ALL EMPLOYEE AGREEMENT

By and Between:

CONSTRUCTION MAINTENANCE AND ALLIED WORKERS CANADA

And:

CONSTRUCTION & SPECIALIZED WORKERS' UNION LOCAL 1611 (CSWU)

(the "Unions")

And:

GREYSTONE DESIGN MANAGEMENT CIVIL LTD.

(the "Employer")

August 1, 2024 to July 31, 2027

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ARTICLE 1.000 OBJECTS

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

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

ARTICLE 2.000 EFFECTIVE DATE AND DURATION

2.100 This Agreement shall be for the period from and including August 1, 2024, to and including July 31, 2027, 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 July 31, 2027, or immediately preceding the last day of July in any year thereafter, by written notice to require the other party to such Agreement to commence collective bargaining.

2.200 Should either party give written notice to the other party pursuant hereto, this Agreement shall thereafter continue in full force and effect until the Union shall give notice of strike, or the Employer shall give notice of a lockout, or the parties shall conclude a renewal or revision of this Agreement, or a new collective agreement.

2.300 The operation of Section 50 (2) and Section 50 (3) of the Labour Relations Code is hereby excluded.

2.400 A copy of this Agreement shall be filed with the LRB.

ARTICLE 3.000 EXTENT

3.100 **Work Jurisdiction**

3.101

(a) This Agreement shall govern only industrial work which is within the work jurisdiction of the carpenter and labourer, and which is being performed by bargaining unit members who are Employees of the employer that performs industrial work. The work jurisdiction of the carpenter and labourer shall be as determined from time to time by the Umpire of the Jurisdictional Assignment Plan.

(b) Notwithstanding any/all contrary provisions of this Agreement, unless otherwise mutually agreed by the parties, in writing, all work performed within the Lower Mainland/Fraser Valley shall be governed by the Commercial/ Institutional Agreement, other than work performed on an industrial project(s) where all employers that were legitimately competing for the available work are signatory with a BCBCBTU affiliate union(s).

3.102 All work performed which requires the tools, skills or ability of a tradesperson shall be performed by a member of the Unions. Notwithstanding the foregoing, one (1) representative of an Employer who is not a member of the Unions shall be allowed to work and/or provide direction on a project.

3.200 Subcontracting

The Employer signatory to this Agreement shall not subcontract any work which is otherwise governed by the terms of this Agreement except to an Employer who is signatory to either this Agreement, or to another agreement with either CMAW or Local 1611 CSWU.

ARTICLE 4.000 MONETARY PACKAGE

4.100 Wages and Premiums

4.101 Minimum Straight Time Hourly Wage Rates

The minimum straight time hourly wage rates as provided for within the attached Schedules shall apply to all work performed in accordance with this Agreement.

4.102 Metro Travel Premiums

Refer to Article 7.100 for Metro Travel premiums which apply on projects located within the Lower Mainland/Fraser Valley metropolitan area.

4.103 First Aid Attendant

An Employee who acts as a first aid attendant shall have their otherwise applicable straight time hourly wage rate increased by one dollar and fifty cents ($1.50) per hour earned.

4.200 Employee Classifications

Unless otherwise restricted elsewhere within this Agreement, all Employee classifications shall be entitled to receive annual vacation pay, statutory holiday pay, overtime premiums, shift premiums, travel allowances and any/all other premiums and/or allowance provided pursuant to this Agreement.

4.201 Foremen

The minimum straight-time hourly wage rate for a Foreperson shall be 115% of the applicable Journeyperson minimum straight-time hourly wage rate on the project. In addition to such rate, a Foreperson shall be paid all other premiums (*e.g.* holiday pay, overtime, etc.) that otherwise apply in accordance with this Agreement. General Foreperson shall be 125% of the applicable Journeyperson rate.

4.202 Certified Journeypersons

A Certified Journeyperson shall be defined as an individual who possesses a valid Carpenters TQ or IP certificate.

4.203 Apprentices

(a) Employers shall employ a minimum of one (1) Apprentice, and the maximum ratio shall be one (1) Apprentice for every one (1) Journeyperson. Such ratio shall apply on a company wide basis.

(b) The minimum straight time hourly wage rate for an Apprentice shall be the applicable percentage of the applicable minimum straight time hourly wage rate for a Certified Journeyperson on the project.

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

4.204 Semi Skilled Carpenters (SSC)

A Semi Skilled Carpenter (SSC) shall be defined as an individual who does not possess a valid Carpenters TQ certificate and is not registered as a duly indentured Carpenter Apprentice within Canada.

(a) There shall be four (4) SSC classifications. The Employer shall retain the sole discretion to determine the appropriate classification for each SSC after having judged such individual's competency, merit and ability.

(b) The minimum straight time hourly wage rate for an SSC shall be the applicable percentage of the applicable Certified Journeyperson minimum straight time hourly wage rate on the project. Employer contributions shall be the same as those that apply for an equivalent level Apprentice.

Level 1 SSC = 55% Level 3 SSC = 80%

Level 2 SSC = 65% Level 4 SSC = 90%

4.205 Material Handlers/Pre-Apprentices

(a) The minimum straight time hourly wage rate for a Material Handler/Pre-Apprentice shall be forty-five percent (45%) of the applicable Certified Journeyperson minimum straight time hourly wage rate on the project.

(b) The work of a Material Handler/Pre-Apprentice shall include the handling on the job site of all material or materials falling within the jurisdiction of the carpenter. A Material Handler/Pre-Apprentice shall in the case of competent workers be a possible source of future apprentices.

4.300 Annual Vacation and Statutory Holidays

4.301 Vacation Pay and Statutory Holiday Pay

Annual vacation pay shall be six percent (6%) of gross earnings and statutory holiday pay shall be six percent (6%) of gross earnings. Annual vacation pay and statutory holiday pay shall be combined at the rate of twelve percent (12%) of gross earnings, and shall be paid to each Employee on each pay cheque and upon termination of employment.

4.302 Annual Vacation

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

4.303 Statutory Holidays

(a) The following statutory holidays shall apply to all work governed by this Agreement.

New Year's Day, Family Day, Good Friday, Easter Monday, Victoria Day, Canada Day, the Friday preceding BC Day, BC Day, the Friday preceding Labour Day, Labour Day, National Truth and Reconciliation Day, Thanksgiving Day, Remembrance Day, Christmas Day, Boxing Day, and/or any other day so proclaimed by the federal and/or provincial government. When a statutory holiday falls on a Saturday or Sunday, the following working day(s) shall be observed.

(b) All work performed on statutory holidays, or days observed in place thereof, shall be paid for at two (2) times the otherwise applicable straight time hourly wage rate. No work shall be performed on Labour Day.

4.400 Employer Contributions

The Employer contributions as provided for within the attached Schedules shall apply to all work performed in accordance with this Agreement. All Employer contributions shall be calculated on the basis of "hours earned".

4.401 Union Benefit Plans

The Employer shall contribute the required amount(s) to the Union Benefit Plans in the manner set forth in Article 5.000. Such amount(s), and the effective date(s) applicable thereto, shall be as stipulated within the attached Schedules.

4.402 Union Pension Plans

(a) The Employer shall contribute the required amount(s) to the Union Pension Plans in the manner set forth in Article 5.000. Such amount(s), and the effective date(s) applicable thereto, shall be as stipulated within the attached Schedules.

(b) The required Employer contribution to the Union Pension Plans on behalf of Apprentices and Semi Skilled Carpenters shall be the applicable percentage of the required Employer contribution for Certified Journeypersons in accordance with the following schedule.

Apprentices:	1st Term and 2nd Term	55%
	3rd Term and 4th Term	75%
Semi Skilled Carpenters:	Level 1 and Level 2	55%
	Level 3 and Level 4	75%

4.403 Rehabilitation Plan

The Employer shall contribute the required amount(s) to the Rehabilitation Plan in the manner set forth in Article 5.000. Such amount(s), and the effective date(s) applicable thereto, shall be as stipulated within the attached Schedules.

4.500 Employee Deductions

Notwithstanding any contrary interpretation of Article 4.700, the Union may, pursuant to the *Labour Relations Code*, alter any existing required Employee deduction amount(s) and/or implement any new Employee deduction amount(s), by providing the Employer with sixty (60) calendar days' written notice of its intention to do so.

4.501 Field Dues

The Employer shall deduct the required amount(s) for Field Dues and shall process such deduction in the manner set forth in Article 5.000. Such amount(s), and the effective date(s) applicable thereto, shall be as stipulated within the attached Schedules.

4.502 Local Check Off

The Employer shall deduct the required amount(s) for Check Off when working within the respective geographical jurisdiction of each Local(s) which requires same, and shall process such deduction in the manner set forth in Article 5.000.

(a) CMAW Local 1995

The required CMAW Local Check Off amount(s) for CMAW Local 1995 shall be as stipulated within the attached Schedules.

(b) All Other CMAW Locals

The required CMAW Local Check Off amount(s) for all other CMAW Locals shall be as stipulated in writing to the Employer.

4.600 Payment of Wages

Notwithstanding any/all contrary provisions contained within this Agreement, all payroll shall be processed in a manner consistent with CRA regulations.

4.601 The Employer shall, at least every second Friday, pay to each Employee all wages, premiums, allowances and annual vacation pay and statutory holiday pay earned by the Employee to a day not more than seven (7) calendar days prior to the date of payment. If a statutory holiday falls on the regular pay day, payment shall be made the preceding day. Payment shall be made during working hours and may be made by cheque or electronic deposit.

4.602 The Employer shall pay all monies (i.e. wages, annual vacation pay, statutory holiday pay, etc.) which are owing to an Employee at the time of termination of employment. Alternatively, in the event the Employer is unable to pay all monies which are owing to an Employee at the time of termination of employment, such monies shall be paid as quickly as reasonably possible thereafter but in no event later than seven (7) calendar days or in conjunction with the Employer's next regularly scheduled payroll, whichever comes first.

4.603 The Employer shall provide a separate or detachable itemized statement with each pay, clearly showing the: (i) Employee's name, (ii) number of straight time hours worked and wage rate(s) paid for such hours, (iii) number of overtime hours worked and wage rate(s) paid for such hours, (iv) premiums, (v) allowances, (vi)

annual vacation and statutory holiday pay, and (vii) total deductions from gross earnings. Notwithstanding the foregoing, cheque statements may be provided electronically via secure internet/email.

4.604 Where an Employee is not paid in accordance with Articles 4.601, 4.602 and 4.603, such Employee shall be deemed to be still on the payroll of the Employer and shall receive his usual wages and conditions until there is compliance with the conditions.

4.605 Any Employer whose head office is located outside of BC shall establish a payroll office within Canada.

4.700 Bonding and Payroll Failures

4.701 Before Union members are dispatched to any Employer who has not been signatory with the Union for a minimum of two (2) years, such Employer may be required to deposit a bond suitable to the Union, up to fifteen thousand dollars ($15,000.00) for use in default of payment of wages, annual vacation pay, statutory holiday pay, Employer contributions and/or Employee deductions required in accordance with this Agreement. When no longer required such bond shall, by mutual consent of the Union and the Employer concerned, be terminated.

4.702 Where there have been instances of payroll failures by an Employer, or the principals or directors thereof, or payroll requirements have not been met, the Union shall have the right to inspect such Employer's payroll, and/or require the posting of a suitable bond, and/or require that payment of wages and other payroll requirements be made by cash or certified cheque.

ARTICLE 5.000 MONTHLY REMITTANCES

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

5.100 General Provisions

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

5.102 Such Employer remittance shall:

(a) be made by a single payment, payable to each Union Plan Administrator, 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 Administrator not later than the fifteenth (15^{th}) day of the month following that for which such payments are payable.

5.103

(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 Article 5.103 (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.

5.200 "Nil" Reports

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

5.300 Delinquent Remittance

5.301 In the event the Employer fails to remit Employer contributions and Employee deductions in the manner set forth in Article 5.000, the Union may, at its sole discretion but in addition to any action taken by the administrator of the recipient fund, take any economic action it deems necessary against such Employer, and such action shall not be considered a violation of this Agreement.

5.302 The Union shall advise the Employer within forty-eight (48) hours in writing of becoming aware 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, impose a penalty calculated as ten percent (10%) of the amount of the late payment to be paid by the Employer which will be enforced by the Union pursuant to the terms of this Agreement. All costs reasonably incurred by the Union to enforce this provision (including reasonable legal costs) will be the responsibility of the Employer.

5.400 Monthly Report to the Administrator

The Union shall supply Employers with copies of the Monthly Report to the Administrator, and the Union shall bear the cost of producing such Reports except in accordance with Article 4.600.

5.500 Retired Members

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. 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 the appropriate tax reporting.

ARTICLE 6.000 HOURS OF WORK AND OVERTIME

6.100 Regular Hours

6.101 Eight (8) hours shall constitute the regular work day and five (5) days, forty (40) hours shall constitute the regular work week.

6.102 The regular work week shall be between 8:00 am Monday and 4:30 pm Friday, and the regular work day shall be as per the following schedule:

Straight Time:	8:00 am to 12:00 noon	4.0 hours
Meal:	12:00 noon to 12:30 pm	0 hours
Straight Time:	12:30 pm to 4:30 pm	4.0 hours
Total Straight Time Hours:		8.0 hours

6.103 Starting and Stopping Times

Notwithstanding any/all contrary provisions of this Agreement:

(a) This Article shall apply to all shifts, including but not limited to those shifts worked on a compressed work week schedule.

(i) The starting and stopping time on a project may be varied by a maximum of one (1) hour earlier or later than the otherwise required start time of the shift at the Employer's discretion.

(ii) The starting and stopping time on a project may be varied by a maximum of two (2) hours earlier or later than the otherwise required start time of the shift upon mutual agreement of the Employer and the majority of Union members employed on such project. Notwithstanding the foregoing, if the starting and stopping time is varied by more than (1) hour, the Union shall retain the right to revote the Union members employed on such project once over the duration of the project.

(iii) The Employer shall be responsible for a suitable signal for all starting and stopping times.

(b) The starting time of the Employees shall be from the designated "lay down" area, lockup or tool room, and a five (5) minute "pick-up" period shall be provided prior to the stopping time.

6.104 Notice of Termination

The Employer shall provide an Employee with two (2) hour's notice of termination, or one (1) hour's pay in lieu thereof. The Employee shall use such notice to gather their personal tools and prepare such tools for the next project.

6.200 Overtime Hours

Overtime work shall be voluntary and no Employee shall be discriminated against for refusal to work overtime hours.

6.201 The first two (2) hours of overtime, Monday through Friday, shall be paid at one and one-half (1½) times the otherwise applicable straight time hourly wage rate.

6.202 All other overtime hours, including all hours worked in excess of ten (10) hours per day, Monday through Friday, and all hours worked on Saturdays, Sundays and

statutory holidays, shall be payable at two (2) times the otherwise applicable straight time hourly wage rate.

6.203 Notwithstanding any/all contrary provisions of this Agreement, a minimum break of eight (8) hours shall be provided to an Employee between the end of one (1) working shift and the commencement of such Employee's next working shift. Where a minimum break of eight (8) hours is not provided in accordance with the foregoing, all hours worked on such Employee's next working shift shall be deemed to be overtime hours and shall be paid accordingly.

6.300 Compressed Work Week

A compressed work week may be established by the Employer with the mutual agreement of the Union. Alternatively, the Employer may establish a compressed work week without the mutual agreement of the Union if requested to do so by the project client. The Employer shall notify the Union, in writing, upon receiving such a request. The terms and conditions of such compressed work week shall supercede any/all contrary provisions of this Agreement.

6.301 Hours of Work

(a) Ten (10) straight time hours (8:00 am to 6:30 pm, inclusive of a meal break) shall constitute the compressed work week day shift. Forty (40) straight time hours, Monday through Thursday inclusive, or Tuesday through Friday inclusive, shall constitute the regular work week.

(b) Ten (10) straight time hours (6:30 pm to 5:00 am, inclusive of a meal break) shall constitute the compressed work week afternoon shift. Forty (40) straight time hours, Monday through Thursday inclusive, or Tuesday through Friday inclusive, shall constitute the regular work week. The applicable shift premium shall apply.

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

6.302 Overtime

Overtime work shall be voluntary and no Employee shall be discriminated against for refusal to work overtime hours.

(a) The first ten (10) hours of overtime worked on the Friday of a Monday through Thursday compressed work week, or on the Monday of a Tuesday through Friday compressed work week, shall be payable at one and one-half (1½) times the otherwise applicable straight time hourly wage rate.

(b) All other overtime hours, including all hours worked in excess of ten (10) hours per day during the regular work week, and all hours worked on Saturdays, Sundays and statutory holidays, shall be payable at two (2) times the otherwise applicable straight time hourly wage rate.

6.303 Statutory Holidays

All statutory holidays which occur during a compressed (or alternate) work week shall be observed on the actual day of the statutory holiday, even if such day would otherwise have been a regularly scheduled day off (e.g. the Friday of a Monday to Thursday compressed work week, or a Saturday, or Sunday, etc.).

When a statutory holiday is observed in accordance with the foregoing, overtime rates shall not apply on a regular work day in lieu of the statutory holiday. All statutory holidays which occur on the second or third day of a compressed work week schedule may be rescheduled by prior mutual agreement of the Employer and the Union.

6.400 Shifts

6.401 Scheduling of Shifts

(a) The Employer may schedule an afternoon and/or night shift if/as required. It shall not be necessary for there to be a day shift in order for there to be an afternoon shift and/or a night shift.

(b) Two (2) consecutive days shall be necessary to constitute an afternoon shift and three (3) consecutive days shall be necessary to constitute a night shift. Where these shifts are not maintained for these consecutive working days, all time will be paid at overtime rates.

6.402 Shift Premiums

The Employer shall pay a shift premium over and above the otherwise applicable minimum straight time hourly wage rate to any Employee who is employed on an afternoon or night shift. Such shift premium shall be payable in accordance with Articles 6.402 (a) and 6.402 (b). Notwithstanding the foregoing, such shift premiums shall not be payable on Saturdays, Sundays or statutory holidays.

(a) Day Shift

No shift premium.

(b) Afternoon Shift and Night Shift

A shift premium of six dollars ($6.00) per hour worked shall be added to the otherwise applicable Certified Journeyperson minimum hourly wage rate.

Such shift premium shall be the same amount regardless of whether it is paid on a straight time hour or an overtime hour, and shall be recalculated accordingly for all other Employee classifications pursuant to each respective corresponding wage rate percentage.

(i) Holiday pay shall not be payable on a shift premium.

(ii) Second and subsequent meal breaks shall not be considered as hours worked.

(iii) Overtime shall be payable for all hours of work performed in excess of eight (8) hours per shift. Refer also to Article 6.203.

(iv) An Afternoon Shift shall be defined as any shift which commences at any time after 9:00 am but before 8:30 pm. A Night Shift shall be defined as any shift which commences at any time on or after 8:30 pm but on or before 1:00 am.

6.500 Call-Out Time

6.501 When an Employee is called out for work, the Employer shall pay such Employee

for a minimum of one-half (½) of the scheduled shift hours at the otherwise applicable straight time or overtime hourly rate, regardless of whether or not the Employee actually commenced work. Notwithstanding the foregoing, when an Employee works more than one-half (½) of the scheduled shift hours, the Employer shall pay such Employee for the full shift.

6.502 Notwithstanding Article 6.501, when work cannot commence or continue due to inclement weather or for reasons of safety, the Employer shall decide which Employees shall be required to work inside and the Job Steward shall discuss with the remainder of the crew whether they wish to continue to work or not. In the event a majority agree that work cannot proceed, then only time actually worked shall be paid.

6.503 Notwithstanding Article 6.501 and/or Article 6.502, in the event an Employee reports to work after the scheduled start time of his/her shift, and/or elects to leave work prior to the scheduled completion of his/her shift, such Employee shall only be paid for actual hours worked.

6.600 Rest Breaks

6.601 Two (2) rest breaks of ten (10) minutes duration each shall be provided during a scheduled eight (8) hour or nine (9) hour shift. Notwithstanding the foregoing, a third rest break of ten (10) minutes duration shall be provided after eight (8) hours if the shift is subsequently extended beyond eight (8) hours or nine (9) hours up to a maximum of ten (10) hours. Refer also to Article 6.702.

6.602 Notwithstanding Article 6.601, only two (2) rest breaks shall be provided on a scheduled shift of ten (10) hours, however each such rest break shall be of fifteen (15) minutes duration. The parties agree that a shift of ten (10) hours shall not be deemed to be a scheduled shift of ten (10) hours unless the Employees have been so advised prior to the completion of the previous days' shift.

6.603 Rest breaks shall be taken at a location determined by mutual agreement between the Employer and the Union.

6.700 Meal Breaks

6.701 Regularly Scheduled Shifts of Ten (10) Hours or Less

One (1) meal break of one-half (½) hour shall be provided on all regularly scheduled shifts of ten (10) hours or less. Such meal break shall be scheduled as near as is practical to the mid-point of the shift and shall not be considered as time worked.

6.702 Shifts in Excess of Ten (10) Hours

Additional meal breaks are required on all shifts in excess of ten (10) hours. The foregoing applies regardless of whether such shifts are scheduled shifts or the result of unscheduled overtime.

ARTICLE 7.000 TRAVEL PREMIUMS AND OUT-OF-TOWN PROJECTS

7.100 Metro Travel Premium

On projects located within the Lower Mainland/Fraser Valley metropolitan area, the

Employer shall pay a metro travel premium of ninety cents ($0.90) per hour worked to all Employees. Such premium shall be added to the Employee's otherwise applicable hourly wage rate. The Lower Mainland/Fraser Valley shall be inclusive of West Vancouver to the west, Chilliwack to the east, and all cities, towns, municipalities, villages, communities, etc. in between.

7.200 Daily Travel Allowance

Effective November 01, 2012, all metro zones on Vancouver Island have been eliminated. As a result, from this date onward, a daily travel allowance may be applicable on Vancouver Island projects in accordance with Article 7.200.

7.201 Metropolitan Areas

No daily travel allowance shall be payable on any project located within the Lower Mainland/Fraser Valley metropolitan area. Only the applicable metro travel premium shall apply on such projects.

7.202 Local Resident Employees

(a) No daily travel allowance shall be payable to any local resident Employee on any project located inside the Lower Mainland/Fraser Valley. A daily travel allowance, pursuant to the following schedule, shall be paid to any local resident Employee who uses his/her own vehicle to travel daily from his/her residence to a project located outside of the Lower Mainland/Fraser Valley.

First forty (40) road kilometres, each way, each day	not applicable
All additional road kilometres, each way, each day	maximum allowable by the CRA

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

7.203 Out-of-Town Projects

Notwithstanding any/all contrary provisions of Article 7.203, alternative daily travel arrangements may be established on out-of-town projects upon the mutual agreement of the Union and the Employer.

(a) No daily travel allowance and/or daily travel time shall be payable to an Employee who selects Option #1 in accordance with Article 7.401.

(b) A daily travel allowance shall be payable to an Employee who selects Option #2 in accordance with Article 7.401. Refer to Article 7.401, Option #2, for details.

(c) Where Employer supplied transportation is provided, such transportation shall conform with, and operate in compliance with, all applicable provincial government regulations and standards, including but not limited to the *Motor Vehicle Act* and the *Workers Compensation Act*.

7.300 Non Local Resident Employee - Initial and Terminal Travel Allowance

This Article does not apply to Local Resident Employees.

7.301

(a) The Employer shall pay an initial and terminal travel allowance to any non local resident who is directed or dispatched to an out-of-town project. Such schedule shall be subject to annual adjustments throughout the duration of the Agreement. More specifically, the maximum allowable tax-free rate for mileage expenses reimbursements as published annually by the Canada Revenue Agency shall be paid.

(b) Such allowance shall be payable each way, and the distance travelled shall be calculated using Google Maps from the Employee's permanent residence to the project, via the most direct route. Notwithstanding the foregoing, a non local resident Employee shall not alter his/her residence of record with an intention to increase the travel allowance which would otherwise apply. In the event of a dispute, the Parties agree that a non local resident Employee's home address on file with the Union office shall prevail and a PO Box shall not constitute a residence or home address.

(c) Refer to Article 7.202 for further clarification and exceptions.

7.302 Notwithstanding any/all contrary provision(s) of this Agreement:

(a) Ferry Fares

The Employer shall reimburse an Employee, upon the submission of the appropriate receipts, for any/all ferry fares (car and driver) which are incurred in the course of initial and terminal travel. Such ferry fares shall be limited to one (1) standard length/height vehicle plus driver, each way. Tolls shall not be a reimbursable expense.

(b) Air Travel

Where an Employee requests to use air travel to travel to the project, the following terms and conditions shall prevail.

(i) The Employer shall pay for airfare, inclusive of any/all related fees and taxes, plus taxi fare to/from the project from the airport located nearest thereto. Notwithstanding the foregoing, taxi fare shall not be payable where Employer (or Owner) supplied transportation is provided.

(ii) The Employer shall pre-arrange the air travel to/from the airport nearest the Employee's residence. The air carrier and class of ticket shall be at the discretion of the Employer, but shall be via a regularly scheduled carrier. Notwithstanding the foregoing, the Employer shall not direct an Employee to fly "standby".

(iii) The Employee shall provide the Employer with the Boarding Pass and proper ground transportation receipts if requested to do so by the Employer.

(c) Standard "Lump Sum" Amount Option

Where a variety of travel distances exist for Employees to a particular project, the Employer and the Union may agree upon a standard initial and terminal travel allowance "lump sum" amount which shall be paid to all applicable

Employees on the project. Such agreement shall be reached prior to the commencement of work on the project, and prior to date of tender if possible.

(d) Timing of Payment

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

(e) Termination of Employment

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

7.400 Room and Board

This Article does not apply to Local Resident Employees.

7.401 Each Employee shall select one (1) of the following options prior to commencing work on an out-of-town project, and such selection shall apply for the duration of the Employee's employment on such project.

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

Option #1:

The Employer shall provide a non local resident Employee with a daily lump sum Living Out Allowance (LOA) of $200.00

Option #2:

(a) The Employer shall provide a non local resident Employee with a single room plus daily meal allowance.

2024 - $90.00 per day

2025 - $92.50 per day

2026 - $95.00 per day

(b) No daily travel time shall be paid to an Employee who selects Option #2, however the following terms and conditions shall be applicable.

(i) If the Employer provided room is forty (40) road kilometres or less from the project, no daily travel allowance shall be paid.

(ii) If the Employer provided room is more than forty (40) road kilometres

from the project, a daily travel allowance shall be paid, each way, to/from the forty (40) road kilometre boundary, pursuant to the following schedule. Such allowance shall be subject to annual adjustments throughout the duration of the Agreement. More specifically, the maximum allowable tax-free rate for mileage expense reimbursement as published annually by the Canada Revenue Agency shall be paid.

To/from the forty (40) road kilometre boundary, each way, each day	not applicable
All additional road kilometres, each way, each day	maximum allowable by the CRA

(iii) If the Employee(s) requested to use air travel to the project in accordance with Article 7.302 (b), Employer supplied transportation shall be provided to the Employee(s) to/from the project on a daily basis.

(iv) If the Employee(s) did not request to use air travel to the project in accordance with Article 7.302 (b), no Employer supplied transportation shall be provided to the Employee(s) to/from the project on a daily basis, and the Employee shall therefore assume all responsibility for travelling to/from the project on a daily basis.

(v) Notwithstanding any/all contrary provisions of this Agreement, any Employee(s) who makes use of Employer supplied transportation to travel to/from a project shall not be paid a daily travel allowance for that day(s).

7.402 If an Employee resides more than seventy (70) kilometres from the project and such Employee would otherwise be required to travel daily between the project and his residence between November 1st through April 30th annually, such Employee may request the Employer to mutually agree to designate the project as a temporary out-of-town project. Notwithstanding the foregoing, a temporary out-of-town project designation may apply only during the period November 1st through April 30th.

(a) The Employer shall consider each such request on its individual merits, and shall advise the Employee whether or not their request has been mutually agreed to. Notwithstanding the foregoing, the Employer shall not unreasonably withhold mutual agreement if there is legitimate reason for concern regarding the safety of the Employee due to inclement winter road conditions.

(b) If the project is designated as a temporary out-of-town project, the Employee shall be deemed to have selected Room and Board Option #1 in accordance with Article 7.401, and shall no longer travel daily between the project and his residence.

7.500 Pre-Tender and Pre-Job Conferences

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

the date of tender.

7.600 Periodic Leave and Compassionate Leave

7.601

(a) On out-of-town projects of over fifty (50) calendar days' duration, a periodic leave shall be made available to Employees every forty (40) calendar days.

(b) When leave is desired in accordance with Article 7.601 (a), an allowance for periodic leave shall be provided by the Employer on a "use it or lose it" basis, in accordance with the following formula. Such allowance shall be paid only once for each periodic leave.

0 km to 249 km	n/a
250 km to 500 km	$ 175.00
501 km to 750 km	$ 275.00
751 km to 1,000 km	$ 375.00
over 1,000 km	$ 475.00

The mileage shall be computed from the project to the Employee's place of residence.

7.602

(a) The duration of such periodic leave shall be for a minimum of five (5) days to a maximum of one (1) week, or such other number of days as may be mutually agreed between the Employer and the Employee.

(b) The timing of such periodic leave shall be decided by mutual agreement. Living Out Allowances shall not be paid during leave periods.

7.603

(a) For the purposes of Article 7.600, the term "out-of-town project" shall be defined as meaning any project that is accessible by air or boat only, excluding ferries, or is greater than three hundred and twenty (320) kilometres and/or four (4) hours travel, including ferry travel, to the transportation terminal nearest the Employee's residence.

(b) Employees residing within these limits shall be entitled to a mutually agreed leave of absence, at no cost to the Employer, of five (5) or seven (7) calendar days, to be arranged between the Employee and Employer subject to the same qualifiers provided in the periodic leave.

7.604

(a) An Employee who resides within the province of BC shall only receive leave if they return to the transportation terminal nearest their residence.

(b) An Employee who does not reside within the province of BC shall only receive leave if they return to their point of dispatch within the province of BC.

7.605 There shall be no cash payment in lieu of periodic leave, unless otherwise mutually agreed between the Union and the Employer.

7.606 Interpretations contained within Article 7.600 shall not be applied to any other provision contained within this Agreement.

7.700 Camp Projects

7.701 Accommodations

(a) Camp accommodations, when supplied, shall meet the standards and requirements of BC Construction Camp Rules and Regulations by and between British Columbia and Yukon Territory Building and Construction Trades Council and Construction Labour Relation Association of British Columbia. An Employee may refuse to live in accommodations which do not meet such standards.

(b) Unless otherwise arranged at a pre-tender and/or pre-job conference, on projects where a camp is provided Employees shall occupy the camp, and room and board shall be supplied in such camp seven (7) days a week, at no cost to the Employee.

7.702 Weekend Checkout

Any Employee who is living in camp accommodations paid by the Employer may, on any weekend, vacate or check out of such accommodation and the Employer shall pay such Employee twenty dollars ($20.00) per day.

(a) The Employee must turn in his meal ticket or sign a checkout in advance.

(b) To qualify, an Employee must work his scheduled shift prior to the weekend and/or statutory holiday and his scheduled shift after the weekend and/or statutory holiday.

7.800 Marshalling Points

7.801 On camp projects, no walking time shall be paid up to 2,500 feet from the work site. Beyond 2,500 feet, up to thirty (30) minutes travel each way, the Employer shall supply transportation. Travel time shall be paid at prevailing rates for time in excess of thirty (30) minutes.

7.802 Where camps are maintained, it is understood and agreed that the period from the time of departure from the marshalling point in the camp area until the time of return to that point on conclusion of work, excluding the meal period where applicable, shall be paid at the applicable straight time or overtime hourly wage rate.

ARTICLE 8.000 HIRING AND MOBILITY OF WORKFORCE

8.100 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:

(a) The Employer may transfer to the project a maximum of four (4) Employees, regardless of the home Local Union of such Employees.

(b) The Employer may name request members who have worked for him within the previous six (6) months.

(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.

8.200 Reduction in Project Crew

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

8.202 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 supercede the right to continued employment which applies to exempt Employees employed on the project in accordance with Article 8.200.

8.300 Rehiring of Injured Employees

The Employer shall give preference of re-employment to an injured Employee when such Employee is able to return to work, provided sufficient work is available.

ARTICLE 9.000 JOB STEWARDS AND UNION REPRESENTATIVES

9.100 Job Stewards

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

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

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

9.104 Telephone access for Job Stewards – Job Stewards shall be permitted use of a cellular phone during working hours while performing their duties.

9.200 Union Representatives

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

9.300 Leave of Absence

9.301 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.

9.302 The parties agree to cooperate to facilitate broad and liberal leaves for operations and training military leave for workers who serve as members of the Canadian Forces Reserves, in accordance with provincial and federal law and the "Declaration of Support for the Reserve Forces" signed by the Canadian Office of the Building and Construction Trades Department and the National Construction Labour Relations Alliance, dated May 12, 2010.

ARTICLE 10.000 HEALTH AND SAFETY

10.100 Safety Equipment

10.101 The Employee is responsible for providing clothing needed for protection against the natural elements, general purpose work gloves and appropriate footwear, including safety footwear. The Employer shall provide, at no cost to the Employee, safety headgear and all other items of personal protective equipment required pursuant to WSBC regulations. The Employer may deduct the cost of Employer supplied personal protective equipment from an Employee's pay cheque if such equipment is not returned.

10.102 All equipment, tools, and materials shall conform and be utilized in conformity with applicable provincial and/or federal regulations, acts and laws. Employer safety regulations shall be complied with provided they are not inconsistent with the foregoing. It shall not be considered a violation of this Agreement should an Employee(s) refuse to work in conditions and/or use equipment that do not meet prescribed safety standards and/or regulations.

10.103 The Employer shall supply welders' leather vests or jackets and leather gauntlet gloves to all Employees assigned to welding work, on a "change-out" basis.

10.200 Accident Prevention Regulations

10.201 The parties to this Agreement shall, at all times, comply with the accident prevention regulations of the *Workers Compensation Act* and any refusal on the part of an Employee to work in contravention of such regulations shall not be deemed to be a breach of this Agreement. No Employee shall be discharged because such Employee fails to work under unsafe conditions as set out in the regulations.

10.202 Any refusal by an Employee to abide by known WSBC regulations or posted Employer safety regulations, after being duly warned, may be sufficient cause for discipline up to and including dismissal. Employees shall abide by any/all project site rules at all times. Failure to do so shall constitute just cause for discipline up to and including termination.

10.203 Any Employee may refuse to work where, in the opinion of such Employee, adequate safety precautions have not been provided.

10.300 Project Inspections

The Job Steward, or where there is a safety committee a Union representative of such committee, shall accompany the WSBC Inspector on all project inspections.

10.400 Injured or Sick Employees

10.401 The Employer shall cover all transportation costs not otherwise covered by WSBC for any Employee residing in Employer supplied accommodation who is injured on the project and subsequently requires transportation to either their point of dispatch or back to the project. The foregoing shall also apply for any Employee residing in Employer supplied accommodation who becomes ill or is injured in an accident not covered by WSBC, if the first aid attendant or a doctor recommends off-site treatment or a return to the Employee's point of hire.

10.402 If an Employee requires off-site medical attention which necessitates no return to work on that day, or where a qualified Occupational First Aid Attendant recommends rest until the next day, then the injured Employee shall be paid for the full shift.

10.500 Drug and Alcohol Testing

The Parties agree to be bound by the D&A Policy Committee decisions relative to the Construction Industry Substance Abuse Testing and Treatment Program Policy including with respect to implementation of an EFAP.

ARTICLE 11.000 WORKING CONDITIONS

11.100 Harassment and Discrimination

Employees shall have the right to work in an environment free from harassment. In addition, the Parties agree that discrimination under the prohibited grounds of the *BC Human Rights Code* shall not be tolerated within the open and inclusive craft building trades construction industry.

11.200 Project Facilities

11.201 Toilets

Chemical or flush toilets shall be provided from the commencement of work on all projects. When sewer or chemical toilets are not available, sanitary facilities shall be provided in accordance with local sanitary regulations. Toilet houses shall be of fibreglass or rubber compound construction, and shall be cleaned out daily. Toilet paper shall be provided. There shall be a minimum of one (1) toilet for every fifteen (15) building tradespersons on a project.

11.202 Drinking Water

Where there is no running tap water available, cool drinking water in approved sanitary containers shall be provided. Paper cups and salt tablets shall also be supplied.

11.203 Telephone Access

A telephone(s) shall be made available to all Employees at all times for incoming or outgoing emergency purposes, and incoming messages of an emergency nature shall be relayed immediately. No Employee shall be permitted to use a personal cell phone or smart phone during working hours, excluding rest and meal breaks, except in case of an emergency. Repeated violations of the foregoing shall constitute just cause for discipline, up to and including termination.

11.204 Clean Up Facilities

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

11.300 Lockup

11.301 A lockup shall be provided for Employees and such lockup shall be located on the ground floor or first floor of the project. If multiple shifts are being worked, a separate lockup shall be provided for each shift. Lockups shall be used for tools, drying clothes, as a dressing room, and as a lunch room.

11.302 Each lockup shall have tool racks, tables and benches with provision for drying clothes and shall be of an adequate size to allow a minimum of fifteen (15) square feet per Employee.

11.303 Each lockup shall have windows and venting with adequate lighting and provision for continuous heat twenty-four (24) hours a day.

11.304 The Employer shall be responsible for having the lockup(s) cleaned out daily and kept clear of building material and other construction paraphernalia.

11.400 Vehicles

No Employee shall be permitted to use his own motor vehicle in a manner which is unfair to other Employees and/or contrary to the best interests of the Union.

11.500 Tools, Equipment and Protective Clothing

11.501 The tools of an Employee starting a new job shall be in good condition and shall be kept so on the Employer's time.

11.502 The cost of transporting an Employee's tools shall be paid for by the Employer. Notwithstanding the foregoing, although Employees will normally take their tools with them, when the Employer makes other arrangements for transporting an Employee's tools such Employee shall not suffer loss of wages because their tools are not available to them. The Employer agrees to transport the tools of an injured or sick Employee to the Employee's point of dispatch.

11.503 If the following tools or equipment - ladder, straight edge, saw horse, stapling gun, hand clamp, power tools, or any other than ordinary tradespersons' tools, are desirable for the better carrying out of work, they shall be supplied by the Employer.

11.504 When the Employer takes Employees' saws to be filed in a shop, every effort shall be made to take them to a Union shop. In the event that saw(s) are lost, the Employer shall replace these with new saw(s) of equal quality.

11.505 In the event an Employee's outer clothing and/or footwear is substantially damaged due to the handling of creosoted or tarred materials or chemical substances in the line of the Employee's duties, and protective clothing has not otherwise been provided, cost of cleaning or replacement will be borne by the Employer.

11.600 Insurance

An Employee shall submit an inventory of his tools and working apparel on the project to the Employer upon request, and the Employer shall replace an Employee's tools and

working apparel if such tools and/or working apparel are lost due to fire, burglary, or as a result of working over water or such other areas where tools cannot be retrieved.

ARTICLE 12.000 JOINT LABOUR/MANAGEMENT MEETINGS

The parties may meet to address issues of mutual interest and importance. Such meeting(s) shall be scheduled on an "as needed basis". Any proposed changes to this Agreement which are mutually agreed to by the parties at such meeting(s) shall be in writing, but shall not be implemented unless/until such changes are duly ratified by the parties.

ARTICLE 13.000 JOINT RECOVERY PROGRAM

13.100 Process

13.101 The Union and the Employer may determine on a project by project, area, or sector basis, if special dispensation is required to become competitive, and should the necessity arise, may by mutual agreement, in writing, amend or delete terms or conditions of this Agreement for the duration of the project.

ARTICLE 14.000 GRIEVANCE PROCEDURE

14.100 Definitions

14.101 A grievance shall be defined as any difference between the parties to this Agreement with respect to its interpretation, application, operation or any alleged violation thereof, including discharge for cause alleged to be unjust by the Union. Discharge shall not include layoff of Employees for reason of project efficiency or reduction of forces on suspension or completion of work.

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

14.200 Time Limits

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

14.300 Procedure

14.301 Step 1

The Job Steward or Union Representative shall first discuss the grievance with the Foreperson or project superintendent, and if they agree their decision shall be final. An Employer shall first discuss the grievance with the Union Representative.

14.302 Step 2

Failing settlement within two (2) business days of a grievance, the particulars thereof shall be set out in writing by either party and shall be delivered to the other

party, and they shall forthwith confer upon the matter, and if they agree their decision shall be final.

14.303 Step 3

If the grievance is not resolved pursuant to Step 2 within ten (10) business days of being set out in writing and delivered to the other party, the grievance shall be referred to arbitration by a single Arbitrator. The single Arbitrator shall be either Mr. Stan Lanyon, Q.C. or Mr. Vince Ready or Mr. Ken Saunders. However, if neither Mr. Lanyon or Mr. Ready or Mr. Saunders are available to hear the case within three (3) months the parties shall be free to mutually agree on another single Arbitrator.

ARTICLE 15.000 MANAGEMENT RIGHTS

The Employer has the right to operate and manage their business in all respects subject only to the limitations expressly stated in this Agreement or in applicable federal or provincial legislation.

ARTICLE 16.000 SAVINGS CLAUSE

16.100 In the event that any clause, section or article of this Agreement should be held invalid by operation of law, or by a tribunal of competent jurisdiction, or if compliance with or enforcement of any clause, section or article should be restrained by such tribunal, pending a final determination as to its validity, the remainder of this Agreement or the application of such clause, section or article to persons or circumstances, other than those as to which it has been held invalid, or as to which compliance with or enforcement of has been restrained, shall not be affected thereby.

16.200 In the event that any clause, section or article of this Agreement should be held invalid, or enforcement of, or compliance with which has been restrained, as above set forth, the parties affected thereby shall enter into immediate collective bargaining negotiations, upon the request of either party, for the purpose of arriving at a mutually satisfactory replacement for such clause, section or article during the period of invalidity or restraint.

16.300 In the event the parties do not agree on such a mutually satisfactory replacement, they shall submit the dispute to the grievance procedure in accordance with Article 14.000.

ARTICLE 17.000 "CLEAN UP" OF AGREEMENT

During the preparation of this Agreement, mutually agreed upon adjustments were made to format and language in order to address/delete redundant provisions, vague language, logic, consistency, and grammar. The parties have agreed to the resulting changes and provisions.

SIGNATURE OF PARTIES

Dated this 14 day of August 2024.

Signed on behalf of:

Greystone Design Management Civil Ltd.

"Signature on File"

Brent Coates, **Owner**

"Signature on File"

Vince Chiong, **Document Control**

Dated this 16 day of August 2024.

Signed on behalf of:

Construction, Maintenance and Allied Workers Canada

"Signature on File"

Chris Wasilenchuk, **President**

"Signature on File"

Blair Rawlings, **Secretary Treasurer**

Dated this 16 day of AUGUST 2024.

Signed on behalf of:

Construction & Specialized Workers' Local 1611

"Signature on File"

SPECIAL REPRENTATIVE

WAGE RATE SHEETS - CMAW

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

"Inside" Lower Mainland/Fraser Valley **Effective August 01 2024**

						Employer Contributions							
Employee Classifications	%	Base Rate	Metro Travel	Sub Total	VP/SHP (12%)	CMAW Benefits	CW Pension Plan	Admin Fund	Training Fund	Member Assis	Rehab Plan	D&A Policy	Total Package
Base Rates		48.75	0.90	49.65	0.12	3.00	4.29	0.40	0.40	0.05	0.04	0.01	
Journeyperson													
General Foreman (GF)	125%	60.94	0.90	61.84	7.42	3.00	4.29	0.40	0.40	0.05	0.04	0.01	77.45
Foreman (FM)	115%	56.06	0.90	56.96	6.84	3.00	4.29	0.40	0.40	0.05	0.04	0.01	71.99
Certified Journey Person (CJP)	**100%**	**48.75**	**0.90**	**49.65**	**5.96**	**3.00**	**4.29**	**0.40**	**0.40**	**0.05**	**0.04**	**0.01**	**63.80**
Apprentice Carpenter													
4th Term (4th)	90%	43.88	0.90	44.78	5.37	3.00	3.22	0.40	0.40	0.05	0.04	0.01	57.27
3rd Term (3rd)	80%	39.00	0.90	39.90	4.79	3.00	3.22	0.40	0.40	0.05	0.04	0.01	51.81
2nd Term (2nd)	65%	31.69	0.90	32.59	3.91	3.00	2.36	0.40	0.40	0.05	0.04	0.01	42.76
1st Term (1st)	55%	26.81	0.90	27.71	3.33	3.00	2.36	0.40	0.40	0.05	0.04	0.01	37.30
Semi Skilled Carpenter													
Level 4 (L4)	90%	43.88	0.90	44.78	5.37	3.00	3.22	0.40	0.40	0.05	0.04	0.01	57.27
Level 3 (L3)	80%	39.00	0.90	39.90	4.79	3.00	3.22	0.40	0.40	0.05	0.04	0.01	51.81
Level 2 (L2)	65%	31.69	0.90	32.59	3.91	3.00	2.36	0.40	0.40	0.05	0.04	0.01	42.76
Level 1 (L1)	55%	26.81	0.90	27.71	3.33	3.00	2.36	0.40	0.40	0.05	0.04	0.01	37.30
Material Handler/Pre-Apprentice (MH/PA)	45%	21.94	0.90	22.84	2.74	3.00	1.93	0.40	0.40	0.05	0.04	0.01	31.41

SCHEDULE "B1.1" **EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS INSIDE LOWER MAINLAND/FRASER VALLEY**

"Inside" Lower Mainland/Fraser Valley **Effective August 01 2024**

		Employee Classifications										
				<<< Apprentice Carpenters >>>				<<< Semi Skilled Carpenters >>>				
Employer Contributions:		**FM**	**CJP**	**4th**	**3rd**	**2nd**	**1st**	**L4**	**L3**	**L2**	**L1**	**MH/PA**
CMAW Benefits	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00
Carpentry Workers' Pension Plan	4.29	4.29	4.29	3.22	3.22	2.36	2.36	3.22	3.22	2.36	2.36	1.93
Administration Fund	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40
Training Fund	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40
Member Assistance Fund	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05
Rehabilitation Plan	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04
D&A Policy	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01
***Total Employer Contributions**	**8.19**	**8.19**	**8.19**	**7.12**	**7.12**	**6.26**	**6.26**	**7.12**	**7.12**	**6.26**	**6.26**	**5.83**
Employee Deductions:												
Field Dues	0.89	0.89	0.89	0.89	0.89	0.89	0.89	0.89	0.89	0.89	0.89	0.89
Local Union Check Off (CMAW Local 1995)	0.25	0.25	0.25	0.25	0.25	0.25	0.25	0.25	0.25	0.25	0.25	0.25
***Total Employee Deductions**	**1.14**	**1.14**	**1.14**	**1.14**	**1.14**	**1.14**	**1.14**	**1.14**	**1.14**	**1.14**	**1.14**	**1.14**
Total Hourly Remittance to CWF	**ST**	**9.08**	**9.08**	**8.01**	**8.01**	**7.15**	**7.15**	**8.01**	**8.01**	**7.15**	**7.15**	**6.72**
	1.5x OT	**13.62**	**13.62**	**12.02**	**12.02**	**10.73**	**10.73**	**12.02**	**12.02**	**10.73**	**10.73**	**10.08**
	2x OT	**18.16**	**18.16**	**16.02**	**16.02**	**14.30**	**14.30**	**16.02**	**16.02**	**14.30**	**14.30**	**13.44**
Total Hourly Remittance to Local 1995	**ST**	**0.25**	**0.25**	**0.25**	**0.25**	**0.25**	**0.25**	**0.25**	**0.25**	**0.25**	**0.25**	**0.25**
	1.5x OT	**0.38**	**0.38**	**0.38**	**0.38**	**0.38**	**0.38**	**0.38**	**0.38**	**0.38**	**0.38**	**0.38**
	2x OT	**0.50**	**0.50**	**0.50**	**0.50**	**0.50**	**0.50**	**0.50**	**0.50**	**0.50**	**0.50**	**0.50**

moveUP

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

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

"Inside" Lower Mainland/Fraser Valley **Effective August 01 2025**

						Employer Contributions							
Employee Classifications	%	Base Rate	Metro Travel	Sub Total	VP/SHP (12%)	CMAW Benefits	CW Pension Plan	Admin Fund	Training Fund	Member Assis	Rehab Plan	D&A Policy	Total Package
Base Rates		50.85	0.90	51.75	0.12	3.05	4.34	0.45	0.45	0.05	0.04	0.01	
Journeyperson													
General Foreman (GF)	125%	63.56	0.90	64.46	7.74	3.05	4.34	0.45	0.45	0.05	0.04	0.01	80.59
Foreman (FM)	115%	58.48	0.90	59.38	7.13	3.05	4.34	0.45	0.45	0.05	0.04	0.01	74.90
Certified Journey Person (CJP)	**100%**	**50.85**	**0.90**	**51.75**	**6.21**	**3.05**	**4.34**	**0.45**	**0.45**	**0.05**	**0.04**	**0.01**	**66.35**
Apprentice Carpenter													
4th Term (4th)	90%	45.77	0.90	46.67	5.60	3.05	3.26	0.45	0.45	0.05	0.04	0.01	59.58
3rd Term (3rd)	80%	40.68	0.90	41.58	4.99	3.05	3.26	0.45	0.45	0.05	0.04	0.01	53.88
2nd Term (2nd)	65%	33.05	0.90	33.95	4.07	3.05	2.39	0.45	0.45	0.05	0.04	0.01	44.46
1st Term (1st)	55%	27.97	0.90	28.87	3.46	3.05	2.39	0.45	0.45	0.05	0.04	0.01	38.77
Semi Skilled Carpenter													
Level 4 (L4)	90%	45.77	0.90	46.67	5.60	3.05	3.26	0.45	0.45	0.05	0.04	0.01	59.58
Level 3 (L3)	80%	40.68	0.90	41.58	4.99	3.05	3.26	0.45	0.45	0.05	0.04	0.01	53.88
Level 2 (L2)	65%	33.05	0.90	33.95	4.07	3.05	2.39	0.45	0.45	0.05	0.04	0.01	44.46
Level 1 (L1)	55%	27.97	0.90	28.87	3.46	3.05	2.39	0.45	0.45	0.05	0.04	0.01	38.77
Material Handler/Pre-Apprentice (MH/PA)	45%	22.88	0.90	23.78	2.85	3.05	1.95	0.45	0.45	0.05	0.04	0.01	32.63

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SCHEDULE "B1.2" **EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS INSIDE LOWER MAINLAND/FRASER VALLEY**

"Inside" Lower Mainland/Fraser Valley **Effective August 01 2025**

		Employee Classifications										
				<<< Apprentice Carpenters >>>				<<< Semi Skilled Carpenters >>>				
Employer Contributions:		**FM**	**CJP**	**4th**	**3rd**	**2nd**	**1st**	**L4**	**L3**	**L2**	**L1**	**MH/PA**
CMAW Benefits	3.05	3.05	3.05	3.05	3.05	3.05	3.05	3.05	3.05	3.05	3.05	3.05
Carpentry Workers' Pension Plan	4.34	4.34	4.34	3.26	3.26	2.39	2.39	3.26	3.26	2.39	2.39	1.95
Administration Fund	0.45	0.45	0.45	0.45	0.45	0.45	0.45	0.45	0.45	0.45	0.45	0.45
Training Fund	0.45	0.45	0.45	0.45	0.45	0.45	0.45	0.45	0.45	0.45	0.45	0.45
Member Assistance Fund	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05
Rehabilitation Plan	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04
D&A Policy	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01
***Total Employer Contributions**	**8.39**	**8.39**	**8.39**	**7.31**	**7.31**	**6.44**	**6.44**	**7.31**	**7.31**	**6.44**	**6.44**	**6.00**
Employee Deductions:												
Field Dues	0.89	0.89	0.89	0.89	0.89	0.89	0.89	0.89	0.89	0.89	0.89	0.89
Local Union Check Off (CMAW Local 1995)	0.25	0.25	0.25	0.25	0.25	0.25	0.25	0.25	0.25	0.25	0.25	0.25
***Total Employee Deductions**	**1.14**	**1.14**	**1.14**	**1.14**	**1.14**	**1.14**	**1.14**	**1.14**	**1.14**	**1.14**	**1.14**	**1.14**
Total Hourly Remittance to CWF	**ST**	**9.28**	**9.28**	**8.20**	**8.20**	**7.33**	**7.33**	**8.20**	**8.20**	**7.33**	**7.33**	**6.89**
	1.5x OT	**13.92**	**13.92**	**12.30**	**12.30**	**11.00**	**11.00**	**12.30**	**12.30**	**11.00**	**11.00**	**10.34**
	2x OT	**18.56**	**18.56**	**16.4**	**16.4**	**14.66**	**14.66**	**16.4**	**16.4**	**14.66**	**14.66**	**13.78**
Total Hourly Remittance to Local 1995	**ST**	**0.25**	**0.25**	**0.25**	**0.25**	**0.25**	**0.25**	**0.25**	**0.25**	**0.25**	**0.25**	**0.25**
	1.5x OT	**0.38**	**0.38**	**0.38**	**0.38**	**0.38**	**0.38**	**0.38**	**0.38**	**0.38**	**0.38**	**0.38**
	2x OT	**0.50**	**0.50**	**0.50**	**0.50**	**0.50**	**0.50**	**0.50**	**0.50**	**0.50**	**0.50**	**0.50**

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

SCHEDULE "A1.3" **MINIMUM STRAIGHT TIME HOURLY WAGE RATES AND BREAKDOWN OF MONETARY PKG INSIDE LOWER MAINLAND/FRASER VALLEY**

"Inside" Lower Mainland/Fraser Valley **Effective August 01 2026**

						Employer Contributions							
Employee Classifications	%	Base Rate	Metro Travel	Sub Total	VP/SHP (12%)	CMAW Benefits	CW Pension Plan	Admin Fund	Training Fund	Member Assis	Rehab Plan	D&A Policy	Total Package
Base Rates		53.04	0.90	53.94	0.12	3.10	4.39	0.50	0.50	0.05	0.04	0.01	
Journeyperson													
General Foreman (GF)	125%	66.30	0.90	67.20	8.06	3.10	4.39	0.50	0.50	0.05	0.04	0.01	83.85
Foreman (FM)	115%	61.00	0.90	61.90	7.43	3.10	4.39	0.50	0.50	0.05	0.04	0.01	77.92
Certified Journey Person (CJP)	**100%**	**53.04**	**0.90**	**53.94**	**6.47**	**3.10**	**4.39**	**0.50**	**0.50**	**0.05**	**0.04**	**0.01**	**69.00**
Apprentice Carpenter													
4th Term (4th)	90%	47.74	0.90	48.64	5.84	3.10	3.29	0.50	0.50	0.05	0.04	0.01	61.97
3rd Term (3rd)	80%	42.43	0.90	43.33	5.20	3.10	3.29	0.50	0.50	0.05	0.04	0.01	56.02
2nd Term (2nd)	65%	34.48	0.90	35.38	4.25	3.10	2.41	0.50	0.50	0.05	0.04	0.01	46.24
1st Term (1st)	55%	29.17	0.90	30.07	3.61	3.10	2.41	0.50	0.50	0.05	0.04	0.01	40.29
Semi Skilled Carpenter													
Level 4 (L4)	90%	47.74	0.90	48.64	5.84	3.10	3.29	0.50	0.50	0.05	0.04	0.01	61.97
Level 3 (L3)	80%	42.43	0.90	43.33	5.20	3.10	3.29	0.50	0.50	0.05	0.04	0.01	56.02
Level 2 (L2)	65%	34.48	0.90	35.38	4.25	3.10	2.41	0.50	0.50	0.05	0.04	0.01	46.24
Level 1 (L1)	55%	29.17	0.90	30.07	3.61	3.10	2.41	0.50	0.50	0.05	0.04	0.01	40.29
Material Handler/Pre-Apprentice (MH/PA)	45%	23.87	0.90	24.77	2.97	3.10	1.98	0.50	0.50	0.05	0.04	0.01	33.92

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SCHEDULE "B1.3" **EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS INSIDE LOWER MAINLAND/FRASER VALLEY**

"Inside" Lower Mainland/Fraser Valley **Effective August 01 2026**

		Employee Classifications										
				<<< Apprentice Carpenters >>>				<<< Semi Skilled Carpenters >>>				
Employer Contributions:		**FM**	**CJP**	**4th**	**3rd**	**2nd**	**1st**	**L4**	**L3**	**L2**	**L1**	**MH/PA**
CMAW Benefits	3.10	3.10	3.10	3.10	3.10	3.10	3.10	3.10	3.10	3.10	3.10	3.10
Carpentry Workers' Pension Plan	4.39	4.39	4.39	3.29	3.29	2.41	2.41	3.29	3.29	2.41	2.41	1.98
Administration Fund	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
Training Fund	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
Member Assistance Fund	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05
Rehabilitation Plan	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04
D&A Policy	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01
***Total Employer Contributions**	**8.59**	**8.59**	**8.59**	**7.49**	**7.49**	**6.61**	**6.61**	**7.49**	**7.49**	**6.61**	**6.61**	**6.18**
Employee Deductions:												
Field Dues	0.89	0.89	0.89	0.89	0.89	0.89	0.89	0.89	0.89	0.89	0.89	0.89
Local Union Check Off (CMAW Local 1995)	0.25	0.25	0.25	0.25	0.25	0.25	0.25	0.25	0.25	0.25	0.25	0.25
***Total Employee Deductions**	**1.14**	**1.14**	**1.14**	**1.14**	**1.14**	**1.14**	**1.14**	**1.14**	**1.14**	**1.14**	**1.14**	**1.14**
Total Hourly Remittance to CWF	**ST**	**9.48**	**9.48**	**8.38**	**8.38**	**7.50**	**7.50**	**8.38**	**8.38**	**7.50**	**7.50**	**7.07**
	1.5x OT	**14.22**	**14.22**	**12.57**	**12.57**	**11.25**	**11.25**	**12.57**	**12.57**	**11.25**	**11.25**	**10.60**
	2x OT	**18.96**	**18.96**	**16.76**	**16.76**	**15.00**	**15.00**	**16.76**	**16.76**	**15.00**	**15.00**	**14.14**
Total Hourly Remittance to Local 1995	**ST**	**0.25**	**0.25**	**0.25**	**0.25**	**0.25**	**0.25**	**0.25**	**0.25**	**0.25**	**0.25**	**0.25**
	1.5x OT	**0.38**	**0.38**	**0.38**	**0.38**	**0.38**	**0.38**	**0.38**	**0.38**	**0.38**	**0.38**	**0.38**
	2x OT	**0.50**	**0.50**	**0.50**	**0.50**	**0.50**	**0.50**	**0.50**	**0.50**	**0.50**	**0.50**	**0.50**

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

SCHEDULE "C" INDUSTRIAL PROJECTS – DRILLING, BLASTING, SHORING MINIMUM STRAIGHT TIME HOURLY WAGE RATES, PREMIUMS AND EMPLOYEE CLASSIFICATIONS

CSWU LOCAL 1611 WAGE RATE SHEETS

Construction Craft Labourers	**4.5% Aug. 1, 2024**	**4.0% Aug. 1, 2025**	**4.0% Aug. 1, 2026**
driller, helper, assistant diamond driller	41.25	42.90	44.62
labourer	43.40	45.14	46.95
pneumatic driller (airleg, jackhammer types, etc.) groutman (headerman), and gunite potman	44.07	45.83	47.66
gunite and grout gunite nozzleman, and air trac (all models)	44.40	46.18	48.03
diamond driller, and tank driller	44.73	46.52	48.38
high scaler	45.06	46.86	48.73
rotary driller (air trac or hydraulic - under 6")	45.71	47.54	49.44
powder man (with certificate)	46.04	47.88	49.80
concrete specialist (top dresser finisher)	48.34	50.27	52.28

Apprentice Labourers

- refer to appendix "A" – Apprentice Labourer Program (particularly parts A and C)

Premiums			
foreman premium (payable over and above highest classification being supervised)	15%	15%	15%
caisson premium (payable below twenty-five (25) feet)	$0.60	$0.62	$0.65
swing stage premium (payable above twenty-five (25) feet)	$0.49	$0.51	$0.55
helicopter premium (refer to Article 21.400)	25%	25%	25%
annual vacation and statutory holiday pay	12%	12%	12%

SCHEDULE "F1.5" INDUSTRIAL PROJECTS

EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS

CSWU LOCAL 1611

EMPLOYER CONTRIBUTIONS (CALCULATED ON HOURS EARNED)	Apprentices at: Less than $18.50 per hour or more **Aug. 1, 2024**	All Other Classifications **Aug. 1, 2024**	**Aug. 1, 2025**	**Aug. 1, 2026**
CSWU Medical and Benefits	$3.55	$3.55	$3.69	$3.84
Pension Plan	$1.81	$3.81	$3.98	$4.14
CSW Medical and Benefit Plan of BC	$5.36	$7.36	$7.67	$7.98
Industry Fund:				
CSW Training Society	$0.41	$0.41	$0.43	$0.45
Rehabilitation Plan	$0.02	$0.02	$0.02	$0.02
Jurisdictional Assignment Plan	n/a	n/a	n/a	n/a
D&A Policy	$0.01	$0.01	$0.01	$0.01
	$0.44	$0.44	$0.46	0.48
Total: Straight Time Hours	$6.30	$7.80	$8.13	$8.46
Total: Time and One-Half Overtime Hours	$9.45	$11.70	$12.20	$12.69
Total: Double Time Overtime Hours	$12.60	$15.60	$16.26	$16.92

EMPLOYEE DEDUCTIONS (CALCULATED ON HOURS EARNED)	Apprentices at: Less than $18.50 per hour	Apprentices at: Less than $18.50 per hour or more	All Other Classifications	
Union Dues	$0.90	$0.90	$0.90	$0.90
Total: Straight Time Hours	$0.90	$0.90	$0.90	$0.90
Total: Time and One-Half Overtime Hours	$1.35	$1.35	$1.35	$1.35
Total: Double Time Overtime Hours	$1.80	$1.80	$1.80	$1.80

TOTAL MONTHLY REMITTANCES: (CALCULATED ON HOURS EARNED)	Apprentices at: Less than $18.50 per hour	Apprentices at: Less than $18.50 per hour or more	All Other Classifications	
Total: Straight Time Hours	$7.20	$8.70	$9.03	$9.36
Total: Time and One-Half Overtime Hours	$10.80	$13.05	$13.55	$14.04
Total: Double Time Overtime Hours	$14.40	$17.40	$18.06	$18.72

- All Employer contributions and employer deductions shall be calculated on the basis of "hours earned".
- The Employer contributions for medical and benefits shall be distributed at the sole discretion of the Union.