

**MEMORANDUM OF AGREEMENT**

**BY AND BETWEEN:**

**UNIFOR Local 1928**

(the "Union")

**AND:**

**Construction Labour Relations Association of BC (CLR)  
On its' own behalf and on behalf of Gunnebo Canada Inc.**

(the "Employer")

**RE:**

**Collective Agreement Between:**

**Gunnebo Canada Inc.**

**AND**

**UNIFOR Local 1928**

(the "Agreement")

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**A. Memorandum Settlement Terms**

1. The provisions of this Memorandum of Agreement ("MOA") shall apply and shall supersede any contrary provisions of the 2019 – 2022 Agreement or ancillary Agreement documents.
2. The provisions of the 2019 – 2022 Agreement, and ancillary Agreement documents not amended or deleted by this MOA shall remain in full force and effect.
3. The effective date of this MOA shall be the date of ratification.

**4. Term**

The Term of the new Agreement shall be from April 1, 2022 to March 31, 2025 inclusive. The operation of Sections 50(2) and (3) of the *Labour Relations Code* are excluded from this Agreement.

**5. Wages**

The following hourly wage increases shall apply to the Journeyperson rate in the Agreement. All other rates will be calculated accordingly based on their index.

PS  
April 3/2022

Effective the ~~Sunday after ratification~~: 3.00% above April 4, 2021 Category A rate.  
 Effective April 30, 2023: ~~APR 2/23 PS~~ 3.00%  
 Effective ~~April 28, 2024:~~ 2.25% subject to COLA adjustment \*  
 MAR 31 PS

\* In the event the 2023 All Items Index British Columbia Consumer Price Index (2002 = 100%) ("CPI") exceeds two and one quarter percent (2.25%), the two and one quarter percent (2.25%) increase described above will be replaced with the CPI to a maximum of three and one quarter percent (3.25%).

Existing employees who are paid above their classification rate under the new structure in this MOA will be green circled and will receive the increases described above until their level of training and experience qualifies them to move to the next classification.

**6. Article 3.03 – Contracting Out**

Amend Article 3.03 by marking the current paragraph as paragraph (a) and adding the following new paragraph (b):

- b) Provided that no employee has any loss of regular hours, and is given the right of first refusal for overtime or on-call hours, the employer may occasionally contract out locksmithing or security systems technician work in the Lower Mainland area under specific circumstances. Those specific circumstances are where:
  - i) specialty skills are necessary, or
  - ii) it is logistically impossible to meet customer response times without contracting out.

The above provision shall not be used to avoid the hiring of new employees. The Union may request the number of hours contracted out and if those numbers exceed a reasonable amount, the employer shall post a position.

**7. Article 6.00 – Dues Check-Off**

Amend Article 6.02 by replacing the second sentence with the following:

The remittance shall include a list of the employees, showing their respective deductions, classification, wage rate, date of hire, along with new employees, terminations and those on compensation.

**8. Article 7.00 – Regular Hours of Work**

a) Amend Article 7.02 by adding the following new sentence to the end of the paragraph:

Where an employee finds an alternate employee to cover all or part of their week of standby the Employer will prorate the standby payment between the two employees based on a written request from both employees to do so.

- b) Amend Article 7.03 by deleting the second sentence and replacing the third sentence with the following:

Any callout of an employee on Standby will be compensated in accordance with Article 8.01.

**9. Article 8.00 – Overtime**

Amend 8.02 by replacing “twenty (\$20.00) dollars upon presentation of receipts” with “twenty-three dollars (\$23.00) or the maximum non taxable amount per CRA guidelines”.

**10. Article 13 – Vacations with Pay**

Retitle the Article to “Vacation” and replace the vacation schedule with the following:

After 6 months	6% of gross earnings	3 weeks
After 10 Years	8% of gross earnings	4 weeks
After 23 Years	10% of gross earnings	5 weeks

**11. Article 17 – General Conditions**

- a) Amend Article 17.05 by adding “be required to” between the words “shall” and “supply”.
- b) Amend Article 17.06 by adding the following new sentence to the end of the paragraph:

The Employer reserves the right to decline to insure tools it deems are not necessary or are more expensive than required for the job. In that case the Employee shall have the right to either take those tools home or continue to use them with insurance only to the level deemed reasonable by the Employer.

- c) Amend Article 17.14 by replacing the current schedule of boot reimbursements with “one hundred and eighty dollars (\$180.00) every twenty-four (24) months.”

**12. Article 14 – Statutory Holidays**

- a) Amend Article 14.01 by deleting the words “or Federal Governments”.
- b) Amend Article 14.02 by adding “National Day for Truth and Reconciliation”.
- c) While not to be included in the Collective Agreement the Parties agree that if the Provincial Government declares a holiday equivalent to National Day for Truth and Reconciliation on a different day than the Federal holiday the new Provincial Holiday will replace the Federal one included in the Agreement.

**13. Article 20.00 – Classifications and Wage Rates**

- a) Replace Article 20 with the following:

## 20.01 Classifications

The following Classifications shall apply to employees working under this Agreement:

### (a) Shop Technician

A shop technician shall be an employee who is not currently a registered apprentice. They must obtain a Locksmith Under Supervision License in accordance with the requirements of the Security Services Regulation, and are primarily but not exclusively assigned to preparation work at the shop, and will be required to perform all of the tasks outlined in Appendix "A" to this Agreement. When there are opportunities for new Apprentices within the Employer Shop Technicians will be, subject to suitability, offered the opportunity to become an apprentice.

### (b) Road Technician Apprentice

#### (i) Security Systems Technician

An employee who has either completed or is enrolled in the required classroom training under the Security Technician Program. They must obtain a Security Alarm Installer Under Supervision License in accordance with the requirements of the Security Services Regulation. In order to move from one level of apprentice to another an employee must have spent a minimum of twelve months at their current level and meet the requirements outlined in Appendix "A" to this Agreement.

#### (ii) Locksmith

An employee who is registered as an apprentice with the ITA in the Locksmith program, and obtains a Locksmith Under Supervision License in accordance with the requirements of the Security Services Regulation. In order to move from one level of apprentice to another an employee must have spent a minimum of twelve months at their current level and meet the requirements outlined in Appendix "A" to this Agreement

### (c) Journeyperson

#### (i) Security Systems Technician

An employee who has received their Security Systems Technician Certificate of Qualification, their Security Alarm

Installer licenses in accordance with the Security Services Regulation and their FSR Certificate of Qualification.

(ii) Locksmith

An employee who has received their Locksmith Certificate of Qualification from the ITA and their Locksmith Security Licence in accordance with the requirements of the Security Services Regulation.

(d) Lead Locksmith

When the Employer determines it is necessary, a Lead Locksmith may be appointed. The appointment shall be based on merit, fitness and ability as determined by the Employer. The Lead Locksmith shall be responsible for performing all duties outlined in Appendix "A" to this Agreement and providing day to day direction to other members of the bargaining unit in addition to their regular duties as a Journeyman. Additional duties may be required as determined by Management.

**20.02 Challenging Classifications**

An employee may challenge any level where they believe that they are qualified and can perform the duties outlined in "Appendix A".

A written notice of challenge must be submitted to the Employer and a meeting shall be convened to assess the Employee's abilities. The Employer shall confer with the Union and review the theoretical and technical abilities again to determine if the Employer overlooked or missed something during initial assessment. If so, and the Employer is satisfied that the Employee can be elevated to the next level, then the Employee shall be paid retroactively as of the date of the initial assessment.

**20.03 Rates of Pay**

	Index	April 3, 2022	April 2, 2023	March 31, 2024 *
Grandparented Lead Locksmith	100% + \$2.46	\$36.78	\$37.81	\$38.69
Lead Locksmith	100% + \$2.00	\$36.32	\$37.35	\$38.23
Journeyman	100%	\$34.32	\$35.35	\$36.23
3 <sup>rd</sup> Year Apprentice	90%	\$30.89	\$31.82	\$32.61
2 <sup>nd</sup> Year Apprentice	80%	\$27.46	\$28.28	\$28.98
1 <sup>st</sup> Year Apprentice	70%	\$24.02	\$24.75	\$25.36
Shop Technician	60%	\$20.59	\$21.21	\$21.74

- \* March 31, 2024 rates subject to COLA adjustment based on the following:

In the event the 2023 All Items Index British Columbia Consumer Price Index (2002 = 100%) ("CPI") exceeds two and one quarter percent (2.25%), the two and one quarter percent (2.25%) increase described above will be replaced with the CPI to a maximum of three and one quarter percent (3.25%).

- b) Add the Appendix "A" attached to this MOA as a new Appendix "A" to the Agreement.

#### **14. Article 21 – Duration of Agreement**

Amend Article 21.01 to read as follows:

This Agreement shall be in full force and effect from April 1, 2022 to March 31, 2025 inclusive and shall continue in full force and effect from year to year thereafter, unless either party at any time within four (4) months immediately preceding either the expiry date or thereafter, gives written notice to the other Party to commence collective bargaining. This Agreement will remain in force until a new Agreement is reached, the Union engages in a lawful strike, or the Employer engages in a lawful lockout.

#### **15. Letter of Understanding #1**

Amend LOU #1 by

- a) Replacing references to "fifty-five dollars (\$55.00) with "sixty-nine dollars (\$69.00)";
- b) Replacing the reference to "\$25.00 per day" with "twenty-three dollars (\$23.00) per day or the maximum non taxable amount per CRA guidelines; and,
- c) Deleting the requirement for presentation of receipts.

#### **16. Housekeeping**

- a) Replace "Tuesday" with "Wednesday" and "beeper" with "phone" in Article 7.03.
- b) Amend Article 15.01 by replacing "three (3) sick days per year" with "five (5) sick days per year" in the fifth paragraph.
- c) Any items mutually agreed by the parties during the drafting of the new Collective Agreement as housekeeping.

### **B. Ratification and Preparation of Revised Agreements**

1. The Parties shall arrange to have this Memorandum ratified by their respective principles no later than thirty (30) calendar days following the signing of the Memorandum.

2. Subsequent to the ratification of the Memorandum, all appropriate changes shall be made to the Agreement to reflect the terms provided for within this Memorandum.

**C. Signatures of Parties**

Dated this 22<sup>nd</sup> day of August, 2022

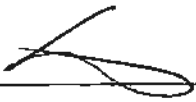





Dated this 22<sup>nd</sup> day of August, 2022

Signed on behalf of:

Signed on behalf of:

Construction Labour Relations Association of BC

UNIFOR, Local 1928

This is the Appendix "A" Referenced in Item A.13 of the MOA

**Appendix "A"**  
**Locksmith Apprenticeship Progression**

The Parties Agree the following are an illustrative list of the job requirements for each classification in Article 20 of the Collective Agreement. The parties agree that these tasks are illustrative of the expectations of each classification of employee and are subject to review and amendment as the trade evolves.

The parties agree that the following tasks must be performed in a repeatable fashion to meet manufacturer specifications, company requirements, and customer satisfaction.

**Shop Technician**

A shop technician will be working towards an ability to perform all of the following tasks.

- |   |                                    |
|---|------------------------------------|
| 1. Shop Safety Protocols                | 17. Medeco Classic Keying/Rekeying |
| 2. Timesheets and Part Numbers          | 18. Medeco Biaxial Keying/Rekeying |
| 3. Inventory Room Layout and Management | 19. LFIC Keying/Rekeying           |
| 4. Shipping and Receiving               | 20. SFIC Keying/Rekeying           |
| 5. Reference Materials                  | 21. Specialty Lock Keying/Rekeying |
| 6. Standard Key Blank ID                | 22. Key Origination by disassembly |
| 7. High Security Key Blank ID           | 23. Key Origination by sighting    |
| 8. Duplicate Standard Keys              | 24. Duplicate SDB Keys             |
| 9. Code Cut Standard Keys               | 25. Originate SDB Keys             |
| 10. Code Cut Medeco Classic             | 26. Rekey SDB Locks                |
| 11. Code Cut Medeco Biaxial             | 27. Service SDB Locks              |
| 12. Stamping Procedures                 | 28. Retrofit SDB Locks and Hinges  |
| 13. Use of locksmith keying tools       | 29. Setup Firelock Boxes           |
| 14. Code Filing System                  | 30. Install lock on keybox         |
| 15. MACS Rules                          | 31. Service Key Machines           |
| 16. Standard Cylinder Rekeying          |                                    |

**1<sup>st</sup> Year Apprentice**

A 1<sup>st</sup> year Apprentice will be registered with the ITA and working towards an ability to perform all of the following tasks.

- |                                     |  |
|-------------------------------------|--|
| 1. All Skills of Shop Tech          | 10. Locksmith Specialty Tools              |
| 2. Field Safety Protocols           | 11. Remove Lock Cylinder from ALL Hardware |
| 3. Commercial Vehicle Operation     | 12. Extract Broken Key and Duplicate       |
| 4. Hazards and Fire Protection      | 13. Originate Key by Impressioning         |
| 5. Customer Service                 | 14. Pick open lock cylinders               |
| 6. Paperwork Completion             | 15. Open secured entry                     |
| 7. Written and Communication Skills | 16. Basic Mechanical Safe Com Changes      |
| 8. Field Connect                    | 17. Working Knowledge of 3&4 wheel coms    |
| 9. Tools and Equipment              | 18. Identify Common Safe Lock Problems     |



- 19. Reset Scrambled 3/4 Wheel Mech Coms
- 20. Basic Digital Safe Com Changes
- 21. Digital Safe Lock Programming
- 22. Digital Safe Lock Resetting
- 23. Digital Safe Lock Diagnostics
- 24. SDB Box Drilling/Opening
- 25. Lock Hardware ID

- 26. Non Locking Hardware ID
- 27. Install/Service non locking hardware
- 28. Install blocker plates and Astragals
- 29. Rekey by IC Core Swapping
- 30. Service Door
- 31. Install Key Boxes

## **2<sup>nd</sup> Year Apprentice**

A 2<sup>nd</sup> year Apprentice shall have at least one year experience as a registered apprentice and must be able to perform all of the tasks required of a 1<sup>st</sup> Year Apprentice. A 2<sup>nd</sup> Year Apprentice will be working towards an ability to perform all of the following tasks:

- |  |   |
|--|---|
| <ul style="list-style-type: none"> <li>1. <b>All Skills of Shop Tech &amp; 1st Year</b></li> <li>2. Identify Fire and Life Safety Codes</li> <li>3. Create Master Key Systems and Keys</li> <li>4. R&amp;R Cylindrical Hardware</li> <li>5. Install/Service Cylindrical Hardware</li> <li>6. R&amp;R Narrow Stile Hardware</li> <li>7. Field Reverse Narrow Stile Hardware</li> <li>8. Install/Service Narrow Stile Hardware</li> <li>9. Install Office Furniture Locks</li> <li>10. Retrofitting Hardware</li> <li>11. Service Door Closers</li> <li>12. Install Door Closers</li> <li>13. Install Keyless Entry</li> <li>14. Program Keyless Entry Credentials</li> <li>15. Service Keyless Entry</li> </ul> | <ul style="list-style-type: none"> <li>16. Install Panic Bars</li> <li>17. Service Panic Bars</li> <li>18. Install DAT timers</li> <li>19. Change Time on DATs</li> <li>20. Field Reverse DATs</li> <li>21. Drawing/Hardware Schedule Interpretation</li> <li>22. Small Safe Moving and Installation</li> <li>23. Install Mortise Locks</li> <li>24. Install Select Hinges</li> <li>25. Rekey Night Deposit Heads</li> <li>26. Service ND heads and clear jams</li> <li>27. Search ND for missing deposits</li> <li>28. Retrofit ND Heads</li> <li>29. Install Day Gates</li> <li>30. Install Tridents</li> </ul> |
|--|---|

## **3<sup>rd</sup> Year Apprentice**

A 3<sup>rd</sup> year Apprentice shall have at least two years experience as a registered apprentice and must be able to perform all of the tasks required of a 1<sup>st</sup> and 2<sup>nd</sup> Year Apprentice. A 3<sup>rd</sup> Year Apprentice will be working towards an ability to perform all of the following tasks:

- |  |   |
|--|---|
| <ul style="list-style-type: none"> <li>1. <b>All Skills of Shop Tech &amp; 1st &amp; 2nd Year</b></li> <li>2. Basic Electrical Troubleshooting</li> <li>3. Install Electric Strikes</li> <li>4. Install MagLocks</li> <li>5. Install Power Operator Hardware</li> <li>6. Install Electrified Hardware</li> <li>7. Safe and Vault ID</li> <li>8. Safe and Vault Lock ID</li> <li>9. Service Bolt Works</li> <li>10. Advanced Mechanical Safe Com Changes</li> <li>11. Service Safe and Vault Locks</li> <li>12. Install Safe and Vault Locks</li> </ul> | <ul style="list-style-type: none"> <li>13. Convert Safe Locks (mechanical/digital)</li> <li>14. Open Safe Compartment Mechanical Locks</li> <li>15. Open Safe Compartment Digital Locks</li> <li>16. Open Safe Compartment Timers</li> <li>17. Open Safes and Vaults</li> <li>18. Open Night Depositories</li> <li>19. Open ATMs and CRU/CDUs</li> <li>20. Safe Component Parts Fabrication</li> <li>21. Setup and Use AutoDialer</li> <li>22. Timelock ID</li> <li>23. Timelock Inspections</li> <li>24. R&amp;R Timelock Movements</li> </ul> |
|--|---|

25. Install/Retrofit Timelocks

26. Service Jail Locks

**Locksmith Journeyperson**

A Journeyperson is an employee who has received their Certificate of Qualification.

**Security Systems Technician Journeyperson**

A Journeyperson is an employee who has received their Certificate of Qualification or Red Seal Certification.

**Lead Locksmith**

When the Employer appoints a Lead Locksmith in accordance with Article 20 the Lead Locksmith shall perform all of the tasks of a Journeyperson and in addition shall perform the following:

1. Certified Journeyman Locksmith
2. Create/Maintain apprenticeship system
3. Training of all apprentices
4. Inspecting Apprentices Work on Site
5. Evaluating Apprentices
6. Recommending Apprentice Increases
7. Assessing New Hire Probation
8. Performing Site Surveys