INDUSTRIAL AND COMMERCIAL/INSTITUTIONAL

COLLECTIVE AGREEMENT
FOR THE PROVINCE OF
BRITISH COLUMBIA

By and Between:

CONSTRUCTION MAINTENANCE
AND ALLIED WORKERS CANADA

(Hereinafter referred to as the "Union")

AND

DLI Contractors Inc.

(Hereinafter referred to as the "Employer")

January 1, 2025 to December 27, 2027

CMAW
CANADA

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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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

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ARTICLE 1.000 OBJECTS

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

ARTICLE 2.000 EFFECTIVE DATE AND DURATION

2.100 This Agreement shall be for the period from and including January 1, 2025 to December 27, 2027 and from year to year thereafter subject to the right of either party to commence renegotiations to the Agreement within four (4) months immediately preceding the date of expiry of this Agreement.

2.200 This Agreement shall thereafter continue in full force and effect until the Union shall give notice of strike, or the Employer shall give notice of a lockout, or the parties shall conclude a renewal or revision of the Agreement or a new Collective Agreement.

2.300 In the event the Employer and the Union are unable to reach final agreement the matter shall be referred to binding arbitration. The arbitrator will be selected by mutual agreement between the Employer and the Union or if the parties are unable to agree on an arbitrator the arbitrator will be selected by the Collective Agreement Arbitration Bureau.

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

ARTICLE 3.000 EXTENT

3.100 **Recognition**

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

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

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

3.300 No person shall solicit membership in any other labour organization, or collect dues, initiation fees, fines, or assessments for any other labour organization on company time or job site.

3.400 **Union Orientation**

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

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

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

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

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

3.700

3.701 Industrial Work

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

3.702 Commercial Work

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

3.800 **Union/Management Committee**

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

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

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

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

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

Employees shall suffer no loss of regular earnings while in attendance at any committee meetings recognized under this collective agreement. Attendance at such meetings

outside regular work hours will be paid at regular straight time.

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

3.900 Pre-Job Conference

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

ARTICLE 4.000 WAGES, EARNINGS, CONTRIBUTIONS, AND DEDUCTIONS

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

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

The wage and benefit schedules are contained in Appendix "A" and "B" for January 1, 2025 to December 27, 2027.

4.100 Wages and Premiums

4.101 Hourly Wage Rates — Commercial-Institutional (Minimum only)

Please refer to Schedules "A" Industrial and "B" Commercial rates.

4.102 Apprentice/Helper (Minimum only)

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

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

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

4.103 Foreperson/General Foreperson Rate — Method of calculating

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

Agreement. A General Foreperson shall be 120% of the applicable Journeyperson rate.

4.104 First Aid Attendant

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

4.200 Annual Vacation and Statutory Holidays

4.201 Vacation Pay and Statutory Holiday Pay

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

4.202 Annual Vacation Schedule

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

4.203 Statutory Holidays

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

4.300 Employer Contributions

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

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

4.400 Employee Deductions

4.401 Field Dues

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

4.402 Local Union Check-off

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

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

4.600 Payment of Wages

4.601 Pay Days

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

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

4.603 Payroll Penalty

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

4.604 Pay Slips

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

ARTICLE 5.000 HOURS OF WORK

5.100 Regular Hours

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

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

Total Straight Time Hours: 8.0 hours

5.102 Starting and Stopping Time

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

5.103 Coffee Breaks and Meal Periods

Applicable For An Eight (8), ten (10) or 12 Hour Shift:

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

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

5.200 Compressed Work Week

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

5.201 Hours of Work

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

b) Ten (10) straight-time hours (from 6:30 pm to 5:00 am, inclusive of a meal break) shall constitute the compressed workweek afternoon shift. Monday through Thursday inclusive or Tuesday through Friday inclusive shall constitute the regular workweek.

c) Notwithstanding (a) and (b), the scheduled start time of the shift may be varied up to two (2) hours earlier or later, at the discretion of the Employer.

d) Statutory Holidays: the statutory holiday will be taken on the day in which it falls (eg: Monday through Thursday schedule and Statutory Holiday falls on the Friday, it is observed on the Friday).

5.300 Starting and Quitting Time

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

5.400 Shifts

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

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

5.402 Shift Cycles

a) SHIFT CYCLE 1:

4 Days of 10 Hours, Followed by 3 Days Off

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

b) SHIFT CYCLE 2:

5 Days of 8 Hours, Followed by 2 Days Off

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

c) SHIFT CYCLE 3:

10 Days of 10 Hours, Followed by 4 Days Off

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

d) SHIFT CYCLE 4:

14 Days of 10 Hours, Followed by 7 Days Off

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

e) **SHIFT CYCLE 5:**

21 Days of 10 Hours, Followed by 7 Days Off

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

f) **SHIFT CYCLE 6:**

7 days of 12 hours Per Day, followed by 7 days off (different rate table)

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

All Hours under this shift cycle will be paid at 115% of the base rate.

All hours over 12 hour days or on scheduled days off to be paid at one and a half times (1.5x) the base rate.

g) **SHIFT CYCLE 7:**

14 days of 12 hours Per Day, followed by 14 days off (different rate table)

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

All Hours under this shift cycle will be paid at 115% of the base rate.

All hours over 12 hour days or on scheduled days off to be paid at one and a half times (1.5x) the base rate.

Scheduled breaks will include a Sunday whenever possible.

5.403 Shift Premiums

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

Day Shift: No Shift Premium

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

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

5.500 Call-Out Time

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

5.600 Standby Premium

a) An employee(s) required to be on standby following their scheduled shift is entitled to a two (2) hour standby premium payable at the straight time rate. This will cover the period from end of shift to start of next scheduled shift (following day).

b) An employee(s) required to be on standby through a weekend is entitled to a two (2) hour standby premium, payable at the straight time rate, for every full day that they are on standby.

c) An employee being called in to work from standby is entitled to a minimum of four (4) hour premium which includes the two (2) hours standby premium, payable at the applicable rate.

ARTICLE 6.000 OVERTIME AND MEAL ALLOWANCES

6.100 Overtime

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

a) All overtime shall be payable at one and a half (1 ½) times the applicable straight time hourly wage rate.

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

6.200 Overtime Breaks

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

a) A 15 minute coffee break taken at the end of the regular scheduled shift

A ½ hour meal break paid at straight time hourly rate taken after two (2) hours.

This cycle will repeat at two (2) hour intervals.

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

ARTICLE 7.000 TRANSPORTATION

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

7.100 Daily Travel Premium

7.102 Local Resident Employees

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

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

0km – 50km: no premium

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

Residents of the Municipality of Terrace will receive thirty-five dollars

($35.00) based on round trip and subject to compliance with any PLA's.

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

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

7.200 Travel and Turnaround Allowance

7.201

a) Air Travel

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

(i) The Employer shall pay for airfare, inclusive of any/all related fees and taxes.

(ii) The Employer will supply transportation to and from the Project site.

(iii) The Employer will pay for a maximum of two (2) bags that comply with the airlines baggage policy on the initial and final flights plus one (1) tool bag if applicable.

(iv) For all regular rotation flights the Employer will only pay for one (1) bag.

(v) Taxis, Parking, meals and other travel related expenses are the responsibility of the employee(s).

b) Timing of Payment

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

c) Termination of Employment

In the event an Employee voluntarily terminates his/her own employment

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

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

d) Quit or Terminated for Just Cause

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

7.202

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

Turnaround allowance shall be made available each turnaround.

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

0 km to 99 km n/a
100 km to 249 km - $150
250 km to 500 km - $250
501 km to 750 km - $350
751 km to 1,000 km - $450
Over 1000 km - $550

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

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

7.203

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

200 km to 400 km - $125
401 km to 750 km - $200
>751 km - $350

7.400 <u>Pre-Tender and Pre-Job Conferences</u>

The Employer and the Union will review the intended application of all travel and accommodation provisions with respect to an out-of-town project in order to confirm that a

common understanding exists. Such review and confirmation should take place prior to the commencement of work, or if possible, prior to the date of tender.

ARTICLE 8.000 ROOM AND BOARD

8.100

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

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

8.101 Room and Board

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

Option No. 1: The Employer shall provide the Employee with a daily lump sum Living-Out Allowance (LOA) of two hundred dollars ($200.00) for 2025, two hundred and ten dollars ($210.00) for 2026 and two hundred and twenty dollars ($220.00) for 2027.

Option No. 2: The Employer shall provide the Employee with a single room plus a daily meal allowance of ninety-two dollars and fifty cents ($92.50) for 2025, ninety-five dollars ($95.00) for 2026, and ninety-seven dollars and fifty cents ($97.50) for 2027. For camp jobs where meal service is in place, there shall be no allowance.

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

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

8.102 Camp Accommodation

a) Camp accommodations shall meet inspection by CMAW representative.

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

ARTICLE 9.000 UNION SECURITY AND HIRING

9.100 <u>Local Residents</u>

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

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

9.200 Apprentice Rehiring

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

9.300 Apprentices

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

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

9.400 Equity

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

9.500 Reservations

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

9.600 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 (despite any stated allocation in this Agreement). Where monies are allocated to the Benefit Fund because Bill C-30 prohibits those monies from being allocated to the Pension Fund, the Pension Fund administrator will advise the Employer of the reallocation to facilitate appropriate tax reporting.

ARTICLE 10.00 UNION REPRESENTATIVES

10.100 Job Stewards

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

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

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

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

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

10.200 Union Representatives

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

10.300 Leave of Absence

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

ARTICLE 11.000 SAFETY CONDITIONS

11.100 Safety

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

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

11.200 Safety Equipment

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

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

11.300 Accompanying Compensation Inspectors

The head job steward, or where there is a Safety Committee a Union representative of this committee, shall accompany the Workers' Compensation Board Inspector on all project inspections.

11.400 Injured or Sick Members

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

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

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

ARTICLE 12.000 WORKING CONDITIONS

12.100 Harassment

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

12.200 Layoff Notice

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

Two (2) hours' notice of discharge will be given by the Employer, or two (2) hours' pay will be allowed in lieu thereof.

12.300 Lockup

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

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

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

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

12.400 Tool Insurance

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

12.500 Project Facilities

12.501 Toilets

Chemical or flush toilets, as per Work Safe BC regulations, shall be provided from the commencement of work on all jobs and cleaned and properly maintained. Toilet paper will be provided.

12.502 Wash Up Facilities

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

12.503 Drinking Water

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

12.600 Equipment and Clothing

12.601 Protective Clothing

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

ARTICLE 13.000 JOINT RECOVERY PROGRAM

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

ARTICLE 14.000 GRIEVANCE PROCEDURE

14.100 Preamble

It is mutually desired and intended by the Union and the Employer that any dispute or complaint arising out of the interpretation of this agreement will be communicated by the Employee to their supervisor in order to provide an opportunity for discussion and timely

resolution, prior to the issue becoming a grievance. If an Employee is not satisfied with the resolution offered by their immediate supervisor, they may then initiate a grievance.

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

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

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

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

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

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

14.800 **Union Representative**

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

ARTICLE 15.000 DISCIPLINARY ACTION

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

15.200 Proper cause may include:

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

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

c) The refusal by the employee to abide by the requirements of the Employer's clients;

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

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

ARTICLE 16.000 SAVINGS CLAUSE

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

ARTICLE 17.000 GENDER CLAUSE

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

ARTICLE 18.000 WAGE OPENER

No Wage Opener for the duration of this agreement.

SIGNATURES OF PARTIES

Signed July 17, 2025

Signed on behalf of:

DLI CONTRACTORS INC.

"Signature on File"

Richard Cleveland, **VP Operations**

Signed on behalf of:

CONSTRUCTION, MAINTENANCE AND ALLIED WORKERS CANADA

"Signature on File"

Chris Wasilenchuk, **President**

"Signature on File"

Jessie Gregory, **Secretary Treasurer**

SCHEDULE "A" INDUSTRIAL WAGE RATES

SCHEDULE "A1.1 **EMPLOYER CONTRIBUTIONS**

Effective February 2, 2025 to January 3, 2026

Employee Classification	Base Rate	VP/SHP (12%)	Sub Total	Employer Contributions					Total Package
				Benefits	Pension Plan	Appr Training	Admin Fund	Member Assist	
Journeyperson Base Rates		12.0%		$3.00	$4.34	$0.35	$0.35	$0.05	
Boilermaker	$49.54	$5.94	$55.48	$3.00	$4.34	$0.35	$0.35	$0.05	$63.57
Carpenter	$47.87	$5.74	$53.61	$3.00	$4.34	$0.35	$0.35	$0.05	$61.70
Electrician	$49.54	$5.94	$55.48	$3.00	$4.34	$0.35	$0.35	$0.05	$63.57
Insulator	$47.87	$5.74	$53.61	$3.00	$4.34	$0.35	$0.35	$0.05	$61.70
Instrument Technician	$52.90	$6.35	$59.25	$3.00	$4.34	$0.35	$0.35	$0.05	$67.34
Helper - up to 200 hours	$26.44	$3.17	$29.61	$3.00	$4.34	$0.35	$0.35	$0.05	$37.70
Helper - up to 400 hours	$28.64	$3.44	$32.08	$3.00	$4.34	$0.35	$0.35	$0.05	$40.17
Helper - 400+ hours	$30.86	$3.70	$34.56	$3.00	$4.34	$0.35	$0.35	$0.05	$42.65
Ironworker	$47.87	$5.74	$53.61	$3.00	$4.34	$0.35	$0.35	$0.05	$61.70
Labourer - Entry Level	$25.56	$3.07	$28.63	$3.00	$4.34	$0.35	$0.35	$0.05	$36.72
Labourer - Intermediate	$30.03	$3.60	$33.63	$3.00	$4.34	$0.35	$0.35	$0.05	$41.72
Labourer - Skilled	$33.93	$4.07	$38.00	$3.00	$4.34	$0.35	$0.35	$0.05	$46.09
Machinist	$49.54	$5.94	$55.48	$3.00	$4.34	$0.35	$0.35	$0.05	$63.57
Millwright	$52.90	$6.35	$59.25	$3.00	$4.34	$0.35	$0.35	$0.05	$67.34
Pipefitter	$49.54	$5.94	$55.48	$3.00	$4.34	$0.35	$0.35	$0.05	$63.57
Scaffolder	$47.87	$5.74	$53.61	$3.00	$4.34	$0.35	$0.35	$0.05	$61.70
Utility Person	$33.36	$4.00	$37.36	$3.00	$4.34	$0.35	$0.35	$0.05	$45.45
Welder B. Pressure	$51.22	$6.15	$57.37	$3.00	$4.34	$0.35	$0.35	$0.05	$65.46
Welder C. Ticket	$47.31	$5.68	$52.99	$3.00	$4.34	$0.35	$0.35	$0.05	$61.08
Operator Equipment - Light	$33.93	$4.07	$38.00	$3.00	$4.34	$0.35	$0.35	$0.05	$46.09
Operator Equipment - Heavy	$47.87	$5.74	$53.61	$3.00	$4.34	$0.35	$0.35	$0.05	$61.70
Truck Driver - Basic	$34.18	$4.10	$38.28	$3.00	$4.34	$0.35	$0.35	$0.05	$46.37
Truck Driver - Intermediate	$43.72	$5.25	$48.97	$3.00	$4.34	$0.35	$0.35	$0.05	$57.06
Truck Driver - Heavy	$47.87	$5.74	$53.61	$3.00	$4.34	$0.35	$0.35	$0.05	$61.70
Operator, Crane 0 - 49 T	$48.18	$5.78	$53.96	$3.00	$4.34	$0.35	$0.35	$0.05	$62.05
Operator, C rane 50 - 249 T	$48.87	$5.86	$54.73	$3.00	$4.34	$0.35	$0.35	$0.05	$62.82
Operator, Crane + 250 T	$49.54	$5.94	$55.48	$3.00	$4.34	$0.35	$0.35	$0.05	$63.57

** Premiums
Foreman - 115% of Journeyperson Rate
General Foreman - 120% of Journeyperson Rate
Job Steward - $1.50 per hour

Effective February 2, 2025 to January 3, 2026

Employee Classification	%	Base Rate	VP/SHP (12%)	Sub Total	Employer Contributions					Total Package
					Benefits	Pension Plan	Appr Training	Admin Fund	Member Assist	
Base Rates			12.0%		$3.00	$4.34	$0.35	$0.35	$0.05	
Apprentice - Boilermaker										
		$ 49.54								
1st year	60%	$29.72	$3.57	$33.29	$3.00	$4.34	$0.35	$0.35	$0.05	$41.38
2nd year	70%	$34.68	$4.16	$38.84	$3.00	$4.34	$0.35	$0.35	$0.05	$46.93
3rd year	80%	$39.63	$4.76	$44.39	$3.00	$4.34	$0.35	$0.35	$0.05	$52.48
4th year	90%	$44.59	$5.35	$49.94	$3.00	$4.34	$0.35	$0.35	$0.05	$58.03
Apprentice - Carpenter										
		$ 47.87								
1st year	60%	$28.72	$3.45	$32.17	$3.00	$4.34	$0.35	$0.35	$0.05	$40.26
2nd year	70%	$33.51	$4.02	$37.53	$3.00	$4.34	$0.35	$0.35	$0.05	$45.62
3rd year	80%	$38.30	$4.60	$42.90	$3.00	$4.34	$0.35	$0.35	$0.05	$50.99
4th year	90%	$43.08	$5.17	$48.25	$3.00	$4.34	$0.35	$0.35	$0.05	$56.34
Apprentice - Electrician										
		$ 49.54								
1st year	60%	$29.72	$3.57	$33.29	$3.00	$4.34	$0.35	$0.35	$0.05	$41.38
2nd year	70%	$34.68	$4.16	$38.84	$3.00	$4.34	$0.35	$0.35	$0.05	$46.93
3rd year	80%	$39.63	$4.76	$44.39	$3.00	$4.34	$0.35	$0.35	$0.05	$52.48
4th year	90%	$44.59	$5.35	$49.94	$3.00	$4.34	$0.35	$0.35	$0.05	$58.03
Apprentice - Insulator										
		$ 47.87								
1st year	60%	$28.72	$3.45	$32.17	$3.00	$4.34	$0.35	$0.35	$0.05	$40.26
2nd year	70%	$33.51	$4.02	$37.53	$3.00	$4.34	$0.35	$0.35	$0.05	$45.62
3rd year	80%	$38.30	$4.60	$42.90	$3.00	$4.34	$0.35	$0.35	$0.05	$50.99
4th year	90%	$43.08	$5.17	$48.25	$3.00	$4.34	$0.35	$0.35	$0.05	$56.34
Apprentice - Instrument Technician										
		$ 52.90								
1st year	60%	$31.74	$3.81	$35.55	$3.00	$4.34	$0.35	$0.35	$0.05	$43.64
2nd year	70%	$37.03	$4.44	$41.47	$3.00	$4.34	$0.35	$0.35	$0.05	$49.56
3rd year	80%	$42.32	$5.08	$47.40	$3.00	$4.34	$0.35	$0.35	$0.05	$55.49
4th year	90%	$47.61	$5.71	$53.32	$3.00	$4.34	$0.35	$0.35	$0.05	$61.41
Apprentice - Ironworker										
		$ 47.87								
1st year	65%	$31.12	$3.73	$34.85	$3.00	$4.34	$0.35	$0.35	$0.05	$42.94
2nd year	75%	$35.90	$4.31	$40.21	$3.00	$4.34	$0.35	$0.35	$0.05	$48.30
3rd year	90%	$43.08	$5.17	$48.25	$3.00	$4.34	$0.35	$0.35	$0.05	$56.34
Apprentice - Millwright/Machinist										
		$ 52.90								
1st year	60%	$31.74	$3.81	$35.55	$3.00	$4.34	$0.35	$0.35	$0.05	$43.64
2nd year	70%	$37.03	$4.44	$41.47	$3.00	$4.34	$0.35	$0.35	$0.05	$49.56
3rd year	80%	$42.32	$5.08	$47.40	$3.00	$4.34	$0.35	$0.35	$0.05	$55.49
4th year	90%	$47.61	$5.71	$53.32	$3.00	$4.34	$0.35	$0.35	$0.05	$61.41
Apprentice - Pipefitter										
		$ 49.54								
1st year	60%	$29.72	$3.57	$33.29	$3.00	$4.34	$0.35	$0.35	$0.05	$41.38
2nd year	70%	$34.68	$4.16	$38.84	$3.00	$4.34	$0.35	$0.35	$0.05	$46.93
3rd year	80%	$39.63	$4.76	$44.39	$3.00	$4.34	$0.35	$0.35	$0.05	$52.48
4th year	90%	$44.59	$5.35	$49.94	$3.00	$4.34	$0.35	$0.35	$0.05	$58.03
Apprentice - Welder C										
		$ 47.31								
1st year	65%	$30.75	$3.69	$34.44	$3.00	$4.34	$0.35	$0.35	$0.05	$42.53
2nd year	75%	$35.48	$4.26	$39.74	$3.00	$4.34	$0.35	$0.35	$0.05	$47.83
3rd year	90%	$42.58	$5.11	$47.69	$3.00	$4.34	$0.35	$0.35	$0.05	$55.78

Effective January 4, 2026 to January 2, 2027

Employee Classification	Base Rate	VP/SHP (12%)	Sub Total	Employer Contributions					Total Package
				Benefits	Pension Plan	Appr Training	Admin Fund	Member Assist	
Journeyperson Base Rates		12.0%		$3.05	$4.39	$0.40	$0.40	$0.05	
Boilermaker	$51.06	$6.13	$57.19	$3.05	$4.39	$0.40	$0.40	$0.05	$65.48
Carpenter	$49.35	$5.92	$55.27	$3.05	$4.39	$0.40	$0.40	$0.05	$63.56
Electrician	$51.06	$6.13	$57.19	$3.05	$4.39	$0.40	$0.40	$0.05	$65.48
Insulator	$49.35	$5.92	$55.27	$3.05	$4.39	$0.40	$0.40	$0.05	$63.56
Instrument Technician	$54.53	$6.54	$61.07	$3.05	$4.39	$0.40	$0.40	$0.05	$69.36
Helper - up to 200 hours	$27.27	$3.27	$30.54	$3.05	$4.39	$0.40	$0.40	$0.05	$38.83
Helper - up to 400 hours	$29.54	$3.54	$33.08	$3.05	$4.39	$0.40	$0.40	$0.05	$41.37
Helper - 400+ hours	$31.82	$3.82	$35.64	$3.05	$4.39	$0.40	$0.40	$0.05	$43.93
Ironworker	$49.35	$5.92	$55.27	$3.05	$4.39	$0.40	$0.40	$0.05	$63.56
Labourer - Entry Level	$26.37	$3.16	$29.53	$3.05	$4.39	$0.40	$0.40	$0.05	$37.82
Labourer - Intermediate	$30.96	$3.72	$34.68	$3.05	$4.39	$0.40	$0.40	$0.05	$42.97
Labourer - Skilled	$34.98	$4.20	$39.18	$3.05	$4.39	$0.40	$0.40	$0.05	$47.47
Machinist	$51.06	$6.13	$57.19	$3.05	$4.39	$0.40	$0.40	$0.05	$65.48
Millwright	$54.53	$6.54	$61.07	$3.05	$4.39	$0.40	$0.40	$0.05	$69.36
Pipefitter	$51.06	$6.13	$57.19	$3.05	$4.39	$0.40	$0.40	$0.05	$65.48
Scaffolder	$49.35	$5.92	$55.27	$3.05	$4.39	$0.40	$0.40	$0.05	$63.56
Utility Person	$34.40	$4.13	$38.53	$3.05	$4.39	$0.40	$0.40	$0.05	$46.82
Welder B. Pressure	$52.79	$6.33	$59.12	$3.05	$4.39	$0.40	$0.40	$0.05	$67.41
Welder C. Ticket	$48.77	$5.85	$54.62	$3.05	$4.39	$0.40	$0.40	$0.05	$62.91
Operator Equipment - Light	$34.98	$4.20	$39.18	$3.05	$4.39	$0.40	$0.40	$0.05	$47.47
Operator Equipment - Heavy	$49.35	$5.92	$55.27	$3.05	$4.39	$0.40	$0.40	$0.05	$63.56
Truck Driver - Basic	$35.24	$4.23	$39.47	$3.05	$4.39	$0.40	$0.40	$0.05	$47.76
Truck Driver - Intermediate	$45.07	$5.41	$50.48	$3.05	$4.39	$0.40	$0.40	$0.05	$58.77
Truck Driver - Heavy	$49.35	$5.92	$55.27	$3.05	$4.39	$0.40	$0.40	$0.05	$63.56
Operator, Crane 0 - 49 T	$49.66	$5.96	$55.62	$3.05	$4.39	$0.40	$0.40	$0.05	$63.91
Operator, C rane 50 - 249 T	$50.38	$6.05	$56.43	$3.05	$4.39	$0.40	$0.40	$0.05	$64.72
Operator, Crane + 250 T	$51.06	$6.13	$57.19	$3.05	$4.39	$0.40	$0.40	$0.05	$65.48

** Premiums
Foreman - 115% of Journeyperson Rate
General Foreman - 120% of Journeyperson Rate
Job Steward - $1.50 per hour

moveup

Effective January 4, 2026 to January 2, 2027

Employee Classification	%	Base Rate	VP/SHP (12%)	Sub Total	Employer Contributions					Total Package
					Benefits	Pension Plan	Appr Training	Admin Fund	Member Assist	
Base Rates			12.0%		$3.05	$4.39	$0.40	$0.40	$0.05	
Apprentice - Boilermaker		$ 51.06								
1st year	60%	$30.64	$3.68	$34.32	$3.05	$4.39	$0.40	$0.40	$0.05	$42.61
2nd year	70%	$35.74	$4.29	$40.03	$3.05	$4.39	$0.40	$0.40	$0.05	$48.32
3rd year	80%	$40.85	$4.90	$45.75	$3.05	$4.39	$0.40	$0.40	$0.05	$54.04
4th year	90%	$45.95	$5.51	$51.46	$3.05	$4.39	$0.40	$0.40	$0.05	$59.75
Apprentice - Carpenter		$ 49.35								
1st year	60%	$29.61	$3.55	$33.16	$3.05	$4.39	$0.40	$0.40	$0.05	$41.45
2nd year	70%	$34.55	$4.15	$38.70	$3.05	$4.39	$0.40	$0.40	$0.05	$46.99
3rd year	80%	$39.48	$4.74	$44.22	$3.05	$4.39	$0.40	$0.40	$0.05	$52.51
4th year	90%	$44.42	$5.33	$49.75	$3.05	$4.39	$0.40	$0.40	$0.05	$58.04
Apprentice - Electrician		$ 51.06								
1st year	60%	$30.64	$3.68	$34.32	$3.05	$4.39	$0.40	$0.40	$0.05	$42.61
2nd year	70%	$35.74	$4.29	$40.03	$3.05	$4.39	$0.40	$0.40	$0.05	$48.32
3rd year	80%	$40.85	$4.90	$45.75	$3.05	$4.39	$0.40	$0.40	$0.05	$54.04
4th year	90%	$45.95	$5.51	$51.46	$3.05	$4.39	$0.40	$0.40	$0.05	$59.75
Apprentice - Insulator		$ 49.35								
1st year	60%	$29.61	$3.55	$33.16	$3.05	$4.39	$0.40	$0.40	$0.05	$41.45
2nd year	70%	$34.55	$4.15	$38.70	$3.05	$4.39	$0.40	$0.40	$0.05	$46.99
3rd year	80%	$39.48	$4.74	$44.22	$3.05	$4.39	$0.40	$0.40	$0.05	$52.51
4th year	90%	$44.42	$5.33	$49.75	$3.05	$4.39	$0.40	$0.40	$0.05	$58.04
Apprentice - Instrument Technician		$ 54.53								
1st year	60%	$32.72	$3.93	$36.65	$3.05	$4.39	$0.40	$0.40	$0.05	$44.94
2nd year	70%	$38.17	$4.58	$42.75	$3.05	$4.39	$0.40	$0.40	$0.05	$51.04
3rd year	80%	$43.62	$5.23	$48.85	$3.05	$4.39	$0.40	$0.40	$0.05	$57.14
4th year	90%	$49.08	$5.89	$54.97	$3.05	$4.39	$0.40	$0.40	$0.05	$63.26
Apprentice - Ironworker		$ 49.35								
1st year	65%	$32.08	$3.85	$35.93	$3.05	$4.39	$0.40	$0.40	$0.05	$44.22
2nd year	75%	$37.01	$4.44	$41.45	$3.05	$4.39	$0.40	$0.40	$0.05	$49.74
3rd year	90%	$44.42	$5.33	$49.75	$3.05	$4.39	$0.40	$0.40	$0.05	$58.04
Apprentice - Millwright/Machinist		$ 54.53								
1st year	60%	$32.72	$3.93	$36.65	$3.05	$4.39	$0.40	$0.40	$0.05	$44.94
2nd year	70%	$38.17	$4.58	$42.75	$3.05	$4.39	$0.40	$0.40	$0.05	$51.04
3rd year	80%	$43.62	$5.23	$48.85	$3.05	$4.39	$0.40	$0.40	$0.05	$57.14
4th year	90%	$49.08	$5.89	$54.97	$3.05	$4.39	$0.40	$0.40	$0.05	$63.26
Apprentice - Pipefitter		$ 51.06								
1st year	60%	$30.64	$3.68	$34.32	$3.05	$4.39	$0.40	$0.40	$0.05	$42.61
2nd year	70%	$35.74	$4.29	$40.03	$3.05	$4.39	$0.40	$0.40	$0.05	$48.32
3rd year	80%	$40.85	$4.90	$45.75	$3.05	$4.39	$0.40	$0.40	$0.05	$54.04
4th year	90%	$45.95	$5.51	$51.46	$3.05	$4.39	$0.40	$0.40	$0.05	$59.75
Apprentice - Welder C		$ 48.77								
1st year	65%	$31.70	$3.80	$35.50	$3.05	$4.39	$0.40	$0.40	$0.05	$43.79
2nd year	75%	$36.58	$4.39	$40.97	$3.05	$4.39	$0.40	$0.40	$0.05	$49.26
3rd year	90%	$43.89	$5.27	$49.16	$3.05	$4.39	$0.40	$0.40	$0.05	$57.45

Effective January 3, 2027 to January 1, 2028

Employee Classification	Base Rate	VP/SHP (12%)	Sub Total	Employer Contributions					Total Package
				Benefits	Pension Plan	Appr Training	Admin Fund	Member Assist	
Journeyperson Base Rates		12.0%		$3.10	$4.44	$0.45	$0.45	$0.05	
Boilermaker	$52.63	$6.32	$58.95	$3.10	$4.44	$0.45	$0.45	$0.05	$67.44
Carpenter	$50.87	$6.10	$56.97	$3.10	$4.44	$0.45	$0.45	$0.05	$65.46
Electrician	$52.63	$6.32	$58.95	$3.10	$4.44	$0.45	$0.45	$0.05	$67.44
Insulator	$50.87	$6.10	$56.97	$3.10	$4.44	$0.45	$0.45	$0.05	$65.46
Instrument Technician	$56.20	$6.74	$62.94	$3.10	$4.44	$0.45	$0.45	$0.05	$71.43
Helper - up to 200 hours	$28.12	$3.37	$31.49	$3.10	$4.44	$0.45	$0.45	$0.05	$39.98
Helper - up to 400 hours	$30.46	$3.66	$34.12	$3.10	$4.44	$0.45	$0.45	$0.05	$42.61
Helper - 400+ hours	$32.82	$3.94	$36.76	$3.10	$4.44	$0.45	$0.45	$0.05	$45.25
Ironworker	$50.87	$6.10	$56.97	$3.10	$4.44	$0.45	$0.45	$0.05	$65.46
Labourer - Entry Level	$27.20	$3.26	$30.46	$3.10	$4.44	$0.45	$0.45	$0.05	$38.95
Labourer - Intermediate	$31.94	$3.83	$35.77	$3.10	$4.44	$0.45	$0.45	$0.05	$44.26
Labourer - Skilled	$36.08	$4.33	$40.41	$3.10	$4.44	$0.45	$0.45	$0.05	$48.90
Machinist	$52.63	$6.32	$58.95	$3.10	$4.44	$0.45	$0.45	$0.05	$67.44
Millwright	$56.20	$6.74	$62.94	$3.10	$4.44	$0.45	$0.45	$0.05	$71.43
Pipefitter	$52.63	$6.32	$58.95	$3.10	$4.44	$0.45	$0.45	$0.05	$67.44
Scaffolder	$50.87	$6.10	$56.97	$3.10	$4.44	$0.45	$0.45	$0.05	$65.46
Utility Person	$35.47	$4.26	$39.73	$3.10	$4.44	$0.45	$0.45	$0.05	$48.22
Welder B. Pressure	$54.43	$6.53	$60.96	$3.10	$4.44	$0.45	$0.45	$0.05	$69.45
Welder C. Ticket	$50.28	$6.03	$56.31	$3.10	$4.44	$0.45	$0.45	$0.05	$64.80
Operator Equipment - Light	$36.08	$4.33	$40.41	$3.10	$4.44	$0.45	$0.45	$0.05	$48.90
Operator Equipment - Heavy	$50.87	$6.10	$56.97	$3.10	$4.44	$0.45	$0.45	$0.05	$65.46
Truck Driver - Basic	$36.34	$4.36	$40.70	$3.10	$4.44	$0.45	$0.45	$0.05	$49.19
Truck Driver - Intermediate	$46.46	$5.58	$52.04	$3.10	$4.44	$0.45	$0.45	$0.05	$60.53
Truck Driver - Heavy	$50.87	$6.10	$56.97	$3.10	$4.44	$0.45	$0.45	$0.05	$65.46
Operator, Crane 0 - 49 T	$51.20	$6.14	$57.34	$3.10	$4.44	$0.45	$0.45	$0.05	$65.83
Operator, C rane 50 - 249 T	$51.94	$6.23	$58.17	$3.10	$4.44	$0.45	$0.45	$0.05	$66.66
Operator, Crane + 250 T	$52.63	$6.32	$58.95	$3.10	$4.44	$0.45	$0.45	$0.05	$67.44

** Premiums
Foreman - 115% of Journeyperson Rate
General Foreman - 120% of Journeyperson Rate
Job Steward - $1.50 per hour

moveup

Effective January 3, 2027 to January 1, 2028

Employee Classification	%	Base Rate	VP/SHP (12%)	Sub Total	Employer Contributions: Benefits	Pension Plan	Appr Training	Admin Fund	Member Assist	Total Package
Base Rates			12.0%		$3.10	$4.44	$0.45	$0.45	$0.05	
Apprentice - Boilermaker		$ 52.63								
1st year	60%	$31.58	$3.79	$35.37	$3.10	$4.44	$0.45	$0.45	$0.05	$43.86
2nd year	70%	$36.84	$4.42	$41.26	$3.10	$4.44	$0.45	$0.45	$0.05	$49.75
3rd year	80%	$42.10	$5.05	$47.15	$3.10	$4.44	$0.45	$0.45	$0.05	$55.64
4th year	90%	$47.37	$5.68	$53.05	$3.10	$4.44	$0.45	$0.45	$0.05	$61.54
Apprentice - Carpenter		$ 50.87								
1st year	60%	$30.52	$3.66	$34.18	$3.10	$4.44	$0.45	$0.45	$0.05	$42.67
2nd year	70%	$35.61	$4.27	$39.88	$3.10	$4.44	$0.45	$0.45	$0.05	$48.37
3rd year	80%	$40.70	$4.88	$45.58	$3.10	$4.44	$0.45	$0.45	$0.05	$54.07
4th year	90%	$45.78	$5.49	$51.27	$3.10	$4.44	$0.45	$0.45	$0.05	$59.76
Apprentice - Electrician		$ 52.63								
1st year	60%	$31.58	$3.79	$35.37	$3.10	$4.44	$0.45	$0.45	$0.05	$43.86
2nd year	70%	$36.84	$4.42	$41.26	$3.10	$4.44	$0.45	$0.45	$0.05	$49.75
3rd year	80%	$42.10	$5.05	$47.15	$3.10	$4.44	$0.45	$0.45	$0.05	$55.64
4th year	90%	$47.37	$5.68	$53.05	$3.10	$4.44	$0.45	$0.45	$0.05	$61.54
Apprentice - Insulator		$ 50.87								
1st year	60%	$30.52	$3.66	$34.18	$3.10	$4.44	$0.45	$0.45	$0.05	$42.67
2nd year	70%	$35.61	$4.27	$39.88	$3.10	$4.44	$0.45	$0.45	$0.05	$48.37
3rd year	80%	$40.70	$4.88	$45.58	$3.10	$4.44	$0.45	$0.45	$0.05	$54.07
4th year	90%	$45.78	$5.49	$51.27	$3.10	$4.44	$0.45	$0.45	$0.05	$59.76
Apprentice - Instrument Technician		$ 56.20								
1st year	60%	$33.72	$4.05	$37.77	$3.10	$4.44	$0.45	$0.45	$0.05	$46.26
2nd year	70%	$39.34	$4.72	$44.06	$3.10	$4.44	$0.45	$0.45	$0.05	$52.55
3rd year	80%	$44.96	$5.40	$50.36	$3.10	$4.44	$0.45	$0.45	$0.05	$58.85
4th year	90%	$50.58	$6.07	$56.65	$3.10	$4.44	$0.45	$0.45	$0.05	$65.14
Apprentice - Ironworker		$ 50.87								
1st year	65%	$33.07	$3.97	$37.04	$3.10	$4.44	$0.45	$0.45	$0.05	$45.53
2nd year	75%	$38.15	$4.58	$42.73	$3.10	$4.44	$0.45	$0.45	$0.05	$51.22
3rd year	90%	$45.78	$5.49	$51.27	$3.10	$4.44	$0.45	$0.45	$0.05	$59.76
Apprentice - Millwright/Machinist		$ 56.20								
1st year	60%	$33.72	$4.05	$37.77	$3.10	$4.44	$0.45	$0.45	$0.05	$46.26
2nd year	70%	$39.34	$4.72	$44.06	$3.10	$4.44	$0.45	$0.45	$0.05	$52.55
3rd year	80%	$44.96	$5.40	$50.36	$3.10	$4.44	$0.45	$0.45	$0.05	$58.85
4th year	90%	$50.58	$6.07	$56.65	$3.10	$4.44	$0.45	$0.45	$0.05	$65.14
Apprentice - Pipefitter		$ 52.63								
1st year	60%	$31.58	$3.79	$35.37	$3.10	$4.44	$0.45	$0.45	$0.05	$43.86
2nd year	70%	$36.84	$4.42	$41.26	$3.10	$4.44	$0.45	$0.45	$0.05	$49.75
3rd year	80%	$42.10	$5.05	$47.15	$3.10	$4.44	$0.45	$0.45	$0.05	$55.64
4th year	90%	$47.37	$5.68	$53.05	$3.10	$4.44	$0.45	$0.45	$0.05	$61.54
Apprentice - Welder C		$ 50.28								
1st year	65%	$32.68	$3.92	$36.60	$3.10	$4.44	$0.45	$0.45	$0.05	$45.09
2nd year	75%	$37.71	$4.53	$42.24	$3.10	$4.44	$0.45	$0.45	$0.05	$50.73
3rd year	90%	$45.25	$5.43	$50.68	$3.10	$4.44	$0.45	$0.45	$0.05	$59.17

mw4p

SCHEDULE "B1.1" EMPLOYER CONTRIBUTIONS

Effective February 2, 2025 to January 3, 2026

Employee Classification	Base Rate	VP/SHP (12%)	Sub Total	Employer Contributions: Benefits	Pension Plan	Appr Training	Admin Fund	Member Assist	Total Package
Journeyperson	$39.22	12.0%		$3.00	$4.34	$0.35	$0.35	$0.05	
Carpenter	$39.22	$4.71	$43.93	$3.00	$4.34	$0.35	$0.35	$0.05	$52.02
Cement Mason	$38.68	$4.64	$43.32	$3.00	$4.34	$0.35	$0.35	$0.05	$51.41
Electrician	$41.06	$4.93	$45.99	$3.00	$4.34	$0.35	$0.35	$0.05	$54.08
Helper - up to 400 hours	$23.06	$2.77	$25.83	$3.00	$4.34	$0.35	$0.35	$0.05	$33.92
Insulator	$39.22	$4.71	$43.93	$3.00	$4.34	$0.35	$0.35	$0.05	$52.02
Ironworker	$39.22	$4.71	$43.93	$3.00	$4.34	$0.35	$0.35	$0.05	$52.02
Labourer - Entry Level	$27.24	$3.27	$30.51	$3.00	$4.34	$0.35	$0.35	$0.05	$38.60
Labourer - Intermediate	$30.23	$3.63	$33.86	$3.00	$4.34	$0.35	$0.35	$0.05	$41.95
Labourer - Skilled	$34.42	$4.13	$38.55	$3.00	$4.34	$0.35	$0.35	$0.05	$46.64
Operator Equipment - Light	$41.06	$4.93	$45.99	$3.00	$4.34	$0.35	$0.35	$0.05	$54.08
Pipefitter/Plumber	$41.06	$4.93	$45.99	$3.00	$4.34	$0.35	$0.35	$0.05	$54.08
Scaffolder	$39.22	$4.71	$43.93	$3.00	$4.34	$0.35	$0.35	$0.05	$52.02

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

moveup

Effective February 5, 2025 to January 3, 2026

Employee Classification	%	Base Rate	VP/SHP (12%)	Sub Total	Employer Contributions: Benefits	Pension Plan	Appr Training	Admin Fund	Member Assist	Total Package
Base Rates			12.0%		$3.00	$4.34	$0.35	$0.35	$0.05	
Apprentice - Carpenter										
		$ 39.22								
1st year	60%	$23.53	$2.82	$26.35	$3.00	$4.34	$0.35	$0.35	$0.05	$34.44
2nd year	70%	$27.45	$3.29	$30.74	$3.00	$4.34	$0.35	$0.35	$0.05	$38.83
3rd year	80%	$31.38	$3.77	$35.15	$3.00	$4.34	$0.35	$0.35	$0.05	$43.24
4th year	90%	$35.30	$4.24	$39.54	$3.00	$4.34	$0.35	$0.35	$0.05	$47.63
Apprentice - Cement Mason										
		$ 38.68								
1st year	65%	$25.14	$3.02	$28.16	$3.00	$4.34	$0.35	$0.35	$0.05	$36.25
2nd year	75%	$29.01	$3.48	$32.49	$3.00	$4.34	$0.35	$0.35	$0.05	$40.58
3rd year	90%	$34.81	$4.18	$38.99	$3.00	$4.34	$0.35	$0.35	$0.05	$47.08
Apprentice - Electrician										
		$ 41.06								
1st year	60%	$24.64	$2.96	$27.60	$3.00	$4.34	$0.35	$0.35	$0.05	$35.69
2nd year	70%	$28.74	$3.45	$32.19	$3.00	$4.34	$0.35	$0.35	$0.05	$40.28
3rd year	80%	$32.85	$3.94	$36.79	$3.00	$4.34	$0.35	$0.35	$0.05	$44.88
4th year	90%	$36.95	$4.43	$41.38	$3.00	$4.34	$0.35	$0.35	$0.05	$49.47
Apprentice - Insulator										
		$ 39.22								
1st year	60%	$23.53	$2.82	$26.35	$3.00	$4.34	$0.35	$0.35	$0.05	$34.44
2nd year	70%	$27.45	$3.29	$30.74	$3.00	$4.34	$0.35	$0.35	$0.05	$38.83
3rd year	80%	$31.38	$3.77	$35.15	$3.00	$4.34	$0.35	$0.35	$0.05	$43.24
4th year	90%	$35.30	$4.24	$39.54	$3.00	$4.34	$0.35	$0.35	$0.05	$47.63
Apprentice - Ironworker										
		$ 39.22								
1st year	65%	$25.49	$3.06	$28.55	$3.00	$4.34	$0.35	$0.35	$0.05	$36.64
2nd year	75%	$29.42	$3.53	$32.95	$3.00	$4.34	$0.35	$0.35	$0.05	$41.04
3rd year	90%	$35.30	$4.24	$39.54	$3.00	$4.34	$0.35	$0.35	$0.05	$47.63
Apprentice - Pipefitter/Plumber										
		$ 41.06								
1st year	65%	$26.69	$3.20	$29.89	$3.00	$4.34	$0.35	$0.35	$0.05	$37.98
2nd year	75%	$30.80	$3.70	$34.50	$3.00	$4.34	$0.35	$0.35	$0.05	$42.59
3rd year	90%	$36.95	$4.43	$41.38	$3.00	$4.34	$0.35	$0.35	$0.05	$49.47

moveUP

Effective January 4, 2026 to Janaury 2, 2027

Employee Classification	Base Rate	VP/SHP (12%)	Sub Total	Employer Contributions					Total Package
				Benefits	Pension Plan	Appr Training	Admin Fund	Member Assist	
Journeyperson	$40.44	12.0%		$3.05	$4.39	$0.40	$0.40	$0.05	
Carpenter	$40.44	$4.85	$45.29	$3.05	$4.39	$0.40	$0.40	$0.05	$53.58
Cement Mason	$39.87	$4.78	$44.65	$3.05	$4.39	$0.40	$0.40	$0.05	$52.94
Electrician	$42.34	$5.08	$47.42	$3.05	$4.39	$0.40	$0.40	$0.05	$55.71
Helper - up to 400 hours	$23.79	$2.85	$26.64	$3.05	$4.39	$0.40	$0.40	$0.05	$34.93
Insulator	$40.44	$4.85	$45.29	$3.05	$4.39	$0.40	$0.40	$0.05	$53.58
Ironworker	$40.44	$4.85	$45.29	$3.05	$4.39	$0.40	$0.40	$0.05	$53.58
Labourer - Entry Level	$28.10	$3.37	$31.47	$3.05	$4.39	$0.40	$0.40	$0.05	$39.76
Labourer - Intermediate	$31.18	$3.74	$34.92	$3.05	$4.39	$0.40	$0.40	$0.05	$43.21
Labourer - Skilled	$35.49	$4.26	$39.75	$3.05	$4.39	$0.40	$0.40	$0.05	$48.04
Operator Equipment - Light	$42.34	$5.08	$47.42	$3.05	$4.39	$0.40	$0.40	$0.05	$55.71
Pipefitter/Plumber	$42.34	$5.08	$47.42	$3.05	$4.39	$0.40	$0.40	$0.05	$55.71
Scaffolder	$40.44	$4.85	$45.29	$3.05	$4.39	$0.40	$0.40	$0.05	$53.58

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

moveup

Effective January 4, 2026 to Janaury 2, 2027

Employee Classification	%	Base Rate	VP/SHP (12%)	Sub Total	Employer Contributions					Total Package
					Benefits	Pension Plan	Appr Training	Admin Fund	Member Assist	
Base Rates			12.0%		$3.05	$4.39	$0.40	$0.40	$0.05	
Apprentice - Carpenter										
		$ 40.44								
1st year	60%	$24.26	$2.91	$27.17	$3.05	$4.39	$0.40	$0.40	$0.05	$35.46
2nd year	70%	$28.31	$3.40	$31.71	$3.05	$4.39	$0.40	$0.40	$0.05	$40.00
3rd year	80%	$32.35	$3.88	$36.23	$3.05	$4.39	$0.40	$0.40	$0.05	$44.52
4th year	90%	$36.40	$4.37	$40.77	$3.05	$4.39	$0.40	$0.40	$0.05	$49.06
Apprentice - Cement Mason										
		$ 39.87								
1st year	65%	$25.92	$3.11	$29.03	$3.05	$4.39	$0.40	$0.40	$0.05	$37.32
2nd year	75%	$29.90	$3.59	$33.49	$3.05	$4.39	$0.40	$0.40	$0.05	$41.78
3rd year	90%	$35.88	$4.31	$40.19	$3.05	$4.39	$0.40	$0.40	$0.05	$48.48
Apprentice - Electrician										
		$ 42.34								
1st year	60%	$25.40	$3.05	$28.45	$3.05	$4.39	$0.40	$0.40	$0.05	$36.74
2nd year	70%	$29.64	$3.56	$33.20	$3.05	$4.39	$0.40	$0.40	$0.05	$41.49
3rd year	80%	$33.87	$4.06	$37.93	$3.05	$4.39	$0.40	$0.40	$0.05	$46.22
4th year	90%	$38.11	$4.57	$42.68	$3.05	$4.39	$0.40	$0.40	$0.05	$50.97
Apprentice - Insulator										
		$ 40.44								
1st year	60%	$24.26	$2.91	$27.17	$3.05	$4.39	$0.40	$0.40	$0.05	$35.46
2nd year	70%	$28.31	$3.40	$31.71	$3.05	$4.39	$0.40	$0.40	$0.05	$40.00
3rd year	80%	$32.35	$3.88	$36.23	$3.05	$4.39	$0.40	$0.40	$0.05	$44.52
4th year	90%	$36.40	$4.37	$40.77	$3.05	$4.39	$0.40	$0.40	$0.05	$49.06
Apprentice - Ironworker										
		$ 40.44								
1st year	65%	$26.29	$3.15	$29.44	$3.05	$4.39	$0.40	$0.40	$0.05	$37.73
2nd year	75%	$30.33	$3.64	$33.97	$3.05	$4.39	$0.40	$0.40	$0.05	$42.26
3rd year	90%	$36.40	$4.37	$40.77	$3.05	$4.39	$0.40	$0.40	$0.05	$49.06
Apprentice - Pipefitter/Plumber										
		$ 42.34								
1st year	65%	$27.52	$3.30	$30.82	$3.05	$4.39	$0.40	$0.40	$0.05	$39.11
2nd year	75%	$31.76	$3.81	$35.57	$3.05	$4.39	$0.40	$0.40	$0.05	$43.86
3rd year	90%	$38.11	$4.57	$42.68	$3.05	$4.39	$0.40	$0.40	$0.05	$50.97

moveUp

Effective January 3, 2027 to Janaury 1, 2028

Employee Classification	Base Rate	VP/SHP (12%)	Sub Total	Employer Contributions					Total Package
				Benefits	Pension Plan	Appr Training	Admin Fund	Member Assist	
Journeyperson	$41.70	12.0%		$3.10	$4.44	$0.45	$0.45	$0.05	
Carpenter	$41.70	$5.00	$46.70	$3.10	$4.44	$0.45	$0.45	$0.05	$55.19
Cement Mason	$41.12	$4.93	$46.05	$3.10	$4.44	$0.45	$0.45	$0.05	$54.54
Electrician	$43.65	$5.24	$48.89	$3.10	$4.44	$0.45	$0.45	$0.05	$57.38
Helper - up to 400 hours	$24.55	$2.95	$27.50	$3.10	$4.44	$0.45	$0.45	$0.05	$35.99
Insulator	$41.70	$5.00	$46.70	$3.10	$4.44	$0.45	$0.45	$0.05	$55.19
Ironworker	$41.70	$5.00	$46.70	$3.10	$4.44	$0.45	$0.45	$0.05	$55.19
Labourer - Entry Level	$28.98	$3.48	$32.46	$3.10	$4.44	$0.45	$0.45	$0.05	$40.95
Labourer - Intermediate	$32.15	$3.86	$36.01	$3.10	$4.44	$0.45	$0.45	$0.05	$44.50
Labourer - Skilled	$36.60	$4.39	$40.99	$3.10	$4.44	$0.45	$0.45	$0.05	$49.48
Operator Equipment - Light	$43.65	$5.24	$48.89	$3.10	$4.44	$0.45	$0.45	$0.05	$57.38
Pipefitter/Plumber	$43.65	$5.24	$48.89	$3.10	$4.44	$0.45	$0.45	$0.05	$57.38
Scaffolder	$41.70	$5.00	$46.70	$3.10	$4.44	$0.45	$0.45	$0.05	$55.19

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

Effective January 4, 2026 to Janaury 2, 2027

Employee Classification	%	Base Rate	VP/SHP (12%)	Sub Total	Employer Contributions					Total Package
					Benefits	Pension Plan	Appr Training	Admin Fund	Member Assist	
Base Rates			12.0%		$3.10	$4.44	$0.45	$0.45	$0.05	
Apprentice - Carpenter										
		$ 41.70								
1st year	60%	$25.02	$3.00	$28.02	$3.10	$4.44	$0.45	$0.45	$0.05	$36.51
2nd year	70%	$29.19	$3.50	$32.69	$3.10	$4.44	$0.45	$0.45	$0.05	$41.18
3rd year	80%	$33.36	$4.00	$37.36	$3.10	$4.44	$0.45	$0.45	$0.05	$45.85
4th year	90%	$37.53	$4.50	$42.03	$3.10	$4.44	$0.45	$0.45	$0.05	$50.52
Apprentice - Cement Mason										
		$ 41.12								
1st year	65%	$26.73	$3.21	$29.94	$3.10	$4.44	$0.45	$0.45	$0.05	$38.43
2nd year	75%	$30.84	$3.70	$34.54	$3.10	$4.44	$0.45	$0.45	$0.05	$43.03
3rd year	90%	$37.01	$4.44	$41.45	$3.10	$4.44	$0.45	$0.45	$0.05	$49.94
Apprentice - Electrician										
		$ 43.65								
1st year	60%	$26.19	$3.14	$29.33	$3.10	$4.44	$0.45	$0.45	$0.05	$37.82
2nd year	70%	$30.56	$3.67	$34.23	$3.10	$4.44	$0.45	$0.45	$0.05	$42.72
3rd year	80%	$34.92	$4.19	$39.11	$3.10	$4.44	$0.45	$0.45	$0.05	$47.60
4th year	90%	$39.29	$4.71	$44.00	$3.10	$4.44	$0.45	$0.45	$0.05	$52.49
Apprentice - Insulator										
		$ 41.70								
1st year	60%	$25.02	$3.00	$28.02	$3.10	$4.44	$0.45	$0.45	$0.05	$36.51
2nd year	70%	$29.19	$3.50	$32.69	$3.10	$4.44	$0.45	$0.45	$0.05	$41.18
3rd year	80%	$33.36	$4.00	$37.36	$3.10	$4.44	$0.45	$0.45	$0.05	$45.85
4th year	90%	$37.53	$4.50	$42.03	$3.10	$4.44	$0.45	$0.45	$0.05	$50.52
Apprentice - Ironworker										
		$ 41.70								
1st year	65%	$27.11	$3.25	$30.36	$3.10	$4.44	$0.45	$0.45	$0.05	$38.85
2nd year	75%	$31.28	$3.75	$35.03	$3.10	$4.44	$0.45	$0.45	$0.05	$43.52
3rd year	90%	$37.53	$4.50	$42.03	$3.10	$4.44	$0.45	$0.45	$0.05	$50.52
Apprentice - Pipefitter/Plumber										
		$ 43.65								
1st year	65%	$28.37	$3.40	$31.77	$3.10	$4.44	$0.45	$0.45	$0.05	$40.26
2nd year	75%	$32.74	$3.93	$36.67	$3.10	$4.44	$0.45	$0.45	$0.05	$45.16
3rd year	90%	$39.29	$4.71	$44.00	$3.10	$4.44	$0.45	$0.45	$0.05	$52.49

SCHEDULE "C" INSULATOR TOOL LIST

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

SCHEDULE "D" SCAFFOLDER TOOL LIST

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

SCHEDULE "E" RIG WELDER TOOL LIST

1	1/2 " socket Set 3/8" to 1 ¼"	1	Oxygen Bottle
2	18" Bessy Clamps	2	Pails
1	2"-4" Beveller	1	Pencil Grinder
2	24" square	3	Pipe Stands-Roller
2	3/8" to 1 ¼" Open End Wrenches	3	Pipe Stands –V-Top
1	4"-8" Beveller	2	Pipe Wrench 14"
1	6"-8" Vise	2	Pipe Wrench 18"
1	7" Grinder	2	Pipe Wrench 24"
1	Acetylene Bottle	1	Pliers Kit 5 pce
1	Angle Finder/Beveling square	1	Plumb Bob 8oz
1	Box Chalk Metal 100 FT	1	Pry Bar 24"
2	Chain Grips	1	Punch Center ½"
1	Chipping hammer	1	Punch Set
1	Cutting Goggles	1	Rose Bud
1	Cutting Torch Combination	1	Screwdriver Set 12 pce
6	Dogs	2	Set Key Hex Gorilla 9 pce
1	Drill Reversible 3/8"	2	Small bore Line up clamps
1	Drill Set 29 pc 1800 1/16"-1/2x 64th	1	Striker
1	Extension Cord 25'	1	Tape 25'
1	Extension Cord 50'	1	Tig Torch C/W Hose + Gauge
1	Fantail Plug	1	Tip cleaner
1	Flange Pin Set	2	Vise Grip C-Clamp reg tip 11'
3	Grinder Disc 5" 10 amp	2	Vise Grip C-Clamp Jaw 10'
1	Grinder Stand	1	Visor Acetate
1	Hack Saw Frame #4012	1	Vital Chain Hoist 1 ton
1	Halfmoon File	1	Vital Lever Chain 3/2 ton
1	Hammer 4lbs	2	Wedges
1	Hammer Ball Pein 32oz	1	Wire Brush
1	Hammer Claw 20 oz	1	Wrap Around
1	Headgear Brimasterhard cap	1	Wrench Adjustable 10"
1	Hex Fold Set 7 Metric	1	Wrench Adjustable 8 "
100 ft.	Hose Oxy-Act	1	Wrench Adjustable 12 "
1	Knife Utility 18mm, Self-retracting	1	20lbs Propane Bottle
1	Level 24"	1	Tiger Torch C/W Hose
1	Level Torpedo	1	Face Shield Head Set
1	Oxy-Act set-up		

SCHEDULE "F" IRONWORKER TOOL LIST

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

SCHEDULE "G" ELECTRICIAN TOOL LIST

1	Adequate lockable Toolbox c/w Personal lock
1	Adequate Tool Bag/Pouch
1	Standard and Metric 25'/8m Measuring Tape
1	Hacksaw Frame
1	Self Retracting Utility Knife
1	Medium Strap Wrench
1	Linesman Pliers
1	Sidecutters
2	Channel Locks
1	Needle Nose Pliers
1	Adjustable Wrench <8"
1	Adjustable Wrench >8"
1	Termination Screwdriver
1	Electricians Knife
1	Complete setoff Nut Drivers (¼" 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 lbs
1	Set Standard Allen Wrenches up to ½"
1	Set Metric Allen Wrenches up to 13 mm
1	Set Box end Combination Wrenches (¼" through 7/8")
1	No Touch Voltage Tester
1	Canadian Electrical Code Handbook-Latest Version
1	600V Tester

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

SCHEDULE "I" CARPENTER TOOL LIST

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

Memorandum of Agreement

Between

Construction, Maintenance & Allied Workers Canada

(CMAW)

and

DLI Contractors Inc, DLI Industrial Construction Inc

(DLI)

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

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

Date: March 8th, 2017

SEE SIGNATURE ON FILE
Paul Nedelec, Secretary Treasurer CMAW

SEE SIGNATURE ON FILE
Jan Noster, President CMAW

SEE SIGNATURE ON FILE
Richard Gadoury, VP Corporate Services DLI

PN/gd

LETTER OF UNDERSTANDING

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

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

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

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

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

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

The parties agree that:

1. Starting on January 1, 2016 DLI will apply a 4.27% rate decrease to the DSP rate to offset yearly maximum exemptions.

2. The 4.27% rate decrease will not apply to the portion of the rate intended to reimburse non-salary related items such as the boot allowance as well as vehicle and equipment supplied by the Rig Welder.

Signed the 16 day of July, 2025

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

Richard Cleveland, VP Operations

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

Chris Wasilenchuk, President

Jessie Gregory, Secretary Treasurer

LETTER OF UNDERSTANDING

Between:

DLI Contractors Inc.

(hereinafter referred to as the 'Employers')

And:

Construction, Maintenance and Allied Workers Canada

(hereinafter referred to as the "Union")

RE: DSP – DIRECT SERVICE PROVIDERS

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

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

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

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

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

Signed the 30th day of November, 2016 .

On behalf of the Employer:

Richard Gadoury, VP Corporate Services
DLI

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

Jan Noster, President, CMAW

Paul Nedelec, Secretary Treasurer, CMAW