

BRICKLAYERS STANDARD INDUSTRIAL AGREEMENT

By and Between:

**International Union of Bricklayers and Allied
Craftworkers (IUBAC) Local #2 BC**

(Hereinafter referred to as the "Union")

And:

**Construction Labour Relations
Association of B.C. (CLR)**

**(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")

May 01, 2010 to April 30, 2016

(Effective on all hours worked from January 08, 2012 onward.)

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ARTICLE 1.000 - OBJECT

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

ARTICLE 2.000 - EFFECTIVE DATE AND DURATION

- 2.100** This Agreement shall be in full force and effect from and including May 01, 2010 to and including April 30, 2016 and shall continue in full force and effect from year to year thereafter, subject to the right of either party to this Agreement within four (4) months and not less than two (2) months immediately preceding the date of April 30, 2016 or immediately preceding the last day of April in any year thereafter by written notice to the other party, require the other party to commence collective bargaining with a view to the conclusion of a renewal or revision of this Agreement or a new Agreement.
- 2.200** Should either party give written notice to the other party pursuant hereto, this Agreement shall thereafter continue in full force and effect until the Union shall give notice of strike, or the Employer shall give notice of lockout, or the parties shall conclude a renewal or revision of this Agreement, or a new Collective Agreement.
- 2.300** The operation of Section 50(2) and Section 50(3) of the Labour Relations Code is hereby excluded in accordance with Section 50(4) of the Labour Relations Code.
- 2.400** All matters not governed by a specific date of application within this Agreement shall become effective January 08, 2012.

ARTICLE 3.000 - WAGES AND PREMIUMS

3.100 Wages**3.101 Wage Schedules**

The schedule of minimum straight time hourly wage rates provided for within Schedules "A1" and "A2" shall apply to all projects governed by this Agreement.

3.102 Payment of Wages

- (a) (i)** The Employer shall, at least once each week, pay to each Employee all monies (i.e. wages, premiums, annual vacation pay, statutory holiday pay, etc.) earned by the Employee to a day not more than three (3) working days prior to the date of payment, or five (5) working days prior to the date of payment if the Employee is working on an out of town project.
- (ii)** Where practical, wages shall be paid on the project during working hours, and pay cheques shall be negotiable, without charge, in the city,

town or area in which the project is located. The Employer shall retain the option of paying wages via direct deposit, however when wages are paid via direct deposit the Employer shall be required to make a reasonable effort to accommodate the interests of any Employee who has notified the Employer, in writing, that they wish to be paid by cheque.

- (b) The Employer shall provide a separate or detachable itemized statement with each pay, clearly showing the number of hours at straight time rates and at overtime rates, for each classification worked and the total deductions from the amount earned.
- (c) In the event that an Employee ceases to be an Employee of the Employer, for any reason, the Employer shall pay such Employee all monies (i.e. wages, premiums, annual vacation pay, statutory holiday pay, etc.) which are owing at time of discharge on the project. Alternatively, the Employer shall make arrangements whereby the Employee's cheque and Record of Employment are delivered via mail, with a postmark no later than the Monday immediately following the discharge date. Refer also to Article 9.101 (d).
- (d) Any Employee(s) who requires off site medical attention and does not return to the project, or when a qualified industrial first aid attendant recommends rest for the remainder of the shift, shall be paid for the full shift.

3.200 Premiums

3.201 Underground Premium

Any Employee who is required to work underground shall be paid 110% of the otherwise applicable minimum straight time or overtime hourly wage rate. Notwithstanding the foregoing, such premium shall not apply on work performed in basements of buildings or in open ditches.

3.202 Acid Proof and Refractory Premium

Any Employee who performs acid proof or refractory work shall be paid a premium of twenty-five cents (\$0.25) per hour above such Employee's otherwise applicable straight time hourly wage rate. Notwithstanding the foregoing, such premium shall not be applicable on work related to the linings of fireplaces, and/or chimneys in houses, apartments, schools, office buildings, churches and hospitals.

ARTICLE 4.000 - EMPLOYEE CLASSIFICATIONS

4.100 Foremen

A Foreman shall be defined as a Journeyperson who is designated by the Employer to routinely issue orders and/or provide direction to Employees. Where three (3) or more bricklayers or masons are employed, one (1) shall be appointed by the Employer as a

Foreman. The minimum straight time hourly wage rate for a Foreman shall be 115% of the applicable Journeyman minimum straight time hourly wage rate on the project.

4.200 Journeyman

Notwithstanding any/all contrary provisions of this Agreement, a Journeyman shall be defined as any member of the Union who has a valid Bricklayer TQ Certificate and/or has successfully completed the Bricklayers Red Seal Program.

4.300 Article 4.300 of this Agreement contains no provisions.

4.400 Apprentices

All Apprentices shall be employed in accordance with applicable apprenticeship related provincial legislation. In particular, all Apprentices shall be properly registered as such with the appropriate governing agency and/or organization. Notwithstanding the foregoing, the BJLMTF shall regulate the apprenticeship program, but shall not have the authority to institute rules and/or regulations and/or restrictions which are inconsistent with this Agreement and/or the Bricklayers Red Seal Program.

4.401 Monetary Package

- (a) The minimum straight time hourly wage rate for an Apprentice shall be determined as a percentage of the applicable Journeyman minimum straight time hourly wage rate on the project. Refer to Article 4.402 (a) for corresponding percentages.
- (b) All Employer Contributions and Employee Deductions shall apply. Refer to Schedule "B".

4.402 Classification and Recruitment

- (a) The Apprentice classification shall consist of the following eight (8) terms. Each term shall consist of six (6) months of work.

A1 (1 st Term) Apprentice (55%)	A5 (5 th Term) Apprentice (80%)
A2 (2 nd Term) Apprentice (60%)	A6 (6 th Term) Apprentice (85%)
A3 (3 rd Term) Apprentice (65%)	A7 (7 th Term) Apprentice (90%)
A4 (4 th Term) Apprentice (75%)	A8 (8 th Term) Apprentice (95%)

- (b) All new Apprentices shall be classified as an A1 (1st Term) Apprentice. Notwithstanding the foregoing, all new Apprentices who have completed a government approved pre-apprentice course shall be granted six (6) months credit towards their apprenticeship.

4.403 Training

- (a) The Bricklayers Red Seal Program shall supercede any/all contrary provisions

of Article 4.403. Upon completion of the Bricklayers Red Seal Program, the Apprentice shall be reclassified as a Journeyperson.

- (b) An Apprentice shall not be permitted to perform work outside of the Union's work jurisdiction after such Apprentice has completed twelve (12) months of his apprenticeship. Refer to Appendix "B" for description of the Union's work jurisdiction. Notwithstanding the foregoing, no Apprentice shall be kept on a masonry saw for more than one (1) week at a time.

4.404 Apprentice Log Book

- (a) An Apprentice Log Book shall be developed in which the Apprentice shall maintain an accurate record of his employment hourly work functions, and such Log Book shall include space for verification by a Journeyperson as well as by the Employer.
- (b) Apprentices shall ensure their Log Book is complete and up-to-date. Such Log Book shall be reviewed periodically by the Union, and shall be used to determine whether or not the Apprentice is receiving training in accordance with the apprenticeship program.

4.405 Employment Ratios

The Employer may employ a maximum of one (1) Apprentice for every one (1) Journeyperson employed. Such ratio shall be calculated on a company-wide (as opposed to project by project) basis.

4.500 Probationary Employees

4.501 Hiring and Monetary Package

- (a) The Employer may hire a Probationary Employee(s) for up to ninety (90) working days, during which time the Employer retains the unfettered right to determine such Employee's hourly wage rate and combined annual vacation and statutory holiday pay percentage.
- (b) Employer Contributions shall not be payable on behalf of a Probationary Employee(s).

4.502 Union Membership

In the event the Employer retains the Probationary Employee(s) for more than ninety (90) working days, such Employee(s) shall be required to become a member of the Union, shall be classified as an Apprentice, and shall thereafter be governed by the full terms and conditions of this Agreement.

ARTICLE 5.000 - MONTHLY REMITTANCES AND RATE CALCULATIONS

5.100 Monthly Remittances

- 5.101** The Employer shall remit to the Union all Employer Contributions and Employee Deductions required in accordance with this Agreement on behalf of Employees working under the terms of this Agreement.
- 5.102** Such remittance shall be made by a single payment, accompanied by a correctly completed Monthly Employer Contribution Report, and shall be received by the Union not later than the fifteenth (15th) calendar day of the month following that for which such payments are payable.
- 5.103** The Union shall notify the Employer, in writing, of any delinquent remittance. If the Employer fails to respond to such notification, within two (2) regular working days of receiving same, the Union shall require the delinquent Employer to pay the greater of either a penalty in the amount of ten percent (10%) of the delinquent remittance, or a sum of fifteen dollars (\$15.00).
- 5.104** Notwithstanding Article 11.200, the Union may also withdraw its members from a delinquent Employer, and such withdrawal shall not be deemed a violation of this Agreement.
- 5.105** (a) All Employer Contributions and Employee Deductions required under the terms of this Agreement, are deemed, without exception, to be held in trust by the Employer until remitted in the manner set forth in Article 5.100.
- (b) Furthermore, all Employer Contributions and Employee Deductions required under the terms of this Agreement, are also deemed, without exception, to be wages due the Employee, which the Employee has chosen to assign to the respective Plans, Funds, Organizations, etc., for the purposes of receiving benefits from same.
- (c) As a result, if the Employer fails to remit all Employer Contributions and Employee Deductions required under the terms of this Agreement, and/or if the Employer fails to deduct such Employee Deductions required under the terms of this Agreement from an Employee's pay cheque, such Employer shall be liable for the full amount due.
- 5.106** As a condition of employment, each Employee shall submit to the Union a written authorization for all Employee Deductions required in accordance with this Agreement. Thereafter, if the Employer subsequently fails to make the required Employee Deduction(s), such Employer shall be held liable for the amount due.
- 5.107** The Union shall, once each month after receiving the combined monthly remittance from each Employer, allocate and/or distribute the monies of such combined remittances to the various Plans, Funds, Organizations, etc. in the appropriate manner. The Union acknowledges that such Plans, Funds,

Organizations, etc. are entitled to receive such monies, and that such monies are, in fact, held in trust by the Union until properly allocated and/or distributed.

5.200 Calculation of Monetary Package and Wage Rates

The Union and CLR shall mutually agree on all calculations involved in determining the breakdown of the monetary package, and hourly wage rates for all Employee classifications and/or premiums requiring calculation. The Union and CLR shall mutually agree on the format of the Monthly Employer Contribution Report. Such mutual agreements shall be reached prior to such information and/or documents being distributed to either the Union membership and/or any Employer signatory to this Agreement. The foregoing shall not be interpreted to mean the Union does not retain sole authority to determine allocation of the monetary package.

5.300 Wage Security Bond

Refer to Appendix "C".

5.400 Inspection of Employer Records

5.401 The Trustees of the Bricklayers and Masons Welfare Plan and Pension Fund may appoint an independent accounting firm to inspect the payroll and monthly remittance records of a delinquent Employer. Notwithstanding the foregoing, only Employer records for the immediately preceding twelve (12) month period shall be subject to inspection.

5.402 Such inspection shall take place during regular working hours and the results shall be reported to the various Plans, Funds, Organizations, etc. in respect of which Employer Contributions and/or Employee Deductions are required in accordance with this Agreement.

5.403 In the event such inspection reveals that the Employer did not properly remit any/all Employer Contributions and/or Employee Deductions required in accordance with this Agreement, the Employer shall, at the direction of the Trustees, be required to remit all outstanding Employer Contributions and/or Employee Deductions, and/or reimburse the Bricklayers and Masons Welfare Plan and Pension Fund for the cost of the inspection.

5.404 Refer also Article 5.104.

ARTICLE 6.000 - BRICKLAYERS AND MASONS WELFARE PLAN AND PENSION FUND

Refer to the Bricklayers Standard Industrial Agreement (May 1, 2004 to April 30, 2010) for the applicable Employer Contributions and Employee Deductions for all hours worked prior to January 08, 2012.

6.100 Administration

The Bricklayers and Masons Welfare Plan and Pension Fund shall be administered by a Board of Trustees consisting of four (4) representatives appointed by the MCA of BC and four (4) representatives appointed by the Union. The Employers signatory to this Agreement hereby delegate all rights to representation on the Board of Trustees to the MCA of BC.

6.200 Bricklayers and Masons Welfare Plan

The Employer shall contribute the required amount to the Bricklayers and Masons Welfare Plan in the manner set forth in Article 5.000. The required amount, and the effective date applicable thereto, shall be as stipulated within Schedule "B".

6.300 Bricklayers and Masons Pension Fund

6.301 The Employer shall contribute the required amount to the Bricklayers and Masons Pension Fund in the manner set forth in Article 5.000. The required amount, and the effective date applicable thereto, shall be as stipulated within Schedule "B".

6.302 The Employer shall process an Employee Deduction for the Bricklayers and Masons Pension Fund in the manner set forth in Article 5.000. The required amount of the deduction, and the effective date applicable thereto, shall be as stipulated within Schedule "B".

6.303 The Employer shall annually issue to each Employee, on his T-4 slip, a statement of contributions made to the Bricklayers and Masons Pension Fund on behalf of such Employee.

ARTICLE 7.000 - UNION DUES AND UNION REPRESENTATIVES

7.100 Union Dues

The Employer shall deduct Union Dues of such amount(s) as the Union directs, on a monthly, weekly and/or hourly basis, and shall forward such deductions in the manner set forth in Article 5.000. Notwithstanding the foregoing, the Union shall provide the Employer with not less than thirty (30) days' written notice of a change in the Union Dues deduction amount(s). Refer to Schedule "B".

7.200 Union Permit Fees

The Union retains the right to direct Employers to deduct a monthly permit fee from the pay cheque of any/all Employees working for such Employer under the terms of a Union permit, as opposed to Union membership. The amount of such permit fee shall be sixty dollars (\$60.00) per month, unless otherwise adjusted by the Union. Appropriate notice shall be given to CLR and signatory Employers upon any adjustment to the amount of the monthly permit fee.

7.300 Union Representatives

- 7.301** Union representatives, in the carrying out of their regular duties, shall be permitted access to a project during the meal period(s), but at any other time shall first be required to notify the Employer.
- 7.302** (a) Job Stewards shall be recognized on all projects and they shall not be discriminated against. The Union shall notify the Employer, in writing, of the name of the Job Steward and any subsequent change thereto.
- (b) It shall be the intent of this Agreement that the Job Steward shall be the last Employee transferred or laid off with the exception of the Foreman, unless the Employer has just cause for dismissal.
- 7.303** The Employer shall allow time off work, without pay, for any Employee who is serving on a Union committee or for purposes of serving as a Union delegate to any conference or function, provided that this can be accomplished without cost to the Employer. Any Employee who acts within the scope of the foregoing shall not lose his job or be discriminated against for so acting.

7.400 Military Leave

The parties agree to cooperate to facilitate broad and liberal leaves for operations and training military leave for workers who serve as members of the Canadian Forces Reserves, in accordance with provincial and federal law and the "Declaration of Support for the Reserve Forces" signed by the Canadian Office of the Building and Construction Trades Department and the National Construction Labour Relations Alliance, dated May 12, 2010.

ARTICLE 8.000 - INDUSTRY FUNDS

Refer to the Bricklayers Standard Industrial Agreement (May 1, 2004 to April 30, 2010) for the applicable Employer Contributions and Employee Deductions for all hours worked prior to January 08, 2012.

8.100 Training Fund

- 8.101** Effective January 8, 2012 the Employer shall contribute forty cents (\$0.40) per hour worked to the Bricklayers Joint Labour-Management Training Fund (BJLMTF) in the manner set forth in Article 5.000. Refer also to Appendix "D". Notwithstanding the foregoing, such contribution shall no longer apply effective March 1, 2013.
- 8.102** Effective March 1, 2013 the Employer shall contribute forty cents (\$0.40) per hour worked to the MCA of BC Training Fund in the manner set forth in Article 5.000. Refer also to Appendix "D". Notwithstanding the foregoing, the MCA of BC may alter such contribution amount by providing the Union with sixty (60) calendar days' written notice of their intention to do so. Any cost incurred by the Union during the term of this Agreement as a direct result of having to change the

Monthly Employer Contribution Report due to an increase/decrease in the MCA of BC Fund contribution amount(s) shall be borne by the MCA of BC.

8.200 MCA of BC Fund

Effective January 8, 2012 the Employer shall contribute sixty cents (\$0.60) per hour worked to the MCA of BC Fund in the manner set forth in Article 5.000. A lump sum monthly contribution shall no longer be required. Notwithstanding the foregoing, the MCA of BC may alter such contribution amount by providing the Union with sixty (60) calendar days' written notice of their intention to do so. Any cost incurred by the Union during the term of this Agreement as a direct result of having to change the Monthly Employer Contribution Report due to an increase/decrease in the MCA of BC Fund contribution amount(s) shall be borne by the MCA of BC.

8.300 Contract Administration Fund

8.301 Employer Contribution

The Employer shall contribute twelve cents (\$0.12) per hour worked, inclusive of HST or GST as the case may be, to the Contract Administration Fund in the manner set forth in Article 5.000. Effective November 1, 2014, such contribution amount shall be decreased to eleven cents (\$0.11) per hour worked, inclusive of GST. CLR may alter this amount by providing the Union with sixty (60) calendar days' written notice. Any cost incurred by the Union with respect to having to change the Monthly Employer Contribution Report, as a direct result of a change in the Contract Administration Fund contribution amount, shall be borne by CLR.

8.302 Union Collection and Payment

- (a) The Union shall collect and forward to CLR, without exception, all monies designated for the Contract Administration Fund and received in accordance with the Monthly Employer Contribution Report.
- (b) Such 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 form which shall include at least the following information for each Employer from whom contributions were collected:
 - name of Employer,
 - number of contribution hours,
 - total contribution amount, and
 - period for which contributions were payable.
- (c) The Union shall be entitled to deduct an amount equal to six percent (6%) of the total collected Employer Contributions to the Contract Administration Fund to cover administration costs, prior to forwarding such contributions to CLR. The amount of such deduction shall also be included on the form provided for in Article 8.302 (b).

- (d) A designated representative of CLR may inspect, upon appointment, the receipts and records of the Union related to the Contract Administration Fund.

8.400 Trade Union Council Funds

8.401 BCYT Fund

The Employer shall deduct ten cents (\$0.10) per hour earned from each Employee's pay cheque, and shall remit such deduction to the BCYT Fund in the manner set forth in Article 5.000.

8.402 BCBCBTU Fund

The Employer shall contribute one cent (\$0.01) per hour worked to the BCBCBTU Fund in the manner set forth in Article 5.000. Notwithstanding the foregoing, such contribution shall continue only for as long as the Bargaining Council structure continues to exist pursuant to the *Labour Relations Code*.

8.403 Canadian Building Trades

The Employer shall deduct one cent (\$0.01) per hour earned from each Employee's pay cheque, and shall remit such deduction to the Canadian Building Trades in the manner set forth in Article 5.000.

8.404 Coalition of BC Building Trade Unions

The Employer shall deduct two cents (\$0.02) per hour earned from each Employee's pay cheque, and shall remit such deduction to the Coalition of BC Building Trade Unions in the manner set forth in Article 5.000.

8.500 Rehabilitation Plan

The Employer shall contribute two cents (\$0.02) per hour worked to the BC Construction Industry Rehabilitation Plan in the manner set forth in Article 5.000.

8.600 Jurisdictional Assignment Plan

8.601 Employer Contribution

The Employer shall contribute one cent (\$0.01) per hour earned to Jurisdictional Assignment Plan in the manner set forth in Article 5.000.

8.602 Application

The Jurisdictional Assignment Plan, as agreed to by and between the BCYT and CLR, shall be binding upon the parties. Notwithstanding the foregoing, where the Employer makes an assignment of work to another constituent union or local

union of the BCBCBTU, which is challenged under the Jurisdictional Assignment Plan, the Union will not make any claim or bring any independent action for back pay or any other damages through the Umpire, Arbitration or the LRB, unless the Union has obtained a ruling from the Umpire in its favour, in which event the Union shall be entitled to claim damages through collective agreement arbitration for noncompliance with the Umpire's ruling for the period subsequent to the ruling.

ARTICLE 9.000 - HOURS OF WORK

9.100 Shifts**9.101 Starting and Stopping**

- (a) Notwithstanding any/all contrary provisions of this Agreement, the scheduled start time of any shift may be varied by up to one (1) hour earlier or later at the discretion of the Employer.
- (b) Employees shall be at the work place and ready to start work at the designated starting time, except as may otherwise be provided by this Agreement.
- (c) A five (5) minute pick-up shall be allowed prior to end of shift.
- (d) The Employer shall provide an Employee with one (1) hour's notice of termination of employment, or one (1) hour's pay in lieu thereof.

9.102 Day Shift

The regular work day shall be eight (8) hours between the hours of 8:00 am and 4:30 pm, with a one-half (½) hour mid-shift lunch break. The regular work week shall be five (5) days, forty (40) hours, between 8:00 am Monday and 4:30 pm Friday.

9.103 Afternoon and Night Shift

The Employer may schedule an afternoon and/or night shift if/as required. Two (2) consecutive days shall be necessary to constitute an afternoon shift and three (3) consecutive days shall be necessary to constitute a night shift. It shall not be necessary for there to be a day shift in order for there to be an afternoon and/or a night shift.

9.104 Shift Premiums

The Employer shall pay a shift premium over and above the otherwise applicable minimum straight time hourly wage rate to any Journeyperson who is employed on an afternoon or night shift. The minimum straight time hourly wage rate applicable for all other Employee classifications shall be recalculated accordingly.

Such shift premium shall be paid in accordance with the following schedule.

Day Shift: No shift premium.

Afternoon Shift: Six dollars (\$6.00) per hour worked (i.e. the same amount is payable on both straight time and overtime hours) on any shift which commences between 3:30 pm and 8:30 pm. Second and subsequent meal breaks are not considered to be hours worked.

Night Shift: Six dollars (\$6.00) per hour worked (i.e. the same amount is payable on both straight time and overtime hours) on any shift which commences between 8:30 pm and before 1:01 am. Second and subsequent meal breaks are not considered to be hours worked.

Notwithstanding any contrary interpretation of the foregoing schedule:

- > A shift commencing at 3:30 pm shall be deemed to be an afternoon shift and a shift commencing at 8:30 pm shall be deemed to be a night shift.
- > Overtime on afternoon and night shifts shall be payable for all hours of work performed in excess of eight (8) hours per shift.
- > No shift premium shall be payable for work performed on a Saturday, Sunday or statutory holiday.
- > No holiday pay shall be payable on a shift premium.

9.200 Compressed Work Week

A compressed work week may be established by the Employer for other than short term shutdown projects where overtime is scheduled. The terms and conditions of such compressed work week shall supercede any/all contrary provisions of the Agreement.

9.201 Hours of Work

- (a) 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.
- (b) 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.

- (c) Notwithstanding Articles 9.201 (a) and (b), 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.

9.202 Overtime

- (a) 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.
- (b) All other overtime hours, including all hours worked in excess of ten (10) hours per day, and all hours worked on Saturdays, Sundays and statutory holidays, shall be payable at two (2) times the otherwise applicable straight time hourly wage rate.

9.203 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 work week, or a Saturday, or 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 a regularly scheduled work day of a compressed work week schedule may be rescheduled by prior mutual agreement of the Employer and the Union. However, in such event, an Employee shall retain sole discretion to decline to work on the actual statutory holiday date and shall not be discriminated against for doing so.

9.300 Call Out Time

If an Employee does not intend to report for work, such Employee shall be responsible to notify his Employer a minimum of two (2) hours prior to the designated starting time of his shift. Any Union member who consistently disregards this responsibility shall be subject to the discipline of the Union.

9.301 General Conditions

When an Employee reports for work at the Employer's shop or project site and work is not available for reasons other than inclement weather, such Employee shall be paid two (2) hours at the otherwise applicable minimum straight time or overtime hourly wage rate if work did not commence, or a minimum of four (4) hours if work did commence. The daily travel allowance shall be paid in addition to the foregoing where such allowance is applicable.

9.302 Inclement Weather

- (a) When an Employee reports for work at the Employer's shop or project site and work is not available due to inclement weather, such Employee shall be paid two (2) hours at the otherwise applicable minimum straight time or overtime hourly wage rate, regardless of whether or not work commenced, providing such Employee remains on the project for two (2) hours after the designated starting time of his shift. Notwithstanding the foregoing, an Employee shall not be eligible to receive such payment if such Employee was notified not to report for work a minimum of two (2) hours prior to the designated starting time of his shift.
- (b) Notwithstanding any/all contrary provisions of this Agreement, the Employer may utilize Saturday as a "make up" day if an Employee(s) has been unable to work a minimum of forty (40) hours during the work week due to inclement weather. Where a Saturday has been utilized in this manner, the otherwise applicable minimum straight time hourly wage rate shall be payable.

9.400 Overtime**9.401 Definition**

All work performed before or after the regular working shift (day shift, afternoon shift or night shift) in any one (1) day shall be considered overtime until a break of eight (8) hours occurs, and shall be paid for at the applicable overtime rate. Any Employee required to work before a break of eight (8) hours occurs shall be paid at the applicable overtime rate until such time as a break of eight (8) hours occurs.

9.402 Premiums

- (a) The first two (2) hours of overtime, Monday through Friday, shall be paid at one and one-half (1½) times the otherwise applicable straight time hourly wage rate.
- (b) All other overtime, and all overtime on Saturdays, Sundays and statutory holidays, shall be paid at two (2) times the otherwise applicable straight time hourly wage rate.

9.500 Meal Breaks and Rest Periods**9.501 Meal Breaks**

- (a) A one-half (½) hour meal break shall be provided during each working shift at approximately the middle of such shift. This break shall not be considered as time worked. Notwithstanding the foregoing, a one (1) hour meal break may be implemented on a project(s) if/as appropriate, providing the Union is

notified prior to implementation.

- (b) If a working shift is to exceed ten (10) hours, a second meal break of one-half ($\frac{1}{2}$) hour shall be provided at the end of eight (8) hours, and at four (4) hour intervals thereafter. The meal shall be a "hot meal", and shall be supplied by the Employer at no cost to the Employee. This break shall be considered as time worked, and shall be paid for at the otherwise applicable minimum straight time hourly wage rate. Notwithstanding the foregoing, in the event the Employer is unable to provide a "hot meal", each Employee shall receive a meal allowance of twenty-five dollars (\$25.00) in lieu thereof.

9.502 Rest Periods

- (a) Two (2) rest periods of ten (10) minutes' duration each shall be provided during a scheduled eight (8) hour or nine (9) hour shift. Notwithstanding the foregoing, a third rest period of ten (10) minutes' duration shall be provided after eight (8) hours if the shift is subsequently extended beyond eight (8) hours or nine (9) hours up to a maximum of ten (10) hours.
- (b) Notwithstanding Article 9.502 (a), only two (2) rest periods shall be provided on a scheduled shift of ten (10) hours, however each such rest period shall be of fifteen (15) minutes' duration.
- (c) Rest periods shall be taken at a location determined by mutual agreement between the Employer and the Union.

ARTICLE 10.000 - ANNUAL VACATION AND STATUTORY HOLIDAYS

10.100 Annual Vacation Pay and Statutory Holiday Pay

- 10.101** Annual vacation pay of six percent (6%) and statutory holiday pay of six percent (6%) shall be combined in an amount equal to twelve percent (12%). Upon termination, an Employee shall receive all annual vacation pay and statutory holiday pay owing.
- 10.102** Such combined annual vacation pay and statutory holiday pay of twelve percent (12%) shall:
 - (a) include any additional statutory holiday(s) which may be declared by the Federal and/or Provincial Government,
 - (b) be calculated only on the gross hourly earnings of each Employee regardless of the number of hours worked,
 - (c) not be calculated on Employer Contributions required in accordance with this Agreement.
 - (d) accrue to each Employee's credit, and

(e) be paid by the Employer every pay period on each Employee's pay cheque.

10.200 Annual Vacation

An Employee may take up to three (3) weeks of annual vacation in any calendar year. The vacation period shall be arranged by mutual agreement between such Employee and the Employer.

10.300 Statutory Holidays

The following statutory holidays shall apply to work performed in accordance with this Agreement. Refer also to Appendix "E".

10.301 New Year's Day, Heritage Day (3rd Monday in February through 2012), Family Day (2013 onward), Good Friday, Easter Monday, Victoria Day, Canada Day, Friday preceding BC Day, BC Day, Friday preceding Labour Day, Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day, Boxing Day, and/or any other day so proclaimed by the Federal and/or Provincial Government.

10.302 (a) When a statutory holiday falls on a Saturday or Sunday, the following work day(s) shall be observed in place thereof.

(b) All work performed on statutory holidays, or days observed in place thereof, shall be paid for at two (2) times the otherwise applicable straight time hourly wage rate, in addition to the annual vacation pay and statutory holiday pay provided for in Article 10.100.

(c) No work shall be performed on Labour Day, except to save life or property. An Employee shall not be discriminated against for refusing to work on Christmas Day.

ARTICLE 11.000 - HIRING AND UNION SECURITY

11.100 Hiring

11.101 Name Request

The Employer shall have the exclusive right to hire one hundred percent (100%) of all Employees required, including Foremen, on a "name request" basis.

11.102 Union Membership

All Employees must be a member in good standing of the Union. Employees shall present a clearance slip to the Job Steward prior to commencement of work, and such clearance shall include confirmation of the Employee's membership status.

11.103 Layoff

The Employer shall advise the Job Steward as to the reason for the layoff or discharge of an Employee.

11.104 Transfer Between Projects

No Employee shall be required to accept a transfer between two (2) projects.

- (a) If an Employee does not accept a transfer between two (2) projects (i.e. Project 1 and Project 2) the following terms shall apply.
 - (i) The Employer shall issue and file a properly completed Record of Employment (ROE) for such Employee.
 - (ii) The Employer shall pay a terminal travel allowance if/as required pursuant to Article 12.101. The road kilometres actually driven shall be calculated from Project 1 back to the Employee's residence via the most direct route.
 - (iii) The Employee shall not be entitled to receive an initial travel allowance to a new project, regardless of the Employer, unless/until such individual has physically returned to his residence and obtained a clearance slip from the Union for such new project.
- (b) If an Employee accepts a transfer between two (2) projects (i.e. Project 1 and Project 2) the following terms shall apply.
 - (i) The Employer shall pay a project transfer travel allowance pursuant to Article 12.400, providing that both Projects are governed by Article 12.201 Option #2. The road kilometres actually driven shall be calculated from the Project 1 Employer supplied accommodation to the Project 2 Employer supplied accommodation via the most direct route.
 - (ii) The Employer shall pay a terminal travel allowance if/as required by Article 12.101, providing Project 2 is an out of town project. The road kilometres actually driven shall be calculated from Project 2 back to the Employee's residence via the most direct route. (Note: The Employee will have already received an initial travel allowance from his residence to Project 1 if/as required pursuant to Article 12.101.)

11.200 Withdrawal of Labour

11.201 Subject to reasonable notice given to the Employer(s), in writing, it shall not be a violation of this Agreement for the Union to withdraw its members from a project(s) for:

- (a) the purpose of rendering assistance to labour organizations,

(b) refusal on the part of Union members to handle any materials, equipment or product declared unfair by a Building Trades Council(s); or manufactured, assembled or produced by an Employer whose Employees are on strike against or are locked out by an Employer, and

(c) refusal on the part of Union members to work with non-union workers.

11.202 When such removal takes place, the Union shall authorize Employees on the project(s) to carefully put away all tools, materials, equipment or any other property of the Employer in a safe manner and to the entire satisfaction of the Employer.

11.203 Refer also to Article 5.104.

11.300 Sub-Contracting

11.301 The Employer shall not let contracts or subcontracts for work governed by the terms of this Agreement to any individual or contractor who is not signatory to either this Agreement or another collective agreement with the Union which governs the scope of work which has been contracted or subcontracted.

11.302 The Employer shall not contract work on a labour only basis. Where it is alleged that the Employer has violated the foregoing, it shall be incumbent upon the Employer to provide physical evidence to prove otherwise. In the absence of such evidence, the Union retains the right to remove its members from the project until such evidence has been provided.

11.400 Union Contracting

The Union shall not permit its members to work for any Employer who is not signatory to this Agreement. In addition, neither the Union itself, nor Union members who are Employees of a signatory Employer, shall contract for work in the province of BC.

ARTICLE 12.000 - OUT OF TOWN PROJECTS

Refer to Appendix "A" for definition of an out of town project.

12.100 Initial and Terminal Travel Allowance

12.101 (a) The Employer shall pay an initial and terminal travel allowance pursuant to Article 12.400 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. As a result, an Employee shall not receive an initial travel allowance if such Employee does not travel from their residence to the project and/or a terminal travel allowance if such Employee does not travel from the project back to their residence. (For example, upon being transferred from one (1) out of town project to another out of town project.

Refer to Article 11.104 for important clarification regarding the practical application of the foregoing.) No additional payment or reimbursement for travel time or incurred expenses shall be required, except as otherwise specifically required within Article 12.100.

(b) Refer to Articles 12.102 through 12.106 for further clarification.

- 12.102** Notwithstanding Article 12.101 (a), the Employer shall reimburse an Employee, upon the submission of the appropriate receipts, for any/all ferry fares which are incurred in the course of initial and terminal travel. Such ferry fares shall be limited to one (1) standard length/height vehicle plus driver, each way. Tolls shall not be a reimbursable expense.
- 12.103** Notwithstanding Article 12.101 (a), where an Employee requests to use air travel to travel to the project, the following terms and conditions shall prevail.
- (a) 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.
- (b) 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".
- (c) The Employee shall provide the Employer with the Boarding Pass and proper ground transportation receipts if requested to do so by the Employer.
- 12.104** 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.
- 12.105** 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, or earlier if practical for the Employer, 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.
- 12.106** Notwithstanding any/all contrary provision(s) of this Article, in the event an Employee voluntarily terminates his 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.

12.200 Out of Town Accommodation

Article 12.200 shall apply to Employees who are not local residents of the area where the work is being performed, or is to be performed. Refer to Appendix "A" for definition of local resident.

12.201 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 fifteen dollars (\$115.00) effective January 8, 2012. Effective May 1, 2012 this amount shall be increased to one hundred twenty dollars (\$120.00). Effective May 1, 2013 this amount shall be increased to one hundred twenty-five dollars (\$125.00).

No daily travel allowance and/or daily travel time shall be paid to an Employee who selects Option #1, nor shall Employer supplied transportation be provided.

Option #2 The Employer shall provide the Employee with a single room plus sixty dollar (\$60.00) daily meal allowance effective January 8, 2012. Effective May 1, 2013 this amount shall be increased to sixty-two dollars and fifty cents (\$62.50).

No daily travel time shall be paid to an Employee who selects Option #2, however the following terms and conditions shall be applicable.

- (i) If the Employer provided room is forty (40) road kilometres or less from the project, no daily travel allowance shall be paid.
- (ii) If the Employer provided room is more than forty (40) road kilometres from the project, a daily travel allowance pursuant to Article 12.400 shall be paid, each way, to/from the forty (40) road kilometre boundary.

- (iii) If the Employee(s) requested to use air travel to the project in accordance with Article 12.103, Employer supplied transportation shall be provided to the Employee(s) to/from the project on a daily basis.
- (iv) If the Employee(s) did not request to use air travel to the project in accordance with Article 12.103, no Employer supplied transportation shall be provided to the Employee(s) to/from the project on a daily basis, and the Employee shall therefore assume all responsibility for travelling to/from the project on a daily basis.
- (v) Notwithstanding any/all contrary provisions of this Agreement, any Employee(s) who makes use of Employer supplied transportation to travel to/from a project shall not be paid a daily travel allowance for that day(s).

12.202 Camp Accommodation

- (a) Camp accommodations, when supplied, shall meet the standards and requirements of the applicable Construction Camp Rules and Regulations Agreement by and between BCYT and CLR. An Employee may refuse to live in accommodations which do not meet such standards.
- (b) Unless otherwise arranged at a pre-tender and/or pre-job conference, on projects where a camp is provided Employees shall occupy the camp, and room and board shall be supplied in such camp seven (7) days a week, at no cost to the Employee.

12.203 Weekend Checkout

Effective January 8, 2012, any Employee who is living in camp accommodations paid by the Employer may, on any weekend, vacate or check out of such accommodation and the Employer shall pay such Employee thirty dollars (\$30.00) per day.

- (a) The Employee must turn in his meal ticket or sign a checkout in advance.
- (b) To qualify, an Employee must work his scheduled shift prior to the weekend and/or statutory holiday and his scheduled shift after the weekend and/or statutory holiday.

12.204 Marshalling Points

On camp projects, 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 shall be paid at prevailing rates for time in excess of thirty (30) minutes. It is agreed that in the event that camp

accommodation is unavailable for all Employees, the Employer and Union shall mutually agree to terms governing travel time.

12.300 Periodic Leave

12.301 (a) On an out of town project(s) of over fifty (50) calendar days' duration, a periodic leave shall be made available to Employees every forty (40) calendar days.

(b) Effective January 8, 2012, when leave is desired in accordance with Article 12.301 (a), an allowance for periodic leave shall be provided by the Employer on a "use it or lose it" basis, in accordance with the following formula. Such allowance shall be paid only once for each periodic leave.

0 km to 249 km	n/a
249 km to 500 km	\$175.00
501 km to 750 km	\$275.00
751 km to 1,000 km	\$375.00
over 1,000 km	\$475.00

The mileage shall be computed from the project to the Employee's place of residence.

12.302 (a) The duration of such periodic leave shall be for a minimum of five (5) days to a maximum of one (1) week, or such other number of days as may be mutually agreed between the Employer and the Employee.

(b) The timing of such periodic leave shall be decided by mutual agreement. In no event shall an Employee receive leave unless he actually returns to his residence. Room and Board allowances shall not be paid during leave periods.

12.303 Employees qualifying for periodic leave shall be returned to the transportation terminal nearest the Employee's residence, except out of province Employees who shall be returned to their point of dispatch within the province of BC.

12.304 There shall be no cash payment in lieu of periodic leave, unless otherwise mutually agreed between the Union and the Employer.

12.400 Travel Allowance Rates

The following schedule of travel allowance rates shall govern the project transfer travel allowance amount payable in accordance with Article 11.104, the initial and terminal travel allowance amount payable in accordance with Article 12.101 (a), and the daily travel allowance amount payable in accordance with Article 12.201 Option #2 (ii), Article 13.200 and Article 13.300. Such rates shall be subject to annual adjustments throughout the duration of this Agreement.

Effective:	January 1, 2010	\$0.52 per road kilometre actually driven
	January 1, 2011	\$0.52 per road kilometre actually driven
	January 1, 2012	\$0.53 per road kilometre actually driven
	January 1, 2013	\$0.54 per road kilometre actually driven
	January 1, 2014	\$0.54 per road kilometre actually driven
	January 1, 2015	\$0.55 per road kilometre actually driven
	January 1, 2016	\$0.54 per road kilometre actually driven

Notwithstanding any/all contrary provisions of this Agreement, the effective "per road kilometre" amount which shall be payable pursuant to Article 11.104, Article 12.101 (a), Article 12.201 Option #2 (ii), Article 13.200 and Article 13.300 shall be the maximum allowable tax-free rate for mileage expense reimbursement as published annually by the Canada Revenue Agency.

ARTICLE 13.000 - LOCAL TRAVEL

An Employee shall be paid a daily travel allowance for travel to and from a project in order to reimburse such Employee for travel costs and travel time. Such daily travel allowance shall be payable in accordance with this Article. The payment of Metro Travel shall no longer be applicable.

13.100 No daily travel allowance shall be payable on any project located within the Lower Mainland. Refer to Appendix "A" for definition of Lower Mainland.

13.200 A daily travel allowance pursuant to Article 12.400 shall be paid to any Employee who resides within the Lower Mainland and uses his own vehicle to travel from his residence to a project located outside of the Lower Mainland. Such allowance shall be payable, each way, for each road kilometre driven between the Lower Mainland boundary and the project.

13.300 A daily travel allowance shall be paid to any Employee who resides outside of the Lower Mainland and uses his own vehicle to travel from his residence to a project located outside of the Lower Mainland. Such allowance shall be payable in accordance with the following schedule.

First forty (40) road kilometres, each way, each day	not applicable
All additional road kilometres, each way, each day	pursuant to Article 12.400

13.400 No Employee shall be permitted to use his personal vehicle in a manner which is unfair to other Union members or contrary to the best interests of the Union.

ARTICLE 14.000 - WORKING CONDITIONS

14.100 Harassment

The Union and the Employer recognize the right of all persons to work in an environment free from harassment.

14.200 Telephones

A telephone(s) shall be made available to all Employees at all times for incoming or outgoing emergency purposes, and incoming messages of an emergency nature shall be relayed immediately. No Employee shall be permitted to use a personal cell phone or smart phone during working hours, excluding rest and meal breaks, except in case of an emergency. Repeated violations of the foregoing shall constitute just cause for termination.

14.300 Drinking Water

If running tap water is not available to Employees, cool drinking water in approved sanitary containers shall be provided by the Employer.

14.400 Health and Safety

Employees shall comply with Employer safety rules and regulations, except where such rules and regulations are inconsistent with the provisions of Articles 14.401 through 14.405.

- 14.401** All equipment, tools and material must conform and be utilized in conformity with applicable Provincial and/or Federal regulations, acts and laws. All scaffolds shall be designed and inspected in accordance with WorkSafeBC regulations.
- 14.402** It shall not be considered a violation of this Agreement for an Employee to refuse to work in conditions and/or use equipment that do/does not meet prescribed safety standards and/or regulations. However, the refusal of an Employee to abide by WorkSafeBC regulations may be considered cause for dismissal.
- 14.403** The Employer shall be responsible for supplying waterproof gloves and aprons to Employees engaged in cutting on a wet masonry saw or washing down masonry.
- 14.404** Material weighing fifty (50) pounds or greater shall be installed by two (2) or more Employees. Concrete blocks weighing forty-five (45) pounds or greater shall also be installed by two or more Employees whenever such blocks are being set continuously over a period in excess of thirty (30) minutes.
- 14.405** Foremen and project superintendents shall carry with them a copy of the WorkSafeBC Accident Prevention Regulations and be familiar with such Regulations so they may be enforced on the project.

14.500 Tools

- 14.501** All Employees shall be required to supply the ordinary tools of the trade. Such tools shall include, as a minimum requirement, the following:

One (1) marking pencil	One (1) hand brush
One (1) trowel	One (1) raker or raking wheel
One (1) pointing trowel	One (1) mash hammer
One (1) four foot (4') level, in working order	Two (2) round jointers

One (1) rule or tape
 One (1) bolster or brick set
 One hundred feet (100') of mason's line
 One (1) tool bag or box

One (1) tuck pointer
 One (1) brick hammer
 Line Pins

Stonemasons shall be required to supply the following:

One (1) trowel
 One (1) pointing trowel
 Two (2) points
 One (1) tool bag or box
 Two (2) feather jointers
 One (1) to two (2) to four (4) pound mash hammer

Two (2) traces, carbaloy-tipped
 One (1) four foot (4') level
 One (1) rule or tape
 Two (2) pitches, carbaloy-tipped
 One hundred feet (100') of mason's line

14.502 Article 14.502 of this Agreement contains no provisions.

14.503 An Employee shall not suffer any lost wages as a result of the Employer having made arrangements for the transportation of the Employee's tools to a project, if such tools are subsequently not available to the Employee for any reason as a result of a transportation delay or mishap. Tool transportation costs are the responsibility of the Employer.

14.504 All Employees are guaranteed that while employed on the jobsite, project, or place of business of the Employer, the Employees' tools shall be insured. The insurance shall cover fire, burglary and loss when working over water or such other areas where tools cannot be retrieved, and, in the event of loss, the Employer agrees to replace the tools. When commencing employment, the Employee shall submit to the Employer an inventory of the tools brought onto the project, and such list shall be signed by both the Employee and the Employer. Coverage will commence at the date of the filing of the inventory list with the Employer. The Employee shall ensure that the inventory is current. An affidavit may be requested by the Employer from the Employee claiming the loss. The foregoing conditions regarding inventory have no effect with regard to existing collective agreements that make provision for tool lists.

14.600 Drug and Alcohol Policy

The parties to this Agreement agree to be bound by the decisions of the Policy Administration Committee (PAC) of the Construction Industry of British Columbia Substance Abuse Testing and Treatment Program Policy with respect to the implementation of an Industry Employee and Family Assistance Program (EFAP).

14.700 Lunchroom

14.701 The Employer shall provide a suitable place for Employees to eat lunch, and store tools and clothing, and such structure shall be of sufficient size to fulfill these requirements in relation to the crew size. The structure shall also be heated, contain adequate tables and chairs, and be for the exclusive use of the masonry

crew. Refer also to Article 14.702.

14.702 Article 14.701 shall only apply on projects where the crew size exceeds three (3) Employees and the project duration exceeds two (2) weeks.

14.800 Insurance

The Employer shall protect the value of an Employee's work clothes to a total of three hundred dollars (\$300.00) in case of fire or burglary. Notwithstanding the foregoing, an Employee shall not be entitled to such protection unless such Employee has filed an inventory of clothing with the Employer. The Employer shall supply the required forms and secure the inventory from each Employee. The Employee shall receive a signed copy of the inventory from the Employer. Coverage shall commence at the date of the filing of the inventory with the Employer.

ARTICLE 15.000 - VARIANCE FROM MINIMUM STANDARDS

Pursuant to the May 30, 2013 Mediation/Arbitration Decision issued by Mr. Vince Ready, Mediator/ Arbitrator, unless otherwise agreed upon by the Union and CLR, in writing, an Employee is not entitled to seek a benefit(s) (i.e. anything above and beyond the minimum standards provided for within this Agreement) from an Employer, and an Employer is not entitled to provide such a benefit(s) to an Employee.

ARTICLE 16.000 - GRIEVANCE PROCEDURE

16.100 Definition

A grievance shall be defined as any difference of opinion between the parties to this Agreement concerning its interpretation, application, operation or any alleged violation thereof, including discharge for cause alleged to be unjust by the Union. Such discharge shall not include layoff of Employees for reasons of project efficiency, or reduction of forces on suspension or completion of work.

16.200 Time Limits

16.201 A grievance shall not be entertained by either party unless such grievance has been initiated by the aggrieved party within thirty (30) calendar days of its occurrence.

16.202 Notwithstanding Article 16.201, any grievance arising out of an alleged unjust discharge shall be initiated within fifteen (15) calendar days of its occurrence.

16.203 Notwithstanding Articles 16.201 and 16.202, there shall be no time limit restriction on a grievance initiated in respect of a wage claim.

16.300 Resolution Procedure

All grievances shall be finally and conclusively resolved in accordance with the following

Steps. Related matters shall normally be dealt with during regular working hours.

16.301 Step No. 1

The Job Steward and/or Business Agent shall discuss the grievance with the Foreman and/or the Employer. If such discussion results in a mutually agreed resolution, such resolution shall be final.

16.302 Step No. 2

If the grievance is not resolved in accordance with Step No. 1 within two (2) working days of initiation, the particulars thereof shall be set out in writing by the grieving party and shall be delivered to the other party within five (5) working days of initiation. The two (2) parties shall then discuss the matter forthwith, and if such discussion results in a mutually agreed resolution, such resolution shall be final.

16.303 Step No. 3 - Arbitration Board

If the grievance is not resolved in accordance with Step No. 2 within ten (10) working days of initiation (i.e. an additional five (5) working days from the date of receipt of the written particulars), or such longer time as the parties may mutually agree, then such grievance shall be referred to a three (3) person Arbitration Board as follows.

- (a) The grieving party shall appoint one (1) arbitrator to the Arbitration Board, and shall in turn notify the other party, in writing, of such appointment and the particulars of the grievance.
- (b) The party receiving the notice of appointment shall within five (5) working days also appoint one (1) arbitrator to the Arbitration Board, and shall in turn notify the grieving party of such appointment.
- (c) Each party shall be responsible to immediately notify their appointed arbitrator as to the name of the arbitrator appointed by the other party.
- (d) The (2) two arbitrators appointed in accordance with Step No. 3 (a) and (b), shall select one (1) additional arbitrator to serve as the Arbitration Board Chairperson.
- (e) Such Chairperson shall be selected within three (3) working days, or such longer time as the parties may mutually agree, of the receipt by the grieving party of notice of the arbitrator appointed in accordance with Step No. 3 (b).
- (f) The Arbitration Board shall set a date to hear the arbitration within five (5) working days of appointment of the Chairperson, or such longer time as the Arbitration Board appointees may mutually agree.

- (g) The Arbitration Board shall hear the arbitration and shall make their award within five (5) working days of so doing, or such longer time as the Arbitration Board appointees may mutually agree. Such award shall be made in writing, and shall be delivered to each party.
- (h) The award of the majority of the Arbitration Board shall be final and binding on the parties and shall be carried out forthwith.
- (i) Each party shall pay their own costs and expenses of arbitration, the entire remuneration, expenses, and/or disbursements of their appointed arbitrator, one-half (1/2) of the expenses of the Arbitration Board Chairperson, and one-half (1/2) of any other expenses incurred by the Arbitration Board.

16.304 Step No. 4 - Alternatives to Step No. 3

Notwithstanding Step No. 3, if the grievance is not resolved in accordance with Step No. 2 within ten (10) working days of initiation (i.e. an additional five (5) working days from the date of receipt of the written particulars), or such longer time as the parties may mutually agree, then the parties, at their discretion, may mutually agree that as an alternative to the appointment of an Arbitration Board the grievance shall instead be resolved as follows.

- (a) Appoint a single arbitrator, with all applicable terms and conditions pursuant to an Arbitration Board as provided for in Step No. 3, to apply, and with such single arbitrator to be selected by mutual agreement of the parties.
- (b) If the parties are unable to reach a mutual agreement to proceed in accordance with Step No. 4 (a), within three (3) working days or such longer time as the parties may mutually agree, the parties shall immediately proceed in accordance with Step No. 3.

ARTICLE 17.000 - EXTENT OF AGREEMENT

17.100 Trade Jurisdiction and Scope of Work

17.101 Notwithstanding any/all contrary provisions, this Agreement shall govern work performed on Industrial Construction projects only.

17.102 Notwithstanding Appendix "B", the Scope of Work of the Union shall include such trade jurisdiction as is determined by the Jurisdictional Assignment Plan.

17.200 Geographical Jurisdiction

This Agreement shall be applicable in the province of British Columbia and the Yukon Territories.

17.300 Savings Clause

17.301 If any Article or Section of this Agreement should be held invalid by operation of law or by a tribunal of competent jurisdiction, or if compliance with or enforcement of any Article or Section should be restrained by such tribunal, pending a final determination as to its validity, the remainder of this Agreement or the application of such Article or Section to persons or circumstances other than those as to which it has been held invalid, or as to which compliance with or enforcement of has been restrained, shall not be affected thereby.

17.302 In the event that any Article or Section is held invalid, or enforcement of, or compliance with which has been restrained in accordance with Article 17.301, the parties affected thereby shall enter into immediate collective bargaining negotiations upon the request of the Union for the purpose of arriving at a mutually satisfactory replacement for such Article or Section during the period of invalidity or restraint. If the parties do not agree on a mutually satisfactory replacement, they shall submit the dispute to the Grievance Procedure.

17.400 Enabling

17.401 The Union Business Manager, in conjunction with Employers signatory to this Agreement, may determine, on a "project by project" and/or "blanket enabling" 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 this Agreement for the duration of the project(s).

17.402 Notwithstanding Article 17.401 and/or any/all contrary provisions of this Agreement, joint Industry Funds negotiated between the BCBCBTU and CLR (i.e. Rehabilitation Fund, etc.), and/or individual dues to umbrella organizations, shall not be subject to reduction and/or elimination via enabling without the prior written consent of the BCBCBTU and CLR.

17.500 Registration

A copy of this Agreement shall be filed with the Minister of Labour and with the LRB.

17.600 Independent Agreement

The Union shall not sign a separate collective agreement(s) with any non CLR member(s) which provides for different terms and conditions, in whole or in part, than those which are included within the Bricklayers Standard Industrial Agreement signed by and between the Union and CLR. The foregoing shall only apply to a collective agreement(s) which governs the same scope of work, in whole or in part, which is governed by the Bricklayers Standard Industrial Agreement.

ARTICLE 18.000 - MANAGEMENT RIGHTS AND RESPONSIBILITIES

18.100 Management Rights

The Employer has the right to operate and manage their business in all respects subject only to the limitations expressly stated in this Agreement. Notwithstanding the foregoing, the Employer shall abide by all pertinent federal, provincial and municipal/local government legislation, regulations, bylaws, policies, procedures, etc, including but not limited to, the Canada Revenue Agency, Employment Insurance Act, WorkSafeBC, municipal business licensing bylaws, etc.

18.200 Working Principals, Partners and Shareholders

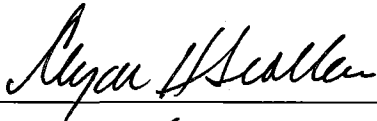
Any/all working principal(s), partner(s) and/or shareholder(s) of an Employer must be a member in good standing of the Union. Notwithstanding the foregoing, only two (2) principals, partners and/or shareholders of an Employer may work with the tools of the trade or act as a Foreman. Any additional principals, partners and/or shareholders of such Employer who perform work in accordance with this Agreement shall be classified as an Employee.

SIGNATURE OF PARTIES

Dated this 28th day of March, 2018.

Signed on behalf of:

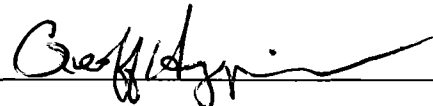
Construction Labour Relations
Association of BC



Dated this 28th day of March, 2018.

Signed on behalf of:

IUBAC Local #2 BC



SCHEDULE "A1"**MINIMUM STRAIGHT TIME HOURLY WAGE RATES
INSIDE LOWER MAINLAND**

Schedule "A1" shall apply to all industrial projects which are located inside the Lower Mainland.

*** INSIDE LOWER MAINLAND**

EMPLOYEE CLASSIFICATION	EFFECTIVE DATE				
	JAN. 8, 2012	MAY 1, 2012	MAY 1, 2013	MAY 1, 2014	MAY 1, 2015
Foreman (115%)	\$43.17	\$44.45	\$45.74	\$47.28	\$48.30
Journeyman	\$37.54	\$38.65	\$39.77	41.11	42.00
A8 (8 th Term) Apprentice (95%)	\$35.66	\$36.72	\$37.78	\$39.05	\$39.90
A7 (7 th Term) Apprentice (90%)	\$33.79	\$34.79	\$35.79	\$37.00	\$37.80
A6 (6 th Term) Apprentice (85%)	\$31.91	\$32.85	\$33.80	\$34.94	\$35.70
A5 (5 th Term) Apprentice (80%)	\$30.03	\$30.92	\$31.82	\$32.89	\$33.60
A4 (4 th Term) Apprentice (75%)	\$28.16	\$28.99	\$29.83	\$30.83	\$31.50
A3 (3 rd Term) Apprentice (65%)	\$24.40	\$25.12	\$25.85	\$26.72	\$27.30
A2 (2 nd Term) Apprentice (60%)	\$22.52	\$23.19	\$23.86	\$24.67	\$25.20
A1 (1 st Term) Apprentice (55%)	\$20.65	\$21.26	\$21.87	\$22.61	\$23.10

* The minimum straight time hourly wage rates in Schedule "A1" do not include the following premiums which may also be applicable.

- > Acid proof and refractory premium of twenty-five cents (\$0.25) per hour.
Refer to Article 3.202 for details regarding the application of this premium.
- > Project Labour Agreement (PLA) premium.
Effective May 1, 2014, a premium of one percent (1%) over and above the otherwise applicable hourly wage rate shall apply for work performed on any project which is governed by a PLA. Contact CLR for details regarding the application of this premium and/or whether a project is governed by a PLA.

SCHEDULE "A2"**MINIMUM STRAIGHT TIME HOURLY WAGE RATES
OUTSIDE LOWER MAINLAND**

Schedule "A2" shall apply to all industrial projects which are located outside the Lower Mainland.

EMPLOYEE CLASSIFICATION	* OUTSIDE LOWER MAINLAND				
	EFFECTIVE DATE				
	JAN. 8, 2012	MAY 1, 2012	MAY 1, 2013	MAY 1, 2014	MAY 1, 2015
Foreman (115%)	\$42.02	\$43.30	\$44.59	\$46.13	\$47.15
Journey person	\$36.54	\$37.65	\$38.77	40.11	41.00
A8 (8 th Term) Apprentice (95%)	\$34.71	\$35.77	\$36.83	\$38.10	\$38.95
A7 (7 th Term) Apprentice (90%)	\$32.89	\$33.89	\$34.89	\$36.10	\$36.90
A6 (6 th Term) Apprentice (85%)	\$31.06	\$32.00	\$32.95	\$34.09	\$34.85
A5 (5 th Term) Apprentice (80%)	\$29.23	\$30.12	\$31.02	\$32.09	\$32.80
A4 (4 th Term) Apprentice (75%)	\$27.41	\$28.24	\$29.08	\$30.08	\$30.75
A3 (3 rd Term) Apprentice (65%)	\$23.75	\$24.47	\$25.20	\$26.07	\$26.65
A2 (2 nd Term) Apprentice (60%)	\$21.92	\$22.59	\$23.26	\$24.07	\$24.60
A1 (1 st Term) Apprentice (55%)	\$20.10	\$20.71	\$21.32	\$22.06	\$22.55

* The minimum straight time hourly wage rates in Schedule "A2" do not include the following premiums which may also be applicable.

- > Acid proof and refractory premium of twenty-five cents (\$0.25) per hour.
Refer to Article 3.202 for details regarding the application of this premium.
- > Project Labour Agreement (PLA) premium.
Effective May 1, 2014, a premium of one percent (1%) over and above the otherwise applicable hourly wage rate shall apply for work performed on any project which is governed by a PLA. Contact CLR for details regarding the application of this premium and/or whether a project is governed by a PLA.

SCHEDULE "B"**EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS
PROVINCE WIDE**

Schedule "B" shall apply to all industrial projects located throughout BC.

PROVINCE WIDE					
* EMPLOYER CONTRIBUTIONS	JAN. 8, 2012	MAR. 1, 2013	MAY 1, 2014	NOV. 1, 2014	MAY 1, 2015
* Bricklayers and Masons Welfare Plan	\$2.50	\$2.50	\$2.75	\$2.75	\$2.75
* Bricklayers and Masons Pension Fund	\$2.75	\$2.75	\$2.75	\$2.75	\$3.00
Bricklayers Joint Labour-Management Training Fund	\$0.40	n/a	n/a	n/a	n/a
MCA of BC Training Fund	n/a	\$0.40	\$0.40	\$0.40	\$0.40
MCA of BC Fund	\$0.60	\$0.60	\$0.60	\$0.60	\$0.60
Contract Administration Fund	\$0.12	\$0.12	\$0.12	\$0.11	\$0.11
Rehabilitation Plan	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02
* Jurisdictional Assignment Plan	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01
BCBCBTU Fund	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01
TOTAL: ST HOURS	\$6.41	\$6.41	\$6.66	\$6.65	\$6.90
1½ x OT HOURS	\$9.04	\$9.04	\$9.42	\$9.41	\$9.78
2 x OT HOURS	\$11.67	\$11.67	\$12.17	\$12.16	\$12.66
* EMPLOYEE DEDUCTIONS (HOURLY)	JAN. 8, 2012	MAR. 1, 2013	MAY 1, 2014	NOV. 1, 2014	MAY 1, 2015
* Bricklayers and Masons Pension Fund	\$2.50	\$2.50	\$2.50	\$2.50	\$2.75
* BCYT Fund	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10
* Coalition of BC Building Trade Unions	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02
* Canadian Building Trades	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01
TOTAL: ST HOURS	\$2.63	\$2.63	\$2.63	\$2.63	\$2.88
1½ x OT HOURS	\$3.945	\$3.945	\$3.945	\$3.945	\$4.32
2 x OT HOURS	\$5.26	\$5.26	\$5.26	\$5.26	\$5.76
EMPLOYEE DEDUCTIONS (UNION DUES)	JAN. 8, 2012	MAR. 1, 2013	MAY 1, 2014	NOV. 1, 2014	MAY 1, 2015
Hourly Field Dues	2.5% of Monetary Package (Monetary Package = Wage Rate + 12% Holiday Pay + Employer Contributions)				
Monthly Counter Dues	\$30.00 per month				

* Employer Contributions and Employee Deductions marked with a * are to be calculated on a "per hours earned" basis. Employer Contributions NOT marked with a * are to be calculated on a "per hour worked" basis.

APPENDIX "A"**DEFINITIONS AND ABBREVIATIONS****PAGE #1 OF 2**

The following definitions and abbreviations shall be applicable to the interpretation of this Agreement.

1. **BCBCBTU**
Bargaining Council of British Columbia Building Trade Unions
2. **BCYT**
British Columbia and Yukon Territory Building and Construction Trades Council
3. **BJLMTF**
Bricklayers Joint Labour-Management Training Fund
4. **Bricklayer**
Any individual who is a member of the Union and/or is otherwise eligible to be employed under the terms of this Agreement.
5. **CLR**
Construction Labour Relations Association of British Columbia
6. **Day**
Unless otherwise specified, one (1) day shall be deemed to mean one (1) full calendar day, and such day shall be deemed to commence at 12:00 midnight.
7. **Employee**
Any individual who is a member of the Union, and/or such other person employed by the Employer under the terms of this Agreement.
8. **Employer**
Any individual, business, partnership, company, corporation, or other similar entity, signatory to this Agreement. Where the term Employer is used within this Agreement, and the context of such usage makes it appropriate and logical to regard this term as a reference to a person, as opposed to a legal entity, then such usage shall be considered to refer to an authorized representative of the Employer.
9. **Gender**
Wherever the words "man", "men", "he" or "his" are utilized in this Agreement they shall be considered to apply equally to both genders (i.e. male and female).
10. **Hours Earned/Hours Worked**
The calculation of Employer Contributions and Employee Deductions on a "per hours earned" basis and/or a "per hours worked" basis shall be governed by the following.

» 1 straight time hour	= 1 hour earned	= 1 hour worked
» 1 time and one-half overtime hour	= 1½ hours earned	= 1 hour worked
» 1 double time overtime hour	= 2 hours earned	= 1 hour worked

APPENDIX "A"**DEFINITIONS AND ABBREVIATIONS****PAGE #2 OF 2****11. Industrial Construction**

Shall include, as examples: (i) manufacturing, (ii) production plants such as pulp mills, (iii) chemical plants, (iv) refineries, including the transmission facilities, (v) meter pumping, (vi) compressor stations, (vii) munitions plants, (viii) mines, (ix) power generating plants, (x) bulk loading terminals, (xi) dams, and (xii) breweries, etc.

12. IUBAC

International Union of Bricklayers and Allied Craftworkers

13. Local Resident

Any Employee who is working on a project that is not defined herein as an out of town project.

14. Lower Mainland

The area of BC inclusive of: Abbotsford, Aldergrove, Anmore, Belcarra, Burnaby, Chilliwack, Coquitlam, Delta, Langley (City and Township), Maple Ridge, Mission, New Westminster, North Vancouver (City and District), Pitt Meadows, Port Coquitlam, Port Moody, Richmond, Surrey, West Vancouver and White Rock.

15. LRB

British Columbia Labour Relations Board

16. MCA of BC

Masonry Contractors Association of BC

17. Out Of Town Project

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.

18. Union

IUBAC Local #2 BC and/or any other such IUBAC Local(s) as may be established whose membership performs work as governed by the terms of this Agreement. Where the term Union is used within this Agreement, and the context of such usage makes it appropriate and logical to regard this term as a reference to a person, as opposed to a legal entity, then such usage shall be considered to refer to an authorized representative of the Union.

19. WorkSafeBC

Workers' Compensation Board of BC

APPENDIX "B"**SCOPE OF WORK AND TRADE JURISDICTION****PAGE #1 OF 3**

The following scope of work represents the Union's work jurisdiction claim. Notwithstanding the foregoing, the Employer agrees to abide by the work jurisdiction as may be determined from time to time by the Umpire of the Jurisdictional Assignment Plan.

1. Brick Masonry

- (a) Bricklaying masonry shall consist of the laying of bricks made from any material in, under or upon any structure or form of work where bricks are used, whether in the ground, or over its surface, or beneath water; in commercial buildings, rolling mills, iron works, blast or smelter furnaces, lime or brick kilns, in mines or fortifications and in all underground work, such as sewers, telegraphs, electric and telephone conduits. All cutting of joints, pointing, cleaning and cutting of brick walls, fireproofing, block-arching, terra cotta cutting and setting, the laying and cutting of all tile plaster, mineral-wool, work blocks and glass masonry, or any substitute for above material, the laying of all pipe sewers or water mains and the filling of all joints on the same when such sewers or conduits are of any vitreous material, burnt clay or cement, or any substitute material used for the above purpose, the cutting, rubbing and grinding of all kinds of brick and the setting of all cut stone trimmings on brick buildings and the preparation and erection of plastic castables, or any refractory materials is Bricklayer's work.
- (b) Cleaning, grouting, pointing and other work necessary to achieve and complete the work under the foregoing category shall be the work of the Bricklayer.

2. Stone Masonry

- (a) Stone masonry shall consist of laying all rip rap, rubble work, with or without mortar, setting all cut stone, marble, slate or stone work (meaning as to stone, any work manufactured from such foreign or domestic products as are specified and used in the interior or on the exterior of buildings by architects and customarily called, "stone" in the trade).
- (b) Cutting all shoddies, broken ashlar, or random ashlar that is roughly dressed upon the beds and joints and range ashlar not over ten (10) inches in height; the dressing of all jambs, corners and ringstones that are roughly dressed upon the beds, joints or reveals and the cutting of a draft upon same for plumbing purposes only; and the cleaning, cutting of joints and pointing of stone work.
- (c) This is to apply to all work on buildings, sewers, bridges, railroads, bulkheads, breakwaters, jetties, playgrounds, parks, landscaping and curbing of other public works and to all kinds of stone, particularly to the product of the locality where the work is being done and the same shall be considered stone masonry.
- (d) Stonemasons shall have the right to use all tools which they consider necessary in the performance of their work. Cleaning, grouting, pointing and other work necessary to achieve and complete the work under the foregoing category shall be the work of the Stonemason.

APPENDIX "B"**SCOPE OF WORK AND TRADE JURISDICTION****PAGE #2 OF 3****3. Artificial Masonry**

- (a) The cutting, setting and pointing of cement blocks and all artificial stone or marble, either interior or exterior when set by the usual custom of the Stonemason and Marble Setter.
- (b) All cement that is used for backing up external walls, the building of party walls, columns, girders, beams, floors, stairs and arches and all material substituted for the clay or natural stone products, shall be controlled by members of the Union., for which the highest rate of wages shall be demanded.
- (c) All artificial masonry, the cutting, setting and pointing of all concrete prefabricated slabs, regardless of dimension size, shall be the work of members of the BAC Local No. 2, BC, for which the regular wage scale in the jurisdiction where the work is performed shall be paid.

4. Marble Masonry

Marble masons jurisdiction claims shall consist of the carving, cutting and setting of all marble, slate, including slate blackboards, stone, albereed, carrara, sanionyx, vitrolite and similar opaque glass, scagliola, marbleithic and all artificial, imitation or cast of whatever thickness or dimension. This shall apply to all interior work such as sanitary, decorative and other purposes inside of buildings, of every description wherever required, including all polish, honed or sand finished; also the cutting and fitting of above materials after same leave mills or shop, as well as all accessories in connection with such work and the laying of all marble tile, slate tile and terrazzo tile.

5. Pointing, Caulking and Cleaning

- (a) Pointing, caulking and cleaning shall consist of the pointing, caulking and cleaning of all types of masonry, caulking of all window frames encased in masonry brick, stone or cement structures, including all grinding and cutting out on such work and all sand blasting, steam cleaning and gunite work.
- (b) The pointing, cleaning and weatherproofing of all building, grain elevators and chimneys built of stone, brick or concrete. It shall include all grinding and cutting out, sand blasting and gunite work on same.

6. Refractory

Refractory and/or corrosion maintenance and repair work shall consist of the removal and replacement of plastic, brick, castables, acid proof materials, ceramic fibre materials, and/or any refractory and/or corrosion materials where it consists as a protective lining on the interior of any/all industrial vessels. The cutting out of, grinding or chipping and/or jack hammering of existing materials, in whole or in part, shall be the work of the Bricklayer.

APPENDIX "B"**SCOPE OF WORK AND TRADE JURISDICTION****PAGE #3 OF 3****7. Scaffolding**

All manufactured tubular or ready-made metal scaffolding must be erected by members of the Union, unless such scaffolding has already been erected for use by other crafts.

8. General

- (a) Only Union members shall perform the unloading, handling, erecting, and final installation of materials coming under the work jurisdiction of the Union, regardless of the type of equipment or machinery necessary to do same. Other than the operator of the equipment, or machinery, same must be manned by a Union member(s) without bar or restriction.
- (b) The following duties shall be performed by a Union member, but not necessarily by a Journeyman.
- All washing down or cleaning of materials erected by Union members.
 - All waterproofing and sealing of masonry materials.
 - All cutting of masons' materials by hand or machine, whether on site or off site (except catalogued shapes).

APPENDIX "C"**WAGE SECURITY BOND****PAGE #1 OF 1****(A) Requirement to Deposit and Maintain**

- (1)** Any Employer who has been signatory to a collective agreement with the Union less than three (3) years shall deposit and maintain with the Union an individual Wage Security Bond for a maximum period of three (3) years, for use in the event such Employer should default on the payment of wages, and/or any Employer Contributions, and/or any Employee Deductions as required under the terms of this Agreement.
- (2)** Such individual Wage Security Bond shall be:
 - (a)** of a type suitable to the Union,
 - (b)** for an amount acceptable to the Union, although such amount shall not exceed twenty five thousand dollars (\$25,000.00),
 - (c)** retained by the Union for use in accordance with (A) (1), and
 - (d)** accompanied by a letter from the Employer authorizing such use by the Union.

(B) Return of Wage Security Bond

- (1)** An Employer's individual Wage Security Bond shall be returned to such Employer not more than three (3) years after such Employer becomes signatory to this Agreement, or such earlier date as may be approved by the Union.
- (2)** Notwithstanding (B) (1), in the event such an Employer ceases business within three (3) years of becoming signatory to this Agreement, the Union shall return such Employer's individual Wage Security Bond immediately upon being so informed, provided the Union is satisfied that the Employer has no outstanding wages, and that all Employer Contributions, and/or Employee Deductions have been remitted as required.
- (3)** Notwithstanding (B) (1) and (B) (2), an Employer's individual Wage Security Bond shall not be returned to such Employer until at least one (1) year after such Employer has become signatory to this Agreement.

APPENDIX "D"**BRICKLAYERS JOINT LABOUR - MANAGEMENT TRAINING FUND****PAGE #1 OF 2**

Note: Effective March 1, 2013, the operation of the Bricklayers Joint Labour-Management Training Fund was terminated in accordance with the parties' December 23, 2011 Letter of Understanding #3 and CLR's subsequent letter to the Union dated January 31, 2013. Prior to such date the following provisions governed the operation of such Fund.

The parties agree to establish an efficient and cost effective Bricklayers Joint Labour-Management Training Fund (BJLMTF), and further agree that such Fund shall at all times remain a jointly administered initiative of the parties.

(A) Appointment of Representatives

- (1) A total of four (4) representatives shall be appointed to the BJLMTF. Two (2) of these representatives shall be appointed at the sole discretion of the Union, and two (2) of these representatives shall be appointed at the sole discretion of CLR.
- (2) Such appointments shall be made, in writing, and shall apply for an indefinite period. Notwithstanding the foregoing, each appointing party reserves the right to alter its appointment(s) at any time, and for any reason, and shall provide written notice to the BJLMTF upon having done so.
- (3) CLR and its appointed representatives on the BJLMTF shall represent all Employers in all BJLMTF related matters.

(B) Responsibilities of the BJLMTF

The representatives shall administer the Employer Contributions to the BJLMTF and shall manage the operations of the BJLMTF in a manner consistent with the following standards.

- (1) All decisions of the BJLMTF shall be made by majority decision of the representatives, and shall at all times be reflective of the joint and equal nature of the BJLMTF administrative structure.
- (2) The BJLMTF shall support and promote bricklayer apprenticeship training programs, bricklayer Journeyperson training and upgrading programs, and/or other appropriate bricklayer training programs which are necessary to develop and maintain a skilled pool of bricklayer craft labour.
- (3) The BJLMTF shall consider any/all relevant matters regarding bricklayer apprenticeship training and/or bricklayer Journeyperson training and/or upgrading which may be brought to the attention of the representatives. The BJLMTF may adopt policies, rules and/ regulations to address such matters, and any/all such policies, rules and regulations which are so adopted shall apply on all matters related thereto.

APPENDIX "D"**BRICKLAYERS JOINT LABOUR - MANAGEMENT TRAINING FUND****PAGE #2 OF 2****(C) Meetings and Authority**

- (1)** The BJLMTF shall meet twice annually, once in the spring and once in the fall, and such meetings shall be governed by Roberts Rules of Order. Written notice of such meetings shall be distributed to all representatives not less than fifteen (15) working days prior to the meeting date. Notwithstanding the foregoing, the parties may mutually agree on a meeting by meeting basis, in writing, to alternative rules and regulations, however any/all such alternative rules and regulations shall apply to one (1) meeting only.
- (2)** The participation of at least two (2) appointed representatives shall be necessary to constitute a quorum at any BJLMTF meeting, and a quorum shall be necessary to conduct business at such meeting.
- (3)** The Union representatives and the Employer representatives of the BJLMTF shall respectively retain equal decision making authority at all times and in all meetings of the BJLMTF, or any subcommittee(s) thereof. To this end, once a quorum has been established at a BJLMTF meeting, the participating Union appointed representatives shall divide two (2) votes amongst themselves and the participating CLR appointed representatives shall divide two (2) votes amongst themselves, regardless of how many Union and CLR representatives are actually participating in such meeting.

(D) Co-Chairs

- (1)** The Union representatives and the Employer representatives shall each select an individual from their respective ranks to act as Co-Chair of the BJLMTF.
- (2)** The Co-Chairs of the BJLMTF shall be the only authorized signing authorities of the Fund. The signature of both Co-Chairs shall be required on all contracts and/or other legal documents, including but not limited to all cheques issued by the BJLMTF.
- (3)** In odd numbered years, the Union Co-Chair shall act as Chair of the BJLMTF and the Employer Co-Chair shall act as Secretary of the BJLMTF. The reverse shall hold true in even numbered years.
- (4)** The Co-Chairs shall jointly schedule BJLMTF meetings. The acting Chair shall chair such meetings, and the acting Secretary shall take minutes at such meetings and shall distribute such minutes to all BJLMTF representatives in a timely manner.

APPENDIX "E"**SCHEDULE OF STATUTORY HOLIDAYS****PAGE #1 OF 3**

The following Schedule of statutory holidays shall be applicable to the interpretation of this Agreement.

1. 2011

<u>Statutory Holiday</u>	<u>Actual Date</u>	<u>Observed Date</u>
New Years' Day	Saturday, Jan. 1 st	Monday, Jan. 3 rd
Heritage Day (3 rd Monday in February)	Monday, Feb. 21 st	Monday, Feb 21 st
Good Friday	Friday, Apr. 22 nd	Friday, Apr. 22 nd
Easter Monday	Monday, Apr. 25 th	Monday, Apr. 25 th
Victoria Day	Monday, May 23 rd	Monday, May 23 rd
Canada Day	Friday, July 1 st	Friday, July 1 st
Friday before BC Day	Friday, July 29 th	Friday, July 29 th
BC Day	Monday, Aug. 1 st	Monday, Aug. 1 st
Friday before Labour Day	Friday, Sept. 2 nd	Friday, Sept. 2 nd
Labour Day	Monday, Sept. 5 th	Monday, Sept. 5 th
Thanksgiving	Monday, Oct. 10 th	Monday, Oct. 10 th
Remembrance Day	Friday, Nov. 11 th	Friday, Nov. 11 th
Christmas Day	Sunday, Dec. 25 th	Tuesday, Dec. 27 th
Boxing Day	Monday, Dec. 26 th	Monday, Dec. 26 th

2. 2012

<u>Statutory Holiday</u>	<u>Actual Date</u>	<u>Observed Date</u>
New Years' Day	Sunday, Jan. 1 st	Monday, Jan. 2 nd
Heritage Day (3 rd Monday in February)	Monday, Feb. 20 th	Monday, Feb 20 th
Good Friday	Friday, Apr. 6 th	Friday, Apr. 6 th
Easter Monday	Monday, Apr. 9 th	Monday, Apr. 9 th
Victoria Day	Monday, May 21 st	Monday, May 21 st
Canada Day	Sunday, July 1 st	Monday, July 2 nd
Friday before BC Day	Friday, Aug. 3 rd	Friday, Aug. 3 rd
BC Day	Monday, Aug. 6 th	Monday, Aug. 6 th
Friday before Labour Day	Friday, Aug. 31 st	Friday, Aug. 31 st
Labour Day	Monday, Sept. 3 rd	Monday, Sept. 3 rd
Thanksgiving	Monday, Oct. 8 th	Monday, Oct. 8 th
Remembrance Day	Sunday, Nov. 11 th	Monday, Nov. 12 th
Christmas Day	Tuesday, Dec. 25 th	Tuesday, Dec. 25 th
Boxing Day	Wednesday, Dec. 26 th	Wednesday, Dec. 26 th

APPENDIX "E"**SCHEDULE OF STATUTORY HOLIDAYS****PAGE #2 OF 3**

The following Schedule of statutory holidays shall be applicable to the interpretation of this Agreement.

3. 2013

<u>Statutory Holiday</u>	<u>Actual Date</u>	<u>Observed Date</u>
New Years' Day	Tuesday, Jan. 1 st	Tuesday, Jan. 1 st
Family Day	Monday, Feb. 11 th	Monday, Feb 11 th
Good Friday	Friday, Mar. 29 th	Friday, Mar. 29 th
Easter Monday	Monday, Apr. 1 st	Monday, Apr. 1 st
Victoria Day	Monday, May 20 th	Monday, May 20 th
Canada Day	Monday, July 1 st	Monday, July 1 st
Friday before BC Day	Friday, Aug. 2 nd	Friday, Aug. 2 nd
BC Day	Monday, Aug. 5 th	Monday, Aug. 5 th
Friday before Labour Day	Friday, Aug. 30 th	Friday, Aug. 30 th
Labour Day	Monday, Sept. 2 nd	Monday, Sept. 2 nd
Thanksgiving	Monday, Oct. 14 th	Monday, Oct. 14 th
Remembrance Day	Monday, Nov. 11 th	Monday, Nov. 11 th
Christmas Day	Wednesday, Dec. 25 th	Wednesday, Dec. 25 th
Boxing Day	Thursday, Dec. 26 th	Thursday, Dec. 26 th

4. 2014

<u>Statutory Holiday</u>	<u>Actual Date</u>	<u>Observed Date</u>
New Years' Day	Wednesday, Jan. 1 st	Wednesday, Jan. 1 st
Family Day	Monday, Feb. 10 th	Monday, Feb 10 th
Good Friday	Friday, Apr. 18 th	Friday, Apr. 18 th
Easter Monday	Monday, Apr. 21 st	Monday, Apr. 21 st
Victoria Day	Monday, May 19 th	Monday, May 19 th
Canada Day	Tuesday, July 1 st	Tuesday, July 1 st
Friday before BC Day	Friday, Aug. 1 st	Friday, Aug. 1 st
BC Day	Monday, Aug. 4 th	Monday, Aug. 4 th
Friday before Labour Day	Friday, Aug. 29 th	Friday, Aug. 29 th
Labour Day	Monday, Sept. 1 st	Monday, Sept. 1 st
Thanksgiving	Monday, Oct. 13 th	Monday, Oct. 13 th
Remembrance Day	Tuesday, Nov. 11 th	Tuesday, Nov. 11 th
Christmas Day	Thursday, Dec. 25 th	Thursday, Dec. 25 th
Boxing Day	Friday, Dec. 26 th	Friday, Dec. 26 th

APPENDIX "E"**SCHEDULE OF STATUTORY HOLIDAYS****PAGE #3 OF 3**

The following Schedule of statutory holidays shall be applicable to the interpretation of this Agreement.

5. 2015

<u>Statutory Holiday</u>	<u>Actual Date</u>	<u>Observed Date</u>
New Years' Day	Thursday, Jan. 1 st	Thursday, Jan. 1 st
Family Day	Monday, Feb. 9 th	Monday, Feb 9 th
Good Friday	Friday, Apr. 3 rd	Friday, Apr. 3 rd
Easter Monday	Monday, Apr. 6 th	Monday, Apr. 6 th
Victoria Day	Monday, May 18 th	Monday, May 18 th
Canada Day	Wednesday, July 1 st	Wednesday, July 1 st
Friday before BC Day	Friday, July 31 st	Friday, July 31 st
BC Day	Monday, Aug. 3 rd	Monday, Aug. 3 rd
Friday before Labour Day	Friday, Sept. 4 th	Friday, Sept. 4 th
Labour Day	Monday, Sept. 7 th	Monday, Sept. 7 th
Thanksgiving Day	Monday, Oct. 12 th	Monday, Oct. 12 th
Remembrance Day	Wednesday, Nov. 11 th	Wednesday, Nov. 11 th
Christmas Day	Friday, Dec. 25 th	Friday, Dec. 25 th
Boxing Day	Saturday, Dec. 26 th	Monday, Dec. 28 th

6. 2016

<u>Statutory Holiday</u>	<u>Actual Date</u>	<u>Observed Date</u>
New Years' Day	Friday, Jan. 1 st	Friday, Jan. 1 st
Family Day	Monday, Feb. 8 th	Monday, Feb 8 th
Good Friday	Friday, Mar. 25 th	Friday, Mar. 25 th
Easter Monday	Monday, Mar. 28 th	Monday, Mar. 28 th
Victoria Day	Monday, May 23 rd	Monday, May 23 rd
Canada Day	Friday, July 1 st	Friday, July 1 st
Friday before BC Day	Friday, July 29 th	Friday, July 29 th
BC Day	Monday, Aug. 1 st	Monday, Aug. 1 st
Friday before Labour Day	Friday, Sept. 2 nd	Friday, Sept. 2 nd
Labour Day	Monday, Sept. 5 th	Monday, Sept. 5 th
Thanksgiving Day	Monday, Oct. 10 th	Monday, Oct. 10 th
Remembrance Day	Friday, Nov. 11 th	Friday, Nov. 11 th
Christmas Day	Sunday, Dec. 25 th	Monday, Dec. 26 th
Boxing Day	Monday, Dec. 26 th	Tuesday, Dec. 27 th

APPENDIX "F"**LIST OF SIGNATORY EMPLOYERS****PAGE #1 OF 1**

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 April 02, 2015, the following employers have authorized CLR to bargain a renewal Bricklayers Standard Industrial Agreement with IUBAC Local #2 BC and to sign such Agreement on their behalf.

1. Alliance Refractories Ltd.
2. Alstom Power & Transport Canada Inc.
3. Babcock & Wilcox Industries Ltd.
4. Brasco International Inc.
5. Canadian Stebbins Engineering & Manufacturing Co. Ltd.
6. CIMS Limited Partnership
7. Clayburn Services Ltd.
8. Commonwealth Construction Canada Ltd.
9. Huron Developments (1990) Ltd.
10. Jacobs Industrial Services Ltd.
11. LML Industrial Contractors Ltd.
12. Mahovlich Stone Masonry Ltd.
13. RHI Canada Inc.
14. Technical Acid Construction - T.A.C. West Ltd.
15. Thorpe Canada Corporation
16. TVE Industrial Services Ltd.
17. Western Refractory Services Limited
18. Zettl Masonry Ltd.