

Collective Agreement

Between

North Island Students' Union Society

(Hereinafter referred to as the "Employer")

And

**Construction, Maintenance and Allied Workers
Canada (CMAW)**

(Hereinafter referred to as the "Union")

October 1, 2023, to September 30, 2026

COLLECTIVE AGREEMENT
BETWEEN
NORTH ISLAND STUDENTS' UNION SOCIETY (NISU)
(Hereinafter referred to as the "Employer")

AND
THE CONSTRUCTION, MAINTENANCE AND ALLIED WORKERS CANADA
representing those employees
who are affected by this agreement and
for whom the Union has been certified.
(Hereinafter referred to as the "Union")

WHEREAS it is the responsibility of both parties to this Agreement to promote the effective and efficient operation of this Students' Union recognizing meanwhile the parties' responsibilities and obligations each to the other;

AND

WHEREAS both parties desire to maintain a harmonious relationship between NISU and the employees, they have provided herein for matters of mutual interest.

NOW THEREFORE THIS AGREEMENT WITNESSETH that the parties agree each with the other as follows:

Between: the employer,
North Island Students' Union (hereafter referred to as "NISU") And:
the employees

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Section 1 – Objects and Definitions

- 1.1 The object of this agreement is to promote North Island Students' Union Society: Promote peace and harmony between the Company and the employees; facilitate the peaceful settlement of all disputes and grievances, prevent strikes and lockouts; and to avoid waste of time and unnecessary delays and expense in the settlement of disputes.
 - a) The Union acknowledges and agrees that there shall be no strikes, work stoppages, work slowdowns or other disruptive activities engaged in by the Union or by the Employees. In the event any such disruptive activity occurs; the Union will undertake to act immediately and instruct its Employee members to cease the disruptive activity. For purposes of this Agreement, October 1st 2023 to September 30th, 2026
 - b) The Company acknowledges and agrees that there shall be no lockout of employees. For the purpose of this Agreement, October 1st 2023 to September 30th 2026.

Section 2 – Effective Date and Duration

- 2.1 This Agreement shall be for the period from and including October 1, 2023, to and including September 30, 2026, and from year to year thereafter subject to the right of either party to this Agreement, within four (4) months immediately preceding the date of expiry of such Agreement, which is September 30, 2026, or immediately preceding the last day of April in any year thereafter, by written notice to require the other party to such Agreement to commence collective bargaining. There will be wage reopeners for effective dates June 1, 2024 and June 1, 2025.
- 2.2 Should either party give written notice to the other party pursuant hereto, this Agreement shall thereafter continue in full force and effect until the Union shall give notice of strike, or the Employer shall give notice of a lockout, or the parties shall conclude a renewal or revision of this Agreement, or a new collective agreement.
- 2.3 The operation of Section 50(2) and Section 50(3) of the Labour Relations Code are hereby excluded.

Section 3 – Extent

- 3.1 **Scope and Recognition**
This Agreement shall apply to all employees at and from 2300 Ryan Road

Courtenay, 3699 Roger Street, Port Alberni, and 1685 S Dogwood Street, Campbell River, BC except those excluded by the Code, employed by North Island Students' Union Society (North Island Students' Union) 2300 Ryan Road Courtenay, BC V9N 8N6.

The law, the certification, and this Agreement are the source of rights of the Union and any employee covered by this Agreement. The Employer recognizes the Union as the sole and exclusive bargaining agent for the employees as defined in the British Columbia Labour Relations Board certification order.

- 3.2 No person shall solicit membership in any other labour organization, or collect dues, initiation fees, fines, or assessments for any other labour organization on company time or job site.
- 3.3 Union Orientation The Union may familiarize the new employees with the Union. The Job Steward or designate may spend up to 15 minutes with new employees during their first week of employment. Time spent will be considered as time worked with no loss in pay and benefits.
- 3.4 This Agreement will apply to all areas of the Province of British Columbia.
- 3.5 All employees in the employment of the Employer shall as a condition of employment maintain membership in good standing in the Union. The Employer agrees that it will not contract out such work to be performed at the jobsite that is normally done by the Employer's member employees except to employers who are signatory to this Agreement or the CMAW Standard Agreement, or employers who are signatory to an agreement with the Construction, Maintenance and Allied Workers Canada.

Section 4 – Terms

If any future legislation renders null and void or materially alters any provision of this agreement, the remaining provisions shall remain in effect for the term of the agreement, and the parties hereto shall negotiate a mutually agreeable provision to be substituted for the provision so rendered null and void or materially altered.

- 4.1 The terms of this collective agreement shall commence October 1, 2023 and be in effect until September 30, 2026.
- 4.2 Both parties, in advance of any change, must agree upon any change to this collective agreement.
- 4.3 Employees may be dismissed at any time for cause with 2 weeks' notice. The responsibility for demonstrating cause shall rest with NISU.

- 4.4 Employees may be dismissed without cause. If employees are dismissed without cause, they will receive from NISU six (6) months' notice in writing. Equivalent salary and benefits may be given as an alternate option, in lieu of service.
- 4.5 Step Two employees agree to give a minimum of forty five (45) days notice of intention to terminate employment

Section 5 – Harassment

5.1 No Discrimination

- a) Human Rights - NISU agrees that there will be no discrimination against employees, by reason of age, race, creed, colour, ancestry and national origin, physical or mental disability, political or religious views, sex or sexual orientation, marital status, family and parental status, conviction of a criminal or summary conviction offence that is unrelated to the employment or to the intended employment of employees.
- b) Personal Rights - NISU agrees that the rules, regulations and requirements of the workplace shall be limited to matters pertaining to the work required of the employees. The employees will not be asked or required to do personal work, such as work not related to NISU activities, for representatives of the NISU.

5.2 Sexual and/or Personal Harassment

- a) Sexual and personal harassment is defined as:
 1. uninvited, sexually suggestive, obscene or offensive remarks or gestures;
 2. verbal advances, undue attention, invitations, or physical advances where a reasonable person ought to know that such behaviour is unwelcome;
 3. denigration of an individual because of their sexual orientation;
 4. denigration of an individual because of their cultural orientation;
 5. physical assault or threat of assault;
 6. abuse of professional or supervisory authority when:
 - i. such conduct has the purpose or effect of unreasonably interfering with an individual's academic or work performance or creating an intimidating, hostile or offensive environment for learning or working;

OR

 - ii. submission to, or rejection of, such conduct is made

either explicitly or implicitly a term or condition of an individual's employment;

OR

- iii. submission to, or rejection of, such conduct by an individual is used as the basis for evaluations, recommendations or decisions affecting any term or condition of an individual's employment.

It is recognized that not all forms of sexual or personal harassment are explicitly covered by definition. There are some forms of behaviour that may be regarded by some as sexual or personal harassment and by others as normal. In such potentially ambiguous cases, sexual or personal harassment may be considered to have occurred if the complainant has clearly expressed to the respondent that they wish the offending behaviour to cease and the offending behaviour continues. Sexual or personal harassment may be physical and/or psychological in nature. One incident or the aggregation of a series of incidents (even where a single incident would not necessarily be considered to be harassing) may constitute sexual or personal harassment. An incident involving College or related matters may properly be considered to constitute sexual or personal harassment whether it occurs on campus or not, or whether it occurs during school hours or not.

- b) NISU agrees to supply the employees with all the information necessary relative to their rights, including what recourse is available within the law. In addition, NISU shall also point out to the employees their respective obligations in matters of sexual harassment.
- c) NISU recognizes its responsibility to maintain a discrimination free workplace.

5.3 Agreement Prevails

In the event there is a conflict between the requirements or stipulations of this Agreement in regard to employees and those of NISU's Policies, the requirements of this agreement shall prevail.

Section 6 – Union Security and Hiring

- 6.1 Hiring No Union member shall commence work without first obtaining and presenting a union dispatch slip to the Employer and the Job Steward. Authorization and dispatches for existing employees must be obtained from the Local Union in whose jurisdiction the project is located. Members shall be hired through the respective Local Union, as follows:

- (a) The Employer may transfer to the project a maximum of two (2) employees,

regardless of the home Local Union of such employees.

- (b) The Employer may name request members who have worked for them within the previous twelve (12) weeks.
- (c) In addition, the Employer may name request one member for each member named by the Union.
- (d) Should the Union be unable to fill an order within 24 hours, the Employer may obtain workers elsewhere, provided these workers become members of the Union within two (2) weeks, and remain members of the Union as a condition of continuing employment.

Section 7 – Union Representatives

7.1 Job Stewards

- 7.1.1 The Union shall notify the Employer of the appointment of all Job Stewards.
- 7.1.2 Job Stewards shall be recognized on all projects and shall not be discriminated against.
- 7.1.3 The Employer shall provide a Job Steward with sufficient time to carry out his duties.
- 7.1.4 When it is necessary for the Employer to reduce the size of the staff/crew, the Job Steward shall be one of the last three (3) bargaining unit employees.

7.2 Union Representatives:

- (a) Union Representatives shall have access to all projects governed by this Agreement, after first notifying the Employer, however in no way such Representative(s) shall interfere with Employees during working hours unless permission is granted.
- (b) It is understood that in all discussions concerning investigations and disciplinary actions, any Union representative may accompany the Union member in his meeting and the Union representative may call upon members of the Union or any other Employee to accompany him in his meetings with the Employer's representatives.

7.3 Leave of Absence

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

7.4 Disciplinary Action

7.4.1 An Employee may be suspended or discharged for proper cause by the Employer. Proper cause may include:

- (a) The use of illegal narcotics or alcohol or reporting for work while under the influence of such substances;
- (b) The refusal by the Employee to abide by the requirements of the Employer's rules, regulations, policies and practices.
- (c) The refusal to abide by the Union's/Local's Constitution and Bylaws.

7.4.2 An Employee who has been subjected to disciplinary action may, after eighteen (18) months of continuous service from the date the disciplinary action was invoked, request that their personal file be purged of any record of the disciplinary action. Such request will be granted providing:

- (a) the Employee's file does not contain any further record of disciplinary action during that eighteen (18) months period; and
- (b) the disciplinary action is not the subject of an unresolved grievance.

Section 8 – Union/Management Committee

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

- (1) Matters concerning the appropriateness of work assignments and job descriptions.
- (2) Matters of mutual interest and concern. This does not preclude any disputes being resolved under other clauses within this collective agreement.

8.2 The Union/Management Committee will have equal numerical representation from both parties. The committee will consist of a minimum of two (2) members from each party. Employees shall suffer no loss of regular earnings while in attendance at any committee meetings recognized under this collective agreement. Attendance at such meetings outside regular work hours will be paid at regular straight time. An authorized Business Agent or designate of the Local Union shall be present at any committee meeting with the company.

Section 9 – Vacation Entitlement, Wellness Hours, and Leave of Absence

Step One employees shall be eligible for seven (7) hours pay for recognized holidays.
Step Two employees shall be eligible for eight (8) hours pay for recognized holidays.

9.1 Recognized Holidays

- a) The Students' Union recognizes the following holidays:

Family Day, Good Friday, Easter Monday, Victoria Day, Canada Day, BC Day, Labour Day, National Day for Truth & Reconciliation, Thanksgiving Day, Remembrance Day, Christmas Day, Boxing Day, New Year's Day.

- b) The Students' Union agrees to recognize any additional holidays declared by the Government of Canada or the Government of British Columbia or designated by the institution or the Students' Union.

9.2 Employees shall receive usual days' pay for the recognized holidays. In the event a recognized holiday falls on a weekend, employees shall have a day off, with pay in recognition. Where possible, this shall match the day recognized by the institution, otherwise the employer shall plan for either Friday or Monday acknowledgment.

9.3 Employees shall receive usual days' pay when the institution is closed on a usual business day, rendering the worksite unavailable. Such instances may be but aren't limited to; inclement weather, utilities disruptions, December holiday closure.

9.4 Vacation Pay

It is encouraged that vacation be scheduled outside the academic calendar, between mid May to early August. Vacation requests are to be submitted to the Executive Director, with as much notice as possible, those employees with higher seniority will have their vacation request considered first. There shall be no vacations in September.

- a) Step One employees shall be eligible for seven (7) hour days of paid vacation time for each 140 hours worked,

Calendar years of service as of December 31	Working Days Vacation based on 140 hours worked
One (1) year and less	One (1) day for each 140 hours worked – Maximum 10 days
Two (2) to five (5) years	1.15 day for each 140 hours worked – Maximum 15 days
Six (6) to twelve (12) years	1.25 day for each 140 hours worked – Maximum 20 days
Thirteen (13) to twenty three (23) years	1.5 day for each 140 hours worked – Maximum 25 years
Twenty four (24) to twenty eight (28)	1.75 day for each 140 hours worked – Maximum 30 days
Twenty nine (29) years or more	2 days for each 140 hours worked – Maximum of 35 days

- b) Step Two employees shall be eligible for eight (8) hour days of paid vacation time for each 160 hours worked,

Calendar years of service as of December 31	Working Days Vacation based on 160 hours worked
One (1) year and less	One (1) day for each 160 hours worked – Maximum 10 days
Two (2) to five (5) years	1.15 day for each 160 hours worked – Maximum 15 days
Six (6) to twelve (12) years	1.25 day for each 160 hours worked – Maximum 20 days
Thirteen (13) to twenty three (23) years	1.5 day for each 160 hours worked – Maximum 25 years
Twenty four (24) to twenty eight (28)	1.75 day for each 160 hours worked – Maximum 30 days
Twenty nine (29) years or more	2 days for each 160 hours worked – Maximum of 35 days

9.5 Wellness Hours

Once an employee has become eligible for CMAW extended health and dental coverage, they are also eligible for Wellness Hours.

Wellness hours may be used for personal wellness or wellness of a dependent. Wellness hours can be used to recover from illness or injury. They can be used to support wellness appointments for example: physicians, dentists, paramedicals and to support mental health and wellbeing. Any other use shall be approved by the Executive Director.

- (a) Step One employees shall be eligible for seven (7) hours of wellness time for each 140 hours worked.
- (b) Step Two employees shall be eligible for eight (8) hours wellness time for each 160 hours worked.
- (c) Where at all possible, notice of use of Wellness time should be given in advance, in such cases as appointments, for example. In the event of acute illness or incident, notice should be given as soon as reasonable via the workplace communication tool, Discord or text message.
- (d) Up to 50% of unused wellness time can be carried over into the next year, with a maximum of 105 hours available for Step One employees and 120 hours available for Step Two employees.
- (e) Wellness time is not eligible for cash or payroll reimbursement.

9.6 Leaves of Absences

Once an employee has become eligible for CMAW extended health and dental coverage, they are also eligible for Leaves of Absences.

Bereavement Leave

- (a) Employees shall be granted five (5) regularly scheduled consecutive working days without loss of wages in the case of the death of a parent, spouse or common-law spouse, sibling, child, mother-in-law, father-in-law, grandparent or any second degree relative.
- (b) Employees shall be granted two (2) days leave for the death of a friend.

9.7 Employees shall be entitled to the following days leave without loss of wages for the following situations:

- Marriage (self) - Five days.
- Divorce (self) - Three days.
- Marriage (child, sibling, parent) - Three days.
- Moving (self) - Two Days.

9.8 Job Development & Training

Once an employee has become eligible for CMAW extended health and dental coverage, they are also eligible for Job Development and Training.

NISU shall pay the full cost of any course of instruction, which may better employees to perform their duties, up to \$500 per calendar year. If requested by NISU, payment is available at enrolment, if requested by employees, payment shall be received at the successful completion of the course. Time in studies is not considered eligible for wages nor does such time contribute to seniority.

9.9 Wellness Fund

Once an employee has become eligible for CMAW extended health and dental coverage, they are also eligible for Wellness Funds.

Employees shall be entitled to a Wellness Fund of \$900.00 per calendar year. This fund may be accessed for such things as memberships, equipment, additional paramedical services not covered by extended health benefits. Prior approval of expenses shall be reviewed by the Executive Director. Employees shall submit receipts to the Executive Director for reimbursement with payroll expenses.

Section 10 – Wages, Earnings, Contributions, and Deductions

- 10.1 Work hours will generally fall between 9:00 am and 5:00 pm Monday to Friday for Organisers and between 7:00 am and 9:00 pm for Café staff. Daily overtime in excess of eight (8) hours shall be banked and taken as paid time off. Weekly overtime in excess of forty (40) hours shall be approved in advance by the Executive Director, banked and taken as paid time off. Banked time shall not exceed one hundred (100) hours. In the event banked time reaches one hundred (100) hours by December 31 annually, NISU shall pay the time bank out, either in a lump sum or over a series of pay periods. In the event the time bank reaches one hundred (100) hours, NISU shall strike a Labour Committee to review the workload of employees.
- 10.2 NISU will pay employees every two weeks. The Students' Union will not make any deductions from employee pay cheques unless authorized by statute, court order, this agreement or employees.
- 10.3 Employee wages will see annual adjustment to the consumer price index, as reported from Vancouver June 1, no less than 2%.
- 10.4 NISU will contribute, participate, and administer the employee's participation in the CMAW Benefits and Pension Plans as outlined:

NISU contribution: \$2.70 per hour for the benefits plan. Employees covered by other benefits may opt out of this coverage and receive 7% wages in lieu. NISU will contribute the full cost of the benefits plan, in perpetuity.

NISU contribution: \$1.25 per hour for the CMAW Pension plan
Employee contribution: \$1.00 per hour for the CMAW Pension plan

The Union maintains its sole discretion to allocate monies from the wage package to Benefit and Pension or Industry Funds at any time during the life of the Agreement (despite any stated allocation in this Agreement). Where monies are allocated to the Benefit Fund because Bill C-30 prohibits those monies from being allocated to the Pension Fund the Pension Fund administrator will advise

the Employer of the reallocation to facilitate appropriate tax reporting.

- 10.5 Employees shall be entitled to claim reimbursement for kilometers driven for approved travel done while carrying out duties not in the K'ómoks Valley, at the rate set by the Canadian Revenue Agency annually, updated June 1. The Executive Director shall approve travel.
- 10.6 Step One employees shall be entitled to claim a \$20 per diem for the days where they are required to work on NIC campuses outside of the K'ómoks Valley. Step Two employees shall be entitled to claim a \$20 per diem for the days where they are required to work on NIC campuses outside of the K'ómoks Valley and Campbell River.
- 10.7 Employees shall be entitled to claim up to \$100 per month in the event work duties shall be off campus more than 15 days per month, due to reasons such as but not limited to public health orders, to support access to high-speed internet services required for work.
- 10.8 Employees shall be entitled to claim per diems where they are required to attend Federation meetings, and conferences, as required in their job description. This rate is set the rate of the Canadian Revenue Agency, with updates June 1, annually. In the event all meals are provided, employees shall be entitled to claim \$20 per diem.
- 10.9 **Wage Rates**
Wage rates and job classifications shall not be changed without the agreement of the Union. If the parties are unable to reach agreement on a job classification, the dispute shall be settled by Arbitration. Listed below are the wage rates and benefit package contributions for the period October 1, 2023 through September 30, 2026.. 4.01 Hourly Wage Rates — (Minimum only) Please refer to Schedule A1.1 and Schedule B1.1.

Section 11 – Monthly Remittances

The timely remittance of Employer contributions and employee deductions required in accordance with this Agreement is essential for the protection of the employees and other beneficiaries.

11.1 General Provisions

11.1.1 The Employer shall remit all Employer contributions and employee deductions required under the terms of this Agreement, on behalf of all employees working under the terms of this Agreement. Refer to the attached Schedules.

11.1.2 Such Employer remittance shall:

- (a) be made by a single payment, payable to the Benefit and Pension Plans Administrators, inclusive of all obligations arising from hours up to the close of the Employer's payroll ending closest to the last day of the preceding calendar month, and
- (b) be accompanied by a correctly completed Monthly Report to the Administrator, and
- (c) be received by the Benefit and Pension Plans Administrators not later than the 15th day of the month following that for which such payments are payable.

11.1.3

- (a) The Union designated Plan Administrator shall, once each month after receiving the combined monthly remittance from each Employer, allocate and/or distribute the monies of such combined remittance to the various Plans, Funds, Organizations, etc. in the appropriate manner. The Union acknowledges that such Plans, Funds, Organizations, etc. are entitled to receive such monies, and that such monies are, in fact, held in trust by the Union until properly allocated and/or distributed.
- (b) Notwithstanding Section 11.1.3 (a), the Union designated Plan Administrator may deduct a monthly administration handling fee from each amount to be allocated and/or distributed, providing such fee does not exceed five percent (5%), to a maximum of one hundred dollars (\$100.00), of the amount to be allocated and/or distributed.

11.2 "Nil" Reports

The Employer shall submit a "Nil" report if such Employer had employed no employees during the period for which payments would otherwise have been payable. Notwithstanding the foregoing, the Employer shall not be required to submit a "Nil" report for a period in which no employees had been employed, if the Union has been notified, in writing, that such Employer is no longer in business.

11.3 Delinquent Remittance

- 11.3.1 In the event the Employer fails to remit Employer contributions and employee deductions in the manner set forth in Section 11.1, the Union may, at its sole discretion, take any economic action it deems necessary against such Employer, and such action shall not be considered a violation of this Agreement.
- 11.3.2 The Union shall advise the Employer within forty-eight (48) hours in writing of any delinquency. If the Employer fails to respond within forty-eight (48) hours of receipt of notification, exclusive of Saturday, Sunday and statutory holidays, the Union may, at its sole discretion, require a ten percent (10%) penalty of the amount of the late payment.

11.4 Monthly Report to the Administrator

The Union shall supply Employers with copies of the Monthly Report to the Administrator, and the Union shall bear the cost of producing such Reports.

Section 12 – Grievance Procedure

12.1 "Grievance" means any difference by the persons bound by this Agreement concerning its interpretation, application, operation, or any alleged violation thereof, including discharge for cause alleged to be unjust by the Union; and "party" means one (1) of the parties to this Agreement. Discharge shall not include layoff of Employees for reason of project efficiency or reduction of forces on suspension or completion of work.

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

12.3 Procedure

Step 1. The Job Steward or Business Agent shall first discuss the grievance with the Foreman or Superintendent, and if they agree their decision shall be final. An Employer shall first discuss the grievance with the Business Agent.

Step 2. Failing settlement within two (2) days of a grievance, the particulars thereof shall be set out in writing by either party and shall be delivered to the other party, and they shall forthwith confer upon the matter, and if they agree their decision shall be final.

Step 3. If the grievance is not settled pursuant to the above paragraphs within five (5) days, or such longer time as the parties agree to, then it shall be referred to an Arbitration Board of three (3) persons composed as follows:

- (a) The party desiring arbitration shall appoint a member for the Board and shall notify the other party in writing of its appointment and the particulars of the grievance in dispute.
- (b) The party receiving the notice shall within three (3) days appoint a member of the Board and notify the other party of the appointment.
- (c) The two (2) arbitrators so appointed shall confer to select a third person to be a chairperson. The chairperson will be selected within three (3) days of the two arbitrators being appointed.

Step 4.

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

chairperson.

Alternative Methods of Resolution

- (a) Notwithstanding any/all contrary provisions of Section 2, the parties reserve the right to mutually agree on an alternative grievance resolution process including but not limited to referring the matter to a single arbitrator, industry grievance panel) in which case the associated fees and expenses of such alternative process shall be borne equally by the parties to the grievance.
- (b) Notwithstanding any/all contrary provisions of Section 2, the parties may mutually agree that an Associate Chair of the BC Labour Relations Board (BCLRB) will have the jurisdiction to resolve any/all matters of dispute which may arise between the parties in regard to the terms of this Agreement.

Section 13 – Validity of Agreement

This Agreement is valid only if signed by the President and the Secretary-Treasurer of the Construction, Maintenance and Allied Workers Canada (CMAW). If any changes are made from the printed form, then for the Agreement to be valid the changes must be initialed by both the President and the Secretary-Treasurer of the Union.

The signatories to this Agreement shall be bound by the Memorandums of Understanding and Appendices that form part of this Collective Agreement.

Section 14 – Filing of Copies

A copy of this Agreement is to be deposited with the Labour Relations Board of British Columbia.

SIGNATURE OF PARTIES

Dated this 1 day of December, 2023.

Signed on behalf of:

North Island Students' Union Society

"Signature on File"

Jestin Tonny
Internal Relations
NISU

Dated this 1 day of December, 2023.

Signed on behalf of the Union:

Construction, Maintenance and Allied
Workers Canada

"Signature on File"

Chris Wasilenchuk
President

"Signature on File"

Blair Rawlings
Secretary Treasurer

Wage rates: Schedule B1.1

North Island Students' Union Society Collective Agreement						October 1, 2023 to September 30, 2026			
SCHEDULE "B1.1"		EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS							
Effective October 1, 2023									
Employer Classifications									
		Executive Director	Organiser 2	Organiser 1	Admin 2	Admin 1	Café 3	Café 2	Café 1
Employer Contributions:									
CMAW Benefit Plan	2.70	2.70	2.70	2.70	2.70	2.70	2.70	2.70	2.70
CMAW Pension Plan	1.25	1.25	1.25	1.25	1.25	1.25	1.25	1.25	1.25
CMAW Administration Fund	0.20	0.20	0.20	0.20	0.20	0.20	0.20	0.20	0.20
Member Assistance	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05
* Total Employer Contributions	4.20	4.20	4.20	4.20	4.20	4.20	4.20	4.20	4.20
Employee Deductions:									
CMAW Pension Plan	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
Field Dues	0.89	0.89	0.89	0.89	0.89	0.89	0.89	0.89	0.89
Local Union Check Off	0.35	0.35	0.35	0.35	0.35	0.35	0.35	0.35	0.35
* Total Employee Deductions	2.24	2.24	2.24	2.24	2.24	2.24	2.24	2.24	2.24
Total Hourly Remittance to CWF									
	ST	6.09	6.09	6.09	6.09	6.09	6.09	6.09	6.09
	1.5x OT	6.09	6.09	6.09	6.09	6.09	6.09	6.09	6.09
	2x OT	6.09	6.09	6.09	6.09	6.09	6.09	6.09	6.09
Total Hourly Remittance to Local 2020									
	ST	0.35	0.35	0.35	0.35	0.35	0.35	0.35	0.35
	1.5x OT	0.35	0.35	0.35	0.35	0.35	0.35	0.35	0.35
	2x OT	0.35	0.35	0.35	0.35	0.35	0.35	0.35	0.35

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

