

ROAD BUILDING INDUSTRY STANDARD AGREEMENT

(DISTRICT # 1)

PAVING

COLLECTIVE AGREEMENT BETWEEN:

CONTRACTORS INVOLVED IN THE ROAD BUILDING INDUSTRY

AND:

INTERNATIONAL UNION OF OPERATING ENGINEERS, LOCAL 115

March 1, 2022 to February 28, 2025

TABLE OF CONTENTS

ARTICLE 1: OBJECTS 1

ARTICLE 2: DURATION 1

ARTICLE 3: EXTENT..... 2

ARTICLE 4: WAGES 5

ARTICLE 5: BENEFITS AND PENSION PLAN 8

ARTICLE 6: HOURS OF LABOUR, SHIFTS AND CALL-OUT 10

ARTICLE 7: OVERTIME 13

ARTICLE 8: TRANSPORTATION 14

ARTICLE 9: WORKING CONDITIONS 17

ARTICLE 10: UNION SHOP 20

ARTICLE 11: JOB STEWARDS..... 21

ARTICLE 12: ROOM AND BOARD..... 22

ARTICLE 13: ACCIDENT PREVENTION..... 23

ARTICLE 14: DISPUTES 24

ARTICLE 15: PUBLIC RELATIONS 25

ARTICLE 16: SAVINGS ARTICLE 25

ARTICLE 17: IUOE LOCAL 115 TRAINING ASSOCIATION (IUOETA)..... 25

ARTICLE 18: TOOL ALLOWANCE FUND 26

ARTICLE 19: WORKING DUES CHECKOFF 26

ARTICLE 20: OPERATING ENGINEERS' ADVANCEMENT FUND..... 26

ARTICLE 21: CONSTRUCTION INDUSTRY REHABILITATION FUND 27

ARTICLE 22: INDUSTRY PROMOTION FUND 27

ARTICLE 23: CONTRIBUTIONS AND DEDUCTIONS PAYMENT..... 27

SCHEDULE "A": SPECIAL PROVISIONS AND WAGES 29

SCHEDULE "A": PAVING RATES AND BENEFITS - LOWER MAINLAND 31

DISTRICT # 1: CLASSIFICATIONS / GROUPS..... 32

LETTER OF UNDERSTANDING #1 38

COLLECTIVE AGREEMENT:

BY AND BETWEEN:

CONTRACTORS INVOLVED IN THE ROAD BUILDING INDUSTRY

BA Blacktop Ltd.
Jack Cewe Construction Ltd.
Mainland Construction Materials ULC dba Winvan Paving Ltd.
Grandview Blacktop
Lafarge GVA Construction a division of Lafarge Canada Inc.
(the Transportation Infrastructure Group)

(hereinafter referred to as the "Employer")

AND:

INTERNATIONAL UNION OF OPERATING ENGINEERS, LOCAL 115

(hereinafter referred to as the "Union")

(hereinafter collectively referred to as the "Parties")

ARTICLE 1: OBJECTS

1.01 The objects of this Collective Agreement are to stabilize the Construction Industry; provide fair and reasonable working conditions and job security for 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 Collective Agreement; prevent strikes, lockouts, and work stoppages; 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.

Except where specifically stated to the contrary, any reference to the masculine gender or feminine gender, in the provisions of this Collective Agreement, shall be considered to apply to all employees equally. All pronoun references in this Collective Agreement, e.g. he, his, they, theirs, shall be deemed to include all genders.

The Parties recognize the markets in which these businesses operate are multicultural and gender diverse. Therefore, the Parties are committed to ensuring an inclusive and non-discriminatory work environment.

ARTICLE 2: DURATION

2.01 This Collective Agreement shall be in full force and effect from and including March 1, 2022, to and including February 28, 2025 and shall continue in full force and effect from year to year thereafter subject to the right of either Party to this Collective Agreement within four (4) months immediately preceding the date February 28, 2025, 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 Collective Agreement shall thereafter continue in full force and effect until the Union shall strike, or the Employer lockout, or the Parties shall conclude a renewal or revision of this Collective Agreement or a new Collective Agreement.

The operation of Section 50 (2) and (3) of the *Labour Relations Code*, RSBC 1996, c. 244, is hereby excluded.

ARTICLE 3: EXTENT

3.01 Application:

This Collective Agreement shall apply to all employees of the Employer engaged in the classifications listed in the attached Schedule on the following types of construction 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.

Federal, Provincial, Territorial or municipal roads and highways, logging roads, mining roads, mine stripping, railway grades, dykes, access roads to projects or industrial sites, all asphalt paving and concrete paving of highways and roads, asphalt parking lots and driveways, airport runways and taxi strips and gravel crushing for the foregoing types of work. The Employer shall be allowed to perform residential and municipal utility work and mine tailing dams under the terms and conditions of this Collective Agreement.

When working on construction projects other than those described above, the Employer agrees to abide by the IUOE Local 115 Standard Industry Agreements covering such work within the Jurisdiction of the Union including the Pipe Line Contractors Association of Canada.

On major industrial site projects that have a combination of Heavy and Road work, i.e. pulp mills, refineries, mines, chemical plants or similar type projects, a pre-job conference shall be held to determine those portions of the project covered by the Extent Article of this Collective Agreement and the Heavy Construction Agreement.

It is agreed that the following terms and conditions shall amend the Road Building Industry Standard Agreement (Paving) dated March 1, 2019 to February 28, 2022 and the District 1 Addendum to the said Collective Agreement.

Further these terms and conditions shall apply to the following geographical area only – the Lower Mainland and Fraser Valley (Hope on the East, Vancouver on the West, the U.S. Border on the South to Pemberton on the North, inclusive). Should work be performed in other areas of the province or the Yukon, the applicable District Schedules shall apply.

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 Road Builders Agreement "Extent Article". Such mutually agreed modifications to the Collective Agreement shall be by Letter of Understanding and may be for one (1) project, for a type of work, for a specific area or for a specific period of time.

3.02 Sub-Contractors:

The terms of this Collective Agreement shall apply to all Sub-Contractors or sub-contracts let by the Employer. The Employer shall engage only those Sub-Contractors having a Collective Agreement with the signatory Union prior to commencing work.

The Employer signatory to this Collective Agreement shall be responsible for enforcing the wages and conditions of this Collective Agreement on the Sub-Contractor.

In the event a Sub-Contractor fails to make payment of wages, or benefits and conditions as contained in this Collective Agreement, the prime contractor shall upon written notice, by the Union, of such payroll failure, be required to make the necessary payments.

3.03 Owner-Operators:

(a) The expression "Owner-Operator" as used herein, shall mean any person who performs work within the jurisdiction of the Union for pay, remuneration, compensation or reward of any kind, except:

- (i) a person who comes within the job classification of heavy duty mechanic, welder, service truck operator, heavy duty greaser, or any of them;
- (ii) a person who, with respect to the person, firm or corporation who or which provides their pay, remuneration, compensation or reward for such work, is in the relationship analogous to that of employee to Employer;
- (iii) a person who has been determined to be an "employee" pursuant to the provisions of the *Labour Relations Code*, RSBC 1996, c. 244 or the *Canada Labour Code*, RSC 1985, c. L-2.

(b) Owner-Operator Audit:

The Employer will provide a list of their payables without any numbers and the Employer's accountant shall provide a list of Owner-Operators who were employed during the period requested.

(c) The Employer agrees that they will not, under any circumstances, engage an owner-operator to perform work for them unless and until the owner-operator, prior to the commencement of such work:

- (i) proves to the Employer that they are a member in good standing of the Union,
- (ii) obtains from the appropriate office of the Union for the area in which such work is to be performed, a clearance or permit to perform such work and, in either case
- (iii) signs a written form of authorization, which shall be irrevocable during the period in which the owner-operator performs such work, authorizing and directing the Employer to deduct from the pay, remuneration, compensation or reward earned by the owner-operator the sum equal to that amount as

outlined in 'the appropriate schedule Total Employer/Employee contribution' for each hour worked and traveled and to remit the same to the Union to be applied by the Union in the manner described in paragraph (d) of this Article.

- (iv) agrees that the Employer may withhold a reasonable sum pending presentation by the owner-operator of a WorkSafeBC clearance letter pertaining to assessments.
- (d) The Union agrees that such remittances by the Employer shall be apportioned and applied on behalf of the owner-operator as contributions to the Operating Engineers' Benefits Plan, the Operating Engineers' Pension Plan, the IUOE Local 115 Training Association, the Operating Engineers' Tool Allowance Fund, the Operating Engineers' Advancement Fund, the Construction Industry Rehabilitation Fund, and working dues checkoff and all other Funds as set out in this Collective Agreement.
- (e) The total of such deductions made by the Employer in each month shall be remitted to the Union by the Employer not later than the fifteenth (15th) day of the following month and each such remittance shall be accompanied by an Operating Engineers' Benefits Plan form properly completed by the Employer. Such Benefits Plan form shall be provided for the Employer by the Union.

The method of deductions and remittances referred to above, shall be consistent with Article 23 of this Collective Agreement.

- (f) The rate established between the owner-operator and the Employer shall include all benefits that are otherwise contained in this Collective Agreement. Payments of these established rates will be paid to the owner-operator every thirty (30) days. If a holdback is required, it shall be in accordance with the *Builders Lien Act*, SBC 1997, c. 45.

The owner-operator may become an employee of the Employer and be covered by this Collective Agreement.

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 Collective Agreement.

It is further agreed that this Collective 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 Collective Agreement, or depriving any employee of employment.

It is agreed that the Employer shall not have more than one (1) owner-operator employed for each ten (10) Operating Engineers' on their payroll. This ratio may be extended by mutual agreement between the Employer and the Union.

ARTICLE 4: WAGES

4.01 Hourly Wage Rates:

The Employer shall pay wages to every employee covered by this Collective 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 Collective Agreement.

4.02 Vacation and General Holidays:

Vacation and General Holiday pay shall be accrued at the twelve point five percent (12.5%) of gross earnings (six percent [6%] for annual vacation and six point five percent [6.5%] for General Holidays) and shall be paid to the employee upon termination of employment, or, when an employee takes their annual vacation.

Employees shall be provided the option on the method which they wish to be paid earned vacation. They may request on the following basis and the payment will be made by direct deposit:

- each payday
- annually
- upon layoff and/or termination
- or upon request (No reasonable request will be denied)

Employees will make their request upon hiring or for those who are not new hires may at any time make their choice. Once a choice is made the employee may only once during the term of employment request change.

For clarification purposes, it is the intent that holiday pay is paid on all monies that are taxable to the employee.

If requested, Vacation pay shall be paid by separate cheque deposit.

Employees who have completed twelve (12) months of continuous employment from their date of hire (excluding temporary layoff) upon request shall be entitled to a minimum of three (3) weeks' vacation. Vacation periods will be arranged by mutual agreement between the employee and the Employer.

The recognized holidays are: New Year's Day, Family Day, Good Friday, Easter Monday, Victoria Day, Canada Day, first Monday in August (British Columbia Day), Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day, Boxing Day and any day declared by the Provincial Government which is recognized in the *Employment Standards Act*, RSBC 1996, c. 113 (the "ESA"). No work will be performed on Labour Day. All work performed on General Holidays shall be paid for at double time rates. In the event that any additional day or days are declared provincial holidays by the Provincial Government, and such day is recognized in the ESA, then such holidays shall be recognized and the General Holiday pay shall be increased by point four of one percent (0.4%) for each additional day.

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

July 1st (Canada Day), shall be observed on the actual day of the holiday except Saturday or Sunday where the following Monday will be observed.

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

When a General Holiday falls on a Tuesday, Wednesday or Thursday, exclusive of Remembrance Day, Christmas Day, Boxing Day and New Year's Day, then the holiday shall be observed on the nearest Monday and the actual day of the holiday shall be worked and paid for at the appropriate straight time rate. Work performed on the day upon which it has been agreed that the holiday will be observed will be paid for at double time rates.

When working in a location where the Employer is prevented by the owner from working on a General Holiday, then the actual General Holiday will be observed.

4.03 Employees Working in Permanent Shops:

Employees shall take their annual vacation within the calendar year in which they are entitled to the said vacation, and take them in one (1) continuous period.

Should the Employer request employees who are on vacations to return to work, the Employer shall pay wages at double time for the balance of the vacation period.

Employees shall choose their time off for their annual vacations.

The Employer shall post a vacation calendar prior to April 1st of each year for the benefit of the employees.

4.04 Payment of Wages:

The Employer shall at least every second Friday, pay to each employee covered by this Collective Agreement all wages earned by that employee to a day not more than five (5) working days prior to the date of payment, provided that if a General Holiday falls on the regular payday, payment will be made the preceding day.

Payment of wages will be made prior to or during working hours. Where a payroll is not met within the prescribed time, unless proper reasons for the delay are forthcoming, it shall not be considered a violation of this Collective Agreement for the employees to cease work until payment of wages or other arrangements are made between the Employer and the Union.

In the event that an employee covered by this Collective Agreement ceases, for any reason, to be an employee of the Employer, the Employer shall pay such employee forthwith after they cease to be an employee of the Employer, all wages, salary and holiday pay earned by such employee.

The Employer may utilize electronic means to pay employee wages, reimburse expenses and will utilize electronic means or Canada Post to provide an itemized statement with each pay, showing the number of hours at straight time rate and at overtime rate, the wage rate, total wages paid and itemized deductions from the amount earned, in addition to expenses reimbursed as appropriate.

Exchange charges will be added to the cheque, or otherwise provided for by the Employer.

Where subsistence allowance is payable under the terms of this Collective Agreement, such subsistence allowance shall be paid by separate deposit.

4.05 Bonding Payroll Failures and Out-of-Province Firms:

(a) Before members are dispatched to the Employer, such Employer shall, if demanded by the Union, post a bond or an Irrevocable Letter of Credit in a form which shall be suitable to the Union in the amount of eight thousand, five hundred dollars (\$8,500.00) for each employee who will be placed on the Employer's payroll for use in default of payment of wages, Benefits contributions, vacation pay, General Holiday pay, or any other contributions or payments provided by this Collective Agreement. When no longer required, such bond or Irrevocable Letter of Credit shall, by mutual consent of the Union and the Employer concerned, be terminated.

(b) Where there has been a payroll failure by the Employer or where the Employer has failed to remit trust funds as provided for elsewhere in this Collective Agreement, the Employer shall, upon demand by the Union:

(i) make available at the Employer's premises all payroll records to the Union for examination; and/or

(ii) post a bond in a form which shall be suitable to the Union in the amount of eight thousand, five hundred dollars (\$8,500.00) for each employee who was on the Employer's payroll during the immediately preceding six (6) months.

In lieu of the bond, the Employer shall submit an Irrevocable Letter of Credit upon request of the Union.

(c) Out-of-Province firms must establish a local pay office.

4.06 New Classifications:

As and when types of equipment or work methods are introduced which are not included in the list of classifications contained in the attached Schedule, the Employer shall promptly negotiate with the Union a wage rate for such equipment or work method.

Every effort will be made to conclude negotiations within thirty (30) days but in any event, the rate established shall be retroactive to the day notice in writing is given by either Party to commence negotiations.

In the event of disagreement, the question of a rate to be paid shall be referred to Arbitration per the provisions of Article 14.

4.07 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.

4.08 Lesser Rate of Pay:

At no time will an employee be required to work in a lesser wage classification than that for which they were dispatched, unless the employee agrees to the lesser wage classification in writing, which will require the employee's signature.

4.09 Bereavement Leave:

In case of death in the immediate family, the employee affected shall be granted a bereavement leave of absence up to three (3) days* with one (1) of those days paid at eight (8) hours at straight time. Immediate family is defined as those persons outlined in the ESA.

If the employee is notified of the death while they are working, they shall be excused from and paid for the balance of that working shift and such time will not be charged against the three (3) days of leave.

* In addition one (1) of the three (3) bereavement leave days shall include the funeral service or celebration of life.

ARTICLE 5: BENEFITS AND PENSION PLAN

5.01 The Employer shall make contributions for each hour wages are payable in respect to each employee covered by this Collective Agreement to the Operating Engineers' Benefits Plan.

The Employer shall make contributions for each hour wages are payable in respect to each employee covered by this Collective Agreement to the Operating Engineers' Pension Plan.

For clarification: on overtime, hourly contributions shall be at straight time.

Effective February 1, 2025, contributions shall be based on hours earned. For clarification "hours earned" means one and one-half (1-1/2) or two (2) times the contribution rate for overtime hours.

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

The Union in consultation with the administrator, board of trustees, actuary, and consultants of the Operating Engineers Benefits and Pension Plans (the "Plans") may in the best interest of the Plan participants and beneficiaries reappropriate those contributions received as provided for in the Schedule of Employer/Employee Contributions.

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

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

Contributions must be mailed or delivered by the Employer to the Administrator of the Operating Engineers' Benefits and Pension Plans at their office located at 4333 Ledger Avenue, Burnaby, B.C. no later than the fifteenth (15th) day of the month following that which contributions cover. The Parties agree that the Union may receive payments electronically for monthly remittances.

In the event the Employer fails to remit contributions to these Plans in accordance with this Article of this Collective Agreement:

- (a) The Union is free to take the following economic action:
 - (i) demand payment of the two percent (2%) per month delinquency charge as provided for in Article 23 in this Collective Agreement; and/or
 - (ii) demand the posting of a bond or an Irrevocable Letter of Credit as provided for elsewhere in this Collective Agreement; and

where the Employer has failed to comply with (i) and (ii) above, then

- (iii) forty-eight (48) hours after the Union has delivered the demand for bond or the Irrevocable Letter of Credit, take any other economic action it deems necessary against such Employer, until such time as the bond has been posted or the Irrevocable Letter has been furnished and such other action shall not be considered a violation of this Collective Agreement.

Such economic action as it applies to this Article only may include the withholding and the withdrawal of dispatches to the Employer.

- (b) The Employer agrees to:
 - (i) pay the delinquency charges referred to in (a) (i) of this sub-article and
 - (ii) post a bond or irrevocable letter of credit referred to in (a) (ii) of this sub-article

whenever they are demanded in accordance with the provisions as set out in this Collective Agreement.

The Union Business Representative may inspect during regular business hours an Employer's record of time worked by employees and contributions made to the Plans.

The Benefits or Pension Plans' Auditor shall be permitted to inspect and audit the Employer's record of time worked by employees and contributions made to the Plans and shall be allowed the time necessary to complete the audit.

The Auditor shall notify the Employer of their intentions to audit and to make the necessary arrangements for the time and place.

Payments to the Benefits and Pension Plans shall be made by cheque, payable at par, to the Operating Engineers' Benefits and Pension Plans at 4333 Ledger Avenue, Burnaby, BC.

Benefits which will be provided under these Plans are as follows:

1. Medical surgical benefits;
2. Weekly indemnity benefits for non-occupational sickness and accident;
3. Pension Plan;
4. Such additional benefits as the Trustees of the Plans shall periodically determine.

Other personnel of the Employer party to this Collective Agreement may become Associate Members of the Operating Engineers Benefits Plan as provided for in the Trust Agreement and will be subject to the regulations as provided by the Trustees from time to time.

ARTICLE 6: HOURS OF LABOUR, SHIFTS AND CALL-OUT

6.01 Regular Hours:

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 shall constitute a week's work; i.e., Monday, 8:00 a.m. to Friday, 4:30 p.m. The start of the work week shall be Monday, 8:00 a.m., except as provided below:

6.02 Shifts:

- (a) The following provisions shall apply to fixed operations such as plants, shops, mechanics or pits and field operations.

Where the majority of hours worked by the operations fall between 6:00 a.m. and 6:00 p.m., then no shift premium applies, however overtime rules per Article 7 would still apply.

- (i) Less than three (3) consecutive shifts

For shifts between Sunday night and Friday morning, where the majority of hours worked fall between 6:00 p.m. and 6:00 a.m., the employee will be paid at one and one half (1-1/2) times the employee's classified rate of pay for the first eleven hours (11) hours and two (2) times thereafter.

Where the majority of hours worked fall between 6:00 p.m. and 6:00 a.m. starting on Saturday, the employee will be paid two (2) times the employee's classified rate of pay.

- (ii) Three (3) consecutive shifts or more

For shifts between Sunday night and Friday morning, where the majority of hours worked fall between 6:00 p.m. and 6:00 a.m., the employee will be paid at one and one quarter (1-1/4) times the employee's classified rate of pay for the first eight (8) hours and one and one-half (1-1/2) times the employee's classified rate for the next three (3) hours and two (2) times thereafter.

Where the majority of hours worked fall between 6:00 p.m. and 6:00 a.m. starting on Friday continuing to Saturday morning, the employee will be paid at one and one-half (1-1/2) times the employee's classified rate of pay for the first eleven (11) hours and two (2) times thereafter.

Where the majority of hours worked fall between 6:00 p.m. and 6:00 a.m. starting on Saturday the employee will be paid two (2) times the employee's classified rate of pay.

Any hours worked where the premium above are paid, shall not attract additional overtime premiums.

6.03 Shift Rotation:

Where two (2) or more shifts are required, they shall rotate every two (2) weeks where practical: i.e., it is not intended that rotation would apply where there is no counterpart or cross shift.

- 6.04 Where a second shift is to be worked it shall commence not later than two (2) hours after completion of the first shift.

6.05 Variations:

All work done outside of the hours mentioned in Articles 6.01 and 6.02 above shall be considered overtime EXCEPT:

- (a) When working hours are changed to obey fire prevention regulations made under the *Forest Act*, RSBC 1996, c. 157; or
- (b) Where it is agreed between the Employer and the Union to vary the starting times; then, a majority of the employees on the job shall decide the issue. A ballot vote shall be taken on the job under the supervision of the Employer representative and a person designated by the Union.
- (c) Where, for the purpose of utilizing daylight hours, it is agreed between the Employer and the Union to vary the starting time from 8:00 a.m., each shift shall consist of seven (7) hours' work for which eight (8) hours shall be paid.

- (d) Employees shall decide on such variation per the provision in Article 6.05(b) above.

6.06 Call-Out Time:

(a) Fixed Operations

The following provisions shall only apply to fixed operations such as plants, shops, mechanics or pits.

Where an employee is called out for work and no work is performed, they shall be paid four (4) hours at the employee's applicable hourly rate.

It is understood that an employee starting work shall receive not less than four (4) hours' pay whether or not the job is suspended due to inclement weather.

- (i) On regular shifts at straight time;
- (ii) On Saturdays, Sundays and General Holidays at the prevailing overtime rates;
- (iii) Where an employee is called out for work at any time, and work is performed, they shall be paid a minimum of:
- On regular shifts, four (4) hours at straight time;
 - On overtime days, four (4) hours at the prevailing overtime rates;
 - After the regular shift, employees called to work shall receive a minimum of four (4) hours' pay at the prevailing overtime rate.

The Employer shall pay to every employee covered by this Collective Agreement, who works in excess of four (4) hours, and less than eight (8) hours in any one (1) shift, at least eight (8) hours' wages for each such shift, provided the employee is available for work.

If the employee works more than four (4) hours on Saturday, Sunday, or General Holidays, they shall receive a minimum of eight (8) hours' pay at the prevailing overtime rates.

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 minimums under this Article.

(b) Field Operations

- (i) The following call-out guarantee provisions will apply on Monday through Friday and on Sundays and shall only apply to field operations and shall specifically not apply to fixed operations such as plants, shops, mechanics or pits.

- Two (2) hours' pay at the applicable rate of pay in the event an employee reports for work and no work is provided;
- Four (4) hours pay at the applicable rate of pay in the event an employee commences work and works for less than four (4) hours;
- Six (6) hours pay at the applicable rate of pay if an employee works more than four (4) hours but less than six (6) hours;
- Eight (8) hours pay at the applicable rate of pay in the event an employee works more than six (6) hours pay but less than eight (8) hours

(ii) Saturdays

The following call-out guarantee provisions will apply on Saturdays on a year-round basis and shall only apply to field operations and shall specifically not apply to fixed plant operations such as plants, shops, mechanics or pits.

- Two (2) hours pay at the applicable rate of pay in the event an employee reports for work and no work is provided;
- Four (4) hours pay at the applicable rate of pay in the event an employee commences work and works for less than four (4) hours;
- Actual hours worked to be paid at the applicable rate of pay after four (4) hours has been worked.

- (c) Call outs are paid provided however, that the worker has reported to the jobs in person, in a competent condition to carry out their duties, and providing adequate notice has not been given not to report to 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 or prearranged radio broadcast; where camps are maintained, one (1) hour notice prior to starting time shall be given.

Each employee shall provide the Employer with their telephone number where the employee may be reached, and the Employer shall fulfill the obligations of the above paragraph by contacting that telephone number.

ARTICLE 7: OVERTIME

- 7.01 All hours worked outside the regular hours, or the accepted variations therefrom, and outside the established shift hours, shall be considered overtime until a break of eight (8) hours occurs, and shall be paid for at the following rates:

All hours worked outside the regular scheduled shift, Monday to Friday shall be paid at one and one-half (1-1/2) times the employee's hourly rate up to eleven (11) hours.

Saturday shall be paid at time and one-half (1-1/2) for the first eleven (11) hours worked.

All work performed beyond eleven (11) hours per day Monday to Saturday, Sundays or General Holidays shall be paid at two (2) times the employee's hourly rate.

All overtime worked by employees in permanent shops or performing maintenance on permanent plants, shall be on a voluntary basis.

7.02 Provision of Meals on Overtime:

When employees are required to work extended daily hours in excess of ten (10) hours, the Employer shall be required to provide a meal at no cost to the employees, for those involved. The time required for the consumption of the meal shall be considered as time worked, and shall not be less than one-half (1/2) hour and this break shall occur not more than six (6) hours after the last meal time.

Should an employee be requested to continue work, then an additional hot meal shall be supplied every four (4) hours under the same conditions as above.

7.03 Where an employee is required to work through the regular established lunch period, such employee shall be paid the applicable overtime rate, and shall be given one-half (1/2) hour to consume their lunch before or after the regular lunch period. Such time shall be paid for as part of the regular shift.

7.04 It is agreed that no employee shall be deprived of a hot meal by reason of working overtime, where the Employer is providing room and board.

ARTICLE 8: TRANSPORTATION

Out-of-Town Projects:

8.01 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, travelling. If delayed for reasons beyond the employee's control they will receive costs for meals and accommodations. No time shall be paid for new employees traveling to the job upon hiring or termination.

8.02 Employees supplying their own transportation from point of hire to job sites where public transportation is not available for the entire distance, shall be compensated as follows:

Public transportation fares for the portion covered by public transportation and on a mileage basis as set out in Article 8.13(a) Local Transportation for the portion where no public transportation is available.

8.03 When an indentured apprentice is required to fulfill the annual schooling portion of their apprenticeship program, they shall receive fare and travel as per this Article.

8.04 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.

- 8.05 If an employee is terminated (not for cause), takes sick, is injured or leaves the job for authentic compassionate grounds, cost of return transportation, and travel time shall be paid by the Employer. If delayed for reasons beyond the employee's control they will receive costs for meals and accommodations.
- 8.06 If an employee quits or is discharged when having been on the job thirty (30) calendar days, return transportation, meals, travelling time, shall be paid by the Employer. Travel time shall be paid in accordance with Article 8.07. If delayed for reasons beyond the employee's control they will receive costs for meals and accommodations.
- 8.07 Subject to the same conditions as govern transportation, eight (8) hours' pay at straight time will be paid each calendar day or portion thereof travelling or waiting for transportation. When the time required to travel to the job, check in and receive accommodation is less than eight (8) hours, the employee may be required to work until eight (8) hours have elapsed since their departure from their place of domicile.

In the event of delayed transportation, accommodation and meals (receipts required) shall be paid by the Employer where such is not provided by the transportation company.

- 8.08 When an Operating Engineer is required to provide mechanic's tools, all cost of transporting such tools to and from the job shall be borne by the Employer, subject to the same conditions as govern transportation.
- 8.09 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.

- 8.10 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.
- 8.11 On projects of over fifty (50) calendar days' duration, employees who are receiving room and board or a living-out allowance shall be eligible for leave after being on the project for thirty (30) calendar days. A maximum of four (4) days leave shall be granted at least once every forty-five (45) calendar days.

The scheduling and duration of these periodic leaves will be established by agreement with the employees, however the Employer shall have the right to vary the schedule within the above time periods due to inclement weather. Where the Employer schedules periodic leave due to inclement weather, all employees on the payroll shall be paid fare and expenses both ways regardless of length of time on the job.

When leave is desired in accordance with the above terms, the Employer shall provide transportation and expenses to the point of departure and back to the job. In no event will an employee receive leave unless they actually return to their place of domicile and unless they return to the project for the next shift following the leave.

No cash settlement in lieu of leave will be allowed. Living-out allowance shall not be paid during leave period. Employees who take leave from camp accommodations will not be required to vacate their rooms during leave.

8.12 If an employee takes sick, is injured or leaves the job for authentic compassionate ground they shall be granted leave of absence. The Employer shall pay the cost of transportation to and from employee's place of residence.

8.13 Local Transportation:

(a) Cities, Towns or Villages:

On all jobs situated within fifty (50) Kilometers of the centre of any city, town or village in which an employee is residing or accommodates, such employee will travel daily to and from such jobs at no cost to the Employer.

However, it is agreed and understood that employees will not be required to use their vehicles on new grade construction in order to fulfill the above.

All additional mileage to jobs beyond fifty (50) Kilometers from such centres, will be paid at the applicable Canada Revenue Agency rate per Kilometer each way for such additional mileage to reimburse the employee for daily travel allowance and travelling time.

The Employer shall provide transportation to and from the employee's work station.

As an alternative to the foregoing, the Employer may provide transportation in approved passenger carrying vehicles which conform to public transit standards with full insurance coverage, and operated in compliance with WorkSafeBC Regulations, it being understood that in such an event a marshalling point or points will be established at a place or places agreed to by the Union, (prior to commencement of the project) within the eight (8) Kilometer (five [5] mile) distance called for above, and that the time spent in travelling to and from such marshalling point or points to the jobsite will be done during regular hours, and while the employee is on the payroll.

As a further alternative to the foregoing, the Union and the Employer may meet and agree upon a standard lump sum payment to cover the costs of transportation and travel time. This sum in the form of a daily allowance, shall be payable to all employees employed on this project irrespective of where the employee is residing or accommodated. It is the intent of this Article to provide a standard travel allowance which may be determined upon the commencement of the project for the mutual advantage of both the Employer and the employees.

(b) Camps:

Where camps or room and board are not provided, a living-out allowance shall be negotiated prior to the job commencing. If an allowance is not established prior to commencement, free room and board shall be supplied.

Where camps are provided or free room and board and the Employer requests the employee to check out of their room, then the checkout provision contained in the Collective Agreement shall apply. However, if an employee of their own volition checks out then the checkout allowance shall not apply. Where the Employer requests the employee to check out of their room, a storage room shall be supplied where the employee may store their belongings.

Where camps are maintained, transportation to and from the jobsite shall be provided.

Vehicles used to transport workers shall be approved passenger vehicles conforming to public transit standards and operated in compliance with WorkSafeBC Regulations.

Fifteen (15) minutes free travel time each way outside the regular shift hours will be allowed. All time beyond the fifteen (15) minutes that are outside the regular shift hours will be considered as time worked and paid for at the applicable overtime rates.

(c) Metropolitan Areas:

In lieu of payment for local transportation cost regardless of the employee's place of residence, the Employer shall pay to each employee employed within the Metropolitan Area as defined below, one dollar (\$1.00) per hour for each hour for which wages are payable hereunder. Such amounts shall be paid in the pay period and shall be part of gross earnings.

On paving jobs ONLY where a majority of employee's desire to use their personal transportation from the hotel/motel to the project, a travel allowance may be mutually agreed to between the Union Business Representative and the Employer.

(d) Vancouver - New Westminster Metropolitan Area:

The area encompassing Lions Bay on the north side, Canada-US border on the south side, Georgia Strait on the west side and McMillan Road on the east side from the south side of the Fraser River in a direct line north along Harrison Hot Springs Road (Highway #9).

(e) Bridge Tolls:

When directed by the Employer during working hours, to travel over a tolled bridge or highway the Employer will reimburse the employee for the toll(s) paid.

ARTICLE 9: WORKING CONDITIONS

9.01 Lunch periods shall be at mid-shift.

9.02 The Employer shall allow each employee two (2) breaks of ten (10) minutes each, but not more in a work shift. Time of breaks shall be mutually agreed upon.

- 9.03 Essential protective clothing including welder's gloves, protective vests or leather jackets, noise abatement devices, and rainwear 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.
- 9.04 Chemical or flush toilets shall be provided from the commencement of work on all jobs. Where the sewer or chemical toilets are not available, sanitary toilet facilities shall be provided as called for in local sanitary regulations. Toilet houses shall be painted, at least on the inside, and cleaned out daily. Toilet paper will be provided.
- 9.05 Where there is no running tap water available, drinking water in approved sanitary containers shall be provided. Paper cups will be supplied. Salt tablets shall be supplied during the summer months.
- 9.06 If requested by the Union or employee, the Employer will provide within three (3) calendar days, a termination slip which shall state the reason for the employee's termination and whether or not they are eligible for rehire.
- 9.07 Adequate time will be allowed prior to quitting time for picking up tools.
- 9.08 A lock-up shall be provided for employees for drying clothes, and dressing room, as well as lunch room. The lock-up shall have tables, and benches with provision for drying clothes. Such lock-up shall have windows and venting with adequate lighting and provision for continuous heat twenty-four (24) hours a day. The Employer shall be responsible for having the lock-up cleaned out daily and kept cleared of building material and other construction paraphernalia. Additional shelters shall be provided for employees to eat their lunch as may be required.
- 9.09 In case of fire or burglary 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 three hundred and fifty dollars (\$350.00).

The Employer shall also provide fire and burglary 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.

- 9.10 (a) All mechanics, welders, serviceperson, tire technician, drill doctors, steel sharpeners, bodyperson painters, and mechanics and welder apprentices who request coveralls shall have these supplied and cleaned by the Employer. There shall be one (1) change a week available in the employee's proper size. Employees are expected to take reasonable care of coveralls supplied. In the event that an employee does not return the coveralls supplied to them by the Employer, the Employer shall charge the cost of same to the employee and deduct this cost from any monies owing to the employee.

When requested, coveralls shall be supplied on a temporary basis to employees who assist on work as described above, or where the Employer and the Union mutually agree that coveralls are required.

- (b) Employees entitled to receive coveralls as provided herein may obtain an additional change of coveralls in any one (1) week providing the condition of the coveralls requires a change. The shop foreperson shall use discretion in authorizing the additional change.
 - (c) All shops shall provide adequate clean-up facilities.
- 9.11 The Employer shall pay the cost of obtaining operators' licences other than those required under the *Motor Vehicle Act*, RSBC 1996, c. 318, for employees covered by this Collective Agreement.
- 9.12 No employee will be permitted to use their own motor vehicle in a manner which is unfair to other members or against the best interest of the Union.
- 9.13 Each employee being terminated will be given one (1) hours' notice of termination by the Employer or one (1) hour's pay allowed in lieu thereof. Heavy duty mechanics and apprentice mechanics may utilize this hour to gather together their tools and put them in shape for their next job.
- 9.14 When a mechanic leaves the employ of the Employer, the Employer shall be required to pay cost of shipping mechanic's tools. Tools shall be shipped within forty-eight (48) hours of their leaving their employment, subject to the same conditions as govern transportation.

When an Operating Engineer elects to transport their own tools to and from the jobsite, the employee shall be paid the rate of two dollars and seventy-five cents (\$2.75) per one hundred (100) pounds per one hundred (100) miles. (e.g. $\$2.75 \times 528 \text{ pounds} \times 273 \text{ miles} = 396,396 \times 0.0001 = \39.64).

Where the Employer fails to comply with the above, 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 Collective Agreement until there is compliance with these provisions.

- 9.15 Where an employee is involved in an accident while on the job and as a result is unable to perform their work, they shall receive a full day's pay for the day of the accident.
- 9.16 Special Conditions - Underground:

Refer to the Standard Industry Collective Agreement with the Union.

- 9.17 The Employer shall allow time off work without pay for any employee who is serving on a Union Committee, or for purpose of serving as a Union delegate to any conference or function provided that this can be done without cost to the Employer.

Any employee who acts within the scope of the above paragraph shall not lose their job, or be discriminated against for so acting.

9.18 Telephones:

It is agreed that a telephone(s) shall be made available to all members at all times for outgoing emergency purposes and that incoming messages received shall be relayed immediately.

ARTICLE 10: UNION SHOP

10.01 Dispatch Offices:

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

The Union recognizes where the Employer wishes to name-request a former employee, this request will be acknowledged by the Union; provided however, the Union is FIRST notified of the Employer's intention to name-request the former employee and provided the former employee is registered with the Dispatch Office of the Union as being available for employment. A member quitting the Employer will not be eligible for re-hire on to the same project under the name-request provision. Such name-requests to originate with the superintendent or Employer headquarters, at the time of the pre-job conference or after consultation with the local Union.

When the Employer transfers employees to other projects, the Employer will notify the nearest Union District Office to the project.

10.02 Hiring:

Subject to the provisions of this Article, all employees of the Employer engaged in and/or working at those classifications set out in Schedule "A" attached hereto shall be or shall become members in good standing of the Union.

When employees, including forepeople, are required, only Union members having confirmation from the Union shall be hired. Owner-Operators shall be hired in accordance with Article 3.03 of this Collective Agreement.

When employees are hired as provided above, they shall be considered an employee of the Employer and shall be entitled to all employee benefits.

However, with specific reference to WorkSafeBC provisions and in the event of an accident and a claim by the employee or the said employee is denied by WorkSafeBC, there shall be no legal obligation upon the Employer to acknowledge or accept the claim as denied by WorkSafeBC.

When the Employer rents equipment the operators of such rented equipment shall be members of the Union and hired in accordance with the provisions of this Article.

Apprentices and trainees as required shall be hired through and in accordance with the Joint Apprenticeship Plan as outlined in Article 17 of this Collective 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, but notice shall be given to the Employer of any difficulty in completing the dispatch prior to the expiration of the forty-eight (48) hour period.

When Union members are not available within the jurisdiction of the Operating Engineers' Local 115, then the Employer may obtain employees elsewhere, it being understood that employees so hired shall meet Union and Tradesperson's qualifications.

Employees hired under this part shall have fourteen (14) days in which to make application for membership to 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 receives a clearance to return to work from their doctor or WorkSafeBC, providing the project is still in operation and there is work in their 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.

- 10.03 Should an employee at any time cease to be a member in good standing of the Union, under whose jurisdiction they are employed, the Employer shall, upon notification from the Union, discharge them forthwith.

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

- 10.04 The Union reserves the right to render assistance to other labour organizations. Refusal on the part of Union members to work with non-union workers whose organization is not affiliated to the Building Trades Council shall not be deemed a breach of this Collective Agreement.

On those projects where a developer or owner was predetermined on the tender that if the Collective Agreement contain an Affiliation Article and such Article must be waived, in these instances, the Employer shall contact the Tri Pac Unions to discuss the matter in order to determine if such Article shall be waived.

- 10.05 It shall not be a violation of this Collective 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 Councils of British Columbia, or to work with or to receive from any persons or firms who are considered unfair by any of the said Building Trades Councils.

ARTICLE 11: JOB STEWARDS

- 11.01 Job Stewards shall be recognized on all jobs and shall not be discriminated against. The Union Business Representative reserves the right to appoint and dispatch all Job Stewards and shall notify the Employer, in writing, of the appointment. The job superintendent or foreperson shall be notified by the Union of the name or names of such

Job Stewards, and in the event of layoff or reduction of 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.

- 11.02 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.
- 11.03 Union Business Representatives shall have access to all jobs covered by this Collective Agreement in the carrying out of their regular duties, after first notifying the Employer, superintendent or foreperson; however, in no way will they interfere with the workers during working hours unless permission is granted.

ARTICLE 12: ROOM AND BOARD

- 12.01 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.

- 12.02 When a project is located outside the Greater Vancouver Area (as defined in Article 3.01 - Application), Sunshine Coast and Howe Sound, the Employer shall provide free room and board or living out allowance as provided below for all employees. Where there is no camp accommodation, the Employer shall provide at no cost to the employee:
- (a) Accommodation based on single occupancy (subject to availability) and three (3) meals for each full day; or
 - (b) Accommodation based on single occupancy (subject to availability) plus where meals are not provided by the Employer, a daily meal allowance for each day at seventy dollars (\$70.00) per full day will be paid to cover the cost of meals. Where the job will continue through the weekend, accommodations will be made available and the meal allowance shall be paid to employees except where an employee chooses to take leave to return home; or
 - (c) The Employer may, at its sole discretion, offer employees the option to forgo the accommodation and meal allowance outlined in a) and b) above, and instead to arrange for their own accommodation and meals. Any employee making this election shall be paid a total allowance of one hundred and twenty-five dollars (\$125.00) per day as a nontaxable payment.

For any work within the Greater Vancouver Area (as defined in Article 3.01 - Application), Sunshine Coast and Howe Sound, where the Employer offers the option for employees to stay overnight rather than returning home each night, what employees are provided will be at the sole discretion of the Employer.

12.03 Any employee who is living in accommodation provided by the Employer (i.e. camps, hotels, motels etc.) may on any weekend vacate or check out of such accommodation and the Employer shall pay them thirteen dollars and fifty cents (\$13.50) per day for each such day checked out.

To qualify the employee must be available to work their schedule shift prior to and after the weekend and/or General Holiday and the employee must check out and sign the appropriate checkout form provided by the Employer prior to leaving.

It is agreed and understood that an employee will not be required to vacate their room during weekend checkout.

12.04 Christmas Holiday Season:

If the Employer intends to discontinue operation during the Christmas Holiday Season, they may avoid the payment of transportation and travel time for the workers out of camp prior to Christmas and back after Christmas if:

- (a) Mutual agreement is reached between the employee and the Employer that they wish to take a holiday at this time;
- (b) The employee is re-employed immediately after the agreed upon holiday period (e.g. after New Year's);
- (c) Any employee who does not wish to leave for a Christmas holiday is maintained in camp or given comparable room and board.

Otherwise the contractor is liable for transportation and travel time payments in accordance with Article 8 of the Collective Agreement.

ARTICLE 13: ACCIDENT PREVENTION

13.01 (a) It is understood and agreed that the Parties to this Collective Agreement shall at all times comply with the accident prevention regulations of WorkSafeBC, and any refusal on the part of an employee to work in contravention of such regulations shall not be deemed to be a breach of this Collective Agreement. Further, no employee will be discharged because they fail to work under unsafe conditions as set out in the Regulations. Any refusal of an employee to abide by know WorkSafeBC Regulations or posted Employer safety regulations, after being duly warned, will be sufficient cause for dismissal.

(b) Any employee may refuse to work where in their opinion adequate safety precautions have not been provided. The operator of a vehicle or piece of equipment may refuse to drive or operate such vehicle or equipment if, in their opinion, there is any reasonable doubt as to the safety of the unit, or if they feel it is improperly loaded. They may not be ordered to operate said vehicle or equipment until they have been satisfied any defects have been corrected.

13.02 The Employer will supply all safety hats and liners at no cost to the employee provided the employee returns such equipment to the Employer in reasonable condition, subject to normal wear and tear.

- 13.03 The Head Job Steward, or where there is a Safety Committee, a Union Representative of this Committee, shall accompany the WorkSafeBC Inspector on all project inspections.
- 13.04 Copies of the minutes of Safety Meetings shall be forwarded promptly each month to the respective Union Office.

ARTICLE 14: DISPUTES

14.01 Jurisdiction:

In the case of a jurisdictional dispute over the allocation of work, it is agreed that there shall be no stoppage of work. Where a decision of record applies to the disputed work, or where an agreement of record between the disputing trade applies to work, the Employer shall assign the work in accordance with such agreements or decisions of record. In other instances, the procedure as outlined by the impartial Jurisdictional Disputes Board and Appeals Board shall be followed.

14.02 Grievances:

It is the spirit and intent of this Collective 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 Collective Agreement, there should arise any difference between the Parties to, or the persons bound by this Collective Agreement concerning interpretation, application, operation or any alleged violation hereof, 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 Union Business Representative shall first discuss the difference with the foreperson or superintendent of the Employer 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, except the matter of discharge 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 in respect to any Employer contributions to the Benefits and Pension Fund, the IUOE Local 115 Training Association, the Operating Engineers' Advancement Fund, the Operating Engineers' Mechanics Tool Allowance Fund, the Construction Industry Rehabilitation Fund, and the Union, to be made on behalf of the employees as provided for in this Collective 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 Collective Agreement, may be claimed by the employee at any time.

The Employer shall only remain liable for Benefits and similar funds as provided for in this Collective Agreement on behalf of the Sub-Contractor for a period of forty (40) days after completion of the sub-contract.

- (b) In the event that any grievance is not resolved between the Employer and the Union within twenty (20) days, then each Party shall within five (5) days agree that the grievance will be heard by a single arbitrator. The Arbitrator shall, within ten (10) days, or such extended period as may be mutually agreed by the Parties, hear the Parties and render a decision within seven (7) days which shall be final and binding. The fees and expenses of the Arbitrator shall be borne equally by the Parties to the grievance.

14.03 Time Limits:

The time limits specified 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

- 15.01 The Parties to this Collective 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 cause 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 ARTICLE

- 16.01 In the event that any Provincial or Federal Statute or Law shall supersede or invalidate any Articles in this Collective Agreement, such Statute or Law shall prevail over any such Article, however, the other provisions of this Collective Agreement shall be valid and remain in full force and effect. In the event that any Article or portion thereof shall be declared invalid, it is further agreed that the Parties hereto shall meet within the period of sixty (60) days to redraft a new Article or portion thereof, which shall be valid and which shall replace the Article or portion thereof declared invalid.

If the Parties do not agree on a mutually satisfactory replacement, they shall submit the dispute to the Grievance Procedure.

ARTICLE 17: IUOE LOCAL 115 TRAINING ASSOCIATION (IUOETA)

- 17.01 The Employer shall make contributions, as set forth in the Employee/Employer Contribution Schedule, for each hour for which wages are payable hereunder for each employee covered by this Collective Agreement to the IUOETA.

The IUOETA shall be used to provide employees with the opportunity to acquire and improve the skills required for the essential and safe operation and maintenance of road building and allied equipment and to provide for tradesperson's qualification test.

The IUOETA Board of Directors, established under the IUOETA Association will administer the Association.

The Employer shall notify the Administrator of the IUOETA if they discharge an apprentice or trainee in any trade classification.

Where the Employer employs more than four (4) but less than ten (10) Journeyperson mechanics, they shall employ at least one (1) registered Apprentice. Where the Employer employs ten (10) or more Journeyperson mechanics, they shall employ at least two (2) registered Apprentices.

Mechanic Foreperson shall be included in determining the ratio of Journeypersons to Apprentices. All Apprentices shall be hired through the IUOETA.

ARTICLE 18: TOOL ALLOWANCE FUND

18.01 The Employer shall make contributions at the rate set forth in Schedule "A" per hour for each hour for which wages are payable hereunder for each employee covered by this Collective Agreement to the Operating Engineers' Mechanics Tool Allowance Fund.

18.02 Tool List:

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

ARTICLE 19: WORKING DUES CHECKOFF

19.01 The hourly working dues shall be calculated at two percent (2%) of the Group 3 hourly wage rate and shall be deducted for each hour that wages are payable. (These amounts shall be calculated to the nearest penny.)

Contributions in the amount set out above shall be deducted per hour for working dues from each employee covered by this Collective Agreement for each hour for which wages are payable hereunder and remitted to the Union not later than the fifteenth (15th) day of each month following the month in which deductions are made.

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

Should the Union, during the term of this Collective Agreement, request a change in hourly rate of the working dues checkoff; the altered rate shall be deducted and remitted as above.

The Employer shall be given sixty (60) days' notice in writing of the change in the amount of deduction to be made.

ARTICLE 20: OPERATING ENGINEERS' ADVANCEMENT FUND

20.01 The Employer shall make contributions at the rate set forth in Schedule "A" per hour for each hour for which wages are payable to each employee covered by this Collective Agreement to the Operating Engineers' Advancement Fund.

ARTICLE 21: CONSTRUCTION INDUSTRY REHABILITATION FUND

21.01 The Employer shall make contributions at the rate set forth in Schedule "A" per hour for each hour for which wages are payable hereunder for each employee covered by this Collective Agreement to the Construction Industry Rehabilitation Fund.

ARTICLE 22: INDUSTRY PROMOTION FUND

22.01 The Parties agree to the establishment of a Joint Committee to promote the Road Building Industry. The Joint Committee will establish governing rules for the purpose of dealing with industry issues or matters as determined by the committee. The funding formula will be set forth in Schedule "A" per hour paid by each Party.

ARTICLE 23: CONTRIBUTIONS AND DEDUCTIONS PAYMENT

23.01 The contributions and deductions referred to in Articles 5, 17, 18, 19, 20, 21, and 22 shall be remitted monthly by cheque together with a form supplied to the Employer by the Administrator of the Operating Engineers' Benefits Plan and mailed not later than the 15th day of each month to the Administrator of the Operating Engineers' Benefits Plan. The said Operating Engineers' Benefits Plan shall remit monthly all such monies received to the Operating Engineers' Benefits and Pension Plans, the IUOE Local 115 Training Association, the Operating Engineers' Mechanics Tool Allowance Fund, the Operating Engineers' Advancement Fund, the Construction Industry Rehabilitation Fund, the Industry Promotion 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.

23.02 If within forty-eight (48) hours of receipt of notification, by either the Union or the Benefits Plan, exclusive of Saturday, Sunday and holidays, the Employer has failed to pay delinquent contributions then the Employer agrees that all contributions/deductions due and payable in accordance with this Collective Agreement, are in arrears and a delinquency charge of two percent (2%) per month of the total amount of the unpaid trust funds in arrears will attach to those unpaid trust funds and become due and payable as damages to cover costs of collection and loss of earnings suffered by the Trust.

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.

Signed this 24 day of June 2022.

ON BEHALF OF THE TRANSPORTATION
INFRASTRUCTURE GROUP:

REDACTED

BA BLACKTOP LTD.

REDACTED

GRANDVIEW BLACKTOP

REDACTED

JACK CEWE CONSTRUCTION LTD.

REDACTED

LAFARGE GVA CONSTRUCTION
A DIVISION OF LAFARGE CANADA INC.

REDACTED

MAINLAND CONSTRUCTION MATERIALS
ULC dba WINVAN PAVING LTD.

ON BEHALF OF THE INTERNATIONAL
UNION OF OPERATING ENGINEERS,

LOCAL 115:

REDACTED

Mike Mayo, Business Representative

SCHEDULE "A": SPECIAL PROVISIONS AND WAGES

1. (a) Equipment Foreperson:

Where the Employer works three (3) or more employees on any one (1) shift on any one (1) project (number shall include owner operated and/or crewed rented equipment) under the jurisdiction of the Operating Engineers, Local 115, one (1) of these employees shall be appointed an Operating Foreperson. The Operating Foreperson shall receive a premium of eight percent (8%) per hour over the hourly rate of the highest Operating Engineer classification under their supervision.

When the Employer works six (6) or more employees on any one (1) shift on any one (1) project (number shall include owner operated and/or crewed rented equipment) under the jurisdiction of the Operating Engineers, Local 115, a Non-Operating Foreperson position shall replace the Operating Engineer position and shall receive a premium of ten percent (10%) per hour over the hourly rate of the highest Operating Engineer classification under their supervision.

When non-working Forepeople are required in accordance with the provisions of the Collective Agreement, they shall be selected from the predominate trade on the project.

When six (6) or more pieces of equipment are worked, the Foreperson shall not be called upon to operate equipment.

Where three (3) or more pieces of equipment are worked on any one (1) shift on a project as provided for above, it is understood that all equipment within the jurisdiction of the Operating Engineers, Local 115 shall be under the supervision of an Operating Engineer Foreperson.

Oilers and trainees shall be excluded when determining the ratio of a Non-Operating Foreperson.

(b) Mechanical Foreperson:

If the Employer works four (4) or more employees on any one (1) shift on any one (1) project or in a permanent shop under the jurisdiction of the Operating Engineers, Local 115, an Operating Engineer Foreperson shall be employed at ten percent (10%) over the hourly rate of the highest Operating Engineer classification under their supervision.

2. CREWS:

Crews on power shovels, draglines, clamshells, crawler cranes, truck cranes, trenching machines, drills (exploration, cable, core, rotary and similar types) and cable backhoes of one and one-half (1-1/2) cubic yard capacity and over shall consist of an Operator and Apprentice or trainee. It is recognized that the operation, moving (driving), servicing, maintenance and repair of the Employers' motive power and construction equipment is the work of the Operating Engineer.

Crews on asphalt plants, crushing plants, screening plants, and batch plants, shall consist of an Operator and an Apprentice or trainee.

3. 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.

4. EQUIPMENT ASSEMBLY:

It is agreed that the assembling and dismantling of the Employer's motive power and construction equipment described in Schedule "A" or falling within the jurisdiction of the Operating Engineers, will be performed by members of the Operating Engineers' Union.

5. FIRST AID ATTENDANT:

When an employee is designated as First Aid Attendant by the Employer, they shall have their regular hourly rate increased by the following schedule:

Level 3:	One dollar (\$1.00) per hour
Level 2:	Ninety cents (\$0.90) per hour
Level 1:	Seventy cents (\$0.70) per hour

The Employer agrees that any employee who has a First Aid Ticket shall be paid the appropriate premium regardless of WorkSafeBC minimum requirements.

DISTRICT #1 – MARCH 1, 2022 TO FEBRUARY 28, 2025
SCHEDULE "A": PAVING RATES AND BENEFITS - LOWER MAINLAND

Employee/Employer Contributions

	March 1, 2022	March 1, 2023	March 1, 2024
Benefits Plan	\$2.50	\$2.50	\$2.50
Pension Plan	\$5.25	\$5.40	\$5.50
IUOETA Fund	\$0.53	\$0.53	\$0.53
Working Dues	\$0.81	\$0.83	\$0.86
OE Advancement Fund	\$0.155	\$0.155	\$0.155
Rehabilitation Fund	\$0.02	\$0.02	\$0.02
Tool Allowance Fund	\$0.08	\$0.08	\$0.08
Industry Promotion Fund	\$0.01	\$0.01	\$0.01
TOTAL	\$9.355	\$9.525	\$9.655

Contributions to the Plans shall be for each hour wages are payable; in other words, on overtime, hourly contributions shall be at straight time.

Effective February 1, 2025 contributions shall be based on hours earned. For clarification "hours earned" means one and one-half (1-1/2) or two (2) times the contribution rate for overtime hours.

The percentages as outlined shall be applied to individual classifications. The Union may distribute/allocate amounts to various plans and/or programs from such calculation.

Hourly Wage Rates

	March 1, 2022	March 1, 2023	March 1, 2024
Trades (Certified)	\$44.44	\$45.78	\$47.09
Trades (Uncertified)	\$43.84	\$45.16	\$46.45
Group 1 (Certified)	\$41.29	\$42.54	\$43.76
Group 1 (Uncertified)	\$40.74	\$41.97	\$43.17
Group 2 (Certified)	\$40.89	\$42.12	\$43.33
Group 2 (Uncertified)	\$40.34	\$41.56	\$42.75
Group 3 (Certified)	\$40.30	\$41.52	\$42.71
Group 3 (Uncertified)	\$39.76	\$40.96	\$42.13
Group 4 (Certified)	\$36.56	\$37.66	\$38.74
Group 4 (Uncertified)	\$36.06	\$37.15	\$38.22

DISTRICT # 1: CLASSIFICATIONS / GROUPS

TRADES (CERTIFIED)

	March 1, 2022	March 1, 2023	March 1, 2024
Hourly Wage	\$44.44	\$45.78	\$47.09
Benefits	\$2.50	\$2.50	\$2.50
Pension	\$5.25	\$5.40	\$5.50
Holiday Pay (13%)*	\$5.78	\$5.95	\$6.12
Metro Travel	\$1.00	\$1.00	\$1.00
TOTAL	\$58.97	\$60.63	\$62.21

TRADES (UNCERTIFIED)

	March 1, 2022	March 1, 2023	March 1, 2024
Hourly Wage	\$43.84	\$45.16	\$46.45
Benefits	\$2.50	\$2.50	\$2.50
Pension	\$5.25	\$5.40	\$5.50
Holiday Pay (13%)*	\$5.70	\$5.87	\$6.04
Metro Travel	\$1.00	\$1.00	\$1.00
TOTAL	\$58.29	\$59.93	\$61.49

Trades: Classifications

Heavy Duty Mechanic
Welder
Drill Doctor
Steel Sharpener
Millwright
Paving Plant Foreperson
Bodyperson Painter

*Refer to Letter of Understanding #1 Article 4.02 Wages

GROUP 1 (CERTIFIED)

	March 1, 2022	March 1, 2023	March 1, 2024
Hourly Wage	\$41.29	\$42.54	\$43.76
Benefits	\$2.50	\$2.50	\$2.50
Pension	\$5.25	\$5.40	\$5.50
Holiday Pay (13%)*	\$5.37	\$5.53	\$5.69
Metro Travel	\$1.00	\$1.00	\$1.00
TOTAL	\$55.41	\$56.97	\$58.45

GROUP 1 (UNCERTIFIED)

	March 1, 2022	March 1, 2023	March 1, 2024
Hourly Wage	\$40.74	\$41.97	\$43.17
Benefits	\$2.50	\$2.50	\$2.50
Pension	\$5.25	\$5.40	\$5.50
Holiday Pay (13%)*	\$5.30	\$5.46	\$5.61
Metro Travel	\$1.00	\$1.00	\$1.00
TOTAL	\$54.79	\$56.33	\$57.78

Group 1: Classifications

All excavators, all attachments (5 yards up to 7 yards)
Front End Loaders all types (over 7 yards up to and including 15 yards)
Grader Operator
Asphalt/Concrete Plant Operator

*Refer to Letter of Understanding #1 Article 4.02 Wages

GROUP 2 (CERTIFIED)

	March 1, 2022	March 1, 2023	March 1, 2024
Hourly Wage	\$40.89	\$42.12	\$43.33
Benefits	\$2.50	\$2.50	\$2.50
Pension	\$5.25	\$5.40	\$5.50
Holiday Pay (13%)*	\$5.32	\$5.48	\$5.63
Metro Travel	\$1.00	\$1.00	\$1.00
TOTAL	\$54.96	\$56.50	\$57.96

GROUP 2 (UNCERTIFIED)

	March 1, 2022	March 1, 2023	March 1, 2024
Hourly Wage	\$40.34	\$41.56	\$42.75
Benefits	\$2.50	\$2.50	\$2.50
Pension	\$5.25	\$5.40	\$5.50
Holiday Pay (13%)*	\$5.24	\$5.40	\$5.56
Metro Travel	\$1.00	\$1.00	\$1.00
TOTAL	\$54.33	\$55.86	\$57.31

Group 2: Classifications

Excavators, all attachments (3 yards up to 5 yards)
Front end Loaders (5 yards up to 7 yards)
Multi plant operator
Crushing/Screening & Washing Plants -over 75 yards per hour

*Refer to Letter of Understanding #1 Article 4.02 Wages

GROUP 3 (CERTIFIED)

	March 1, 2022	March 1, 2023	March 1, 2024
Hourly Wage	\$40.30	\$41.52	\$42.71
Benefits	\$2.50	\$2.50	\$2.50
Pension	\$5.25	\$5.40	\$5.50
Holiday Pay (13%)*	\$5.24	\$5.40	\$5.55
Metro Travel	\$1.00	\$1.00	\$1.00
TOTAL	\$54.29	\$55.82	\$57.26

GROUP 3 (UNCERTIFIED)

	March 1, 2022	March 1, 2023	March 1, 2024
Hourly Wage	\$39.76	\$40.96	\$42.13
Benefits	\$2.50	\$2.50	\$2.50
Pension	\$5.25	\$5.40	\$5.50
Holiday Pay (13%)*	\$5.17	\$5.32	\$5.48
Metro Travel	\$1.00	\$1.00	\$1.00
TOTAL	\$53.68	\$55.18	\$56.61

Group 3: Classifications:

Excavators (under 3 yards)
All Drills exploration (cable core, rotary and similar types)
All Crawler Tractors
Rubber Tired Scrapers
Gradalls
Tire Technician
Paver, Screed
Asphalt rollers
Track Curb Machines
Concrete Finishing/Paving and Spreading Machines
Tractor Loader Backhoes (all)
Road Profilers (Roto Mill, Reclaimer, Pulvimixer, Hydra Hammer and similar types)
Slurry Seal Machine
Front end Loaders (1 yard to 5 yards)
Crushing/Screening Wash plant under 75 yards per hour
Hiabs and similar equipment under 10 ton
Forklifts and similar equipment
Huber Maintainer and similar types
Serviceperson/Truck Operator
Hydraulic Backhoes (Tractor Mounted) (All)
Tractor Mounted Chip Rock Spreader

*Refer to Letter of Understanding #1 Article 4.02 Wages

GROUP 4 (CERTIFIED)

	March 1, 2022	March 1, 2023	March 1, 2024
Hourly Wage	\$36.56	\$37.66	\$38.74
Benefits	\$2.50	\$2.50	\$2.50
Pension	\$5.25	\$5.40	\$5.50
Holiday Pay (13%)*	\$4.75	\$4.90	\$5.04
Metro Travel	\$1.00	\$1.00	\$1.00
TOTAL	\$50.06	\$51.46	\$52.78

GROUP 4 (UNCERTIFIED)

	March 1, 2022	March 1, 2023	March 1, 2024
Hourly Wage	\$36.06	\$37.15	\$38.22
Benefits	\$2.50	\$2.50	\$2.50
Pension	\$5.25	\$5.40	\$5.50
Holiday Pay (13%)*	\$4.69	\$4.83	\$4.97
Metro Travel	\$1.00	\$1.00	\$1.00
TOTAL	\$49.50	\$50.88	\$52.19

Group 4: Classifications

All Compressors/Pumps
Belt and Conveyor type Loaders
Power Broom
Grade rollers/compactors/tampers
Pumpcrete & Grout Pumps and/or equivalent
Skid Steer

*Refer to Letter of Understanding #1 Article 4.02 Wages

CRANES

As per IUOE Local 115 Crane Rental Agreement.

APPRENTICES/TRAINEES

Hourly wage rates for trainees/apprentices will be as determined by the IUOE Local 115 Training Association.

Rated Capacity:

As per Collective Agreement wording.

Note: Rated capacities for various equipment referred to in Schedule "A" are maximum manufacturer's factory rating for struck capacity of the machine. The rate of pay for other classifications involving bucket sizes shall be determined by the manufacturer's factory rating or bucket size, whichever is greater.

The Parties will meet to discuss common interests within the industry in order to build a stronger market, to return to profitability by becoming competitive in the bidding process for work, and to attract and retain a skilled and engaged workforce. A third party will be utilized if required to facilitate such meetings.

The following items will be discussed but will not be limited to:

1. Market assistance to combat the growth of other union/non-union market share.
2. Certification of all Trades.
3. Working conditions.
4. Costs other than direct wages.

LETTER OF UNDERSTANDING #1

BY AND BETWEEN:

CONTRACTORS INVOLVED IN THE ROAD BUILDING INDUSTRY

BA Blacktop Ltd.
Jack Cewe Construction Ltd.
Mainland Construction Materials ULC dba Winvan Paving Ltd.
Grandview Blacktop
Lafarge GVA Construction a division of Lafarge Canada Inc.

(the Transportation Infrastructure Group)

(the "Employer")

AND:

INTERNATIONAL UNION OF OPERATING ENGINEERS, LOCAL 115

(the "Union")

(hereinafter collectively referred to as the "Parties")

The Parties agree that the terms of this Letter of Understanding shall add or amend only those Articles in the Road Building Industry Agreement (District #1 Paving) referenced in this Letter of Understanding. All other terms and conditions of the Road Building Industry Agreement (District #1 Paving) not amended by this Letter of Understanding shall apply.

ARTICLE 4: WAGES

4.02 Vacation and General Holidays:

National Day for Truth and Reconciliation shall be observed as follows:

Subject to any exceptions noted in this Letter of Understanding (LOU), during the term of this Collective Agreement, the Employer will recognize National Day for Truth and Reconciliation and will pay an additional one-half percent (0.5%) for General Holiday Pay in addition to the amount listed in the General Holiday and Vacation pay Article.

Where the B.C. provincial government declares this day or any other day recognizing Indigenous people, such declared day shall replace this day and be added to the list of holidays.

In the event that National Day for Truth and Reconciliation is no longer recognized by the Federal government as a holiday or the BC Provincial government officially declares that this day will not be a provincial statutory holiday, this LOU will immediately terminate and all payments noted in this LOU will cease.

ARTICLE 6: HOURS OF LABOUR, SHIFTS AND CALL-OUT

6.06 Call-Out Time:

(b) Field Operations

(i) Monday through Friday and Sunday: May 1st to November 15th

The following call-out guarantee provisions will apply on Monday through Friday and on Sundays between May 1st and November 15th and shall only apply to field operations and shall specifically not apply to fixed operations such as plants, shops, mechanics or pits.

- Two (2) hours' pay at the applicable rate of pay in the event an employee reports for work and no work is provided;
- Four (4) hours pay at the applicable rate of pay in the event an employee commences work and works for less than four (4) hours;
- Eight (8) hours pay at the applicable rate of pay in the event an employee works more than four (4) hours but less than eight (8) hours

(ii) Monday through Friday and Sunday: November 16th to April 30th

The following call-out guarantee provisions will apply on Monday through Friday and on Sundays between November 16th and April 30th and shall only apply to field operations and shall specifically not apply to fixed operations such as plants, shops, mechanics or pits.

- Two (2) hours pay at the applicable rate of pay in the event an employee reports for work and no work is provided;
- Four (4) hours pay at the applicable rate of pay in the event an employee commences work and works for less than four (4) hours;
- Six (6) hours pay at the applicable rate of pay if an employee works more than four (4) hours but less than six (6) hours;
- Eight (8) hours pay at the applicable rate of pay in the event an employee works more than six (6) hours pay but less than eight (8) hours.

The terms of this Letter of Understanding shall be effective as of March 1st, 2022 and continue up and until February 28th, 2025.

Signed this 24 day of JUNE 2022.

ON BEHALF OF THE TRANSPORTATION
INFRASTRUCTURE GROUP:

REDACTED

BA BLACKTOP LTD.

REDACTED

GRANDVIEW BLACKTOP

REDACTED

JACK CEWE CONSTRUCTION LTD.

REDACTED

LAFARGE GVA CONSTRUCTION
A DIVISION OF LAFARGE CANADA INC.

REDACTED

MAINLAND CONSTRUCTION MATERIALS
ULC dba WINVAN PAVING LTD.

ON BEHALF OF THE INTERNATIONAL
UNION OF OPERATING ENGINEERS,

LOCAL 115:

REDACTED

Mike Mayo, Business Representative