

GLAZIERS LOCAL 1527 INSIDE GLASS AGREEMENT

Between:

International Union of Painters and
Allied Trades of America, AFL - CIO
Glaziers Architectural Metal Mechanics and
Glassworkers Union Local 1527

(Hereinafter referred to as the "UNION")

OF THE FIRST PART

And:

**Construction Labour Relations
Association of BC.,**

on behalf of its members set forth in the attached Appendix "A"
and those members added from time to time by mutual agreement of the parties.

(Hereinafter referred to as the "EMPLOYER")

OF THE SECOND PART

December 6, 2006 to April 30, 2009

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The object of this Agreement is to stabilize the industry, elevate the trade to promote peace and harmony between the Employers and Employees. To facilitate the peaceful adjustment of all disputes and grievances, to prevent strikes and lockouts, waste, expense, avoidable and unnecessary delays.

To establish a clearly defined working relationship and understanding between the Union, its members and the Employer, for the Province of British Columbia;

NOW THEREFORE it is mutually agreed to as follows:

ARTICLE 1 - UNION RECOGNITION

- 1.01** The Employer hereby agrees that the Union is recognized herein as the exclusive bargaining agent representing those Employees of the Employer who perform any and all work set forth in Article 20, with respect to wages, hours of work and all other conditions of employment.
- 1.02** The Employer agrees not to enter into any agreement or contract with Employees of the Employer covered by this agreement, individually or collectively, which in any way conflicts with the terms and provisions of this Agreement. Any such agreement shall be null and void.
- 1.03** (a) It is agreed that this agreement prohibits the making or carrying out of any plan or device which would have the effect of circumventing or defeating any or all of the provisions of this agreement, or depriving any Union members of employment.
- (b) The Employer will not contract out work that will directly result in the layoff of any Employees of the bargaining unit. It is further agreed that if the Employer or Union has available qualified Employees and the Employer has equipment and services necessary to accomplish the work, the nature of which is normal and routine, it will be carried out by members covered by this Agreement. When contracting out is necessary, preference will be given to organizations signatory to this Agreement. Nothing of the foregoing shall be interpreted as a restriction of the Employer's right to purchase materials, equipment or services, intended for the operating of his business.
- 1.04** Where an Employer sells, leases, transfers or disposes of a substantial part or all of his assets, the purchaser, lessee or transferee is bound by the terms and conditions of this Agreement. The Employer agrees to advise the Union, in writing, of any such change no later than the effective date of such change. Notwithstanding the above, an application must be made to the Industrial Relations Council where any question arises about the rights, privileges and duties that have been acquired.
- 1.05** Any work performed by the signatory Employer outside of the shop that falls within the jurisdiction of the Standard Agreement (Outside) will be performed in accordance with the terms of that agreement.

ARTICLE 2 - UNION SECURITY

- 2.01** When workmen are required by the Employer he shall employ them through the Business Office of the Union. Provided that the Employer has no persons on his recall list and provided further that the workmen chosen by the Employer are members in good standing with the Union and are registered as unemployed with the Union office, then the Employer may choose up to one hundred percent (100%) of the workmen required. When the Union is unable to supply workmen within twenty-four (24) hours of the request, then the Employer may hire such workmen elsewhere, it being understood that they shall join the Union within thirty (30) days or be replaced by Union workers when available. An unemployed list shall be made available to the Employer at the Business Office of Local 1527.
- 2.02** All Workers must report to the Union and obtain a dispatch slip before commencing work.
- 2.03** All Employees who come within the scope of the Bargaining Unit shall be required to pay Union dues and administration dues and fees, and remain members in good standing as a condition of continued employment. The Employer shall deduct Union dues as required by Local 1527 upon written notice and authorization signed