by the Union and the Employer on a "project-by-project" basis. Notwithstanding the foregoing, the industrial standard shall apply in the event that mutual agreement cannot be reached.

Notwithstanding the above, nothing in this Agreement prevents the Employer and the Union, by mutual agreement, from altering any of the above. Preferably this will be done prior to commencement of the project at the pre-job conference.

8.01.2 Camp Accommodation

- a) Camp accommodations shall meet inspection by CMAW representative.
- b) Unless otherwise arranged at a pre-tender and/or pre-job conference, on projects where a camp is provided Employees shall occupy the camp, and room and board shall be supplied in such camp for each scheduled worked day.

ARTICLE 9.00 UNION SECURITY AND HIRING

9.01 Local Residents

A local resident shall be defined as a member residing in or nearest to an incorporated city, town, village, or district within the 100 kilometres described above for a period of 30 days prior to the commencement of the project.

Competent resident members of the Local Union shall be given hiring preference on all jobs performed by the Employer in or near the incorporated city, town, village, or district in or nearest to which a member has resided a minimum of 30 days prior to the commencement of the project.

9.02 Apprentice Rehiring

The Employer shall give preference of re-employment to an apprentice following an assigned session of vocational school.

9.03 Apprentices

Preference of employment shall be granted all indentured apprentices in order to provide a reasonable opportunity for those indentured to complete their apprenticeships.

Employers shall endeavour to employ at least one (1) apprentice, and the maximum ratio shall be one (1) to one (1). If the ratio drops below one (1) apprentice to six (6) journeypersons, the Union shall have the right to include unemployed apprentices when filling an order.

9.04 Equity

CMAW and DCM embrace workplace diversity and value the richness and creativity it brings to the worksite. The parties recognize a shared commitment to achieving employment equity within the construction industry and to provide apprenticeship, skills training and employment opportunities to First Nations people, cultural and visible minorities, women in jobs that have been traditionally performed by men and otherwise disadvantaged persons. To that end, the parties have implemented the necessary initiatives to encourage the hiring and integration of such individuals on their worksites.

9.05 Reservations

Subject to reasonable notice given to the Employer, it shall not be a violation of this Agreement for the Union to withdraw its members from a jobsite or sites for rendering assistance to labour organizations.

ARTICLE 10.00 UNION REPRESENTATIVES

10.01 Job Stewards

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

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

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

10.01.4 When it is necessary for the Employer to reduce the size of the project crew, the Job Steward shall be one of the last three bargaining unit employees if the job steward possesses the required skill and ability.

10.01.5 Job stewards shall receive a premium of one dollar and fifty cents (\$1.50) per hour.

10.02 **Union Representatives**

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

10.03 **Leave of Absence**

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

ARTICLE 11.00 **SAFETY CONDITIONS**

11.01 **Safety**

11.01.1 All equipment, tools, and materials must conform to and be utilized in conformity with applicable Provincial and/or Federal regulations, Acts and Laws. Employer safety rules and regulations shall be complied with provided they are not inconsistent with the above mentioned.

11.01.2 It shall not be considered a violation of this Agreement should an Employee(s) refuse to work in conditions and/or use equipment not meeting prescribed safety standards and/or regulations. Refusal of an Employee to abide by the Workers' Compensation Board Regulations may be considered cause for dismissal.

11.02 **Safety Equipment**

The Employer will supply all safety equipment, including hearing protective devices to the Union member at no cost.

Employees will supply standard CSA work boots that comply with site requirements.

11.03 **Accompanying Compensation Inspectors**

The head job steward, or where there is a Safety Committee a Union representative of

this committee, shall accompany the Workers' Compensation Board Inspector on all project inspections.

11.04 Injured or Sick Members

Members staying in Employer-supplied accommodation who are injured on the job and who require transportation costs not covered by the Workers' Compensation Board either to their point of hire or back to the job shall be paid such transportation cost.

When a member becomes ill or is injured in an accident not covered by WCB while being lodged in Employer-supplied accommodation and the first aid attendant or a doctor recommends off-site treatment or return to the member's point of hire, transportation costs shall be borne by the Employer as will transportation costs back to the job, provided work is available.

In cases of members requiring off-site medical attention due to a work related injury that prevents their return to work on that day, or where a qualified Industrial First Aid Attendant recommends rest until the next day, then the injured member shall be paid for the full shift.

ARTICLE 12.00 WORKING CONDITIONS

12.01 Harassment

The Union and the Employer recognize the right of the member to work in an environment free from harassment and/or discrimination as per the Human Rights Act.

12.02 Layoff Notice

When layoffs occur, preference of continued employment will be given to members dispatched to the project as resident Local Union members.

One (1) hour's notice of discharge will be given by the Employer, or one (1) hour's pay allowed in lieu thereof.

12.03 Lockup

12.03.1 Employer to provide adequate secure storage for employees tools. Employer to provide lunchroom equipped with accessories to allow employees drying/airing out of workwear. Lunchroom may be shared between shifts where required.

12.03.2 Each lockup shall have tool racks, tables and benches with provision for drying clothes and shall be of an adequate size.

12.03.3 Each lockup shall have adequate venting, lighting and a provision for continuous heat 24 hours a day.

12.03.4 The Employer shall be responsible for having lockups cleaned out daily and kept clear of building material and other construction paraphernalia.

12.04 Tool Insurance

The Employer must assure the safety of members' tools and working apparel against fire and burglary or loss when working over water or such other areas where tools cannot be retrieved while in the Employer's employ, and in event of loss thereby replace same. If so, requested by the Employer, Employees will provide a detailed inventory of all tools and apparel upon hiring that will be reviewed by the employer. The Employer will not be responsible for any items that are not on the signed list.

12.05 Project Facilities

12.05.1 Toilets

Chemical or flush toilets shall be provided from the commencement of work on all jobs and cleaned and properly maintained. Toilet paper will be provided.

12.05.2 Wash Up Facilities

Clean-up facilities, hand cleanser, and paper towels shall be provided on all jobs.

12.05.3 Drinking Water

Where there is no sanitary drinking water available, cool drinking water in approved sanitary containers shall be provided.

12.06 Equipment and Clothing

12.06.1 Protective Clothing

In the event a member's outer clothing and/or footwear is substantially damaged in the line of the member's duties, and protective clothing has not otherwise been provided, cost of cleaning or replacement will be borne by the Employer. General wear and tear not included.

ARTICLE 13.00 JOINT RECOVERY PROGRAM

13.100 Notwithstanding the provisions of this Agreement, it is recognized that the Union may, in conjunction with the Employer, determine on a job-by-job, area, or sector basis, if a special dispensation is required to become competitive and, should necessity arise, by mutual agreement amend or delete terms and conditions of the Agreement for the duration of the job.

ARTICLE 14.00 GRIEVANCE PROCEDURE

14.01 Preamble

It is mutually desired and intended by the Union and the Employer that any dispute or complaint arising out of the interpretation of this agreement will be communicated by the Employee to their supervisor in order to provide an opportunity for discussion and timely resolution, prior to the issue becoming a grievance. If an Employee is not satisfied with the

resolution offered by their immediate supervisor, they may then initiate a grievance.

14.02 "Grievance" means any difference by the persons bound by this Agreement regarding the interpretation, application, operation, or any alleged violation of the Agreement, including discharge for cause alleged to be unjust by the Union; "Party" means one of the parties to this Agreement. Discharge shall not include layoff of Employees or DSP for reason of project efficiency or reduction of forces on suspension or completion of work.

14.03 No grievance will be entertained by either party, or an arbitrator, unless instituted by the aggrieved party within 15 working days of its occurrence, unless a grievance arises out of an alleged unjust discharge, in which case, it must be instituted within 15 working days of its occurrence. An occurrence shall be each day an alleged violation continues. (Grievances that pertain to remittances/monetary claims must be filed within three (3) months from the date of occurrence.)

14.04 The job steward or business agent shall first discuss the grievance with the Foreman or superintendent, an Employer shall first discuss the grievance with the business agent and, if mutually agreed, the final decision MUST be approved by the Project Manager and Vice President on the employer side and on the Union side, the President and Business Agent.

14.05 Failing settlement within ten (10) calendar days of a grievance, the particulars thereof, shall be set out in writing by either party, and shall be delivered to the other party. They shall confer upon the matter forthwith, and if they agree, their decision shall be final.

14.06 If the grievance is not settled, pursuant to the above paragraphs within ten (10) calendar days or such longer time as the parties agree to, then it shall be referred to an Arbitrator.

14.07 The parties shall pay their own costs and expenses of arbitration, the remuneration and disbursements of their appointees, and one-half the expenses of the chairperson.

14.08 **Union Representative**

It is understood that in all discussions concerning grievances, any Union Representative may accompany the Union in their meeting and the Union Representative may call upon members of the Union or any other Employee to accompany them in their meetings with Employer's officials.

ARTICLE 15.00 DISCIPLINARY ACTION

15.01 An employee may be suspended or discharged for proper cause by the Employer.

15.02 Proper cause may include:

- a) The failure or refusal by an employee to abide by Safety Regulations;
- b) The use of illegal narcotics or alcohol or reporting for work while under the influence of such substances;
- c) The refusal by the employee to abide by the requirements of the Employer's clients;

- d) The refusal by the employee to abide by the requirements of the Employer's rules, regulations, policies and practices. Any changes to rules, regulations and/or policies will be discussed with the Union prior to implementation.
- e) The refusal to abide by the CMAW Constitution and Bylaws.

ARTICLE 16.00 SAVINGS CLAUSE

16.01 In the event that any Article or section is held invalid, or enforcement of or compliance with which has been restrained, as above set forth, the parties affected thereby shall enter into immediate collective bargaining negotiations upon the request of either party for the purpose of arriving at a mutually satisfactory replacement for such Article or section during the period of invalidity or restraint. If the parties do not agree on a mutually satisfactory replacement, they shall submit the dispute to the Grievance Procedure.

ARTICLE 17.00 GENDER CLAUSE

Where the masculine gender is used in this Agreement it will be considered to include all genders.

ARTICLE 18.00 WAGE OPENER

The Union and the Employer agree to a wage opener for 2024 rates on no later than October 2, 2023. In the event that the Union and the Employer are unable to reach a mutual agreement the parties will agree to refer the matter to binding arbitration.

SIGNATURES OF PARTIES

SIGNED ON THIS 4th DAY OF March , 2022

SIGNED ON BEHALF OF :

DLI CONTRACTORS INC.

“Signature on file”

Richard Gadoury, VP Corporate Services

“Signature on file”

Richard Cleveland, Construction Manager

SIGNED ON BEHALF OF:

CONSTRUCTION, MAINTENANCE AND ALLIED
WORKERS CANADA

“Signature on file”

Chris Wasilenchuk, President

“Signature on file”

Blair Rawlings, Secretary Treasurer

SCHEDULE "A" INDUSTRIAL WAGE RATES

CMAW / DLI CONTRACTORS INC. BC AGREEMENT

January 1, 2022 to December 31, 2024

SCHEDULE "A1.1"

EMPLOYER CONTRIBUTIONS

Effective January 1, 2022 to December 31, 2022

Employee Classification	Base Rate	VP/SHP (12%)	Sub Total	Employer Contributions					Total Package
				Benefits	Pension Plan	Appr Training	Admin Fund	Member Assist	
Journeyman									
Base Rates		12.0%		\$2.70	\$4.14	\$0.20	\$0.30	\$0.05	
Boilermaker	\$42.95	\$5.15	\$48.10	\$2.70	\$4.14	\$0.20	\$0.30	\$0.05	\$55.49
Carpenter	\$41.45	\$4.97	\$46.42	\$2.70	\$4.14	\$0.20	\$0.30	\$0.05	\$53.81
Electrician	\$42.95	\$5.15	\$48.10	\$2.70	\$4.14	\$0.20	\$0.30	\$0.05	\$55.49
Insulator	\$41.45	\$4.97	\$46.42	\$2.70	\$4.14	\$0.20	\$0.30	\$0.05	\$53.81
Instrument Technician	\$42.95	\$5.15	\$48.10	\$2.70	\$4.14	\$0.20	\$0.30	\$0.05	\$55.49
Helper - up to 200 hours	\$22.22	\$2.67	\$24.89	\$2.70	\$4.14	\$0.20	\$0.30	\$0.05	\$32.28
Helper - up to 400 hours	\$24.21	\$2.90	\$27.11	\$2.70	\$4.14	\$0.20	\$0.30	\$0.05	\$34.50
Helper - 400+ hours	\$26.19	\$3.14	\$29.33	\$2.70	\$4.14	\$0.20	\$0.30	\$0.05	\$36.72
Ironworker	\$41.45	\$4.97	\$46.42	\$2.70	\$4.14	\$0.20	\$0.30	\$0.05	\$53.81
Labourer - Entry Level	\$21.45	\$2.57	\$24.02	\$2.70	\$4.14	\$0.20	\$0.30	\$0.05	\$31.41
Labourer - Intermediate	\$25.45	\$3.05	\$28.50	\$2.70	\$4.14	\$0.20	\$0.30	\$0.05	\$35.89
Labourer - Skilled	\$28.95	\$3.47	\$32.42	\$2.70	\$4.14	\$0.20	\$0.30	\$0.05	\$39.81
Machinist	\$42.95	\$5.15	\$48.10	\$2.70	\$4.14	\$0.20	\$0.30	\$0.05	\$55.49
Millwright	\$42.95	\$5.15	\$48.10	\$2.70	\$4.14	\$0.20	\$0.30	\$0.05	\$55.49
Pipefitter	\$42.95	\$5.15	\$48.10	\$2.70	\$4.14	\$0.20	\$0.30	\$0.05	\$55.49
Scaffolder	\$41.45	\$4.97	\$46.42	\$2.70	\$4.14	\$0.20	\$0.30	\$0.05	\$53.81
Utility Person	\$28.44	\$3.41	\$31.85	\$2.70	\$4.14	\$0.20	\$0.30	\$0.05	\$39.24
Welder B. Pressure	\$44.45	\$5.33	\$49.78	\$2.70	\$4.14	\$0.20	\$0.30	\$0.05	\$57.17
Welder C. Ticket	\$40.95	\$4.91	\$45.86	\$2.70	\$4.14	\$0.20	\$0.30	\$0.05	\$53.25
Operator Equipment - Light	\$28.95	\$3.47	\$32.42	\$2.70	\$4.14	\$0.20	\$0.30	\$0.05	\$39.81
Operator Equipment - Heavy	\$41.45	\$4.97	\$46.42	\$2.70	\$4.14	\$0.20	\$0.30	\$0.05	\$53.81
Truck Driver - Basic	\$29.17	\$3.50	\$32.67	\$2.70	\$4.14	\$0.20	\$0.30	\$0.05	\$40.06
Truck Driver - Intermediate	\$37.73	\$4.52	\$42.25	\$2.70	\$4.14	\$0.20	\$0.30	\$0.05	\$49.64
Truck Driver - Heavy	\$41.45	\$4.97	\$46.42	\$2.70	\$4.14	\$0.20	\$0.30	\$0.05	\$53.81
Operator, Crane 0 - 49 T	\$41.73	\$5.00	\$46.73	\$2.70	\$4.14	\$0.20	\$0.30	\$0.05	\$54.12
Operator, C rane 50 - 249 T	\$42.35	\$5.08	\$47.43	\$2.70	\$4.14	\$0.20	\$0.30	\$0.05	\$54.82
Operator, Crane + 250 T	\$42.95	\$5.15	\$48.10	\$2.70	\$4.14	\$0.20	\$0.30	\$0.05	\$55.49

** Premiums

Foreman - 115% of Journeyman Rate

General Foreman - 120% of Journeyman Rate

Job Steward - \$1.50 per hour



SCHEDULE "A1.2"

EMPLOYER CONTRIBUTIONS

Effective January 1, 2022 to December 31, 2022

Employee Classification	%	Base Rate	VP/SHP (12%)	Sub Total	Employer Contributions					Total Package
					Benefits	Pension Plan	Appr Training	Admin Fund	Member Assist	
Base Rates			12.0%		\$2.70	\$4.14	\$0.20	\$0.30	\$0.05	
Apprentice - Boilermaker										
		\$ 42.95								
1st year	60%	\$25.77	\$3.09	\$28.86	\$2.70	\$4.14	\$0.20	\$0.30	\$0.05	\$36.25
2nd year	70%	\$30.07	\$3.61	\$33.68	\$2.70	\$4.14	\$0.20	\$0.30	\$0.05	\$41.07
3rd year	80%	\$34.36	\$4.12	\$38.48	\$2.70	\$4.14	\$0.20	\$0.30	\$0.05	\$45.87
4th year	90%	\$38.66	\$4.64	\$43.30	\$2.70	\$4.14	\$0.20	\$0.30	\$0.05	\$50.69
Apprentice - Carpenter										
		\$ 41.45								
1st year	60%	\$24.87	\$2.98	\$27.85	\$2.70	\$4.14	\$0.20	\$0.30	\$0.05	\$35.24
2nd year	70%	\$29.02	\$3.48	\$32.50	\$2.70	\$4.14	\$0.20	\$0.30	\$0.05	\$39.89
3rd year	80%	\$33.16	\$3.98	\$37.14	\$2.70	\$4.14	\$0.20	\$0.30	\$0.05	\$44.53
4th year	90%	\$37.31	\$4.48	\$41.79	\$2.70	\$4.14	\$0.20	\$0.30	\$0.05	\$49.18
Apprentice - Electrician										
		\$ 42.95								
1st year	60%	\$25.77	\$3.09	\$28.86	\$2.70	\$4.14	\$0.20	\$0.30	\$0.05	\$36.25
2nd year	70%	\$30.07	\$3.61	\$33.68	\$2.70	\$4.14	\$0.20	\$0.30	\$0.05	\$41.07
3rd year	80%	\$34.36	\$4.12	\$38.48	\$2.70	\$4.14	\$0.20	\$0.30	\$0.05	\$45.87
4th year	90%	\$38.66	\$4.64	\$43.30	\$2.70	\$4.14	\$0.20	\$0.30	\$0.05	\$50.69
Apprentice - Insulator										
		\$ 41.45								
1st year	60%	\$24.87	\$2.98	\$27.85	\$2.70	\$4.14	\$0.20	\$0.30	\$0.05	\$35.24
2nd year	70%	\$29.02	\$3.48	\$32.50	\$2.70	\$4.14	\$0.20	\$0.30	\$0.05	\$39.89
3rd year	80%	\$33.16	\$3.98	\$37.14	\$2.70	\$4.14	\$0.20	\$0.30	\$0.05	\$44.53
4th year	90%	\$37.31	\$4.48	\$41.79	\$2.70	\$4.14	\$0.20	\$0.30	\$0.05	\$49.18
Apprentice - Instrument Technician										
		\$ 42.95								
1st year	60%	\$25.77	\$3.09	\$28.86	\$2.70	\$4.14	\$0.20	\$0.30	\$0.05	\$36.25
2nd year	70%	\$30.07	\$3.61	\$33.68	\$2.70	\$4.14	\$0.20	\$0.30	\$0.05	\$41.07
3rd year	80%	\$34.36	\$4.12	\$38.48	\$2.70	\$4.14	\$0.20	\$0.30	\$0.05	\$45.87
4th year	90%	\$38.66	\$4.64	\$43.30	\$2.70	\$4.14	\$0.20	\$0.30	\$0.05	\$50.69
Apprentice - Ironworker										
		\$ 41.45								
1st year	65%	\$26.94	\$3.23	\$30.17	\$2.70	\$4.14	\$0.20	\$0.30	\$0.05	\$37.56
2nd year	75%	\$31.09	\$3.73	\$34.82	\$2.70	\$4.14	\$0.20	\$0.30	\$0.05	\$42.21
3rd year	90%	\$37.31	\$4.48	\$41.79	\$2.70	\$4.14	\$0.20	\$0.30	\$0.05	\$49.18
Apprentice - Millwright/Machinist										
		\$ 42.95								
1st year	60%	\$25.77	\$3.09	\$28.86	\$2.70	\$4.14	\$0.20	\$0.30	\$0.05	\$36.25
2nd year	70%	\$30.07	\$3.61	\$33.68	\$2.70	\$4.14	\$0.20	\$0.30	\$0.05	\$41.07
3rd year	80%	\$34.36	\$4.12	\$38.48	\$2.70	\$4.14	\$0.20	\$0.30	\$0.05	\$45.87
4th year	90%	\$38.66	\$4.64	\$43.30	\$2.70	\$4.14	\$0.20	\$0.30	\$0.05	\$50.69
Apprentice - Pipefitter										
		\$ 42.95								
1st year	60%	\$25.77	\$3.09	\$28.86	\$2.70	\$4.14	\$0.20	\$0.30	\$0.05	\$36.25
2nd year	70%	\$30.07	\$3.61	\$33.68	\$2.70	\$4.14	\$0.20	\$0.30	\$0.05	\$41.07
3rd year	80%	\$34.36	\$4.12	\$38.48	\$2.70	\$4.14	\$0.20	\$0.30	\$0.05	\$45.87
4th year	90%	\$38.66	\$4.64	\$43.30	\$2.70	\$4.14	\$0.20	\$0.30	\$0.05	\$50.69
Apprentice - Welder C										
		\$ 40.95								
1st year	65%	\$26.62	\$3.19	\$29.82	\$2.70	\$4.14	\$0.20	\$0.30	\$0.05	\$37.21
2nd year	75%	\$30.71	\$3.69	\$34.40	\$2.70	\$4.14	\$0.20	\$0.30	\$0.05	\$41.79
3rd year	90%	\$36.86	\$4.42	\$41.28	\$2.70	\$4.14	\$0.20	\$0.30	\$0.05	\$48.67



SCHEDULE "A1.3"

EMPLOYER CONTRIBUTIONS

Effective January 1, 2023 to December 31, 2023

Employee Classification	Base Rate	VP/SHP (12%)	Sub Total	Employer Contributions					Total Package
				Benefits	Pension Plan	Appr Training	Admin Fund	Member Assist	
Journeyperson									
Base Rates		12.0%		\$2.75	\$4.24	\$0.20	\$0.30	\$0.05	
Boilermaker	\$44.16	\$5.29	\$49.45	\$2.75	\$4.24	\$0.20	\$0.30	\$0.05	\$56.99
Carpenter	\$42.66	\$5.11	\$47.77	\$2.75	\$4.24	\$0.20	\$0.30	\$0.05	\$55.31
Electrician	\$44.16	\$5.29	\$49.45	\$2.75	\$4.24	\$0.20	\$0.30	\$0.05	\$56.99
Insulator	\$42.66	\$5.11	\$47.77	\$2.75	\$4.24	\$0.20	\$0.30	\$0.05	\$55.31
Instrument Technician	\$44.16	\$5.29	\$49.45	\$2.75	\$4.24	\$0.20	\$0.30	\$0.05	\$56.99
Helper - up to 200 hours	\$23.43	\$2.81	\$26.24	\$2.75	\$4.24	\$0.20	\$0.30	\$0.05	\$33.78
Helper - up to 400 hours	\$25.42	\$3.05	\$28.47	\$2.75	\$4.24	\$0.20	\$0.30	\$0.05	\$36.00
Helper - 400+ hours	\$27.40	\$3.28	\$30.68	\$2.75	\$4.24	\$0.20	\$0.30	\$0.05	\$38.22
Ironworker	\$42.66	\$5.11	\$47.77	\$2.75	\$4.24	\$0.20	\$0.30	\$0.05	\$55.31
Labourer - Entry Level	\$22.66	\$2.71	\$25.37	\$2.75	\$4.24	\$0.20	\$0.30	\$0.05	\$32.91
Labourer - Intermediate	\$26.66	\$3.19	\$29.85	\$2.75	\$4.24	\$0.20	\$0.30	\$0.05	\$37.39
Labourer - Skilled	\$30.16	\$3.61	\$33.77	\$2.75	\$4.24	\$0.20	\$0.30	\$0.05	\$41.31
Machinist	\$44.16	\$5.29	\$49.45	\$2.75	\$4.24	\$0.20	\$0.30	\$0.05	\$56.99
Millwright	\$44.16	\$5.29	\$49.45	\$2.75	\$4.24	\$0.20	\$0.30	\$0.05	\$56.99
Pipefitter	\$44.16	\$5.29	\$49.45	\$2.75	\$4.24	\$0.20	\$0.30	\$0.05	\$56.99
Scaffolder	\$42.66	\$5.11	\$47.77	\$2.75	\$4.24	\$0.20	\$0.30	\$0.05	\$55.31
Utility Person	\$29.65	\$3.55	\$33.20	\$2.75	\$4.24	\$0.20	\$0.30	\$0.05	\$40.74
Welder B. Pressure	\$45.66	\$5.47	\$51.13	\$2.75	\$4.24	\$0.20	\$0.30	\$0.05	\$58.67
Welder C. Ticket	\$42.16	\$5.05	\$47.21	\$2.75	\$4.24	\$0.20	\$0.30	\$0.05	\$54.75
Operator Equipment - Light	\$30.16	\$3.62	\$33.78	\$2.75	\$4.24	\$0.20	\$0.30	\$0.05	\$41.31
Operator Equipment - Heavy	\$42.66	\$5.11	\$47.77	\$2.75	\$4.24	\$0.20	\$0.30	\$0.05	\$55.31
Truck Driver - Basic	\$30.38	\$3.64	\$34.02	\$2.75	\$4.24	\$0.20	\$0.30	\$0.05	\$41.56
Truck Driver - Intermediate	\$38.94	\$4.67	\$43.61	\$2.75	\$4.24	\$0.20	\$0.30	\$0.05	\$51.14
Truck Driver - Heavy	\$42.66	\$5.11	\$47.77	\$2.75	\$4.24	\$0.20	\$0.30	\$0.05	\$55.31
Operator, Crane 0 - 49 T	\$42.94	\$5.15	\$48.09	\$2.75	\$4.24	\$0.20	\$0.30	\$0.05	\$55.62
Operator, Crane 50 - 249 T	\$43.56	\$5.22	\$48.78	\$2.75	\$4.24	\$0.20	\$0.30	\$0.05	\$56.32
Operator, Crane + 250 T	\$44.16	\$5.29	\$49.45	\$2.75	\$4.24	\$0.20	\$0.30	\$0.05	\$56.99

** Premiums

Foreman - 115% of Journeyperson Rate

General Foreman - 120% of Journeyperson Rate

Job Steward - \$1.50 per hour



SCHEDULE "A1.4"

EMPLOYER CONTRIBUTIONS

Effective January 1, 2023 to December 31, 2023

Employee Classification	%	Base Rate	VP/SHP (12%)	Sub Total	Employer Contributions					Total Package
					Benefits	Pension Plan	Appr Training	Admin Fund	Member Assist	
Base Rates			12.0%		\$2.75	\$4.24	\$0.20	\$0.30	\$0.05	
Apprentice - Boilermaker										
		\$ 44.16								
1st year	60%	\$26.50	\$3.18	\$29.68	\$2.75	\$4.24	\$0.20	\$0.30	\$0.05	\$37.22
2nd year	70%	\$30.91	\$3.70	\$34.62	\$2.75	\$4.24	\$0.20	\$0.30	\$0.05	\$42.16
3rd year	80%	\$35.33	\$4.24	\$39.57	\$2.75	\$4.24	\$0.20	\$0.30	\$0.05	\$47.11
4th year	90%	\$39.74	\$4.77	\$44.51	\$2.75	\$4.24	\$0.20	\$0.30	\$0.05	\$52.05
Apprentice - Carpenter										
		\$ 42.66								
1st year	60%	\$25.60	\$3.07	\$28.67	\$2.75	\$4.24	\$0.20	\$0.30	\$0.05	\$36.21
2nd year	70%	\$29.86	\$3.58	\$33.44	\$2.75	\$4.24	\$0.20	\$0.30	\$0.05	\$40.98
3rd year	80%	\$34.13	\$4.10	\$38.23	\$2.75	\$4.24	\$0.20	\$0.30	\$0.05	\$45.77
4th year	90%	\$38.39	\$4.61	\$43.00	\$2.75	\$4.24	\$0.20	\$0.30	\$0.05	\$50.54
Apprentice - Electrician										
		\$ 44.16								
1st year	60%	\$26.50	\$3.18	\$29.68	\$2.75	\$4.24	\$0.20	\$0.30	\$0.05	\$37.22
2nd year	70%	\$30.91	\$3.70	\$34.62	\$2.75	\$4.24	\$0.20	\$0.30	\$0.05	\$42.16
3rd year	80%	\$35.33	\$4.24	\$39.57	\$2.75	\$4.24	\$0.20	\$0.30	\$0.05	\$47.11
4th year	90%	\$39.74	\$4.77	\$44.51	\$2.75	\$4.24	\$0.20	\$0.30	\$0.05	\$52.05
Apprentice - Insulator										
		\$ 42.66								
1st year	60%	\$25.60	\$3.07	\$28.67	\$2.75	\$4.24	\$0.20	\$0.30	\$0.05	\$36.21
2nd year	70%	\$29.86	\$3.58	\$33.44	\$2.75	\$4.24	\$0.20	\$0.30	\$0.05	\$40.98
3rd year	80%	\$34.13	\$4.10	\$38.23	\$2.75	\$4.24	\$0.20	\$0.30	\$0.05	\$45.77
4th year	90%	\$38.39	\$4.61	\$43.00	\$2.75	\$4.24	\$0.20	\$0.30	\$0.05	\$50.54
Apprentice - Instrument Technician										
		\$ 44.16								
1st year	60%	\$26.50	\$3.18	\$29.68	\$2.75	\$4.24	\$0.20	\$0.30	\$0.05	\$37.22
2nd year	70%	\$30.91	\$3.70	\$34.62	\$2.75	\$4.24	\$0.20	\$0.30	\$0.05	\$42.16
3rd year	80%	\$35.33	\$4.24	\$39.57	\$2.75	\$4.24	\$0.20	\$0.30	\$0.05	\$47.11
4th year	90%	\$39.74	\$4.77	\$44.51	\$2.75	\$4.24	\$0.20	\$0.30	\$0.05	\$52.05
Apprentice - Ironworker										
		\$ 42.66								
1st year	65%	\$27.73	\$3.32	\$31.05	\$2.75	\$4.24	\$0.20	\$0.30	\$0.05	\$38.59
2nd year	75%	\$32.00	\$3.84	\$35.84	\$2.75	\$4.24	\$0.20	\$0.30	\$0.05	\$43.38
3rd year	90%	\$38.39	\$4.61	\$43.00	\$2.75	\$4.24	\$0.20	\$0.30	\$0.05	\$50.54
Apprentice - Millwright/Machinist										
		\$ 44.16								
1st year	60%	\$26.50	\$3.18	\$29.68	\$2.75	\$4.24	\$0.20	\$0.30	\$0.05	\$37.22
2nd year	70%	\$30.91	\$3.70	\$34.62	\$2.75	\$4.24	\$0.20	\$0.30	\$0.05	\$42.16
3rd year	80%	\$35.33	\$4.24	\$39.57	\$2.75	\$4.24	\$0.20	\$0.30	\$0.05	\$47.11
4th year	90%	\$39.74	\$4.77	\$44.51	\$2.75	\$4.24	\$0.20	\$0.30	\$0.05	\$52.05
Apprentice - Pipefitter										
		\$ 44.16								
1st year	60%	\$26.50	\$3.18	\$29.68	\$2.75	\$4.24	\$0.20	\$0.30	\$0.05	\$37.22
2nd year	70%	\$30.91	\$3.70	\$34.62	\$2.75	\$4.24	\$0.20	\$0.30	\$0.05	\$42.16
3rd year	80%	\$35.33	\$4.24	\$39.57	\$2.75	\$4.24	\$0.20	\$0.30	\$0.05	\$47.11
4th year	90%	\$39.74	\$4.77	\$44.51	\$2.75	\$4.24	\$0.20	\$0.30	\$0.05	\$52.05
Apprentice - Welder C										
		\$ 42.16								
1st year	65%	\$27.40	\$3.29	\$30.69	\$2.75	\$4.24	\$0.20	\$0.30	\$0.05	\$38.23
2nd year	75%	\$31.62	\$3.79	\$35.41	\$2.75	\$4.24	\$0.20	\$0.30	\$0.05	\$42.95
3rd year	90%	\$37.94	\$4.55	\$42.49	\$2.75	\$4.24	\$0.20	\$0.30	\$0.05	\$50.03



SCHEDULE "B"**COMMERCIAL WAGE RATES****CMAW / DLI CONTRACTORS INC. BC AGREEMENT****January 1, 2022 to December 31, 2024****SCHEDULE "B1.1"****EMPLOYER CONTRIBUTIONS**

Employee Classification	Base Rate	VP/SHP (12%)	Sub Total	Effective January 1, 2022 to December 31, 2022					Total Package
				Benefits	Pension Plan	Appr Training	Admin Fund	Member Assist	
Journeyman	\$33.70	12.0%		\$2.70	\$4.14	\$0.20	\$0.30	\$0.05	
Carpenter	\$33.70	\$4.04	\$37.74	\$2.70	\$4.14	\$0.20	\$0.30	\$0.05	\$45.13
Cement Mason	\$33.20	\$3.98	\$37.18	\$2.70	\$4.14	\$0.20	\$0.30	\$0.05	\$44.57
Electrician	\$35.35	\$4.24	\$39.59	\$2.70	\$4.14	\$0.20	\$0.30	\$0.05	\$46.98
Helper - up to 400 hours	\$19.70	\$2.36	\$22.06	\$2.70	\$2.42	\$0.20	\$0.30	\$0.05	\$27.73
Insulator	\$33.70	\$4.04	\$37.74	\$2.70	\$4.14	\$0.20	\$0.30	\$0.05	\$45.13
Ironworker	\$33.70	\$4.04	\$37.74	\$2.70	\$4.14	\$0.20	\$0.30	\$0.05	\$45.13
Labourer - Entry Level	\$23.33	\$2.80	\$26.13	\$2.70	\$4.14	\$0.20	\$0.30	\$0.05	\$33.52
Labourer - Intermediate	\$25.92	\$3.11	\$29.03	\$2.70	\$4.14	\$0.20	\$0.30	\$0.05	\$36.42
Labourer - Skilled	\$29.55	\$3.55	\$33.10	\$2.70	\$4.14	\$0.20	\$0.30	\$0.05	\$40.49
Operator Equipment - Light	\$35.35	\$4.24	\$39.59	\$2.70	\$4.14	\$0.20	\$0.30	\$0.05	\$46.98
Pipefitter/Plumber	\$35.35	\$4.24	\$39.59	\$2.70	\$4.14	\$0.20	\$0.30	\$0.05	\$46.98
Scaffolder	\$33.70	\$4.04	\$37.74	\$2.70	\$4.14	\$0.20	\$0.30	\$0.05	\$45.13

**** Premiums**

- Lead Hand - 105% of Journeyman Base Rate
- Foreman - 115% of Journeyman Rate
- General Foreman - 120% of Journeyman Rate
- Job Steward - \$1.50 per hour



SCHEDULE "B1.2"

EMPLOYER CONTRIBUTIONS

Effective January 1, 2022 to December 31, 2022

Employee Classification	%	Base Rate	VP/SHP (12%)	Sub Total	Employer Contributions					Total Package
					Benefits	Pension Plan	Appr Training	Admin Fund	Member Assist	
Base Rates			12.0%		\$2.70	\$4.14	\$0.20	\$0.30	\$0.05	
Apprentice - Carpenter										
		\$ 33.70								
1st year	60%	\$20.22	\$2.43	\$22.65	\$2.70	\$4.14	\$0.20	\$0.30	\$0.05	\$30.04
2nd year	70%	\$23.59	\$2.83	\$26.42	\$2.70	\$4.14	\$0.20	\$0.30	\$0.05	\$33.81
3rd year	80%	\$26.96	\$3.24	\$30.20	\$2.70	\$4.14	\$0.20	\$0.30	\$0.05	\$37.59
4th year	90%	\$30.33	\$3.64	\$33.97	\$2.70	\$4.14	\$0.20	\$0.30	\$0.05	\$41.36
Apprentice - Cement Mason										
		\$ 33.20								
1st year	65%	\$21.58	\$2.59	\$24.17	\$2.70	\$4.14	\$0.20	\$0.30	\$0.05	\$31.56
2nd year	75%	\$24.90	\$2.99	\$27.89	\$2.70	\$4.14	\$0.20	\$0.30	\$0.05	\$35.28
3rd year	90%	\$29.88	\$3.59	\$33.47	\$2.70	\$4.14	\$0.20	\$0.30	\$0.05	\$40.86
Apprentice - Electrician										
		\$ 35.35								
1st year	60%	\$21.21	\$2.55	\$23.76	\$2.70	\$4.14	\$0.20	\$0.30	\$0.05	\$31.15
2nd year	70%	\$24.75	\$2.97	\$27.72	\$2.70	\$4.14	\$0.20	\$0.30	\$0.05	\$35.11
3rd year	80%	\$28.28	\$3.39	\$31.67	\$2.70	\$4.14	\$0.20	\$0.30	\$0.05	\$39.06
4th year	90%	\$31.82	\$3.82	\$35.64	\$2.70	\$4.14	\$0.20	\$0.30	\$0.05	\$43.03
Apprentice - Insulator										
		\$ 33.70								
1st year	60%	\$20.22	\$2.43	\$22.65	\$2.70	\$4.14	\$0.20	\$0.30	\$0.05	\$30.04
2nd year	70%	\$23.59	\$2.83	\$26.42	\$2.70	\$4.14	\$0.20	\$0.30	\$0.05	\$33.81
3rd year	80%	\$26.96	\$3.24	\$30.20	\$2.70	\$4.14	\$0.20	\$0.30	\$0.05	\$37.59
4th year	90%	\$30.33	\$3.64	\$33.97	\$2.70	\$4.14	\$0.20	\$0.30	\$0.05	\$41.36
Apprentice - Ironworker										
		\$ 33.70								
1st year	65%	\$21.91	\$2.63	\$24.54	\$2.70	\$4.14	\$0.20	\$0.30	\$0.05	\$31.93
2nd year	75%	\$25.28	\$3.03	\$28.31	\$2.70	\$4.14	\$0.20	\$0.30	\$0.05	\$35.70
3rd year	90%	\$30.33	\$3.64	\$33.97	\$2.70	\$4.14	\$0.20	\$0.30	\$0.05	\$41.36
Apprentice - Pipefitter/Plumber										
		\$ 35.35								
1st year	65%	\$22.98	\$2.76	\$25.74	\$2.70	\$4.14	\$0.20	\$0.30	\$0.05	\$33.13
2nd year	75%	\$26.51	\$3.18	\$29.69	\$2.70	\$4.14	\$0.20	\$0.30	\$0.05	\$37.08
3rd year	90%	\$31.82	\$3.82	\$35.64	\$2.70	\$4.14	\$0.20	\$0.30	\$0.05	\$43.03



SCHEDULE "B1.3"

EMPLOYER CONTRIBUTIONS

Employee Classification	Base Rate	VP/SHP (12%)	Sub Total	Effective January 1, 2023 to December 31, 2023					Total Package
				Benefits	Pension Plan	Appr Training	Admin Fund	Member Assist	
Journeyman	\$34.91	12.0%		\$2.75	\$4.24	\$0.20	\$0.30	\$0.05	
Carpenter	\$34.91	\$4.18	\$39.09	\$2.75	\$4.24	\$0.20	\$0.30	\$0.05	\$46.63
Cement Mason	\$34.41	\$4.12	\$38.53	\$2.75	\$4.24	\$0.20	\$0.30	\$0.05	\$46.07
Electrician	\$36.56	\$4.38	\$40.94	\$2.75	\$4.24	\$0.20	\$0.30	\$0.05	\$48.48
Helper - up to 400 hours	\$20.41	\$2.44	\$22.84	\$2.75	\$2.48	\$0.20	\$0.30	\$0.05	\$28.62
Insulator	\$34.91	\$4.18	\$39.09	\$2.75	\$4.24	\$0.20	\$0.30	\$0.05	\$46.63
Ironworker	\$34.91	\$4.18	\$39.09	\$2.75	\$4.24	\$0.20	\$0.30	\$0.05	\$46.63
Labourer - Entry Level	\$24.17	\$2.90	\$27.07	\$2.75	\$4.24	\$0.20	\$0.30	\$0.05	\$34.61
Labourer - Intermediate	\$26.85	\$3.22	\$30.07	\$2.75	\$4.24	\$0.20	\$0.30	\$0.05	\$37.61
Labourer - Skilled	\$30.61	\$3.67	\$34.28	\$2.75	\$4.24	\$0.20	\$0.30	\$0.05	\$41.82
Operator Equipment - Light	\$36.56	\$4.38	\$40.94	\$2.75	\$4.24	\$0.20	\$0.30	\$0.05	\$48.48
Pipefitter/Plumber	\$36.56	\$4.38	\$40.94	\$2.75	\$4.24	\$0.20	\$0.30	\$0.05	\$48.48
Scaffolder	\$34.91	\$4.18	\$39.09	\$2.75	\$4.24	\$0.20	\$0.30	\$0.05	\$46.63

** Premiums

- Lead Hand - 105% of Journeyman Base Rate
- Foreman - 115% of Journeyman Rate
- General Foreman - 120% of Journeyman Rate
- Job Steward - \$1.50 per hour



SCHEDULE "B1.4"

EMPLOYER CONTRIBUTIONS

Effective January 1, 2023 to December 31, 2023

Employee Classification	%	Base Rate	VP/SHP (12%)	Sub Total	Employer Contributions					Total Package
					Benefits	Pension Plan	Appr Training	Admin Fund	Member Assist	
Base Rates			12.0%		\$2.75	\$4.24	\$0.20	\$0.30	\$0.05	
Apprentice - Carpenter										
		\$ 34.91								
1st year	60%	\$20.95	\$2.51	\$23.46	\$2.75	\$4.24	\$0.20	\$0.30	\$0.05	\$31.00
2nd year	70%	\$24.44	\$2.93	\$27.37	\$2.75	\$4.24	\$0.20	\$0.30	\$0.05	\$34.91
3rd year	80%	\$27.93	\$3.35	\$31.28	\$2.75	\$4.24	\$0.20	\$0.30	\$0.05	\$38.82
4th year	90%	\$31.42	\$3.77	\$35.19	\$2.75	\$4.24	\$0.20	\$0.30	\$0.05	\$42.73
Apprentice - Cement Mason										
		\$ 34.41								
1st year	65%	\$22.37	\$2.68	\$25.05	\$2.75	\$4.24	\$0.20	\$0.30	\$0.05	\$32.59
2nd year	75%	\$25.81	\$3.10	\$28.91	\$2.75	\$4.24	\$0.20	\$0.30	\$0.05	\$36.45
3rd year	90%	\$30.97	\$3.72	\$34.69	\$2.75	\$4.24	\$0.20	\$0.30	\$0.05	\$42.23
Apprentice - Electrician										
		\$ 36.56								
1st year	60%	\$21.94	\$2.63	\$24.57	\$2.75	\$4.24	\$0.20	\$0.30	\$0.05	\$32.11
2nd year	70%	\$25.59	\$3.07	\$28.66	\$2.75	\$4.24	\$0.20	\$0.30	\$0.05	\$36.20
3rd year	80%	\$29.25	\$3.51	\$32.76	\$2.75	\$4.24	\$0.20	\$0.30	\$0.05	\$40.30
4th year	90%	\$32.90	\$3.95	\$36.85	\$2.75	\$4.24	\$0.20	\$0.30	\$0.05	\$44.39
Apprentice - Insulator										
		\$ 34.91								
1st year	60%	\$20.95	\$2.51	\$23.46	\$2.75	\$4.24	\$0.20	\$0.30	\$0.05	\$31.00
2nd year	70%	\$24.44	\$2.93	\$27.37	\$2.75	\$4.24	\$0.20	\$0.30	\$0.05	\$34.91
3rd year	80%	\$27.93	\$3.35	\$31.28	\$2.75	\$4.24	\$0.20	\$0.30	\$0.05	\$38.82
4th year	90%	\$31.42	\$3.77	\$35.19	\$2.75	\$4.24	\$0.20	\$0.30	\$0.05	\$42.73
Apprentice - Ironworker										
		\$ 34.91								
1st year	65%	\$22.69	\$2.72	\$25.41	\$2.75	\$4.24	\$0.20	\$0.30	\$0.05	\$32.95
2nd year	75%	\$26.18	\$3.14	\$29.32	\$2.75	\$4.24	\$0.20	\$0.30	\$0.05	\$36.86
3rd year	90%	\$31.42	\$3.77	\$35.19	\$2.75	\$4.24	\$0.20	\$0.30	\$0.05	\$42.73
Apprentice - Pipefitter/Plumber										
		\$ 36.56								
1st year	65%	\$23.76	\$2.85	\$26.61	\$2.75	\$4.24	\$0.20	\$0.30	\$0.05	\$34.15
2nd year	75%	\$27.42	\$3.29	\$30.71	\$2.75	\$4.24	\$0.20	\$0.30	\$0.05	\$38.25
3rd year	90%	\$32.90	\$3.95	\$36.85	\$2.75	\$4.24	\$0.20	\$0.30	\$0.05	\$44.39



SCHEDULE "C" INSULATOR TOOL LIST

1	Adequate lockable Toolbox c/w Personal lock
1	Adequate Tool Bag
1	Standard and Metric 25'/8m Measuring Tape
1	Set Robertson Screwdrivers (#1 through #2-green and red)
1	Set Phillips Screwdrivers (#2 and #3)
1	Set Flat Blade Standard Screwdrivers (Medium, and Large)
1	Self-Retracting Utility Knife
1	Pruning Saw c/w case
1	Keyhole Saw c/w case
1	Yellow Tinsnips
1	Red Tinsnips
1	Green Tinsnips
1	7" or 8" Nippers
1	Scratch Awl
1	6" Divider
1	8" Divider
1	Banding Tool

SCHEDULE "D" SCAFFOLDER TOOL LIST

1	Adequate lockable Toolbox c/w Personal lock
1	Scaffolder Tool Belt
1	Hammer (16oz to 20oz anti-vibe)
1	Standard and Metric 25'/8m Measuring tape
1	Pliers
2	10" Adjustable Wrench
1	Self Retracting Utility Knife
1	Torpedo Level

SCHEDULE "E" RIG WELDER TOOL LIST

1	1/2 " socket Set 3/8" to 1 1/4"	1	Oxygen Bottle
2	18" Bessy Clamps	2	Pails
1	2"-4" Beveller	1	Pencil Grinder
2	24" square	3	Pipe Stands-Roller
2	3/8" to 1 1/4" Open End Wrenches	3	Pipe Stands -V-Top
1	4"-8" Beveller	2	Pipe Wrench 14"
1	6"-8" Vise	2	Pipe Wrench 18"
1	7" Grinder	2	Pipe Wrench 24"
1	Acetylene Bottle	1	Pliers Kit 5 pce
1	Angle Finder/Beveling square	1	Plumb Bob 8oz
1	Box Chalk Metal 100 FT	1	Pry Bar 24"
2	Chain Grips	1	Punch Center 1/2"
1	Chipping hammer	1	Punch Set
1	Cutting Goggles	1	Rose Bud
1	Cutting Torch Combination	1	Screwdriver Set 12 pce
6	Dogs	2	Set Key Hex Gorilla 9 pce
1	Drill Reversible 3/8"	2	Small bore Line up clamps
1	Drill Set 29 pc 1800 1/16"-1/2x 64 th	1	Striker
1	Extension Cord 25'	1	Tape 25'
1	Extension Cord 50'	1	Tig Torch C/W Hose + Gauge
1	Fantail Plug	1	Tip cleaner
1	Flange Pin Set	2	Vise Grip C-Clamp reg tip 11'
3	Grinder Disc 5" 10 amp	2	Vise Grip C-Clamp Jaw 10'
1	Grinder Stand	1	Visor Acetate
1	Hack Saw Frame #4012	1	Vital Chain Hoist 1 ton
1	Halfmoon File	1	Vital Lever Chain 3/2 ton
1	Hammer 4lbs	2	Wedges
1	Hammer Ball Pein 32oz	1	Wire Brush
1	Hammer Claw 20 oz	1	Wrap Around
1	Headgear Brimasterhard cap	1	Wrench Adjustable 10"
1	Hex Fold Set 7 Metric	1	Wrench Adjustable 8 "
100 ft.	Hose Oxy-Act	1	Wrench Adjustable 12 "
1	Knife Utility 18mm, Self-retracting	1	20lbs Propane Bottle
1	Level 24"	1	Tiger Torch C/W Hose
1	Level Torpedo	1	Face Shield Head Set
1	Oxy-Act set-up		

SCHEDULE "F" IRONWORKER TOOL LIST

1	Tool belt c/w tool holders
1	Standard and Metric 25'/8m Measuring Tape
2	Bolt Bag
1	Spud wrench ¾" and 7/8" hard bolt
1	Self Retracting Utility Knife
1	Soap Stone Holder

SCHEDULE "G" ELECTRICIAN TOOL LIST

1	Adequate lockable Toolbox c/w Personal lock
1	Adequate Tool Bag/Pouch
1	Standard and Metric 25'/8m Measuring Tape
1	Hacksaw Frame
1	Self Retracting Utility Knife
1	Medium Strap Wrench
1	Linesman Pliers
1	Sidecutters
2	Channel Locks
1	Needle Nose Pliers
1	Adjustable Wrench <8"
1	Adjustable Wrench >8"
1	Termination Screwdriver
1	Electricians Knife
1	Complete setoff Nut Drivers (1/4" through 9/16")
1	Torpedo Level
1	Combination Square
1	Small Tap Wrench
1	Large Tap Wrench
1	Centre Punch
1	Ball Peen Hammer 1 1/2 lbs
1	Set Standard Allen Wrenches up to 1/2"
1	Set Metric Allen Wrenches up to 13 mm
1	Set Box end Combination Wrenches (1/4" through 7/8")
1	No Touch Voltage Tester
1	Canadian Electrical Code Handbook-Latest Version
1	600V Tester

SCHEDULE "H" INSTRUMENT TECH. TOOL LIST

1	Adequate lockable Toolbox c/w Personal lock
1	Adequate Tool Bag/Pouch
1	Standard and Metric 25'/8m Measuring Tape
1	Self Retracting Utility Knife
1	Sidecutters
2	Channel Locks
1	Needle Nose Pliers
1	Adjustable Wrench ,8"
1	Wire Strippers #10-#18
1	Set Robertson Screwdrivers (#0 through #3 – yellow, green, red and black)
1	Set Phillips Screwdrivers (#1 through #3)
1	Set Flat Blade Standard Screwdrivers (small, medium and large)
1	Termination Screwdriver
1	Complete set of Nut Drivers (1/4" through 9/16")
1	Torpedo Level
1	Combination Square
1	Small Tap Wrench
1	Large Tap Wrench
1	Centre Punch
1	Ball Peen Hammer 1 ½ pounds
1	Set Standard Allen Wrenches up to ½"
1	Set Metric Allen Wrenches up to 13mm
1	Set Box end Combination wrenches (1/4" through 7/8")
1	No Touch Voltage Tester
1	Canadian Electrical Code Handbook – Latest Version
1	600V Tester

SCHEDULE "I" CARPENTER TOOL LIST

1	Adequate lockable Toolbox c/w Personal lock
1	Carpenter's Tool Pouch
1	Hammer (16oz to 20oz anti-vibe)
1	Standard and Metric 25'/8m Measuring Tape
1	1 Set Robertson Screwdrivers (#1 through #2 – green and red)
2	1 Set Phillips Screwdrivers (#2 and #3)
1	Set Flat Blade Standard Screwdrivers (medium and large)
1	Self Retracting Utility Knife
1	Combination Square
1	Cat's Paw Nail Puller
2	Nail Bag
1	Centre Punch
1	9" Torpedo Level

MEMORANDUM OF AGREEMENT

Memorandum of Agreement

Between

Construction, Maintenance & Allied Workers Canada

(CMAW)

and

DLI Contractors Inc, DLI Industrial Construction Inc

(DLI)

The parties hereby agree that all remittances including health & welfare, pension and union funds that are not paid within 30 days following the end of each month, shall be subject to a 1.50% penalty per month on all unpaid remittances.

This agreement applies to all Collective Agreements between CMAW and DLI.

Date: March 8th, 2017

SEE SIGNATURE ON FILE

Paul Nedelec, Secretary Treasurer CMAW

SEE SIGNATURE ON FILE

Jan Noster, President CMAW

SEE SIGNATURE ON FILE

Richard Gadoury, VP Corporate Services DLI

PN/gd



LETTER OF UNDERSTANDING

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Between:

DLI Contractors Inc.

(hereinafter referred to as the 'Employers')

And:

Construction, Maintenance and Allied Workers Canada

(hereinafter referred to as the "Union")

RE: DSP – DIRECT SERVICE PROVIDERS

Whereas the Employer has engaged in DSP'S, the Employer agrees that, as per the Collective Agreement covering work, the parties agree to the following terms and conditions for all Maintenance/Construction Work in the Province of British Columbia, the following DSP Contractor rates shall apply – effective November 30, 2016:

DSP rates for other trades shall include holiday and vacation pay, CPP, EI and WCB. DSPs shall be entitled to overtime and other premiums in accordance with the Collective Agreement.

The Employer shall remit, directly to the Union, H&W and pension contributions.

The Employer shall remit Union dues as defined by the Union.

Rig Welders shall be paid the minimum applicable rate contained in the Collective Agreement (B Pressure or C Ticket). The actual rental cost of the truck, welding equipment and any additional obligations/overtime will be negotiated directly between the Employer and the Rig Welder. The Employer shall remit, directly to the Union, Dues, H&W and pension contributions.

Signed the 30th day of November, 2016 .

On behalf of the Employer:

On behalf of the Construction,
Maintenance and Allied Workers Canada:

Richard Gadoury, VP Corporate Services
DLI

Jan Noster, President, CMAW

Paul Nedelec, Secretary Treasurer, CMAW

