



CONSTRUCTION LABOUR RELATIONS ASSOCIATION OF BC

March 20, 2009

TO ALL CLR CONTRACTORS SIGNATORY TO
IRONWORKERS, LOCAL 97
STANDARD AGREEMENT

Dear Member;

RE: 2009 Wage Package Rates

The wage packages for the final year of the 2004 - 2010 Standard Agreement with the Ironworkers, Local 97 have been negotiated per Clause 301 of the Agreement which reads:

The Parties agreed that between March 15, 2009 and April 15, 2009, the Parties shall meet to negotiate mutually acceptable wage package amendment(s) to be effective from May 1, 2009 to agreement expiry on April 30, 2010. Should the parties be unable to reach settlement by March 31, 2009, the issue will be referred to an interest arbitrator for final resolution by April 15, 2009.

A Letter of Understanding is attached which sets out the wages package terms that were successfully negotiated. A summary of agreed amendments follows:

Reinforcing Addendum

Journeyman wage package to be increased effective May 3, 2009 by one dollar (\$1.00). This increase is to be split between wages and combined vacation & statutory holiday pay (see attached spread sheet)

Commercial/Institutional

Effective November 1, 2009 wage package increases by fifty cents (\$0.50) and effective April 25, 2009 by a further fifty cents (\$0.50).

Industrial

Effective November 1, 2009 wage package increases by seventy-five cents (\$0.75) and effective April 25, 2009 by a further seventy-five cents (\$0.75).

Commercial/Institutional and Industrial increases will be allocated to the wage package components (wages, vacation & statutory holiday pay, health & welfare, pension and funds) at dates closer to the effective adjustment dates.

Local 97 agreed to back-end wage package increases in response to the economic downturn. Comparable trades negotiated, prior to the turn in the economy, their wage package increases to be effective May 1, 2009. CLR's Ironworker negotiating committee is very appreciative

of the responsible position taken by Local 97. Had the issue gone to an interest arbitrator, there was a good chance the arbitrator would have determined that all of the monetary increases would be effective May 1, 2009. Please do not hesitate to contact the CLR office with any inquiries regarding the contents of this letter.

Yours truly,

A handwritten signature in cursive script, appearing to read "M.J. Burgess".

M.J. Burgess
Director, Arbitration & Special Services

LETTER OF UNDERSTANDING

BY AND BETWEEN:

CONSTRUCTION LABOUR RELATIONS ASSOCIATION OF BRITISH COLUMBIA

AND:

INTERNATIONAL ASSOCIATION OF BRIDGE, STRUCTURAL, ORNAMENTAL AND REINFORCING IRONWORKERS, LOCAL 97

Both Parties understand and agree that in compliance with the Ironworkers Local 97 Standard Agreement dated May 1, 2004 to April 30, 2010 and in particular, Clause 301 where it reads:

The Parties agreed that between March 15, 2009 and April 15, 2009, the Parties shall meet to negotiate mutually acceptable wage package amendment(s) to be effective from May 1, 2009 to agreement expiry on April 30, 2010. Should the Parties be unable to reach settlement by March 31, 2009, the issue will be referred immediately to an interest arbitrator for final resolution by April 15, 2009.

that the Parties have met and successfully concluded negotiations with the following results:

1. Reinforcing Addendum

The Journeyman wage package shall be increased by a total of one dollar (\$1.00) per hour effective May 3, 2009. This increase shall be applied to the wage rate and vacation and statutory holiday pay.

2. Effective November 1, 2009, the Journeyman wage package shall be increased as follows:

Commercial/Institutional	\$0.50
Industrial	\$0.75

3. Effective April 25, 2010, the Journeyman wage package shall be increased as follows:

Commercial/Institutional	\$0.50
Industrial	\$0.75

4. Ironworkers, Local 97 will determine the distribution of the wage package increases in points 2 and 3 above and will inform Construction Labour Relations Association in writing of such distribution no less than thirty (30) days before the effective dates of such increases.

Signed this day of March, 2009

Construction Labour Relations
Association of British Columbia

International Association of Bridge, Structural,
Ornamental and Reinforcing Ironworkers,
Local 97

"SIGNED"

"SIGNED"

**REINFORCING ADDENDUM
COMMERCIAL/INSTITUTIONAL WAGES AND BENEFITS**

JOURNEYMAN

	Wage	Vac. & Stat. Hol. Pay (8%)	Health & Welfare	Pension	Funds*	Total
Nov. 1, 2007	25.11	2,009	2.16	3.23	0.30	32,809
May 3, 2009	25.94	2,075	2.26	3.23	0.30	33,805

FOREMAN

	Wage	Vac. & Stat. Hol. Pay (8%)	Health & Welfare	Pension	Funds*	Total
Nov. 1, 2007	28.88	2,310	2.16	3.23	0.30	36.88
May 3, 2009	29.83	2,386	2.26	3.23	0.30	38,006

APPRENTICES - NOVEMBER 1, 2007

	Wage	Vac. & Stat. Hol. Pay (8%)	Health & Welfare	Pension	Funds	Total
Pre-App 55% + 1.00	14.81	1,185	2.16	Nil	0.30	18,455
0-750 hrs. 65% + 0.50	16.82	1,346	2.16	2.10	0.30	22,726
751-1500 hrs. 70% + 0.50	18.08	1,446	2.16	2.26	0.30	24,246

1501-2250 hrs. 75% + 0.50	19.33	1.546	2.16	2.42	0.30	25.756
2251-3000 hrs. 80%	20.09	1.607	2.16	2.58	0.30	26.737
3001-3750 hrs. 85%	21.34	1.707	2.16	2.75	0.30	28.257
3751-4500 hrs. 90%	22.60	1.808	2.16	2.91	0.30	29.778

APPRENTICES - MAY 3, 2009

	Wage	Vac. & Stat. Hol. Pay (8%)	Health & Welfare	Pension	Funds	Total
Pre-App 55% + 1.00	15.27	1.222	2.26	nil	0.30	19.052
0-750 hrs. 65% + 0.50	17.36	1.389	2.26	2.10	0.30	23.409
751-1500 hrs. 70% + 0.50	18.66	1.493	2.26	2.26	0.30	24.973
1501-2250 hrs. 75% + 0.50	19.96	1.597	2.26	2.42	0.30	26.537
2251-3000 hrs. 80%	20.75	1.660	2.26	2.58	0.30	27.550
3001-3750 hrs. 85%	22.05	1.764	2.26	2.75	0.30	29.124
3751-4500 hrs. 90%	23.35	1.868	2.26	2.91	0.30	30.688