

MAINTENANCE AGREEMENT – ALBERTA

By and Between:



Construction Maintenance and Allied Workers Canada
www.cmaw.ca

And:



DURATION: March 1, 2021 to February 29, 2024

Construction, Maintenance and Allied Workers Canada

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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 PURPOSE

1.01 The intent and purpose of this Part is to:

- a) Set out certain terms and conditions which will apply to the Employees or DSP and the Employer;
- b) Mutually recognize the respective rights, responsibilities and functions of the parties to this agreement;
- c) Provide and maintain working conditions, hours of work, wage rates, travel allowances, referral provisions and benefits;
- d) Establish an equitable system for the promotion, transfer, layoff and recall of Employees or DSP;
- e) Establish a just and prompt procedure for the disposition of grievances; and through the full and fair administration of all the provisions contained within this Part, to achieve a relationship among the Union, the Employer, and the Employees or DSP which will be conducive to their mutual well-being.

1.02 Mutual Responsibilities

- a) It is in the mutual interest of the employer and employee, to provide for the maintenance of the projects affected by this agreement to further, to the fullest extent possible, the safety and physical welfare of the Employees or DSP, the economy of maintenance, the quality and quantity of maintenance, and the cleanliness of project worksites and protection of the owner's property.
- b) It is recognized by this Agreement to be the duty of the employer and the Union to cooperate fully for the advancement of said conditions.
- c) It is also recognized by this Agreement to be the duty of the employer to explain fully the terms of this Agreement to all its officers and others engaged in a supervisory capacity and it is recognized to be the duty of the Union to explain fully to its members, its and their responsibilities and obligations under this Agreement.
- d) The Employer and the Union recognize their respective obligations and responsibilities to provide a work environment free from discrimination and harassment and agree to abide by the Alberta Human Rights Act.

1.03 Equity Hire

- a) The Employer and the Union believe that every person has the right of equal opportunity based upon bona fide qualifications in respect of his or her trade, occupation or employment, or in respect of an intended occupation, employment, advancement or promotion, and the race, religion, colour, age, marital status, sexual orientation, ancestry, place of origin, union membership, or political belief of any person or class or group of persons shall not constitute reasonable cause for harm or punishment.
- b) The parties agree to work cooperatively to promote opportunities for local and aboriginal people on all projects.

1.04 The omission of specific mention in this agreement of existing rights and privileges established or recognized by the Employer will not be construed to deprive Employees or DSP or the Union of such rights and privileges. Such rights and privileges may only be amended by mutual agreement.

1.05 Definitions

- a) "Code" means the Labour Relations Code, as amended from time to time.
- b) "Employee" means a person covered by this Collective Agreement and employed by the Employer.
- c) "Employer" means DLI Industrial Construction and such officers as may from time to time be appointed, or designated, by DLI Industrial Construction.

ARTICLE 2 RECOGNITION

2.01 The Employer recognizes the Union as the sole bargaining agent of all Employees and/or Direct Service Providers, including foreman and general foreman, in the bargaining unit, working in the Province of Alberta, as defined in existing ALRB certificates or by voluntary recognition agreement.

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.

The Employer further recognizes the Union as the sole bargaining agent of all other Employees or DSP working in the Province of Alberta as defined in Article 2.02 and/or classified in Schedule "A" attached hereto and made part hereof.

2.02 This Agreement covers all Employees or DSP of the Employer when employed in Maintenance and Turnaround.

2.03 There will be no revision, amendment, or alteration 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. Without limiting the generality of the foregoing, no classification of work or jobs may be removed from the bargaining unit except by mutual agreement in writing of the parties.

2.04 The wage rates and other provisions set out may be amended by mutual agreement for specific projects in order to enable the Employer to compete with non-union or other competition and/or with specific union project agreement rates. Any amendment under these terms will be put in writing and signed by a representative of the Employer and a representative of the Union.

ARTICLE 3 MANAGEMENT'S RIGHTS

3.01 Subject to the terms of this Agreement, the Employer's rights include:

- a) The right to maintain order, discipline and efficiency; to make, alter and enforce rules and regulations, policies and practices, to be adhered to by its Employees or DSP ; to discipline and discharge Employees or DSP for just cause;
- b) The right to select, hire and direct the working force and Employees or DSP; to transfer, assign, promote, demote, classify, layoff, recall and suspend Employees or DSP; to select and retain Employees or DSP for positions excluded from the bargaining unit;
- c) The right to operate and manage the Employer's business in order to satisfy its commitments and responsibilities. The right to determine the kind and location of business

- to be done by the Employer, the direction of the working forces, the scheduling of work, the number of shifts, the methods, processes and means by which work is to be performed, job content, quality and quantity standards, the right to use improved methods, machinery and equipment, the right to determine the number of Employees or DSP needed by the Employer at any time and generally, the right to manage the business of the Employer, and to plan, direct and control the operations of the Employer, without interference.
- d) The right to recognize the qualifications to classify employees that are not part of a Red Seal trade.

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

3.03 When practical 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.

ARTICLE 4 UNION REPRESENTATION

4.01 Job Stewards

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

- a) The Union shall notify the Employer of the appointment of all Job Stewards.
- b) Job Stewards shall be recognized on all projects and shall not be discriminated against.
- c) The Employer shall provide a Job Steward with sufficient time to carry out his duties.
- d) When it is necessary for the Employer to reduce the size of the project crew, preference of continued employment shall be given to Job Stewards and resident members of the project Local. Notwithstanding the foregoing, such preference shall not supersede the right to continued employment which applies to exempt Employees or DSP employed on the project.
- e) A Chief Job Steward will be implemented upon mutual agreement of the union and the Employer.

4.02 Representatives

- a) Duly appointed Representatives of the Union are representatives of the Employees or DSP in all matters pertaining to this Agreement, particularly for the purpose of processing grievances, negotiating amendments to and renewals of this Agreement and enforcing the Employees' or DSPs' collective bargaining rights, as well as any other rights under this Agreement and under the law.
- b) Representatives of the Union will have access to visit job sites during normal working hours subject to the following:
 - i. The Union Representative will identify himself to the job Supervisor upon arriving at a job site.
 - ii. The Union Representative will not interfere with the progress of work.

- c) There will be no Union activity on the Employer's premises during working hours, except that which is necessary for the processing of grievances and the administration and enforcement of this Agreement.

4.03 The Employer

The Employer may meet periodically with his Employees or DSP for the purpose of discussing any matters of mutual interest or concern to the Employer, the Union, and the Employees or DSP. A Union representative will be informed in advance of such meetings and may attend such meetings.

4.04 Negotiating Committee

The Union has the right to appoint a Negotiating Committee. Employees or DSP to a maximum of two (2) on the committee will be paid by the Employer to a maximum of 24 hours per employee, at their regular straight-time hourly rates for all time spent on negotiating the collective agreement and wage and benefit reviews with the Employer, whenever this takes place during the regular working hours of the Employees or DSP concerned.

ARTICLE 5 STRIKES OR LOCKOUTS

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

ARTICLE 6 EMPLOYMENT POLICY AND UNION MEMBERSHIP

6.01

- a) The Union and the Employer will cooperate in maintaining a desirable and competent labour force.
- b) The Employer shall give preference to qualified Union members who are able to meet the requirements of the job. The Employer shall contact the Union prior to the commencement of work, to determine which members are available for work. The Employer endeavours to work with the Union to maximize the use of current Union members, foreman and general foreman excepted. This process will be determined and outlined for each project in the Pre-Job conference.
- c) The Union and the Employer agree to a local hiring preference. The Union shall inform the Employer of available and qualified local Union members who shall be hired prior to other Union members.
- d) If the Union is unable to supply qualified workers the Employer may hire from outside the Union membership. Such workers shall join the Union within 30 days and remain a member in good standing of the Union as a condition of continuing employment.

6.02 If applicable and subject to 6.01 b), the Employer and the Union agree to negotiate hiring conditions suitable for temporarily laid-off tradespersons and production workers of the Union's in-plant bargaining unit. These negotiations are to be determined at the Pre-Job Conference.

6.03 Pre-Job Conference

- a) 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.
- b) A copy of the pre-job conference report shall be provided to the Employer, the Union and the Job Steward (s). A copy shall also be posted on the bulletin board(s) at the jobsite.

6.04 Subject to Article 6.01, the Employer shall not discriminate against any employee because of Union membership or lack of it, and shall inform all new Employees or DSP of the contractual relationship between the Employer and the Union. Before commencing work, or as soon as reasonably possible after commencing work, new Employees or DSP shall be referred by the Employer to a Union steward or Representative in order to describe the Union's purpose and representation policies to such new Employees or DSP.

6.05 The Union agrees that it shall make membership in the Union available to all Employees or DSP covered by this Agreement on the same terms and conditions as are applicable to other members of the Union.

6.06 New Employees or DSP will be hired on a 120 calendar days probationary period and thereafter will attain regular employment status subject to the availability of work. The parties agree that the discharge or layoff of a probationary employee is at the absolute discretion of the Employer and that it will not be the subject of a grievance or arbitration.

6.07 Probationary Employees or DSP are covered by the Agreement, excepting those provisions which specifically exclude such Employees or DSP.

6.08 Employees or DSP laid off or re-assigned outside the bargaining unit for a period longer than nine (9) months and recalled by the Employer will serve a new probationary period. An employee who quits or is terminated for just cause and is rehired will serve a new probation period.

ARTICLE 7 UNION DUES

7.01 The Employer will deduct from each employee's pay the amount equal to Union dues and where applicable an amount equal to Union dues arrears. The total amount deducted will be remitted to the Union 30 days following the end of each month together with an itemized list of the Employees or DSP for whom the deductions are made and the amount deducted for each. The Union and the Employees or DSP agree that the Employer will be saved harmless for all deductions and payments so made.

- 7.02** The Union will promptly notify the Employer, in writing, over the signature of its designated officer, the amount of the deduction to be made by the Employer for regular Union dues, and the Employer will have the right to continue to rely on such written notification until it receives other written notification from the Union.
- 7.03** The Employer will provide the Union with all necessary information regarding insurance and benefit plans, job classification changes, jobsite locations and terminations. The name, address, date of hire, and classification of new Employees or DSP will be provided to the Union once monthly.

ARTICLE 8 WAGE & AREA RATES OF PAY

- 8.01** Wage schedules and other provisions applicable to various job classifications and work descriptions are as set forth in Schedule "A" as appropriate to the work.
- 8.02** Additional classifications may be established only by mutual agreement between the Employer and the Union during the term of this Agreement, and the rates for same will be subject to negotiations between the Employer and the Union. Any addition under these terms will be put into writing and signed by a representative of the Employer and the Union. If the Union and the Employer are unable to agree upon such wage rates either party may apply directly for arbitration under Article 22.
- 8.03 Show Up Time**
- a) An employee who comes to work without having been notified that there is no work available, and who is sent home because of lack of work, will receive a minimum of two (2) hours pay at his prevailing hourly rate. The employee also receive his full accommodation allowance if and when applicable.
 - b) Proper notification in the case of a camp is 1 hours notice. The Employer will make best efforts to have employees and a Job Steward notified VIA email, text, or proper notification.
 - c) An employee who shows up to be taken for Medical assessment/treatment, within 2 hours, will NOT receive show up time. Employees are required to call in sick.
- 8.04 Starting Work**
- An Employee who starts work and is prevented from completing his normal work day will receive a minimum of four (4) hours pay at his prevailing hourly rate. The Employee will also receive his full accommodation allowance if and when applicable. If an employee works past the mid-point of the shift, he will be entitled to a minimum of eight (8) hours pay.
- 8.05** When there is a temporary shortage of work within a given work day in a specific classification, the Employer may employ the affected Employees or DSP in another classification at the rate of pay of their usual specified classification provided the employee is qualified to do the required work.
- 8.06** If the shortage of work is for a period longer than the day outlined in Article 8.05 above, the employee may be given the option to work in another classification, for which they are qualified, instead of being laid off. The employee will be paid the rate for the new classification. This will be recorded in writing signed by the Employer, the employee and the job steward.

8.07 All references to base wage rate will be deemed to have additional premiums for general foremen, foremen, lead hands, and stewards.

8.08

- a) Any employee who works beyond the mid-shift lunch break, and is sent home by the Employer shall be entitled to a maximum of eight (8) hours.
- b) Employees or DSP's that are waiting confirmation of D&A results, as a result of an Inconclusive Site test, will receive up to 8 hours ST following a negative test result. Applicable to those who have completed their Probationary period.
- c) Employees or DSP's required to ISOLATE/QUARANTINE in camp will receive up to 8 hours ST pay. Applicable to those who have completed their Probationary period. Not applicable for days of illness.

8.09 An Employee or DSP who is scheduled to work Night shift and is delayed due to Employer Provided transportation will be entitled to a maximum of 8 hours pay at ST for the hours missed.

ARTICLE 9 HOURS OF WORK & OVERTIME

9.01 A normal daily shift of ten (10) hours shall constitute a normal day's work beginning at 7:00 am and ending by 5:30 pm. The normal workweek shall be 40 hours.

Unless otherwise agree to a Pre-Job Conference, the Employer may vary the start/quit times by changing the scheduled starting time up to two hour at his option.

Variations beyond two (2) hour shall be agreed mutually by the Employer and the Business Representative of the Union and the consent to variance will not be unreasonably withheld.

9.02 Starting time shall be at an area designated by the Employer.

9.03 Notwithstanding the normal work week generally consists of 40 straight time hours per week, the Shift Cycles noted below will apply, and overtime will be paid as noted in each shift cycle below. Employees or DSP will be paid overtime at the rate of one and a half (1.5) times the employee's base wage rate for all overtime hours.

All unscheduled overtime shall be voluntary.

9.04 Shift Cycles

The Employer will define the shift cycle for each project as agreed to in the Pre-Job conference report.

- a) Shift Cycle 1 – 4 days of 10 hours, followed by 3 days off
- b) Shift Cycle 2 – 5 days of 10 hours, followed by 2 days off
- c) Shift Cycle 3 – 8 days of 10 hours, followed by 6 days off
- d) Shift Cycle 4 – Day 1 at 6 hours, Day 2-13 at 10 hours, Day 14 at 6 hours

- e) Shift Cycle 6 – 14 days of 12 hours, followed by 14 days off
- f) Shift Cycle 7 – 12 days of 11.5 hours, plus 2 days of 11 hours, followed by 14 days off
- g) Shift Cycle 8 – 6 days of 11.5 hours, plus 1 day of 11 hours, followed by 7 days off
- h) Shift Cycle 9 – 7 days of 12 hours, followed by 7 days off

For Shift Cycle 1 regular scheduled cycle shall consist of 40 hours at straight time rate of pay.

For Shift Cycle 2 and 4 regular scheduled day shall consist of eight (8) hours at straight time rate of pay and two (2) hours at overtime rate of pay.

For Shift Cycle 6 regular scheduled cycle shall consist of 160 hours at straight time rate of pay and eight (8) hours at overtime rate of pay.

For Shift Cycle 7: the regular scheduled cycle shall consist of 160 hours at straight time rate of pay.

For Shift Cycle 8: the regular scheduled cycle shall consist of 80 hours at straight time rate of pay.

For Shift Cycle 9: the regular scheduled cycle shall consist of 80 hours at straight time rate of pay and four (4) hours at overtime rate of pay.

All Shift Cycles are applicable only with Business Unit Manager approval.

- 9.05** Scheduled breaks will include a Sunday whenever possible.
- 9.06** The Employer will attempt to distribute unscheduled overtime work as evenly as possible among Employees or DSP who normally perform the work and who indicate they wish to work overtime.
- 9.07** Any amendments to hours of work and overtime will be noted on the pre-job conference report.
- 9.08** The provisions of this Article are for the purpose of computing overtime and will not be construed to be a guarantee of or a limitation on the hours of work to be done per day or per week other than as stipulated in Articles 9.01 and 9.03.

9.09 Coffee Breaks and Meal Periods

APPLICABLE FOR A 10-HOUR SHIFT: Please refer to Shift Cycles 1-4, Article 9.04

There will be two (2) coffee breaks of 15 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.

- a) Employees or DSP will be given an unpaid meal period of 1/2 hour per ten (10) hour shift and such period will not be considered as time worked.
- b) Employees or DSP required to work beyond two (2) hours of unscheduled overtime in a day will be provided with an additional coffee break of 15 minutes.

- c) The Employer may decide to provide two 1/2 hour paid breaks in lieu of the 2 break and a lunch period during the regular schedule

APPLICABLE FOR A 12-HOUR SHIFT: Please refer to Shift Cycles 6 and 7, Article 9.04

- a) There will be two (2) coffee breaks of 15 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 half hour breaks.
- b) There will be a paid half hour (1/2) lunch break per 12 hour shift.
- c) If Employees or DSP are not scheduled, but are required to work beyond 12 hours in a day, the Employer will provide a meal period of half an hour (1/2) paid at straight-time and a meal for the Employees or DSP. If the Employer is unable to provide a meal it will pay each employee \$25.00 in lieu of the meal.

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

9.11 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
- Night Shift: Any shift which commences after 5:30 pm. Overtime on the night shift shall be payable as per the shift cycles in 9.04.

9.12 Night Shift Changeovers

The parties hereby agree that when an employee(s) is required to change from Day shift to Night shift for emergency work or at request of the client, the worker will receive:

Regular Daytime Overtime rate (night shift premium is not applicable) for all hours worked that first night after having an eight (8) hour rest period. Straight time each night thereafter including the night shift premium.

When the employee(s) is required to return to day shift, the worker will receive:

A paid eight (8) hour rest period to be paid at the applicable daytime rate, employee(s) will then complete the balance of scheduled work hours for that day shift. Efforts will be made to Schedule the changeovers to minimize the impact on employees.

In case of regularly assigned shift cycled where the employee arrives scheduled to be working on nights, only the night shift premium shall apply.

ARTICLE 10 LAY-OFFS

- 10.01** The Employer will give the employee four (4) hours' notice of layoff.
- 10.02** The Employer will not be required to give notice of layoff when equipment failure, shortage of material, or other reasons beyond the control of the Employer cause a stoppage of operation.
- 10.03** The Employer agrees to notify the Union office of the names of Employees or DSP laid off within the pay period of the date during which the layoff occurred, together with the employee's classification and latest available phone number. Employer to make Shop Steward Available during layoffs and terminations.

SENIORITY

- 10.04** Employees or DSP who have worked on Maintenance for a period of two (2) years will be laid off based on seniority. Employees or DSP must possess the skills and ability for this clause to apply. The Union and the Employer will create an up-to-date list of Employees or DSP who qualify for seniority from time-to-time. Notwithstanding the above, this clause will not apply to Employees who have reached the age of 65.
- 10.05** Employees or DSP's are required to take all their belongings with them at time of termination/lay off when on site. Employees or DSP who have been laid off while off site, will have their personal belongings shipped to their home address at no cost within three (3) business days. The shipping or tracking number will be provided to the Employee or DSP and the Union upon request.

ARTICLE 11 VACATION & VACATION PAY

- 11.01** All Employees or DSP will be entitled to receive an amount equal to six percent (6%) of their base wage rate for all scheduled hours worked in vacation pay.
- 11.02** Vacation Pay will be paid to Employees or DSP on each paycheque.
- 11.03** The Employer will consider vacations at the times requested considering business requirements. Employees or DSP will be entitled to 14 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 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.
- 11.04** Mutual shall be one (1) per year per employee upon client approval – Business Unit Manager – any additional associated costs to be the responsibility of the employees involved and split equally. Mutual must be taken back to back – maximum 14 day shift cycle.

Mutual can be refused by management with reasonable explanation.

Minimum 45 days' notice as per article 11.03.

ARTICLE 12 HOLIDAYS & HOLIDAY PAY

12.01 Employees or DSP will be entitled to receive an amount equal to four percent (4%) of their base wage rate for all scheduled hours worked in lieu of the following holidays:

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

12.02 Employees or DSP retain the right to refuse employment, scheduled or unscheduled, on the Statutory Holidays named in Article 12.01 without penalty. Employer is not responsible for transportation or incurred costs as a result of the refusal.

12.03 Employees or DSP retain the right to refuse employment, scheduled or unscheduled, on the Statutory Holidays named in Article 12.01 without penalty.

12.04 Holiday Pay will be paid to Employees or DSP on each paycheque.

12.05 Employees or DSP will be paid overtime for time spent working on Statutory Holidays. There will be no overtime paid if the Holiday was not worked.

ARTICLE 13 TRANSPORTATION, TRAVEL and ACCOMMODATION

13.01 Preamble

- a) It is recognized by the Employer and the Union that the purpose of transportation, travel and accommodation allowances as established in this article, is to provide a fair means of compensating Employees or DSP for additional travel and accommodation expenses they incur while working on jobsites beyond a reasonable distance from their residence.
- b) For the purposes of this Agreement, the Employer's base of operations is defined as the centre of Edmonton and Calgary, or the job site. The base of operation will be determined at the pre-job conference.
- c) For selected job sites with peculiar geographic circumstances, the Employer and the Union, by mutual agreement may establish alternative or amended policies for transportation, travel and accommodation. Such alternative or amended policies will be established for the duration of the job site and will be put into writing and signed by a representative of the Employer and the Union.

13.02 Local Residents and Travel and Accommodation Zones

- a) Transportation and accommodation zones defined at the Pre-job Conference are established from the Employer's base of operations.
- b) 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 30 days prior to the commencement of the project.

13.03 Daily Travel

- a) Local residents (as defined in Article 13.02 b) residing within a certain distance defined at the Pre-job Conference of the job site shall not be entitled to receive daily transportation

- expense, initial and return transportation expense, room and board or subsistence, or camp accommodations, or rotational leave provisions.
- b) Local residents residing between two (2) distances defined at the Pre-job Conference shall not be entitled to receive initial and return travel time or expense, room and board or subsistence, or camp accommodations, or rotational leave provisions, but shall be paid a transportation expense of an amount to be determined at the Pre-Job Conference, each way to cover transportation expense for each day worked.
 - c) There will only be daily travel beyond a certain distance defined at the Pre-job Conference.
 - d) When the Employer provides transportation to the jobsite, there is no daily travel allowance.

13.04 Initial/Shift Travel Allowances

- a) For projects whose base of operations is defined as Calgary or Edmonton there is no initial or shift Travel Allowances.
- b) For projects whose base of operations is defined as the job site, the initial and shift travel allowances will be agreed to at the pre-job based on the following criteria:
 - i. Travel allowances will be paid for all Employees or DSP whose permanent residence is outside a certain distance defined at the Pre-job Conference of the job site;
 - ii. Initial travel allowance will be paid from the Union's Edmonton office to the job site. This travel allowance will be paid for the beginning of the project, and again if the employee is laid-off and recalled to the same project. Employees or DSP who quit or are terminated for just cause within 21 days of their start date, will not be entitled to initial travel allowance. If the Employer has paid the employee the initial travel allowance the Employer may deduct the initial travel allowance from the employee's final paycheque;
 - iii. The employee will also receive return travel allowance for every completed shift cycle, as defined in the Pre-job form for the project. An employee whose permanent residence is within a certain distance defined at the Pre-job Conference will receive \$100.00 per completed shift cycle. Employees or DSP whose permanent residence is beyond a certain distance defined at the Pre-job Conference will receive \$200.00 per completed shift cycle. Justifiable reasons for absences will be accepted.
 - iv. The travel allowance earned as noted in iii) above, will be paid on the employee's following paycheque.
 - v. The amount of travel allowances will be subject to negotiation and agreement between the Employer, the Union, and an employee where practical, with the cost of public transportation, the Travel Allowance amount in Article 13.03 (f), duration of travel and Article 26 as guidelines. The amount will be indicated on the pre-job form for the project.
 - vi. If the Employer provides transportation to the jobsite, there shall be no initial or shift travel allowances.

13.05 Accommodation Allowance

- a) For projects whose base of operations is defined as Calgary or Edmonton no accommodation allowance will be paid.
- b) No accommodation allowance shall be paid for Local Residents as defined in Article 13.02. For projects whose base of operations is defined as the job site, accommodation allowance will be paid for all Employees or DSP whose permanent residence is beyond 80 kilometres from the job site.
- c) Daily accommodation allowance will be \$85.00 per calendar day unless otherwise agreed by the parties subject to Article 2.04. Employees or DSP receiving accommodation allowance

will not be entitled to daily travel allowance unless the Employer and Union agree that there is no accommodation available within the 55 kilometres from the job site. Employees or DSP in this situation, who provide their own transportation, will receive a daily travel allowance determined in the Pre-Job Conference.

- d) Where camp accommodations are provided, accommodation allowance will not be paid.

13.06 Travel Time

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

13.07 Transfers

Stipulated rates of pay will be paid in all cases of transfers from one project to another irrespective of Articles 13.02, 13.03 and 13.04.

13.08 Turnarounds

During the course of a project the work schedule may provide for turnaround periods to allow Employees or DSP reasonable time off. This time and cost reimbursement will be subject to agreement by the Employer and Union at the pre-job conference.

13.09 Camp Accommodations/Camp Changes

In order to minimize the disruption of long term maintenance Employees or DSP and provide stability, every effort shall be made for Employees or DSP not to move/change rooms and or camps at any time.

The employer shall work with the logistics service provider to maintain fair and equitable use of shared rooms. To this end, the rotation of rooms will follow the regular shift schedule and the individual working outside their normal shift cycle will be required to relocate rooms.

In the event an Employee or DSP is required to change camps, the change will be made on paid time if possible; otherwise, the employee will be compensated up to two (2) straight time hours.

ARTICLE 14 UNION-MANAGEMENT COMMITTEE

14.01

- a) In order to build a cooperative relationship between the Employer, the Union and the Employees or DSP. The Employer and the Union agree to schedule a minimum of two (2) Union-Management meetings per year. Meeting will include Local Business Agent and a minimum of 1 Job steward. If meeting is held on site, On-Duty steward will participate, if held off site, a Off-Duty steward will participate. The meetings will serve as a forum for discussion and consultation about policies and practices covered or not covered by the Collective Agreement. The areas for discussion will include but not be limited to:
 - b) Hiring policies; ii) discipline and discharge policies; iii) training and promotion; iv) safety measures; v) matters that affect the working conditions of the Employees or DSP.

- c) The Employer and the Union will each appoint representatives to the Union-Management Committee. Minutes will record the business of each meeting, and copies will be distributed as the committee determines.

14.02 An employee attending the Union-Management meetings during regular working hours will be entitled to his regular hourly rate of pay.

14.03 In the event that consultation fails to resolve a matter of contention, the Union agrees that the decisive word resides with Management, unless specifically abridged, deleted or modified by this Agreement. The Union reserves the right to refer unresolved matters to the Grievance Procedure.

ARTICLE 15 HEALTH AND SAFETY COMMITTEE

15.01 The Health and Safety Committee is directed to matters concerning the correction of unsafe conditions and practices and the maintenance of the cooperative interest in the safety of the workforce. Minutes will record the business of each meeting, and copies will be distributed as the committee determines.

At its discretion, the Health and Safety Committee will make inspections of all job sites.

15.02 The Employer and the Union will each appoint representatives to the Health and Safety Committee. At least one Union member will be selected to the Health and Safety committee.

- 15.03**
- a) The Employer agrees to make practicable provisions for the safety and health of its Employees or DSP on its job sites and shop during the hours of their employment. Such provisions will be made known to all Employees or DSP at the time of hire.
 - b) The Union undertakes to give full support to these objectives by promoting a safety consciousness and a personal sense of responsibility among its membership.
 - c) It is the intent of the parties to have working conditions that are not unsafe or unhealthy beyond the minimum hazards inherent to the operation of the process in question.

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

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

15.06 Following a serious accident or an incident which could have resulted in a serious accident the Health and Safety Committee will convene as soon as possible to review the Employers investigation and report to the Union.

15.07 Light Duty Work Programs

- a) If an employee is injured on the job and requires medical attention the employee may be entitled to Light Duty Work and he will inform the attending Physician of the same.
- b) The Employer will inform the Physician of the types of light duty work which may be available to the employee and will make the same available to the employee with the Physician's approval.
- c) The Employer will inform the Union office of all Employees or DSP who are assigned to light duty work.

ARTICLE 16 HEALTH AND WELFARE FUNDS

16.01 The Employer will pay the amount as set out in Schedule "A" for all scheduled hours worked for each Employee towards the Union's Health and Welfare Fund. No amount of these payments will be deducted from an employee's wages. The total amount will be remitted to the Union 30 days following the end of each month together with an itemized list of the Employees or DSP for whom the remittances are made and the amount remitted for each.

16.02 It is the responsibility of each employee to be familiar with the specific details of coverage and eligibility requirements of all benefit plans, and neither the Union nor the Employer have any responsibility for ensuring that all requirements for eligibility or conditions of coverage or entitlement of benefits are met by the employee, beyond the obligations specifically stipulated in this Agreement.

16.03 Penalties for delinquent payment of health and welfare contributions and/or deductions:

- a) The Union will notify the Employer in writing 48 hours of any delinquency.
- b) Please refer to the Memorandum of Agreement dated March 8, 2017 regarding penalties for unpaid/late remittances.

ARTICLE 17 PENSION PLAN

17.01 The Union will establish a pension plan for the benefit of the Employees or DSP.

17.02 The Employer will make contributions to the pension plan or trust account for the benefit of each employee in the amounts set out in Schedule "A" for all hours worked by the employee.

17.03 At the time the contributions are made, the Employer will provide a list of Employees or DSP for whom the amounts are being remitted, the amounts remitted for each employee, and such other information as the administrator or trustee of the pension plan or trust account may reasonably require. The total amount will be remitted to the Union 30 days following the end of each month together with an itemized list of the Employees or DSP for whom the remittances are made and the amount remitted for each.

17.04 Penalties for delinquent payment of pension plan contributions and/or deductions:

- a) The Union will notify the Employer in writing 48 hours of any delinquency.

b) Please refer to the Memorandum of Agreement dated March 8, 2017 regarding penalties for unpaid/late remittances.

17.05 Effective March 1, 2019, all new hires will not receive a pension contribution for 90 working days. New hires are defined as any individual who has not been employed by DLI under this collective agreement for a period of 60 calendar days prior to their start date.

ARTICLE 18 APPRENTICESHIP AND TRAINING, MEMBER ASSISTANCE AND ADMINISTRATION FUNDS

18.01 The Employer will contribute an amount for all scheduled hours worked by their Employees or DSP as defined in Schedule "A" to the Union's Apprenticeship and Training Fund.

18.02 The Employer will contribute an amount for all scheduled hours worked by their Employees or DSP as defined in Schedule "A" to the Union's Administration Fund. This fund will be used by the Union to fulfill its obligations to Employees or DSP and Employers in respect of this Agreement.

18.03 The total amounts will be remitted to the Union 30 days following the end of each month together with an itemized list of the Employees or DSP for whom the remittances are made and the amount remitted for each.

ARTICLE 19 TOOLS

19.01 All tradesmen will supply their personal tools as per Schedule "B". The Employer will make available secure storage for the members' tools outside of the working hours. The Employer will not be responsible for any lost or broken Employees' or DSPs' tools. For damaged or stolen tools fallen under the Employer's responsibility, only formally inventoried tools validated by the Employer upon hiring will be reimbursed or replaced. All Rig Welders will supply their personal tools as per Schedule "C". The Employer will not be responsible for any lost or broken Employees' or DSPs' tools. For damaged or stolen tools fallen under the Employer's responsibility, only formally inventoried tools validated by the Employer upon hiring will be reimbursed or replaced.

19.02 The Employees or DSP will be held responsible for all tools issued to them by the Employer. The Employer will supply adequate security for all tool storage on the site.

19.03 Tool lists, if necessary, will be established by mutual agreement between the Employer and the Union. Such tool lists will form part of this Agreement.

19.04 The Employer shall provide suitable clean and enclosed sanitary facilities, and as soon as job conditions permit, chemical or flush toilets, urinals, and washbasins.

19.05 Where no running tap water is available, fresh cool drinking water in approved sanitary containers shall be provided. Individual paper cups will be provided.

19.06 Upon request, the Employer will provide an employee a T2200 for a “tradespersons tool tax deduction”. Requests to be submitted once per year in writing to HR@dcmgroup.ca. The deadline for the request is April 1; any requests submitted after that will be dismissed.

ARTICLE 20 PROTECTIVE EQUIPMENT

20.01 All Employees or DSP will wear safety hats to be made available by the Employer.

20.02 All Employees or DSP will wear safety boots furnished by the employee. Boots are required to have Metatarsal protection. Employees or DSP are entitled to a boot allowance of \$0.15 per hour worked and effective July 01, 2022, \$0.20 per hour worked; payable on every paycheque.

20.03 The Employer will furnish Employees or DSP with safety equipment (including gloves, safety glasses and fire retardant coveralls if required) and rain gear if and when required. Said equipment will remain the property of the Employer. Any worn out safety equipment will be replaced upon presentation of the worn equipment. The Employees or DSP will be held responsible for loss or improper maintenance of Employer furnished items. The Employer will provide for the cleaning of the fire retardant coveralls.

20.04 Prescription Safety Eyewear

The Employer agrees to reimburse any employee 50% of the cost of prescription safety glasses (contact lenses are not eligible) up to \$300.00 according to the following criteria:

- a) The employee must provide a copy of the prescription and receipt for the glasses.
- b) The employee must have worked 1200 hours with the Employer for the first reimbursement.
- c) For any subsequent reimbursement the employee must have worked an additional 4000 hours from the last time reimbursed.

ARTICLE 21 LEAVES OF ABSENCE AND BEREAVEMENT PAY

21.01 The Employer may grant leaves of absence without pay, for a time mutually agreed upon between the Employer and the employee, for the following reasons:

- a) Marriage of the employee;
- b) Sickness of the employee or employee's immediate family;
- c) Union activity at other than this establishment;
- d) Death of a family member not outlined in Article 21.02;
- e) Disappearance of a child, of a parent, an adoptive parent, a foster parent or a guardian;
- f) For a citizenship ceremony; provided the Employee gives the Employer as much notice as reasonable and practicable in the circumstances.

21.02 An employee will be granted up to a three (3) day leave of absence with pay, at his regular straight time hourly rate, to make arrangements for and to attend the funeral of the employee's spouse, common law spouse, child, parents, parents in law, brother, brother in law, sister, sister in law, grandchildren or grandparents. Such pay will be for time actually taken away from the jobsite. Further time may be granted by mutual agreement between the Employer and the

employee. To receive such pay the employee must return to work unless notified during the leave of a layoff.

- 21.03** Employees or DSP working in remote areas shall be eligible for a leave of absence for authentic compassionate reasons. Such leave will be by mutual agreement between the employee and the Employer, whereupon the member will receive his return fare if work is available.
- 21.04** Following a leave of absence Employees or DSP who fail to report back for work as scheduled without giving a justifiable reason will be deemed to have voluntarily quit.

ARTICLE 22 GRIEVANCE PROCEDURE

22.01 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.

- 22.02** "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.
- 22.03** 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 wage/monetary claims must be filed within six (6) months from the date of occurrence.)
- 22.04** The job steward or business agent shall first discuss the grievance with the Foreman or superintendent, and, if mutually agreed, their decision shall be final. An Employer shall first discuss the grievance with the business agent.
- 22.05** 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.
- 22.06** 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 a single Arbitrator.
- 22.07** The party desiring arbitration shall notify the other party of name(s) of proposed single Arbitrator(s), in writing, and supply the particulars of the grievance in dispute.
- 22.08** The party receiving the notice shall either agree with a proposed single Arbitrator or propose other names(s) for a single Arbitrator, within five (5) calendar days.

- 22.09** If the parties are unable to mutually agree to select a person to act as sole Arbitrator within a further five (5) calendar days of receiving the other name(s) either party may apply to the Director of Mediation Services to appoint a sole Arbitrator.
- 22.10** The sole Arbitrator shall hear the parties, establish whether the grievance is properly before them, determine if the matter is arbitrable, settle the terms of question to be arbitrated, and make its award within five (5) days of appointment of the sole Arbitrator, except when the time is extended by agreement of the parties. The sole Arbitrator shall deliver its award in writing to each of the parties, and the award of the sole Arbitrator shall be final and binding on the parties and shall be carried out forthwith.
- 22.11** The parties shall pay their own costs and expenses of arbitration plus one half of the remuneration, expenses and disbursements of the sole Arbitrator.

22.12 Alternative Methods of Resolution

Notwithstanding any/all contrary provisions of Article 22, the parties reserve the right to mutually agree on an alternative grievance resolution process (including but not limited to referring the matter to mediation-arbitration), in which case the associated fees and expenses of such alternative process shall be borne equally by the parties to the grievance.

22.13 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 23 DISCIPLINARY ACTION

- 23.01** An employee may be suspended or discharged for proper cause by the Employer. Proper cause may include but is not limited to:
- 23.02**
- a) The 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 lawful requirements of the Employer's rules, regulations, policies and practices.
 - e) The refusal to abide by the CMAW Constitution and Bylaws.
- 23.03** It is agreed that written notices/warnings will remain in an employee's file for a maximum of two (2) years providing there are no similar occurrences during that period.

ARTICLE 24 APPRENTICES

- 24.01** All references to Apprentices shall be governed by the Regulations and of the Apprenticeship Act excepting wage rates as they affect the respective trade.

24.02 Apprentices shall be paid on a percentage of the basic Journeyman rate as follows:

Four Year Schedule: First Year - 60%
 Second Year - 70%
 Third Year - 80%
 Fourth Year - 90%.

Three Year Schedule: First Year - 70%
 Second Year - 80%
 Third Year - 90%.

Two year Schedule: First Year – 80%
 Second Year – 90%.

24.03 All apprentices employed under the terms of the agreement shall be members in good standing of the union.

24.04 The maximum ratio of apprentices to journeymen on the job will be one apprentice to one journeyman, unless otherwise required by government legislation. This ratio may be amended by mutual agreement in the pre-job conference or through some other written agreement.

24.05 All apprentices shall work with the tools of the trade and shall be under the supervision of a journeyman.

24.06 The training of apprentices requires that apprentices regularly attend training programs for their occupation as prescribed by the “Alberta Industry and Apprenticeship Act.” Apprentices who fail to advance to the next level of their apprenticeship for a period of two years or have their apprentice contract cancelled may be subject to immediate termination by the Employer. The Employer will permit each apprentice to attend regular training programs as prescribed by the “Alberta Industry and Apprenticeship Act”. It is the intention of the Employer to re-employ apprentices following a period of vocational training if and when work is available.

24.07 All apprentices returning from school will be a rehire (not a new hire). Apprentices will retain their rate as per the wage schedule for their level in their trade. Probationary period will not apply to returning member. Applicable ONLY if the Apprentice returns directly to DLI upon completion of block release training. Any interruption in continuity of employment (working for another employer) will result in the Apprentice being considered a new hire.

24.08 Apprentices cannot be appointed foreman.

ARTICLE 25 GENDER CLAUSE

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

ARTICLE 26 DURATION

- 26.01** This Agreement will be effective on March 1, 2021 to February 29, 2024 and for further periods of one (1) year unless notice will be given by either party of the desire to delete, change, amend or cancel any of the provisions contained herein, within the period from 120 to 60 days prior to the renewal date. Should neither of the parties give such notice, this Agreement will renew for a period of one (1) year.
- 26.02** Should negotiations not be completed prior to the expiration date of this Agreement, all negotiated items will be effective from the date of signing. Until a new agreement has been concluded all provisions in this Collective Agreement will remain in full force and effect.
- 26.03** Before any negotiations have taken place the parties may by mutual agreement accept the provisions of the following:
- Should negotiations fail, and the parties have fulfilled all the requirements of the Alberta Labour Relations Code, and no settlement has been agreed to, the parties agree to take all outstanding issues to binding arbitration in lieu of a strike or lockout.
- 26.04** It is not the intent of either party hereto to violate any laws or rulings or regulations of any governmental authority or agency having jurisdiction of the subject matter of this Agreement and the parties hereto agree that, in the event any provisions of this Agreement are held or constituted to be void as being in contravention of any such laws, rulings or regulations, nevertheless, the remainder of the Agreement shall remain in full force and effect and the parties shall immediately meet to negotiate new provisions to replace those held to be void.

ARTICLE 27 CONSTRUCTION

The Employer and the Union recognize that an overlap occurs between what is defined by the Alberta Labour Relations Board as 'construction' or 'maintenance', the Employer voluntarily recognizes the Union for all Employees or DSP, on a trade-by-trade basis as defined in the Collective Agreement and working in the Province of Alberta for projects that are defined as 'construction'.

The members of the Union have ratified the Collective Agreement on a trade-by-trade basis. The Employer and the Union agree that the terms of the Collective Agreement shall apply to work defined as 'construction' unless otherwise mutually agreed upon.

The Employer and the Union have a mutually beneficial relationship, the Employer agrees to advise the Union of projects defined as 'construction' that they have been awarded or are tendering. The Union and the Employer will meet prior to the commencement of the work and agree to any modifications of the terms and conditions contained in the Collective Agreement.

The Employer and the Union recognize that the construction industry is a competitive business, it may be necessary to review the terms and conditions of this collective in order to secure 'new' work on a project-by-project basis.

ARTICLE 28 DIRECT SERVICE PROVIDERS (DSP)

- a) The Employer has engaged in DSP'S, the Employer agrees that, as per the Collective Agreement, the parties agree to the following terms and conditions for all Maintenance/Construction Work at the Canadian Natural Resources Ltd (CNRL), in the Province of Alberta, the following DSP Contractor rates shall apply – effective February 5, 2017:
- b) 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.
- c) The Employer shall remit, directly to the Union, Field Dues, H&W and Pension contributions.
- d) The 'Boot Allowance' of \$0.15 per hour shall be paid to all members employed as Direct Service Providers and effective July 01, 2022, \$0.20 per hour.
- e) The Employer reserves the right to cease or recover the payment of Employment Insurance (EI), Canada Pension Plan (CPP) premiums being paid in excess of maximum insurable set by the Government of Canada or any related government agencies.
- f) The Employer will send a notice providing a detailed breakdown to the DSP's before they cease or recover the payment of Employment Insurance (EI), Canada Pension Plan (CPP) premiums being paid in excess of maximum insurable set by the Government of Canada or any related government agencies.

ARTICLE 29 MULTI-SKILLING BONUS

Employees or DSP who possess a valid Journeyman Certification in two (2) or more trades are eligible for a \$1.00 per hour 'Multi-Skilling Bonus'. This bonus is in addition to any other premiums such as 'Lead Hand, Foreman, etc.' This premium can only be applied once on the Employee's wage. The following combination will be used to determine eligibility for this bonus:

- a) Millwright/Electrician
- b) Millwright/Welder
- c) Steamfitter/Welder
- d) Ironworker/Welder
- e) Boilermaker/Steamfitter
- f) Boilermaker/Welder
- g) Millwright/Pipefitter
- h) Electrician/Instrument Tech
- i) Millwright/Machinist
- j) Scaffolder/Insulator

This list is for example purposes and may change by mutual agreement between the Employer and the Union.

SIGNATURES OF PARTIES

¹Signed the 8 day of March , 2021

On behalf of the Employer:
DLI Industrial Construction Inc. and
DLI Contractors Inc.

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

“Richard Gadoury”
Richard Gadoury, Vice President

“Chris Wasilenchuk”
Chris Wasilenchuk, President

“Richard Cleveland”
Richard Cleveland, Vice President Operations

“Paul Nedelec”
Paul Nedelec, Secretary Treasurer



¹ Original Signatures on File.

SCHEDULE "A": Premiums

Schedule "A" Notes

a) **Premiums:**

Lead Hand 105% of Journeyman base rate

Foreman: 115% of Journeyman Rate

General Foreman: 125% of Journeyman Rate

Shift Premium (Article 9.11) \$4.00 /hour

Chief Steward \$3.00 /hour

Steward \$2.00 /hour

Alloy Welders:

Alloy welders will be entitled to be paid the applicable premium for the full day/shift if any portion of the day was spent welding;

- Stainless \$3.00 /hour

- Chrome \$3.00 /hour

- Titanium \$3.00 /hour

First Aid Ticket with CPR \$0.50 /hour

Leadership for Safety Excellence \$0.50 /hour

Construction Safety Officer (ACSA) \$1.25 /hour

Multi-Skilling Bonus \$1.00 /hour

(relevant to work the performed)

Electrician Splicing Premium \$1.00 /hour

Only members with valid MI Splicing certificates will be eligible to qualify for the premium. DLI and CMAW to determine number of individuals required per shift to meet client requirements/expectations. Only that defined number of individuals will qualify for the premium.

b) **Accommodation Allowance:**

To be determined at the Pre-Job Conference.

c) The wage rates and other provisions set out in the Schedule "A" may be amended by mutual agreement between the Employer and the Union (Subject to Articles 2.03 and 2.04)

d) The wage rates stipulated in this Agreement will be subject to further negotiations if there is a general increase in the industry. Either party may request that negotiations commence by

giving notice in writing. Once notice has been given the parties agree to meet within 30 days.

- e) The Employer and the Union may agree to reasonable partial subsistence allowances where the Employee elects to commute to his place of residence or supplies his own living accommodation.
- f) Rig Rate and Sub Contractor Provisions: The provisions of Articles 9, 11 and 12 do not apply to Employees or DSP paid the "Welder with rig" rate. The rate specified includes vacation and statutory holiday pay, CPP, EI and WCB.

All subcontractors are required to remit to the Union, such dues and contractual fees as prescribed by the Union.

The Employer agrees to deduct such dues and remittances from the Subcontractor's invoices and remit them to the Union on their behalf as per Articles 7, 16, 17, and 18.

It should be noted that the Union negotiates the hourly rate for Welders and/or DSP Welders. The Union does not negotiate the hourly charge for the supply of the truck or welding trailer. The difference between the Welding/DSP rate and the truck or welding trailer is to be determined or negotiated between the Employer and the Rig Welder directly.

g) **Daily / Initial and Shift Cycle Travel Allowance's**

To be determined at Pre-Job Conference

- h) Employees or DSP asked by the Employer to be on-call will receive a premium of \$100.00 per rotation.
- i) The DSP has to invoice the Employer on a bi-weekly basis
- j) The Rig Welders' trucks must be left on Site at the Plant Shop parking.

SCHEDULE "B": 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 "C": 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 "D": Rig Welders 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 "E": 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 “F”: Electrician Tool List

1	Adequate lockable Toolbox c/w Personal lock	
1	Standard and Metric 25’/8m Measuring Tape	
1	Hacksaw Frame	
1	Torpedo Level	
1	Set Standard Allen Wrenches up to ½"	
1	Set Metric Allen Wrenches up to 13 mm	
1	Set Box end Combination Wrenches (¼" through 7/8")	
1	No Touch Voltage Tester	
1	Canadian Electrical Code Handbook-Latest Version	
1	600V Tester	
1	Bullnose pliers(nippers)	Knippex 8" Bullnose pliers
1	11 in 1 mutibit screwdriver	Klein or Knippex
1	Wire strippers	Klein or Knippex
1	Electricians knife (retractable)	Milwaukee retractable knife or klein safe knife
1	Adjustable wrench	Klein or Knippex or Channel lock
1	Channel locks	Klein or Knippex or Channel lock
1	Tool pouch	Klein Kuny’s SW-725 Canvas Messenger Bag
1	needle nose pliers	Klein or Knippex or Channel lock
1	side cutter pliers	Klein or Knippex or Channel lock
1	Insulated Terminator 3mm	Wera 1000v inulsated
1	Insulated Terminator 4 or 4.5mm	Wera 1000v inulsated

SCHEDULE “G”: 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 “H”: 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

LETTER OF UNDERSTANDING

Between: DLI Industrial Construction Inc., and DLI Contractors Inc.
(hereinafter referred to as the “Employers” or “DLI”)

and Construction, Maintenance & Allied Workers Canada
Council, CMAW (hereinafter referred to as the “Union”)

RE: YEARLY GOVERNMENT BURDENS FOR DIRECT SERVICE PROVIDERS (DSP)

WHEREAS the parties agree that DLI and the Union have negotiated rates of pay for subcontractors (DSP), executing work commonly performed by Employees, under the applicable bargaining units.

WHEREAS the parties agree that a portion of the rate of pay for DSP is intended to reimburse the Government Burdens for its employees, as per the law requirements for WCB, EI and CPP.

WHEREAS the parties agree that Government Burdens are limited to a yearly maximum and that DSPs shall not be entitled to be paid for Government Burdens that are not paid back to Government agencies when those maximums are reached.

The parties agree that:

1. Starting on January 1, 2016 DLI will apply a 4.27% rate decrease to the DSP rate to offset yearly maximum exemptions.
2. The 4.27% rate decrease will not apply to the portion of the rate intended to reimburse non-salary related items such as the boot allowance as well as vehicle and equipment supplied by the Rig Welder.

²Signed the 5th day of February, 2017

On behalf of the Employer:
DLI Industrial Construction Inc. and
DLI Contractors Inc.

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

“Richard Gadoury”
Vice President

“Jan Noster”
President

“Richard Cleveland”
Regional Construction Manager

“Paul Nedelec”
Secretary Treasurer

moveup

² Original signatures on file

MEMORANDUM OF AGREEMENT

Between

Construction, Maintenance & Allied Workers Canada (CMAW)

And

DLI Contractors 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.

³Date: March 8th, 2017

“Richard Gadoury”
Vice President

“Jan Noster”
President

“Richard Cleveland”
Regional Construction Manager

“Paul Nedelec”
Secretary Treasurer

PN/gd

³ Original signatures on file

LETTER OF UNDERSTANDING

By and Between:

DLI INDUSTRIAL CONSTRUCTION INC.

(Hereinafter referred to as the "Employers" or "DLI")

And:

CONSTRUCTION, MAINTENANCE AND ALLIED WORKERS CANADA

(Hereinafter referred to as the "Union" or "CMAW")

RE: CAMP CHECK IN/OUT POLICY

Whereas DLI gets charged back for various offenses related to the Camp policies at CNRL for Employees not respecting those policies.

Whereas DLI gets charged for three (3) days of camp costs for not respecting the check in/check-out hours (\$65/night for Standard camp and \$165/night for Executive rooms).

Therefore, the parties agree on the following discipline/camp cost reimbursement guidelines to be applied May 23rd 2018:

1st offense: Written warning for not checking out of room.
2nd offense: Written warning plus camp cost - \$195.00 (\$495 for Executive room) for not checking in or out. Shop Steward required. Union to be informed.
3rd offense: Written warning plus camp cost and potential 7 day suspension or 1 month of camp privilege. Shop Steward required. Union to be informed.
4th Offense: Camp cost or possible termination. Shop Steward required. Union to be informed.

1) Written warnings to stay in employee's file for 12 months from the date of the last
2) A list of other existing, if any, charge backs will be given to the Union prior to being applied.
3) Emergency Check outs will not be charged to the members. Example: family emergency, health or illness issues

⁴Date: May 23rd, 2018.

On behalf of the Employer

On behalf of the Union

DLI INDUSTRIAL CONSTRUCTION INC. Construction, Maintenance and Allied Workers Canada

"Richard Gadoury"

Vice President

"Jan Noster"

President

"Richard Cleveland"

Regional Construction Manager

"Paul Nedelec"

Secretary Treasurer

⁴ Original Signatures on file.

LETTER OF UNDERSTANDING

By and Between:

DLI INDUSTRIAL CONSTRUCTION INC.

(Hereinafter referred to as the "Employers" or "DLI")

And:

CONSTRUCTION, MAINTENANCE AND ALLIED WORKERS CANADA

(Hereinafter referred to as the "Union" or "CMAW")

RE: CAMP ROOMS

The intent of this letter is to assist in ensuring permanent Employees or DSP's who have passed their probation period are assigned camp rooms with private bathrooms. It is understood that DLI will make best efforts to secure camp rooms with private bathrooms for these Employees or DSP's.

In the event a fulltime Employee or DSP who has passed their probation is unable to be assigned a camp room with a private bathroom, the Union may request that DLI demonstrate that they have made best efforts. Upon request DLI shall provide the Union with evidence that they have made their best efforts to secure rooms with private bathrooms for affected Employees or DSP's. Best efforts can be demonstrated by providing correspondence between DLI and CNRL regarding securing the rooms. DLI and the union recognize that camp availability is subject to business demands and is solely at the discretion of CNRL. If best efforts cannot be demonstrated, DLI will pay an allowance to the affected Employee or DSP of thirty (30) dollars per day for the duration of their stay in a room with no private bathroom. The above provisions do not apply for overtime or turnaround shifts.

⁵Signed the 8 day of March, 2021

On behalf of the Employer:
DLI Industrial Construction Inc. and
DLI Contractors Inc.

"Richard Gadoury"
Vice President

"Richard Cleveland"
Vice President Operations


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

"Chris Wasilenchuk"
President

"Paul Nedelec"
Secretary Treasurer

⁵ Original Signatures on File

WAGE RATE TABLES

 CONSTRUCTION MAINTENANCE AND ALLIED WORKERS CANADA													
CMAW Labour Rates for Maintenance Valid from March 1, 2021 to June 30, 2021													
												EMPLOYER CONTRIBUTIONS	
	TRADE CLASSIFICATION	%	BASE RATE	VACATION	TOTAL EARNINGS	BOOT ALLOWANCE	H&W	PENSION	APPR TRAINING	CMAW MBR ASSIST	ADMIN FUND	TOTAL	
				10%		0.15	2.35	2.28	0.15	0.05	0.19		
	<u>Regular time</u>												
	Pipefitter, Millwright, Ironworker-Structural, Electrician, Instrument Technician, Heavy Duty Mechanic, Elevator Constructor, Refrigeration Mechanic												
	General Foreman	125%	51.75	5.18	56.93	0.15	2.35	2.28	0.15	0.05	0.19	62.10	
	Foreman	115%	47.61	4.76	52.37	0.15	2.35	2.28	0.15	0.05	0.19	57.54	
	Lead Hand	105%	43.47	4.35	47.82	0.15	2.35	2.28	0.15	0.05	0.19	52.99	
	Journeyman	100%	41.40	4.14	45.54	0.15	2.35	2.28	0.15	0.05	0.19	50.71	
	Apprentice 1st Year	60%	24.84	2.48	27.32	0.15	2.35	2.28	0.15	0.05	0.19	32.49	
	Apprentice 2nd Year	70%	28.98	2.90	31.88	0.15	2.35	2.28	0.15	0.05	0.19	37.05	
	Apprentice 3rd Year	80%	33.12	3.31	36.43	0.15	2.35	2.28	0.15	0.05	0.19	41.60	
	Apprentice 4th Year	90%	37.26	3.73	40.99	0.15	2.35	2.28	0.15	0.05	0.19	46.16	
	Welder B-Pressure, Boilermaker, Gas Fitter 1st Class, Plumber, Steam Fitter, Sprinkler Fitter, Operator Mobile Crane 50-249 T												
	General Foreman	125%	51.75	5.18	56.93	0.15	2.35	2.28	0.15	0.05	0.19	62.10	
	Foreman	115%	47.61	4.76	52.37	0.15	2.35	2.28	0.15	0.05	0.19	57.54	
	Lead Hand	105%	43.47	4.35	47.82	0.15	2.35	2.28	0.15	0.05	0.19	52.99	
	Journeyman	100%	41.40	4.14	45.54	0.15	2.35	2.28	0.15	0.05	0.19	50.71	
	Apprentice 1st Year	70%	28.98	2.90	31.88	0.15	2.35	2.28	0.15	0.05	0.19	37.05	
	Apprentice 2nd Year	80%	33.12	3.31	36.43	0.15	2.35	2.28	0.15	0.05	0.19	41.60	
	Apprentice 3rd Year	90%	37.26	3.73	40.99	0.15	2.35	2.28	0.15	0.05	0.19	46.16	
	Welder												
	General Foreman	125%	49.41	4.94	54.35	0.15	2.35	2.28	0.15	0.05	0.19	59.52	
	Foreman	115%	45.46	4.55	50.01	0.15	2.35	2.28	0.15	0.05	0.19	55.18	
	Lead Hand	105%	41.51	4.15	45.66	0.15	2.35	2.28	0.15	0.05	0.19	50.83	
	Journeyman	100%	39.53	3.95	43.48	0.15	2.35	2.28	0.15	0.05	0.19	48.65	
	Scaffolder												
	General Foreman	125%	45.06	4.51	49.57	0.15	2.35	2.28	0.15	0.05	0.19	54.74	
	Foreman	115%	41.46	4.15	45.61	0.15	2.35	2.28	0.15	0.05	0.19	50.78	
	Lead Hand	105%	37.85	3.79	41.64	0.15	2.35	2.28	0.15	0.05	0.19	46.81	
	Journeyman	100%	36.05	3.61	39.66	0.15	2.35	2.28	0.15	0.05	0.19	44.83	
	Apprentice 1st Year	60%	21.63	2.16	23.79	0.15	2.35	2.28	0.15	0.05	0.19	28.96	
	Apprentice 2nd Year	70%	25.24	2.52	27.76	0.15	2.35	2.28	0.15	0.05	0.19	32.93	
	Apprentice 3rd Year	80%	28.84	2.88	31.72	0.15	2.35	2.28	0.15	0.05	0.19	36.89	
	Apprentice 4th Year	90%	32.45	3.25	35.70	0.15	2.35	2.28	0.15	0.05	0.19	40.87	

CMAW CONSTRUCTION MAINTENANCE AND ALLIED WORKERS CANADA													
CMAW Labour Rates for Maintenance													
<u>Valid from March 1, 2021 to June 30, 2021</u>													
	TRADE CLASSIFICATION	%	BASE RATE	VACATION	TOTAL EARNINGS	BOOT ALLOWANCE	EMPLOYER CONTRIBUTIONS					TOTAL	
							H&W	PENSION	APPR TRAINING	CMAW MBR ASSIST	ADMIN FUND		
				10%		0.15	2.35	2.28	0.15	0.05	0.19		
Insulator													
	General Foreman	125%	45.06	4.51	49.57	0.15	2.35	2.28	0.15	0.05	0.19		54.74
	Foreman	115%	41.46	4.15	45.61	0.15	2.35	2.28	0.15	0.05	0.19		50.78
	Lead Hand	105%	37.85	3.79	41.64	0.15	2.35	2.28	0.15	0.05	0.19		46.81
	Journeyman	100%	36.05	3.61	39.66	0.15	2.35	2.28	0.15	0.05	0.19		44.83
	Apprentice 1st Year	60%	21.63	2.16	23.79	0.15	2.35	2.28	0.15	0.05	0.19		28.96
	Apprentice 2nd Year	70%	25.24	2.52	27.76	0.15	2.35	2.28	0.15	0.05	0.19		32.93
	Apprentice 3rd Year	80%	28.84	2.88	31.72	0.15	2.35	2.28	0.15	0.05	0.19		36.89
	Apprentice 4th Year	90%	32.45	3.25	35.70	0.15	2.35	2.28	0.15	0.05	0.19		40.87
Painter, Cement Finisher													
	General Foreman	125%	49.41	4.94	54.35	0.15	2.35	2.28	0.15	0.05	0.19		59.52
	Foreman	115%	45.46	4.55	50.01	0.15	2.35	2.28	0.15	0.05	0.19		55.18
	Lead Hand	105%	41.51	4.15	45.66	0.15	2.35	2.28	0.15	0.05	0.19		50.83
	Journeyman	100%	39.53	3.95	43.48	0.15	2.35	2.28	0.15	0.05	0.19		48.65
	Apprentice 1st Year	70%	27.67	2.77	30.44	0.15	2.35	2.28	0.15	0.05	0.19		35.61
	Apprentice 2nd Year	80%	31.62	3.16	34.78	0.15	2.35	2.28	0.15	0.05	0.19		39.95
	Apprentice 3rd Year	90%	35.58	3.56	39.14	0.15	2.35	2.28	0.15	0.05	0.19		44.31
Carpenter, Mechanic, Reinforcing Ironworker, Roofer, Sheetmetal Worker													
	General Foreman	125%	49.41	4.94	54.35	0.15	2.35	2.28	0.15	0.05	0.19		59.52
	Foreman	115%	45.46	4.55	50.01	0.15	2.35	2.28	0.15	0.05	0.19		55.18
	Lead Hand	105%	41.51	4.15	45.66	0.15	2.35	2.28	0.15	0.05	0.19		50.83
	Journeyman	100%	39.53	3.95	43.48	0.15	2.35	2.28	0.15	0.05	0.19		48.65
	Apprentice 1st Year	60%	23.72	2.37	26.09	0.15	2.35	2.28	0.15	0.05	0.19		31.26
	Apprentice 2nd Year	70%	27.67	2.77	30.44	0.15	2.35	2.28	0.15	0.05	0.19		35.61
	Apprentice 3rd Year	80%	31.62	3.16	34.78	0.15	2.35	2.28	0.15	0.05	0.19		39.95
	Apprentice 4th Year	90%	35.58	3.56	39.14	0.15	2.35	2.28	0.15	0.05	0.19		44.31
Operator Mobile Crane +250 T													
	General Foreman	125%	52.35	5.24	57.59	0.15	2.35	2.28	0.15	0.05	0.19		62.76
	Foreman	115%	48.16	4.82	52.98	0.15	2.35	2.28	0.15	0.05	0.19		58.15
	Lead Hand	105%	43.97	4.40	48.37	0.15	2.35	2.28	0.15	0.05	0.19		53.54
	Journeyman	100%	41.88	4.19	46.07	0.15	2.35	2.28	0.15	0.05	0.19		51.24
	Apprentice 1st Year	70%	29.32	2.93	32.25	0.15	2.35	2.28	0.15	0.05	0.19		37.42
	Apprentice 2nd Year	80%	33.50	3.35	36.85	0.15	2.35	2.28	0.15	0.05	0.19		42.02
	Apprentice 3rd Year	90%	37.69	3.77	41.46	0.15	2.35	2.28	0.15	0.05	0.19		46.63
Rig Welder													
	Welders B Pressure w/Rig		90.83		90.83								90.83
	Welders w/Rig		88.59		88.59								88.59
Labourer													
	Foreman	115%	31.00	3.10	34.10	0.15	2.35	2.28	0.15	0.05	0.19		39.27
	Skilled	100%	26.96	2.70	29.66	0.15	2.35	2.28	0.15	0.05	0.19		34.83
	Intermediate		23.52	2.35	25.87	0.15	2.35	2.28	0.15	0.05	0.19		31.04
	Entry Level		21.13	2.11	23.24	0.15	2.35	2.28	0.15	0.05	0.19		28.41

CMAW CONSTRUCTION MAINTENANCE AND ALLIED WORKERS CANADA													
CMAW Labour Rates for Maintenance													
<u>Valid from March 1, 2021 to June 30, 2021</u>													
	TRADE CLASSIFICATION	%	BASE RATE	VACATION	TOTAL EARNINGS	BOOT ALLOWANCE	EMPLOYER CONTRIBUTIONS					TOTAL	
							H&W	PENSION	APPR TRAINING	CMAW MBR ASSIST	ADMIN FUND		
				10%		0.15	2.35	2.28	0.15	0.05	0.19		
Equipment Operator (Light)													
	Foreman	115%	37.59	3.76	41.35	0.15	2.35	2.28	0.15	0.05	0.19		46.52
	Equipment Operator (Light)	100%	32.69	3.27	35.96	0.15	2.35	2.28	0.15	0.05	0.19		41.13
Boom Truck Operator													
	Operator - Boom Truck	100%	39.53	3.95	43.48	0.15	2.35	2.28	0.15	0.05	0.19		48.65
	Apprentice 1st Year	70%	27.67	2.77	30.44	0.15	2.35	2.28	0.15	0.05	0.19		35.61
	Apprentice 2nd Year	80%	31.62	3.16	34.78	0.15	2.35	2.28	0.15	0.05	0.19		39.95
Crane Operator													
	Operator Crane - 0-49T	100%	40.81	4.08	44.89	0.15	2.35	2.28	0.15	0.05	0.19		50.06
	Apprentice 1st Year	70%	28.57	2.86	31.43	0.15	2.35	2.28	0.15	0.05	0.19		36.60
	Apprentice 2nd Year	80%	32.65	3.26	35.91	0.15	2.35	2.28	0.15	0.05	0.19		41.08
	Apprentice 3rd Year	90%	36.73	3.67	40.40	0.15	2.35	2.28	0.15	0.05	0.19		45.57
Other													
	Bricklayer - Masonry		39.53	3.95	43.48	0.15	2.35	2.28	0.15	0.05	0.19		48.65
	Bricklayer - Refractory		41.40	4.14	45.54	0.15	2.35	2.28	0.15	0.05	0.19		50.71
	Cladder		39.53	3.95	43.48	0.15	2.35	2.28	0.15	0.05	0.19		48.65
	Decker		39.53	3.95	43.48	0.15	2.35	2.28	0.15	0.05	0.19		48.65
	Operator Equipment - Heavy		39.53	3.95	43.48	0.15	2.35	2.28	0.15	0.05	0.19		48.65
	Plasterer		39.53	3.95	43.48	0.15	2.35	2.28	0.15	0.05	0.19		48.65
	Sheeter		39.53	3.95	43.48	0.15	2.35	2.28	0.15	0.05	0.19		48.65
	Lat. Int System Mech.		39.53	3.95	43.48	0.15	2.35	2.28	0.15	0.05	0.19		48.65
	Truck Driver - Basic		26.38	2.64	29.02	0.15	2.35	2.28	0.15	0.05	0.19		34.19
	Truck Driver - Intermediate		35.53	3.55	39.08	0.15	2.35	2.28	0.15	0.05	0.19		44.25
	Truck Driver - Heavy		39.53	3.95	43.48	0.15	2.35	2.28	0.15	0.05	0.19		48.65
	Analyzer Tech		41.40	4.14	45.54	0.15	2.35	2.28	0.15	0.05	0.19		50.71
	Machinist		41.40	4.14	45.54	0.15	2.35	2.28	0.15	0.05	0.19		50.71
	Material Handler Level One		31.41	3.14	34.55	0.15	2.35	2.28	0.15	0.05	0.19		39.72
	Material Handler Level Two		34.52	3.45	37.97	0.15	2.35	2.28	0.15	0.05	0.19		43.14
	EHT Specialist		47.61	4.76	52.37	0.15	2.35	2.28	0.15	0.05	0.19		57.54
	PREMIUMS												
	Night Shift		4.00		4.00								4.00
	Chief Steward		3.00		3.00								3.00
	Steward		2.00		2.00								2.00
	Construction Safety Officer (ACSA)		1.25		1.25								1.25
	Multi-Skilling		1.00		1.00								1.00
	Alloy Welder		3.00		3.00								3.00
	Leadership for Safety Excellence (LSE)		0.50		0.50								0.50
	First Aid Ticket W/CPR		0.50		0.50								0.50
	Crane - Friction, Brake & Clutch System		0.50		0.50								0.50
	Electrician Splicing Premium		1.00		1.00								1.00

CMAW CONSTRUCTION MAINTENANCE AND ALLIED WORKERS CANADA

CMAW Labour rates for Maintenance

Valid from July 1, 2021 to December 31, 2021

	TRADE CLASSIFICATION	%	BASE RATE	VACATION	TOTAL EARNINGS	EMPLOYER CONTRIBUTIONS						TOTAL
						BOOT ALLOWANCE	H&W	PENSION	APPR TRAINING	CMAW MBR ASSIST	ADMIN FUND	
				10%		0.15	2.35	2.28	0.15	0.05	0.19	
	<u>Regular time</u>											
	Pipefitter, Millwright, Ironworker-Structural, Electrician, Instrument Technician, Heavy Duty Mechanic, Elevator Constructor, Refrigeration Mechanic											
	General Foreman	125%	52.06	5.21	57.27	0.15	2.35	2.28	0.15	0.05	0.19	62.44
	Foreman	115%	47.90	4.79	52.69	0.15	2.35	2.28	0.15	0.05	0.19	57.86
	Lead Hand	105%	43.73	4.37	48.10	0.15	2.35	2.28	0.15	0.05	0.19	53.27
	Journeyman	100%	41.65	4.17	45.82	0.15	2.35	2.28	0.15	0.05	0.19	50.99
	Apprentice 1st Year	60%	24.99	2.50	27.49	0.15	2.35	2.28	0.15	0.05	0.19	32.66
	Apprentice 2nd Year	70%	29.16	2.92	32.08	0.15	2.35	2.28	0.15	0.05	0.19	37.25
	Apprentice 3rd Year	80%	33.32	3.33	36.65	0.15	2.35	2.28	0.15	0.05	0.19	41.82
	Apprentice 4th Year	90%	37.49	3.75	41.24	0.15	2.35	2.28	0.15	0.05	0.19	46.41
	Welder B-Pressure, Boilermaker, Gas Fitter 1st Class, Plumber, Steam Fitter, Sprinkler Fitter, Operator Mobile Crane 50-249 T											
	General Foreman	125%	52.06	5.21	57.27	0.15	2.35	2.28	0.15	0.05	0.19	62.44
	Foreman	115%	47.90	4.79	52.69	0.15	2.35	2.28	0.15	0.05	0.19	57.86
	Lead Hand	105%	43.73	4.37	48.10	0.15	2.35	2.28	0.15	0.05	0.19	53.27
	Journeyman	100%	41.65	4.17	45.82	0.15	2.35	2.28	0.15	0.05	0.19	50.99
	Apprentice 1st Year	70%	29.16	2.92	32.08	0.15	2.35	2.28	0.15	0.05	0.19	37.25
	Apprentice 2nd Year	80%	33.32	3.33	36.65	0.15	2.35	2.28	0.15	0.05	0.19	41.82
	Apprentice 3rd Year	90%	37.49	3.75	41.24	0.15	2.35	2.28	0.15	0.05	0.19	46.41
	Welder											
	General Foreman	125%	49.71	4.97	54.68	0.15	2.35	2.28	0.15	0.05	0.19	59.85
	Foreman	115%	45.74	4.57	50.31	0.15	2.35	2.28	0.15	0.05	0.19	55.48
	Lead Hand	105%	41.76	4.18	45.94	0.15	2.35	2.28	0.15	0.05	0.19	51.11
	Journeyman	100%	39.77	3.98	43.75	0.15	2.35	2.28	0.15	0.05	0.19	48.92
	Scaffolder											
	General Foreman	125%	45.34	4.53	49.87	0.15	2.35	2.28	0.15	0.05	0.19	55.04
	Foreman	115%	41.71	4.17	45.88	0.15	2.35	2.28	0.15	0.05	0.19	51.05
	Lead Hand	105%	38.08	3.81	41.89	0.15	2.35	2.28	0.15	0.05	0.19	47.06
	Journeyman	100%	36.27	3.63	39.90	0.15	2.35	2.28	0.15	0.05	0.19	45.07
	Apprentice 1st Year	60%	21.76	2.18	23.94	0.15	2.35	2.28	0.15	0.05	0.19	29.11
	Apprentice 2nd Year	70%	25.39	2.54	27.93	0.15	2.35	2.28	0.15	0.05	0.19	33.10
	Apprentice 3rd Year	80%	29.02	2.90	31.92	0.15	2.35	2.28	0.15	0.05	0.19	37.09
	Apprentice 4th Year	90%	32.64	3.26	35.90	0.15	2.35	2.28	0.15	0.05	0.19	41.07

CMAW CONSTRUCTION MAINTENANCE AND ALLIED WORKERS CANADA

CMAW Labour rates for Maintenance

Valid from July 1, 2021 to December 31, 2021

	TRADE CLASSIFICATION	%	BASE RATE	VACATION	TOTAL EARNINGS	BOOT ALLOWANCE	EMPLOYER CONTRIBUTIONS					TOTAL
							H&W	PENSION	APPR TRAINING	CMAW MBR ASSIST	ADMIN FUND	
				10%		0.15	2.35	2.28	0.15	0.05	0.19	
Insulator												
	General Foreman	125%	45.34	4.53	49.87	0.15	2.35	2.28	0.15	0.05	0.19	55.04
	Foreman	115%	41.71	4.17	45.88	0.15	2.35	2.28	0.15	0.05	0.19	51.05
	Lead Hand	105%	38.08	3.81	41.89	0.15	2.35	2.28	0.15	0.05	0.19	47.06
	Journeyman	100%	36.27	3.63	39.90	0.15	2.35	2.28	0.15	0.05	0.19	45.07
	Apprentice 1st Year	60%	21.76	2.18	23.94	0.15	2.35	2.28	0.15	0.05	0.19	29.11
	Apprentice 2nd Year	70%	25.39	2.54	27.93	0.15	2.35	2.28	0.15	0.05	0.19	33.10
	Apprentice 3rd Year	80%	29.02	2.90	31.92	0.15	2.35	2.28	0.15	0.05	0.19	37.09
	Apprentice 4th Year	90%	32.64	3.26	35.90	0.15	2.35	2.28	0.15	0.05	0.19	41.07
Painter, Cement Finisher												
	General Foreman	125%	49.71	4.97	54.68	0.15	2.35	2.28	0.15	0.05	0.19	59.85
	Foreman	115%	45.74	4.57	50.31	0.15	2.35	2.28	0.15	0.05	0.19	55.48
	Lead Hand	105%	41.76	4.18	45.94	0.15	2.35	2.28	0.15	0.05	0.19	51.11
	Journeyman	100%	39.77	3.98	43.75	0.15	2.35	2.28	0.15	0.05	0.19	48.92
	Apprentice 1st Year	70%	27.84	2.78	30.62	0.15	2.35	2.28	0.15	0.05	0.19	35.79
	Apprentice 2nd Year	80%	31.82	3.18	35.00	0.15	2.35	2.28	0.15	0.05	0.19	40.17
	Apprentice 3rd Year	90%	35.79	3.58	39.37	0.15	2.35	2.28	0.15	0.05	0.19	44.54
Carpenter, Mechanic, Reinforcing Ironworker, Roofer, Sheetmetal Worker												
	General Foreman	125%	49.71	4.97	54.68	0.15	2.35	2.28	0.15	0.05	0.19	59.85
	Foreman	115%	45.74	4.57	50.31	0.15	2.35	2.28	0.15	0.05	0.19	55.48
	Lead Hand	105%	41.76	4.18	45.94	0.15	2.35	2.28	0.15	0.05	0.19	51.11
	Journeyman	100%	39.77	3.98	43.75	0.15	2.35	2.28	0.15	0.05	0.19	48.92
	Apprentice 1st Year	60%	23.86	2.39	26.25	0.15	2.35	2.28	0.15	0.05	0.19	31.42
	Apprentice 2nd Year	70%	27.84	2.78	30.62	0.15	2.35	2.28	0.15	0.05	0.19	35.79
	Apprentice 3rd Year	80%	31.82	3.18	35.00	0.15	2.35	2.28	0.15	0.05	0.19	40.17
	Apprentice 4th Year	90%	35.79	3.58	39.37	0.15	2.35	2.28	0.15	0.05	0.19	44.54
Operator Mobile Crane +250 T												
	General Foreman	125%	52.68	5.27	57.95	0.15	2.35	2.28	0.15	0.05	0.19	63.12
	Foreman	115%	48.46	4.85	53.31	0.15	2.35	2.28	0.15	0.05	0.19	58.48
	Lead Hand	105%	44.25	4.42	48.67	0.15	2.35	2.28	0.15	0.05	0.19	53.84
	Journeyman	100%	42.14	4.21	46.35	0.15	2.35	2.28	0.15	0.05	0.19	51.52
	Apprentice 1st Year	70%	29.50	2.95	32.45	0.15	2.35	2.28	0.15	0.05	0.19	37.62
	Apprentice 2nd Year	80%	33.71	3.37	37.08	0.15	2.35	2.28	0.15	0.05	0.19	42.25
	Apprentice 3rd Year	90%	37.93	3.79	41.72	0.15	2.35	2.28	0.15	0.05	0.19	46.89
Rig Welder												
	Welders B Pressure w/Rig		91.38		91.38							91.38
	Welders w/Rig		89.13		89.13							89.13
Labourer												
	Foreman	115%	31.20	3.12	34.32	0.15	2.35	2.28	0.15	0.05	0.19	39.49
	Skilled	100%	27.13	2.71	29.84	0.15	2.35	2.28	0.15	0.05	0.19	35.01
	Intermediate		23.67	2.37	26.04	0.15	2.35	2.28	0.15	0.05	0.19	31.21
	Entry Level		21.26	2.13	23.39	0.15	2.35	2.28	0.15	0.05	0.19	28.56

CMAW CONSTRUCTION MAINTENANCE AND ALLIED WORKERS CANADA

CMAW Labour rates for Maintenance

Valid from January 1, 2022 to June 30, 2022

	TRADE CLASSIFICATION	%	BASE RATE	VACATION	TOTAL EARNINGS	BOOT ALLOWANCE	EMPLOYER CONTRIBUTIONS					TOTAL COST
							H&W	PENSION	APPR TRAINING	CMAW MBR ASSIST	ADMIN FUND	
	Regular time			10%		0.15	2.45	2.84	0.15	0.05	0.19	
Pipefitter, Millwright, Ironworker-Structural, Electrician, Instrument Technician, Heavy Duty Mechanic, Elevator Constructor, Refrigeration Mechanic												
	General Foreman	125%	53.75	5.38	59.13	0.15	2.45	2.84	0.15	0.05	0.19	64.96
	Foreman	115%	49.45	4.95	54.40	0.15	2.45	2.84	0.15	0.05	0.19	60.23
	Lead Hand	105%	45.15	4.52	49.67	0.15	2.45	2.84	0.15	0.05	0.19	55.50
	Journeyman	100%	43.00	4.30	47.30	0.15	2.45	2.84	0.15	0.05	0.19	53.13
	Apprentice 1st Year	60%	25.80	2.58	28.38	0.15	2.45	2.84	0.15	0.05	0.19	34.21
	Apprentice 2nd Year	70%	30.10	3.01	33.11	0.15	2.45	2.84	0.15	0.05	0.19	38.94
	Apprentice 3rd Year	80%	34.40	3.44	37.84	0.15	2.45	2.84	0.15	0.05	0.19	43.67
	Apprentice 4th Year	90%	38.70	3.87	42.57	0.15	2.45	2.84	0.15	0.05	0.19	48.40
Welder B-Pressure, Boilermaker, Gas Fitter 1st Class, Plumber, Steam Fitter, Sprinkler Fitter, Operator Mobile Crane 50-249 T												
	General Foreman	125%	53.75	5.38	59.13	0.15	2.45	2.84	0.15	0.05	0.19	64.96
	Foreman	115%	49.45	4.95	54.40	0.15	2.45	2.84	0.15	0.05	0.19	60.23
	Lead Hand	105%	45.15	4.52	49.67	0.15	2.45	2.84	0.15	0.05	0.19	55.50
	Journeyman	100%	43.00	4.30	47.30	0.15	2.45	2.84	0.15	0.05	0.19	53.13
	Apprentice 1st Year	70%	30.10	3.01	33.11	0.15	2.45	2.84	0.15	0.05	0.19	38.94
	Apprentice 2nd Year	80%	34.40	3.44	37.84	0.15	2.45	2.84	0.15	0.05	0.19	43.67
	Apprentice 3rd Year	90%	38.70	3.87	42.57	0.15	2.45	2.84	0.15	0.05	0.19	48.40
Welder												
	General Foreman	125%	51.33	5.13	56.46	0.15	2.45	2.84	0.15	0.05	0.19	62.29
	Foreman	115%	47.22	4.72	51.94	0.15	2.45	2.84	0.15	0.05	0.19	57.77
	Lead Hand	105%	43.11	4.31	47.42	0.15	2.45	2.84	0.15	0.05	0.19	53.25
	Journeyman	100%	41.06	4.11	45.17	0.15	2.45	2.84	0.15	0.05	0.19	51.00
Scaffolder												
	General Foreman	125%	46.81	4.68	51.49	0.15	2.45	2.84	0.15	0.05	0.19	57.32
	Foreman	115%	43.07	4.31	47.38	0.15	2.45	2.84	0.15	0.05	0.19	53.21
	Lead Hand	105%	39.32	3.93	43.25	0.15	2.45	2.84	0.15	0.05	0.19	49.08
	Journeyman	100%	37.45	3.75	41.20	0.15	2.45	2.84	0.15	0.05	0.19	47.03
	Apprentice 1st Year	60%	22.47	2.25	24.72	0.15	2.45	2.84	0.15	0.05	0.19	30.55
	Apprentice 2nd Year	70%	26.22	2.62	28.84	0.15	2.45	2.84	0.15	0.05	0.19	34.67
	Apprentice 3rd Year	80%	29.96	3.00	32.96	0.15	2.45	2.84	0.15	0.05	0.19	38.79
	Apprentice 4th Year	90%	33.71	3.37	37.08	0.15	2.45	2.84	0.15	0.05	0.19	42.91

CMAW CONSTRUCTION MAINTENANCE AND ALLIED WORKERS CANADA

CMAW Labour rates for Maintenance

Valid from January 1, 2022 to June 30, 2022

	TRADE CLASSIFICATION	%	BASE RATE	VACATION	TOTAL EARNINGS	BOOT ALLOWANCE	EMPLOYER CONTRIBUTIONS					TOTAL COST
							H&W	PENSION	APPR TRAINING	CMAW MBR ASSIST	ADMIN FUND	
				10%		0.15	2.45	2.84	0.15	0.05	0.19	
Insulator												
	General Foreman	125%	46.81	4.68	51.49	0.15	2.45	2.84	0.15	0.05	0.19	57.32
	Foreman	115%	43.07	4.31	47.38	0.15	2.45	2.84	0.15	0.05	0.19	53.21
	Lead Hand	105%	39.32	3.93	43.25	0.15	2.45	2.84	0.15	0.05	0.19	49.08
	Journeyman	100%	37.45	3.75	41.20	0.15	2.45	2.84	0.15	0.05	0.19	47.03
	Apprentice 1st Year	60%	22.47	2.25	24.72	0.15	2.45	2.84	0.15	0.05	0.19	30.55
	Apprentice 2nd Year	70%	26.22	2.62	28.84	0.15	2.45	2.84	0.15	0.05	0.19	34.67
	Apprentice 3rd Year	80%	29.96	3.00	32.96	0.15	2.45	2.84	0.15	0.05	0.19	38.79
	Apprentice 4th Year	90%	33.71	3.37	37.08	0.15	2.45	2.84	0.15	0.05	0.19	42.91
Painter, Cement Finisher												
	General Foreman	125%	51.33	5.13	56.46	0.15	2.45	2.84	0.15	0.05	0.19	62.29
	Foreman	115%	47.22	4.72	51.94	0.15	2.45	2.84	0.15	0.05	0.19	57.77
	Lead Hand	105%	43.11	4.31	47.42	0.15	2.45	2.84	0.15	0.05	0.19	53.25
	Journeyman	100%	41.06	4.11	45.17	0.15	2.45	2.84	0.15	0.05	0.19	51.00
	Apprentice 1st Year	70%	28.74	2.87	31.61	0.15	2.45	2.84	0.15	0.05	0.19	37.44
	Apprentice 2nd Year	80%	32.85	3.29	36.14	0.15	2.45	2.84	0.15	0.05	0.19	41.97
	Apprentice 3rd Year	90%	36.95	3.70	40.65	0.15	2.45	2.84	0.15	0.05	0.19	46.48
Carpenter, Mechanic, Reinforcing Ironworker, Roofer, Sheetmetal Worker												
	General Foreman	125%	51.33	5.13	56.46	0.15	2.45	2.84	0.15	0.05	0.19	62.29
	Foreman	115%	47.22	4.72	51.94	0.15	2.45	2.84	0.15	0.05	0.19	57.77
	Lead Hand	105%	43.11	4.31	47.42	0.15	2.45	2.84	0.15	0.05	0.19	53.25
	Journeyman	100%	41.06	4.11	45.17	0.15	2.45	2.84	0.15	0.05	0.19	51.00
	Apprentice 1st Year	60%	24.64	2.46	27.10	0.15	2.45	2.84	0.15	0.05	0.19	32.93
	Apprentice 2nd Year	70%	28.74	2.87	31.61	0.15	2.45	2.84	0.15	0.05	0.19	37.44
	Apprentice 3rd Year	80%	32.85	3.29	36.14	0.15	2.45	2.84	0.15	0.05	0.19	41.97
	Apprentice 4th Year	90%	36.95	3.70	40.65	0.15	2.45	2.84	0.15	0.05	0.19	46.48
Operator Mobile Crane +250 T												
	General Foreman	125%	54.38	5.44	59.82	0.15	2.45	2.84	0.15	0.05	0.19	65.65
	Foreman	115%	50.03	5.00	55.03	0.15	2.45	2.84	0.15	0.05	0.19	60.86
	Lead Hand	105%	45.68	4.57	50.25	0.15	2.45	2.84	0.15	0.05	0.19	56.08
	Journeyman	100%	43.50	4.35	47.85	0.15	2.45	2.84	0.15	0.05	0.19	53.68
	Apprentice 1st Year	70%	30.45	3.05	33.50	0.15	2.45	2.84	0.15	0.05	0.19	39.33
	Apprentice 2nd Year	80%	34.80	3.48	38.28	0.15	2.45	2.84	0.15	0.05	0.19	44.11
	Apprentice 3rd Year	90%	39.15	3.92	43.07	0.15	2.45	2.84	0.15	0.05	0.19	48.90
Rig Welder												
	Welders B Pressure w/Rig		94.34		94.34							94.34
	Welders w/Rig		92.01		92.01							92.01
Labourer												
	Foreman	115%	32.21	3.22	35.43	0.15	2.45	2.84	0.15	0.05	0.19	41.26
	Skilled	100%	28.01	2.80	30.81	0.15	2.45	2.84	0.15	0.05	0.19	36.64
	Intermediate		24.43	2.44	26.87	0.15	2.45	2.84	0.15	0.05	0.19	32.70
	Entry Level		21.95	2.19	24.14	0.15	2.45	2.84	0.15	0.05	0.19	29.97

CMAW CONSTRUCTION MAINTENANCE AND ALLIED WORKERS CANADA															
CMAW Labour rates for Maintenance															
<u>Valid from January 1, 2022 to June 30, 2022</u>															
												EMPLOYER CONTRIBUTIONS			
	TRADE CLASSIFICATION	%	BASE RATE	VACATION	TOTAL EARNINGS	BOOT ALLOWANCE	H&W	PENSION	APPR TRAINING	CMAW MBR ASSIST	ADMIN FUND	TOTAL COST			
				10%		0.15	2.45	2.84	0.15	0.05	0.19				
Equipment Operator (Light)															
	Foreman	115%	39.05	3.91	42.96	0.15	2.45	2.84	0.15	0.05	0.19	48.79			
	Equipment Operator (Light)	100%	33.96	3.40	37.36	0.15	2.45	2.84	0.15	0.05	0.19	43.19			
Boom Truck Operator															
	Operator - Boom Truck	100%	41.06	4.11	45.17	0.15	2.45	2.84	0.15	0.05	0.19	51.00			
	Apprentice 1st Year	70%	28.74	2.87	31.61	0.15	2.45	2.84	0.15	0.05	0.19	37.44			
	Apprentice 2nd Year	80%	32.85	3.28	36.13	0.15	2.45	2.84	0.15	0.05	0.19	41.96			
Crane Operator															
	Operator Crane - 0-49T	100%	42.39	4.24	46.63	0.15	2.45	2.84	0.15	0.05	0.19	52.46			
	Apprentice 1st Year	70%	29.67	2.97	32.64	0.15	2.45	2.84	0.15	0.05	0.19	38.47			
	Apprentice 2nd Year	80%	33.91	3.39	37.30	0.15	2.45	2.84	0.15	0.05	0.19	43.13			
	Apprentice 3rd Year	90%	38.15	3.82	41.97	0.15	2.45	2.84	0.15	0.05	0.19	47.80			
Other															
	Bricklayer - Masonry		41.06	4.11	45.17	0.15	2.45	2.84	0.15	0.05	0.19	51.00			
	Bricklayer - Refractory		43.00	4.30	47.30	0.15	2.45	2.84	0.15	0.05	0.19	53.13			
	Cladder		41.06	4.11	45.17	0.15	2.45	2.84	0.15	0.05	0.19	51.00			
	Decker		41.06	4.11	45.17	0.15	2.45	2.84	0.15	0.05	0.19	51.00			
	Operator Equipment - Heavy		41.06	4.11	45.17	0.15	2.45	2.84	0.15	0.05	0.19	51.00			
	Plasterer		41.06	4.11	45.17	0.15	2.45	2.84	0.15	0.05	0.19	51.00			
	Sheeter		41.06	4.11	45.17	0.15	2.45	2.84	0.15	0.05	0.19	51.00			
	Lat. Int System Mech.		41.06	4.11	45.17	0.15	2.45	2.84	0.15	0.05	0.19	51.00			
	Truck Driver - Basic		27.40	2.74	30.14	0.15	2.45	2.84	0.15	0.05	0.19	35.97			
	Truck Driver - Intermediate		36.91	3.69	40.60	0.15	2.45	2.84	0.15	0.05	0.19	46.43			
	Truck Driver - Heavy		41.06	4.11	45.17	0.15	2.45	2.84	0.15	0.05	0.19	51.00			
	Analyzer Tech		43.00	4.30	47.30	0.15	2.45	2.84	0.15	0.05	0.19	53.13			
	Machinist		43.00	4.30	47.30	0.15	2.45	2.84	0.15	0.05	0.19	53.13			
	Material Handler Level One		32.63	3.26	35.89	0.15	2.45	2.84	0.15	0.05	0.19	41.72			
	Material Handler Level Two		35.86	3.59	39.45	0.15	2.45	2.84	0.15	0.05	0.19	45.28			
	EHT Specialist		49.45	4.95	54.40	0.15	2.45	2.84	0.15	0.05	0.19	60.23			
PREMIUMS															
	Night Shift		4.00		4.00							4.00			
	Chief Steward		3.00		3.00							3.00			
	Steward		2.00		2.00							2.00			
	Construction Safety Officer (ACSA)		1.25		1.25							1.25			
	Multi-Skilling		1.00		1.00							1.00			
	Alloy Welder		3.00		3.00							3.00			
	Leadership for Safety Excellence (LSE)		0.50		0.50							0.50			
	First Aid Ticket W/CPR		0.50		0.50							0.50			
	Crane - Friction, Brake & Clutch System		0.50		0.50							0.50			
	Electrician Splicing Premium		1.00		1.00							1.00			

CMAW CONSTRUCTION MAINTENANCE AND ALLIED WORKERS CANADA

CMAW Labour rates for Maintenance

Valid from July 1, 2022 to December 31, 2022

TRADE CLASSIFICATION	BASE RATE	VACATION	TOTAL EARNINGS	BOOT ALLOWANCE	EMPLOYER CONTRIBUTIONS						TOTAL
					H&W	PENSION	APPR TRAINING	CMAW MBR ASSIST	ADMIN FUND		
Regular time		10%		0.20	2.45	3.34	0.20	0.05	0.19		
Pipefitter, Millwright, Ironworker-Structural, Electrician, Instrument Technician, Heavy Duty Mechanic, Elevator Constructor, Refrigeration Mechanic											
General Foreman	125%	54.69	5.47	60.16	0.20	2.45	3.34	0.20	0.05	0.19	66.59
Foreman	115%	50.31	5.03	55.34	0.20	2.45	3.34	0.20	0.05	0.19	61.77
Lead Hand	105%	45.94	4.59	50.53	0.20	2.45	3.34	0.20	0.05	0.19	56.96
Journeyman	100%	43.75	4.38	48.13	0.20	2.45	3.34	0.20	0.05	0.19	54.56
Apprentice 1st Year	60%	26.25	2.63	28.88	0.20	2.45	3.34	0.20	0.05	0.19	35.31
Apprentice 2nd Year	70%	30.63	3.06	33.69	0.20	2.45	3.34	0.20	0.05	0.19	40.12
Apprentice 3rd Year	80%	35.00	3.50	38.50	0.20	2.45	3.34	0.20	0.05	0.19	44.93
Apprentice 4th Year	90%	39.38	3.94	43.32	0.20	2.45	3.34	0.20	0.05	0.19	49.75
Welder B-Pressure, Boilermaker, Gas Fitter 1st Class, Plumber, Steam Fitter, Sprinkler Fitter, Operator Mobile Crane 50-249 T											
General Foreman	125%	54.69	5.47	60.16	0.20	2.45	3.34	0.20	0.05	0.19	66.59
Foreman	115%	50.31	5.03	55.34	0.20	2.45	3.34	0.20	0.05	0.19	61.77
Lead Hand	105%	45.94	4.59	50.53	0.20	2.45	3.34	0.20	0.05	0.19	56.96
Journeyman	100%	43.75	4.38	48.13	0.20	2.45	3.34	0.20	0.05	0.19	54.56
Apprentice 1st Year	70%	30.63	3.06	33.69	0.20	2.45	3.34	0.20	0.05	0.19	40.12
Apprentice 2nd Year	80%	35.00	3.50	38.50	0.20	2.45	3.34	0.20	0.05	0.19	44.93
Apprentice 3rd Year	90%	39.38	3.94	43.32	0.20	2.45	3.34	0.20	0.05	0.19	49.75
Welder											
General Foreman	125%	52.23	5.22	57.45	0.20	2.45	3.34	0.20	0.05	0.19	63.88
Foreman	115%	48.05	4.80	52.85	0.20	2.45	3.34	0.20	0.05	0.19	59.28
Lead Hand	105%	43.87	4.39	48.26	0.20	2.45	3.34	0.20	0.05	0.19	54.69
Journeyman	100%	41.78	4.18	45.96	0.20	2.45	3.34	0.20	0.05	0.19	52.39
Scaffolder											
General Foreman	125%	47.63	4.76	52.39	0.20	2.45	3.34	0.20	0.05	0.19	58.82
Foreman	115%	43.82	4.38	48.20	0.20	2.45	3.34	0.20	0.05	0.19	54.63
Lead Hand	105%	40.01	4.00	44.01	0.20	2.45	3.34	0.20	0.05	0.19	50.44
Journeyman	100%	38.10	3.81	41.91	0.20	2.45	3.34	0.20	0.05	0.19	48.34
Apprentice 1st Year	60%	22.86	2.29	25.15	0.20	2.45	3.34	0.20	0.05	0.19	31.58
Apprentice 2nd Year	70%	26.67	2.67	29.34	0.20	2.45	3.34	0.20	0.05	0.19	35.77
Apprentice 3rd Year	80%	30.48	3.05	33.53	0.20	2.45	3.34	0.20	0.05	0.19	39.96
Apprentice 4th Year	90%	34.29	3.43	37.72	0.20	2.45	3.34	0.20	0.05	0.19	44.15

CMAW CONSTRUCTION MAINTENANCE AND ALLIED WORKERS CANADA													
CMAW Labour rates for Maintenance													
<u>Valid from July 1, 2022 to December 31, 2022</u>													
	TRADE CLASSIFICATION		BASE RATE	VACATION	TOTAL EARNINGS	BOOT ALLOWANCE	EMPLOYER CONTRIBUTIONS					TOTAL	
							10%	H&W	PENSION	APPR TRAINING	CMAW MBR ASSIST		ADMIN FUND
				10%		0.20	2.45	3.34	0.20	0.05	0.19		
Insulator													
	General Foreman	125%	47.63	4.76	52.39	0.20	2.45	3.34	0.20	0.05	0.19	58.82	
	Foreman	115%	43.82	4.38	48.20	0.20	2.45	3.34	0.20	0.05	0.19	54.63	
	Lead Hand	105%	40.01	4.00	44.01	0.20	2.45	3.34	0.20	0.05	0.19	50.44	
	Journeyman	100%	38.10	3.81	41.91	0.20	2.45	3.34	0.20	0.05	0.19	48.34	
	Apprentice 1st Year	60%	22.86	2.29	25.15	0.20	2.45	3.34	0.20	0.05	0.19	31.58	
	Apprentice 2nd Year	70%	26.67	2.67	29.34	0.20	2.45	3.34	0.20	0.05	0.19	35.77	
	Apprentice 3rd Year	80%	30.48	3.05	33.53	0.20	2.45	3.34	0.20	0.05	0.19	39.96	
	Apprentice 4th Year	90%	34.29	3.43	37.72	0.20	2.45	3.34	0.20	0.05	0.19	44.15	
Painter, Cement Finisher													
	General Foreman	125%	52.23	5.22	57.45	0.20	2.45	3.34	0.20	0.05	0.19	63.88	
	Foreman	115%	48.05	4.80	52.85	0.20	2.45	3.34	0.20	0.05	0.19	59.28	
	Lead Hand	105%	43.87	4.39	48.26	0.20	2.45	3.34	0.20	0.05	0.19	54.69	
	Journeyman	100%	41.78	4.18	45.96	0.20	2.45	3.34	0.20	0.05	0.19	52.39	
	Apprentice 1st Year	70%	29.25	2.93	32.18	0.20	2.45	3.34	0.20	0.05	0.19	38.61	
	Apprentice 2nd Year	80%	33.42	3.34	36.76	0.20	2.45	3.34	0.20	0.05	0.19	43.19	
	Apprentice 3rd Year	90%	37.60	3.76	41.36	0.20	2.45	3.34	0.20	0.05	0.19	47.79	
Carpenter, Mechanic, Reinforcing Ironworker, Roofer, Sheetmetal Worker													
	General Foreman	125%	52.23	5.22	57.45	0.20	2.45	3.34	0.20	0.05	0.19	63.88	
	Foreman	115%	48.05	4.80	52.85	0.20	2.45	3.34	0.20	0.05	0.19	59.28	
	Lead Hand	105%	43.87	4.39	48.26	0.20	2.45	3.34	0.20	0.05	0.19	54.69	
	Journeyman	100%	41.78	4.18	45.96	0.20	2.45	3.34	0.20	0.05	0.19	52.39	
	Apprentice 1st Year	60%	25.07	2.51	27.58	0.20	2.45	3.34	0.20	0.05	0.19	34.01	
	Apprentice 2nd Year	70%	29.25	2.93	32.18	0.20	2.45	3.34	0.20	0.05	0.19	38.61	
	Apprentice 3rd Year	80%	33.42	3.34	36.76	0.20	2.45	3.34	0.20	0.05	0.19	43.19	
	Apprentice 4th Year	90%	37.60	3.76	41.36	0.20	2.45	3.34	0.20	0.05	0.19	47.79	
Operator Mobile Crane +250 T													
	General Foreman	125%	55.33	5.53	60.86	0.20	2.45	3.34	0.20	0.05	0.19	67.29	
	Foreman	115%	50.90	5.09	55.99	0.20	2.45	3.34	0.20	0.05	0.19	62.42	
	Lead Hand	105%	46.47	4.65	51.12	0.20	2.45	3.34	0.20	0.05	0.19	57.55	
	Journeyman	100%	44.26	4.43	48.69	0.20	2.45	3.34	0.20	0.05	0.19	55.12	
	Apprentice 1st Year	70%	30.98	3.10	34.08	0.20	2.45	3.34	0.20	0.05	0.19	40.51	
	Apprentice 2nd Year	80%	35.41	3.54	38.95	0.20	2.45	3.34	0.20	0.05	0.19	45.38	
	Apprentice 3rd Year	90%	39.83	3.98	43.81	0.20	2.45	3.34	0.20	0.05	0.19	50.24	
Rig Welder													
	Welders B Pressure w/Rig		95.98		95.98							95.98	
	Welders w/Rig		93.62		93.62							93.62	
Labourer													
	Foreman	115%	32.76	3.28	36.04	0.20	2.45	3.34	0.20	0.05	0.19	42.47	
	Skilled	100%	28.49	2.85	31.34	0.20	2.45	3.34	0.20	0.05	0.19	37.77	
	Intermediate		24.85	2.49	27.34	0.20	2.45	3.34	0.20	0.05	0.19	33.77	
	Entry Level		22.33	2.23	24.56	0.20	2.45	3.34	0.20	0.05	0.19	30.99	

CMAW CONSTRUCTION MAINTENANCE AND ALLIED WORKERS CANADA

CMAW Labour rates for Maintenance

Valid from January 1, 2023 to December 31, 2023

TRADE CLASSIFICATION	%	BASE RATE	VACATION	TOTAL EARNINGS	BOOT ALLOWANCE	H&W	EMPLOYER CONTRIBUTIONS					TOTAL
							PENSION	APPR TRAINING	CMAW MBR ASSIST	ADMIN FUND		
Regular time			10%		0.20	2.45	3.84	0.20	0.05	0.19		
Pipefitter, Millwright, Ironworker-Structural, Electrician, Instrument Technician, Heavy Duty Mechanic, Elevator Constructor, Refrigeration Mechanic												
General Foreman	125%	55.31	5.53	60.84	0.20	2.45	3.84	0.20	0.05	0.19	67.77	
Foreman	115%	50.89	5.09	55.98	0.20	2.45	3.84	0.20	0.05	0.19	62.91	
Lead Hand	105%	46.46	4.65	51.11	0.20	2.45	3.84	0.20	0.05	0.19	58.04	
Journeyman	100%	44.25	4.43	48.68	0.20	2.45	3.84	0.20	0.05	0.19	55.61	
Apprentice 1st Year	60%	26.55	2.66	29.21	0.20	2.45	3.84	0.20	0.05	0.19	36.14	
Apprentice 2nd Year	70%	30.98	3.10	34.08	0.20	2.45	3.84	0.20	0.05	0.19	41.01	
Apprentice 3rd Year	80%	35.40	3.54	38.94	0.20	2.45	3.84	0.20	0.05	0.19	45.87	
Apprentice 4th Year	90%	39.83	3.98	43.81	0.20	2.45	3.84	0.20	0.05	0.19	50.74	
Welder B-Pressure, Boilermaker, Gas Fitter 1st Class, Plumber, Steam Fitter, Sprinkler Fitter, Operator Mobile Crane 50-249 T												
General Foreman	125%	55.31	5.53	60.84	0.20	2.45	3.84	0.20	0.05	0.19	67.77	
Foreman	115%	50.89	5.09	55.98	0.20	2.45	3.84	0.20	0.05	0.19	62.91	
Lead Hand	105%	46.46	4.65	51.11	0.20	2.45	3.84	0.20	0.05	0.19	58.04	
Journeyman	100%	44.25	4.43	48.68	0.20	2.45	3.84	0.20	0.05	0.19	55.61	
Apprentice 1st Year	70%	30.98	3.10	34.08	0.20	2.45	3.84	0.20	0.05	0.19	41.01	
Apprentice 2nd Year	80%	35.40	3.54	38.94	0.20	2.45	3.84	0.20	0.05	0.19	45.87	
Apprentice 3rd Year	90%	39.83	3.98	43.81	0.20	2.45	3.84	0.20	0.05	0.19	50.74	
Welder												
General Foreman	125%	52.81	5.28	58.09	0.20	2.45	3.84	0.20	0.05	0.19	65.02	
Foreman	115%	48.59	4.86	53.45	0.20	2.45	3.84	0.20	0.05	0.19	60.38	
Lead Hand	105%	44.36	4.44	48.80	0.20	2.45	3.84	0.20	0.05	0.19	55.73	
Journeyman	100%	42.25	4.23	46.48	0.20	2.45	3.84	0.20	0.05	0.19	53.41	
Scaffolder												
General Foreman	125%	48.16	4.82	52.98	0.20	2.45	3.84	0.20	0.05	0.19	59.91	
Foreman	115%	44.31	4.43	48.74	0.20	2.45	3.84	0.20	0.05	0.19	55.67	
Lead Hand	105%	40.46	4.05	44.51	0.20	2.45	3.84	0.20	0.05	0.19	51.44	
Journeyman	100%	38.53	3.85	42.38	0.20	2.45	3.84	0.20	0.05	0.19	49.31	
Apprentice 1st Year	60%	23.12	2.31	25.43	0.20	2.45	3.84	0.20	0.05	0.19	32.36	
Apprentice 2nd Year	70%	26.97	2.70	29.67	0.20	2.45	3.84	0.20	0.05	0.19	36.60	
Apprentice 3rd Year	80%	30.82	3.08	33.90	0.20	2.45	3.84	0.20	0.05	0.19	40.83	
Apprentice 4th Year	90%	34.68	3.47	38.15	0.20	2.45	3.84	0.20	0.05	0.19	45.08	

CONSTRUCTION MAINTENANCE AND ALLIED WORKERS CANADA														
CMAW Labour rates for Maintenance														
<u>Valid from January 1, 2023 to December 31, 2023</u>														
												EMPLOYER CONTRIBUTIONS		
	TRADE CLASSIFICATION	%	BASE RATE	VACATION	TOTAL EARNINGS	BOOT ALLOWANCE	H&W	PENSION	APPR TRAINING	CMAW MBR ASSIST	ADMIN FUND	TOTAL		
				10%		0.20	2.45	3.84	0.20	0.05	0.19			
Insulator														
	General Foreman	125%	48.16	4.82	52.98	0.20	2.45	3.84	0.20	0.05	0.19	59.91		
	Foreman	115%	44.31	4.43	48.74	0.20	2.45	3.84	0.20	0.05	0.19	55.67		
	Lead Hand	105%	40.46	4.05	44.51	0.20	2.45	3.84	0.20	0.05	0.19	51.44		
	Journeyman	100%	38.53	3.85	42.38	0.20	2.45	3.84	0.20	0.05	0.19	49.31		
	Apprentice 1st Year	60%	23.12	2.31	25.43	0.20	2.45	3.84	0.20	0.05	0.19	32.36		
	Apprentice 2nd Year	70%	26.97	2.70	29.67	0.20	2.45	3.84	0.20	0.05	0.19	36.60		
	Apprentice 3rd Year	80%	30.82	3.08	33.90	0.20	2.45	3.84	0.20	0.05	0.19	40.83		
	Apprentice 4th Year	90%	34.68	3.47	38.15	0.20	2.45	3.84	0.20	0.05	0.19	45.08		
Painter, Cement Finisher														
	General Foreman	125%	52.81	5.28	58.09	0.20	2.45	3.84	0.20	0.05	0.19	65.02		
	Foreman	115%	48.59	4.86	53.45	0.20	2.45	3.84	0.20	0.05	0.19	60.38		
	Lead Hand	105%	44.36	4.44	48.80	0.20	2.45	3.84	0.20	0.05	0.19	55.73		
	Journeyman	100%	42.25	4.23	46.48	0.20	2.45	3.84	0.20	0.05	0.19	53.41		
	Apprentice 1st Year	70%	29.58	2.96	32.54	0.20	2.45	3.84	0.20	0.05	0.19	39.47		
	Apprentice 2nd Year	80%	33.80	3.38	37.18	0.20	2.45	3.84	0.20	0.05	0.19	44.11		
	Apprentice 3rd Year	90%	38.03	3.80	41.83	0.20	2.45	3.84	0.20	0.05	0.19	48.76		
Carpenter, Mechanic, Reinforcing Ironworker, Roofer, Sheetmetal Worker														
	General Foreman	125%	52.81	5.28	58.09	0.20	2.45	3.84	0.20	0.05	0.19	65.02		
	Foreman	115%	48.59	4.86	53.45	0.20	2.45	3.84	0.20	0.05	0.19	60.38		
	Lead Hand	105%	44.36	4.44	48.80	0.20	2.45	3.84	0.20	0.05	0.19	55.73		
	Journeyman	100%	42.25	4.23	46.48	0.20	2.45	3.84	0.20	0.05	0.19	53.41		
	Apprentice 1st Year	60%	25.35	2.54	27.89	0.20	2.45	3.84	0.20	0.05	0.19	34.82		
	Apprentice 2nd Year	70%	29.58	2.96	32.54	0.20	2.45	3.84	0.20	0.05	0.19	39.47		
	Apprentice 3rd Year	80%	33.80	3.38	37.18	0.20	2.45	3.84	0.20	0.05	0.19	44.11		
	Apprentice 4th Year	90%	38.03	3.80	41.83	0.20	2.45	3.84	0.20	0.05	0.19	48.76		
Operator Mobile Crane +250 T														
	General Foreman	125%	55.95	5.60	61.55	0.20	2.45	3.84	0.20	0.05	0.19	68.48		
	Foreman	115%	51.47	5.15	56.62	0.20	2.45	3.84	0.20	0.05	0.19	63.55		
	Lead Hand	105%	47.00	4.70	51.70	0.20	2.45	3.84	0.20	0.05	0.19	58.63		
	Journeyman	100%	44.76	4.48	49.24	0.20	2.45	3.84	0.20	0.05	0.19	56.17		
	Apprentice 1st Year	70%	31.33	3.13	34.46	0.20	2.45	3.84	0.20	0.05	0.19	41.39		
	Apprentice 2nd Year	80%	35.81	3.58	39.39	0.20	2.45	3.84	0.20	0.05	0.19	46.32		
	Apprentice 3rd Year	90%	40.28	4.03	44.31	0.20	2.45	3.84	0.20	0.05	0.19	51.24		
Rig Welder														
	Welders B Pressure w/Rig		97.08		97.08							97.08		
	Welders w/Rig		94.68		94.68							94.68		
Labourer														
	Foreman	115%	33.14	3.31	36.45	0.20	2.45	3.84	0.20	0.05	0.19	43.38		
	Skilled	100%	28.82	2.88	31.70	0.20	2.45	3.84	0.20	0.05	0.19	38.63		
	Intermediate		25.14	2.51	27.65	0.20	2.45	3.84	0.20	0.05	0.19	34.58		
	Entry Level		22.58	2.26	24.84	0.20	2.45	3.84	0.20	0.05	0.19	31.77		

CMAW CONSTRUCTION MAINTENANCE AND ALLIED WORKERS CANADA													
CMAW Labour rates for Maintenance													
<u>Valid from January 1, 2023 to December 31, 2023</u>													
											EMPLOYER CONTRIBUTIONS		
	TRADE CLASSIFICATION	%	BASE RATE	VACATION	TOTAL EARNINGS	BOOT ALLOWANCE	H&W	PENSION	APPR TRAINING	CMAW MBR ASSIST	ADMIN FUND	TOTAL	
				10%		0.20	2.45	3.84	0.20	0.05	0.19		
Equipment Operator (Light)													
	Foreman	115%	40.18	4.02	44.20	0.20	2.45	3.84	0.20	0.05	0.19	51.13	
	Equipment Operator (Light)	100%	34.94	3.49	38.43	0.20	2.45	3.84	0.20	0.05	0.19	45.36	
Boom Truck Operator													
	Operator - Boom Truck	100%	42.25	4.23	46.48	0.20	2.45	3.84	0.20	0.05	0.19	53.41	
	Apprentice 1st Year	70%	29.58	2.96	32.54	0.20	2.45	3.84	0.20	0.05	0.19	39.47	
	Apprentice 2nd Year	80%	33.80	3.38	37.18	0.20	2.45	3.84	0.20	0.05	0.19	44.11	
Crane Operator													
	Operator Crane - 0-49T	100%	43.62	4.36	47.98	0.20	2.45	3.84	0.20	0.05	0.19	54.91	
	Apprentice 1st Year	70%	30.53	3.05	33.58	0.20	2.45	3.84	0.20	0.05	0.19	40.51	
	Apprentice 2nd Year	80%	34.90	3.49	38.39	0.20	2.45	3.84	0.20	0.05	0.19	45.32	
	Apprentice 3rd Year	90%	39.26	3.93	43.19	0.20	2.45	3.84	0.20	0.05	0.19	50.12	
Other													
	Bricklayer - Masonry		42.25	4.23	46.48	0.20	2.45	3.84	0.20	0.05	0.19	53.41	
	Bricklayer - Refractory		44.25	4.43	48.68	0.20	2.45	3.84	0.20	0.05	0.19	55.61	
	Cladder		42.25	4.23	46.48	0.20	2.45	3.84	0.20	0.05	0.19	53.41	
	Decker		42.25	4.23	46.48	0.20	2.45	3.84	0.20	0.05	0.19	53.41	
	Operator Equipment - Heavy		42.25	4.23	46.48	0.20	2.45	3.84	0.20	0.05	0.19	53.41	
	Plasterer		42.25	4.23	46.48	0.20	2.45	3.84	0.20	0.05	0.19	53.41	
	Sheeter		42.25	4.23	46.48	0.20	2.45	3.84	0.20	0.05	0.19	53.41	
	Lat. Int System Mech.		42.25	4.23	46.48	0.20	2.45	3.84	0.20	0.05	0.19	53.41	
	Truck Driver - Basic		28.20	2.82	31.02	0.20	2.45	3.84	0.20	0.05	0.19	37.95	
	Truck Driver - Intermediate		37.98	3.80	41.78	0.20	2.45	3.84	0.20	0.05	0.19	48.71	
	Truck Driver - Heavy		42.25	4.23	46.48	0.20	2.45	3.84	0.20	0.05	0.19	53.41	
	Analyzer Tech		44.25	4.43	48.68	0.20	2.45	3.84	0.20	0.05	0.19	55.61	
	Machinist		44.25	4.43	48.68	0.20	2.45	3.84	0.20	0.05	0.19	55.61	
	Material Handler Level One		33.57	3.36	36.93	0.20	2.45	3.84	0.20	0.05	0.19	43.86	
	Material Handler Level Two		36.90	3.69	40.59	0.20	2.45	3.84	0.20	0.05	0.19	47.52	
	EHT Specialist		50.89	5.09	55.98	0.20	2.45	3.84	0.20	0.05	0.19	62.91	
	PREMIUMS												
	Night Shift		4.00		4.00							4.00	
	Chief Steward		3.00		3.00							3.00	
	Steward		2.00		2.00							2.00	
	Construction Safety Officer (ACSA)		1.25		1.25							1.25	
	Multi-Skilling		1.00		1.00							1.00	
	Alloy Welder		3.00		3.00							3.00	
	Leadership for Safety Excellence (LSE)		0.50		0.50							0.50	
	First Aid Ticket W/CPR		0.50		0.50							0.50	
	Crane - Friction, Brake & Clutch System		0.50		0.50							0.50	
	Electrician Splicing Premium		1.00		1.00							1.00	