

BRICKLAYERS STANDARD COMMERCIAL/INSTITUTIONAL AGREEMENT

By and Between:

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

(the "Union")

And:

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

* (On its own behalf, and on behalf of its member Employers who have authorized the Association to execute this document and those members added from time to time by notice given to the BCBCBTU.)

* Pursuant to the August 09, 2016 Letter of Agreement By and Between the BCBCBTU and CLR.

(the "Employer")

(collectively, the "Parties")

May 01, 2016 to April 30, 2019

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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 for the period from and including May 1, 2016, to and including April 30, 2019, and from year to year thereafter subject to the right of either party to this Agreement, within four (4) months immediately preceding the date of expiry of this Agreement, which is April 30, 2019, or immediately preceding the last day of April in any year thereafter, by written notice to require the other party to the Agreement to commence collective bargaining.
- 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 50(3) of the *Labour Relations Code* is hereby excluded in accordance with Section 50(4) of the *Labour Relations Code*.

ARTICLE 3.000 – WAGES AND PREMIUMS

3.100 Wages

- 3.101** The schedule of minimum straight time hourly wage rates provided for within Schedule "A" shall apply to all projects governed by this Agreement. Wages shall be paid at the end of shift, at least every two (2) weeks. Payment of wages may be made by cheque or electronic deposit. Cheque statements may be provided electronically via secure internet/email.
- 3.102** In the event the Employer is unable to pay all monies which are owing to an employee at the time of termination of employment, such monies shall be paid as quickly as reasonably possible thereafter but in no event later than seven (7) calendar days or in conjunction with the Employer's next regularly scheduled payroll, whichever comes first.
- 3.103** Notwithstanding any/all contrary provisions contained within this Agreement, the Parties clarify that all payroll shall be processed in a manner consistent with CRA regulations.
- 3.104** 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 Monetary Package

- 3.201** The following monetary package increases shall apply. The monetary package shall consist of wages, plus annual vacation and statutory holiday pay, plus Employer contribution to Union Benefit Plan, plus Employer contribution to Union Pension Plan. The Union retains the right to distribute such increases, at its discretion, between the above listed components of the monetary package only.

3.202 The portion of each increase which the Union allocates to the wages component of the monetary package shall be added to the Journeyman classification and all other classifications shall be recalculated thereafter in accordance with each respective corresponding percentage (i.e. FM @ 115%, A5 Apprentice @ 80%, etc.). As a result, the total monetary package increase for a Journeyman shall be equal to the agreed upon increase, although the total monetary package increase for other employee classifications may ultimately total a greater or lesser amount, depending upon the Union's final allocation.

Schedules "A" and "B"

Effective May 1, 2017	\$0.25 per hour
Effective May 1, 2018	\$0.25 per hour
Effective April 1, 2019	wage re-opener

3.300 Wage Re-opener

The Parties shall meet no less than four (4) months prior to the effective date of the wage re-opener. However, if the Parties are unable to mutually agree on the outcome of the wage re-opener the matter shall be referred to binding interest arbitration.

The Parties agree that Mr. Vince Ready shall be the interest Arbitrator. However, in the event that Mr. Ready has retired or is not healthy enough to perform the duties of the interest Arbitrator, the Parties agree that Mr. Stan Lanyon shall be the interest Arbitrator.

Notwithstanding any contrary interpretation of the foregoing, the interest Arbitrator shall not have the right to reduce the monetary package of the Union. The outcome of the wage re-opener shall be determined sufficiently prior to the effective date of the wage re-opener so as to allow Employers to adjust payrolls in a timely manner.

3.400 Height Pay Premium

Any Employee who is required to work any portion of a shift on hanging scaffolds at a height of more than fifty (50) feet from the ground on the exterior of a structure or vessel, or more than fifty (50) feet from the floor or bottom in the interior of a structure or vessel, shall be paid a premium of twenty five cents (\$0.25) per hour worked above such Employee's otherwise applicable straight time hourly wage rate for the entire shift. Notwithstanding the foregoing, such premium shall not apply to full width suspended scaffolds with proper guard rails.

ARTICLE 4.000 – EMPLOYEE CLASSIFICATIONS

4.100 Foremen

4.101 If an Employer employs six (6) or more Employees on a project, such Employer shall designate one (1) of the Employees to act as an "A" Foreman. The minimum straight time hourly wage rate for an "A" Foreman shall be 115% of the applicable Journeyman with TQ minimum straight time hourly wage rate on the project.

4.102 If an Employer employs three (3) or more Employees on a project, such Employer shall designate one (1) of the Employees to act as a "B" Foreman. A "B" Foreman shall receive a premium of one dollar (\$1.00) per hour over and above the applicable Journeyman with TQ minimum straight time hourly wage rate on the project.

4.200 Journeypersons**4.201 Journeyperson with TQ**

Notwithstanding any/all contrary provisions of this Agreement, a Journeyperson with TQ shall be defined as any member of the Union as of August 14, 2006 who has a valid Bricklayer TQ Certificate and/or any member of the Union who has successfully completed the Bricklayers Red Seal Program.

4.202 New Journeyperson

A New Journeyperson shall be defined as any journeyperson who was not a member of the Union as of August 14, 2006. Notwithstanding the foregoing, any member of the Union who has successfully completed the Bricklayers Red Seal Program shall be classified as a Journeyperson with TQ.

(a) Monetary Package

The minimum straight time hourly wage rate for a New Journeyperson shall be eighty-five percent (85%) of the applicable Journeyperson with TQ minimum straight time hourly wage rate on the project. The Employer contribution to the Bricklayers and Masons Welfare Plan, the Employer contribution to the Bricklayers and Masons Pension Fund, and the Employee deduction for the Bricklayers and Masons Pension Fund shall not be required on behalf of a New Journeyperson during the first thirty (30) days of employment. All other Employer contributions and Employee deductions shall apply.

(b) Identification

The Union shall supply CLR with a list of all individuals who were Union members as of August 14, 2006. Such list shall be provided no later than June 30, 2009. The Union shall also cooperate with Employers to ensure that the proper classification status of an Employee is made known at time of hire and/or dispatch.

4.203 Journeyperson without TQ

A Journeyperson without TQ shall be defined as any journeyperson who was a member of the Union as of August 14, 2006 and does not have a valid Bricklayer TQ Certificate.

(a) Monetary Package

The minimum straight time hourly wage rate for a Journeyperson without TQ shall be eighty-five percent (85%) of the applicable Journeyperson with TQ minimum straight time hourly wage rate on the project. All Employer contributions and Employee deductions shall apply.

(b) Exemptions

The Union, on behalf of a Journeyperson without TQ who believes an appropriate and justifiable reason exists for their not having a valid Bricklayer TQ Certificate, may at any time make application to the Union and the MCA of BC for such individual to be exempt from Article 4.203. The conditions and guidelines provided within Articles 7.303 and 7.304 of the Tilersetters Standard ICI Agreement (May 1, 2000 to April 30, 2004) shall apply to the exemption review process, and the Union and the MCA of BC shall substitute for the Tilersetters Joint Advisory Committee in such process.

4.300 Improvers**4.301 Monetary Package**

The minimum straight time hourly wage rate for an Improver shall be eighty-five percent (85%) of the applicable Journeyman with TQ minimum straight time hourly wage rate on the project. All Employer contributions and Employee deductions shall apply.

4.302 Scope of Work

- (a) Improvers shall assist Journeymen with TQ, New Journeymen and/or Journeymen without TQ with the performance of their duties.
- (b) Improvers shall perform the handling or movement of all equipment and allied materials.
- (c) If a Journeyman with TQ, New Journeyman and/or Journeyman without TQ requests an Improver to clean tools, such cleaning shall be done during scheduled working hours prior to the end of shift.
- (d) The handling or movement of all masonry materials shall be performed by a member of the Union, regardless of whether or not there is an Improver working on the project.

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 Union and the MCA of BC 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 with TQ 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. Notwithstanding the foregoing, the applicable Employer Pension Plan contributions and Employee Pension Plan deductions do vary according to the term of apprenticeship. Employer Pension contributions and Employee deductions are not required for A1 (1st term) and A2 (2nd term) Apprentices. Pension contributions on behalf of all other Apprentice classifications shall be pro-rated based on their applicable percentage. Refer to Schedules "B" for details.

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 (4th Term) Apprentice (75%) A8 (8th 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 Journeyman with TQ.
- (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/her 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 Journeyman 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) Journeyman (inclusive of Journeymen with TQ, New Journeymen and/or Journeymen without TQ) 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.

4.600 Pre-Apprentices

The parties have agreed to establish a Pre-Apprentice classification within this Agreement for work on all Commercial/Institutional projects. The parties have further agreed that the following provisions shall be those which apply to such classification. Such provisions shall govern all conditions of work for a Pre-Apprentice. No other restrictions shall apply.

4.601 Monetary Package

- (a) The minimum straight time hourly wage rate for a Pre-Apprentice shall be the minimum wage established by the Provincial Government in B.C.. All Employer contributions and Employee deductions shall apply, except as otherwise provided below.
 - (i) Neither the Employer contribution to the Bricklayers and Masons Pension Fund nor the Employee deduction for the Bricklayers and Masons Pension Fund shall be required on behalf of a Pre-Apprentice.
 - (ii) A Pre-Apprentice shall not be eligible to participate in the Bricklayers and Masons Welfare Plan until six (6) months after date of hire. During this period, the Employer contribution to the Bricklayers and Masons Welfare Plan shall not be required on behalf of a Pre-Apprentice.

4.602 Advancement

A Pre-Apprentice may advance to the classification of an Apprentice, or alternatively to the classification of an Improver, upon the recommendation of the Union and the Employer.

4.603 Union Membership

A Pre-Apprentice shall become a Union member upon hire, and the Union shall charge a Pre-Apprentice no more than one hundred dollars (\$100.00) as a Union membership fee.

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 11.300, 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

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" attached hereto.

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" attached hereto. The Employer shall annually issue to each Employee, on his T-4 slip, a statement of contributions made to the Pension Fund on behalf of such Employee.

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" attached hereto

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 also 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 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** 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.
- 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/her job or be discriminated against for so acting.

ARTICLE 8.000 – INDUSTRY FUNDS

8.100 Union Related Funds

The Employer shall deduct the amounts stipulated in schedules "B" for each hour worked from each employee's pay cheque and shall remit such deductions to the following Union related funds in the manner set forth in Article 5.000 (BCYT Fund , Coalition of BC Building Trade Unions , and Canadian Building Trades). Effective thirty (30) calendar days following receipt by CLR of written notice from the Union, the Union may redirect the existing Coalition of BC Building Trades employee deduction to SkillPlan, in which case all related language and Schedules shall be adjusted accordingly.

8.200 MCA of BC Fund

- 8.201** Effective the date of implementation, the Employer shall contribute the amounts stipulated in schedules "B" for each 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.
- 8.202** Effective the date of implementation, the Employer shall contribute the amounts stipulated in schedules "B" for each hour worked to the MCA of BC Training Fund in the manner set forth in Article 5.000. A lump sum monthly contribution shall no longer be required.
- 8.203** Notwithstanding Article 8.201 and 8.202, the MCA of BC may alter such contribution amount(s) 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 and/or MCA of BC Training 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 the amounts stipulated in schedules "B" for each hour worked, inclusive of GST, to the Contract Administration Fund in the manner set forth in Article 5.000. 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 BCBCBTU FUND

The Employer shall contribute the amounts stipulated in schedules "B" for each 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*.

8.500 Rehabilitation Plan

The Employer shall contribute the amounts stipulated in schedules "B" for each hour worked to the BC Construction Industry Rehabilitation Plan in the manner set forth in Article 5.000.

8.600 Construction Industry of BC Substance Abuse Testing and Treatment Program (D&A Policy)

Effective November 26, 2017 the Employer shall contribute the amounts set out in schedules "B" for each hour worked to the D&A Policy in the manner set forth in Article 5.000.

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).

8.700 Jurisdictional Assignment Plan

8.701 Employer Contribution

The Employer shall contribute the amounts set out in schedules "B" for each hour worked to Jurisdictional Assignment Plan in the manner set forth in Article 5.000.

8.702 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) The starting and stopping time on a project may be varied by a maximum of one (1) hour earlier or later than the otherwise required start time of the shift at the Employer's discretion. Notwithstanding the foregoing, the starting and stopping time on a project may be varied by a maximum of two (2) hours earlier or later than the otherwise required start time of the shift upon mutual agreement of the Employer and the majority of IUBAC members employed on such project.
- (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) hours notice of termination of employment, or one hours 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 meal 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 Shift Premiums

The Employer may schedule an afternoon and/or night shift if/as required. It shall not be necessary for there to be a day shift in order for there to be an afternoon shift and/or a night shift. Nor shall it be necessary to maintain an afternoon shift and/or night shift for consecutive days in order to constitute such a shift.

The Employer shall pay a shift premium over and above the otherwise applicable minimum straight time hourly wage rate to any employee who is employed on an afternoon or night shift. Such shift premium shall be paid on straight time hours only in accordance with the following schedule. Second and subsequent meal breaks shall not be considered as hours worked.

Overtime on afternoon and night shifts shall be payable for all hours of work performed in excess of eight (8) hours per shift.

Day Shift No shift premium.

Afternoon Shift The applicable minimum straight time hourly wage rate shall be increased by eight percent (8%) for each hour worked on any shift which commences at any time after 10:00 a.m. but on or before 8:30 p.m.

Night Shift The applicable minimum straight time hourly wage rate shall be increased by seventeen percent (17%) for each hour worked on any shift which commences at any time after 8:30 p.m. but on or before 1:00 a.m.

- 9.104** Any work hours under the forty (40) hour weekly maximum missed during the regular work week may be made up on a Saturday at straight time upon mutual agreement between

the employee(s) and Employer. Notwithstanding the foregoing, any employee being asked to work on a Saturday at straight time shall have the right to have a Union representative participate during all discussions with the Employer regarding such matter. When all employees on the crew are sent home on the same day, they shall be provided the same opportunity to work Saturday at straight time, although each employee shall retain the right to decline such opportunity.

9.200 Compressed Work Week

A compressed work week may be established by the Employer. The terms and conditions of such compressed work week shall be as follows and shall supercede any/all contrary provisions of the Agreement.

9.201 Hours of Work

- (a) Ten (10) straight time hours (7:30 a.m. to 6:00 p.m., 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 (6:00 p.m. to 4:30 a.m., 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) The first eight (8) hours of overtime worked on a Saturday shall be payable at one and one-half (1½) times the otherwise applicable minimum straight time hourly wage rate.
- (c) All other overtime hours, including all hours worked in excess of ten (10) hours per day, all hours worked in excess of eight (8) hours on a Saturday, and all hours worked on Sundays and statutory holidays, shall be payable at two (2) times the otherwise applicable minimum straight time hourly wage rate.

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 Inclement Weather Reporting Time

9.301 If 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 a twenty five dollar (\$25.00) gas allowance providing said Employee remains at the shop or project site for a minimum of one (1) hour, or such lesser time as may be required by the Employer, after the designated starting time.

9.302 Notwithstanding Article 9.301, no gas allowance shall be paid to an Employee who has been notified by the Employer not to report for work, providing such notification was provided not less than two (2) hours prior to the designated starting time.

9.303 An Employee shall not receive any additional reporting pay.

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)
 - (i) The first eight (8) hours of overtime on Saturdays shall be paid at one and one-half (1½) times the otherwise applicable minimum straight time hourly wage rate.
 - (ii) All other overtime, and all overtime on 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 (½) 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 Employees.

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 four percent (4%) shall be combined in an amount equal to ten percent (10%). 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 ten percent (10%) 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

10.301 The following statutory holidays shall apply to work performed in accordance with this Agreement:

New Year's Day, Family Day, 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 or Provincial Government(s). Refer also to Article 10.303.

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.

10.303 Notwithstanding Article 10.301, the Friday preceding Labour Day may be floated, and the day therefore worked at straight time rates, with an alternate day scheduled to be taken off as mutually agreed between the Employer and the Employee.

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

- (a) All Employees must be a member of the Union. Any Employee cleared through the Union and working on a temporary basis shall be laid off when a Union member(s) is available or when economically possible.
- (b) Notwithstanding Article 11.102 (a), in the event competent and acceptable Union members are not available for dispatch, the Employer shall have the right to employ such other workers as the Employer wishes. Such workers shall receive a clearance from the Union prior to commencing work, and such clearance shall not be unreasonably withheld.

11.103 Layoff

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

11.104 Productivity

The Union acknowledges that a qualified and competent labour force, capable of performing at a satisfactory level of productivity, is required by the Employer in order to compete successfully against other contractors engaged in the masonry industry who are operating in the open shop sector. The Union further acknowledges that all Employees are expected to perform at a level of productivity satisfactory to their Employer. As a result, the Union shall ensure that a qualified, competent, and productive labour force is readily available to all signatory Employers, and shall work with such Employers via the MCA of BC to increase the overall skills and productivity of Union members. Refer also to Article 15.000.

11.200 Leaves of Absences

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.

11.300 Withdrawal of Labour

11.301 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 any Employee employed by the Employer who is in contravention of Article 11.102.

11.302 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.

11.303 Notwithstanding any/all contrary provisions of this Agreement, the Employer retains the unfettered right to work on any project on which non-Union and/or non Building Trade Union workers are employed by an Employer(s) who is/are not signatory to this Agreement.

11.304 Refer also to Article 5.104.

11.400 Sub-Contracting

The Union shall not restrict/limit, in any way or for any reason, an Employer's right to contract for work on a project and to complete such work. The foregoing shall apply regardless of the union affiliation, or lack thereof, of any individual who may also be working on such project, and/or the work such individual(s) may be performing.

The Employer may contract out work where the Employer:

- > cannot perform the work in a manner that is competitive in terms of cost, or quality, or within required time limits, or
- > the prime contract requires the contractor to accept the lowest qualified tender price for any/all subcontracted work.

No Employer shall subcontract work which is within the work jurisdiction of the Bricklayer:

- > on any Concert Properties project(s), and/or
- > to any contractor unless such contractor has both a valid CRA business number and is duly registered with WSBC.

In order to provide a measure of protection and to address the Union's legitimate concern regarding the potential impact of this provision, the Parties agree that a monitoring or review mechanism should be put in place. To that end, Mr. Vince Ready will retain jurisdiction to monitor the effect of this provision and to review the situation prior to the end of this collective agreement. Mr. Ready to determine the nature of that process and retain the jurisdiction to take any necessary or appropriate steps which the circumstances may require.

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

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 Commercial/Institutional Projects

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).

Option #2 The Employer shall provide the Employee with a single room plus a daily meal allowance.

The amount of the daily lump sum LOA and daily meal allowance shall be as mutually agreed by the Union and the Employer on a "project by project" basis, or, at the Employer's sole discretion, shall be as per the standard which applies to Industrial Construction projects.

12.202 Industrial Construction Projects

(a) 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 twenty-five dollars (\$125.00). Effective June 26, 2016 this amount shall be increased to one hundred thirty-five dollars (\$135.00). Effective May 1, 2017, this amount shall be increased to one hundred forty dollars (\$140.00). Effective May 1, 2018, this amount shall be increased to one hundred forty-five dollars (\$145.00). Effective April 30, 2019, this amount shall be increased to one hundred fifty dollars (\$150.00).

Option #2 The Employer shall provide the employee with a single room plus sixty-two dollars and fifty cents (\$62.50) daily meal allowance. Effective May 1, 2018, this amount shall be increased to sixty-five dollars (\$65.00).

If the Employer provided room is more than forty (40) road kilometres from the project, a daily travel allowance of fifty-four cents (\$0.54) per road kilometre shall be paid each way to/from the forty (40) road kilometre boundary. Refer also to Article 12.400.

(b) Camp Accommodation

- (i) 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.
- (ii) 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.

(c) Weekend Checkout

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 twenty dollars (\$20.00) per day.

- (i) The Employee must turn in his meal ticket or sign a checkout in advance.
- (ii) 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.

(d) 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 out of town projects of over fifty (50) calendar days duration, a periodic leave shall be made available to Employees every forty (40) calendar days.

(b) Effective the date of implementation, 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. The mileage shall be computed from the project to the employee's place of residence.

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

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 place of departure. 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 domicile, 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 Increases to Travel Allowance

Notwithstanding any/all contrary provisions of this Agreement, the amount payable per road kilometre as an initial and terminal travel allowance and as a daily travel allowance shall be subject to annual adjustments throughout the duration of this Agreement. As a result, the effective "per road kilometre" amount which shall be payable as an initial and terminal travel allowance and as a daily travel allowance 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.

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 13.400 shall be paid to any Employee who resides within the Lower Mainland and uses his/her own vehicle to travel from his/her 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/her own vehicle to travel from his/her 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 13.400

13.400 Notwithstanding any/all contrary provisions of this Agreement, the daily travel allowance per road kilometre shall be subject to annual adjustments throughout the duration of this Agreement. As a result, the effective "per road kilometre" amount which shall be payable pursuant to Articles 13.200 and 13.300 shall be the maximum allowable tax-free rate for mileage expense reimbursement as published annually by the Canada Revenue Agency.

13.500 No Employee shall be permitted to use his/her 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/Discrimination

The Union and the Employer recognize the right of all persons to work in an environment free from harassment. The Parties agree that discrimination under the prohibited grounds of the BC Human Rights Code shall not be tolerated within the open and inclusive craft building trades construction industry.

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 discipline, up to and including 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

14.401 All equipment, tools and material must conform and be utilized in conformity with applicable Provincial and/or Federal regulations, acts and laws. In addition, Employer safety rules and regulations shall be complied with provided they are not inconsistent with the foregoing.

- 14.402 (a)** 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.
- (b)** Refusal of an Employee to abide by WorkSafeBC Regulations may be considered cause for dismissal.
- (c)** The Union shall give thorough instructions to its members in all standard safety precautions.

14.403 Notwithstanding Articles 14.401 and 14.402, the following provisions shall apply to all Employees, whether such Employees are initially reporting for work or are currently employed on a project:

(a) Certifications:

Employees shall be responsible for ensuring they possess all required certifications (e.g. Workplace Hazardous Materials Information System training, Record of Hearing Test, etc.) and that such certifications are valid. Proof of such certifications shall be provided to the Employer upon request.

(b) Personal Protective Equipment:

Employees shall be responsible for personally providing and utilizing the following, as required under regulations imposed by the WorkSafeBC, and/or any other such body (i.e. Federal, Provincial, or Municipal Governments, etc.), having the authority to enact same:

- (i)** clothing suitable for protection against the natural elements to which they may be exposed, and
- (ii)** all such personal protective equipment generally regarded as being the responsibility of the Employee. Such personal protective equipment shall include, but not be limited to, Canadian Standards Association (CSA) approved: gloves, safety headgear, and steel toed safety footwear complete with above ankle support.

- (iii) The Employer shall be responsible for supplying appropriate gloves and protective clothing to Employees working with epoxy.
- (iv) The Employer shall be responsible for supplying proper protective gear to Employees working with toxic and dangerous materials and tools.
- (v) 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 The Employer shall be permitted to refuse work to any Employee who does not fulfil such provisions as stipulated in Article 14.403. If an Employee is refused work in accordance with the foregoing, the Employer shall be required to pay such Employee only for actual time worked, if any.

14.405 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.

14.406 The Safety Training and Advocacy Committee is continued and shall make recommendations to the Parties, who shall jointly consider the Committee's mutually agreed recommendations, if any.

14.500 Tools

14.501 All Employees with the exception of Pre-Apprentices 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) tuck pointer |
| One (1) bolster or brick set | One (1) brick hammer |
| One hundred feet (100') of mason's line | Line Pins |
| One (1) tool bag or box | |

Stonemasons shall be required to supply the following:

- | | |
|--------------------------|--|
| One (1) trowel | Two (2) traces, carbaloy-tipped |
| One (1) pointing trowel | One (1) four foot (4') level |
| Two (2) points | One (1) to two (2) to four (4) pound mash hammer |
| One (1) tool bag or box | Two (2) pitches, carbaloy-tipped |
| Two (2) feather jointers | One hundred feet (100') of mason's line |
| One (1) rule or tape | |

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 Lunchroom

14.601 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.

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

14.700 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 – PRODUCTIVITY

The parties signatory to this Agreement recognize that in the interest of preserving and expanding employment opportunities they have a mutual obligation to consider steps to maintain a standard of productivity in order that the masonry industry can pay the wages and fringe benefits stipulated under the terms of this Agreement. To further this objective, the MCA of BC may institute a sub-committee consisting of an equal number of Employer representatives and Union representatives to make recommendations for the improvement of productivity. Such recommendations may include, but shall not be limited to conducting classes, seminars, and/or clinics, regarding new installation procedures.

ARTICLE 16.000 – GRIEVANCE PROCEDURE

16.100 Definition

16.101 (a) A grievance shall be defined as any "difference" between the parties to this Agreement with respect to its interpretation application, operation or any alleged violation thereof, including discharge for cause alleged to be unjust by the Union. Discharge shall not include layoff of employees for reason of project efficiency or reduction of forces on suspension or completion of work.

- (b) The party initiating a grievance shall be referred to herein as the aggrieved party. The other party to a grievance shall be referred to as the responding party.

16.102 The two (2) parties to any formal grievance shall be the two (2) parties signatory to this Agreement, namely the Union and CLR (acting on its own behalf and/or on behalf of its respective signatory member Employer(s)).

16.200 Time Limits

16.201 In order to initiate a formal grievance, the aggrieved party must provide written notification to the responding party within thirty (30) calendar days of the date on which the underlying "difference" is alleged to have occurred. Such notification shall include all relevant particulars of the formal grievance and all relevant and reliance documentation. The parties expressly agree that a formal grievance shall not be deemed to have been initiated unless/until the responding party has actually received a copy of the required written notification from the aggrieved party. All time limits shall be strictly enforced.

16.202 Notwithstanding Article 16.201, in the event of an alleged error on a pay cheque, such "difference" shall be deemed to have occurred on the date the pay cheque stub was received by the aggrieved employee(s). Likewise, in the event of an alleged error on the Employer's monthly remittance report, such "difference" shall be deemed to have occurred on the date the remittance report was received by the Union.

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 Step 1 (Informal Resolution)

Once a formal grievance has been initiated, the parties shall make a concerted good faith effort to work out a mutually agreeable resolution. . Notwithstanding the foregoing, unless otherwise mutually agreed by the parties in writing, the aggrieved party shall be deemed to have abandoned the formal grievance in the event notice of referral to the Arbitrator (in accordance with Article 16.400) has not been received by the responding party within sixty (60) calendar days of the date on which the underlying "difference" is alleged to have occurred. Refer to Article 16.202 for clarification on the interpretation of "occurred"

16.400 Step 2 (Formal Resolution)

The parties expressly agree that the Step 2 is an integral component of the Grievance Procedure in accordance with this Agreement.

If the Parties are unable to resolve a dispute within ten (10) working days of a formal grievance being filed, then the dispute shall be referred to a three-person arbitration panel. One panel representative shall be appointed by the Employer, and one panel representative shall be appointed by the Union, and the Panel Chair shall be one of the following three preselected Arbitrators: Mr. Stan Lanyon, Mr. Vince Ready and Mr. Ken Saunders. All appointments shall be made within five (5) working days of the dispute being referred to the

panel, and the Parties shall use whichever pre-selected Arbitrator is available first. Such process shall apply on all unresolved disputes.

- 16.401** The Panel shall meet with the parties and shall attempt to facilitate a mutually agreeable resolution.
- 16.402** (a) In the event the Panel is unable to facilitate a mutually agreeable resolution in accordance with Article 16.401/ each party shall be required to submit a proposed determination/award, in writing/ to the Panel. The Panel Chair shall determine their own procedure/ including timing/ for such submissions. Upon receipt of both proposed determinations/awards/ the Panel shall provide a copy to each party.
- (b) The Panel shall consider the relative merits of each of the proposed determinations/awards/ and shall select one (1) of the proposed determinations/awards in its entirety and may not impose any alternative and/or modified determination/award without the prior mutual agreement of the parties. The award of the majority of the Arbitration Board shall be final and binding on the parties and shall be carried out forthwith.
- (c) The Panel Chair shall provide a summary of the reasons for his decision within his award.
- 16.403** Notwithstanding any/all contrary provisions of Article 16.000, the Arbitration Panel shall have and may exercise all powers of a mediator/arbitrator pursuant to the Labour Relations Code.
- 16.404** Notwithstanding any/all contrary provisions of Article 16.000, the parties may mutually agree/ in writing/ to any other grievance resolution procedure which they agree is appropriate under the circumstances.

16.500 Expenses

Each party shall be responsible for one hundred percent (100%) of any/all "party specific costs and fifty percent (50%) of any/all "joint" costs/ which may be incurred during the informal and formal grievance resolution process.

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 Commercial/Institutional 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.

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 More Favourable Terms

If the Union enters into any Agreement other than this Agreement, with any individual Employer and/or group of Employers performing work covered by the terms of this Agreement, and such other Agreement provides for wages and/or any other terms and/or conditions, in whole or in part, which the Employers signatory to this Agreement consider to be more favourable, such wages and/or terms and/or conditions shall automatically become part of this Agreement, and shall replace, as required, any/all corresponding provisions of this Agreement. CLR shall notify the Union, in writing, prior to any Employer(s) implementing such more favourable wages and/or terms and/or conditions.

17.700 Other Agreements Governing Scope of Work**17.701 Copies of Agreement(s)**

- (a) The Union shall provide CLR with a true and complete copy of any Agreement, other than this Agreement, which the Union may enter into with an individual Employer or group of Employers, regardless of whether or not such Employer(s) is/are themselves a member of CLR. The Union shall also provide CLR with a list of all Employers signatory to such other Agreement(s).

- (b) Such copy(s) and list(s) shall be provided to CLR within five (5) working days of such an Agreement(s) being signed by the Employer, or, in the event such an Agreement(s) currently exists, shall be provided to CLR within (5) working days of the Union signing this Agreement.
- (c) Articles 17.701 (a) and (b), shall apply only to such other Agreements, (i.e. Standard, Industrial, Commercial, Institutional, Residential, Project, Enabling, or combination thereof, etc.) which, in whole or in part, govern the performance of work also covered by the terms of this Agreement.

17.702 Confirmation of Signatory Contractors

The Union shall provide to CLR, within five (5) working days of signing this Agreement, a list of all Employers signatory to this Agreement. Such list shall include each Employer's name, address and phone number, and shall consist of all Employers signatory to this Agreement, regardless of whether such Employers are themselves members of CLR. The Union shall also ensure that such list is kept up-to-date by providing to CLR, within five (5) working days of such signing, the name, address and phone number of any Employer who subsequently becomes signatory to this 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, WorkSafe BC, 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.

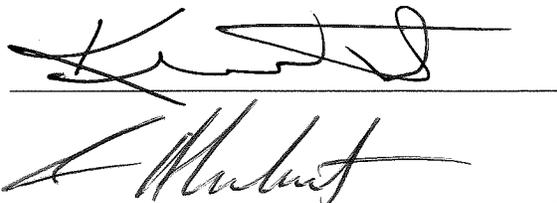
SIGNATURE OF PARTIES

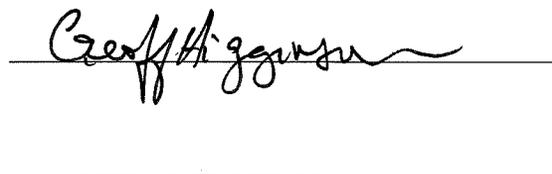
Signed this 31 day of August, 2020.

Signed this 28 day of August, 2020.

SIGNED ON BEHALF OF:
CONSTRUCTION LABOUR RELATIONS
ASSOCIATION OF BC

SIGNED ON BEHALF OF:
INTERNATIONAL UNION OF BRICKLAYERS
AND ALLIED CRAFTWORKERS LOCAL #2
BC





SCHEDULE "A.1"
MINIMUM STRAIGHT TIME HOURLY WAGE RATES

EFFECTIVE MAY 1, 2017

Updated April 28, 2017.

EMPLOYEE CLASSIFICATION	PROJECTS LOCATED INSIDE THE LOWER MAINLAND	PROJECTS LOCATED OUTSIDE THE LOWER MAINLAND
	EFFECTIVE DATE	EFFECTIVE DATE
	May 01, 2017	May 01, 2017
"A" Foreman (115%)	\$36.31	\$35.16
"B" Foreman (+ \$1.00)	\$32.57	\$31.57
Journeyman with TQ	\$31.57	\$30.57
Journeyman without TQ (85%)	\$26.83	\$25.98
Improver (85%)	\$26.83	\$25.98
New Journeyman (85%)	\$26.83	\$25.98
A8 (8 th Term) Apprentice (95%)	\$29.99	\$29.04
A7 (7 th Term) Apprentice (90%)	\$28.41	\$27.51
A6 (6 th Term) Apprentice (85%)	\$26.83	\$25.98
A5 (5 th Term) Apprentice (80%)	\$25.26	\$24.46
A4 (4 th Term) Apprentice (75%)	\$23.68	\$22.93
A3 (3 rd Term) Apprentice (65%)	\$20.52	\$19.87
A2 (2 nd Term) Apprentice (60%)	\$18.94	\$18.34
A1 (1 st Term) Apprentice (55%)	\$17.36	\$16.81
Pre-Apprentice	\$11.00	\$11.00

Combined Annual Vacation and Statutory Holiday Pay = 10%

SCHEDULE "A.2"
MINIMUM STRAIGHT TIME HOURLY WAGE RATES

EFFECTIVE NOVEMBER 27, 2017

Confirmed October 31, 2017.

EMPLOYEE CLASSIFICATION	PROJECTS LOCATED INSIDE THE LOWER MAINLAND	PROJECTS LOCATED OUTSIDE THE LOWER MAINLAND
	EFFECTIVE DATE	EFFECTIVE DATE
	November 26, 2017	November 26, 2017
"A" Foreman (115%)	\$36.31	\$35.16
"B" Foreman (+ \$1.00)	\$32.57	\$31.57
Journeyman with TQ	\$31.57	\$30.57
Journeyman without TQ (85%)	\$26.83	\$25.98
Improver (85%)	\$26.83	\$25.98
New Journeyman (85%)	\$26.83	\$25.98
A8 (8 th Term) Apprentice (95%)	\$29.99	\$29.04
A7 (7 th Term) Apprentice (90%)	\$28.41	\$27.51
A6 (6 th Term) Apprentice (85%)	\$26.83	\$25.98
A5 (5 th Term) Apprentice (80%)	\$25.26	\$24.46
A4 (4 th Term) Apprentice (75%)	\$23.68	\$22.93
A3 (3 rd Term) Apprentice (65%)	\$20.52	\$19.87
A2 (2 nd Term) Apprentice (60%)	\$18.94	\$18.34
A1 (1 st Term) Apprentice (55%)	\$17.36	\$16.81
Pre-Apprentice	\$11.00	\$11.00

Combined Annual Vacation and Statutory Holiday Pay = 10%

**SCHEDULE "A.3"
MINIMUM STRAIGHT TIME HOURLY WAGE RATES**

EFFECTIVE MAY 1, 2018

Confirmed April 10, 2018.

EMPLOYEE CLASSIFICATION	PROJECTS LOCATED INSIDE THE LOWER MAINLAND	PROJECTS LOCATED OUTSIDE THE LOWER MAINLAND
	EFFECTIVE DATE	EFFECTIVE DATE
	May 01, 2018	May 01, 2018
"A" Foreman (115%)	\$36.31	\$35.16
"B" Foreman (+ \$1.00)	\$32.57	\$31.57
Journeyman with TQ	\$31.57	\$30.57
Journeyman without TQ (85%)	\$26.83	\$25.98
Improver (85%)	\$26.83	\$25.98
New Journeyman (85%)	\$26.83	\$25.98
A8 (8 th Term) Apprentice (95%)	\$29.99	\$29.04
A7 (7 th Term) Apprentice (90%)	\$28.41	\$27.51
A6 (6 th Term) Apprentice (85%)	\$26.83	\$25.98
A5 (5 th Term) Apprentice (80%)	\$25.26	\$24.46
A4 (4 th Term) Apprentice (75%)	\$23.68	\$22.93
A3 (3 rd Term) Apprentice (65%)	\$20.52	\$19.87
A2 (2 nd Term) Apprentice (60%)	\$18.94	\$18.34
A1 (1 st Term) Apprentice (55%)	\$17.36	\$16.81
Pre-Apprentice	\$11.00	\$11.00

Combined Annual Vacation and Statutory Holiday Pay = 10%

**SCHEDULE "B1.1"
EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS**

**EFFECTIVE MAY 1, 2017
INSIDE THE LOWER MAINLAND**

Column 1 - "A" Foremen
 Column 2 - "B" Foremen
 Column 3 - Journeypersons with TQ
 Column 4 - Journeypersons without TQ
 Column 5 - Improvers
 Column 6 - New Journeypersons
 only after first 30 days of employment

Column 7 - New Journeypersons
 only during first 30 days of employment
 Column 8 - A8 (8th Term) Apprentices
 Column 9 - A7 (7th Term) Apprentices
 Column 10 - A6 (6th Term) Apprentices
 Column 11 - A5 (5th Term) Apprentices
 Column 12 - A4 (4th Term) Apprentices

Column 13 - A3 (3rd Term) Apprentices
 Column 14 - A2 (2nd Term) Apprentices
 Column 15 - A1 (1st Term) Apprentices
 Column 16 - Pre-Apprentices
 only after first 6 months of employment
 Column 17 - Pre-Apprentices
 only during first 6 months of employment

EMPLOYER CONTRIBUTIONS	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
Bricklayers and Masons Welfare Plan	\$2.75	\$2.75	\$2.75	\$2.75	\$2.75	\$2.75	n/a	\$2.75	\$2.75	\$2.75	\$2.75	\$2.75	\$2.75	\$2.75	\$2.75	\$2.75	n/a
Union Pension Plan	\$2.85	\$2.85	\$2.85	\$2.85	\$2.85	\$2.85	n/a	\$2.71	\$2.57	\$2.42	\$2.28	\$2.14	\$1.85	n/a	n/a	n/a	n/a
MCA of BC Fund	\$0.60	\$0.60	\$0.60	\$0.60	\$0.60	\$0.60	\$0.60	\$0.60	\$0.60	\$0.60	\$0.60	\$0.60	\$0.60	\$0.60	\$0.60	\$0.60	\$0.60
MCA of BC Training Fund	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40
Contract Administration Fund	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13
Rehabilitation Plan	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02
Jurisdictional Assignment Plan	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01
BCBCBTU Fund	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01
D&A Policy	n/a																
Total Hourly Employer Contributions	\$6.77	\$6.77	\$6.77	\$6.77	\$6.77	\$6.77	\$1.17	\$6.63	\$6.49	\$6.34	\$6.20	\$6.06	\$5.77	\$3.92	\$3.92	\$3.92	\$1.17

EMPLOYEE DEDUCTIONS - HOURLY	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
Field Dues (2.5% of monetary package)	\$1.17	\$1.06	\$1.04	\$0.91	\$0.91	\$0.91	\$0.77	\$0.99	\$0.94	\$0.90	\$0.85	\$0.80	\$0.71	\$0.62	\$0.58	\$0.40	\$0.33
Union Pension Plan	\$2.50	\$2.50	\$2.50	\$2.50	\$2.50	\$2.50	n/a	\$2.50	\$2.50	\$2.50	\$2.50	\$2.50	\$2.50	\$2.50	\$2.50	\$2.50	n/a
BC Building Trades Fund	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$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	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02
Canadian Building Trades	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01
Total Hourly Employee Deductions	\$3.80	\$3.69	\$3.67	\$3.54	\$3.54	\$3.54	\$0.90	\$3.62	\$3.57	\$3.53	\$3.48	\$3.43	\$3.34	\$3.25	\$3.21	\$3.03	\$0.46

Total Hourly Remittances	\$10.57	\$10.46	\$10.44	\$10.31	\$10.31	\$10.31	\$2.07	\$10.25	\$10.06	\$9.87	\$9.68	\$9.49	\$9.11	\$7.17	\$7.13	\$6.95	\$1.63
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EMPLOYEE DEDUCTIONS - MONTHLY	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
Monthly Counter Dues	\$30.00 per month																

**SCHEDULE "B1.2"
EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS**

**EFFECTIVE NOVEMBER 26, 2017
INSIDE THE LOWER MAINLAND**

Column 1 - "A" Foremen
 Column 2 - "B" Foremen
 Column 3 - Journeypersons with TQ
 Column 4 - Journeypersons without TQ
 Column 5 - Improvers
 Column 6 - New Journeypersons
 only after first 30 days of employment

Column 7 - New Journeypersons
 only during first 30 days of employment
 Column 8 - A8 (8th Term) Apprentices
 Column 9 - A7 (7th Term) Apprentices
 Column 10 - A6 (6th Term) Apprentices
 Column 11 - A5 (5th Term) Apprentices
 Column 12 - A4 (4th Term) Apprentices

Column 13 - A3 (3rd Term) Apprentices
 Column 14 - A2 (2nd Term) Apprentices
 Column 15 - A1 (1st Term) Apprentices
 Column 16 - Pre-Apprentices
 only after first 6 months of employment
 Column 17 - Pre-Apprentices
 only during first 6 months of employment

EMPLOYER CONTRIBUTIONS	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
Bricklayers and Masons Welfare Plan	2.750	2.750	2.750	2.750	2.750	2.750	n/a	2.750	2.750	2.750	2.750	2.750	2.750	2.750	2.750	2.750	n/a
Union Pension Plan	2.850	2.850	2.850	2.850	2.850	2.850	n/a	2.710	2.570	2.420	2.280	2.140	1.850	n/a	n/a	n/a	n/a
MCA of BC Fund	0.600	0.600	0.600	0.600	0.600	0.600	0.600	0.600	0.600	0.600	0.600	0.600	0.600	0.600	0.600	0.600	0.600
MCA of BC Training Fund	0.400	0.400	0.400	0.400	0.400	0.400	0.400	0.400	0.400	0.400	0.400	0.400	0.400	0.400	0.400	0.400	0.400
Contract Administration Fund	0.130	0.130	0.130	0.130	0.130	0.130	0.130	0.130	0.130	0.130	0.130	0.130	0.130	0.130	0.130	0.130	0.130
Rehabilitation Plan	0.020	0.020	0.020	0.020	0.020	0.020	0.020	0.020	0.020	0.020	0.020	0.020	0.020	0.020	0.020	0.020	0.020
Jurisdictional Assignment Plan	0.010	0.010	0.010	0.010	0.010	0.010	0.010	0.010	0.010	0.010	0.010	0.010	0.010	0.010	0.010	0.010	0.010
BCBCBTU Fund	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05
D&A Policy	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01
Total Hourly Employer Contributions	6.820	6.820	6.820	6.820	6.820	6.820	1.220	6.680	6.540	6.390	6.250	6.110	5.820	3.970	3.970	3.970	1.220
EMPLOYEE DEDUCTIONS - HOURLY	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
Field Dues (2.5% of monetary package)	1.169	1.066	1.039	0.908	0.908	0.908	0.768	0.992	0.945	0.898	0.851	0.804	0.710	0.620	0.577	0.402	0.333
Union Pension Plan	2.500	2.500	2.500	2.500	2.500	2.500	n/a	2.500	2.500	2.500	2.500	2.500	2.500	2.500	2.500	2.500	n/a
BC Building Trades Fund	0.085	0.085	0.085	0.085	0.085	0.085	0.085	0.085	0.085	0.085	0.085	0.085	0.085	0.085	0.085	0.085	0.085
Coalition of BC Building Trade Unions	0.020	0.020	0.020	0.020	0.020	0.020	0.020	0.020	0.020	0.020	0.020	0.020	0.020	0.020	0.020	0.020	0.020
Canadian Building Trades	0.010	0.010	0.010	0.010	0.010	0.010	0.010	0.010	0.010	0.010	0.010	0.010	0.010	0.010	0.010	0.010	0.010
Total Hourly Employee Deductions	3.784	3.681	3.654	3.523	3.523	3.523	0.883	3.607	3.560	3.513	3.466	3.419	3.325	3.235	3.192	3.017	0.448
Total Hourly Remittances (All ST and All OT Hours)	10.604	10.501	10.474	10.343	10.343	10.343	2.103	10.287	10.100	9.903	9.716	9.529	9.145	7.205	7.162	6.987	1.668
EMPLOYEE DEDUCTIONS - MONTHLY	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
Monthly Counter Dues	\$30.00 per month																

**SCHEDULE "B1.3"
EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS**

**EFFECTIVE MAY 1, 2018
INSIDE THE LOWER MAINLAND**

Column 1 - "A" Foremen
 Column 2 - "B" Foremen
 Column 3 - Journeypersons with TQ
 Column 4 - Journeypersons without TQ
 Column 5 - Improvers
 Column 6 - New Journeypersons
 only after first 30 days of employment

Column 7 - New Journeypersons
 only during first 30 days of employment
 Column 8 - A8 (8th Term) Apprentices
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 Column 11 - A5 (5th Term) Apprentices
 Column 12 - A4 (4th Term) Apprentices

Column 13 - A3 (3rd Term) Apprentices
 Column 14 - A2 (2nd Term) Apprentices
 Column 15 - A1 (1st Term) Apprentices
 Column 16 - Pre-Apprentices
 only after first 6 months of employment
 Column 17 - Pre-Apprentices
 only during first 6 months of employment

EMPLOYER CONTRIBUTIONS	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
Bricklayers and Masons Welfare Plan	2.850	2.850	2.850	2.850	2.850	2.850	n/a	2.850	2.850	2.850	2.850	2.850	2.850	2.850	2.850	2.850	n/a
Union Pension Plan	3.000	3.000	3.000	3.000	3.000	3.000	n/a	2.850	2.700	2.550	2.400	2.250	1.950	n/a	n/a	n/a	n/a
MCA of BC Fund	0.600	0.600	0.600	0.600	0.600	0.600	0.600	0.600	0.600	0.600	0.600	0.600	0.600	0.600	0.600	0.600	0.600
MCA of BC Training Fund	0.400	0.400	0.400	0.400	0.400	0.400	0.400	0.400	0.400	0.400	0.400	0.400	0.400	0.400	0.400	0.400	0.400
Contract Administration Fund	0.130	0.130	0.130	0.130	0.130	0.130	0.130	0.130	0.130	0.130	0.130	0.130	0.130	0.130	0.130	0.130	0.130
Rehabilitation Plan	0.020	0.020	0.020	0.020	0.020	0.020	0.020	0.020	0.020	0.020	0.020	0.020	0.020	0.020	0.020	0.020	0.020
Jurisdictional Assignment Plan	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
BCBCBTU Fund	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05
D&A Policy	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01
Total Hourly Employer Contributions	7.060	7.060	7.060	7.060	7.060	7.060	1.210	6.910	6.760	6.610	6.460	6.310	6.010	4.060	4.060	4.060	1.210
EMPLOYEE DEDUCTIONS - HOURLY	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
* Field Dues (2.5% of monetary package)	1.175	1.072	1.045	0.914	0.914	0.914	0.768	0.997	0.950	0.903	0.856	0.809	0.715	0.622	0.579	0.404	0.333
Union Pension Plan	2.500	2.500	2.500	2.500	2.500	2.500	n/a	2.500	2.500	2.500	2.500	2.500	2.500	2.500	2.500	2.500	n/a
BC Building Trades Fund	0.085	0.085	0.085	0.085	0.085	0.085	0.085	0.085	0.085	0.085	0.085	0.085	0.085	0.085	0.085	0.085	0.085
Coalition of BC Building Trade Unions	0.020	0.020	0.020	0.020	0.020	0.020	0.020	0.020	0.020	0.020	0.020	0.020	0.020	0.020	0.020	0.020	0.020
Canadian Building Trades	0.010	0.010	0.010	0.010	0.010	0.010	0.010	0.010	0.010	0.010	0.010	0.010	0.010	0.010	0.010	0.010	0.010
Total Hourly Employee Deductions	3.790	3.687	3.660	3.529	3.529	3.529	0.883	3.612	3.565	3.518	3.471	3.424	3.330	3.237	3.194	3.019	0.448
Total Hourly Remittances (All ST and All OT Hours)	10.850	10.747	10.720	10.589	10.589	10.589	2.093	10.522	10.325	10.128	9.931	9.734	9.340	7.297	7.254	7.079	1.658
EMPLOYEE DEDUCTIONS - MONTHLY	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
Monthly Counter Dues	\$30.00 per month																

* Employers are reminded that the Employee Deduction for Field Dues should be calculated on the basis of 2.5% of the total Monetary Package (i.e. wage rate + employer contributions + applicable premiums). As a result, in the event premiums (e.g. Shift Premium, etc.) are payable pursuant to the Agreement, the Field Dues shown above will need to be recalculated using the adjusted Monetary Package total. Please contact CLR or the Union for clarification if/as required.

SCHEDULE "B2.1"
EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS

MAY 1, 2017
OUTSIDE THE LOWER MAINLAND

Column 1 - "A" Foremen
 Column 2 - "B" Foremen
 Column 3 - Journeypersons with TQ
 Column 4 - Journeypersons without TQ
 Column 5 - Improvers
 Column 6 - New Journeypersons
 only after first 30 days of employment

Column 7 - New Journeypersons
 only during first 30 days of employment
 Column 8 - A8 (8th Term) Apprentices
 Column 9 - A7 (7th Term) Apprentices
 Column 10 - A6 (6th Term) Apprentices
 Column 11 - A5 (5th Term) Apprentices
 Column 12 - A4 (4th Term) Apprentices

Column 13 - A3 (3rd Term) Apprentices
 Column 14 - A2 (2nd Term) Apprentices
 Column 15 - A1 (1st Term) Apprentices
 Column 16 - Pre-Apprentices
 only after first 6 months of employment
 Column 17 - Pre-Apprentices
 only during first 6 months of employment

EMPLOYER CONTRIBUTIONS	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
Bricklayers and Masons Welfare Plan	\$2.75	\$2.75	\$2.75	\$2.75	\$2.75	\$2.75	n/a	\$2.75	\$2.75	\$2.75	\$2.75	\$2.75	\$2.75	\$2.75	\$2.75	\$2.75	n/a
Union Pension Plan	\$2.85	\$2.85	\$2.85	\$2.85	\$2.85	\$2.85	n/a	\$2.71	\$2.57	\$2.42	\$2.28	\$2.14	\$1.85	n/a	n/a	n/a	n/a
MCA of BC Fund	\$0.60	\$0.60	\$0.60	\$0.60	\$0.60	\$0.60	\$0.60	\$0.60	\$0.60	\$0.60	\$0.60	\$0.60	\$0.60	\$0.60	\$0.60	\$0.60	\$0.60
MCA of BC Training Fund	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40
Contract Administration Fund	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13
Rehabilitation Plan	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02
Jurisdictional Assignment Plan	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01
BCBCBTU Fund	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01
D&A Policy	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Total Hourly Employer Contributions	\$6.77	\$6.77	\$6.77	\$6.77	\$6.77	\$6.77	\$1.17	\$6.63	\$6.49	\$6.34	\$6.20	\$6.06	\$5.77	\$3.92	\$3.92	\$3.92	\$1.17
EMPLOYEE DEDUCTIONS - HOURLY	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
Field Dues (2.5% of monetary package)	\$1.14	\$1.04	\$1.01	\$0.88	\$0.88	\$0.88	\$0.74	\$0.96	\$0.92	\$0.87	\$0.83	\$0.78	\$0.69	\$0.60	\$0.56	\$0.40	\$0.33
Union Pension Plan	\$2.50	\$2.50	\$2.50	\$2.50	\$2.50	\$2.50	n/a	\$2.50	\$2.50	\$2.50	\$2.50	\$2.50	\$2.50	\$2.50	\$2.50	\$2.50	n/a
BC Building Trades Fund	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$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	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02
Canadian Building Trades	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01
Total Hourly Employee Deductions	\$3.77	\$3.67	\$3.64	\$3.51	\$3.51	\$3.51	\$0.87	\$3.59	\$3.55	\$3.50	\$3.46	\$3.41	\$3.32	\$3.23	\$3.19	\$3.03	\$0.46
Total Hourly Remittances	\$10.51	\$10.44	\$10.41	\$10.28	\$10.28	\$10.28	\$2.04	\$10.22	\$10.04	\$9.84	\$9.66	\$9.47	\$9.09	\$7.15	\$7.11	\$6.95	\$1.63
EMPLOYEE DEDUCTIONS - MONTHLY	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
Monthly Counter Dues	\$30.00 per month																

**SCHEDULE "B2.2"
EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS**

**NOVEMBER 26, 2017
OUTSIDE THE LOWER MAINLAND**

Column 1 - "A" Foremen
 Column 2 - "B" Foremen
 Column 3 - Journeypersons with TQ
 Column 4 - Journeypersons without TQ
 Column 5 - Improvers
 Column 6 - New Journeypersons
 only after first 30 days of employment

Column 7 - New Journeypersons
 only during first 30 days of employment
 Column 8 - A8 (8th Term) Apprentices
 Column 9 - A7 (7th Term) Apprentices
 Column 10 - A6 (6th Term) Apprentices
 Column 11 - A5 (5th Term) Apprentices
 Column 12 - A4 (4th Term) Apprentices

Column 13 - A3 (3rd Term) Apprentices
 Column 14 - A2 (2nd Term) Apprentices
 Column 15 - A1 (1st Term) Apprentices
 Column 16 - Pre-Apprentices
 only after first 6 months of employment
 Column 17 - Pre-Apprentices
 only during first 6 months of employment

EMPLOYER CONTRIBUTIONS	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
Bricklayers and Masons Welfare Plan	2.750	2.750	2.750	2.750	2.750	2.750	n/a	2.750	2.750	2.750	2.750	2.750	2.750	2.750	2.750	2.750	n/a
Union Pension Plan	2.850	2.850	2.850	2.850	2.850	2.850	n/a	2.710	2.570	2.420	2.280	2.140	1.850	n/a	n/a	n/a	n/a
MCA of BC Fund	0.600	0.600	0.600	0.600	0.600	0.600	0.600	0.600	0.600	0.600	0.600	0.600	0.600	0.600	0.600	0.600	0.600
MCA of BC Training Fund	0.400	0.400	0.400	0.400	0.400	0.400	0.400	0.400	0.400	0.400	0.400	0.400	0.400	0.400	0.400	0.400	0.400
Contract Administration Fund	0.130	0.130	0.130	0.130	0.130	0.130	0.130	0.130	0.130	0.130	0.130	0.130	0.130	0.130	0.130	0.130	0.130
Rehabilitation Plan	0.020	0.020	0.020	0.020	0.020	0.020	0.020	0.020	0.020	0.020	0.020	0.020	0.020	0.020	0.020	0.020	0.020
Jurisdictional Assignment Plan	0.010	0.010	0.010	0.010	0.010	0.010	0.010	0.010	0.010	0.010	0.010	0.010	0.010	0.010	0.010	0.010	0.010
BCBCBTU Fund	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05
D&A Policy	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01
Total Hourly Employer Contributions	6.820	6.820	6.820	6.820	6.820	6.820	1.220	6.680	6.540	6.390	6.250	6.110	5.820	3.970	3.970	3.970	1.220

EMPLOYEE DEDUCTIONS - HOURLY	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
Field Dues (2.5% of monetary package)	1.137	1.039	1.011	0.885	0.885	0.885	0.745	0.966	0.920	0.874	0.829	0.783	0.692	0.604	0.562	0.402	0.333
Union Pension Plan	2.500	2.500	2.500	2.500	2.500	2.500	n/a	2.500	2.500	2.500	2.500	2.500	2.500	2.500	2.500	2.500	n/a
BC Building Trades Fund	0.085	0.085	0.085	0.085	0.085	0.085	0.085	0.085	0.085	0.085	0.085	0.085	0.085	0.085	0.085	0.085	0.085
Coalition of BC Building Trade Unions	0.020	0.020	0.020	0.020	0.020	0.020	0.020	0.020	0.020	0.020	0.020	0.020	0.020	0.020	0.020	0.020	0.020
Canadian Building Trades	0.010	0.010	0.010	0.010	0.010	0.010	0.010	0.010	0.010	0.010	0.010	0.010	0.010	0.010	0.010	0.010	0.010
Total Hourly Employee Deductions	3.752	3.654	3.626	3.500	3.500	3.500	0.860	3.581	3.535	3.489	3.444	3.398	3.307	3.219	3.177	3.017	0.448

Total Hourly Remittances (All ST and All OT Hours)	10.572	10.474	10.446	10.320	10.320	10.320	2.080	10.261	10.075	9.879	9.694	9.508	9.127	7.189	7.147	6.987	1.668
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EMPLOYEE DEDUCTIONS - MONTHLY	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
Monthly Counter Dues	\$30.00 per month																

**SCHEDULE "B2.3"
EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS**

**MAY 1, 2018
OUTSIDE THE LOWER MAINLAND**

- Column 1 - "A" Foremen
- Column 2 - "B" Foremen
- Column 3 - Journeypersons with TQ
- Column 4 - Journeypersons without TQ
- Column 5 - Improvers
- Column 6 - New Journeypersons only after first 30 days of employment

- Column 7 - New Journeypersons only during first 30 days of employment
- Column 8 - A8 (8th Term) Apprentices
- Column 9 - A7 (7th Term) Apprentices
- Column 10 - A6 (6th Term) Apprentices
- Column 11 - A5 (5th Term) Apprentices
- Column 12 - A4 (4th Term) Apprentices

- Column 13 - A3 (3rd Term) Apprentices
- Column 14 - A2 (2nd Term) Apprentices
- Column 15 - A1 (1st Term) Apprentices
- Column 16 - Pre-Apprentices only after first 6 months of employment
- Column 17 - Pre-Apprentices only during first 6 months of employment

EMPLOYER CONTRIBUTIONS	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
Bricklayers and Masons Welfare Plan	2.850	2.850	2.850	2.850	2.850	2.850	n/a	2.850	2.850	2.850	2.850	2.850	2.850	2.850	2.850	2.850	n/a
Union Pension Plan	3.000	3.000	3.000	3.000	3.000	3.000	n/a	2.850	2.700	2.550	2.400	2.250	1.950	n/a	n/a	n/a	n/a
MCA of BC Fund	0.600	0.600	0.600	0.600	0.600	0.600	0.600	0.600	0.600	0.600	0.600	0.600	0.600	0.600	0.600	0.600	0.600
MCA of BC Training Fund	0.400	0.400	0.400	0.400	0.400	0.400	0.400	0.400	0.400	0.400	0.400	0.400	0.400	0.400	0.400	0.400	0.400
Contract Administration Fund	0.130	0.130	0.130	0.130	0.130	0.130	0.130	0.130	0.130	0.130	0.130	0.130	0.130	0.130	0.130	0.130	0.130
Rehabilitation Plan	0.020	0.020	0.020	0.020	0.020	0.020	0.020	0.020	0.020	0.020	0.020	0.020	0.020	0.020	0.020	0.020	0.020
Jurisdictional Assignment Plan	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
BCBCBTU Fund	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05
D&A Policy	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01
Total Hourly Employer Contributions	7.060	7.060	7.060	7.060	7.060	7.060	1.210	6.910	6.760	6.610	6.460	6.310	6.010	4.060	4.060	4.060	1.210
EMPLOYEE DEDUCTIONS - HOURLY	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
* Field Dues (2.5% of monetary package)	1.143	1.045	1.017	0.891	0.891	0.891	0.745	0.971	0.926	0.880	0.834	0.788	0.697	0.606	0.564	0.404	0.333
Union Pension Plan	2.500	2.500	2.500	2.500	2.500	2.500	n/a	2.500	2.500	2.500	2.500	2.500	2.500	2.500	2.500	2.500	n/a
BC Building Trades Fund	0.085	0.085	0.085	0.085	0.085	0.085	0.085	0.085	0.085	0.085	0.085	0.085	0.085	0.085	0.085	0.085	0.085
Coalition of BC Building Trade Unions	0.020	0.020	0.020	0.020	0.020	0.020	0.020	0.020	0.020	0.020	0.020	0.020	0.020	0.020	0.020	0.020	0.020
Canadian Building Trades	0.010	0.010	0.010	0.010	0.010	0.010	0.010	0.010	0.010	0.010	0.010	0.010	0.010	0.010	0.010	0.010	0.010
Total Hourly Employee Deductions	3.758	3.660	3.632	3.506	3.506	3.506	0.860	3.586	3.541	3.495	3.449	3.403	3.312	3.221	3.179	3.019	0.448
Total Hourly Remittances (All ST and All OT Hours)	10.818	10.720	10.692	10.566	10.566	10.566	2.070	10.496	10.301	10.105	9.909	9.713	9.322	7.281	7.239	7.079	1.658
EMPLOYEE DEDUCTIONS - MONTHLY	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
Monthly Counter Dues	\$30.00 per month																

* Employers are reminded that the Employee Deduction for Field Dues should be calculated on the basis of 2.5% of the total Monetary Package (i.e. wage rate + employer contributions + applicable premiums). As a result, in the event premiums (e.g. Shift Premium, etc.) are payable pursuant to the Agreement, the Field Dues shown above will need to be recalculated using the adjusted Monetary Package total. Please contact CLR or the Union for clarification if/as required.

APPENDIX "A" – DEFINITIONS AND ABBREVIATIONS

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. BCBT

BC Building Trades (the British Columbia and Yukon Territory Building and Construction Trades Council)

3. Bricklayer

Any individual who is a member of the Union and/or is otherwise eligible to be employed under the terms of this Agreement.

4. CLR

Construction Labour Relations Association of British Columbia

5. 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.

6. 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.

7. 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.

8. 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).

9. Hours Earned

The term "hours earned" has no application on a Commercial/Institutional project(s).

10. Hours Worked

- » 1 straight time hour = 1 hour worked
- » 1 time and one-half overtime hour = 1 hour worked
- » 1 double time overtime hour = 1 hour worked

11. Industrial Construction

Industrial construction shall be defined as: production plants such as pulp mills; chemical plants; refineries, including transmission facilities; metre pumping; compressor stations; munitions plants; mines and smelters; power generating plants; bulk loading terminals; dams; breweries; and any/all other projects which are mutually agreed to by the parties. Notwithstanding the foregoing, if a project is designated as an industrial construction project for the pipefitter, it shall also be designated as an industrial construction project for IUBAC Local #2 BC.

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/her 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/her residence, and any project to which it is not cost effective for the Employer if the Employee travels daily from his/her 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

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.

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.

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

(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" – LIST OF SIGNATORY EMPLOYERS

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

Effective June 17, 2016, the following employers have authorized CLR to bargain a renewal Bricklayers Standard Commercial/Institutional 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. Canadian Stebbins Engineering & Manufacturing Co. Ltd.
5. CIMS Limited Partnership
6. Clayburn Services Ltd.
7. Commonwealth Construction Canada Ltd.
8. Huron Developments (1990) Ltd.
9. Mahovlich Stone Masonry Ltd.
10. RHI Canada Inc.
11. Technical Acid Construction - T.A.C. West Ltd.
12. Thorpe Canada Corporation
13. Western Refractory Services Limited
14. Zettl Masonry Ltd.

* The Letter of Agreement Re: By and Between Language signed by the BCBCBTU and CLR on August 9, 2016 shall govern the addition of an authorized Employer(s) to the above List of Signatory Employers.

