

THE ALL EMPLOYEES PILE DRIVING AND SOIL IMPROVEMENT AGREEMENT

BETWEEN

CONSTRUCTION LABOUR RELATIONS ASSOCIATION OF BC (CLR)

On its own behalf and on behalf of:

GEOPAC INC.

AND

INTERNATIONAL UNION OF OPERATING ENGINEERS

LOCAL 115

MAY 1, 2016 to APRIL 30, 2022

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BY AND BETWEEN:

CONSTRUCTION LABOUR RELATIONS ASSOCIATION OF BC (CLR)

On its own behalf and on behalf of:

GEOPAC INC.

(hereinafter referred to as the "Employer")

AND:

INTERNATIONAL UNION OF OPERATING ENGINEERS LOCAL 115

(hereinafter referred to as the "Union")

ARTICLE 1: OBJECTS

The objects of this Agreement are to stabilize the Construction Industry; provide fair and reasonable working conditions and job security for all employees in the industry; promote harmonious employment relationships between Employers and employees, provide mutually agreed methods of resolving disputes and grievances arising out of the terms and conditions of this Agreement, prevent strikes and lockouts, enable the skills of both Employers and employees to operate to the end that waste and avoidable and unnecessary expense and delays are prevented; promote good public relations.

For the purposes of this Agreement, the masculine shall be considered to include the feminine and the singular to include the plural.

ARTICLE 2: DURATION

This Agreement shall be in full force and effect from and including May 1, 2016 to and including April 30, 2022, and shall continue in full force and effect from year to year thereafter subject to the right of either party to this Agreement within four (4) months immediately preceding the date April 30, 2022 or immediately preceding the anniversary date in any year thereafter, by written notice to the other party, require the other party to commence collective bargaining with a view to the conclusion of a renewal or revision of this Collective Agreement or a new Collective Agreement.

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 strike, or the Employer shall lockout, or the parties shall conclude a renewal or revision of this Agreement or a new Collective Agreement.

The operation of Section 50 (2) and (3) of the Labour Relations Code of British Columbia is hereby excluded.

ARTICLE 3: EXTENT

3.01 Application

This Agreement shall apply to all employees of the Employer, except office staff, superintendents, surveyors, soil testing and monitoring, and those excluded by the Labour Relations Code, on all work in the Province of British Columbia and the Yukon Territory and shall be binding on the Employer and the Union and their respective successors and assigns.

Notwithstanding the foregoing, on that work covered by the Mainline Pipeline Agreement of the Pipe Line Contractors Association of Canada, such work shall be performed under the conditions set out in the aforementioned Agreement.

3.02 Sub-contractors

The terms of this Agreement shall apply to all sub-contractors or sub-contracts let by the Employer. The Employer agrees to engage only those sub-contractors:

- (a) who employ members of the Union; or
- (b) who shall hire only members of the Union in accordance with Article 9: Union Shop of this Agreement to perform any work as referenced in Article 3.01.

The Employer signatory to this Agreement shall be responsible for enforcing the wages and conditions of this Agreement on the sub-contractor.

3.03 Owner/Operators

For the purpose of this section, the following classifications are not recognized as owner/operators: heavy duty mechanics, welders, service truck operators and heavy duty greasers.

Where an owner/operator performs work for which they have been hired, or which they have sub-contracted, they shall, prior to commencing such work, be, or become a member of and obtain a clearance from the Union. They shall abide by all the provisions of this Agreement, and shall, when working beyond five (5) working days, be accorded all rights, benefits and privileges of this Agreement.

When the owner/operator works beyond five (5) working days, they shall thereafter become an employee, and be paid wages in accordance with the hours of work and wage rates of this Agreement. (Such payment shall not include time spent in the repair, servicing or maintaining of their own equipment.)

Payment of wages shall be made separate to any other payments to which, for any reason, they will or may become entitled.

When the Employer rents equipment, the operators of such rented equipment shall be members of the Union.

It is agreed that the intent of this Article is to ensure the observance of its provisions for all persons performing work covered by this Agreement.

It is further agreed that this Agreement shall prohibit the making or carrying out of any plan, scheme or device which would have the effect of circumventing or defeating any or all of the provisions of this Agreement, or depriving any employee of employment.

ARTICLE 4: WAGES

4.01 Hourly Wage Rates

The Employer shall pay wages to every employee covered by this Agreement at the rates set forth in Schedule "A" hereunto annexed in respect of the various classifications therein contained. Schedule "A" shall be deemed to be contained in, and form a part of this Agreement.

4.02 Benefits Plan and Pension Plan

The Employer will make contributions for Benefits Plan and Pension Plans in such amounts and under such conditions as set forth in Schedule "A" forming part of this Agreement.

4.03 Annual Vacation and General Holiday Pay

Vacation and General Holiday Pay shall be accrued at the rate of twelve percent (12%) of gross earnings (six percent [6%] for annual vacation and six percent [6%] for General Holidays), and shall be paid to the employee on each regular pay day.

Each employee is entitled to a minimum vacation period of four (4) weeks each year. Employees with 10 years of service or greater will be entitled to a vacation period of six (6) weeks each year. The vacation period will be arranged by mutual agreement between the employees and the Employer.

The recognized holidays are: New Year's Day, Family Day, Good Friday, Easter Monday, Victoria Day, Canada Day, Friday prior to British Columbia Day, first Monday in August (British Columbia Day), Friday prior to Labour Day, Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day, Boxing Day, and any day declared a public holiday by the Federal and/or Provincial Government. No work will be performed on Labour Day. All work performed on General Holidays shall be paid for at double time rates.

When a General Holiday falls on a Saturday or Sunday, the following Monday will be observed.

When Christmas and Boxing Days fall on Saturday and Sunday the following Monday and Tuesday will be observed.

Canada Day is to be observed on July 1st. For those workers employed on out-of-town projects, if July 1st falls on Tuesday, Wednesday or Thursday, the holiday may be observed on the Monday prior; to be mutually agreed upon between the Union and Employer.

4.04 Payment of Wages

Employees shall be paid every Friday by direct deposit of all wages earned, to the employee's bank account. Where the pay day falls on a statutory holiday, the employee's pay will be deposited on Thursday. There shall not be more than five (5) working days holdback prior to date of payment provided that if a General Holiday falls on the regular pay day, payment will be made the preceding day. Exchange charges shall be added to the cheque or otherwise provided for by the Employer.

In the event an Employer fails to pay wages in accordance with the foregoing provisions of this section, the Union is free to take any economic action it deems necessary against such Employer, and such action shall not be considered a violation of this Agreement.

The Employer will provide a separate or detachable itemized statement with each pay, showing the number of hours at straight time rate and at overtime rate, the wage rate and total deductions from the amount earned. It is further understood that itemized pay slips will be provided no later than the end of the shift on Friday and may be sent electronically to the employee's e-mail address.

When employees are terminated, they shall be given sufficient notice to pick up their tools and personal effects before completion of their shift. Failing this, they shall be paid for one (1) hour at straight time to do so.

If terminated after leaving the job site, and it becomes necessary for them to return to pick up tools and personal effects, they shall be paid transportation and travel time as provided in Article 7: Transportation. Final pay will be deposited to the employee's account within two working days following layoff.

An Employer may be required to deposit a twenty-five thousand dollar (\$25,000.00) bond for use in default of payment of wages and Employer and employee contributions as listed in this Agreement.

4.05 New Classifications

As and when types of equipment or work methods are introduced to which classifications in this Agreement are not fairly applicable, the Employer will promptly negotiate with the Union, a wage rate for such new classification for inclusion in this Agreement. Negotiations will commence within five (5) days of written request from either party accompanied by a photograph, catalogue date on equipment and any other pertinent information. Every effort will be made to conclude negotiations within thirty (30) days and in any event, the wage rate established for such new classification shall become effective as of the date of the written request. In the event of disagreement of an applicable classification and rate by negotiation Article 14: Disputes (subsection 14.02 Grievances) shall be used.

4.06 Higher Wage Rates

Where an employee works in a higher hourly wage classification they shall be paid the higher rate for a minimum of four (4) hours; if they work more than four (4) hours at the higher hourly wage classification, they shall be paid the higher rate for the entire shift.

ARTICLE 5: HOURS OF LABOUR, SHIFTS AND CALL-OUT TIME

5.01 Hours of Work:

Eight (8) hours shall constitute a day's work between the hours of 8:00 a.m. and 4:30 p.m. Five (5) days of eight (8) hours, i.e. forty (40) hours Monday through Friday, shall constitute a week's work at straight time rates of pay. The start of the work week shall be Monday 8:00 a.m.

On single shift operations, the regular hours shall be observed, except when varied to comply with government regulations when posted or where there is good reason for varying regular hours due to climatic or transportation conditions, subject to agreement between the Employer and the Union.

The starting time and quitting time of all shifts shall be at the tool lock up or change room.

When employees are required to travel by boat beyond five (5) minutes each way, the employee shall receive travel time at straight time rates for all time spent in travelling beyond the five (5) minutes. The time spent for boat travel may be determined at a pre-job meeting between the Employer and the Union.

5.02 Shifts:

When three shifts are required and continued for three (3) consecutive days or more, seven and one half (7½) hours of work shall constitute the second shift for which eight and one half (8½) hours shall be paid. Seven (7) hours of work shall constitute the third shift for which eight and one half (8½) hours shall be paid. All hours worked in excess of eight (8) hours on the day shift, seven and one half (7½) hours on the afternoon shift, or seven (7) hours on the graveyard shift, shall be paid for at overtime rates.

When two shifts are required and continued for three (3) consecutive days or more, eight (8) hours of work shall constitute the second shift for which nine (9) hours shall be paid. All hours worked in excess of eight (8) hours shall be paid for at overtime rates.

The three (3) consecutive days must be worked concurrent and may only be split by either Saturday and/or Sunday.

Shift differential on straight time days shall be paid at straight time and on overtime days at the prevailing overtime rate. When additional shifts are worked for less than three (3) consecutive days, such work shall be considered overtime and paid for at double time.

On double shift operations when hours in excess of the regular number of shift hours are scheduled, the starting time of the second shift will be adjusted accordingly.

On double shift operations when more than 50% of the shift is worked during the third shift, then the third shift differential shall apply to that shift.

When two (2) twelve (12) hour shifts are directly cross shifted covering the twenty-four (24) hours of the day, the first shift shall be paid one-half (1/2) hour shift differential and the second shift shall be paid one (1) hour shift differential.

5.03 Multiple Shifting

For the purpose of establishing multiple shifts, the shift hours of work and starting times will be changed to reflect the following:

	<u>DOUBLE</u>	<u>TRIPLE</u>
First Shift	7:00 a.m. to 3:30 p.m.	7:00 a.m. to 3:30 p.m.
Second Shift	3:30 p.m. to 12:00 a.m.	3:30 p.m. to 11:30 p.m.
Third Shift		11:30 p.m. to 7:00 a.m.

Unless other arrangements are made by mutual consent between the Employer and the Union.

It is understood that the day shift must be worked and other shifts must be worked in conjunction.

Shift differentials are to apply.

When two shifts are required, they shall be rotated at least once every two (2) weeks.

When three shifts are worked, shift rotation shall be every week. Shift rotation shall be:

Days to Graveyard

Afternoons to Days

Graveyard to Afternoon

Where, for the purpose of utilizing daylight hours, it is agreed between the Employer and the Union to vary the starting time from 7:00 a.m. on a two shift operation each shift shall consist of seven and one half (7½) hours worked for which eight and one half (8½) hours shall be paid.

5.04 Variation in Shift Starting Time

The starting times for any shift may be varied by up to one (1) hour either side of the regular starting times. The starting time must apply for three (3) consecutive days or the entire term of the project if less than three (3) days (these days must be worked concurrent and may only be split by either Saturday and/or Sunday). If less than three days or the entire term of the project, this hour will be paid at overtime rates.

5.05 Call Out Time

Where an employee is called out for work and no work is performed, they shall be paid four (4) hours, except in the case of inclement weather when they shall only be paid for two (2) hours:

- on regular shifts – at straight time rates

- on Saturdays, Sundays and General Holidays – at the prevailing overtime rates

Where an employee is called out for work at any time and work is performed, they shall be paid a minimum of four (4) hours:

- on regular shifts – at straight time; or
- on overtime days – at the prevailing overtime rates,

provided however, that the employee has reported to the job site in person in a competent condition to carry out their duties and providing adequate notice has not been given not to report for work. Adequate notice shall be construed as follows: where there is no camp, two (2) hours' notice prior to starting time shall be given by telephone, cellphone or electronic messaging; where camps are maintained, one (1) hours' notice prior to starting time shall be given.

The Employer shall pay to every employee covered by this Agreement who works in excess of four (4) hours and less than eight (8) hours in any shift at least the equivalent of eight (8) hours at straight time for each such shift, provided the employee is available for work except where, in case of inclement weather, the work is suspended by the owner's engineer then only actual hours worked shall be paid for. At no time shall an employee receive less than four (4) hours pay under this provision.

Where an employee reports, at the request of their Employer, and performs work at overtime rates prior to their regular starting time, such time will be considered as overtime only and not considered in calculating their daily minimum's under this article.

In all cases, add kilometers and travel time where applicable.

ARTICLE 6: OVERTIME

- 6.01 Shift overtime worked up to two (2) hours per day prior to shift start time or after an eight (8) hour shift, Monday through Friday, shall be paid at time and one half (1½X) and double (2X) time for all other hours. All hours worked before 6:00 a.m. will be paid at double time (2X). Saturday may be worked for eight (8) hours between 8:00 a.m. and 4:30 p.m. or accepted variations and paid at time and one half (1½X). Sundays or General Holidays shall be paid at double time (2X). All other hours worked outside the regular hours or the accepted variations and outside the established shift hours, shall be considered overtime until a break of nine (9) hours occurs and shall be paid for at the double time (2X) rate.
- 6.02 Overtime worked shall be computed daily in units of not less than thirty (30) minutes. For purposes of calculation, any portion of thirty (30) minutes worked shall be considered as thirty (30) minutes.
- 6.03 Where an employee is required to accompany a dredge or drill boat under tow, they will be paid for the regular hours of work as defined in Article 5.01: Hours of Work and at overtime rates where required to work outside of the regular hours. This article shall not override Article 12: Accident Prevention (subsection 12.01 [d]).

ARTICLE 7: TRANSPORTATION

7.01 Hiring and Termination

- (a) When upon commencing employment on a job, employees are required to travel to the job, they shall receive from the Employer the cost of transportation from the transportation terminal nearest to the employee's domicile, including meals, travelling time and a sleeper if night travel is necessary.
- (b) If an employee voluntarily quits when having been on the job less than fifteen (15) calendar days, the cost of transportation to the job shall be deducted by the Employer.
- (c) (i) If an employee is terminated (not for cause), takes sick, is injured or leaves the job for authentic compassionate grounds, cost of return transportation, meals and a sleeper if night travel is necessary and travel time shall be paid by the Employer.

- (ii) Paternity or Adoption Leave

Members working on out-of-town jobs where room and board are provided, or where members return home daily, will be eligible for paternity or adoption leave. Such leave on out-of-town jobs to be by mutual agreement, whereupon the member will receive only their fare both ways.

The employee will provide the Employer with reasonable notice before such leave, and no employee shall be laid off or otherwise adversely affected in their employment because of such leave. When an employee decides to return to work and a job is available, the employee shall provide the Employer with reasonable notice of their return.

- (d) If an employee quits or is discharged when having been on the job thirty (30) calendar days, return transportation, meals, travelling time and a sleeper if night travel is necessary, shall be paid by the Employer. Travel time shall be paid in accordance with paragraph (e).

- (e) Travel Time - Minimum and Maximum

Subject to the same conditions as govern transportation, travel time shall be paid to and from all out-of-town jobs. (Jobs on which the employee does not return home daily). A minimum travel time shall be paid to and from all out-of-town jobs. A minimum of four (4) hours travel time shall be paid to each employee. When travel time exceeds four (4) hours, then actual hours to a maximum of twelve (12) shall be paid in any twenty-four (24) hours. All travel time shall be paid at straight time rates.

If an employee is required to work on day of travel to or from an out-of-town job then:

- (i) the employee shall not receive less than eight (8) hours pay.

- (ii) any hours traveled during regular shift hours shall apply in calculating hours for shift guarantees.
- (iii) any time worked during regular shift hours shall be paid at straight time rates; overtime shift premiums shall apply for any hours worked outside of regular shift hours.

The Employer may not require any employee, other than in exceptional circumstances and with the employee's agreement to:

- (i) travel before 5:00 a.m.
 - (ii) travel after 12:00 midnight; or
 - (iii) work and travel for a total of more than twelve (12) hours in a twenty-four (24) hour period. An employee may elect to take room and board if the total of work and/or travel time exceeds twelve (12) hours in a twenty-four (24) hour period.
- (f) When an Operating Engineer is required to provide mechanic's tools, all costs of transporting such tools to and from the job shall be borne by the Employer, subject to the same conditions as govern transportation.
- (g) If the Employer fails to provide work and requires an employee to stand by for more than two (2) consecutive shifts, the employee at their option, shall be deemed to have been laid off, and the cost of return transportation, meals, and a sleeper, if night travel is necessary, and travel time shall be paid by the Employer.

Call-out time without work does not constitute work provided.

- (h) Union members dispatched to jobs before jobs are ready will be paid waiting time at the regular rate until the job starts, or have their return transportation paid.
- (i) Periodic Leave

On "out of town" projects the Employer shall provide leave at intervals not exceeding thirty-five (35) calendar days. The average of these intervals shall equal 30 days or less. The schedule of leaves is to be agreed at a pre-job meeting between the Union and the Employer. This schedule of leaves is to be made available to the employee prior to being dispatched or assigned to the project. The Employer shall provide first class transportation and expenses to the point of departure and back to the job.

Note: Employees required to work beyond 35 calendar days shall receive double (2x) for all hours worked beyond the 35 days until the next periodic leave, unless a variation has been agreed at a pre-job meeting or by mutual consent between the Union and the Employer in special circumstances.

The phrase "out of town projects" contained in the Agreement shall be defined as projects where an employee's travel distance is prohibitive to returning home

daily or on weekends. Projects of this nature will be discussed with the Union prior to the commencement of the job to establish turnaround provisions.

The extent of the leave shall be for a minimum of five (5) days to a maximum of one (1) week or a number of days mutually agreed between the Union and the Employer's representative. The timing of the leave shall also be decided by mutual agreement. In no event will an employee receive leave unless they actually return to their place of departure.

Employees qualifying for leave shall be returned to the transportation terminal nearest the employee's domicile except members from other locals or out of province employees who shall be returned to the point of dispatch within the Province of British Columbia.

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

- (j) When employees are accommodated in a hotel, motel or similar or when employees are required to travel on a private road, resource road or access road, the Employer will provide transportation from a designated marshalling point to the job site and return.

7.02 Local:

- (a) The Metro Vancouver Area is the area extending to the exterior boundaries of West Vancouver, North Vancouver, University Area, Richmond, Delta, Surrey, Aldergrove to 264th Street, White Rock, Port Coquitlam and continuing in a direct line from the northern boundary of Coquitlam east to 240th (Albion).

Kilometers and travel time beyond the Metro Vancouver boundaries will be paid as follows: (amount per day)

North Side of Fraser River

Zone A	240th Street to McCallum Road (Silverdale)	\$18.63
Zone B	McCallum Road to Dewdney Bridge (Nicomen Island)	\$37.53
Zone C	Dewdney Bridge and East (48 to 120 Kilometers)	\$46.98

South Side of Fraser River

Zone A	264th Street to Gladwin Road (Abbotsford)	\$18.63
Zone B	Gladwin Road to the Sumas Canal	\$37.53
Zone C	Sumas Canal and East (48 to 120 kilometers)	\$46.98

North to Squamish

Zone A	Sunset Beach boundary to halfway to Porteau	\$4.05
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Zone B	From above to Porteau	\$18.63
Zone C	Porteau to Murrin Park	\$37.53
Zone D	Murrin Park and North (48 to 120 kilometers)	\$46.98

- (b) Payment for travelling to a job will be made to all members of the Union as follows:

KILOMETER CHART

Kilometer (or part thereof)	Vehicle Allowance	Travel Time Allowance	Kilometer (or part thereof)	Vehicle Allowance	Travel Time Allowance
1	\$0.50		25	\$12.30	\$7.45
2	\$1.01		26	\$12.77	\$8.15
3	\$1.51		27	\$13.25	\$8.85
4	\$2.01		28	\$13.72	\$9.56
5	\$2.52		29	\$14.19	\$10.26
6	\$3.02		30	\$14.66	\$10.96
7	\$3.52		31	\$15.14	\$11.66
8	\$4.03		32	\$15.61	\$12.36
9	\$4.53		33	\$16.08	\$13.07
10	\$5.03		34	\$16.55	\$13.77
11	\$5.54		35	\$17.02	\$14.47
12	\$6.04		36	\$17.50	\$15.17
13	\$6.54		37	\$17.97	\$15.88
14	\$7.05		38	\$18.44	\$16.58
15	\$7.55		39	\$18.91	\$17.28
16	\$8.05	\$1.13	40	\$19.38	\$17.98
17	\$8.53	\$1.83	41	\$19.86	\$18.68
18	\$9.00	\$2.53	42	\$20.33	\$19.39
19	\$9.47	\$3.24	43	\$20.80	\$20.09
20	\$9.94	\$3.94	44	\$21.27	\$20.79
21	\$10.41	\$4.64	45	\$21.75	\$21.49
22	\$10.89	\$5.34	46	\$22.22	\$22.19
23	\$11.36	\$6.05	47	\$22.69	\$22.90
24	\$11.83	\$6.75	48	\$23.16	\$23.60

(Driver of Company Vehicle - Travel Allowance starts 1st kilometer.)

The above chart indicates mileage one way to the job, i.e. 25th kilometer charge is nineteen dollars and seventy-five cents (\$19.75).

These amounts shall be paid to all employees covered under this Agreement regardless of their place of residence.

In case of the Employer providing transportation, travel time allowance only will be paid as indicated in the columns above. For the purpose of computing mileage, the most direct route from the closest point in the free zone to the job will be used and this for one way only. Transportation and travel allowance as stated above is for the return fare.

Beyond forty-eight (48) kilometers, an employee may elect within a one hundred and twenty (120) kilometer limit to accept board and room as provided by the Employer or to receive the equivalent amount for forty-eight (48) kilometers as per the Kilometer Chart for each day worked.

Should the employee use their own mode of transportation to travel a portion of the distance to a job, their time shall be computed at the rate of two (2) minutes per kilometer in accordance with the table set out above.

Employees required to change locations within regular working hours will be paid as if working and if using their own vehicle, shall be paid an additional forty-eight cents (\$0.48) per kilometer to the location.

Should the Employer move crews from one free zone to another Article 7.01: Hiring and Termination and Article 11: Room and Board shall apply.

Where an operator leaves their car in the Company yard, and has to leave their crane on the job site or vice versa, and has to return to the yard or vice versa, the employee shall be paid travelling time at the prevailing rate for time required to return to their car. Where transportation is necessary, it shall be provided by the Employer.

When a Company vehicle is used to transport employees to and from jobs, it shall meet British Columbia vehicle safety standards and comply with WorkSafeBC regulations. The passenger compartment shall be enclosed, heated with proper ventilation and fixed seats. There shall be no construction equipment or supplies placed in the passenger compartment while employees are being transported. If an employee is required to drive this vehicle, their travelling time shall be computed from the first kilometer, (seventy-one cents [71¢] per kilometer).

(c) Camps, Hotels and Motels

In hotel, motel and camp accommodation, there shall be a thirty (30) km free zone in order to facilitate single room accommodation. Beyond the thirty (30) km free zone, travel time shall be paid one way at seventy-one cents (71¢) per km to a maximum of forty-six dollars and seventy-six cents (\$46.76).

Where camps are maintained and the distance to the work area exceeds three hundred and eight (308) meters from the camp, transportation to and from the work area shall be provided in vehicles conforming to WorkSafeBC regulations.

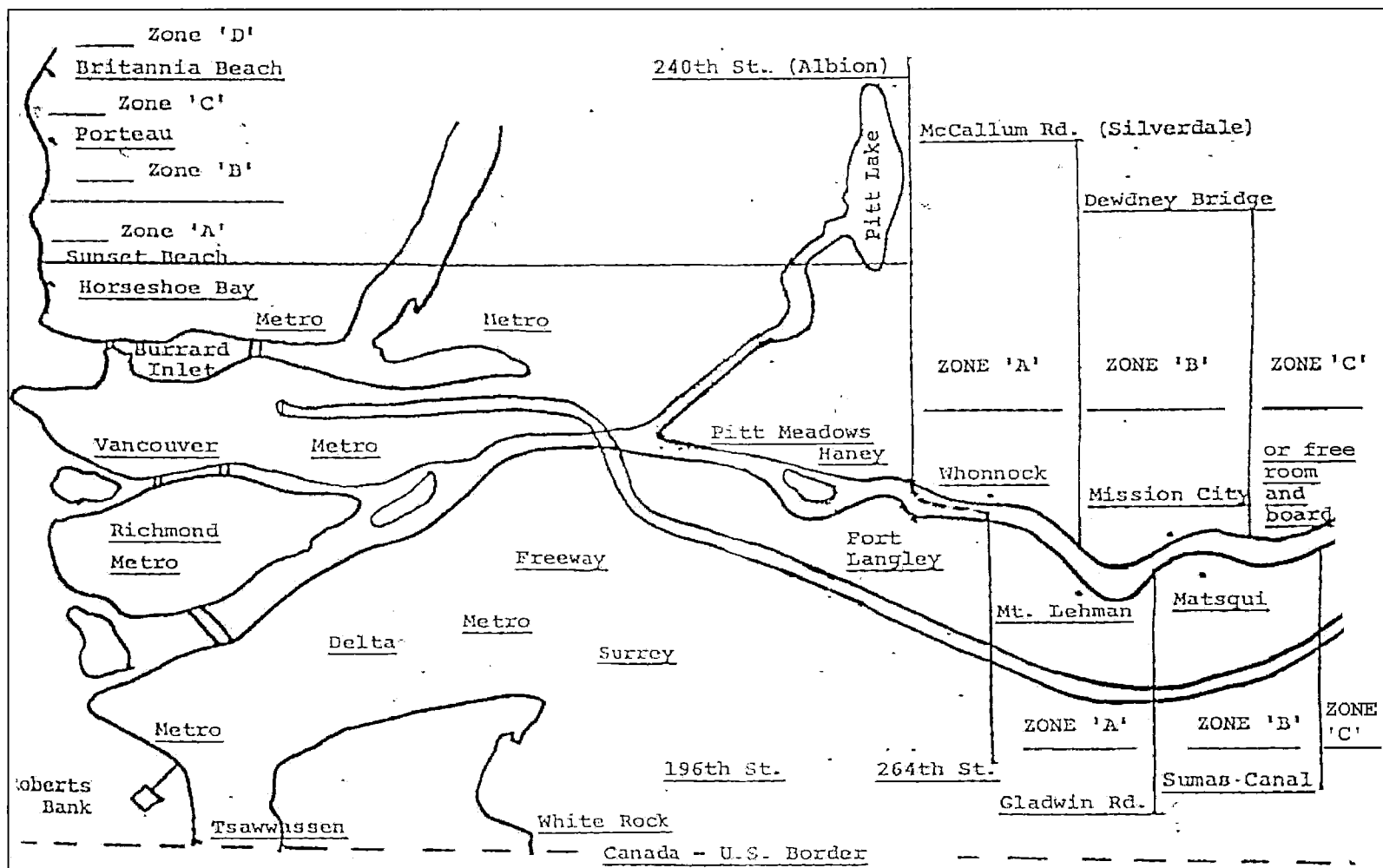
It is understood and agreed that time spent in travelling to and from the job site beyond the first three hundred and eight (308) meters will be paid for at the appropriate rates of pay.

(d) Projects

There shall be a thirty (30) km free zone around the projects excluding the Metro Vancouver Area. For local residents, kilometers shall be paid from the boundary of the free zone around the project. Workers employed by any contractor within an identified free zone who resides outside of that same free zone will be paid according to the Kilometer Chart from the project to their residence less thirty (30) km. The project must be within the one hundred and twenty (120) km zone as outlined in the definition of a local resident.

(e) Local Resident

A local resident shall be defined as an employee having resided at a permanent address within one hundred and twenty (120) km of the job for a period of not less than ninety (90) days prior to the commencement of the project.



ARTICLE 8: WORKING CONDITIONS

- 8.01 Lunch periods shall be at mid-shift.
- 8.02 Two breaks of ten (10) minutes each, but not more, shall be allowed during the regular shift. Time of these breaks shall be mutually agreed upon and the entire crew may take the break simultaneously. Where work is scheduled for a period of ten (10) hours, a third rest break will be taken.
- 8.03 Where there is no running tap water available, drinking water in approved sanitary containers shall be provided. Paper cups will be supplied. Drinking water shall be local potable water - if not available, purified bottled water will be supplied by the Employer.
- 8.04 If requested the Employer shall provide a termination slip upon termination, which shall state the reason for the employee's termination, and whether or not the employee is eligible for rehire. A copy of the termination slip shall be supplied within three (3) calendar days upon request of the Union.
- 8.05 Adequate time will be allowed prior to quitting time for pickup of tools.
- 8.06 Suitable accommodation for meals and a place for employees' tools and clothing will be provided by the Employer on all jobs. Such lock-up shall have tables, benches, adequate lighting and ventilation and provision for continuous twenty-four (24) hours per day heat for drying clothing. It shall be kept clear of construction materials and equipment. Where flush toilets are not available, portable facilities must be provided.
- 8.07 In case of fire, burglary or marine wreck (as defined by the Insurance Act) on property or premises provided by the Employer, the Employer shall protect the value of an employee's work clothes up to a total of eight hundred dollars (\$800.00). The Employer shall also provide insurance for the employees' required tools to a total value of the tools, tool for tool, make for make, provided an inventory of tools and clothing is filed with the Employer. The Employer shall supply the required forms and obtain the inventory from each employee. The employee shall receive a signed copy of the inventory from the Employer. Coverage will commence at the date of the filing of the inventory with the Employer.
- Where an employee fails to file an inventory their rights to submit a claim shall be waived.
- 8.08 If a crew is required to work after the regular shift in excess of two (2) hours overtime, a hot meal will be provided by the Employer. There will be no loss of time to the employees during this period and work will continue. If the Employer takes the employees to a restaurant in lieu of the above, they shall not be considered working during that period.
- Where it is impractical to have a hot meal, a meal allowance shall be included on the next regular pay cheque. The meal allowance shall be twenty-five dollars (\$25.00).
- If the employee continues to work after this lunch or meal, they shall be provided with a hot meal at four (4) hour intervals thereafter on the same basis as provided above.
- 8.09 The Employer shall pay all costs of obtaining operators' licences required under the Motor Vehicle Act for all employees covered by this Agreement.

8.10 No employee will be permitted to use their own motor vehicle in a manner which is unfair to other members or against the best interests of the Union.

8.11 All Operating Engineers who request coveralls shall have these supplied by the Employer and replaced upon normal wear and tear. Mechanics shall be supplied with rain gear by the Employer and replaced upon normal wear and tear. Employees are expected to take reasonable care of coveralls supplied. Shop crews only shall have coveralls supplied and cleaned by the Employer. In the event that an employee does not return the coveralls or rain gear supplied to them by the Employer, the Employer shall deduct this cost from the employee.

Essential protective clothing including welder's gloves, rigging gloves, rigging belts, respirators, high visibility vests, protective vests or leather jackets and noise abatement devices shall be supplied at no charge to the employee. In the event that an employee does not return the foregoing items supplied to them by the Employer, the Employer shall charge the cost of same to the employee and deduct this cost from any money owing to the employee.

Life jackets, hard hats, suspensions for hard hats, welder's goggles, fire retardant coveralls for welders and magnifying glasses for welder's helmets will be provided by the Employer where necessary on a charge out basis at cost, such cost to be deducted from the employee's earnings and refunded at such time as the employee returns the items to the Employer in reasonable condition, subject to normal wear and tear. The Employer agrees to the replacement of glass and other reasonable repairs to welding helmets for damage occurring to the employee's helmet while in the employ of the Employer.

8.12 Flex Lunch

The lunch meal may be taken 1/2 hour either side of midshift, e.g. shift of 8:00 am. to 4:30 p.m. – midshift is 12:00 p.m. Lunch may be taken as early as 11:30 a.m. and is to be consumed by 1:00 p.m. Where an employee is required to work through this time period, such employee shall be paid one-half (1/2) hour at applicable rates and shall be given reasonable time to consume his lunch. Such time shall be paid for as part of the daily overtime.

8.13 Waterless hand cleaner will be supplied at all mechanical operations covered by this Agreement.

8.14 At Christmas shut downs, all employees will be paid return fare, provided they return to the job. In the case of employees not returning to the job after the shutdown, the provisions of Article 7.01: Hiring and Termination will apply.

8.15 When a mechanic leaves the employ of the Employer, the Employer shall be required to pay the cost of shipping mechanic's tools. Tools shall be shipped within forty-eight (48) hours, (excluding weekends and holidays), of an employee leaving their employment, subject to the same conditions as govern transportation.

Where the Employer fails to comply with the above, unless proper reasons for the delay are forthcoming, the employee shall be deemed to be still on the payroll of the Employer and shall receive their usual wages and all other conditions of this Agreement until there is compliance with these provisions.

8.16 It is agreed a telephone(s) shall be made available to all employees at all times for incoming or outgoing emergency purposes and that incoming messages shall be relayed immediately. No employee shall be permitted to use a cell phone or smart phone for personal purposes during working hours, excluding rest and meal breaks, except in case of an emergency.

8.17 While working on projects, the Employer shall be responsible to provide parking for all employees within a reasonable distance from the job site. No costs shall be incurred by the Employer.

8.18 Confined Space

When employees are required to work inside hulls, scows or derricks that are not designated as a normal work area, and defined as a "confined space" by the Occupational Health & Safety Regulations, they will receive a premium of three dollars and twenty-five cents (\$3.25) per hour over and above their regular hourly rate. A two (2) hour minimum will apply. This premium will not apply when an employee is required to inspect a scow or derrick and the time spent performing this duty takes less than one half (½) hour.

8.19 Indemnity Clause

The Employer agrees that upon request from the Union, the Employer will provide information that confirms adequate insurance coverage for all employees covered by this Agreement while working within the scope of their employment.

ARTICLE 9: UNION SHOP

9.01 The Union shall maintain a Dispatch Office or offices from which the Employer shall hire all employees.

The Union recognizes where the individual Employer wishes to "name request" a former employee who is a member in good standing, and having been regularly employed within the Pile Driving and Clamshell Industry, this request will be acknowledged by the Union, provided, however, the Union is first notified of the individual Employer's intention to "name request".

9.02 Hiring

When employees, including foremen, are required only Union members having confirmation from the Union shall be hired.

Apprentices and trainees, as required, shall be hired through and in accordance with the Operating Engineers' (Local 115) Training Association as outlined in Article 13: Operating Engineers' (Local 115) Training Association of this Agreement.

The Union shall be given at least forty-eight (48) hours' notice between Monday, 8:00 a.m. and Friday, 5:00 p.m., to complete the dispatch.

When Union members are not available in British Columbia, then the Employer may obtain employees elsewhere, it being understood that employees so hired shall meet Union and tradesmen's qualifications.

Employees hired under this part shall have fourteen (14) days in which to make application for membership in the Union, or be replaced by a Union member when available.

Employees who have made application within the fourteen (14) days, but who are not accepted as a member of the Union, shall be the first to be laid off, providing there is a Union member on the project who is qualified and willing to do the job being done by the employee not yet a member of the Union.

When an employee suffers a compensable injury, they shall be entitled to re-employment with the Employer when the employee receives a clearance to return to work from their doctor or WorkSafeBC, providing the project is still in operation and there is work in the employee's classification; however, should the Employer refuse employment, the Union, at the request of the employee, may request the Employer to provide reasons for refusing to rehire.

- 9.03 Should an employee at any time cease to be a member in good standing of the Union, the Employer shall, upon notification from the Union, discharge this employee forthwith.

The Union shall have the exclusive right to determine who is a member in good standing.

- 9.04 The Union reserves the right to render assistance to other labour organizations. Refusal on the part of the Union members to work with non-union workers, or workers whose organization is not affiliated with the Building Trades Council, shall not be deemed a breach of this Agreement. The Employer involved will be given twenty-four (24) hours' notice, and there shall be no stoppage of work until such notice has expired.

- 9.05 It shall not be a violation of this Agreement or cause for dismissal for an employee to refuse to handle, receive, ship or transport any materials or equipment considered unfair by the Building Trades Council of British Columbia or to work with or to receive from any person or firms who are considered unfair by any of the Building Trades Councils.

ARTICLE 10: JOB STEWARDS

- 10.01 Job stewards shall be recognized on all jobs and shall not be discriminated against. All Job stewards shall be appointed by the Business Representative of the Union, and the Employer shall be notified in writing. The job superintendent or foreman shall be notified by the Union of the name or names of such job stewards and, in the event of a layoff or reduction in the work force, such job stewards shall, at all times, be given preference of continued employment until completion of the work unless otherwise agreed between the parties hereto. Time shall be given to the job steward to carry out their duties.
- 10.02 The Union shall be notified in writing within forty-eight (48) hours if a job steward is discharged for cause, and such cause shall be stated in the reasons.
- 10.03 Business Representatives shall have access to all jobs covered by this Agreement in the carrying out of their regular duties after first notifying the Employer, superintendent or foreman; however, in no way will the Business Representative interfere with the employees during working hours unless permission is granted.
- 10.04 The Employer agrees to supply the Union, once a month, with a list of all employees and sub-contractors on the request of the Business Representative.

ARTICLE 11: ROOM AND BOARD

- 11.01 On jobs where camps are provided, room and board will be supplied in camp at no cost to the employee. Camp accommodations, when supplied, shall meet all the standards and requirements of the BC Construction Camp Rules and Regulations.

Any employee may refuse to live in accommodations which do not meet the above standards.

- 11.02 In areas where no camps are provided, the Employer will supply to every employee covered by this Agreement free room and board.

These accommodations shall provide single room accommodations for each employee.

Where the Employer is unable to provide single room accommodation, a pre-job meeting between the Employer and the Union shall be held prior to the commencement of the project, in order to arrive at a suitable arrangement for accommodations and travelling time allowances.

- 11.03 No employee shall accept any payment in lieu of free room and board in these areas except as provided for elsewhere in this Agreement.

- 11.04 Any employee who is accommodated by the Employer in camps/motels/hotels may, on any weekend (including Statutory Holidays) vacate or check-out of such accommodation and the Employer shall pay the employee thirty dollars (\$30.00) per day.

By mutual consent between the Employer and the employee, in lieu of check-out, the Employer shall pay reasonable travel expenses to and from the job site on weekends where no work is performed.

To qualify, the employees must work the scheduled shift prior to the weekend and/or General Holiday and the scheduled shift after the weekend and/or General Holiday unless arrangements to the contrary are agreed upon between the employee and the Employer.

ARTICLE 12: ACCIDENT PREVENTION

- 12.01 (a) It is understood and agreed that the parties to this Agreement shall at all times comply with the accident prevention regulations of the Workers' Compensation Act, Occupational Health and Safety Regulations, Employer Health and Safety Program. In the event an employee, after reasonable warning, does not comply with the above, he or she shall be dismissed.

- (b) It is understood and agreed by the parties that all employees have four (4) primary rights:

- The right to know about hazards in the workplace
- The right to participate in Employer sponsored safety activities
- The right to refuse unsafe work

- The right to not be discriminated against for exercising their rights

It shall not be considered a violation of this Agreement should employee(s) exercise any of these rights and no employee shall be discharged for refusing to work under unsafe conditions.

- (c) When an accident occurs to any workman on the job, the Employer representative must report the accident to the Union after proper safety protocol has been followed. The injured worker shall not receive less than eight (8) hours pay for the day he/she was injured.
- (d) It is illegal to travel outside any harbour on pile driving or tug boats, and employees are subject to a fine for travelling thereon. Since a line drawn between Point Atkinson and Point Roberts is designated as the dividing line, all travel outside of that area shall be by passenger service.

12.02 Copies of the Occupational Health and Safety Committee minutes of meetings shall be forwarded to the respective Union Office upon request.

12.03 An injured employee is required to participate in the Employer's Injury Management Program. An injured employee will be rehired by his/her last Employer when he/she is deemed fit to return to work in a limited or full capacity based on the injured employee's medical doctor's recommendation with any limitations imposed by employee's doctor or WorkSafe BC.

ARTICLE 13: OPERATING ENGINEERS' (LOCAL 115) TRAINING ASSOCIATION

Effective May 1, 2016 the Employer shall make contributions at the rate of fifty-seven cents (\$0.57) per hour for each hour of work performed by each employee covered by this Agreement to the Operating Engineers' (Local 115) Training Association and an additional five cents (\$0.05) per hour for each year of the Collective Agreement thereafter.

Effective May 1, 2017 - sixty-two cents (\$0.62) per hour

Effective May 1, 2018 - sixty-seven cents (\$0.67) per hour

Effective May 1, 2019 - seventy-two cents (\$0.72) per hour

Effective May 1, 2020 - seventy-seven cents (\$0.77) per hour

Effective May 1, 2021 - eighty-two cents (\$0.82) per hour

The Operating Engineers' (Local 115) Training Association Fund shall be used to provide workers with the opportunity to acquire and improve the skills required for the essential and safe operation and maintenance of construction and allied equipment and to provide for tradesmen's qualification test.

The Operating Engineers' (Local 115) Training Association Fund will be administered by the Operating Engineers' (Local 115) Training Association Joint Apprenticeship Board established under the Operating Engineers' (Local 115) Training Association.

In the event any dispute arises over the required hours as provided by the Association for training trainees in non-designated trade classifications, the Employer shall have the right to appeal but the final decision shall be made by the Operating Engineers' (Local 115) Training Association Joint Apprenticeship Board.

The Employer shall notify the Administrator of the Operating Engineers' (Local 115) Training Association before the Employer discharges an apprentice or trainee in any trade classification.

ARTICLE 14: DISPUTES

14.01 Grievances

It is the spirit and intent of this Agreement, as contained in Article 1: Objects, to resolve all employee or Employer grievances promptly and wherever possible, within the Industry.

If, during the term of this Agreement, there should arise any difference between the parties to or the persons bound by this Agreement concerning interpretation, application, operation or any alleged violation thereof, or concerning discharge of any employee which may be alleged to be unjust, and including any question as to whether any matter is arbitrable, such difference shall be resolved without stoppage of work in the following manner:

- (a) The job steward or Business Representative of the Union shall first discuss the difference with the foreman, superintendent, or the Employer, in that order, in an effort to resolve the matter on the job. If the difference is not resolved on the job, the aggrieved party must submit the matter complained of, in writing to the other party within thirty (30) days of its occurrence excepting that in the matter of discharge, such grievance must be submitted in writing within ten (10) days of occurrence, or in every case, the matter shall be deemed to be waived.

However, the foregoing time limits will not apply where there has been a failure to pay fully amounts due to funds specified in this Agreement, or to remit deductions from employees as provided for in this Agreement.

It is intended that the failure of the Employer to make the requisite contributions to be made on behalf of the employees as provided elsewhere in this Agreement may be claimed by the employees at any time.

The Employer shall only remain liable for the Benefits Plan and similar funds as provided for in this Agreement on behalf of the sub-contractor.

- (b) In the event that any grievance is not resolved between the Employer and the Union within twenty (20) days, it may be referred to a (mutually agreed to) single arbitrator. The fees and expenses of the single arbitrator shall be borne equally by the parties to the grievance.

14.02 Time Limits

The specified time limits in this Article shall be strictly construed and may be extended only with the mutual consent of the parties to the grievance. The time limits shall be exclusive of Saturdays, Sundays, and General Holidays.

ARTICLE 15: PUBLIC RELATIONS

The parties to this Agreement mutually undertake to do all possible to ensure that in relationships with the general public every effort will be made toward the end that tactful associations are established and maintained particularly where temporary inconvenience may be caused due to construction in progress. Each party hereto undertakes to mutually discuss and correct instances which may arise prejudicial to such good relations.

ARTICLE 16: SAVINGS CLAUSE

- 16.01 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.
- 16.02 In the event that any Article or section is held invalid, or enforcement of, or compliance with which has been restrained, as above set forth, 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.

ARTICLE 17: WORKING DUES CHECKOFF

The hourly working dues shall be calculated at two percent (2%) of Front End Loader (over 5 yards) hourly wage rate as contained in this Agreement (these amounts shall be calculated to the nearest penny) and shall be deducted for each hour that wages are payable and remitted to the Union not later than the fifteenth (15th) day of each month following the month in which deductions were made. Refer to Schedule "A" - Total Employer/Employee Contributions, for amounts and effective dates.

Each member shall submit a written authorization to their Employer as a condition of employment as may be required by their Employer.

Remittances shall be made in accordance with the forms provided by the Union.

ARTICLE 18: MECHANICS, SERVICEMAN TOOL ALLOWANCE FUND

The Employer shall make contributions at the rate of six cents (6¢) per hour for each hour for which wages are payable hereunder for each employee covered by this Agreement to the Operating Engineers' Mechanics Tool Allowance Fund.

ARTICLE 19: CONSTRUCTION INDUSTRY REHABILITATION FUND

The Employer shall make contributions at the rate of two cents (2¢) per hour for each hour for which wages are payable hereunder for each employee covered by this Agreement to the Construction Industry Rehabilitation Fund.

ARTICLE 20: OPERATING ENGINEERS' ADVANCEMENT FUND

The Employer shall make contributions at the rate of fifteen cents (15¢) per hour for each hour for which wages are payable to each employee covered by this Agreement to the Operating Engineers' Advancement Fund.

ARTICLE 21: METHOD OF PAYMENT OF CONTRIBUTIONS AND DEDUCTIONS

- 21.01 The contributions and deductions referred to in Article 13, 14, 17, 18, 19, 20 and Schedule "A" - (07) – Benefits Plan and Pension Plans, shall be remitted monthly by cheque, or, upon receiving a written request from the Union, electronically in a format acceptable to the Union, together with a form supplied to the Employer by the Union, to the Operating Engineers' Benefits Plan. The said Operating Engineers' Benefits Plan shall remit monthly all such monies received to the Operating Engineers' (Local 115) Training Association, the Jurisdictional Assignment Plan Fund, the Operating Engineers' Mechanics Tool Allowance Fund, the Construction Industry Rehabilitation Fund, the Operating Engineers' Advancement Fund and the Union. The said Operating Engineers' Benefits Plan may make reasonable charge for administrative expenses as determined by the Trustees of the said Plan, and approved by the Trustees of the recipient Funds.
- 21.02 Timely payment of wages and contributions to the Trust Funds, provided for in this Agreement is essential for the protection of the beneficiaries. Delinquency and continued failure to pay wages and/or remit contributions to the Trust Funds shall be dealt with as follows:

- (a) The Union will advise the Employer in writing of any delinquency.
- (b) If within forty-eight (48) hours of receipt of notification, exclusive of Saturday, Sunday and holidays, the Employer has failed to pay delinquent contributions or the Employer has failed to request a meeting with the Union to provide for the payment of delinquent contributions then the Employer agrees that all contributions/deductions due and payable in accordance with this Agreement, are in arrears and subject to an additional charge at the rate of ten percent (10%) on all contributions/deductions in arrears.

This is not to be construed that the above charges relieve the Employer of any further liabilities which may occur because of their failure to report and pay contributions/deductions as provided.

- (c) Should the matter not be resolved at the above mentioned meeting, the Union may demand payment of wages and contributions at the end of each day or at the end of each week or, upon twenty-four (24) hours' notice to the Employer, withdraw its members from the Employer without contravening the terms of this Agreement.

ARTICLE 22: TECHNOLOGICAL CHANGE

It is understood and agreed that during the first six (6) months of this Agreement the parties will meet and in accordance with Section 54 of the Labour Relations Code of British Columbia negotiate an Article on Technological Change to become part of this Agreement.

ARTICLE 23: RETROACTIVE PAY

It is agreed and understood that all retroactive pay shall be paid in full within thirty (30) days from date of signing.

This shall apply to all past and present employees.

All past employees shall have their retroactive cheques mailed to them, or if returned undelivered, to the Burnaby Office of the Union for distribution. Unclaimed cheques shall be returned by the Union to the Employer ninety (90) days thereafter.

ARTICLE 24: ENABLING CLAUSE

When in the opinion of both parties it is deemed beneficial to the Employer and the Union members the terms and conditions of the Collective Agreement may be modified for work coming under the "Extent" Article. Such mutually agreed modifications to the Collective Agreement shall be by Letter of Understanding and may be for one project, for a type of work, for a specific area or for a specific period of time.

The parties will establish workable procedures for the drafting of such Letters of Understanding.

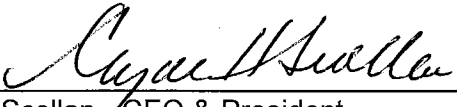
Any problems or disputes arising out of the interpretation of this Enabling Clause will be dealt with by the Enabling Committee.

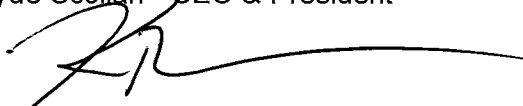
ARTICLE 25: JOINT LABOUR-MANAGEMENT COMMITTEE

There shall be established during the life of this Agreement, a Joint Labour-Management Committee composed of up to three (3) members representing Employers and up to three (3) members representing the Union. This Committee shall generally administer the terms of the Agreement and shall deal with such other matters referred to it by either party.

Signed this 15th day of SEPTEMBER, 2016.

CONSTRUCTION LABOUR RELATIONS
ASSOCIATION OF BC


Clyde Scollan - CEO & President


Frank Carr - Business Representative

INTERNATIONAL UNION OF OPERATING
ENGINEERS LOCAL 115


Jeff Turner - Business Representative


Jeff Turner - Business Representative

SCHEDULE "A": SPECIAL PROVISIONS AND WAGES

A.01 Foremen

If the Employer works four (4) or more employees in a permanent shop, the Employer shall designate one of them as a Working Foreman. The Working Foreman shall be paid at ten percent (10%) per hour over the hourly rate of the highest paid classification under their supervision.

Where the Employer is operating three (3) or more pieces of equipment which are listed in Article A.04 at a work site one of the employees at that work site shall be appointed as a Working Foreman. The Working Foreman shall be paid at ten percent (10%) per hour over the hourly rate of the highest paid classification under their supervision.

When additional Working Foremen are required or where the Employer designates an employee as a Working Foreman on other types of work, the Working Foreman shall be paid at ten percent (10%) per hour over the hourly rate of the highest paid classification under their supervision.

When marine derrick crane operators perform any clamshell or soil densification work, or if they are required to work in a supervisory capacity they shall receive two dollars (\$2.00) per hour over their classification as a supervisory premium.

A.02 Apprentices

- (a) Where the Employer employs more than four (4) but less than ten (10) Journeymen mechanics he shall employ at least one (1) Registered Apprentice. Where the Employer employs more than ten (10) Journeymen Mechanics, he shall employ at least two (2) Registered Apprentices.

Where the Employer employs more than four (4) but less than ten (10) Journeymen Crane Operators he shall employ at least one (1) Registered Crane Apprentice/Trainee. Where the Employer employs more than ten (10) Journeymen Crane Operators, he shall employ at least two (2) Registered Crane Apprentices/Trainees.

- (b) All Operating Engineer Apprentices shall be hired through the Operating Engineers' (Local 115) Training Association.
- (c) The rate of pay for all apprentices shall be in accordance with any jointly administered plans of apprenticeship and upgrading. The rate of pay for all crane apprentices shall be a minimum of eighty-five percent (85%) of a Journeyman's rate.
- (d) Both parties agree to encourage and participate in the training of operators. Apprentice operators may replace, with the approval of the Union, deck engineers on marine rigs. Apprentice operators may replace, with the approval of the Union, utility operators on multi-rig land foundation projects. Regular employees or journeymen crane operators shall not be displaced as a result of apprentice operators being used as utility operators. Apprentice operators will be employed wherever practical to provide all around training for the industry.

A.03 Tools

The Employer will furnish heavy duty and special tools; tools broken on the job shall be replaced by the Employer.

Tool List

Tools required by heavy duty mechanics are listed in a schedule on file with the Employer and the Union.

A.04 Crews

- (a) 1. Pile driver: water rig, fixed leads, donkey powered.
2 operators, 1 deck engineer, 1 front end person.
2. Pile driver: skid rig, donkey powered.
2 operators, 3 front end persons.
3. Pile driver: floating derrick rig, onboard fixed or mobile crane, with A-frame or moonbeam leads or hanging leads from boom.
2 operators, 1 deck engineer, 1 front end person.
4. Pile driver: on land, crawler or truck crane.
2 operators, and 1 front end person.
5. Pile driver: on land, compacto rig.
2 operators, and 1 front end person.
6. Pile driver: on land, Franki rig.
2 operators, and 1 front end person.
7. Soil densification, vibro flotation (stone columns) - land.
2 operators, 1 loader operator.
8. Dynamic compaction.
2 operators or 1 operator and 1 crane apprentice
9. Submarine drill rig, when used for drilling, blasting, and dredging or for pile holes.
2 operators, 1 assistant driller (powderman).
10. Air-trac or churn drill when used for foundation piles, on land or water.
1 operator, 1 front end person, 1 assistant driller.
11. Rotary drill rig (auger or tri-cone): soil densification-wick drains.
1 operator, 1 front end person.

It is also understood and agreed that a shortage of the above minimums in any crew will not result in an interruption in the work. The Employer will have twenty-four (24) hours in which to fill a vacancy in the crew and sufficient time on out-of-town jobs. Should it become necessary to review the above minimums due to

changes in equipment, work methods or requirements, then a meeting will be convened between the parties to resolve the issue. If the issue is not resolved, then the matter shall be referred to arbitration as provided for in this Agreement.

Under no circumstances shall there be less than one (1) foreman and one (1) front end person during the operation of the pile driver for driving and pulling piles.

Complaints regarding shortage of workers to a crew shall be dealt with by the Business Representative and management of the firm involved, without delay. There shall be no discrimination against any employee covered by this Agreement for complaints filed with the Union with reference to shortage of crews.

Crew Foreman

Each crew engaged in driving or pulling piles must have a designated foreman who is a member of the International Union of Operating Engineers Local 115 and is paid in accordance with Schedule "A".

When a crew is engaged in work other than driving or pulling piles, one member of the crew must be designated and paid as a foreman to direct the work.

Exclusions to the above will be as follows:

- (i) when an employee is directed to perform work by him/herself
- (ii) when two (2) employees are directed to perform work in the Employer's yard where supervisory personnel are present
- (iii) when a crew is split to perform different tasks on the same job site and are under the supervision of their usual foreman
- (iv) when a crew is split to perform different tasks on different job sites for a period not exceeding one shift.

(b) Marine Work (Dredging Only)

When cranes, drag lines, dipper dredges, clamshell dredges, backhoes or similar equipment falling under the jurisdiction of the Operating Engineers are mounted on a spud or deck winch scow, the minimum crew shall consist of:

1 journeyman operator
1 deck engineer

This crew article shall also apply to specialty marine pile driving rigs. Accepted loader operations are excluded.

The minimum crew for clamshell dredges six (6) cubic yards and over shall consist of:

1 journeyman operator
1 journeyman deck engineer
1 deck hand

The Union agrees that it will consider and not unreasonably deny requests by the Employer to delete the requirement for a deck hand on clamshell dredges of six (6) cubic yards and over when the third crew member is not required, such as side casting operations. It is also understood that the deck hand may be omitted when the six (6) cubic yard rig is used for construction work with a pile driving or erection crew.

- (c) This crew article shall also apply if the Employer rents equipment or sub-contracts work to other firms who own and operate equipment coming under the jurisdiction of the Union as listed in the classifications contained in this Agreement.

The crews specified are understood to be the minimum crew. It is recognized that considerations of safety, reasonable work load, and other factors may require that a larger crew be employed, this to be mutually agreed at either a pre-job conference or at the request of the journeyman operator and such additional employees required shall be employees covered under this Agreement. Where possible, the use of apprentices for this purpose is expected.

A.05 Crewing Clause

All equipment shall be crewed as provided in Schedule "A" and in addition to the crewing provisions therein contained, when an Operating Engineer requires assistance in addition to any that must be provided for, the Operating Engineer will be assisted by an employee covered by this Agreement in accordance with accepted practices within the Pile Driving and Dredging Industry, or as may mutually be agreed between the Employer and the Union or journeyman operator.

A.06 Machine and Work Assignment

If an Operating Engineer is regularly assigned to a work assignment from Monday through Friday in a given week, and work is required after regular hours, or on the Saturday, Sunday and/or General Holiday of that week, such Operating Engineer will be assigned to such particular work assignment providing such Operating Engineer is available.

A.07 Benefits Plan and Pension Plan

Effective May 1, 2016 the Employer shall make contributions at the rate of two dollars and forty-five cents (\$2.45) per hour for which wages are earned hereunder to each employee within the scope of this Agreement to the Operating Engineers' Benefits Plan.

The Benefits Plan contribution shall be increased as follows:

Effective May 1, 2017 - \$2.55 per hour
Effective May 1, 2018 - \$2.65 per hour
Effective May 1, 2019 - \$2.75 per hour
Effective May 1, 2020 - \$2.85 per hour
Effective May 1, 2021 - \$2.95 per hour

This contribution will be based on hours earned, i.e. double time = double contributions.

Effective May 1, 2016 the Employer shall make contributions at the rate of six dollars and seventy-five cents (\$6.75) per hour for which wages are earned hereunder to each employee within the scope of this Agreement to the Operating Engineers' Pension Plan.

The pension plan contribution shall be increased as follows:

Effective May 1, 2017- \$7.00 per hour
Effective May 1, 2018 - \$7.25 per hour
Effective May 1, 2019 - \$7.50 per hour
Effective May 1, 2020 - \$7.75 per hour
Effective May 1, 2021 - \$8.00 per hour

This contribution will be based on hours earned, i.e. double time = double contributions.

The Operating Engineers' Benefits Plan and Pension Plan shall be controlled by a Board of Trustees composed of eight (8) representatives designated by the Union.

The Employer agrees to be bound by the terms of the Trust Agreement.

The Employer is required to report on the forms provided by the Benefits Plan and Pension Plan.

Contributions must be forwarded by the Employer to the Operating Engineers' Benefits Plan and Pension Plan by the fifteenth (15th) day of the month following that which contributions cover.

In the event the Employer fails to remit contributions to this Plan, in conformity with this section of the Agreement, the Union is free to take any economic action it deems necessary against the Employer, and such action shall not be considered a violation of this Agreement.

The Business Representative of Local 115 may inspect, upon appointment (within 48 hours) and during regular business hours, an Employer's record of time worked by employees and contributions made to the Plan.

Payments to the Benefits Plan and Pension Plan shall be made by cheque, payable at par at Burnaby, Province of British Columbia, to the Operating Engineers' Benefits Plan and Pension Plan.

Other personnel of the Employers party to this Agreement may become Associate Members as provided for in the Trust Agreement and will be subject to the regulations as provided by the Trustees from time to time.

Benefits which will be provided under this Plan are as follows:

- (a) Medical surgical benefits;
- (b) Weekly Indemnity benefits for non-occupational sickness and accident;
- (c) Pension Plan; and

(d) such additional benefits as the Trustees of the Plan shall periodically determine.

A.08 First Aid Attendants and Construction Safety Officers

Employees required to act as First Aid Attendants with a valid Level 1 Certificate (including travel endorsement) will be paid \$0.25/hr above their regular wage rate.

All employees with a valid Level 2 Certificate will be paid \$0.50/hr above their regular wage rate at all times.

Employees required to act as a Construction Safety Officer with a valid certificate will be paid \$0.50/hr above their regular wage rate. Employees will only qualify for the premium payable to a Construction Safety Officer if the Employer they are currently working for did not pay the cost of the required training within the current work term.

All employees with a valid Level 3 Certificate will be paid \$0.75/hr above their regular wage rate at all times.

The Employer will pay eight hours at straight time for employees taking and passing a Level 1 First Aid Course and will pay eight (8) hours at straight time to employees taking and passing a Travel Endorsement Course. The Operating Engineers' (Local 115) Training Association will provide access to local 115 members for both the Level 1 Certification and the travel endorsement.

SCHEDULE OF HOURLY WAGE RATES AND CLASSIFICATIONS

CLASSIFICATIONS	May 1, 2016	May 1, 2017	May 1, 2018	May 1, 2019	May 1, 2020	May 1, 2021
Operator - (7 yards and up to 10 yards) - Deck Engineer required in dredging	\$45.04	\$46.00	\$46.77	\$47.09	\$47.42	\$47.76
Operator (5 yards and up to 7 yards) - Deck Engineer required in dredging, Land Cranes greater than 175 ton	\$43.96	\$44.89	\$45.63	\$45.93	\$46.24	\$46.56
Operator (3 yards and under 5 yards) - Deck Engineer required in dredging	\$43.46	\$44.38	\$45.11	\$45.40	\$45.71	\$46.03
Soil Mixer Operator	\$43.46	\$44.38	\$45.11	\$45.40	\$45.71	\$46.03
Gantry Crane, Land Cranes greater than 100 ton but less than or equal to 175 ton	\$43.46	\$44.38	\$45.11	\$45.40	\$45.71	\$46.03
Operator - (under 3 yards) - Deck Engineer required in dredging, Land Cranes less than or equal to 100 ton	\$42.93	\$43.83	\$44.55	\$44.84	\$45.14	\$45.45
Fixed Floating Pile Drivers - Skid Rigs (Hammerman)	\$42.93	\$43.83	\$44.55	\$44.84	\$45.14	\$45.45
Front End Loader (over 5 yards)	\$42.74	\$43.63	\$44.34	\$44.62	\$44.91	\$45.21
Rotary Type Drill (Truck and Crawler Mounted)	\$42.74	\$43.63	\$44.34	\$44.62	\$44.91	\$45.21
Mechanics, Welders, Bodyman Painter	\$42.31	\$43.19	\$43.89	\$44.17	\$44.46	\$44.76
Boatman (over 225 h.p.)	\$41.33	\$42.18	\$42.85	\$43.11	\$43.38	\$43.66
Front End Loader (under 5 yards)	\$41.13	\$41.98	\$42.65	\$42.91	\$43.18	\$43.46
Serviceman & Utility Operator - Zoom Boom Forklift, Forklift, J Lift	\$40.77	\$41.61	\$42.27	\$42.52	\$42.78	\$43.05
Batch Plant & Batch Truck Operator	\$40.77	\$41.61	\$42.27	\$42.52	\$42.78	\$43.05
Boatman (up to 225 h.p.)	\$40.32	\$41.14	\$41.79	\$42.03	\$42.28	\$42.54
Deck Engineer	\$37.47	\$38.21	\$38.79	\$38.99	\$39.20	\$39.42
Front End Person and Assistant Driller	\$35.14	\$35.81	\$36.33	\$36.49	\$36.66	\$36.84
Deck Hand	\$32.71	\$33.30	\$33.75	\$33.87	\$34.00	\$34.14
Assistant Engineer	\$28.62	\$29.09	\$29.44	\$29.50	\$29.57	\$29.64

1. All rated capacities referred to in the above schedule are maximum manufacturers' factory rating for struck capacity of the machine.
2. All boats operated, leased, chartered or owned by the Employer shall be operated by members of the International Union of Operating Engineers unless covered by a Collective Agreement with the Canadian Merchant Service Guild.
3. Where classifications not specified above are required, they shall be in accordance with the Operating Engineers Heavy Construction Standard Agreement as negotiated with the Construction Labour Relations Association of British Columbia and the appropriate rates for the said Agreement shall apply and conditions as outlined in this Agreement shall apply.

On heavy construction jobs where boat operators and deck hands are required to perform work relating to debris control and removal in navigable rivers and where the work performed may be that of flood control and where the work is not in conjunction with clamshell or dipper dredging operations, the above rates shall apply.

4. In the event that the Employer creates a new position, the parties shall meet to discuss the inclusion of the position/classification in the Collective Agreement and the terms and conditions relative to that position. In the event there is no agreement, the matter will be referred to an arbitrator to review the position to determine the appropriate classification and rate of pay.

SCHEDULE OF TOTAL EMPLOYER/EMPLOYEE CONTRIBUTIONS

	May 1, 2016	May 1, 2017	May 1, 2018	May 1, 2019	May 1, 2020	May 1, 2021
Benefits Plan	\$2.45	\$2.55	\$2.65	\$2.75	\$2.85	\$2.95
1.5x	\$3.68	\$3.83	\$3.98	\$4.13	\$4.28	\$4.43
2x	\$4.90	\$5.10	\$5.30	\$5.50	\$5.70	\$5.90
Pension Plan	\$6.75	\$7.00	\$7.25	\$7.50	\$7.75	\$8.00
1.5x	\$10.13	\$10.50	\$10.88	\$11.25	\$11.63	\$12.00
2x	\$13.50	\$14.00	\$14.50	\$15.00	\$15.50	\$16.00
Training Association Fund	\$0.57	\$0.62	\$0.67	\$0.72	\$0.77	\$0.82
Union Dues Check Off	\$0.85	\$0.87	\$0.89	\$0.89	\$0.90	\$0.90
Tool Allowance Fund	\$0.06	\$0.06	\$0.06	\$0.06	\$0.06	\$0.06
Rehabilitation Fund	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02
Operating Engineers' Advancement Fund	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15
Straight Time Hours	\$10.85	\$11.27	\$11.69	\$12.09	\$12.50	\$12.90
Time and One-Half Hours	\$15.46	\$16.05	\$16.65	\$17.22	\$17.81	\$18.38
Double Time Hours	\$20.05	\$20.82	\$21.59	\$22.34	\$23.10	\$23.85

LETTER OF UNDERSTANDING #1

BY AND BETWEEN:

CONSTRUCTION LABOUR RELATIONS ASSOCIATION OF BC (CLR)

On its own behalf and on behalf of:

GEOPAC INC.

(hereinafter referred to as the "Employer")

AND:

INTERNATIONAL UNION OF OPERATING ENGINEERS LOCAL 115

(hereinafter referred to as the "Union")

RE: MARKET RECOVERY PROGRAM

WHEREAS:

- A. The parties recognize the desirability of maintaining stable industrial relations in the Pile Driving Industry through the maintenance of fair and reasonable working conditions and job security for employees who are members of the Union.
- B. The parties to The All Employees Pile Driving And Soil Improvement Agreement 2016 - 2022 (the "Agreement") have negotiated Article 24: Enabling Clause which permits the Union, upon application by and consideration for the circumstances of an Employer, to modify the terms and conditions of the Agreement in order that an Employer signatory to the Agreement may become more competitive.
- C. Arrangements made pursuant to the Enabling Clause have allowed Employers to become more competitive in the pile driving job bidding market.
- D. The Union wishes to protect and advance the interests of its members by obtaining more work for them.
- E. Article 24: Enabling Clause of the Agreement allows for mutually agreed upon modifications to be enumerated in a Letter of Understanding.

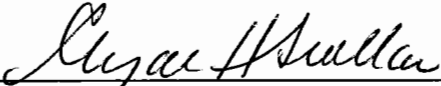
THEREFORE THE PARTIES AGREE AS FOLLOWS:

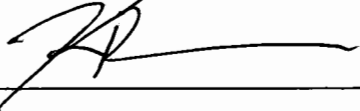
- 1. The Union will create, maintain and administer a fund pursuant to the constitution and by-laws of the Union known as the Pile Driving Industry Market Recovery Fund (the "Fund").
- 2. The purpose of the Fund is to make available in appropriate circumstances funds to reduce the labour costs of Employers who employ Union members thus enabling those Employers to compete more effectively for work against Employers who do not employ Union members or who do not honour the terms and conditions of the Agreement.
- 3. The Union, in its sole discretion, will decide which projects qualify for advancement under the Fund.

4. The Union in exercising its discretion on a job by job basis, and without limiting the generality of the following, will consider such factors as: the number of contractors bidding the job; the nature of the job; the location of the project; the number of hours involved for Journeymen members of the Union; the availability of monies in the Fund; and the timing of the request.
5. Employers wishing to apply for advancement from the Fund must be signatory to the Agreement and employ only members of the Union who are in good standing.
6. It is the responsibility of the individual Employer or Contractor to make all necessary inquiries of the Union regarding the status of any job and whether funding will be available prior to submitting a bid.
7. The Employer agrees that it will bear all costs of preparing and submitting an application to the Fund and agrees that the Union shall bear no liability to the contractor for such preparation regardless whether the contractor's bid is successful or not.
8. The parties agree that the following procedure shall be established for applications for Pile Driving Industry Market Recovery Fund advancement:
 - (a) Funding will be available only to reduce the hourly labour costs of journeymen and/or foremen members. Funding will not be available to reduce labour costs for apprentices. The Employer shall submit an application to the administrator of the Pile Driving Industry Market Recovery Fund in writing on the specified form.
 - (b) The Union will unilaterally determine on the basis of the information supplied by the Employer whether the project qualifies for funding.
 - (c) The Union will notify the Employer if the project qualifies for funding and on what basis. If the applicant is the successful bidder on a designated project shall notify the Union in writing prior to the commencement of work. The Employer will forward to the Union on a weekly basis time sheets for each member employed on the designated project. The Union will reimburse the Employer for the hours submitted within one week of receiving the aforementioned time sheets.
9. Commitments for advancement from the fund made to the Employer by the Union (unless designated by the Employer in writing as having been successfully bid) will become null and void at the conclusion of sixty (60) days from the date identified on the specified form.
10. Cancellation: This Letter of Understanding may be cancelled by either party upon thirty (30) days written notice. In the event of a cancellation, the parties will fulfill any outstanding obligations pursuant to this letter with respect to already approved jobs.

Signed this 15th day of September, 2016.

CONSTRUCTION LABOUR RELATIONS
ASSOCIATION OF BC


Clyde Scollan - CEO & President


Jeff Turner - Business Representative

INTERNATIONAL UNION OF OPERATING
ENGINEERS LOCAL 115


Frank Carr - Business Representative


Jeff Turner - Business Representative

LETTER OF UNDERSTANDING #2

BY AND BETWEEN:

CONSTRUCTION LABOUR RELATIONS ASSOCIATION OF BC (CLR)

On its own behalf and on behalf of:

GEOPAC INC.

(hereinafter referred to as the "Employer")

AND:

INTERNATIONAL UNION OF OPERATING ENGINEERS LOCAL 115

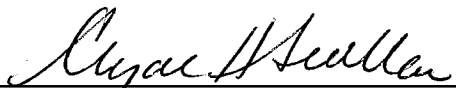
(hereinafter referred to as the "Union")

RE: DRUG AND ALCOHOL POLICY COMMITTEE

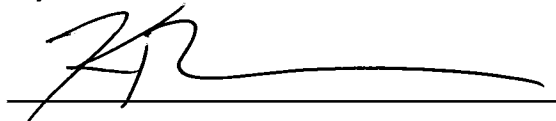
The Parties agree to adopt the Construction Industry of British Columbia Substance Abuse Testing and Treatment Program Policy.

Signed this 1st day of September, 2016.

CONSTRUCTION LABOUR RELATIONS
ASSOCIATION OF BC



Clyde Scollan - CEO & President



INTERNATIONAL UNION OF OPERATING
ENGINEERS LOCAL 115



Frank Carr - Business Representative



Jeff Turner - Business Representative

LETTER OF UNDERSTANDING #3

BY AND BETWEEN:

CONSTRUCTION LABOUR RELATIONS ASSOCIATION OF BC (CLR)

On its own behalf and on behalf of:

GEOPAC INC.

(hereinafter referred to as the "Employer")

AND:

INTERNATIONAL UNION OF OPERATING ENGINEERS LOCAL 115

(hereinafter referred to as the "Union")

RE: FREE ROOM AND BOARD OR LIVING OUT ALLOWANCE

When a project is located outside the Greater Vancouver Area, the Employer shall provide free room and board or living out allowance as provided herein for all employees, except those classified as bona fide local residents. Where there is no camp accommodation, the following shall be provided at the option of the employee:

- a) Free room & board based on single room accommodations for each employee.
- b) Effective the date of ratification, single room accommodation plus daily meal allowance based on seven days per week (excluding periodic leave) at \$65.00 per calendar day.

Effective May 1, 2017 the meal allowance will increase to \$66.00.

Effective May 1, 2018 the meal allowance will increase to \$67.00.

The meal allowance will be paid on the employee's regular pay day.

- c) Effective the date of ratification, Living-out Allowance (LOA) on the basis of seven (7) days per week (excluding any periodic leaves) at \$130.00 per calendar day paid on the employee's regular pay day.

Effective May 1, 2018 the LOA will increase to \$135.00.

- d) The payments will be made on the employee's next regular pay date (the same date as the day of travel will be paid).

If circumstances require, an initial advance payment will be made available.

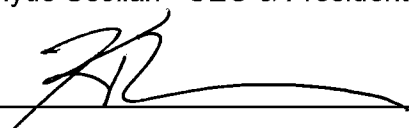
Once an employee has elected an option above, they shall only be entitled to change their option once during their time working on a project.

The Union reserves the right to cancel this letter of understanding upon 30 days' written notice, any projects committed to under these terms will be honored until completed.

Signed this 1st day of September, 2016.

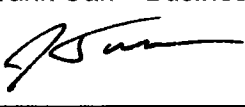
CONSTRUCTION LABOUR RELATIONS
ASSOCIATION OF BC


Clyde Scollan - CEO & President


Frank Carr - Business Representative

INTERNATIONAL UNION OF OPERATING
ENGINEERS LOCAL 115


Jeff Turner - Business Representative


Jeff Turner - Business Representative

OFFICES OF THE INTERNATIONAL UNION OF OPERATING ENGINEERS LOCAL 115

DISTRICT 1 (Head Office)

4333 Ledger Avenue, Burnaby, BC, V5G 3T3 Phone: 604-291-8831

DISTRICT 2

35 Wharf Street, Nanaimo, BC, V9R 2X3 Phone: 250-754-4022

1234 Wharf Street, Victoria, BC V8W 3H9 Phone: 250-385-0603

DISTRICT 3

785 Tranquille Road, Kamloops, BC, V2B 3J3 Phone: 250-554-2278

DISTRICT 4 AND DISTRICT 5

Unit B, 3339 8th Avenue, Prince George, BC, V2M 1N1 Phone: 250-563-3669

DISTRICT 6

103 Centennial Square, Sparwood, BC, V0B 2G0 Phone: 250-425-2161

OPERATING ENGINEERS (LOCAL 115) TRAINING ASSOCIATION

4333 Ledger Avenue, Burnaby, BC, V5G 3T3 Phone: 604-299-7764

THE OPERATING ENGINEERS' BENEFITS PLAN

THE OPERATING ENGINEERS' PENSION PLAN

4333 Ledger Avenue, Burnaby, BC, V5G 4G9 Phone: 604-299-8341

Toll Free: 1-800-663-9524

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