

GLAZIERS LOCAL 1527 STANDARD ICI AGREEMENT

Between:

**International Union of Painters & Allied Trades,
District Council #38**

(for Glaziers, Architectural Metal Mechanics and Glassworkers Local Union 1527)

(hereinafter referred to as the "Union")

OF THE FIRST PART

And:

Construction Labour Relations Association of B.C.

on its own behalf, on behalf of its members employers who have authorized the Association to execute this Agreement and who are included on the attached signatory list, and those members added from time to time by notice given to the Union

(hereinafter referred to as the "Employer")

OF THE SECOND PART

May 1, 2010 to April 30, 2016

Table of Contents

Article	Page
1 Union Recognition	1
2 Union Security	2
3 Adjustment of Grievances	2
4 Management Rights	3
5 Joint Liaison Committee	4
6 Statutory Holidays	4
7 Vacation Pay	4
8 Working Conditions	4
9 Union Representatives	5
10 Safety	5
11 General Provisions	6
12 Health and Welfare and Pension	7
13 Classifications	7
14 Wage Rates and Pay Days	10
15 Industry Funds	12
16 Tool List	13
17 Withdrawal of Members	14
18 Joint Trade Board	14
19 Scope of Work	15
20 Hours of Work	15
21 Overtime	17
22 Travel Zones and Expenses	18
23 Out of Town Jobs	18
24 Swing Stage Premium	21
25 Majority Shareholders	21
26 Joint Industry Recovery Program	21
27 Savings Clause	21
28 Termination	22
Letter of Interpretation #1	24
Letter of Understanding #1	25
Letter of Interpretation #2	28
Letter of Understanding #2	29
List of Signatory Employers	32

NOTE:

This collective agreement has been amended in accordance to Letter of Understanding #1 which is attached hereto. Confirmation of the status of Letter of Understanding #1 may be obtained from Construction Labour Relations Association of BC or IUPAT District Council 38.

WHEREAS it is the intent and purpose of the parties hereto to promote and improve the industrial and economic relations between the Employers, its employees and the Union and to establish and encourage the practice and procedure of collective bargaining between the parties hereto;

NOW THEREFORE it is mutually agreed as follows:

ARTICLE 1 – UNION RECOGNITION

1.01 The Employer does hereby recognize the Union as sole Labour Organization representing the Employer's employees and recognizes and agrees to treat and negotiate with the Union as the sole and exclusive bargaining agent for and on behalf of such employees.

1.02 Jurisdiction

The Union agrees that it will not sign or recognize any agreement or memorandum between Unions on questions of jurisdiction of work, except with the express consent of the Employer signatory to the Agreement.

1.03 Subcontracting

The Employer agrees that the subcontracting of work normally performed by members of the Union shall only be subcontracted to a company under agreement with a Union affiliated with the Building Trades.

The provisions of Article 1, Section 1.03 - Subcontracting, shall be suspended for the duration of Letter of Understanding #1 under the following terms:

The ability of the Employer to subcontract to non-building trades companies is not intended to replace current employees of the Employer. Except for legitimate reasons, the Employer will ensure the continued employment of their regular employees for the duration of any project where this provision has been exercised.

1. The Employer will notify the Union of the name of the subcontractor engaged and the likely commencement date of the project.
2. Ten (10) days before a request for a tender for labour, the Employer will notify the Union. The Union undertakes to notify Union labour contractors.
3. The Employer will pay an amount equal to two percent (2%) of the value of the labour subcontract to the Joint Trade Board. One percent (1%) shall be paid three (3) months after commencement of the work on site. The remaining one percent (1%) shall be paid upon substantial completion of the work. On projects of less than three (3) months duration, the two percent (2%) payment to the Joint Trade Board shall be paid upon substantial completion of the work.
4. If required, the Employer will provide verification of the amount of the labour subcontract by duly notarized statutory declaration.
5. The Employer will ensure that the subcontractor engaged to do the work is registered with the Workers' Compensation Board.

6. The Employer, in conjunction with any subcontractor, may continue to employ members of the Union on such project.
7. Violations of the above provisions, shall be adjudicated by the Joint Liaison Committee.

ARTICLE 2 – UNION SECURITY

- 2.01 When qualified workmen are required, Foremen excepted, they shall be hired through the business office of the Union. The Employer has the right of choice of selection of the first two (2) workmen required and seventy-five percent (75%) thereafter, provided he contacts the business office of the Union before hiring such workmen and provided workmen required are members in good standing of the Union and are registered as unemployed with the Union. The Employer may name request members who have worked for him within the previous sixteen (16) weeks. When the Union is unable to supply workmen within twenty-four (24) hours of the request, then the Employer may hire elsewhere.
- 2.02 All non-Union glaziers must report to the Union and become members or obtain clearance before commencing work. This Clause shall not apply to an Employer whose office is more than fifty (50) miles from the office(s) of the Union. In such cases, however, the Employer will be responsible for notifying the Union of the name of the employee and obtain clearance for such employee prior to such employee commencing work. Failure of the employee to comply with this Article shall be cause for immediate discharge of the employee.
- 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 the Union and remit to the Financial Secretary of the Union by the fifteenth (15th) day of the month following that for which dues were collected.
- 2.04 **Bonding**

Before Union members are dispatched to an Employer who has not been signatory to I.U.P.A.T. Local 1527's Agreement for a minimum of six (6) months, such Employer may be required to post a bond with the Union up to a maximum of \$1,000.00 per employee, based upon the number of employees employed at the time the bond is posted with an aggregate total not to exceed \$10,000.00 to be used in the event of a default in the payment of wages, pension contributions, welfare contributions, vacation pay, Statutory Holiday pay or any other contributions provided by the Collective Agreement. When no longer required such bond shall be terminated. The terms of the bonding agreement shall be mutually agreed between C.L.R.A. and the Union.
- 2.05 It shall not be a violation of this Agreement for members of the Union to refuse to cross a legal picket line which has been sanctioned by the B.C. & Yukon Building and Construction Trades Council.

ARTICLE 3 – ADJUSTMENT OF GRIEVANCES

The Employer and the Union mutually agree that when a grievance arises coming under the terms of this Agreement it shall be taken up in the manner set out below:

- 3.01 "Grievance" means any difference between the persons bound by this Agreement concerning its interpretation, application, operation or any alleged violation thereof, including any question as to whether any matter is arbitrable and "Party" means one of the Parties to the Agreement.
- 3.02 All grievances shall be instituted within thirty (30) days of the date that the persons bound by or

the Parties to this Agreement became aware of the alleged violation.

- (a) To solve a grievance an employee shall first, either himself or by designating any such person as he shall choose (in which case the grievor will be present wherever possible), discuss it with the Foreman or supervisor, and if they agree their decision shall be final.
- (b) Failing settlement within three (3) days of a grievance under paragraph (a) or in the case of any other grievance, the particulars thereof shall be set out in writing by the party resorting to this procedure and shall be delivered to the other party and they shall forthwith confer upon the matter, and if they agree their decision shall be final.
- (c) If the grievance is not resolved pursuant to paragraph (b) within seven (7) days or such longer time as the parties may agree, either party desiring arbitration shall notify the other party, in writing, of its intention and particulars of the matter in dispute.
 - (i) If the parties are unable to agree upon an Arbitrator within five (5) business days, then the Arbitrator will be chosen from the following persons:

Stan Lanyon	Wayne Moore	John Kinzie	John Hall
-------------	-------------	-------------	-----------
 - (ii) The Arbitrator shall sit, hear the parties, settle the question or questions to be arbitrated and make an award within ten (10) days from the date of the hearing, provided that the time may be extended by agreement of the parties.
 - (iii) The Arbitrator shall deliver the award, in writing, to each of the parties. The award shall be final and binding upon the parties, and they shall carry it out forthwith.
 - (iv) Each party shall pay its costs and expenses of arbitration and one-half (1/2) of the compensation and expenses of the Arbitrator.
 - (v) Matters to be dealt with under the provisions of this section shall normally be discussed during working hours, provided, however, that lengthy negotiations for the settlement of any disputes shall be discussed outside of working hours.

3.03 It is understood and agreed that the Employer may bring forward at any meeting held with the Union Grievance Committee, complaints with respect to the conduct of the Union, its Officers or Committee Men and that if such complaint by the Employer is not settled to the mutual satisfaction of the conferring parties, it may be treated as a grievance and referred to arbitration in the same way as the grievance of the employee.

3.04 When it is mutually agreed by both parties to have the Labour Relations Board appoint an officer under the Labour Relations Act for the purpose of hearing a dispute, it is agreed that the parties concerned will prepare the terms of reference and such terms will be used in rendering a decision.

ARTICLE 4 – MANAGEMENT RIGHTS

4.01 The Employer has the undisputed right to operate and manage his business in all respects subject only to the limitations expressly stated in this Agreement.

4.02 The Union acknowledges that it is the exclusive function of the Employer to hire, promote, demote, transfer and suspend employees and also the right of the Employer to discharge or discipline any employee for cause, provided a claim by an employee that he has been discharged or disciplined without just cause, may be the subject of a grievance and dealt with as hereinbefore provided.

ARTICLE 5 – JOINT LIAISON COMMITTEE

A Joint Liaison Committee consisting of three (3) members of the International Union of Painters and Allied Trades and three (3) members of the Construction Labour Relations Association of BC will meet at least three (3) times annually for the purpose of discussing issues pertinent to the glazing industry.

ARTICLE 6 – STATUTORY HOLIDAYS

- 6.01** The Employer shall pay for the following named holidays: New Year's Day, Family Day, Good Friday, Easter Monday, Victoria Day, Canada Day, Friday preceding B.C. Day, B.C. Day, Friday preceding Labour Day, Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day, Boxing Day and any other day declared as such by the Provincial or Federal Governments.
- 6.02** The Friday before Labour Day may be floated and the day therefore worked at straight time rates, with an alternate day scheduled to be taken off as mutually agreed between the Employer and the employee.
- 6.03** Such pay to be in the form of four percent (4%) of the employee's total earnings and shall be paid on each pay cheque.
- 6.04** It is agreed between the parties that, when it is mutually agreed between the Employer and Union to do so, employees may work the Friday preceding BC Day at straight time wages.
- 6.05** When a statutory holiday falls on a Saturday or Sunday, the following work day(s) will be observed as holidays.

ARTICLE 7 – VACATION PAY

It is agreed that the Annual Vacation Pay for an employee working under this Agreement shall be four percent (4%) of the employee's total earnings (excluding Statutory Holiday Pay) and shall be paid on each pay cheque. Time off allowed for vacations shall be three (3) weeks.

ARTICLE 8 – WORKING CONDITIONS

- 8.01** There shall be two (2) ten (10) minute rest periods per day; one (1) in the forenoon and one (1) in the afternoon, during which time only smoking shall be permitted in such places as designated by the Employer.
- 8.02** Duration of rest periods to be rigidly adhered to.
- 8.03** (a) All rest periods and lunch periods will be taken in clean, heated lunch rooms. On jobs of insufficient size this section shall not apply.
- (b) Employers will provide a tool lockup for employees' personal tools on jobs where the Employer maintains a tool lockup for the Employer's tools.
- (c) If a tool lockup is not provided for the jobsite, then the Foreman or Journeyman shall not be responsible for the loss of company equipment.
- (d) The Employer shall furnish cool drinking water to employees where there is no running tap water. (On jobs of insufficient size this Section shall not apply.)
- (e) On jobs where proper toilet facilities are not provided, no employee will be penalized for

leaving the job site in case of necessity.

- (f) Hand cleaner and paper towels shall be supplied on all jobs.
- (g) Where lunch rooms are provided noxious chemicals shall not be stored therein.
- (h) All Shifts are to start and end at the job shack, lunchroom or site where shacks and lunchrooms are not provided.

8.04 Tool Insurance

All employees are guaranteed that while employed on the job site, project or place of business of the Employer, the employee's tools will be insured against fire and burglary or loss when working over water or such other areas where tools cannot be retrieved and in the event of loss thereby replace same to a maximum of five hundred dollars (\$500.00). In order to claim under this clause an employee must have submitted to a company representative an inventory of tools in his possession at the commencement of employment.

ARTICLE 9 – UNION REPRESENTATIVES

- 9.01** The Business Representative of the Union shall be admitted to the job to do the legitimate business of the Union upon notifying the Employer's representative. Meetings involving more than the Job Steward and one (1) other employee are not allowed without the permission of the Employer.
- 9.02** The Union shall have the right to post on the notice boards on the company property, notices of Union meetings and/or social events.
- 9.03** Job Stewards shall be recognized on all jobs and not discriminated against.
- 9.04** The Union shall notify the Employer of the name of the Job Steward, and on jobsites and shops the Job Steward shall be the last man to be laid-off or transferred with the exception of the Foreman and one (1) other man, unless by prior agreement between the Job Steward and the Employer.

(This Clause does not apply to those employees of long service steadily employed).
- 9.05** Job Stewards shall be notified prior to employees working overtime when practicable.
- 9.06** Reasonable time shall be given to Job Stewards to carry out their duties.
- 9.07** Employees serving on Joint Trade Boards and various Union committees or as Trustees of various funds covered by the terms of this Agreement shall be allowed time off without pay and at no cost to the Employer to attend Union business after making arrangements with the Employer.

ARTICLE 10 – SAFETY

- 10.01** It is understood and agreed that the parties to the Agreement shall at all times comply with the Industrial Health and Safety Regulations of the Workers' Compensation Act, and any refusal on the part of an employee to work or to continue to work in contravention of such regulations shall not be deemed to be a breach of this Agreement.

The employee will be responsible to understand and use all safety equipment and devices in a proper manner and to pursue safe practices including proper housekeeping.

10.02 Safety Passport

Effective July 1, 2013 the Union agrees not to dispatch and the Employer agrees not hire individuals who are not in possession of a current Safety Passport. The Parties will agree to meet and determine the format of the passport whether it be a single document or a series of certifications. The following will make up the requirements of the Safety Passport:

Hearing Test	Respirator training and fit test
Fall Protection	Elevated Platforms
W.H.I.M.S.	Swing Stage

- 10.03** The Employer will supply all safety equipment including hearing protective devices, safety hats and protective eye wear to the employees at no cost to the employees.
- 10.04** Employees shall receive payment for the full shift of the first day where the employee sustains an injury for which WorkSafeBC subsequently compensates for lost wages.
- 10.05** The Job Steward shall accompany the WorkSafeBC Inspector on project inspections if and when requested.

ARTICLE 11 – GENERAL PROVISIONS

- 11.01** It is expressly understood and agreed that inattention to work, incompetency, insubordination or any breach of the company rules shall be deemed to be sufficient cause for the dismissal of an employee. Nothing contained herein shall be deemed to prevent an employee from lodging a grievance to determine whether or not such breach took place.
- 11.02** No employee shall be discharged because of sickness or disability resulting from an accident. On returning to work the employee shall receive his former position, provided such employee has not been adjudged incapable to perform his former duties, in which case the Employer shall endeavour to find suitable work.
- 11.03** An employee who is laid off will receive his or her wages and separation certificate no later than the next regular pay day or payroll deposit. This same condition applies to employees discharged for cause or self-termination.
- After two (2) days of an employee not working, then, upon request, the employee is to be issued a separation certificate. The Employer shall not be responsible for transportation costs an employee may incur as a result of this provision.
- Notice of layoff will be given one (1) hour prior to time of layoff or pay in lieu thereof. This notice is not required in the case of discharge for cause. Any employee laid off that does not receive his final pay cheque as stipulated shall be paid two (2) hours' pay for each day kept waiting. (Subject to conditions under the Employer's control.)
- 11.04** Any employee called from his home after regular working hours shall receive one (1) hour's travelling time in addition to job time, provided the combined time does not exceed four (4) hours.
- 11.05** Forty-eight (48) hours' notice shall be given to an employee being sent to work out of town, except in an emergency or to provide safety to life or property.
- 11.06** Only those persons who are eligible for membership in the Union shall continuously engage in any work set out in the scopes of work. The exception to this shall be in accordance with Article 25. This exception shall not be construed to mean those who may be employed in the capacity of minor shareholders.

- 11.07** Employees who are not employed by the Employer prior to a strike or lockout are to be replaced.
- 11.08** When a death occurs in an employee's immediate family, i.e. parent, parent of current spouse, spouse, child, brother or sister, the employee, on request, will be excused for a period up to a maximum of five (5) days at no cost to the Employer.

ARTICLE 12 – HEALTH AND WELFARE AND PENSION

- 12.01** The Employer agrees to pay to the IUPAT District Council #38 Health and Welfare Trust Fund one dollar and eighty-two cents (\$1.82) per hour worked. This amount shall be increased effective May 1, 2013 to one dollar and ninety-two cents (\$1.92) and effective April 1 2014 to two dollars and two cents (\$2.02) per hour worked.
- 12.02** The Employer shall pay, on behalf of its employees to the International Union of Painters and Allied Trades Union and Industry Pension Fund (Canada), the sum of one dollar (\$1.00) (on Vancouver Island one dollar and seventy-five cents (\$1.75))for each and every hour earned, or portion thereof, for which an employee receives pay.
- 12.03** In addition, the Employer shall pay, on behalf of its employees, one dollar (\$1.00) (on Vancouver Island, fifty cents (\$0.50)) for each and every hour earned to the Union office, for a Group RSP.
- 12.04** Failure to remit funds by the fifteenth (15th) of the month following deduction of same, then a penalty of ten percent (10%) shall apply.
- 12.05** The Trustees and/or administrator of the Fund shall, upon request, provide and mail both parties to this collective agreement, an annual audited Financial Statement.
- 12.06** The Employer agrees that remittances to the Funds contained in this Article are wages due to the employee which the employee has assigned to the Plans for the purpose of receiving benefits under the aforementioned funds and which funds the Employer holds in Trust.
- 12.07** The Union agrees that members of the Union working under the scope of this Agreement for non-signatory contractors, without express written consent of the Business Manager of the District Council, shall be ineligible for Health & Welfare benefits as provided by the IUPAT District Council #38 Health & Welfare Trust Fund.

The preceding will be implemented only upon approval being given by the Trustees of the Health & Welfare Plan.

ARTICLE 13 – CLASSIFICATIONS

13.01 Apprentices

An Apprentice is a person who enters into a contract in accordance with the Apprenticeship and Tradesman Qualifications Act 1955, Chapter 3 and any and all amendments thereto whereby he is to receive, through his employment and trade school, training and instruction in this trade. All Apprentices will be approved by and indentured to the Glaziers' Joint Trade Board and be members of the Union. Conditions of an Apprentice's employment are clearly laid out in the Contract Documents and Log Books together with all clauses of this Agreement.

- 13.02** Employment will only be given to Apprentices indentured to the Glaziers' Joint Trade Board. The number of Apprentices commencing their apprenticeship will be determined by the Glaziers' Joint Trade Board, except those new Apprentices entering the Union through organization of non-Union shops.

13.03 The maximum ratio of Apprentices to Journeymen Glazier Metal Mechanics working under this Agreement will be one (1) Apprentice to one (1) Journeyman, who will be designated as the Apprentice's supervisor. Fourth Year Apprentices are permitted to work without the supervision of a Journeyman.

13.04 Apprentices will only work with the tools of the Trade and will only do work customarily done by Journeymen.

The Apprentice will have a tool inventory adequately equipped to carry out his appointed tasks.

13.05 The Employer will assign all Apprentices in his employ to every phase of work wherever possible. These assignments will be timely to coincide with the completion of all phases of work as listed in the Log Book.

13.06 Each Apprentice will, as a condition of employment, have an up-to-date Log Book showing his training progress on each segment. Every Employer will ensure that an Apprentice's Log Book is completed and signed at the end of each part designated therein by the appropriate Employer representative. The Log Book will be supplied by the Glaziers' Joint Trade Board and administered as designated therein.

13.07 The Glaziers' Joint Trade Board Coordinator will have the authority under the supervision of the Glaziers' Joint Trade Board to ensure that Apprentices receive full training in all segments of Glazier Metal Mechanic and Glassworkers' skills with their Employer and, wherever necessary, to arrange for the transfer from one Employer to another. This transfer will enable an Apprentice to train in skills his Employer does not usually engage in.

13.08 The Co-ordinator can order an Apprentice to appear before the Glaziers' Joint Trade Board for review and, if necessary, termination of any Apprentice's contract if the Apprentice allegedly violates his contract of employment and/or violates Glaziers Joint Trade Board rules and regulations. Such violations may be loss of Log Book, failure to attend school when scheduled, etc.

13.09 Advancement of Apprentices shall not be construed as automatic. In cases where training has not achieved satisfactory results or there is a shortage of training hours, the Employer may wish to have the future rate increases of an Apprentice reviewed. Prior to making any adjustments to the future rate increases of an Apprentice, the Employer must have the approval of the Joint Trade Board. Prior to completion of an Apprentice's contract of apprenticeship, the Employer may wish to have the apprenticeship period extended to ensure the Apprentice is qualified to receive the Journeyman rate. The Employer must have the approval of the Joint Trade Board before there is any extension of this contract.

13.10 Each Employer shall provide Apprentices with as continuous employment as is possible. Apprentices shall be re-employed by their Employer upon completion of the required apprenticeship schooling, provided that work is available to them.

13.11 Reference is drawn hereto for all Apprentices to Article 18 for information pertaining to the dictates and power of the Co-ordinator under whose constant surveillance and supervision their training will proceed.

13.12 Apprentices Trade School Fund

The parties have agreed to the establishment of a fund to be used to defray expenses incurred by the apprentices when attending the Trade School as required as a condition of their apprenticeship indenture. An amount of one dollar (\$1.00) per hour will be deducted from all apprentices and remitted to the Apprentices Trade School Fund on the monthly remittance forms. Such amounts shall be deducted after normal statutory deductions have been made by

the Employer. Apprentices will receive their payments from this fund when they attend school or upon termination of their apprenticeship. This fund shall be administered by the trustees of the District Council #38 Joint Trade Board.

13.13 Pre-Apprentices

Pre-Apprentice graduates shall be given a credit of six (6) months' field training.

13.14 Journeymen

A Journeyman will be skilled in all aspects of the following areas of work:

- (a) cutting of all types of flat glass;
- (b) setting and glazing of all types of flat glass and related products;
- (c) fabrication and installation of all types of architectural metal and related products;
- (d) installation of all types of metal windows;
- (e) caulking and sealing as applicable to the glass and metal trade.

13.15 Journeyman Upgrading

Due to ever-increasing technological changes in the glazing/architectural metal field, and in the interest of ensuring that glaziers not only maintain but also upgrade their skills at the trade, and because of the need to create safer workplaces, the following requirement for skills and safety upgrading shall be contained in the Glaziers Standard Industrial-Commercial-Institutional Agreement.

- (a) Each Journeyman Glazier shall obtain, without compensation, a minimum of sixteen (16) hours training as established by the District Council #38 Joint Trade Board, related to the glazing trade and/or safety training in each twelve (12) month period. The curriculum for such continuing education shall be established by the Joint Trade Board Coordinator in cooperation with the Joint Liaison Committee. Journeymen who have not completed this requirement will be ineligible to receive further wage increases as negotiated between the Union and the Employers.
- (b) Each Journeyman Glazier who successfully completes this training shall have his record maintained by the District Council #38 Joint Trade Board. Information regarding the above training program will be made available to Employers on request. Additionally, the Joint Trade Board will issue photo ID cards to those who have completed training with the courses taken contained in the reverse side of the card.

13.16 Employees being paid the Journeyman rate prior to the date of signing of this Agreement and who are skilled in all of the foregoing areas of work will be entitled to be paid at the Journeyman rate.

13.17 Foremen

- (a) A Journeyman who is assigned to direct others in the performance of their work and is held responsible for the quantity and quality of work or is assigned to act as the Employers agent in dealing with the owner or general contractor shall be known as a Foreman and paid twelve percent (12%) per hour over the Journeyman's rate. This provision does not apply to two (2) man crews.

- (b) Notwithstanding the above, on projects of more than four (4) consecutive days duration, a Foreman shall be employed from the first day four (4) and up to fifteen (15) men started and continued on the project, and such Foreman shall receive twelve percent (12%) per hour over the Journeyman's rate.
- (c) On projects employing more than fifteen (15) men, an "A" Foreman shall be employed and paid seventeen percent (17%) over the Journeyman regular rate of pay.
- The Foreman shall be a member of the Union.

ARTICLE 14 – WAGE RATES AND PAY DAYS

14.01 Wage Rates

		Lower Mainland								
		Apr 1/10	Dec 1/11	Dec 1/12	May 1/13	Apr 1/14	Dec 1/14	Mar 1/15	May 1/15	Apr 1/16
Journeyman Wage Rate		32.97	32.87	32.97	32.97	32.97	33.03	33.03	33.26	33.44
Holiday Pay (8%)		2.64	2.63	2.64	2.64	2.64	2.64	2.64	2.66	2.68
Pension		1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
Health & Welfare		1.67	1.82	1.82	1.92	2.02	2.02	2.02	2.02	2.02
RSP		1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
Industry Funds *		0.92	0.86	0.96	1.06	1.06	0.99	0.99	0.99	1.05
Total Package		40.20	40.18	40.39	40.59	40.69	40.68	40.68	40.93	41.19
Foreman – 112%		36.93	36.83	36.93	36.93	36.93	36.99	36.99	37.25	37.45
Foreman "A" – 117%		38.57	38.47	38.57	38.57	38.57	38.65	38.65	38.91	39.12

		Vancouver Island								
		Apr 1/10	Dec 1/11	Dec 1/12	May 1/13	Apr 1/14	Dec 1/14	Mar 1/15	May 1/15	Apr 1/16
Journeyman Wage Rate		31.96	31.86	31.96	31.96	31.96	32.02	32.02	32.25	32.43
Holiday Pay (8%)		2.56	2.55	2.56	2.56	2.56	2.56	2.56	2.58	2.59
Pension		1.75	1.75	1.75	1.75	1.75	1.75	1.75	1.75	1.75
Health & Welfare		1.67	1.82	1.82	1.92	2.02	2.02	2.02	2.02	2.02
RSP		0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
Industry Funds *		0.92	0.86	0.96	1.06	1.06	0.99	0.99	0.99	1.05
Total Package		40.36	39.34	39.55	39.75	39.85	39.84	39.84	40.09	40.34
Foreman – 112%		35.80	35.70	35.80	35.80	35.80	35.86	35.86	36.12	36.32
Foreman "A" – 117%		38.57	38.47	37.39	37.39	37.39	37.46	37.46	37.73	37.94

Lower Mainland

Apr 1/10 Dec 1/11 Dec 1/12 May 1/13 Apr 1/14 Dec 1/14 Mar 1/15 May 1/15 Apr 1/16

Apprentice Wage Rates

1 st 6 months (55%)	18.13	18.03	18.13	18.13	18.13	18.17	18.17	18.29	18.39
2 nd 6 months (60%)	19.78	19.68	19.78	19.78	19.78	19.82	19.82	19.96	20.06
2 nd year (65%)	21.43	21.33	21.43	21.43	21.43	21.47	21.47	21.62	21.74
3 rd year (70%)	23.08	22.98	23.08	23.08	23.08	23.12	23.12	23.28	23.41
4 th year – 1 st 6 months (75%)	24.73	24.63	24.73	24.73	24.73	24.77	24.77	24.95	25.08
4 th year – 2 nd 6 months (80%)	26.38	26.28	26.38	26.38	26.38	26.42	26.42	26.61	26.75

Newly Organized Journeyman Rate

- 1st 60 days
- Inclusive of H&W and Pension contributions

Vancouver Island

Apr 1/10 Dec 1/11 Dec 1/12 May 1/13 Apr 1/14 Dec 1/14 Mar 1/15 May 1/15 Apr 1/16

Apprentice Wage Rates

1 st 6 months (55%)	17.58	17.48	17.58	17.58	17.58	17.61	17.61	17.74	17.84
2 nd 6 months (60%)	19.18	19.08	19.18	19.18	19.18	19.21	19.21	19.35	19.46
2 nd year (65%)	20.78	20.67	20.77	20.77	20.77	20.81	20.81	20.96	21.08
3 rd year (70%)	22.37	22.27	22.37	22.37	22.37	22.41	22.41	22.58	22.70
4 th year – 1 st 6 months (75%)	23.97	23.87	23.97	23.97	23.97	24.02	24.02	24.19	24.32
4 th year – 2 nd 6 months (80%)	25.57	25.47	25.57	25.57	25.57	25.62	25.62	25.80	25.94

Newly Organized Journeyman Rate

- 1st 60 days
- Inclusive of H&W and Pension contributions

- Industry Funds include contributions by the Employer to the following funds:

	Lower Mainland and Vancouver Island								
	Apr 1/10	Dec 1/11	Dec 1/12	May 1/13	Apr 1/14	Dec 1/14	Mar 1/15	May 1/15	Apr 1/16
Administration Fund	0.10	0.10	0.10	0.10	0.10	0.10	0.10	n/a	n/a
BCBCBTU	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01
BCYT	0.06	0.06	0.06	0.06	0.06	n/a	n/a	n/a	n/a
CLRA	0.13	0.12	0.12	0.12	0.12	0.11	0.11	0.11	0.11
IUPAT Apprentice Training	0.05	0.05	0.05	0.05	0.05	0.05	0.05	n/a	n/a
IUPAT Labour Management	0.05	0.05	0.05	0.05	0.05	0.05	0.05	n/a	n/a
Joint Trade Board	0.50	0.45	0.55	0.65	0.65	0.65	0.65	0.85	0.91
Rehabilitation	0.02	0.02	0.02	0.02	0.02	0.02	0.02	0.02	0.02
Total	0.92	0.86	0.96	1.06	1.06	0.99	0.99	0.99	1.05

Health & Welfare contributions shall be paid on the basis of "straight time wages".
Pension and RSP contributions shall continue to be paid on the basis of hours earned.

14.02 Pay Days

- (a) Except for Employers whose principal place of business is located on Vancouver Island, every Employer shall, once per calendar week, pay to his employees on the job during working hours all wages and salaries with no more than a five (5) day holdback. Employers whose principal place of business is located on Vancouver Island shall pay to his employees on the job during working hours, either once per calendar week, bi-weekly, or twice monthly, all wages and salaries with no more than a five (5) day holdback. The Employer may make such payment either by cheque, or by electronic deposit.
- (b) All employees at such time of payment shall be furnished with a statement showing the Employer's name and address, the employee's name, the number of hours worked at straight time and/or overtime, deductions made and gross and net pay.

ARTICLE 15 – INDUSTRY FUNDS

15.01 IUPAT Apprentice Training Fund

The Employer shall make contributions at the rate of five cents (\$0.05) per hour worked for each employee covered by this Agreement to the IUPAT Apprentice Training Fund. These funds will be used for the development of training materials relative to the trade. Effective May 1, 2015 this contribution is deleted from the Agreement.

15.02 Joint Trade Society Fund

The Employer shall make contributions at the rate of fifty cents (\$0.50) (effective Dec 1, 2011 forty-five cents (\$0.45), effective Dec 1, 2012 fifty-five cents (\$0.55), effective May 1, 2013 sixty-five cents (\$0.65), effective May 1, 2015 eighty five cents (\$0.85), effective Apr 1, 2016 ninety-one cents (\$0.91)) per hour worked for each employee covered by this Agreement to the Joint Trade Society Fund. These funds will be used to finance the operation of the Finishing Trades

Institute of B.C.

15.03 IUPAT Joint Labour Management Fund

The Employer shall make contributions at the rate of five cents (\$0.05) per hour worked for each employee covered by this Agreement to the Joint Labour Management Fund. These funds will be used for joint labour/management initiatives developed by the LMCI. Effective May 1, 2015 this contribution is deleted from the Agreement.

15.04 Construction Industry Rehabilitation Fund

The Employer shall make contributions at the rate of two cents (\$0.02) per hour worked for each employee covered by this Agreement for the Construction Industry Rehabilitation Fund in the manner provided by the Union remittance form.

15.05 Construction Labour Relations Association of BC - Contract Administration Fund

The parties agree that each Employer shall remit through the Joint Trade Board, the sum of twelve cents (\$0.12) (effective November 1, 2014, eleven cents (\$0.11)) for each hour worked on behalf of each employee working under the terms of this collective agreement, to the Contract Administration Fund. CLR may alter this amount with sixty (60) days written notice. It is agreed that the Union will collect and forward without exception all moneys designated for the Contract Administration Fund and received in accordance with the standard remittance form utilized by the Union to CLR. Payment to CLR shall be made by the Union not later than the last day of the month in which such amount was received and shall be accompanied with a summary report that provides hours of work and fund remittances by each signatory employer.

A representative of CLR so designated may inspect, upon appointment, the receipts and records of the Union related to the Contract Administration Fund. It is understood that any cost incurred in remittance notification or changes thereof shall be borne by CLR.

15.06 BCYT Fund

The Employer shall contribute (effective December 1, 2014, deduct) an amount of six cents (\$0.06) per hour worked for the British Columbia and Yukon Building Trades Council. These contributions have been deducted from the employee's wage rate and are contributed by the Employer as a matter of convenience.

15.07 BCBCBTU Fund

The Employer shall contribute one cent (\$0.01) per hour worked by each employee covered by this Agreement for the BCBCBTU Fund in the manner provided by the Union remittance form. This provision will continue as long as the Bargaining Council structure continues to exist pursuant to the Labour Relations Code of B.C.

ARTICLE 16 – TOOL LIST

Journeymen and Apprentices shall provide the following minimum tool list.

Allen Keys, 1 set	Plumb Bob	Screwdriver, Robertson (red)
Centre Punch	Pointing Trowel	Scribe
Chalk Line	Putting Knife, bent	Small Pry Bar
Chisel, cold	Putty Knife, straight	Spanner Adjustable, small
Chisel, wood	Razor Blade Scraper	Square, bevel
Glass Pliers	Screwdriver, Flat (10")	Square, combination
Hacksaw Frame	Screwdriver, Flat (6")	Tap Handle (1/4")

Hammer, claw	Screwdriver, Flat (8")	Tin Snips
Hammer, rubber or plastic	Screwdriver, Phillips (CP-1)	Tool Box
Measuring Tape (25')	Screwdriver, Phillips (CP-2)	Utility Knife
Nail Set	Screwdriver, Phillips (CP-3)	Vice Grip
Paint Brush (4")	Screwdriver, Robertson (black)	
Pliers, combination	Screwdriver, Robertson (green)	

ARTICLE 17 – WITHDRAWAL OF MEMBERS

The Employer consents to the Union withdrawing its members from the job for failure of the Employer to remit on time all monies due by him to the Health and Welfare Fund, Administrative dues checkoff or any other Fund coming under the terms of this Agreement provided the Union gives the Employer twenty-four (24) hours' written notice of such withdrawal.

ARTICLE 18 – JOINT TRADE BOARD

18.01 Appointment of Trustees

The Parties to this Agreement shall appoint four (4) Trustees to participate on the District Council 38 Joint Trade Board (JTB). Such Trustees shall be appointed in accordance with the following.

18.02 Employer Trustees

- (a) CLR shall, at their discretion, appoint two (2) Trustees to the JTB, and both such Trustees shall be members of the Association.
- (b) The Employers specifically agree that the JTB, and the Trustees appointed thereto by CLR, shall represent them in all JTB related matters.

18.03 Union Trustees

The Union shall, at their discretion, appoint two (2) Trustees to the JTB, and such Trustees shall be members of the Union.

18.04 Duration, Notification, and Replacement

- (a) Such appointments shall be for a one (1) year term, and shall be made on an annual basis, effective January 1st. Notwithstanding the foregoing, each appointing Party reserves the right to alter its appointment(s) at any time, and for any reason.
- (b) The JTB shall be notified, in writing, of all appointments. If no such written notification is provided by January 1st of any calendar year, the appointments from the previous year shall be deemed to continue.
- (c) In the event an appointment is required mid-term as a result of a Trustees' death or resignation, or such other reason as the appointing Party may deem appropriate, then such appointment shall be for the period through December 31st of the calendar year in which it was made.

18.05 Trust Agreement

The Trust Agreement which governs the JTB shall apply on all matters related thereto, however, notwithstanding the foregoing, this Agreement shall supercede, on like matters, those terms and conditions contained within the Trust Agreement, unless otherwise agreed to, in writing, by the Parties.

The Employer will deduct from each employee twenty-four cents (\$0.24) per hour on the basis of straight time wages to the Joint Trade Board (JTB).

- 18.06** The Joint Trade Board shall be administered through the offices of the Union in accordance with the Trust Document established.
- 18.07** Any unresolved dispute arising from the Joint Trade Board shall be processed through the grievance procedure as set out in Article 3 of this Agreement.
- 18.08** The Trustees of the Joint Trade Board shall ensure that each party to this Collective Agreement shall receive once per year a copy of an Audited Financial Statement.

ARTICLE 19 – SCOPE OF WORK

This Agreement shall apply to all employees other than the Superintendent, Office, Sales or Administrative Staff or those excluded by the Labour Relations Code of BC

- 19.01** This Agreement covers all work normally performed by Glaziers as has been standard practice in Canada in the Industry represented by the Employer and further defined as follows:
- 19.02** The fabrication, erection, installation, construction, setting, handling or removal of the following:
- prism glass, bevel glass, leaded glass, protective glass, automobile glass, float glass, window glass, mirrors of all types, wired glass, ribbed glass, ground glass, coloured glass, figured glass, spandrel glass and panels, sloped glazing, skylights, solar energy collectors and all types of opaque glass, glass chalk board, structural glass, tempered and laminated glass, thickol, neoprene and all other types of sealants and caulking compounds, all types of glass cements, all types of insulating glass units, all plastics. All other materials when used in place of glass to be set or glazed with putty, molding, rubber, lead and all types of mastics in wood, iron, aluminum sheet metal, vinyl sash, skylights, doors, frames, stone wall cases, book cases, sideboard partitions, fixtures and smoke baffles. The on-site handling and receiving, hoisting and distributing, placing and erecting of all materials, scaffolding, tools and equipment pertaining to the trade.
- 19.03** The transporting, loading, offloading, handling, rigging, moving and installation in openings constructed of any type of material, i.e. wood, concrete, masonry, steel, plastic, aluminum, etc., of all extruded, rolled or fabricated metals or any materials that replace or reinforce same, metal tubes, mullions, metal or other facing materials, muntins, facia, trim moldings, porcelain panels, glassweld panels, architectural porcelain, plastic panels, showcase doors and relative materials including those in any or all types of buildings related to storefronts, curtain walls and window construction of any size. Extruded aluminum siding and all related parts and trimming, canopies, automatic door operators and security devices and all the necessary hardware related to the complete installation of entranceways. All Security Systems and any and all deficiency work.

ARTICLE 20 – HOURS OF WORK

- 20.01** The regular hours of employment shall be Monday to Friday inclusive between the hours of 8:00 a.m. and 4:30 p.m. with one-half (1/2) hour for lunch. Regular hours may be varied for good reason subject to agreement by the Employer and the Union.
- (a) It is mutually agreed that the starting and stopping time may be varied by one (1) hour earlier or later than the normal 8:00 a.m. start at the Employer's discretion.
- (b) The starting and stopping times shall be at the tool lock-up or lunchroom (for non-camp jobs).

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

20.02 Employees will only be paid for time on the job and deductions will be made for late starting or early quitting when it is the fault of the employee.

20.03 No member of the Union employed on a full time basis shall work for remuneration on any glass or metal work other than his Employer's. Violation of this condition shall be cause for immediate discharge.

20.04 An employee called to a job and not being required shall be paid four (4) hours' pay. An employee who works beyond the mid shift lunch break shall be paid for the full shift.

20.05 On jobs in occupied buildings where work must be done outside regular working hours in order to conform to building owner requirements, a night shift(s) may be worked provided an employee(s) is paid eight and one-half (8-1/2) hours' pay for each seven and one-half (7-1/2) hours worked. The starting time of such shifts shall be mutually agreed upon between the Union, Employer and building owner.

20.06 Compressed Work Week

A compressed work week may be established by the Employer. The terms and conditions of such compressed work week shall be as follows and shall supersede any/all contrary provisions of the Agreement. Refer to Article 20.06 (d) for definition of compressed work week.

(a) Hours of Work

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

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

(iii) Notwithstanding Article 20.01, the scheduled start time of the shift may be varied by up to one (1) hour earlier or later at the discretion of the Employer.

(b) Overtime

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

(ii) The first eight (8) hours of overtime worked on a Saturday shall be payable at one and one-half (1½) times the otherwise applicable minimum straight time hourly wage rate.

(iii) All other overtime hours, including all hours worked in excess of ten (10) hours per day, all hours worked in excess of eight (8) hours on a Saturday, and all hours worked on Sundays and statutory holidays, shall be payable at two (2)

times the otherwise applicable minimum straight time hourly wage rate.

(c) Statutory Holidays

All Statutory Holidays which occur during a compressed work week schedule shall be observed on the actual day of the Statutory Holiday, even if such day would otherwise have been a regularly scheduled day off (e.g. the Friday of a Monday to Thursday compressed or week or a Saturday or a Sunday, etc.) When a Statutory Holiday is observed in accordance with the foregoing, overtime rates shall not apply on a regular work day in lieu of the Statutory Holiday. All Statutory Holidays which occur on the second or third day of a compressed work week schedule may be rescheduled by prior mutual agreement of the Employer and the Union.

(d) Compressed Work Week Definition

A compressed work week must prevail for a minimum of a least two (2) complete cycles of four (4) consecutive days, Monday through Thursday, or Tuesday through Friday inclusive, in order to be deemed to be a properly constituted compressed work week.

20.07 Shifts

(a) Three (3) consecutive work days shall constitute a shift. The hours of work and pay for second and third shifts shall apply only when the second shift is continued for three (3) or more consecutive working days. If second and third shifts are not continued as hereinbefore set out, overtime rates shall be paid, and the number of hours deemed to have been worked for the purpose of determining overtime shall be as set out in Article 21.

(b) Three (3) consecutive work days shall constitute a shift. Shift premiums shall be based on:

Day Shift	8 hours pay for 8 hours work
Afternoon Shift	8 hours pay for 7-1/2 hours work
Night Shift	8 hours pay for 7 hours work

On any shift operation in excess of ten (10) hours per shift, a meal will be provided at straight time.

ARTICLE 21 – OVERTIME

21.01 The first two (2) hours of overtime outside of the regular hours Monday through Friday shall be paid at the rate of one and one-half (1½) times the otherwise applicable minimum straight time hourly wage rate. and double time thereafter.

21.02 The first eight (8) hours on Saturday shall be worked at one and one-half (1½) times the otherwise applicable minimum straight time hourly wage rate, and double time thereafter. Double time rates shall apply on Sundays and statutory holidays.

21.03 The Employer shall supply a meal to employees after two (2) hours of overtime if more than two (2) hours of overtime are to be worked. This Clause does not apply to arranged overtime worked on Saturdays, Sundays or Statutory Holidays. The overtime meal is to be consumed on the employee's own time.

ARTICLE 22 – TRAVEL ZONES AND EXPENSES

22.01 Vancouver Metro Zone

There is hereby established the Vancouver-New Westminster Metropolitan Travel Zone which extends to the exterior boundaries of West Vancouver at Horseshoe Bay, North Vancouver, University area, Richmond, Delta, Tsawwassen, White Rock, Langley, Fort Langley, Haney and Coquitlam.

22.02 Metro zones other than the Vancouver- New Westminster Metropolitan area shall be considered to be ten (10) miles out from the boundaries of any city, town or village.

Clarification of Metro Zone boundaries:

- North to include Horseshoe Bay
- Northeast to include Haney to Albion at 240th Street on the east and the Dewdney Trunk Road on the north
- Eastern boundaries to include Fort Langley at Glover Road and Langley at 208th Street
- South to include Delta, Tsawwassen, White Rock and Richmond
- West to include the University of B.C. area

22.03 Victoria Metro Zone - Malahat - Sidney - Metchosen

A Greater Victoria Metro Zone is established within an area bounded by "top of the Malahat to Sidney and to Metchosen". Within this Greater Victoria Area no travel time or expenses will be payable.

22.04 Nanaimo Metro Zone

A greater Nanaimo Metro Zone is established within an area bounded by Ladysmith to the South and Nanoose to the North.

22.05 Payment for travel within the Metro Zone established hereby will be in the amount of fifty cents (\$0.50) per hour.

22.06 For travel in excess of the Metro travel zone covered transportation shall be provided either by motor vehicle or by the payment as outlined in the following paragraph, over and above fare required in the metro zone. The question of providing a motor vehicle shall be at the option of the Employer. The employee's place of residence shall be established at the time of hiring by reference to their TD-1 Form.

22.07 On projects situated beyond the boundaries of the Metro Zones in Article 23, each employee using his/her own vehicle shall be paid fifty-three cents (\$0.53) per kilometre for mileage driven to and from the Metro Zone limits.

22.08 Except as hereinafter provided, all travel time outside normal working hours shall be paid at straight time rates.

ARTICLE 23 – OUT OF TOWN JOBS

23.01 Out-of-Town Accommodation

This Article shall apply to employees who are not local residents of the area where the work is being performed, or is to be performed. A local resident shall be defined to mean any person residing within one hundred (100) kilometres by road of the project or, where ferry travel is

involved, within seventy-five (75) minutes travel time including ferry travel and road kilometres, and who has resided at a permanent address for a period of forty-five (45) calendar days in any city, town, village or district where the work is being performed. Travel time for local residents shall be paid in accordance with Article 22.07.

(a) Room and Board Allowance

Each employee shall select one (1) of the following options prior to commencing work on an out-of-town project, and such selection shall apply for the duration of the employee's employment on such project. The choice of options shall be at the sole discretion of the employee, and the employee shall provide the Employer with written notice of their selection upon request. Both options shall be payable on the basis of seven (7) days per week.

- Option #1 The Employer shall provide the employee with a daily lump sum Living Out Allowance (LOA) of one hundred and twenty dollars (\$120.00). Effective May 1, 2013 this amount shall be increased to one hundred and twenty-five dollars (\$125.00).
- Option #2 The Employer shall provide the employee with a single room plus sixty dollar (\$60.00) daily meal allowance. Effective May 1, 2013 this amount shall be increased to sixty-two dollars and fifty cents (\$62.50).

If the Employer provided room is forty (40) kilometres or less from the project, no daily travel allowance shall be paid. If the Employer provided room is more than forty (40) kilometres from the project, a daily travel allowance of fifty-three cents (\$0.53) per kilometre shall be paid each way.

- 23.02 (a)** The Employer shall pay an initial and terminal travel allowance of fifty-three cents (\$0.53) per road kilometre to any employee who is directed or dispatched to an out-of-town project. Such allowance shall be payable each way, and the distance travelled shall be calculated from the employee's residence to the project via the most direct route. Refer to items (b), (c), (d), (e), (f) and (g) for further clarification and exceptions.
- (b)** Notwithstanding item (a), the Employer shall reimburse an employee, upon the submission of the appropriate receipts, for any/all ferry fares (car and driver) which are incurred in the course of initial and terminal travel. Highway tolls shall not be a reimbursable expense.
- (c)** Notwithstanding item (a), where an employee requests to use air travel to travel to the project, the following terms and conditions shall prevail.
- (i)** The Employer shall pay for airfare, inclusive of any/all related fees and taxes, plus taxi fare to/from the project from the airport located nearest thereto. Notwithstanding the foregoing, taxi fare shall not be payable where Employer (or Owner) supplied transportation is provided.
- (ii)** The Employer shall pre-arrange the air travel to/from the airport nearest the employee's residence. The air carrier and class of ticket shall be at the discretion of the Employer, but shall be via a regularly scheduled carrier. Notwithstanding the foregoing, the Employer shall not direct an employee to fly "standby".
- (iii)** The employee shall provide the Employer with the Boarding Pass and proper ground transportation receipts if requested to do so by the Employer.
- (d)** Notwithstanding any/all contrary provision(s) of this Article, where a variety of travel

distances exist for employees to a particular project, the Employer and the Union may agree upon a standard initial and terminal travel allowance "lump sum" amount which shall be paid to all applicable employees on the project. Such agreement shall be reached prior to the commencement of work on the project, and prior to date of tender if possible.

- (e) The Employer shall ensure that an employee receives payment for the applicable initial travel allowance and any/all applicable reimbursements for incurred expenses (i.e. ferry fares, etc.) within seven (7) calendar days of the employee's first shift on the project. Notwithstanding the foregoing, the Union and the Employer may mutually agree to vary this requirement. Such agreement shall be reached prior to the commencement of work on the project, and prior to date of tender if possible.
- (f) Notwithstanding any/all contrary provision(s) of this Article, in the event an employee voluntarily terminates his/her own employment after having been on the project for less than fifteen (15) calendar days, the Employer shall not be required to pay the employee's terminal travel allowance, and shall additionally be entitled to deduct the initial travel allowance already paid from the employee's final pay cheque.
- (g) The "per road kilometre" amount payable pursuant to (a) herein, is subject to annual adjustments throughout the duration of the Agreement. More specifically, the maximum allowable tax-free rate for mileage expense reimbursement as published annually by the Canada Revenue Agency shall be paid.

23.03 All travel expenses one way will be paid in advance.

23.04 Periodic Leave

On out of town projects of over fifty (50) calendar days' duration, the Employer shall provide leave every forty (40) calendar days. When leave is desired in accordance with the above terms the Employer shall provide on a "use it or lose it" basis, an allowance based on the following formula:

250 km to 500 km	\$175.00
501 km to 750 km	\$275.00
751 km to 1000 km	\$375.00
over 1000 km	\$475.00

The mileage will be computed from the project to the dispatch point or employee's place of domicile as stipulated in the respective collective agreement. It is agreed that the above amounts will be paid only once for each turnaround.

The extent of the leave shall be for a minimum of five (5) days to a maximum of one (1) week or a number of days mutually agreed between the employee and the Employer's representative. The timing of the leave shall also be decided by mutual agreement. In no event will an employee receive leave unless he actually returns to his place of departure. Living out allowances shall not be paid during leave periods.

23.05 Camps

The use of camps, where established, shall be obligatory for members of the Union.

Check out Allowance

Any employee living in accommodation (camp or otherwise) which is provided by the Employer may leave "camp" for weekend or holidays, but first must comply with camp rules re: cancellation

of meals service; and the Employer will pay an amount equivalent to the charge made for the workman's meal so as not to cause any extra cost to the Employer and for each day absent from the camp.

No transportation allowance, time or other costs will be allowed the employee on weekend checkout.

Unless the employee has in fact checked out of camp in compliance with the camp rules and the above provisions, no "checkout" allowance will be paid to him.

23.06 Definition of Local Resident

A local resident will be defined to mean any person residing within eighty (80) kilometres by road of the project or, where ferry travel is involved, within seventy-five (75) minutes travel time including ferry travel and road kilometres.

Living out allowance shall not be paid to local residents as defined above.

23.07 Out-Of-Town Project Definition

An out-of-town project shall be defined as any project to which an employee does not travel daily from his residence. Notwithstanding the foregoing, any project that is located more than two (2) hours travel, each way, from an employee's residence, any project to which it is not practical for the employee to travel daily from his residence, and any project to which it is not cost effective for the Employer if the employee travels daily from his residence, shall be defined as an out-of-town project. Notwithstanding any/all contrary provision(s) of this Agreement, any project located within either the Lower Mainland or Greater Victoria shall not be defined as an out-of-town project.

ARTICLE 24 – SWING STAGE PREMIUM

For all hours worked from swing stages employees shall receive seventy-five cents (\$0.75) in addition to their regular rate.

ARTICLE 25 – MAJORITY SHAREHOLDERS

It is agreed between the parties that one (1) majority shareholder or partner of the company will be permitted to perform work ordinarily performed by Journeymen members of the Union without being members of the Union.

ARTICLE 26 – JOINT INDUSTRY RECOVERY PROGRAM

26.01 The Union, in conjunction with the Employers' representative or Employers bidding work in the respective jurisdictions, may determine on a job by job basis if special dispensation is required to become competitive and should the necessity arise, may, by mutual agreement and in writing, amend or delete any terms or conditions of the Agreement for the length of the job.

26.02 Both parties agree that such enabling shall not be used to reduce or eliminate any joint industry funds or individual dues to umbrella organizations without the prior written consent of the BCBCBTU and CLR.

ARTICLE 27 – SAVINGS CLAUSE

In the event any Article or Section of this Agreement is held invalid, illegal or unenforceable by a court or by another tribunal of competent jurisdiction, then such Article or Section shall be deemed to

be inoperative for the duration of the Collective Agreement, but shall otherwise remain as part of the Collective Agreement.

In the event that an Article or Section of this Agreement is held invalid, illegal or unenforceable, then the parties shall forthwith meet to negotiate a replacement clause, and failing that, shall submit the matter of a replacement clause that meets the spirit and intent of the invalid, illegal or unenforceable clause to binding arbitration.

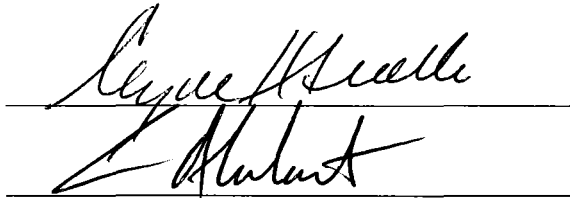
ARTICLE 28 – TERMINATION

- 14.01** This Agreement shall be for the period from and including May 1, 2010 to and including April 30, 2016.
- 14.02** Should either party give written notice to the other party to commence collective bargaining pursuant to the provisions of the Labour Relations Act of B.C. then this Agreement shall continue in full force and effect until the Union shall give notice of strike or the Employer shall give notice of lockout or until such time as the parties conclude a renewal or revision of the Agreement.
- For an Employer who is not a member of Construction Labour Relations Association of BC, "notice of lockout" shall only operate as terminating this Agreement if such notice is followed by the actual refusal to employ Union members on a project(s); and the Agreement is terminated only when the actual lockout occurs; such Employer agrees that it shall not issue notice of lockout later than two months following the concluding of a new Glaziers Standard Agreement in the industry; and further, the non-accredited Employer agrees that if it does not give notice of lockout and impose an actual lockout within the aforesaid time limit, it shall be bound by the terms and conditions of the new Glaziers Standard Agreement as negotiated from time to time in the industry.
- 14.03** Continuous, uninterrupted operation of the company's business with consequent assurance of the opportunity for gainful employment of the company's employees is hereby declared to be the essence of this Agreement. Notwithstanding anything herein contained to the contrary, during the term of this Agreement there shall be no lockout by the company or any strike, sitdown, slowdown, work stoppage or suspension of work either complete or partial for any reason by the employees.
- 14.04** It is agreed that the operation of Section 50(2) and (3) of the Labour Relations Act is excluded from this Agreement.

DATED this 16th day of October, 2018.

SIGNED ON BEHALF OF:

CONSTRUCTION LABOUR RELATIONS
ASSOCIATION OF BC



Two handwritten signatures are written over two horizontal lines. The top signature is cursive and appears to read 'Raymond McCall'. The bottom signature is also cursive and appears to read 'M. Mulart'.

SIGNED ON BEHALF OF

INTERNATIONAL UNION OF PAINTERS &
ALLIED TRADES, DISTRICT COUNCIL #38 FOR
GLAZIERS, ARCHITECTURAL METAL
MECHANICS AND GLASSWORKERS LOCAL
UNION 1527



Two handwritten signatures are written over two horizontal lines. The top signature is a large, stylized cursive signature. The bottom signature is also cursive and appears to read 'G. Grijf'.

This Agreement is executed by the Union on behalf of its members. The Union warrants and represents that a majority of its members have ratified this Agreement.

LETTER OF INTERPRETATION #1

BY AND BETWEEN

INTERNATIONAL UNION OF PAINTERS & ALLIED TRADES, DISTRICT COUNCIL #38
(for Glaziers, Architectural Metal Mechanics and Glassworkers Local Union 1527)

AND

CONSTRUCTION LABOUR RELATIONS ASSOCIATION OF B.C.
on its own behalf, on behalf of its members employers who have authorized the Association to execute this Agreement and who are included on the attached signatory list, and those members added from time to time by notice given to the Union

RE: PERIODIC LEAVE – TURNAROUND

1. The phrase "Out of Town Projects" contained within the various periodic leave or turnaround clauses shall be defined as projects that are accessible by air or boat only (excluding ferries) or are two hundred (200) miles or four (4) hours travel, including ferry travel, to the transportation terminal nearest the employee's domicile. Employees residing within these limits shall be entitled to a mutually agreed leave of absence at no cost to the Employer of five (5) or seven (7) days to be arranged between the employee and Employer subject to the same qualifiers provided in the periodic or turnaround clauses.
2. Employees qualifying for leave shall be returned to the transportation terminal nearest the employee's domicile, except members from other locals or out of province employees who shall return to the point of dispatch within the Province of B.C.
3. There shall be no cash payment in lieu of periodic leave unless mutually agreed between the Union and the Employer.
4. The interpretation of periodic or turnaround clauses as noted above shall not be used to interpret any other clause or clauses contained within the various Building Trades collective agreements.

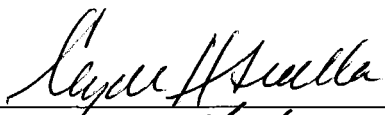
DATED this 16th day of October, 2018.


SIGNED ON BEHALF OF:


SIGNED ON BEHALF OF

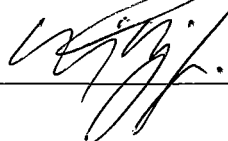
CONSTRUCTION LABOUR RELATIONS
ASSOCIATION OF BC

INTERNATIONAL UNION OF PAINTERS &
ALLIED TRADES, DISTRICT COUNCIL #38 FOR
GLAZIERS, ARCHITECTURAL METAL
MECHANICS AND GLASSWORKERS LOCAL
UNION 1527









LETTER OF UNDERSTANDING #1

BY AND BETWEEN:

INTERNATIONAL UNION OF PAINTERS & ALLIED TRADES (IUPAT), DISTRICT COUNCIL #38
(for Glaziers, Architectural Metal Mechanics and Glassworkers Local Union 1527)

(hereinafter referred to as the "Union")

AND:

CONSTRUCTION LABOUR RELATIONS ASSOCIATION OF BC

On its own behalf, on behalf of its member employers who have authorized the Association to execute this Agreement and who are included on the attached signatory list, and those members added from time to time by notice given to the Union

(hereinafter referred to as the "Employer")

In recognition of the need to establish a new relationship between the Union, its members, and the Employers, the parties have agreed to adopt a new approach designed to increase the organized sector's market share, union membership, and the number of unionized glazing contractors in the Province of British Columbia. In order to achieve this new relationship, the parties have agreed by virtue of this Letter of Understanding to empower the Joint Liaison Committee with the obligation of adjudicating the provisions of this Letter of Understanding in terms of both its provisions and the intent of the parties. The parties further commit that the Joint Liaison Committee (as defined in Article 5) will meet monthly to review the progress of the provisions negotiated by the parties and to determine whether adjustments are necessary.

1. The parties agree that the Joint Liaison Committee shall have the power to:
 - (a) Suspend any provision of this Letter of Understanding upon proper notice being given to an Employer, by reason of such Employer being found to be in non-compliance with the conditions contained herein;
 - (b) Determine the period of time for which an Employer's right to utilize the provisions of this clause shall be suspended.
2. Should the parties be unable to resolve their differences through the Joint Liaison Committee, either the Union, on behalf of its membership or CLR, on behalf of its signatory Employers, may terminate this Letter of Understanding upon 14 days' written notice to the other party. In the event the Letter of Understanding is terminated, all work tendered prior to the date of termination shall be completed under the terms and conditions of the Letter of Understanding in effect prior to the date of termination. Further, the parties agree to immediately engage the first available arbitrator from the list outlined in Article 3 of the Agreement, who shall be charged with the responsibility of establishing the terms and conditions of employment that shall be in effect for the duration of the Agreement between the Employers signatory to this Agreement and the Union on behalf of its membership.
3. From the date of termination to the date of the arbitrator's award, the terms of the adjusted Letter of Understanding #3 contained in the 2000 - 2004 collective agreement shall apply.

4. "Favoured Nations"**(a) Vancouver Island South**

In the event that the Union signs or recognizes any Glazing Agreement which is more favourable to the Employers covered under this Agreement in the region of Vancouver Island South, the terms of such an Agreement shall be included in this Agreement.

(b) Province of British Columbia except as noted in (a) above

In the event that the Union signs or recognizes any Glazing Agreement which is more favourable to the Employers covered under this Agreement in the Province of British Columbia excluding (a) above, the terms of such an Agreement shall be included in this Agreement.

5. Pre-Apprentices -the Joint Liaison Committee may adjust the ratios outlined in Letter of Understanding #3.**6. Wage Rates**

	Lower Mainland			Vancouver Island		
	Date of Enable-ment	Nov 1/06	Nov 1/07	Date of Enable-ment	Nov 1/06	Nov 1/07
Journeyman Wage Rate	\$27.44	\$28.71	\$29.98	\$25.66	\$26.94	\$28.20
Holiday Pay 8%	2.19	2.30	2.40	2.05	2.15	2.26
Pension	1.00	1.33	1.00	1.00	1.00	1.00
Health & Welfare	1.97	1.97	1.97	1.97	1.97	1.97
RSP	0.50	0.50	0.50	0.50	0.50	0.50
Industry Funds *	0.58	0.62	0.66	0.58	0.62	0.66
Total Package	\$33.68	\$35.10	\$36.51	\$31.76	\$33.18	\$34.59
Foreman – 112%	\$30.73	\$32.16	\$33.58	\$28.73	\$30.17	\$31.58
Foreman "A" – 117%	\$32.10	\$33.59	\$35.08	\$30.02	\$31.51	\$32.99
Apprentice Wage Rates:						
1 st 6 months (55%)	\$15.09	\$15.79	\$16.49	\$14.11	\$14.82	\$15.51
2 nd 6 months (60%)	16.46	17.23	17.99	15.40	16.16	16.92
2 nd year (65%)	17.84	18.66	19.49	16.68	17.51	18.33
3 rd year (70%)	19.21	20.10	20.99	17.96	18.86	19.74
4 th year – 1 st 6 months (75%)	20.58	21.53	22.49	19.25	20.21	21.15
4 th year – 2 nd 6 months (80%)	21.95	22.97	23.98	20.53	21.55	22.56
Newly Organized Journeyman Rate - 1 st 60 days						
- Inclusive of H&W and Pension contributions	\$31.19	\$32.46	\$33.73	29.61	30.69	31.95

* Industry Funds include contributions by the Employer to the following funds:

	Lower Mainland			Vancouver Island		
	Date of Enable-ment	Nov 1/06	Nov 1/07	Date of Enable-ment	Nov 1/06	Nov 1/07
Administration Fund	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10
BCBCBTU	0.01	0.01	0.01	0.01	0.01	0.01
BCYT	0.06	0.06	0.06	0.06	0.06	0.06
CLRA	0.13	0.13	0.13	0.13	0.13	0.13
IUPAT Apprentice Training	0.05	0.05	0.05	0.05	0.05	0.05
IUPAT Labour Management	0.05	0.05	0.05	0.05	0.05	0.05
Joint Trade Board	0.16	0.20	0.24	0.16	0.20	0.24
Rehabilitation	0.02	0.02	0.02	0.02	0.02	0.02
Total	\$0.58	\$0.62	\$0.66	\$0.58	\$0.62	\$0.66

Subcontracting

The provisions of Article 1, Section 1.03 - Subcontracting, shall be suspended for the duration of this Letter of Understanding under the following terms:

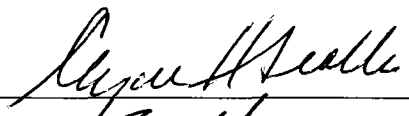
The ability of the Employer to subcontract to non-building trades companies is not intended to replace current employees of the Employer. Except for legitimate reasons, the Employer will ensure the continued employment of their regular employees for the duration of any project where this provision has been exercised.


1. The Employer will notify the Union of the name of the subcontractor engaged and the likely commencement date of the project.
2. Ten (10) days before a request for a tender for labour, the Employer will notify the Union. The Union undertakes to notify Union labour contractors.
3. The Employer will pay an amount equal to two percent (2%) of the value of the labour subcontract to the Joint Trade Board. One percent (1%) shall be paid three (3) months after commencement of the work on site. The remaining one percent (1%) shall be paid upon substantial completion of the work. On projects of less than three (3) months duration, the two percent (2%) payment to the Joint Trade Board shall be paid upon substantial completion of the work.
4. If required, the Employer will provide verification of the amount of the labour subcontract by duly notarized statutory declaration.
5. The Employer will ensure that the subcontractor engaged to do the work is registered with the Workers' Compensation Board.
6. The Employer, in conjunction with any subcontractor, may continue to employ members of the Union on such project.
7. Violations of the above provisions shall be adjudicated by the Joint Liaison Committee.

SIGNED this 16th day of October, 2018.

SIGNED ON BEHALF OF:


CONSTRUCTION LABOUR RELATIONS
ASSOCIATION OF BC






SIGNED ON BEHALF OF

INTERNATIONAL UNION OF PAINTERS &
ALLIED TRADES, DISTRICT COUNCIL #38 FOR
GLAZIERS, ARCHITECTURAL METAL
MECHANICS AND GLASSWORKERS LOCAL
UNION 1527





LETTER OF INTERPRETATION #2

BY AND BETWEEN

CONSTRUCTION LABOUR RELATIONS ASSOCIATION OF BC

AND

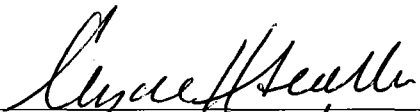
INTERNATIONAL UNION OF PAINTERS & ALLIED TRADES, DISTRICT COUNCIL #38
(for Glaziers, Architectural Metal Mechanics and Glassworkers Local Union 1527)

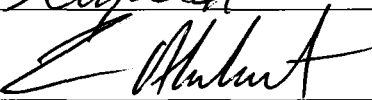
Both Parties agree with reference to Article 9.04 the term, "long service steadily employed" shall be interpreted as "eighteen (18) months or more of employment".

SIGNED this 16th day of October, 2018.

SIGNED ON BEHALF OF:

CONSTRUCTION LABOUR RELATIONS
ASSOCIATION OF BC





SIGNED ON BEHALF OF

INTERNATIONAL UNION OF PAINTERS &
ALLIED TRADES, DISTRICT COUNCIL #38 FOR
GLAZIERS, ARCHITECTURAL METAL
MECHANICS AND GLASSWORKERS LOCAL
UNION 1527





LETTER OF UNDERSTANDING #2

RE: PRE-APPRENTICES

It is mutually agreed that this Letter of Understanding shall be appended to and form a part of the Glaziers Standard ICI Agreement and continue in full force until a new collective agreement is negotiated:

The following terms and conditions shall apply to the employment of Pre-Apprentices and shall supercede like terms and conditions in the Agreement.

15.13 Pre-Apprentices

1. Wage Package:

- | | | |
|----|--|--|
| a. | Straight Time Hourly Wage Rate (minimum): | \$11.00 per hour effective date of enablement |
| b. | Combined Vacation and Statutory Holiday Pay: | eight percent (8%) |
| c. | Employer Pension Contribution: | not applicable |
| d. | Employer Contribution in lieu of Health and Welfare: | fifty-three cents (\$0.53) per hour earned effective date of enablement (refer to item 2. Below for details) |
| e. | Employer Industry Fund Contributions: | as per Agreement (note: Joint Trade Board Fund employee deduction is not required) |
| f. | Employee Deductions: | Basic Union Dues and Administrative Union Dues only |

2. Health and Welfare Contribution and Coverage:

The fifty-three cents (\$0.53) per hour effective date of enablement. Employer Contribution in lieu of Health and Welfare shall be made in accordance with the following understanding:

- | | | | | | |
|-----|--|----|---|-----|---|
| a. | In order for an individual to be entitled to coverage under the Glazier Health and Welfare Plan, such individual is first required, as a minimum, to have had the equivalent of two hundred forty (240) hours of "full rate" contributions made to such Plan on their behalf (240 hours x \$1.57/hour = \$376.80). | | | | |
| b. | A Pre-Apprentice shall not be entitled to receive benefits under the Glazier Health and Welfare Plan while employed as a Pre-Apprentice. | | | | |
| c. | <table border="0"> <tr> <td style="vertical-align: top;">i.</td> <td style="vertical-align: top;">Notwithstanding item 2.b. above, the Union shall provide a 1st term Apprentice with immediate coverage under the Glazier Health and Welfare Plan, in those instances where such 1st term Apprentice has completed his/her Pre-Apprenticeship.</td> </tr> <tr> <td style="vertical-align: top;">ii.</td> <td style="vertical-align: top;">The Union shall facilitate the provision of such coverage using the minimum nine hundred (900) hours (refer to item 3.d.) of Employer Contributions, at fifty-three cents (\$0.53) per hour effective date of enablement, made in lieu of</td> </tr> </table> | i. | Notwithstanding item 2.b. above, the Union shall provide a 1st term Apprentice with immediate coverage under the Glazier Health and Welfare Plan, in those instances where such 1st term Apprentice has completed his/her Pre-Apprenticeship. | ii. | The Union shall facilitate the provision of such coverage using the minimum nine hundred (900) hours (refer to item 3.d.) of Employer Contributions, at fifty-three cents (\$0.53) per hour effective date of enablement, made in lieu of |
| i. | Notwithstanding item 2.b. above, the Union shall provide a 1st term Apprentice with immediate coverage under the Glazier Health and Welfare Plan, in those instances where such 1st term Apprentice has completed his/her Pre-Apprenticeship. | | | | |
| ii. | The Union shall facilitate the provision of such coverage using the minimum nine hundred (900) hours (refer to item 3.d.) of Employer Contributions, at fifty-three cents (\$0.53) per hour effective date of enablement, made in lieu of | | | | |

Health and Welfare during the Pre-Apprenticeship (900 hours x \$0.53/hour = \$477.00).

3. Restrictions:

Unless otherwise mutually agreed by the Parties, in writing, a Pre-Apprentice shall:

- a. be permitted to perform any/all work governed by the terms of the Agreement with the following exceptions:
 - * the Pre-Apprentice will not utilize Power Tools
 - * nor perform work off-ground. (Swing Stage, Platform, Ladder, etc.)
- b. be a minimum of sixteen (16) years of age as of date of hire.
- c. obtain Union clearance, in person, prior to commencing employment.
- d. be permitted to be employed, as a Pre-Apprentice, for a combined total of no more than nine hundred (900) hours in the industry, regardless of the number of Employer(s) in whose employ such hours have been worked.
- e. upon completion of the Pre-Apprenticeship be registered as a 1st Term Apprentice and treated accordingly.

4. Purpose:

Pre-Apprentices shall be:

- a. considered a good possible source of future Apprentices, and
- b. utilized by the Employer, to perform such work as described in item 3.a. above, as a means of reducing the Employer's crew costs and, in turn, of increasing the Employer's ability to compete in the marketplace.

5. Ratio:

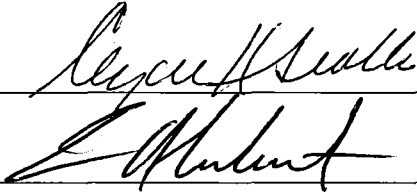
There shall be no expressed restriction on the number of Pre-Apprentices an Employer may employ at any one time, however, notwithstanding the foregoing, the Employer must have a minimum of one (1) journeyman to one (1) apprentice to one (1) pre-apprentice.

- a. The Union acknowledges, without exception, that the stated purpose of Pre-Apprentices is as stipulated in item 4 above.
- b. The Union shall not unreasonably, or arbitrarily deny an Employer the right to employ a Pre-Apprentice.

SIGNED this 16th day of October, 2018.

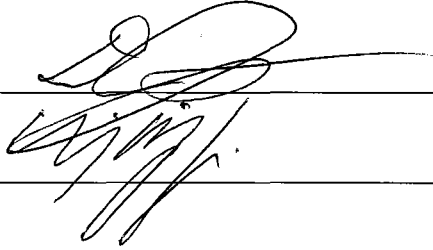
SIGNED ON BEHALF OF:

CONSTRUCTION LABOUR RELATIONS
ASSOCIATION OF BC



SIGNED ON BEHALF OF

INTERNATIONAL UNION OF PAINTERS &
ALLIED TRADES, DISTRICT COUNCIL #38 FOR
GLAZIERS, ARCHITECTURAL METAL
MECHANICS AND GLASSWORKERS LOCAL
UNION 1527



LIST OF SIGNATORY EMPLOYERS

The Employer recognizes the Union as the exclusive bargaining agent for all employees in the bargaining unit, and the Union recognizes CLR as the exclusive bargaining agent for all CLR members who have authorized the Association to sign this Agreement on their behalf.

Effective March 18, 2014, the following employers have authorized CLR to bargain the new Glaziers Local 1527 Standard ICI Agreement with the IUPAT District Council #38 and to sign such Agreement on their behalf.

1. Allied Glass & Aluminum Products (2007) Ltd.
2. Echo Glass Installations Ltd.
3. Landmark Glass & Aluminum Inc.
4. Lynnmour Glass Ltd.
5. Northview Glass Ltd.
6. Silvester Glass (BC) Ltd.
7. Superior Glass (1996) Ltd.