CONSTRUCTION AGREEMENT – ALBERTA

By and Between:

CONSTRUCTION MAINTENANCE AND ALLIED WORKERS CANADA

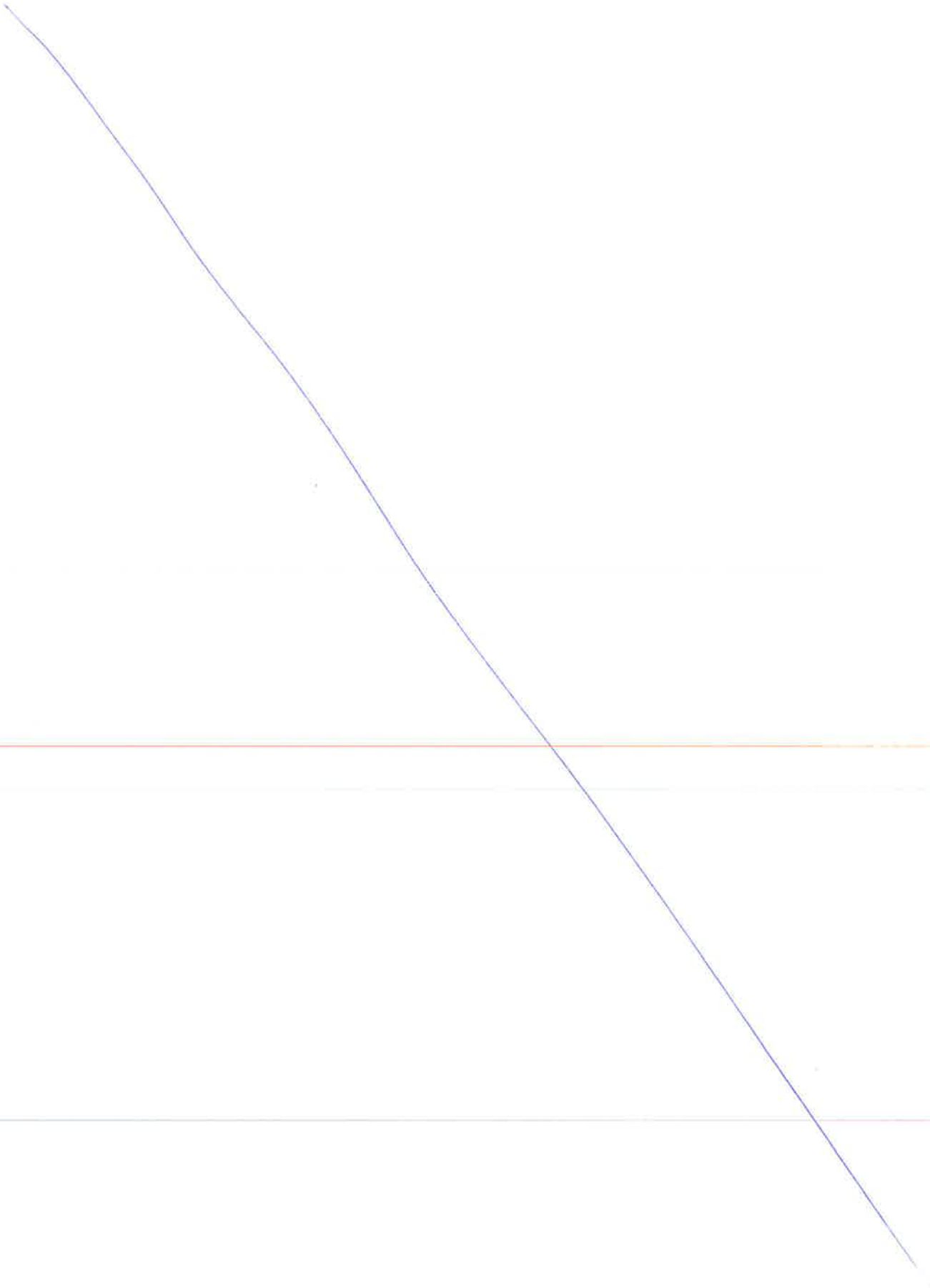
(Hereinafter referred to as the "Union")

And:

DLI Contractors Inc.

(Hereinafter referred to as the "Employer")

DURATION: August 4, 2024 to July 31, 2027



Construction, Maintenance and Allied Workers Canada

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Established in 2004, Construction, Maintenance and Allied Workers Canada's role is to establish and maintain the best possible standards of pay, benefits and working conditions for members; to organize the unorganized; to promote progressive labour and human rights legislation; to cooperate with other unions and organizations to achieve these aims; to encourage social unionism; to promote and champion workers' legitimate struggles; to provide aid and assistance to members so they may share in benefits of collective agreements and favourable employment legislation; and to inform and educate workers on the principles and policies of the organization and the benefits they may achieve through organization and collective bargaining. Construction, Maintenance and Allied Workers Canada has agreements with over 130 contractors and a membership of 7,000.

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For EFAP (Employee & Family Assistance Plan) Enquiries 24/7:
Inkblot: www.cmawefap.ca to register

Construction Locals

Alberta	403.879.2635	Kitimat/Prince Rupert	250.624.5617
Thompson Okanagan	250.542.8814	Vancouver, Lower Mainland, Fraser Valley & Whistler	604.437.0491
Prince George	250.564.6043		
Vancouver Island & Sunshine Coast	250.287.2422	Castlegar	250.365.2813

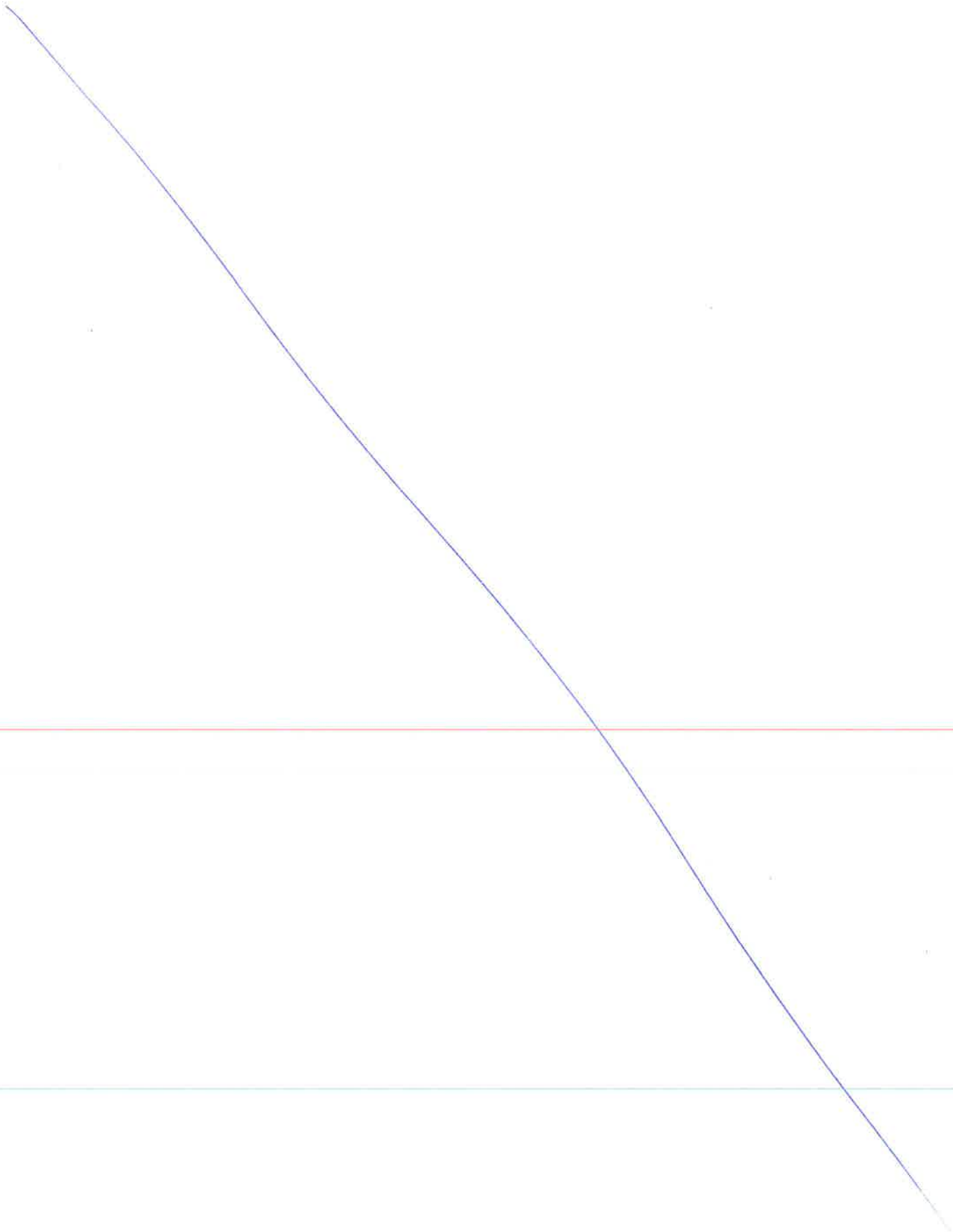
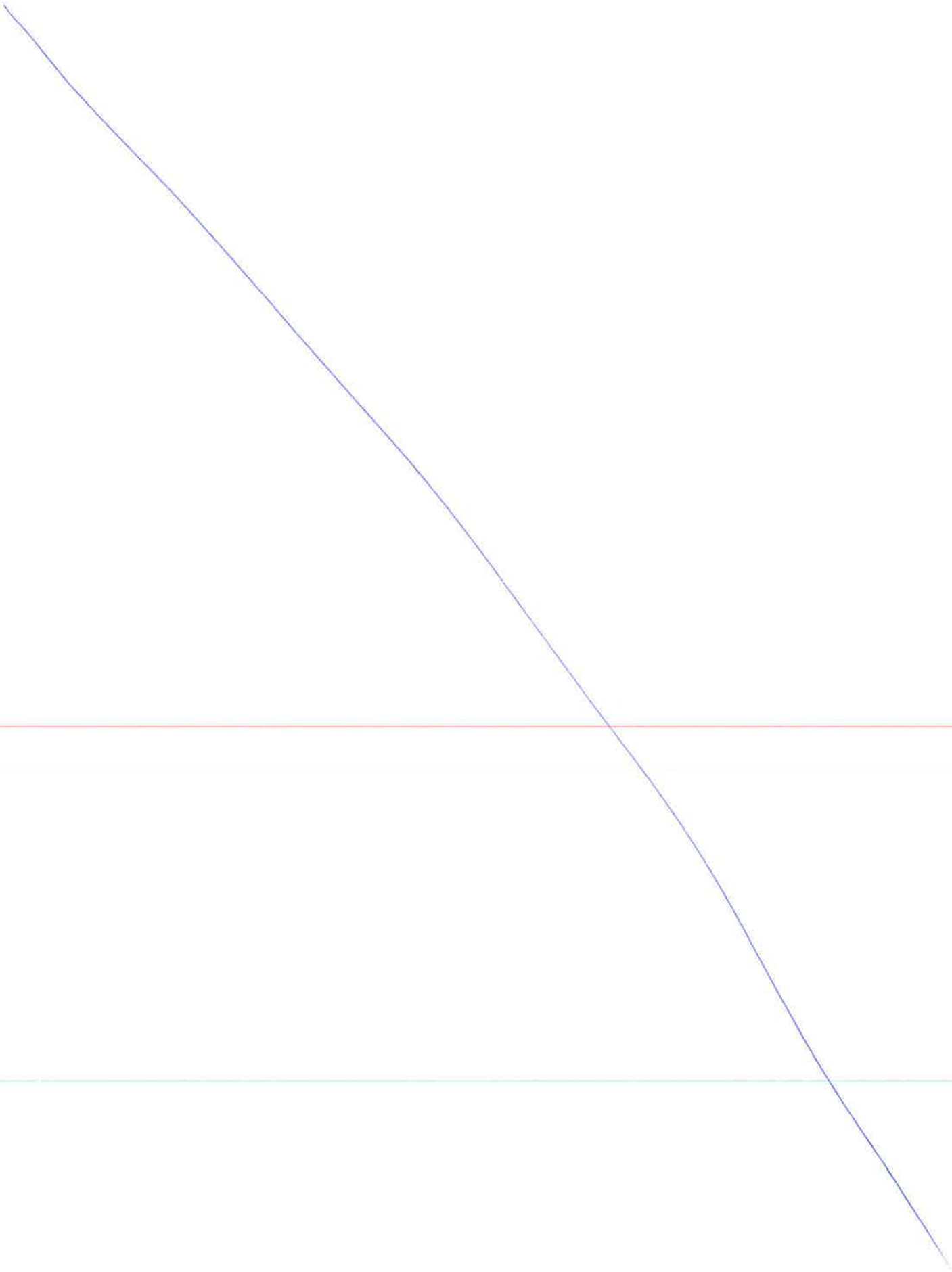


TABLE OF CONTENTS

ARTICLE	1.00	PURPOSE	1
ARTICLE	2.00	RECOGNITION	2
ARTICLE	3.00	MANAGEMENT RIGHTS	3
ARTICLE	4.00	UNION REPRESENTATION	3
ARTICLE	5.00	STRIKES OR LOCKOUTS	5
ARTICLE	6.00	EMPLOYMENT POLICY AND UNION MEMBERSHIP	5
ARTICLE	7.00	UNION DUES	6
ARTICLE	8.00	WAGE & AREA RATES OF PAY	6
ARTICLE	9.00	HOURS OF WORK & OVERTIME	7
ARTICLE	10.00	LAY-OFFS	14
ARTICLE	11.00	VACATION & VACATION PAY	15
ARTICLE	12.00	HOLIDAYS & HOLIDAY PAY	15
ARTICLE	13.00	TRANSPORTATION, TRAVEL AND ACCOMMODATION	15
ARTICLE	14.00	UNION-MANAGEMENT COMMITTEE	18
ARTICLE	15.00	HEALTH AND SAFETY COMMITTEE	19
ARTICLE	16.00	HEALTH & WELFARE FUNDS	20
ARTICLE	17.00	PENSION PLAN	20
ARTICLE	18.00	APPRENTICESHIP, TRAINING & ADMINISTRATION FUNDS	21
ARTICLE	19.00	TOOLS	21
ARTICLE	20.00	PROTECTIVE EQUIPMENT	22
ARTICLE	21.00	LEAVES OF ABSENCE AND BEREAVEMENT PAY	22
ARTICLE	22.00	GRIEVANCE PROCEDURE	23
ARTICLE	23.00	DISCIPLINARY ACTION	24
ARTICLE	24.00	APPRENTICES	25
ARTICLE	25.00	GENDER CLAUSE	25
ARTICLE	26.00	DURATION	25

SIGNATURES OF PARTIES 27
WAGE SCHEDULES 28

SCHEDULE A: NOTES 37
SCHEDULE B: INSULATOR TOOL LIST 38
SCHEDULE C: SCAFFOLDER TOOL LIST 39
SCHEDULE D: RIG WELDERS TOOL LIST 40
SCHEDULE E: IRONWORKER TOOL LIST 41
SCHEDULE F: ELECTRICIAN TOOL LIST 42
SCHEDULE G: INSTRUMENT TECH. TOOL LIST 43
SCHEDULE H: CARPENTER TOOL LIST 44
LETTER OF UNDERSTANDING: MULTI-SKILLING BONUS 45
LETTER OF UNDERSTANDING: CAMP MOVES 46
LETTER OF UNDERSTANDING: CAMP CHECK IN/OUT POLICY 47
MEMORANDUM OF AGREEMENT: LATE PAYMENT PENALTIES 48



ARTICLE 1.00 PURPOSE

1.01 It is the intent and purpose of the Employer, the Union, the Employees, and DSPs as parties to this Agreement, which has been negotiated and entered into good faith:

a) To set out certain terms and conditions which will apply to the Employees or DSPs and the Employer;

b) To mutually recognize the respective rights, responsibilities and functions of the parties;

c) To provide and maintain working conditions, hours of work, wage rates, travel allowances, referral provisions, and benefits;

d) To establish an equitable system for the promotion, transfer, layoff, and recall of Employees or DSPs;

e) To establish a just and prompt procedure for the disposition of grievances; and through the full and fair administration of all the provisions contained within this part, to achieve a relationship among the Union, the Employer and the Employees or DSPs which will be conducive to their mutual well-being.

1.02 **Mutual Responsibilities**

a) It is in the mutual interest of the Employer and Employee or DSP, to provide for the construction of the projects affected by this agreement and to further to the fullest extent possible, the safety and physical welfare of the Employees or DSPs, the economy of construction, the quality and quantity of construction and the cleanliness of project worksites and protection of the owner's property.

b) It is recognized by this Agreement to be the duty of the Employer and the Union to cooperate fully for the advancement of said conditions as set out in 1.02 (a) above.

c) It is also recognized by this Agreement to be the duty of the Employer to explain fully the terms of this Agreement to all its officers and others engaged in a supervisory capacity and it is recognized to be the duty of the Union to explain fully to its members, its and their responsibilities and obligations under this Agreement.

d) The Company and the Union recognize their respective obligations and responsibilities to provide a work environment free from discrimination and harassment.

1.03 **Equity**

CMAW and DLI 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.

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

1.05 **Definitions**

a) "Code" means the Labour Relations Code, as amended from time to time.

b) "Employee" means a person covered by this Collective Agreement and employed by the Employer.

c) "Employer" means DLI Contractors Inc. and such officers as may from time to time be appointed, or designated, by DLI Contractors Inc.

d) "DSP" means Direct Service Provider covered by this collective agreement, which provides services to the Employer from time to time and is in compliance with all laws of Canada and Alberta.

ARTICLE 2.00 RECOGNITION

2.01 The Employer recognizes the Union as the sole bargaining agent of all Employees or DSPs in the bargaining unit, working in the Province of Alberta, as defined in existing ALRB certificates or by voluntary recognition agreement. Including Journeypersons, Apprentices, Foreperson and General Foreperson.

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

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

2.02 This Agreement covers all Employees or DSP of the Employer when employed in Construction.

2.03 There will be no revision, amendment, or alteration of the scope of the bargaining unit as defined in this agreement or of any of the terms and provisions of this Agreement, except by the mutual agreement in writing of the parties.

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

representative of the Union.

2.05 All paperwork provided to the Employer will be sent to the Union as the sole bargaining agent for Employees covered under this collective agreement. This includes trade tickets, apprenticeship registration, safety tickets, and signed policies.

ARTICLE 3.00 MANAGEMENT RIGHTS

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

a) The right to maintain order and productivity; to make, alter and enforce rules and regulations, policies and practices, to be adhered to by its Employees or DSPs; to discipline and discharge Employees or DSPs for just cause;

b) The right to select and hire, as per Article 6 and direct the working force and Employees or DSPs; to transfer, assign, promote, demote, classify, layoff, recall and suspend Employees or DSPs; to select and retain Employees for positions excluded from the bargaining unit;

c) The right to operate and manage the Employer's business in order to satisfy its commitments and responsibilities. The right to determine the kind and location of business to be done by the Employer, the direction of the working forces, the scheduling of work, the number of shifts, the contracting of work, the methods, processes and means by which work is to be performed, job content, quality and quantity standards, the right to use improved methods, machinery and equipment, the right to determine the number of Employees or DSPs needed by the Employer at any time and generally, the right to manage the business of the Employer and to plan, direct and control the operations of the Employer, without interference.

d) The right to recognize the qualifications to classify Employees or DSPs that are not part of the Red Seal trade.

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

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

ARTICLE 4.00 UNION REPRESENTATION

4.01 **Job Stewards**

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

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

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

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

d) When it is necessary for the Employer to reduce the size of the project crew, preference of continued employment shall be given to Job Stewards and resident members of the project Local. Notwithstanding the foregoing, such preference shall not supersede the right to continued employment which applies to exempt Employees or DSP employed on the project.

e) A Chief Job Steward will be implemented upon mutual agreement of the union and the Employer.

4.02 **Representatives**

a) Duly appointed Representatives of the Union are representatives of the Employees or DSP in all matters pertaining to this Agreement, particularly for the purpose of processing grievances, negotiating amendments to and renewals of this Agreement, and enforcing the Employees' or DSPs' collective bargaining rights, as well as any other rights under this Agreement and under the law.

b) Representatives of the Union will have access to visit job sites during normal working hours subject to the following:

i. The Union Representative will identify himself to the job Supervisor upon arriving at a job site.

ii. The Union Representative will not interfere with the progress of work.

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

4.03 **The Employer**

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

4.04 **Negotiating Committee**

The Union has the right to appoint a Negotiating Committee. Employees or DSPs to a maximum of three (3) on the committee will be paid by the Employer to a maximum of twenty-four (24) hours per Employee or DSP, at their regular straight-time hourly rates for all time spent on negotiating the collective agreement and wage and benefit reviews with the Employer, whenever this takes place during the regular working hours of the Employees or DSPs concerned.

4.05 **Information Session**

30 minute information session during orientation so that new hires are aware of the Union benefits. This can be done with the job steward in person, by video, or a Teams call with the local business agent, president, or designate. To be defined in pre-job.

ARTICLE 5.00 STRIKES OR LOCKOUTS

5.01 During the term of this Agreement, or while negotiations for a further agreement are being held the Union will not permit or encourage any strike, slowdown, or any stoppage of work or otherwise restrict or interfere with the Employer's operation through its members.

5.02 During the term of this Agreement, or while negotiations for a further agreement are being held, the Employer will not engage in any lockout of its Employees or DSPs or deliberately restrict or reduce the hours of work.

ARTICLE 6.00 EMPLOYMENT POLICY AND UNION MEMBERSHIP

6.01

a) The Union and the Employer will cooperate in maintaining a desirable and competent labour force.

b) The Employer shall give preference to qualified Union members who are able to meet the requirements of the job. The Employer shall contact the Union prior to the commencement of work, to determine which members are available for work. The Employer endeavours to work with the Union to maximize the use of current Union members, foreperson and general foreperson excepted. This process will be determined and outlined for each project in the Pre-Job conference.

c) The Union and the Employer agree to a local hiring preference. The Union shall inform the Employer of available and qualified local Union members who shall be hired prior to other Union members.

d) If the Union is unable to supply qualified workers, the Employer may hire from outside the Union membership. Such workers shall join the Union within 30 days and remain a member in good standing of the Union as a condition of continuing employment.

6.02 **Pre-Job Conference**

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

6.03 Subject to Article 6.01, the Employer shall not discriminate against any Employee or DSP because of Union membership or lack of it and shall inform all new Employees or DSPs of the contractual relationship between the Employer and the Union. Before commencing work, or as soon as reasonably possible after commencing work, new Employees or

DSPs shall be referred by the Employer to a Union steward or representative in order to describe the Union's purpose and representation policies to such new Employees or DSPs.

6.04 The Employer and the Union agree that all Employees or DSPs covered by this Agreement shall maintain membership in the Union.

6.05 New Employees or DSPs will be hired on a 120 calendar day probationary period and thereafter will attain regular employment status subject to the availability of work. The parties agree that the discharge or layoff of a probationary Employee or DSP is at the absolute discretion of the Employer and that the subject of a grievance or arbitration shall only be to determine whether the Employee or DSP was a probationary Employee or DSP.

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

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

ARTICLE 7.00 UNION DUES

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

7.02 The Union will promptly notify the Employer, in writing, over the signature of its designated officer, the amount of the deduction to be made by the Employer for regular Union dues and the Employer will have the right to continue to rely on such written notification until it receives other written notification from the Union.

7.03 The Employer will provide the Union with all necessary information regarding insurance and benefit plans, job classification changes, jobsite locations and terminations. The name, address, date of hire and classification of new Employees or DSPs will be provided to the Union once monthly.

ARTICLE 8.00 WAGE & AREA RATES OF PAY

8.01 Wage schedules and other provisions applicable to various job classifications and work descriptions are as set forth in Schedule "A", as appropriate to the work.

8.02 Additional classifications may be established only by mutual agreement between the Employer and the Union during the term of this Agreement and the rates for same will be

subject to negotiations between the Employer and the Union. Any addition under these terms will be put into writing and signed by a representative of the Employer and the Union. If the Union and the Employer are unable to agree upon such wage rates either party may apply directly for arbitration under Article 22.

8.03 **Show Up Time**

a) An Employee or DSP who comes to work without having been notified that there is no work available and who is sent home because of lack of work, will receive a minimum of four (4) hours pay at his prevailing hourly rate. The Employee or DSP will also receive his full accommodation allowance if and when applicable.

b) Proper notification in the case of a camp is 1 hours notice. The Employer will make best efforts to have Employees and a Job Steward notified VIA email, text, or proper notification.

c) An Employee who shows up to be taken for medical assessment/treatment, within 2 hours, will NOT receive show up time. Employees are required to call in sick.

8.04 **Starting Work**

An Employee or DSP who starts work and is prevented from completing his normal work day will receive a minimum of four (4) hours pay at his prevailing hourly rate. The Employee or DSP will also receive his full accommodation allowance if and when applicable.

An Employee or DSP who does not show up for their shift due to calling in sick, may be required to provide the Employer with a valid doctor's note.

8.05 When there is a temporary shortage of work within a given work day in a specific classification, the Employer may employ the affected Employees or DSPs in another classification at the rate of pay of their usual specified classification provided the Employee or DSP is qualified to do the required work.

8.06 If the shortage is for a period longer than the day outlined in Article 8.05 above, the Employee or DSP may be given the option to work in another classification, for which they are qualified, instead of being laid off. The Employee or DSP will be paid the rate for the new classification. This will be recorded in writing signed by the Employer, the Employee or DSP and Job Steward.

8.07 All references to base wage rate will be deemed to have additional premiums for General Foreperson, Foreperson, Lead Hands and Stewards.

ARTICLE 9.00 HOURS OF WORK & OVERTIME

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

Unless otherwise agree to a Pre-Job Conference, the Employer may vary the start/quit times by changing the scheduled starting time up to two (2) hours at his option.

Variances beyond two (2) hours shall be agreed mutually by the Employer and the business representative of the Union and the consent to variance will not be unreasonably withheld.

9.02 Starting time shall be at an area designated by the Employer. Employees or DSPs shall be ready to go to work at the shift starting time. Employees shall be given 15 minutes at the end of each shift as washup time.

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

All unscheduled overtime shall be voluntary.

9.04 **Shift Cycles**

The Employer will define the shift cycle for each project as agreed to in the Pre-Job Conference report. With respect to averaging as stated in the *Employment Standards Code* of Alberta and any regulations enacted thereunder are incorporated into this Agreement. If there is any conflict between the *Employment Standards Code* of Alberta and any regulations enacted thereunder and this Agreement, the terms of the *Employment Standards Code* of Alberta and any regulations enacted thereunder shall prevail.

Refer to Article 9.12 regarding Averaging Agreements.

a) SHIFT CYCLE 1

4 Days Of 10 Hours, Followed By 3 Days Off

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

b) SHIFT CYCLE 2

5 Days Of 8 Hours, Followed By 2 Days Off

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

9.05 Scheduled breaks will include a Sunday whenever possible.

9.06 The Employer will attempt to distribute unscheduled overtime work as evenly as possible among Employees or DSPs who normally perform the work and who indicate they wish to

work overtime.

9.07 Any amendments to hours of work and overtime will be noted on the Pre-Job Conference report.

9.08 The provisions of this Article are for the purpose of computing overtime and will not be construed to be a guarantee of or a limitation on the hours of work to be done per day or per week other than as stipulated in Articles 8.03 and 8.04.

9.09 Coffee Breaks and Meal Periods

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

There will be two (2) coffee breaks of 15 minutes duration on each shift, one (1) in the first half of the shift and one (1) in the second half of the shift which may be combined with the lunch break and split into two (2) half hour breaks.

a) Employees or DSP will be given an unpaid meal period of 1/2 hour per ten (10) hour shift and such period will not be considered as time worked.

b) Employees or DSP required to work beyond two (2) hours of unscheduled overtime in a day will be provided with an additional coffee break of 15 minutes.

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

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

a) There will be two (2) coffee breaks of 15 minutes duration on each shift, one (1) in the first half of the shift and one (1) in the second half of the shift which may be combined with the lunch break and split into two half hour breaks.

b) There will be a paid half hour (1/2) lunch break per 12 hour shift.

c) If Employees or DSP are not scheduled, but are required to work beyond 12 hours in a day, the Employer will provide a meal period of half an hour (1/2) paid at straight-time and a meal for the Employees or DSP. If the Employer is unable to provide a meal it will pay each Employee $25.00 in lieu of the meal.

9.10 Provided the Employee or DSP notifies the Employer at the time of hire the Employer agrees to respect the Employee's or DSP's wishes with regards to not working certain days of the week or certain hours of the day because of *bona fide* held religious beliefs.

9.11 **Shift Premiums**

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

Day Shift: No Shift Premium

Night Shift: Any shift which commences after 5:30pm.

Overtime on the night shift shall be payable as per the shift cycles in 9.04.

9.12 Hours of Work Averaging Agreements

a) Group A Projects Hours of Work Averaging Agreements ("Four 10s")

1. The Union and the Employer hereby enter into two separate Hours of Work Averaging Agreements for Employees working on any of the Group A Projects (the "Group A Employees") which shall be the Group A Monday Agreement, and the Group A Tuesday Agreement (collectively the "Group A Projects Agreements").

2. Paragraphs 3, 4, 5 and 8 are common terms to each of the Group A Projects Agreements.

3. The Union and the hereby Employer agree that the hours of work of each of the Group A Employees will be averaged over a one (1) week averaging period with an average of 40 hours per week as averaged across the schedule for the purpose of determining each of the Employees' entitlement to overtime pay, or time off with pay in lieu of overtime pay.

4. The Union and the Employer agree to a one (1) week repeating schedule (the "averaging period") for the Group A Employees as follows:

	Day 1	Day 2	Day 3	Day 4	Day 5	Day 6	Day 7	Weekly Totals
Week 1	10 Hrs	10 Hrs	10 Hrs	10 Hrs	0 Hrs	0 Hrs	0 Hrs	40 Hrs

5. All scheduled hours are paid at straight time.

6. Group A Monday Agreement: For Group A Employees assigned by the Employer to the Monday Shift, Day 1 of the repeating schedule at paragraph 4 shall be a Monday.

7. Group A Tuesday: For Group A Employees assigned by the Employer to a Tuesday Shift, Day 1 of the repeating schedule at paragraph 4 shall be a Tuesday.

8. The **Rules of General Application** set out below shall apply to each of the Group A Projects Agreements.

b) Group B Projects Hours of Work Averaging Agreements ("Fourteen & Seven")

1. The Union and the Employer hereby enter into four separate Hours of Work Averaging Agreements for Employees working on any of the Group B Projects (the "Group B Employees") which shall be the Group B Tuesday Agreement, the Group B Wednesday Agreement, the Group B Thursday Agreement, and the Group B Friday Agreement (collectively the "Group B Projects Agreements").

2. Paragraphs 3, 4, 5, 6, 10 and 11 are common terms to each of the Group B Projects Agreements.

3. The Union and the Employer agree that the hours of work of each of the Group B Employees will be averaged over a three (3) week averaging period with an average of 44 hours per week as averaged across the schedule for the purpose of determining each of the Employees' entitlement to overtime pay, or time off with pay in lieu of overtime pay.

4. The Union and the Employer agree to a three (3) week repeating schedule (the "averaging period") for the Group B Employees as follows:

	Day 1	Day 2	Day 3	Day 4	Day 5	Day 6	Day 7	Weekly Totals
Week 1	10 Hrs	10 Hrs	10 Hrs	10 Hrs	10 Hrs	10 Hrs	10 Hrs	70 Hrs
Week 2	10 Hrs	10 Hrs	10 Hrs	10 Hrs	10 Hrs	10 Hrs	10 Hrs	70 Hrs
Week 3	0 Hrs	0 Hrs	0 Hrs	0 Hrs	0 Hrs	0 Hrs	0 Hrs	0 Hrs

5. All scheduled hours will be paid either at straight time or overtime as follows:

Week 1

Day	**1**	**2**	**3**	**4**	**5**	**6**	**7**
Straight Time	6	7	7	7	7	7	7
Overtime	4	3	3	3	3	3	3

Week 2

Day	**1**	**2**	**3**	**4**	**5**	**6**	**7**
Straight Time	7	7	7	7	7	7	6
Overtime	3	3	3	3	3	3	4

Week 3

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

6. Overtime shall be paid at a rate stipulated in the Collective Agreement and shall be no less than 1.5 times regular pay for every overtime hour worked.

7. Group B Tuesday Agreement: For Group B Employees assigned by the Employer to the Tuesday Shift, Day 1 of the repeating schedule at paragraph 4 shall be a Tuesday.

8. Group B Wednesday Agreement: For Group B Employees assigned by the Employer to the Wednesday Shift, Day 1 of the repeating schedule at paragraph 4 shall be a Wednesday.

9. Group B Thursday Agreement: For Group B Employees assigned by the Employer to a Thursday Shift, Day 1 of the repeating schedule at paragraph 4 shall be a Thursday.

10. Group B Friday Agreement: For Group B Employees assigned by the Employer to a Friday Shift, Day 1 of the repeating schedule at paragraph 4 shall be a Friday.

11. The **Rules of General Application** set out below shall apply to each of the Group B Projects Agreements.

c) Group C Projects Hours of Work Averaging Agreements ("Eight & Six")

1. The Union and the Employer hereby enter into four separate Hours of Work Averaging Agreements for Employees working on any of the Group C Projects (the "Group C Employees") which shall be the Group C Tuesday Agreement, the Group C Wednesday Agreement, the Group C Thursday Agreement, and the Group C Monday Agreement (collectively the "Group C Projects Agreements").

2. Paragraphs 3, 4, 5, 6, 10 and 11 are common terms to each of the Group C Projects Agreements.

3. The Union and the Employer agree that the hours of work of each of the Group C Employees will be averaged over a two (2) week averaging period with an average of 40 hours per week as averaged across the schedule for the purpose of determining each of the Employees' entitlement to overtime pay, or time off with pay in lieu of overtime pay.

4. The Union and the Employer agree to a two (2) week repeating schedule (the "averaging period") for the Group B Employees as follows:

	Day 1	Day 2	Day 3	Day 4	Day 5	Day 6	Day 7	Weekly Totals
Week 1	10 Hrs	10 Hrs	10 Hrs	10 Hrs	10 Hrs	10 Hrs	10 Hrs	70 Hrs
Week 2	10 Hrs	0 Hrs	0 Hrs	0 Hrs	0 Hrs	0 Hrs	0 Hrs	10 Hrs

5. All scheduled hours will be paid either at straight time or overtime as follows:

Week 1

Day	**1**	**2**	**3**	**4**	**5**	**6**	**7**
Straight Time	10	10	10	10	10	10	10

Overtime	0	0	0	0	0	0	0

Week 2

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

6. Overtime shall be paid at a rate stipulated in the Collective Agreement and shall be no less than 1.5 times regular pay for every overtime hour worked.

7. Group C Tuesday Agreement: For Group C Employees assigned by the Employer to the Tuesday Shift, Day 1 of the repeating schedule at paragraph 4 shall be a Tuesday.

8. Group C Wednesday Agreement: For Group C Employees assigned by the Employer to the Wednesday Shift, Day 1 of the repeating schedule at paragraph 4 shall be a Wednesday.

9. Group C Thursday Agreement: For Group C Employees assigned by the Employer to a Thursday Shift, Day 1 of the repeating schedule at paragraph 4 shall be a Thursday.

10. Group C Monday Agreement: For Group C Employees assigned by the Employer to a Monday Shift, Day 1 of the repeating schedule at paragraph 4 shall be a Monday.

11. The **Rules of General Application** set out below shall apply to each of the Group C Projects Agreements.

d) Rules of General Application

1. The following rules of general application, as set out below, apply to each of the Group A, B, and C Projects Agreements set out in Article 9.12 above.

2. These averaging agreements shall commence on the date upon which the Collective Agreement commences and will last until a new collective agreement is entered into unless otherwise terminated in accordance with this agreement or the applicable terms of the *Employment Standards Code,* RSA 2000, c. E-9.

3. The Employer may from time to time make temporary changes to the schedule for an Employee if:

   a. the Employee requests or agrees to the change;

   b. the Employer gives at least 2 weeks' notice to the Employee of the change; or,

c. an accident has occurred, urgent work is necessary, or other unforeseen or unpreventable circumstances apply.

4. If overtime is worked in addition to the scheduled hours in the averaging period, the Employee shall receive overtime pay on his or her next pay. Overtime shall be paid at a rate stipulated in the Collective Agreement and shall be no less than 1.5 times regular pay for every overtime hour worked.

5. If an Employee is required to be absent on a scheduled work day and the Employee makes up the time off on an unscheduled work day *within the same averaging period*, the Employee's entitlement to overtime shall be determined as if the Employee had worked the originally scheduled day.

6. This Agreement may be terminated:

   a. by the Employer on 30 days advance notice to the Union; or,

   b. by the Union on 30 days advance notice to the Employer, in which case the cancellation of this Agreement shall be effective at the end of the averaging period within which the 30 days' notice ends.

7. The Union and the Employer may agree to alter or renegotiate this agreement at any time which can include an agreement to terminate this agreement at any time.

8. All other terms and conditions in respect of averaging agreements as stated in the *Employment Standards Code* of Alberta and any regulations enacted thereunder are incorporated into this Agreement. If there is any conflict between the *Employment Standards Code* of Alberta and any regulations enacted thereunder and this Agreement, the terms of the *Employment Standards Code* of Alberta and any regulations enacted thereunder shall prevail.

ARTICLE 10.00 LAY-OFFS

10.01 The Employer will give the Employee or DSP two (2) hours' notice of layoff.

10.02 The Employer will not be required to give notice of layoff when equipment failure, shortage of material, or other reasons beyond the control of the Employer cause a stoppage of operation.

10.03 The Employer agrees to notify the Union office of the names of Employees or DSPs laid off within the pay period of the date during which the layoff occurred, together with the Employee's or DSP's classification and latest available phone number.

10.04 Employees or DSPs who have been laid off while off site will have their personal belongings shipped to their home address, at no cost, within three (3) business days. The shipping or tracking number will be provided to the Employee or DSP and the Union upon request. Where applicable, the Employee or DSP must provide a detailed list and location of their personal belongings to the Employer within three (3) business days to avoid delays.

ARTICLE 11.00 VACATION & VACATION PAY

11.01 All Employees or DSPs will be entitled to receive an amount equal to six (6%) percent of their base wage rate for all scheduled hours worked in vacation pay.

11.02 Vacation Pay will be paid to Employees or DSPs on each pay cheque.

11.03 The Employer will consider vacations at the times requested considering business requirements and shall inform the Employee or DSP within seven (7) days of the request.

11.04 Vacation Requests are to be submitted a minimum of 14 days prior to the expected date.

11.05 If an Employee fails to utilize their required vacation time, the Employer will determine when the required vacation will be taken. When applicable, the Employee will receive a written notice of the scheduled vacation start date

ARTICLE 12.00 HOLIDAYS & HOLIDAY PAY

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

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

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

12.03 Holiday Pay will be paid to Employees or DSPs on each pay period.

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

ARTICLE 13.00 TRANSPORTATION, TRAVEL AND ACCOMMODATION

13.01 **Preamble**

a) It is recognized by the Employer and the Union that the purpose of transportation, travel and accommodation allowances as established in this article, is to provide a fair means of compensating Employees or DSPs for additional travel and accommodation expenses they incur while working on jobsites beyond a reasonable distance from their residence.

b) For the purposes of this Agreement, the Employer's base of operations is defined as the center of Edmonton and Calgary, or the job site. The base of operation will be determined at the pre-job conference.

c) For selected job sites with peculiar geographic circumstances, the Employer and

the Union, by mutual agreement may establish alternative or amended policies for transportation, travel and accommodation. Such alternative or amended policies will be established for the duration of the job site and will be put into writing and signed by a representative of the Employer and the Union.

13.02 Local Residents, Travel and Accommodation Zones

a) Transportation and accommodation zones defined at the Pre-job Conference are established from the Employer's base of operations.

b) A bona fide local resident will be defined to mean any person residing within a distance defined at the Pre-job Conference of the project and has resided within such distance of the site for a period of not less than thirty days prior to the commencement of the project. Subject to mutual agreement, a resident with less than thirty (30) days at his current local residence may be classified as a local resident.

13.03 Daily Travel Allowance

a) Local residents (as defined in Article 13.02 b)) residing within a certain distance defined at the Pre-job Conference of the job site shall not be entitled to receive daily transportation expense, initial and return transportation expense, room and board or subsistence, or camp accommodations, or rotational leave provisions.

b) Local residents residing between two distances defined at the Pre-job Conference shall not be entitled to receive initial and return travel time or expense, room and board or subsistence, or camp accommodations, or rotational leave provisions, but shall be paid a transportation expense of an amount to be determined at the Pre-Job Conference, each way to cover transportation expense for each day worked.

c) There will only be daily travel beyond a certain distance defined at the Pre-job Conference.

d) When the Employer provides transportation to the jobsite, there is no daily travel allowance unless mutually agreed upon at the Pre-Job Conference.

e) In the event of a dispute on the amount of road kms, the dispute will be determined by 'Google Maps' from the Employee's or DSP's residence to the job site.

13.04 Initial/Shift Travel Allowances

Shift travel allowance eligibility will be determined during the project pre-job conference. If applicable, the allowance will adhere to the following guidelines:

i. Shift travel allowance is granted to Employees or DSPs whose permanent residence is located beyond the specified distance set during the pre-job conference to the job site.

ii. The travel allowance will be disbursed in the pay period subsequent to the

completion of each rotation. Employees and DSPs failing to complete their assigned shift without a valid reason provided to the supervisor will not receive the allowance. In such cases, they will be entitled to half of the eligible shift travel allowance.

iii. Employees or DSPs who resign or are terminated for just cause within their initial rotation will forfeit the shift travel allowance.

iv. If the Employer offers transportation to the job site, the travel allowance will not apply.

v. The distance for determining travel allowance eligibility will be calculated using Google Maps.

13.05 Accommodation Allowance

a) For projects whose base of operations is defined as Calgary or Edmonton no accommodation allowance will be paid.

b) No accommodation allowance shall be paid for Local Residents as defined in Article 13.02.

c) For projects whose base of operations is defined as the job site, accommodation allowance will be paid for all Employees or DSPs whose permanent residence is beyond a certain distance defined at the Pre-job Conference from the job site.

d) Daily accommodation allowance will be determined at the Pre-Job Conference subject to Article 2.03.

e) Employees or DSPs receiving accommodation allowance will not be entitled to daily travel allowance unless the Employer and Union agree that there is no accommodation available within a certain distance defined at the Pre-job Conference from the job site. Employees or DSPs in this situation, who provide their own transportation, will receive a daily travel allowance

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

g) Employees will NOT receive Daily LOA if they do not complete the shift in its entirety without valid reasons i.e. leaving early on the last day they will forfeit the LOA.

13.06 Travel Time

a) On all projects, regardless of accessibility or isolation, where an Employee or DSP transports an Employer's or DSP's vehicle to the job, such Employee or DSP will be paid their regular rate of pay for actual time traveled. Such Employees or DSPs will not receive duplicating travel allowance.

b) On all projects, regardless of accessibility or isolation, where an Employee's or DSP's classification requires the use of their own vehicle in the performance of their duties, such Employee or DSP will be paid at their regular rate of pay for

actual (reasonable) time traveled from the point of hire to the project and return.

13.07 Transfers

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

13.08 Cancellation and No-show Policy

Employees or DSPs unable to board the flight must contact their supervisor or the Human Resources Department at least 48 hours prior to boarding. When cancellation is made less than 48 hours without legitimate reasons, a cancellation fee ($75) will be charged to the Employee or DSP. Cancellation of less than 30 hours prior to departure or no show will be charged the actual cost of airfare up to an amount of $600.00.

In the event of a dispute between the Union and the Employer of what is or what is not a legitimate reason will be referred to a two person committee consisting of one from the Employer and one from the Union.

13.09 Camp Accommodations

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

ARTICLE 14.00 UNION-MANAGEMENT COMMITTEE

14.01

a) In order to build a cooperative relationship between the Employer, the Union and the Employees or DSPs, the parties agree to schedule Union - Management meetings on each project. The meeting will serve as a forum for discussion and consultation about policies and practices covered by and not necessarily covered by the Collective Agreement. The areas for discussion will include but not be limited to:

i. hiring policies;

ii. discipline and discharge policies;

iii. training and promotion;

iv. safety measures;

v. matters that affect the working conditions of the Employees or DSPs.

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

14.02 An Employee or DSP attending the Union-Management meetings during regular working

hours will be entitled to his regular hourly rate of pay.

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

ARTICLE 15.00 HEALTH AND SAFETY COMMITTEE

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

15.02 The Employer and the Union will each appoint representatives to the Health and Safety Committee.

15.03

a) The Employer agrees to make practicable provisions for the safety and health of its Employees or DSPs on its job sites and shop during the hours of their employment. Such provisions will be made known to all Employees or DSPs at the time of hire.

b) The Union undertakes to give full support to these objectives by promoting a safety consciousness and a personal sense of responsibility among its membership.

c) It is the intent of the parties to have working conditions that are not unsafe or unhealthy beyond the minimum hazards inherent to the operation of the process in question.

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

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

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

15.07 **Light Duty Work Programs**

a) If an Employee or DSP is injured on the job and requires medical attention the

Employee or DSP may be entitled to Light Duty Work and he will inform the attending Physician of the same.

b) The Employer will inform the Physician of the types of light duty work which may be available to the Employee or DSP and will make the same available to the Employee or DSP with the Physician's approval.

c) The Employer will inform the Union office of all Employees or DSPs who are assigned to light duty work.

ARTICLE 16.00 HEALTH & WELFARE FUNDS

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

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

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

a) The Union will notify the Employer in writing within 48 hours of any delinquency. Refer to MOA dated March 8, 2017 for further clarification.

ARTICLE 17.00 PENSION PLAN

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

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

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

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

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

Refer to MOA dated March 8, 2017 for further clarification.

17.05 **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 18.00 APPRENTICESHIP, TRAINING & ADMINISTRATION FUNDS

18.01

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

b) Mandatory certifications shall be determined during the pre-job. It is the Employees or DSPs responsibility to fulfill and maintain the certification as outline in the pre-job for each location. Mandatory certifications are to be obtained outside the regular scheduled shifts of Employees or DSPs. Site specific training to be addressed as required.

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

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

ARTICLE 19.00 TOOLS

19.01

a) Tradesman and Rig Welders will supply their personal tools as per Schedules B, C, D, E, F, G and H. Employees or DSPs will supply quality name brand tools. The Employer will not be responsible for any lost Employee's or DSP's tools. Broken tools supplied by the Employee or DSP will be exchanged by the Employer.

b) The Employer will make available secure storage for the member's tools outside of the working hours. For stolen tools as the result of a break in or unforeseen circumstance, that fall under the responsibility of the Employer, only tools formally inventoried and validated by the Employer upon hiring will be reimbursed or replaced.

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

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

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

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

19.06 Upon request, the Employer will provide an Employee or DSP a T2200 for a "tradespersons tool tax deduction".

ARTICLE 20.00 PROTECTIVE EQUIPMENT

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

20.02 All Employees or DSPs will wear safety boots furnished by the Employee. Employees or DSPs are entitled to a boot allowance according to the wage schedules.

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

20.04 Prescription Safety Eyewear

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

a) The Employee or DSP must provide a copy of the prescription and receipt for the glasses.

b) The Employee or DSP must have worked 1200 hours with the Employer for the first reimbursement.

c) For any subsequent reimbursement the Employee or DSP must have worked an additional 4000 hours from the last time reimbursed.

ARTICLE 21.00 LEAVES OF ABSENCE AND BEREAVEMENT PAY

21.01 After completion of the probationary period and at a maximum of one (1) per year, the Employer may grant leaves of absence without pay, for a time mutually agreed upon between the Employer and the Employee, for the following reasons:

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

21.02 After completion of the probationary period and at a maximum of one (1) per year, an Employee will be granted up to a three (3) day leave of absence with pay, at his regular straight time hourly rate, to make arrangements for and to attend the funeral of the Employee's spouse, common law spouse, child, parents, parents in law, brother, brother in law, sister, sister in law, grandchildren or grandparents. Such pay will be for time actually taken away from the jobsite. Further time may be granted by mutual agreement between the Employer and the Employee. To receive such pay the Employee must return to work unless notified during the leave of a layoff.

21.03 After completion of the probationary period and at a maximum of one (1) per year, Employees or DSP working in remote areas shall be eligible for a leave of absence for authentic compassionate reasons. Such leave will be by mutual agreement between the Employee and the Employer, whereupon the member will receive his return fare if work is available.

21.04 Following a leave of absence Employees or DSP who fail to report back for work as scheduled without giving a justifiable reason will be deemed to have voluntarily quit.

ARTICLE 22.00 GRIEVANCE PROCEDURE

22.01 Preamble

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

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

22.03 No grievance will be entertained by either party or an arbitrator unless instituted by the aggrieved party within 15 working days of its occurrence, unless a grievance arises out of an alleged unjust discharge, in which case it must be instituted within 15 working days of its occurrence. An occurrence shall be each day an alleged violation continues. (Grievances that pertain to wage/monetary claims must be filed within six (6) months from

the date of occurrence.)

22.04 The job steward or business agent shall first discuss the grievance with the foreperson or superintendent and, if mutually agreed, their decision shall be final. An Employer shall first discuss the grievance with the business agent.

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

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

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

22.08 **Union Representative**

It is understood that in all discussions concerning grievances, a Union representative will accompany the Union member in their meeting and the Union representative may call upon members of the Union in their meetings with Employer's officials.

ARTICLE 23.00 DISCIPLINARY ACTION

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

a) The failure or refusal by an Employee or DSP to abide by Safety Regulations;

b) The use of illegal narcotics, alcohol or reporting for work while under the influence of such substances;

c) The refusal by the Employee or DSP to abide by the requirements of the Employer's clients;

d) The refusal by the Employee or DSP to abide by the requirements of the Employer's rules, regulations, policies and practices.

e) The refusal to abide by the CMAW Constitution and Bylaws.

f) A job steward will be present for disciplinary meetings that intend to result in a written warning, suspension, or termination. When a job steward is not available, the supervisor will contact the Union to request the participation of an alternative Union representative.

g) In the event that an Employee or DSP fails or refuses to sign a disciplinary warning notice, the designated job steward shall be required to sign the disciplinary warning as a witness that the Employee has received and been made aware of the contents of the warning. The job steward's signature shall serve as sufficient evidence of the Employee's receipt of the disciplinary warning.

ARTICLE 24.00 APPRENTICES

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

24.02 Apprentices shall be paid on a percentage of the base Journeyperson rate as follows:

Four Year Schedule			*Three Year Schedule*			*Two Year Schedule*		
First Year	-	60%	First Year	-	60%	First Year	-	80%
Second Year	-	70%	Second Year	-	75%	Second Year	-	90%
Third Year	-	80%	Third Year	-	90%			
Fourth Year	-	90%						

24.03 All apprentices employed under the terms of this Agreement shall be members in good standing of the Union and maintain registration with Alberta Apprenticeship and Industry Training (AIT) or the applicable provincial trade regulation body.

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

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

24.06 The training of apprentices requires that apprentices regularly attend training programs for their occupation as prescribed by the "Alberta Industry and Apprenticeship Act." Apprentices who fail to advance training for a period of two (2) years, or have their apprentice contract cancelled, may be subject to immediate termination by the Employer. The Employer will permit each apprentice to attend regular training programs as prescribed by the "Alberta Industry and Apprenticeship Act." It is the intention of the Employer to re-employ apprentices following a period of vocational training if and when work is available.

ARTICLE 25.00 GENDER CLAUSE

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

ARTICLE 26.00 DURATION

26.01 This Agreement will be effective on August 4, 2024 up to and including July 31, 2027 and for further periods of one (1) year unless notice will be given by either party of the desire to delete, change, amend or cancel any of the provisions contained herein, within the period from one hundred twenty (120) to sixty (60) days prior to the renewal date. Should neither of the parties give such notice, this Agreement will renew for a period of one (1) year.

26.02 Until a new agreement has been concluded all provisions in this Collective Agreement will remain in full force and effect.

26.03 Before any negotiations have taken place the parties may by mutual agreement accept the provisions of the following.

26.04 Should negotiations not be completed prior to the expiration date of this Agreement, all negotiated items will be effective from the date of signing. Until a new agreement has been concluded all provisions in this Collective Agreement will remain in full force and effect.

26.05 Before any negotiations have taken place the parties may by mutual agreement accept the provisions of the following:

Should negotiations fail and the parties have fulfilled all the requirements of the Alberta Labour Relations Code and no settlement has been agreed to, the parties agree to take all outstanding issues to binding arbitration in lieu of a strike or lockout.

26.06 It is not the intent of either party hereto to violate any laws or rulings or regulations of any governmental authority or agency having jurisdiction of the subject matter of this Agreement and the parties hereto agree that, in the event any provisions of this Agreement are held or constituted to be void as being in contravention of any such laws, rulings or regulations, nevertheless, the remainder of the Agreement shall remain in full force and effect and the parties shall immediately meet to negotiate new provisions to replace those held to be void.

SIGNATURES OF PARTIES

Signed the 1st day of November, 2024.

On behalf of the Employer:

DLI CONTRACTORS INC.

"Signature on File"

Richard Cleveland, **President**

On behalf of the Union:

CONSTRUCTION, MAINTENANCE AND ALLIED WORKERS CANADA

"Signature on File"

Chris Wasilenchuk, **President**

"Signature on File"

Jessie Gregory, **Secretary Treasurer**

CONSTRUCTION MAINTENANCE AND ALLIED WORKERS CANADA

CMAW Labour rates for Construction work in Alberta
Valid from August 4, 2024 Through August 2, 2025

	TRADE CLASSIFICATION	BASE RATE	VACATION	TOTAL EARNINGS	BOOT ALLOWANCE	HEALTH & WELFARE	PENSION	APPRENTICE TRAINING	CMAW MBR ASSISTANCE	ADMIN FUND	TOTAL COST
			10%		0.20	2.85	4.09	0.25	0.05	0.29	
	Regular time										
Pipefitter, Ironworker-Structural, Electrician, Instrument Technician											
	General Foreperson	62.69	6.27	**68.96**	0.20	2.85	4.09	0.25	0.05	0.29	**76.69**
	Foreperson	57.67	5.77	**63.44**	0.20	2.85	4.09	0.25	0.05	0.29	**71.17**
	Lead Hand	52.66	5.27	**57.93**	0.20	2.85	4.09	0.25	0.05	0.29	**65.66**
	Journeyperson	50.15	5.02	**55.17**	0.20	2.85	4.09	0.25	0.05	0.29	**62.90**
	Apprentice 1st Year	30.09	3.01	**33.10**	0.20	2.85	4.09	0.25	0.05	0.29	**40.83**
	Apprentice 2nd Year	35.11	3.51	**38.62**	0.20	2.85	4.09	0.25	0.05	0.29	**46.35**
	Apprentice 3rd Year	40.12	4.01	**44.13**	0.20	2.85	4.09	0.25	0.05	0.29	**51.86**
	Apprentice 4th Year	45.14	4.51	**49.65**	0.20	2.85	4.09	0.25	0.05	0.29	**57.38**
Boilermaker, Operator Mobile Crane +250 T											
	General Foreperson	62.69	6.27	**68.96**	0.20	2.85	4.09	0.25	0.05	0.29	**76.69**
	Foreperson	57.67	5.77	**63.44**	0.20	2.85	4.09	0.25	0.05	0.29	**71.17**
	Lead Hand	52.66	5.27	**57.93**	0.20	2.85	4.09	0.25	0.05	0.29	**65.66**
	Journeyperson	50.15	5.02	**55.17**	0.20	2.85	4.09	0.25	0.05	0.29	**62.90**
	Apprentice 1st Year	30.09	3.01	**33.10**	0.20	2.85	4.09	0.25	0.05	0.29	**40.83**
	Apprentice 2nd Year	37.61	3.76	**41.37**	0.20	2.85	4.09	0.25	0.05	0.29	**49.10**
	Apprentice 3rd Year	45.14	4.51	**49.65**	0.20	2.85	4.09	0.25	0.05	0.29	**57.38**
Millwright, Analyzer Tech											
	General Foreperson	63.35	6.34	**69.69**	0.20	2.85	4.09	0.25	0.05	0.29	**77.42**
	Foreperson	58.28	5.83	**64.11**	0.20	2.85	4.09	0.25	0.05	0.29	**71.84**
	Lead Hand	53.21	5.32	**58.53**	0.20	2.85	4.09	0.25	0.05	0.29	**66.26**
	Journeyperson	50.68	5.07	**55.75**	0.20	2.85	4.09	0.25	0.05	0.29	**63.48**
	Apprentice 1st Year (Millwright Only)	30.41	3.04	**33.45**	0.20	2.85	4.09	0.25	0.05	0.29	**41.18**
	Apprentice 2nd Year (Millwright Only)	35.48	3.55	**39.03**	0.20	2.85	4.09	0.25	0.05	0.29	**46.76**
	Apprentice 3rd Year (Millwright Only)	40.54	4.05	**44.59**	0.20	2.85	4.09	0.25	0.05	0.29	**52.32**
	Apprentice 4th Year (Millwright Only)	45.61	4.56	**50.17**	0.20	2.85	4.09	0.25	0.05	0.29	**57.90**
Welder B-Pressure											
	General Foreperson	64.64	6.46	**71.10**	0.20	2.85	4.09	0.25	0.05	0.29	**78.83**
	Foreperson	59.47	5.95	**65.42**	0.20	2.85	4.09	0.25	0.05	0.29	**73.15**
	Lead Hand	54.30	5.43	**59.73**	0.20	2.85	4.09	0.25	0.05	0.29	**67.46**
	Journeyperson	51.71	5.17	**56.88**	0.20	2.85	4.09	0.25	0.05	0.29	**64.61**

Insulator, Scaffolder, Carpenter											
	General Foreperson	61.43	6.14	**67.57**	0.20	2.85	4.09	0.25	0.05	0.29	**75.30**
	Foreperson	56.51	5.65	**62.16**	0.20	2.85	4.09	0.25	0.05	0.29	**69.89**
	Lead Hand	51.60	5.16	**56.76**	0.20	2.85	4.09	0.25	0.05	0.29	**64.49**
	Journeyperson	49.14	4.91	**54.05**	0.20	2.85	4.09	0.25	0.05	0.29	**61.78**
	Apprentice 1st Year	29.48	2.95	**32.43**	0.20	2.85	4.09	0.25	0.05	0.29	**40.16**
	Apprentice 2nd Year	34.40	3.44	**37.84**	0.20	2.85	4.09	0.25	0.05	0.29	**45.57**
	Apprentice 3rd Year	39.31	3.93	**43.24**	0.20	2.85	4.09	0.25	0.05	0.29	**50.97**
	Apprentice 4th Year	44.23	4.42	**48.65**	0.20	2.85	4.09	0.25	0.05	0.29	**56.38**
Welder, Painter, Lat. Int. System Mech, Cement Finisher											
	General Foreperson	59.51	5.95	**65.46**	0.20	2.85	4.09	0.25	0.05	0.29	**73.19**
	Foreperson	54.75	5.48	**60.23**	0.20	2.85	4.09	0.25	0.05	0.29	**67.96**
	Lead Hand	49.99	5.00	**54.99**	0.20	2.85	4.09	0.25	0.05	0.29	**62.72**
	Journeyperson	47.61	4.76	**52.37**	0.20	2.85	4.09	0.25	0.05	0.29	**60.10**
	Apprentice 1st Year	28.57	2.86	**31.43**	0.20	2.85	4.09	0.25	0.05	0.29	**39.16**
	Apprentice 2nd Year	35.71	3.57	**39.28**	0.20	2.85	4.09	0.25	0.05	0.29	**47.01**
	Apprentice 3rd Year	42.85	4.29	**47.14**	0.20	2.85	4.09	0.25	0.05	0.29	**54.87**
Mechanic, Elevator Constructor, Roofer, Sheet Metal Worker											
	General Foreperson	59.44	5.94	**65.38**	0.20	2.85	4.09	0.25	0.05	0.29	**73.11**
	Foreperson	54.68	5.47	**60.15**	0.20	2.85	4.09	0.25	0.05	0.29	**67.88**
	Lead Hand	49.93	4.99	**54.92**	0.20	2.85	4.09	0.25	0.05	0.29	**62.65**
	Journeyperson	47.55	4.76	**52.31**	0.20	2.85	4.09	0.25	0.05	0.29	**60.04**
	Apprentice 1st Year	28.53	2.85	**31.38**	0.20	2.85	4.09	0.25	0.05	0.29	**39.11**
	Apprentice 2nd Year	33.29	3.33	**36.62**	0.20	2.85	4.09	0.25	0.05	0.29	**44.35**
	Apprentice 3rd Year	38.04	3.80	**41.84**	0.20	2.85	4.09	0.25	0.05	0.29	**49.57**
	Apprentice 4th Year	42.80	4.28	**47.08**	0.20	2.85	4.09	0.25	0.05	0.29	**54.81**
Plumber, Steam Fitter, Sprinkler Fitter, Refrigeration Mech, Heavy Duty Mechanic											
	General Foreperson	62.05	6.21	**68.26**	0.20	2.85	4.09	0.25	0.05	0.29	**75.99**
	Foreperson	57.09	5.71	**62.80**	0.20	2.85	4.09	0.25	0.05	0.29	**70.53**
	Lead Hand	52.12	5.21	**57.33**	0.20	2.85	4.09	0.25	0.05	0.29	**65.06**
	Journeyperson	49.64	4.96	**54.60**	0.20	2.85	4.09	0.25	0.05	0.29	**62.33**
	Apprentice 1st Year	29.78	2.98	**32.76**	0.20	2.85	4.09	0.25	0.05	0.29	**40.49**
	Apprentice 2nd Year	34.75	3.48	**38.23**	0.20	2.85	4.09	0.25	0.05	0.29	**45.96**
	Apprentice 3rd Year	39.71	3.97	**43.68**	0.20	2.85	4.09	0.25	0.05	0.29	**51.41**
	Apprentice 4th Year	44.68	4.47	**49.15**	0.20	2.85	4.09	0.25	0.05	0.29	**56.88**
Ironworker - Reinforcing											
	General Foreperson	60.13	6.01	**66.14**	0.20	2.85	4.09	0.25	0.05	0.29	**73.87**
	Foreperson	55.32	5.53	**60.85**	0.20	2.85	4.09	0.25	0.05	0.29	**68.58**
	Lead Hand	50.51	5.05	**55.56**	0.20	2.85	4.09	0.25	0.05	0.29	**63.29**
	Journeyperson	48.10	4.81	**52.91**	0.20	2.85	4.09	0.25	0.05	0.29	**60.64**
	Apprentice 1st Year	28.86	2.89	**31.75**	0.20	2.85	4.09	0.25	0.05	0.29	**39.48**
	Apprentice 2nd Year	33.67	3.37	**37.04**	0.20	2.85	4.09	0.25	0.05	0.29	**44.77**
	Apprentice 3rd Year	38.48	3.85	**42.33**	0.20	2.85	4.09	0.25	0.05	0.29	**50.06**
	Apprentice 4th Year	43.29	4.33	**47.62**	0.20	2.85	4.09	0.25	0.05	0.29	**55.35**
Gas Fitter, Operator Mobile Crane 50-249T											
	General Foreperson	62.05	6.21	**68.26**	0.20	2.85	4.09	0.25	0.05	0.29	**75.99**
	Foreperson	57.09	5.71	**62.80**	0.20	2.85	4.09	0.25	0.05	0.29	**70.53**
	Lead Hand	52.12	5.21	**57.33**	0.20	2.85	4.09	0.25	0.05	0.29	**65.06**
	Journeyperson	49.64	4.96	**54.60**	0.20	2.85	4.09	0.25	0.05	0.29	**62.33**
	Apprentice 1st Year	29.78	2.98	**32.76**	0.20	2.85	4.09	0.25	0.05	0.29	**40.49**
	Apprentice 2nd Year	37.23	3.72	**40.95**	0.20	2.85	4.09	0.25	0.05	0.29	**48.68**
	Apprentice 3rd Year	44.68	4.47	**49.15**	0.20	2.85	4.09	0.25	0.05	0.29	**56.88**

Rig Welder											
	Welders B Pressure w/Rig	103.32		**103.32**	0.20	2.85	4.09	0.25	0.05	0.29	**111.05**
	Welders w/Rig	93.78		**93.78**	0.20	2.85	4.09	0.25	0.05	0.29	**101.51**
Labourer											
	Foreperson	39.15	3.91	**43.06**	0.20	2.85	4.09	0.25	0.05	0.29	**50.79**
	Skilled	34.04	3.40	**37.44**	0.20	2.85	4.09	0.25	0.05	0.29	**45.17**
	Intermediate	30.16	3.02	**33.18**	0.20	2.85	4.09	0.25	0.05	0.29	**40.91**
	Entry Level	27.64	2.76	**30.40**	0.20	2.85	4.09	0.25	0.05	0.29	**38.13**
Equipment Operator (Light)											
	Foreperson	46.06	4.61	**50.67**	0.20	2.85	4.09	0.25	0.05	0.29	**58.40**
	Equipment Operator (Light)	40.05	4.01	**44.06**	0.20	2.85	4.09	0.25	0.05	0.29	**51.79**
Boom Truck Operator											
	Operator - Boom Truck	47.55	4.76	**52.31**	0.20	2.85	4.09	0.25	0.05	0.29	**60.04**
	Apprentice 1st Year	38.04	3.80	**41.84**	0.20	2.85	4.09	0.25	0.05	0.29	**49.57**
	Apprentice 2nd Year	42.80	4.28	**47.08**	0.20	2.85	4.09	0.25	0.05	0.29	**54.81**
Crane Operator											
	Operator Crane - 0-49T	48.98	4.90	**53.88**	0.20	2.85	4.09	0.25	0.05	0.29	**61.61**
	Apprentice 1st Year	29.39	2.94	**32.33**	0.20	2.85	4.09	0.25	0.05	0.29	**40.06**
	Apprentice 2nd Year	36.74	3.67	**40.41**	0.20	2.85	4.09	0.25	0.05	0.29	**48.14**
	Apprentice 3rd Year	44.08	4.41	**48.49**	0.20	2.85	4.09	0.25	0.05	0.29	**56.22**
Other											
	Bricklayer - Masonry	47.55	4.76	**52.31**	0.20	2.85	4.09	0.25	0.05	0.29	**60.04**
	Bricklayer - Refractory	49.64	4.96	**54.60**	0.20	2.85	4.09	0.25	0.05	0.29	**62.33**
	Cladder	47.55	4.76	**52.31**	0.20	2.85	4.09	0.25	0.05	0.29	**60.04**
	Decker	47.55	4.76	**52.31**	0.20	2.85	4.09	0.25	0.05	0.29	**60.04**
	Operator Equipment - Heavy	47.55	4.76	**52.31**	0.20	2.85	4.09	0.25	0.05	0.29	**60.04**
	Plasterer	47.55	4.76	**52.31**	0.20	2.85	4.09	0.25	0.05	0.29	**60.04**
	Sheeter	47.55	4.76	**52.31**	0.20	2.85	4.09	0.25	0.05	0.29	**60.04**
	Truck Driver - Basic	33.15	3.32	**36.47**	0.20	2.85	4.09	0.25	0.05	0.29	**44.20**
	Truck Driver - Intermediate	43.20	4.32	**47.52**	0.20	2.85	4.09	0.25	0.05	0.29	**55.25**
	Truck Driver - Heavy	47.54	4.75	**52.29**	0.20	2.85	4.09	0.25	0.05	0.29	**60.02**
	PREMIUMS										
	Night Shift	**4.00**		**4.00**							**4.00**
	Chief Steward	**3.00**		**3.00**							**3.00**
	Steward	**2.00**		**2.00**							**2.00**
	Multi-Skilling	**1.00**		**1.00**							**1.00**
	Alloy Welder	**3.00**		**3.00**							**3.00**
	Leadership for Safety Excellence (LSE)	**0.50**		**0.50**							**0.50**
	First Aid Ticket W/CPR	**0.50**		**0.50**							**0.50**
	Crane - Friction, Brake & Clutch System	**0.50**		**0.50**							**0.50**

CONSTRUCTION MAINTENANCE AND ALLIED WORKERS CANADA

CMAW Labour rates for Construction work in Alberta
Valid from August 3, 2025 Through August 1, 2026

	TRADE CLASSIFICATION	BASE RATE	VACATION	TOTAL EARNINGS	BOOT ALLOWANCE	HEALTH & WELFARE	PENSION	APPRENTICE TRAINING	CMAW MBR ASSISTANCE	ADMIN FUND	TOTAL COST
			10%		0.20	2.90	4.09	0.25	0.05	0.29	
	Regular time										
Pipefitter, Ironworker-Structural, Electrician, Instrument Technician											
	General Foreperson	64.43	6.44	**70.87**	0.20	2.90	4.09	0.25	0.05	0.29	**78.65**
	Foreperson	59.27	5.93	**65.20**	0.20	2.90	4.09	0.25	0.05	0.29	**72.98**
	Lead Hand	54.12	5.41	**59.53**	0.20	2.90	4.09	0.25	0.05	0.29	**67.31**
	Journeyperson	51.54	5.15	**56.69**	0.20	2.90	4.09	0.25	0.05	0.29	**64.47**
	Apprentice 1st Year	30.92	3.09	**34.01**	0.20	2.90	4.09	0.25	0.05	0.29	**41.79**
	Apprentice 2nd Year	36.08	3.61	**39.69**	0.20	2.90	4.09	0.25	0.05	0.29	**47.47**
	Apprentice 3rd Year	41.23	4.12	**45.35**	0.20	2.90	4.09	0.25	0.05	0.29	**53.13**
	Apprentice 4th Year	46.39	4.64	**51.03**	0.20	2.90	4.09	0.25	0.05	0.29	**58.81**
Boilermaker, Operator Mobile Crane +250 T											
	General Foreperson	64.43	6.44	**70.87**	0.20	2.90	4.09	0.25	0.05	0.29	**78.65**
	Foreperson	59.27	5.93	**65.20**	0.20	2.90	4.09	0.25	0.05	0.29	**72.98**
	Lead Hand	54.12	5.41	**59.53**	0.20	2.90	4.09	0.25	0.05	0.29	**67.31**
	Journeyperson	51.54	5.15	**56.69**	0.20	2.90	4.09	0.25	0.05	0.29	**64.47**
	Apprentice 1st Year	30.92	3.09	**34.01**	0.20	2.90	4.09	0.25	0.05	0.29	**41.79**
	Apprentice 2nd Year	38.66	3.87	**42.53**	0.20	2.90	4.09	0.25	0.05	0.29	**50.31**
	Apprentice 3rd Year	46.39	4.64	**51.03**	0.20	2.90	4.09	0.25	0.05	0.29	**58.81**
Millwright, Analyzer Tech											
	General Foreperson	65.10	6.51	**71.61**	0.20	2.90	4.09	0.25	0.05	0.29	**79.39**
	Foreperson	59.89	5.99	**65.88**	0.20	2.90	4.09	0.25	0.05	0.29	**73.66**
	Lead Hand	54.68	5.47	**60.15**	0.20	2.90	4.09	0.25	0.05	0.29	**67.93**
	Journeyperson	52.08	5.21	**57.29**	0.20	2.90	4.09	0.25	0.05	0.29	**65.07**
	Apprentice 1st Year (Millwright Only)	31.25	3.13	**34.38**	0.20	2.90	4.09	0.25	0.05	0.29	**42.16**
	Apprentice 2nd Year (Millwright Only)	36.46	3.65	**40.11**	0.20	2.90	4.09	0.25	0.05	0.29	**47.89**
	Apprentice 3rd Year (Millwright Only)	41.66	4.17	**45.83**	0.20	2.90	4.09	0.25	0.05	0.29	**53.61**
	Apprentice 4th Year (Millwright Only)	46.87	4.69	**51.56**	0.20	2.90	4.09	0.25	0.05	0.29	**59.34**
Welder B-Pressure											
	General Foreperson	66.43	6.64	**73.07**	0.20	2.90	4.09	0.25	0.05	0.29	**80.85**
	Foreperson	61.11	6.11	**67.22**	0.20	2.90	4.09	0.25	0.05	0.29	**75.00**
	Lead Hand	55.80	5.58	**61.38**	0.20	2.90	4.09	0.25	0.05	0.29	**69.16**
	Journeyperson	53.14	5.31	**58.45**	0.20	2.90	4.09	0.25	0.05	0.29	**66.23**

Insulator, Scaffolder, Carpenter											
	General Foreperson	63.11	6.31	**69.42**	0.20	2.90	4.09	0.25	0.05	0.29	**77.20**
	Foreperson	58.06	5.81	**63.87**	0.20	2.90	4.09	0.25	0.05	0.29	**71.65**
	Lead Hand	53.01	5.30	**58.31**	0.20	2.90	4.09	0.25	0.05	0.29	**66.09**
	Journeyperson	50.49	5.05	**55.54**	0.20	2.90	4.09	0.25	0.05	0.29	**63.32**
	Apprentice 1st Year	30.29	3.03	**33.32**	0.20	2.90	4.09	0.25	0.05	0.29	**41.10**
	Apprentice 2nd Year	35.34	3.53	**38.87**	0.20	2.90	4.09	0.25	0.05	0.29	**46.65**
	Apprentice 3rd Year	40.39	4.04	**44.43**	0.20	2.90	4.09	0.25	0.05	0.29	**52.21**
	Apprentice 4th Year	45.44	4.54	**49.98**	0.20	2.90	4.09	0.25	0.05	0.29	**57.76**
Welder, Painter, Lat. Int. System Mech, Cement Finisher											
	General Foreperson	61.16	6.12	**67.28**	0.20	2.90	4.09	0.25	0.05	0.29	**75.06**
	Foreperson	56.27	5.63	**61.90**	0.20	2.90	4.09	0.25	0.05	0.29	**69.68**
	Lead Hand	51.38	5.14	**56.52**	0.20	2.90	4.09	0.25	0.05	0.29	**64.30**
	Journeyperson	48.93	4.89	**53.82**	0.20	2.90	4.09	0.25	0.05	0.29	**61.60**
	Apprentice 1st Year	29.36	2.94	**32.30**	0.20	2.90	4.09	0.25	0.05	0.29	**40.08**
	Apprentice 2nd Year	36.70	3.67	**40.37**	0.20	2.90	4.09	0.25	0.05	0.29	**48.15**
	Apprentice 3rd Year	44.04	4.40	**48.44**	0.20	2.90	4.09	0.25	0.05	0.29	**56.22**
Mechanic, Elevator Constructor, Roofer, Sheet Metal Worker											
	General Foreperson	61.09	6.11	**67.20**	0.20	2.90	4.09	0.25	0.05	0.29	**74.98**
	Foreperson	56.20	5.62	**61.82**	0.20	2.90	4.09	0.25	0.05	0.29	**69.60**
	Lead Hand	51.31	5.13	**56.44**	0.20	2.90	4.09	0.25	0.05	0.29	**64.22**
	Journeyperson	48.87	4.89	**53.76**	0.20	2.90	4.09	0.25	0.05	0.29	**61.54**
	Apprentice 1st Year	29.32	2.93	**32.25**	0.20	2.90	4.09	0.25	0.05	0.29	**40.03**
	Apprentice 2nd Year	34.21	3.42	**37.63**	0.20	2.90	4.09	0.25	0.05	0.29	**45.41**
	Apprentice 3rd Year	39.10	3.91	**43.01**	0.20	2.90	4.09	0.25	0.05	0.29	**50.79**
	Apprentice 4th Year	43.98	4.40	**48.38**	0.20	2.90	4.09	0.25	0.05	0.29	**56.16**
Plumber, Steam Fitter, Sprinkler Fitter, Refrigeration Mech, Heavy Duty Mechanic											
	General Foreperson	63.76	6.38	**70.14**	0.20	2.90	4.09	0.25	0.05	0.29	**77.92**
	Foreperson	58.66	5.87	**64.53**	0.20	2.90	4.09	0.25	0.05	0.29	**72.31**
	Lead Hand	53.56	5.36	**58.92**	0.20	2.90	4.09	0.25	0.05	0.29	**66.70**
	Journeyperson	51.01	5.10	**56.11**	0.20	2.90	4.09	0.25	0.05	0.29	**63.89**
	Apprentice 1st Year	30.61	3.06	**33.67**	0.20	2.90	4.09	0.25	0.05	0.29	**41.45**
	Apprentice 2nd Year	35.71	3.57	**39.28**	0.20	2.90	4.09	0.25	0.05	0.29	**47.06**
	Apprentice 3rd Year	40.81	4.08	**44.89**	0.20	2.90	4.09	0.25	0.05	0.29	**52.67**
	Apprentice 4th Year	45.91	4.59	**50.50**	0.20	2.90	4.09	0.25	0.05	0.29	**58.28**
Ironworker - Reinforcing											
	General Foreperson	61.80	6.18	**67.98**	0.20	2.90	4.09	0.25	0.05	0.29	**75.76**
	Foreperson	56.86	5.69	**62.55**	0.20	2.90	4.09	0.25	0.05	0.29	**70.33**
	Lead Hand	51.91	5.19	**57.10**	0.20	2.90	4.09	0.25	0.05	0.29	**64.88**
	Journeyperson	49.44	4.94	**54.38**	0.20	2.90	4.09	0.25	0.05	0.29	**62.16**
	Apprentice 1st Year	29.66	2.97	**32.63**	0.20	2.90	4.09	0.25	0.05	0.29	**40.41**
	Apprentice 2nd Year	34.61	3.46	**38.07**	0.20	2.90	4.09	0.25	0.05	0.29	**45.86**
	Apprentice 3rd Year	39.55	3.96	**43.51**	0.20	2.90	4.09	0.25	0.05	0.29	**51.29**
	Apprentice 4th Year	44.50	4.45	**48.95**	0.20	2.90	4.09	0.25	0.05	0.29	**56.73**
Gas Fitter, Operator Mobile Crane 50-249T											
	General Foreperson	63.76	6.38	**70.14**	0.20	2.90	4.09	0.25	0.05	0.29	**77.92**
	Foreperson	58.66	5.87	**64.53**	0.20	2.90	4.09	0.25	0.05	0.29	**72.31**
	Lead Hand	53.56	5.36	**58.92**	0.20	2.90	4.09	0.25	0.05	0.29	**66.70**
	Journeyperson	51.01	5.10	**56.11**	0.20	2.90	4.09	0.25	0.05	0.29	**63.89**
	Apprentice 1st Year	30.61	3.06	**33.67**	0.20	2.90	4.09	0.25	0.05	0.29	**41.45**
	Apprentice 2nd Year	38.26	3.83	**42.09**	0.20	2.90	4.09	0.25	0.05	0.29	**49.87**
	Apprentice 3rd Year	45.91	4.59	**50.50**	0.20	2.90	4.09	0.25	0.05	0.29	**58.28**

Rig Welder											
	Welders B Pressure w/Rig	106.05		**106.05**	0.20	2.90	4.09	0.25	0.05	0.29	**113.83**
	Welders w/Rig	96.27		**96.27**	0.20	2.90	4.09	0.25	0.05	0.29	**104.05**
Labourer											
	Foreperson	40.27	4.03	**44.30**	0.20	2.90	4.09	0.25	0.05	0.29	**52.08**
	Skilled	35.02	3.50	**38.52**	0.20	2.90	4.09	0.25	0.05	0.29	**46.30**
	Intermediate	31.05	3.11	**34.16**	0.20	2.90	4.09	0.25	0.05	0.29	**41.94**
	Entry Level	28.45	2.85	**31.30**	0.20	2.90	4.09	0.25	0.05	0.29	**39.08**
Equipment Operator (Light)											
	Foreperson	47.36	4.74	**52.10**	0.20	2.90	4.09	0.25	0.05	0.29	**59.88**
	Equipment Operator (Light)	41.18	4.12	**45.30**	0.20	2.90	4.09	0.25	0.05	0.29	**53.08**
Boom Truck Operator											
	Operator - Boom Truck	48.87	4.89	**53.76**	0.20	2.90	4.09	0.25	0.05	0.29	**61.54**
	Apprentice 1st Year	39.10	3.91	**43.01**	0.20	2.90	4.09	0.25	0.05	0.29	**50.79**
	Apprentice 2nd Year	43.98	4.40	**48.38**	0.20	2.90	4.09	0.25	0.05	0.29	**56.16**
Crane Operator											
	Operator Crane - 0-49T	50.34	5.03	**55.37**	0.20	2.90	4.09	0.25	0.05	0.29	**63.15**
	Apprentice 1st Year	30.20	3.02	**33.22**	0.20	2.90	4.09	0.25	0.05	0.29	**41.00**
	Apprentice 2nd Year	37.76	3.78	**41.54**	0.20	2.90	4.09	0.25	0.05	0.29	**49.32**
	Apprentice 3rd Year	45.31	4.53	**49.84**	0.20	2.90	4.09	0.25	0.05	0.29	**57.62**
Other											
	Bricklayer - Masonry	48.87	4.89	**53.76**	0.20	2.90	4.09	0.25	0.05	0.29	**61.54**
	Bricklayer - Refractory	51.01	5.10	**56.11**	0.20	2.90	4.09	0.25	0.05	0.29	**63.89**
	Cladder	48.87	4.89	**53.76**	0.20	2.90	4.09	0.25	0.05	0.29	**61.54**
	Decker	48.87	4.89	**53.76**	0.20	2.90	4.09	0.25	0.05	0.29	**61.54**
	Operator Equipment - Heavy	48.87	4.89	**53.76**	0.20	2.90	4.09	0.25	0.05	0.29	**61.54**
	Plasterer	48.87	4.89	**53.76**	0.20	2.90	4.09	0.25	0.05	0.29	**61.54**
	Sheeter	48.87	4.89	**53.76**	0.20	2.90	4.09	0.25	0.05	0.29	**61.54**
	Truck Driver - Basic	34.12	3.41	**37.53**	0.20	2.90	4.09	0.25	0.05	0.29	**45.31**
	Truck Driver - Intermediate	44.41	4.44	**48.85**	0.20	2.90	4.09	0.25	0.05	0.29	**56.63**
	Truck Driver - Heavy	48.85	4.89	**53.74**	0.20	2.90	4.09	0.25	0.05	0.29	**61.52**
	PREMIUMS										
	Night Shift	**4.00**		**4.00**							**4.00**
	Chief Steward	**3.00**		**3.00**							**3.00**
	Steward	**2.00**		**2.00**							**2.00**
	Multi-Skilling	**1.00**		**1.00**							**1.00**
	Alloy Welder	**3.00**		**3.00**							**3.00**
	Leadership for Safety Excellence (LSE)	**0.50**		**0.50**							**0.50**
	First Aid Ticket W/CPR	**0.50**		**0.50**							**0.50**
	Crane - Friction, Brake & Clutch System	**0.50**		**0.50**							**0.50**

CONSTRUCTION MAINTENANCE AND ALLIED WORKERS CANADA

CMAW Labour rates for Construction work in Alberta
Valid from August 2, 2026 Through July 31, 2027

	TRADE CLASSIFICATION	BASE RATE	VACATION	TOTAL EARNINGS	BOOT ALLOWANCE	HEALTH & WELFARE	PENSION	APPRENTICE TRAINING	CMAW MBR ASSISTANCE	ADMIN FUND	TOTAL COST
			10%		0.20	3.00	4.09	0.25	0.05	0.29	
	Regular time										
Pipefitter, Ironworker-Structural, Electrician, Instrument Technician											
	General Foreperson	65.78	6.58	**72.36**	0.20	3.00	4.09	0.25	0.05	0.29	**80.24**
	Foreperson	60.51	6.05	**66.56**	0.20	3.00	4.09	0.25	0.05	0.29	**74.44**
	Lead Hand	55.25	5.53	**60.78**	0.20	3.00	4.09	0.25	0.05	0.29	**68.66**
	Journeyperson	52.62	5.26	**57.88**	0.20	3.00	4.09	0.25	0.05	0.29	**65.76**
	Apprentice 1st Year	31.57	3.16	**34.73**	0.20	3.00	4.09	0.25	0.05	0.29	**42.61**
	Apprentice 2nd Year	36.83	3.68	**40.51**	0.20	3.00	4.09	0.25	0.05	0.29	**48.39**
	Apprentice 3rd Year	42.10	4.21	**46.31**	0.20	3.00	4.09	0.25	0.05	0.29	**54.19**
	Apprentice 4th Year	47.36	4.74	**52.10**	0.20	3.00	4.09	0.25	0.05	0.29	**59.98**
Boilermaker, Operator Mobile Crane +250 T											
	General Foreperson	65.78	6.58	**72.36**	0.20	3.00	4.09	0.25	0.05	0.29	**80.24**
	Foreperson	60.51	6.05	**66.56**	0.20	3.00	4.09	0.25	0.05	0.29	**74.44**
	Lead Hand	55.25	5.53	**60.78**	0.20	3.00	4.09	0.25	0.05	0.29	**68.66**
	Journeyperson	52.62	5.26	**57.88**	0.20	3.00	4.09	0.25	0.05	0.29	**65.76**
	Apprentice 1st Year	31.57	3.16	**34.73**	0.20	3.00	4.09	0.25	0.05	0.29	**42.61**
	Apprentice 2nd Year	39.47	3.95	**43.42**	0.20	3.00	4.09	0.25	0.05	0.29	**51.30**
	Apprentice 3rd Year	47.36	4.74	**52.10**	0.20	3.00	4.09	0.25	0.05	0.29	**59.98**
Millwright, Analyzer Tech											
	General Foreperson	66.46	6.65	**73.11**	0.20	3.00	4.09	0.25	0.05	0.29	**80.99**
	Foreperson	61.14	6.11	**67.25**	0.20	3.00	4.09	0.25	0.05	0.29	**75.13**
	Lead Hand	55.82	5.58	**61.40**	0.20	3.00	4.09	0.25	0.05	0.29	**69.28**
	Journeyperson	53.17	5.32	**58.49**	0.20	3.00	4.09	0.25	0.05	0.29	**66.37**
	Apprentice 1st Year (Millwright Only)	31.90	3.19	**35.09**	0.20	3.00	4.09	0.25	0.05	0.29	**42.97**
	Apprentice 2nd Year (Millwright Only)	37.22	3.72	**40.94**	0.20	3.00	4.09	0.25	0.05	0.29	**48.82**
	Apprentice 3rd Year (Millwright Only)	42.54	4.25	**46.79**	0.20	3.00	4.09	0.25	0.05	0.29	**54.67**
	Apprentice 4th Year (Millwright Only)	47.85	4.79	**52.64**	0.20	3.00	4.09	0.25	0.05	0.29	**60.52**
Welder B-Pressure											
	General Foreperson	67.80	6.78	**74.58**	0.20	3.00	4.09	0.25	0.05	0.29	**82.46**
	Foreperson	62.38	6.24	**68.62**	0.20	3.00	4.09	0.25	0.05	0.29	**76.50**
	Lead Hand	56.95	5.70	**62.65**	0.20	3.00	4.09	0.25	0.05	0.29	**70.53**
	Journeyperson	54.24	5.42	**59.66**	0.20	3.00	4.09	0.25	0.05	0.29	**67.54**

Insulator, Scaffolder, Carpenter											
	General Foreperson	64.44	6.44	**70.88**	0.20	3.00	4.09	0.25	0.05	0.29	**78.76**
	Foreperson	59.28	5.93	**65.21**	0.20	3.00	4.09	0.25	0.05	0.29	**73.09**
	Lead Hand	54.13	5.41	**59.54**	0.20	3.00	4.09	0.25	0.05	0.29	**67.42**
	Journeyperson	51.55	5.16	**56.71**	0.20	3.00	4.09	0.25	0.05	0.29	**64.59**
	Apprentice 1st Year	30.93	3.09	**34.02**	0.20	3.00	4.09	0.25	0.05	0.29	**41.90**
	Apprentice 2nd Year	36.09	3.61	**39.70**	0.20	3.00	4.09	0.25	0.05	0.29	**47.58**
	Apprentice 3rd Year	41.24	4.12	**45.36**	0.20	3.00	4.09	0.25	0.05	0.29	**53.24**
	Apprentice 4th Year	46.40	4.64	**51.04**	0.20	3.00	4.09	0.25	0.05	0.29	**58.92**
Welder, Painter, Lat. Int. System Mech, Cement Finisher											
	General Foreperson	62.44	6.24	**68.68**	0.20	3.00	4.09	0.25	0.05	0.29	**76.56**
	Foreperson	57.44	5.74	**63.18**	0.20	3.00	4.09	0.25	0.05	0.29	**71.06**
	Lead Hand	52.45	5.24	**57.69**	0.20	3.00	4.09	0.25	0.05	0.29	**65.57**
	Journeyperson	49.95	5.00	**54.95**	0.20	3.00	4.09	0.25	0.05	0.29	**62.83**
	Apprentice 1st Year	29.97	3.00	**32.97**	0.20	3.00	4.09	0.25	0.05	0.29	**40.85**
	Apprentice 2nd Year	37.46	3.75	**41.21**	0.20	3.00	4.09	0.25	0.05	0.29	**49.09**
	Apprentice 3rd Year	44.96	4.50	**49.46**	0.20	3.00	4.09	0.25	0.05	0.29	**57.34**
Mechanic, Elevator Constructor, Roofer, Sheet Metal Worker											
	General Foreperson	62.38	6.24	**68.62**	0.20	3.00	4.09	0.25	0.05	0.29	**76.50**
	Foreperson	57.39	5.74	**63.13**	0.20	3.00	4.09	0.25	0.05	0.29	**71.01**
	Lead Hand	52.40	5.24	**57.64**	0.20	3.00	4.09	0.25	0.05	0.29	**65.52**
	Journeyperson	49.90	4.99	**54.89**	0.20	3.00	4.09	0.25	0.05	0.29	**62.77**
	Apprentice 1st Year	29.94	2.99	**32.93**	0.20	3.00	4.09	0.25	0.05	0.29	**40.81**
	Apprentice 2nd Year	34.93	3.49	**38.42**	0.20	3.00	4.09	0.25	0.05	0.29	**46.30**
	Apprentice 3rd Year	39.92	3.99	**43.91**	0.20	3.00	4.09	0.25	0.05	0.29	**51.79**
	Apprentice 4th Year	44.91	4.49	**49.40**	0.20	3.00	4.09	0.25	0.05	0.29	**57.28**
Plumber, Steam Fitter, Sprinkler Fitter, Refrigeration Mech, Heavy Duty Mechanic											
	General Foreperson	65.10	6.51	**71.61**	0.20	3.00	4.09	0.25	0.05	0.29	**79.49**
	Foreperson	59.89	5.99	**65.88**	0.20	3.00	4.09	0.25	0.05	0.29	**73.76**
	Lead Hand	54.68	5.47	**60.15**	0.20	3.00	4.09	0.25	0.05	0.29	**68.03**
	Journeyperson	52.08	5.21	**57.29**	0.20	3.00	4.09	0.25	0.05	0.29	**65.17**
	Apprentice 1st Year	31.25	3.13	**34.38**	0.20	3.00	4.09	0.25	0.05	0.29	**42.26**
	Apprentice 2nd Year	36.46	3.65	**40.11**	0.20	3.00	4.09	0.25	0.05	0.29	**47.99**
	Apprentice 3rd Year	41.66	4.17	**45.83**	0.20	3.00	4.09	0.25	0.05	0.29	**53.71**
	Apprentice 4th Year	46.87	4.69	**51.56**	0.20	3.00	4.09	0.25	0.05	0.29	**59.44**
Ironworker - Reinforcing											
	General Foreperson	63.09	6.31	**69.40**	0.20	3.00	4.09	0.25	0.05	0.29	**77.28**
	Foreperson	58.04	5.80	**63.84**	0.20	3.00	4.09	0.25	0.05	0.29	**71.72**
	Lead Hand	52.99	5.30	**58.29**	0.20	3.00	4.09	0.25	0.05	0.29	**66.17**
	Journeyperson	50.47	5.05	**55.52**	0.20	3.00	4.09	0.25	0.05	0.29	**63.40**
	Apprentice 1st Year	30.28	3.03	**33.31**	0.20	3.00	4.09	0.25	0.05	0.29	**41.19**
	Apprentice 2nd Year	35.33	3.53	**38.86**	0.20	3.00	4.09	0.25	0.05	0.29	**46.74**
	Apprentice 3rd Year	40.38	4.04	**44.42**	0.20	3.00	4.09	0.25	0.05	0.29	**52.30**
	Apprentice 4th Year	45.42	4.54	**49.96**	0.20	3.00	4.09	0.25	0.05	0.29	**57.84**
Gas Fitter, Operator Mobile Crane 50-249T											
	General Foreperson	65.10	6.51	**71.61**	0.20	3.00	4.09	0.25	0.05	0.29	**79.49**
	Foreperson	59.89	5.99	**65.88**	0.20	3.00	4.09	0.25	0.05	0.29	**73.76**
	Lead Hand	54.68	5.47	**60.15**	0.20	3.00	4.09	0.25	0.05	0.29	**68.03**
	Journeyperson	52.08	5.21	**57.29**	0.20	3.00	4.09	0.25	0.05	0.29	**65.17**
	Apprentice 1st Year	31.25	3.13	**34.38**	0.20	3.00	4.09	0.25	0.05	0.29	**42.26**
	Apprentice 2nd Year	39.06	3.91	**42.97**	0.20	3.00	4.09	0.25	0.05	0.29	**50.85**
	Apprentice 3rd Year	46.87	4.69	**51.56**	0.20	3.00	4.09	0.25	0.05	0.29	**59.44**

Rig Welder											
	Welders B Pressure w/Rig	108.23		**108.23**	0.20	3.00	4.09	0.25	0.05	0.29	**116.11**
	Welders w/Rig	98.25		**98.25**	0.20	3.00	4.09	0.25	0.05	0.29	**106.13**
Labourer											
	Foreperson	41.14	4.11	**45.25**	0.20	3.00	4.09	0.25	0.05	0.29	**53.13**
	Skilled	35.77	3.58	**39.35**	0.20	3.00	4.09	0.25	0.05	0.29	**47.23**
	Intermediate	31.73	3.17	**34.90**	0.20	3.00	4.09	0.25	0.05	0.29	**42.78**
	Entry Level	29.07	2.91	**31.98**	0.20	3.00	4.09	0.25	0.05	0.29	**39.86**
Equipment Operator (Light)											
	Foreperson	48.36	4.84	**53.20**	0.20	3.00	4.09	0.25	0.05	0.29	**61.08**
	Equipment Operator (Light)	42.05	4.21	**46.26**	0.20	3.00	4.09	0.25	0.05	0.29	**54.14**
Boom Truck Operator											
	Operator - Boom Truck	49.90	4.99	**54.89**	0.20	3.00	4.09	0.25	0.05	0.29	**62.77**
	Apprentice 1st Year	39.92	3.99	**43.91**	0.20	3.00	4.09	0.25	0.05	0.29	**51.79**
	Apprentice 2nd Year	44.91	4.49	**49.40**	0.20	3.00	4.09	0.25	0.05	0.29	**57.28**
Crane Operator											
	Operator Crane - 0-49T	51.39	5.14	**56.53**	0.20	3.00	4.09	0.25	0.05	0.29	**64.41**
	Apprentice 1st Year	30.83	3.08	**33.91**	0.20	3.00	4.09	0.25	0.05	0.29	**41.79**
	Apprentice 2nd Year	38.54	3.85	**42.39**	0.20	3.00	4.09	0.25	0.05	0.29	**50.27**
	Apprentice 3rd Year	46.25	4.63	**50.88**	0.20	3.00	4.09	0.25	0.05	0.29	**58.76**
Other											
	Bricklayer - Masonry	49.90	4.99	**54.89**	0.20	3.00	4.09	0.25	0.05	0.29	**62.77**
	Bricklayer - Refractory	52.08	5.21	**57.29**	0.20	3.00	4.09	0.25	0.05	0.29	**65.17**
	Cladder	49.90	4.99	**54.89**	0.20	3.00	4.09	0.25	0.05	0.29	**62.77**
	Decker	49.90	4.99	**54.89**	0.20	3.00	4.09	0.25	0.05	0.29	**62.77**
	Operator Equipment - Heavy	49.90	4.99	**54.89**	0.20	3.00	4.09	0.25	0.05	0.29	**62.77**
	Plasterer	49.90	4.99	**54.89**	0.20	3.00	4.09	0.25	0.05	0.29	**62.77**
	Sheeter	49.90	4.99	**54.89**	0.20	3.00	4.09	0.25	0.05	0.29	**62.77**
	Truck Driver - Basic	34.85	3.49	**38.34**	0.20	3.00	4.09	0.25	0.05	0.29	**46.22**
	Truck Driver - Intermediate	45.34	4.53	**49.87**	0.20	3.00	4.09	0.25	0.05	0.29	**57.75**
	Truck Driver - Heavy	49.88	4.99	**54.87**	0.20	3.00	4.09	0.25	0.05	0.29	**62.75**
	PREMIUMS										
	Night Shift	**4.00**		**4.00**							**4.00**
	Chief Steward	**3.00**		**3.00**							**3.00**
	Steward	**2.00**		**2.00**							**2.00**
	Multi-Skilling	**1.00**		**1.00**							**1.00**
	Alloy Welder	**3.00**		**3.00**							**3.00**
	Leadership for Safety Excellence (LSE)	**0.50**		**0.50**							**0.50**
	First Aid Ticket W/CPR	**0.50**		**0.50**							**0.50**
	Crane - Friction, Brake & Clutch System	**0.50**		**0.50**							**0.50**

SCHEDULE A: NOTES

1. Premiums

   Lead Hand 105% (of the appropriate base wage rate)

   Foreperson 115% (of the appropriate base wage rate)
   General Foreperson 125% (of the appropriate base wage rate)

   Shift Premiums (Article 9.11) $4.00/hour
   Leadership for Safety Excellence $0.50/hour

   Chief Steward $3.00/hour
   Steward $2.00/hour

   Alloy Welder $3.00/hour

   First Aid Ticket w/CPR $0.50/hour

   Construction Safety Officer $1.00/hour

   Multi-Skilling Bonus $1.00/hour

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

3. The Employer and the Union may agree to reasonable partial subsistence allowances where the Employee or DSP elects to commute to his place of residence or supplies his own living accommodation.

4. Daily / Initial and Shift Cycle Travel Allowances
   To be determined at Pre-Job Conference.

5. Layoffs will comply with the Alberta Government legislation.

6. The DSP has to invoice the Employer weekly. The DSP will be paid bi-weekly.

   The Employer will hold back 4.27% on the DSP rate for the excess payment of the Canadian Pension Plan, Employment Insurance and WCB. The DSP may request from the Employer a breakdown of the applicable government burdens.

7. The Employer and the Union agree to add a Letter of Understanding reflecting parties' intent to have a Labour-management Committee to mutually define a structured scaffolding training and evaluation program including the CMAW program review and evaluation.

SCHEDULE B: INSULATOR TOOL LIST

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

SCHEDULE C: SCAFFOLDER TOOL LIST

20 oz.	Framing Hammer
1	Tool Pouch
9"	Torpedo Level
"1 – 25'/8M	Measuring Tape
2 - 10"	Crescent Wrenches
1	Wire Cutters
1	Pliers
1	Self-Retracting Utility Knife

SCHEDULE D: B- PRESSURE RIG WELDERS TOOL LIST

1	1/2" Socket Set 3/8" to 1 1/4"
2	18" Bessy Clamps
1	20lb Propane Bottle
1	2"-4" Beveller
2	24" Square
2	3/8" to 1 1/4" Open End Wrenches
1	4" - 8" Beveller
1	6" - 8" Vise (On Rig or Table Mountable)
1	6" Grinder
2	9 pce Imperial Hex Key set
1	Acetylene Bottle
1	Angle Finder/Beveling square
1	Battery Drill Reversible 1/2" c/w with 2 Batteries
6	Black Electrical Tape-Rolls
1	Box Chalk
6	Chain Grips
1	Chipping Hammer
1	Combination Tri Square
1	Cutting Goggles
1	Cutting Torch Combination
6	Dogs
1	Drill Set 29pc 1800 1/16" - 1/2 x 64th
4	Extension Cord 25'
4	Extension Cord 50'
1	Face Shield Head Set- Combination for use with Hard Hat and Spare shades and lenses(10)
2	Fantail Plug
1	Flange Pin Set
1	Flashlight
3	Grinder Disc 5"
1	Grinder Stand
1	Hack Saw Frame # 4012
4	Halfmoon File
1	Hammer 4lb.
1	Hammer Ball Pein 32 oz.
1	Hard Hat Mounted Face Shield-Clear/Amber c/w 6 extra shields.
1	Headgear Brimasterhard cap
1	Hex Fold Up Set 7 Metric

100 ft	Hose Oxy-Act
12	J-Hooks-for hanging cables
1	Knife Utility 18mm, Self Retracting
2	Level 24 "
2	Level Torpedo
1	Measuring Tape 25'
1	Oxy-Act Set-up-Gauges, 100' hose , Torch with tips.
1	Oxygen Bottle
1	Pencil Grinder
3	Pipe Stands - V - Top
3	Pipe Stands-Roller
2	Pipe Wrench 14 "
2	Pipe Wrench 18"
2	Pipe Wrench 24"
1	Pliers Kit 5 pcs
1	Plumb Bob 8 oz-c/w 100' string
2	Pry Bar 24"
1	Punch Center 1/2 "
1	Punch Set
1	Rose Bud
1	Screwdriver Set 12 pcs
2	Small bore Line up clamps-up to 6"
2	Steel Pail
2	Striker with spare Flints
1	Tig Torch C/W Hose, Gauge, Hose repair kit and Tig Torch Spare parts.
1	Tiger Torch C/W Hose
1	Tip Cleaner
2	Trouble Light/Work Light
2	Vise Grip C-Clamp Reg tip 11"
2	Vise Grip Curved Jaw 10"
4	Wedges
1	Wire Brush
1	Wrap Around
1	Wrench Adjustable 10"
1	Wrench Adjustable 12"
1	Wrench Adjustable 8"

SCHEDULE E: IRONWORKER TOOL LIST

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

SCHEDULE F: ELECTRICIAN TOOL LIST

1	Adequate lockable Toolbox c/w Personal lock	
1	Standard and Metric 25'/8m Measuring Tape	
1	Hacksaw Frame	
1	Torpedo Level	
1	Set Standard Allen Wrenches up to½"	
1	Set Metric Allen Wrenches up to 13 mm	
1	Set Box end Combination Wrenches (¼" through 7/8")	
1	No Touch Voltage Tester	
1	Canadian Electrical Code Handbook-Latest Version	
1	600V Tester	
1	Bullnose pliers (nippers)	Knippex 8" Bullnose pliers
1	11 in 1 multibit screwdriver	Klein or Knippex
1	Wire strippers	Klein or Knippex
1	Electricians knife (retractable)	Milwaukee retractable knife or klein safe knife
1	Adjustable wrench	Klein or Knippex or Channel lock
1	Channel locks	Klein or Knippex or Channel lock
1	Tool pouch	Klein Kuny's SW-725 Canvas Messenger Bag
1	Needle nose pliers	Klein or Knippex or Channel lock
1	Side cutter pliers	Klein or Knippex or Channel lock
1	Insulated Terminator 3mm	Wera 1000v insulated
1	Insulated Terminator 4 or 4.5mm	Wera 1000v insulated

SCHEDULE G: INSTRUMENT TECH. TOOL LIST

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

SCHEDULE H: CARPENTER TOOL LIST

1	Adequate lockable Toolbox c/w Personal lock
1	Carpenter's Tool Pouch
1	Hammer (16oz to 20oz anti-vibe)
1	Standard and Metric 25'/8m Measuring Tape
1	1 Set Robertson Screwdrivers (#1 through #2 – green and red)
2	1 Set Phillips Screwdrivers (#2 and #3)
1	Set Flat Blade Standard Screwdrivers (medium and large)
1	Self Retracting Utility Knife
1	Combination Square
1	Cat's Paw Nail Puller
2	Nail Bag
1	Centre Punch
1	9" Torpedo Level
1	10" Speed Square

LETTER OF UNDERSTANDING: MULTI-SKILLING BONUS

Between:

DLI CONTRACTORS INC.
(hereinafter referred to as the 'Employers')

And:

CONSTRUCTION, MAINTENANCE AND ALLIED WORKERS CANADA
(hereinafter referred to as the "Union")

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

a) Millwright/Electrician
b) Millwright/Welder
c) Steamfitter/Welder
d) Ironworker/Welder
e) Boilermaker/Steamfitter
f) Boilermaker/Welder
g) Crane Operator/Carpenter
h) Carpenter/Welder

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

Signed the _____ day of _____, 2021.

On behalf of the Employer	On behalf of the Union
DLI CONTRACTORS INC.	CONSTRUCTION, MAINTENANCE AND ALLIED WORKERS CANADA
_____	_____
Richard Gadoury, Vice President	Chris Wasilenchuk, President
_____	_____
Richard Cleveland, Vice President Operations	Blair Rawlings, Secretary Treasurer

LETTER OF UNDERSTANDING: CAMP MOVES

Between:

DLI CONTRACTORS INC.
(hereinafter referred to as the 'Employers')

And:

CONSTRUCTION, MAINTENANCE AND ALLIED WORKERS CANADA
(hereinafter referred to as the "Union")

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

Signed the _____day of _____, 2021.

On behalf of the Employer	On behalf of the Union
DLI CONTRACTORS INC.	CONSTRUCTION, MAINTENANCE AND ALLIED WORKERS CANADA
Richard Gadoury, Vice President	Chris Wasilenchuk, President
Richard Cleveland, Vice President Operations	Blair Rawlings, Secretary Treasurer

LETTER OF UNDERSTANDING: CAMP CHECK IN/OUT POLICY

By and Between:

DLI CONTRACTORS INC.
(Hereinafter referred to as the "Employers" or "DLI")

And:

CONSTRUCTION, MAINTENANCE AND ALLIED WORKERS CANADA
(Hereinafter referred to as the "Union" or "CMAW")

RE: CAMP CHECK IN/OUT POLICY

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

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

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

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

1) Written warnings to stay in Employee's file for 12 months from the date of the last offence.
2) A list of other existing, if any, charge backs will be given to the Union prior to being applied. Example: checking out too early, not checking into room, room clean up fee, etc.
3) Emergency Check outs will not be charged to the members. Example: family emergency, health or illness issues

Signed the ____ day of _____, 2021.

On behalf of the Employer
DLI CONTRACTORS INC.

_____
Richard Gadoury, Vice President

_____
Richard Cleveland, Vice President Operations

On behalf of the Union
CONSTRUCTION, MAINTENANCE AND ALLIED WORKERS CANADA

_____
Chris Wasilenchuk, President

_____
Blair Rawlings, Secretary Treasurer

Memorandum of Agreement

Between

Construction, Maintenance & Allied Workers Canada

(CMAW)

and

DLI Contractors Inc., DLI

(DLI)

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

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

Date: March 8th, 2017

'Signature on File
Paul Nedelec, Secretary Treasurer CMAW

'Signature on File'
Jan Noster, President CMAW

Signature on File'
Richard Gadoury, VP Corporate Services DLI

PN/gd

moveup