

TEAMSTERS UNION LOCAL 213 STANDARD C/I AGREEMENT

By and Between:

Teamsters Union Local 213

affiliated to the International Brotherhood of Teamsters.
(hereinafter referred to as the "Union")

And:

Construction Labour Relations Association of BC (CLR)

*On its own behalf and on behalf of its member Employers who have authorized CLR to execute this Agreement on their behalf and those members added from time to time by notice given to the BCBCBTU.

* Pursuant to the August 9, 2016 Letter of Agreement By and Between the BCBCBTU and CLR as interpreted by the Arbitration Decision B.C.C.A.A. No. 164.
(hereinafter referred to as the "Employer")

May 1, 2023 to April 30, 2026

The provisions of this Agreement shall supersede any/all contrary application and/or interpretation of the Teamsters Union Local 213 Standard Industrial Agreement. All provisions of the Teamsters Union Local 213 Standard Industrial Agreement not otherwise modified herein shall remain in full force and effect.

This Agreement shall govern only commercial/institutional work which is within the work jurisdiction of the teamsters and which is being performed by bargaining unit members who are employees of any CLR contractors that perform commercial/institutional work.

1. (a) (i) Where an Employer is bidding Industrial work in the Lower Mainland and deems it necessary to bid this work at terms less than the Industrial agreement to be competitive with one or more non-building trade signatory contractors bidding the work they will notify the Union as soon as possible during the bid process. Where the Parties are not able to agree on enabled terms to make this bid competitive the terms of the C/I Agreement shall apply with the exception of whether employer contributions are calculated on Hours Earned which shall be in accordance with the Industrial Agreement. In addition, the "Alternate" Lower Mainland Industrial rates will apply to the work.
- (ii) A new "Alternate" Lower Mainland Industrial schedule (or equivalent letter) will be added to each C/I Agreement which will include the Employer contributions from the Industrial Agreement and hourly rates which are five percent (5%) higher than the C/I Rates.
- (b) The Lower Mainland/Fraser Valley shall be inclusive of West Vancouver to the west, Chilliwack to the east, and all cities, towns, municipalities, villages, communities, etc. in between.

Industrial construction shall be defined as: production plants such as pulp mills; chemical plants; refineries, including the transmission facilities; metre pumping; compressor stations; munitions plants; mines and smelters; power generating plants; bulk loading terminals; dams; breweries (excluding breweries similar but not limited to micro and craft); and any other projects which are mutually agreed to by the Parties.

Notwithstanding the foregoing, if a project is designated as an industrial construction project for the pipefitter, it shall also be designated as an industrial construction project for Teamsters Union Local 213.

2. The Employer may subcontract work under the following conditions:
 - (a) (i) it does not possess the necessary facilities or equipment;
 - (ii) it does not have and/or cannot acquire the required staffing;
 - (iii) there is a joint bid on a project which requires the work be subcontracted to the other party of the bid;
 - (iv) it cannot compete in terms of costs on portions of the scope of work; and/or
 - (v) the prime contractor requires the contractor to accept the lowest qualified tender price for all subcontracted work.

- (b) Where the Employer anticipates that subcontracting circumstances may exist, they must:
 - (i) Notify the Union with as much notice as possible, but not less than 72 hours before a bid closing deadline. It is agreed that this notice provision can be limited by unusual circumstances;
 - (ii) Allow the Union the opportunity to propose alternate contractors or other measures to encourage union bidders provided this does not impact timing of bid submission or work schedule;
 - (iii) Give timely notification to the union when engaging any subcontractor on jobs not captured by the foregoing.
 - (c) Nothing in the foregoing waives the requirement that there will be no non-union subcontracting on Concert Properties projects.
3. The Union shall not restrict/limit, in any way or for any reason, an Employer's right to contract for work on a project and to complete such work. The foregoing shall apply regardless of the union affiliation, or lack thereof, of any individual who may also be working on such project, and/or the work such individuals may be performing.
 4. The schedules of minimum straight time hourly wage rates as provided for within Schedules "A1" and "A2" attached shall apply to all work performed in accordance with this Agreement with respect to equipment operators.
 5. The schedules of Employer contributions and employee deductions as provided for within Schedule "B" shall apply to all work performed in accordance with this Agreement. All Employer contributions shall be calculated on the basis of hours worked.
 6. Annual vacation pay and statutory holiday pay shall be combined at the total rate of eight percent (8%) of gross earnings, and shall be paid to each employee on each pay cheque and upon termination of employment. The Friday preceding Labour Day may be floated and the day therefore worked at straight time rates, with an alternate day scheduled to be taken off as mutually agreed between the Employer and the employee.
 7. The Employer may schedule an afternoon and/or night shift if/as required. It shall not be necessary for there to be a day shift in order for there to be an afternoon shift and/or a night shift. Nor shall it be necessary to maintain an afternoon shift and/or night shift for consecutive days in order to constitute such a shift.
 8. The Employer shall pay a shift premium to any Employee who is employed on an afternoon or night shift. This premium shall not attract Vacation and Holiday pay and shall not be paid on any hour paid at overtime rates. The premium shall be adjusted for all Apprentice/Trainee Employee classifications based on their percentage of the equivalent Journeyman rate. Second and subsequent meal breaks shall not be considered hours worked.

Afternoon Shift the premium shall be three dollars (\$3.00) per hour worked on any shift which commences between 10:00 am and 8:29 pm.

Night Shift the premium shall be three dollars (\$3.00) per hour worked on any shift which commences between 8:30 pm and 1:00 am.

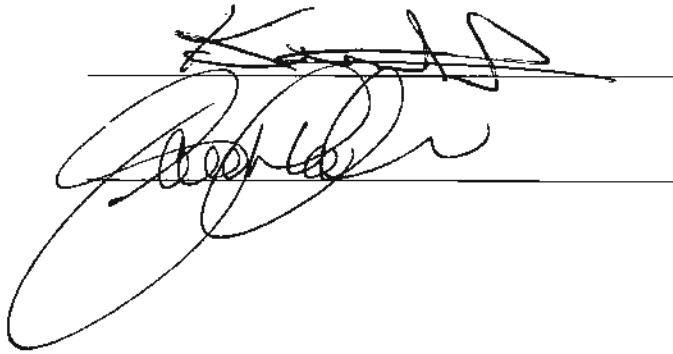
9. When a non-local resident employee is employed on an out-of-town project, the Employer shall supply an "employer supplied room plus daily meal allowance" or, with the mutual agreement of such employee, shall pay a daily "living out allowance" in lieu thereof. The terms of both daily travel as well as initial and terminal travel which shall apply to a non local resident employee on an out-of-town project shall be established on a project by project basis. Such terms shall be mutually agreed upon, in writing, by the Employer and the non local resident employee prior to the commencement of travel. Employers are advised that if such mutual agreement, in writing, cannot be provided to the Union within one (1) week request, the industrial standards for daily travel and initial and terminal travel shall apply.
10. On a regular work week, the first eight (8) hours of overtime on Saturdays shall also be paid at one and one-half (1½) times the otherwise applicable straight time hourly wage rate. On a compressed work week, the first ten (10) hours of overtime worked on the Friday of a Monday through Thursday compressed work week, or on the Monday of a Tuesday through Friday compressed work week, shall be payable at one and one-half (1½) times the otherwise applicable straight time hourly wage rate.
11. Any work hours under the forty (40) hour weekly maximum missed during the regular work week may be made up on a Saturday at straight time upon mutual agreement between the employee(s) and Employer. When all employees on the crew are sent home on the same day, they shall be provided the same opportunity to work Saturday at straight time, although each employee shall retain the right to decline such opportunity.
12. The starting and stopping time on a project may be varied by a maximum of two (2) hours earlier or later than the otherwise required start time of the shift upon mutual agreement of the Employer and the majority of Teamster Union Local 213 members employed on such project.
13. After there are two (2) teamsters cleared through the dispatch system to a specific commercial/institutional project, the Employer may exercise the option to obtain employees elsewhere, it being understood that employees so hired shall meet the Union qualifications and shall possess the skills, ability and expertise to perform the available work.
14. The list of employee classifications and groups in Appendix "A" shall apply on commercial/institutional projects.

Dated this 03 day of NOV, 2023

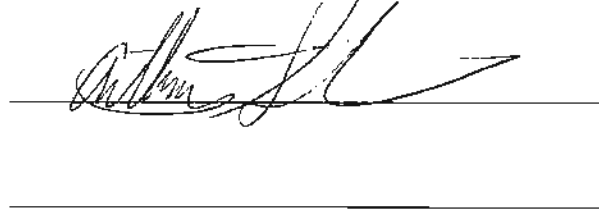
Dated this 6 day of NOVEMBER, 2023

Signed on behalf of:
Construction Labour Relations Association of BC

Signed on behalf of:
Teamsters Union Local 213



A handwritten signature in black ink, appearing to be 'K. Smith', is written over a horizontal line. Below this line is another horizontal line, and the signature continues to flow down and to the left, crossing the second line.



A handwritten signature in black ink, appearing to be 'D. Smith', is written over a horizontal line. Below this line is another horizontal line, and the signature continues to flow down and to the right, crossing the second line.

SCHEDULE "A1"

MINIMUM STRAIGHT TIME HOURLY WAGE RATES AND BREAKDOWN OF MONETARY PACKAGE
INSIDE LOWER MAINLAND/FRASER VALLEY

| Effective May 28, 2023 | | | Employer Contributions | | | | | | | | | Total Package |
|------------------------|-----------------------------|---------------------------|------------------------|---------|----------|--------|------------|---------|--------------|---------------------|----------|---------------|
| Group Number | Minimum ST Hourly Wage Rate | Vacation/Holiday Pay (8%) | H/W Plan | Pension | CLR Dues | CIRP | D&A Policy | JA Plan | BCBCBTU Fund | Training Trust Fund | BRL Fund | |
| 1 | \$35.28 | \$2.82 | \$3.20 | \$5.38 | \$0.13 | \$0.04 | \$0.01 | \$0.01 | \$0.05 | \$0.52 | \$0.10 | \$47.54 |
| 2 | \$34.71 | \$2.78 | \$3.20 | \$5.38 | \$0.13 | \$0.04 | \$0.01 | \$0.01 | \$0.05 | \$0.52 | \$0.10 | \$46.92 |
| 3 | \$34.36 | \$2.75 | \$3.20 | \$5.38 | \$0.13 | \$0.04 | \$0.01 | \$0.01 | \$0.05 | \$0.52 | \$0.10 | \$46.55 |
| 4 | \$34.18 | \$2.73 | \$3.20 | \$5.38 | \$0.13 | \$0.04 | \$0.01 | \$0.01 | \$0.05 | \$0.52 | \$0.10 | \$46.35 |
| 5 | \$34.00 | \$2.72 | \$3.20 | \$5.38 | \$0.13 | \$0.04 | \$0.01 | \$0.01 | \$0.05 | \$0.52 | \$0.10 | \$46.16 |
| 6 | \$33.89 | \$2.71 | \$3.20 | \$5.38 | \$0.13 | \$0.04 | \$0.01 | \$0.01 | \$0.05 | \$0.52 | \$0.10 | \$46.04 |
| 7 | \$33.64 | \$2.69 | \$3.20 | \$5.38 | \$0.13 | \$0.04 | \$0.01 | \$0.01 | \$0.05 | \$0.52 | \$0.10 | \$45.77 |
| 8 | \$33.37 | \$2.67 | \$3.20 | \$5.38 | \$0.13 | \$0.04 | \$0.01 | \$0.01 | \$0.05 | \$0.52 | \$0.10 | \$45.48 |
| 9 | \$27.14 | \$2.17 | \$3.20 | \$5.38 | \$0.13 | \$0.04 | \$0.01 | \$0.01 | \$0.05 | \$0.52 | \$0.10 | \$38.76 |

| Effective October 29, 2023 | | | Employer Contributions | | | | | | | | | Total Package |
|----------------------------|-----------------------------|---------------------------|------------------------|---------|----------|--------|------------|---------|--------------|---------------------|----------|---------------|
| Group Number | Minimum ST Hourly Wage Rate | Vacation/Holiday Pay (8%) | H/W Plan | Pension | CLR Dues | CIRP | D&A Policy | JA Plan | BCBCBTU Fund | Training Trust Fund | BRL Fund | |
| 1 | \$36.10 | \$2.89 | \$3.20 | \$5.38 | \$0.13 | \$0.04 | \$0.01 | \$0.01 | \$0.05 | \$0.52 | \$0.10 | \$48.42 |
| 2 | \$35.51 | \$2.84 | \$3.20 | \$5.38 | \$0.13 | \$0.04 | \$0.01 | \$0.01 | \$0.05 | \$0.52 | \$0.10 | \$47.79 |
| 3 | \$35.15 | \$2.81 | \$3.20 | \$5.38 | \$0.13 | \$0.04 | \$0.01 | \$0.01 | \$0.05 | \$0.52 | \$0.10 | \$47.41 |
| 4 | \$34.97 | \$2.80 | \$3.20 | \$5.38 | \$0.13 | \$0.04 | \$0.01 | \$0.01 | \$0.05 | \$0.52 | \$0.10 | \$47.20 |
| 5 | \$34.79 | \$2.78 | \$3.20 | \$5.38 | \$0.13 | \$0.04 | \$0.01 | \$0.01 | \$0.05 | \$0.52 | \$0.10 | \$47.01 |
| 6 | \$34.68 | \$2.77 | \$3.20 | \$5.38 | \$0.13 | \$0.04 | \$0.01 | \$0.01 | \$0.05 | \$0.52 | \$0.10 | \$46.89 |
| 7 | \$34.42 | \$2.75 | \$3.20 | \$5.38 | \$0.13 | \$0.04 | \$0.01 | \$0.01 | \$0.05 | \$0.52 | \$0.10 | \$46.61 |
| 8 | \$34.14 | \$2.73 | \$3.20 | \$5.38 | \$0.13 | \$0.04 | \$0.01 | \$0.01 | \$0.05 | \$0.52 | \$0.10 | \$46.31 |
| 9 | \$27.77 | \$2.22 | \$3.20 | \$5.38 | \$0.13 | \$0.04 | \$0.01 | \$0.01 | \$0.05 | \$0.52 | \$0.10 | \$39.44 |

SCHEDULE "A1"

MINIMUM STRAIGHT TIME HOURLY WAGE RATES AND BREAKDOWN OF MONETARY PACKAGE
INSIDE LOWER MAINLAND/FRASER VALLEY (cont'd)

| Effective April 28, 2024 | | | Employer Contributions | | | | | | | | | Total Package |
|--------------------------|-----------------------------|---------------------------|------------------------|---------|----------|--------|------------|---------|--------------|---------------------|----------|---------------|
| Group Number | Minimum ST Hourly Wage Rate | Vacation/Holiday Pay (8%) | H/W Plan | Pension | CLR Dues | CIRP | D&A Policy | JA Plan | BCBCBTU Fund | Training Trust Fund | BRL Fund | |
| 1 | \$37.60 | \$3.01 | \$3.20 | \$5.38 | \$0.13 | \$0.04 | \$0.01 | \$0.01 | \$0.05 | \$0.52 | \$0.10 | \$50.04 |
| 2 | \$36.34 | \$2.91 | \$3.20 | \$5.38 | \$0.13 | \$0.04 | \$0.01 | \$0.01 | \$0.05 | \$0.52 | \$0.10 | \$48.69 |
| 3 | \$35.97 | \$2.88 | \$3.20 | \$5.38 | \$0.13 | \$0.04 | \$0.01 | \$0.01 | \$0.05 | \$0.52 | \$0.10 | \$48.29 |
| 4 | \$35.78 | \$2.86 | \$3.20 | \$5.38 | \$0.13 | \$0.04 | \$0.01 | \$0.01 | \$0.05 | \$0.52 | \$0.10 | \$48.08 |
| 5 | \$35.60 | \$2.85 | \$3.20 | \$5.38 | \$0.13 | \$0.04 | \$0.01 | \$0.01 | \$0.05 | \$0.52 | \$0.10 | \$47.89 |
| 6 | \$35.49 | \$2.84 | \$3.20 | \$5.38 | \$0.13 | \$0.04 | \$0.01 | \$0.01 | \$0.05 | \$0.52 | \$0.10 | \$47.77 |
| 7 | \$35.22 | \$2.82 | \$3.20 | \$5.38 | \$0.13 | \$0.04 | \$0.01 | \$0.01 | \$0.05 | \$0.52 | \$0.10 | \$47.48 |
| 8 | \$34.93 | \$2.79 | \$3.20 | \$5.38 | \$0.13 | \$0.04 | \$0.01 | \$0.01 | \$0.05 | \$0.52 | \$0.10 | \$47.16 |
| 9 | \$28.41 | \$2.27 | \$3.20 | \$5.38 | \$0.13 | \$0.04 | \$0.01 | \$0.01 | \$0.05 | \$0.52 | \$0.10 | \$40.12 |

| Effective May 4, 2025 | | | Employer Contributions | | | | | | | | | Total Package |
|-----------------------|-----------------------------|---------------------------|------------------------|---------|----------|--------|------------|---------|--------------|---------------------|----------|---------------|
| Group Number | Minimum ST Hourly Wage Rate | Vacation/Holiday Pay (8%) | H/W Plan | Pension | CLR Dues | CIRP | D&A Policy | JA Plan | BCBCBTU Fund | Training Trust Fund | BRL Fund | |
| 1 | \$39.16 | \$3.13 | \$3.20 | \$5.38 | \$0.13 | \$0.04 | \$0.01 | \$0.01 | \$0.05 | \$0.52 | \$0.10 | \$51.73 |
| 2 | \$37.18 | \$2.97 | \$3.20 | \$5.38 | \$0.13 | \$0.04 | \$0.01 | \$0.01 | \$0.05 | \$0.52 | \$0.10 | \$49.59 |
| 3 | \$36.80 | \$2.94 | \$3.20 | \$5.38 | \$0.13 | \$0.04 | \$0.01 | \$0.01 | \$0.05 | \$0.52 | \$0.10 | \$49.18 |
| 4 | \$36.60 | \$2.93 | \$3.20 | \$5.38 | \$0.13 | \$0.04 | \$0.01 | \$0.01 | \$0.05 | \$0.52 | \$0.10 | \$48.97 |
| 5 | \$36.42 | \$2.91 | \$3.20 | \$5.38 | \$0.13 | \$0.04 | \$0.01 | \$0.01 | \$0.05 | \$0.52 | \$0.10 | \$48.77 |
| 6 | \$36.31 | \$2.90 | \$3.20 | \$5.38 | \$0.13 | \$0.04 | \$0.01 | \$0.01 | \$0.05 | \$0.52 | \$0.10 | \$48.65 |
| 7 | \$36.03 | \$2.88 | \$3.20 | \$5.38 | \$0.13 | \$0.04 | \$0.01 | \$0.01 | \$0.05 | \$0.52 | \$0.10 | \$48.35 |
| 8 | \$35.74 | \$2.86 | \$3.20 | \$5.38 | \$0.13 | \$0.04 | \$0.01 | \$0.01 | \$0.05 | \$0.52 | \$0.10 | \$48.04 |
| 9 | \$29.07 | \$2.33 | \$3.20 | \$5.38 | \$0.13 | \$0.04 | \$0.01 | \$0.01 | \$0.05 | \$0.52 | \$0.10 | \$40.84 |

SCHEDULE "A2"

MINIMUM STRAIGHT TIME HOURLY WAGE RATES AND BREAKDOWN OF MONETARY PACKAGE
OUTSIDE LOWER MAINLAND/FRASER VALLEY

Effective May 28, 2023

| Group Number | Minimum ST Hourly Wage Rate | Vacation/Holiday Pay (8%) | Employer Contributions | | | | | | | | | Total Package |
|--------------|-----------------------------|---------------------------|------------------------|---------|----------|--------|------------|---------|--------------|---------------------|----------|---------------|
| | | | H/W Plan | Pension | CLR Dues | CIRP | D&A Policy | JA Plan | BCBCBTU Fund | Training Trust Fund | BRL Fund | |
| 1 | \$34.21 | \$2.74 | \$3.20 | \$5.38 | \$0.13 | \$0.04 | \$0.01 | \$0.01 | \$0.05 | \$0.52 | \$0.10 | \$46.38 |
| 2 | \$33.63 | \$2.69 | \$3.20 | \$5.38 | \$0.13 | \$0.04 | \$0.01 | \$0.01 | \$0.05 | \$0.52 | \$0.10 | \$45.76 |
| 3 | \$33.29 | \$2.66 | \$3.20 | \$5.38 | \$0.13 | \$0.04 | \$0.01 | \$0.01 | \$0.05 | \$0.52 | \$0.10 | \$45.40 |
| 4 | \$33.10 | \$2.65 | \$3.20 | \$5.38 | \$0.13 | \$0.04 | \$0.01 | \$0.01 | \$0.05 | \$0.52 | \$0.10 | \$45.19 |
| 5 | \$32.92 | \$2.63 | \$3.20 | \$5.38 | \$0.13 | \$0.04 | \$0.01 | \$0.01 | \$0.05 | \$0.52 | \$0.10 | \$45.00 |
| 6 | \$32.82 | \$2.63 | \$3.20 | \$5.38 | \$0.13 | \$0.04 | \$0.01 | \$0.01 | \$0.05 | \$0.52 | \$0.10 | \$44.88 |
| 7 | \$32.58 | \$2.61 | \$3.20 | \$5.38 | \$0.13 | \$0.04 | \$0.01 | \$0.01 | \$0.05 | \$0.52 | \$0.10 | \$44.62 |
| 8 | \$32.31 | \$2.58 | \$3.20 | \$5.38 | \$0.13 | \$0.04 | \$0.01 | \$0.01 | \$0.05 | \$0.52 | \$0.10 | \$44.33 |
| 9 | \$26.29 | \$2.10 | \$3.20 | \$5.38 | \$0.13 | \$0.04 | \$0.01 | \$0.01 | \$0.05 | \$0.52 | \$0.10 | \$37.83 |

Effective October 29, 2023

| Group Number | Minimum ST Hourly Wage Rate | Vacation/Holiday Pay (8%) | Employer Contributions | | | | | | | | | Total Package |
|--------------|-----------------------------|---------------------------|------------------------|---------|----------|--------|------------|---------|--------------|---------------------|----------|---------------|
| | | | H/W Plan | Pension | CLR Dues | CIRP | D&A Policy | JA Plan | BCBCBTU Fund | Training Trust Fund | BRL Fund | |
| 1 | \$35.00 | \$2.80 | \$3.20 | \$5.38 | \$0.13 | \$0.04 | \$0.01 | \$0.01 | \$0.05 | \$0.52 | \$0.10 | \$47.24 |
| 2 | \$34.41 | \$2.75 | \$3.20 | \$5.38 | \$0.13 | \$0.04 | \$0.01 | \$0.01 | \$0.05 | \$0.52 | \$0.10 | \$46.60 |
| 3 | \$34.06 | \$2.72 | \$3.20 | \$5.38 | \$0.13 | \$0.04 | \$0.01 | \$0.01 | \$0.05 | \$0.52 | \$0.10 | \$46.23 |
| 4 | \$33.87 | \$2.71 | \$3.20 | \$5.38 | \$0.13 | \$0.04 | \$0.01 | \$0.01 | \$0.05 | \$0.52 | \$0.10 | \$46.02 |
| 5 | \$33.68 | \$2.69 | \$3.20 | \$5.38 | \$0.13 | \$0.04 | \$0.01 | \$0.01 | \$0.05 | \$0.52 | \$0.10 | \$45.82 |
| 6 | \$33.57 | \$2.69 | \$3.20 | \$5.38 | \$0.13 | \$0.04 | \$0.01 | \$0.01 | \$0.05 | \$0.52 | \$0.10 | \$45.70 |
| 7 | \$33.33 | \$2.67 | \$3.20 | \$5.38 | \$0.13 | \$0.04 | \$0.01 | \$0.01 | \$0.05 | \$0.52 | \$0.10 | \$45.43 |
| 8 | \$33.06 | \$2.64 | \$3.20 | \$5.38 | \$0.13 | \$0.04 | \$0.01 | \$0.01 | \$0.05 | \$0.52 | \$0.10 | \$45.14 |
| 9 | \$26.90 | \$2.15 | \$3.20 | \$5.38 | \$0.13 | \$0.04 | \$0.01 | \$0.01 | \$0.05 | \$0.52 | \$0.10 | \$38.49 |

SCHEDULE "A2"

MINIMUM STRAIGHT TIME HOURLY WAGE RATES AND BREAKDOWN OF MONETARY PACKAGE
OUTSIDE LOWER MAINLAND/FRASER VALLEY (cont'd)

| Effective April 28, 2024 | | | Employer Contributions | | | | | | | | | |
|--------------------------|-----------------------------|---------------------------|------------------------|---------|----------|--------|------------|---------|--------------|---------------------|----------|---------------|
| Group Number | Minimum ST Hourly Wage Rate | Vacation/Holiday Pay (8%) | H/W Plan | Pension | CLR Dues | CIRP | D&A Policy | JA Plan | BCBCBTU Fund | Training Trust Fund | BRL Fund | Total Package |
| 1 | \$36.47 | \$2.92 | \$3.20 | \$5.38 | \$0.13 | \$0.04 | \$0.01 | \$0.01 | \$0.05 | \$0.52 | \$0.10 | \$48.82 |
| 2 | \$35.21 | \$2.82 | \$3.20 | \$5.38 | \$0.13 | \$0.04 | \$0.01 | \$0.01 | \$0.05 | \$0.52 | \$0.10 | \$47.47 |
| 3 | \$34.85 | \$2.79 | \$3.20 | \$5.38 | \$0.13 | \$0.04 | \$0.01 | \$0.01 | \$0.05 | \$0.52 | \$0.10 | \$47.08 |
| 4 | \$34.66 | \$2.77 | \$3.20 | \$5.38 | \$0.13 | \$0.04 | \$0.01 | \$0.01 | \$0.05 | \$0.52 | \$0.10 | \$46.87 |
| 5 | \$34.46 | \$2.76 | \$3.20 | \$5.38 | \$0.13 | \$0.04 | \$0.01 | \$0.01 | \$0.05 | \$0.52 | \$0.10 | \$46.66 |
| 6 | \$34.36 | \$2.75 | \$3.20 | \$5.38 | \$0.13 | \$0.04 | \$0.01 | \$0.01 | \$0.05 | \$0.52 | \$0.10 | \$46.55 |
| 7 | \$34.10 | \$2.73 | \$3.20 | \$5.38 | \$0.13 | \$0.04 | \$0.01 | \$0.01 | \$0.05 | \$0.52 | \$0.10 | \$46.27 |
| 8 | \$33.83 | \$2.71 | \$3.20 | \$5.38 | \$0.13 | \$0.04 | \$0.01 | \$0.01 | \$0.05 | \$0.52 | \$0.10 | \$45.98 |
| 9 | \$27.52 | \$2.20 | \$3.20 | \$5.38 | \$0.13 | \$0.04 | \$0.01 | \$0.01 | \$0.05 | \$0.52 | \$0.10 | \$39.16 |

| Effective May 4, 2025 | | | Employer Contributions | | | | | | | | | |
|-----------------------|-----------------------------|---------------------------|------------------------|---------|----------|--------|------------|---------|--------------|---------------------|----------|---------------|
| Group Number | Minimum ST Hourly Wage Rate | Vacation/Holiday Pay (8%) | H/W Plan | Pension | CLR Dues | CIRP | D&A Policy | JA Plan | BCBCBTU Fund | Training Trust Fund | BRL Fund | Total Package |
| 1 | \$37.99 | \$3.04 | \$3.20 | \$5.38 | \$0.13 | \$0.04 | \$0.01 | \$0.01 | \$0.05 | \$0.52 | \$0.10 | \$50.46 |
| 2 | \$36.02 | \$2.88 | \$3.20 | \$5.38 | \$0.13 | \$0.04 | \$0.01 | \$0.01 | \$0.05 | \$0.52 | \$0.10 | \$48.34 |
| 3 | \$35.66 | \$2.85 | \$3.20 | \$5.38 | \$0.13 | \$0.04 | \$0.01 | \$0.01 | \$0.05 | \$0.52 | \$0.10 | \$47.95 |
| 4 | \$35.47 | \$2.84 | \$3.20 | \$5.38 | \$0.13 | \$0.04 | \$0.01 | \$0.01 | \$0.05 | \$0.52 | \$0.10 | \$47.75 |
| 5 | \$35.26 | \$2.82 | \$3.20 | \$5.38 | \$0.13 | \$0.04 | \$0.01 | \$0.01 | \$0.05 | \$0.52 | \$0.10 | \$47.52 |
| 6 | \$35.16 | \$2.81 | \$3.20 | \$5.38 | \$0.13 | \$0.04 | \$0.01 | \$0.01 | \$0.05 | \$0.52 | \$0.10 | \$47.41 |
| 7 | \$34.89 | \$2.79 | \$3.20 | \$5.38 | \$0.13 | \$0.04 | \$0.01 | \$0.01 | \$0.05 | \$0.52 | \$0.10 | \$47.12 |
| 8 | \$34.62 | \$2.77 | \$3.20 | \$5.38 | \$0.13 | \$0.04 | \$0.01 | \$0.01 | \$0.05 | \$0.52 | \$0.10 | \$46.83 |
| 9 | \$28.16 | \$2.25 | \$3.20 | \$5.38 | \$0.13 | \$0.04 | \$0.01 | \$0.01 | \$0.05 | \$0.52 | \$0.10 | \$39.85 |

SCHEDULE "B1"

**EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS
PROVINCE WIDE**

Schedule "B1" shall apply to all Commercial/Institutional projects province-wide.

| Employer Contributions | May 28, 2023 | October 29, 2023 | April 28, 2024 | May 4, 2025 |
|--|---------------------|-------------------------|-----------------------|--------------------|
| Health & Welfare Plan | \$3.20 | \$3.20 | \$3.20 | \$3.20 |
| Pension Plan | \$5.38 | \$5.38 | \$5.38 | \$5.38 |
| CLR Dues | \$0.13 | \$0.13 | \$0.13 | \$0.13 |
| Construction Industry Rehab Plan (CIRP) | \$0.04 | \$0.04 | \$0.04 | \$0.04 |
| BCD&A Drug and Alcohol Society (D&A Society) | \$0.01 | \$0.01 | \$0.01 | \$0.01 |
| Jurisdictional Assignment Plan (JA Plan) | \$0.01 | \$0.01 | \$0.01 | \$0.01 |
| BCBCBTU Fund | \$0.05 | \$0.05 | \$0.05 | \$0.05 |
| Training Trust Fund | \$0.52 | \$0.52 | \$0.52 | \$0.52 |
| Building, Recreation & Legal Fund | \$0.10 | \$0.10 | \$0.10 | \$0.10 |
| Total Employer Contributions | \$9.44 | \$9.44 | \$9.44 | \$9.44 |
| Employee Deductions | | | | |
| CIRP | \$0.04 | \$0.04 | \$0.04 | \$0.04 |
| Working Dues | \$0.75 | \$0.75 | \$0.75 | \$0.75 |
| BCYT Fund | \$0.10 | \$0.10 | \$0.10 | \$0.10 |
| Total Employee Deductions | \$0.89 | \$0.89 | \$0.89 | \$0.89 |
| Total Employer Hourly Remittances: | | | | |
| ST | \$10.33 | \$10.33 | \$10.33 | \$10.33 |
| 1.5X OT | \$10.33 | \$10.33 | \$10.33 | \$10.33 |
| 2x OT | \$10.33 | \$10.33 | \$10.33 | \$10.33 |

Notes:

All Employer Contributions and Employee Deductions calculated based on "hours worked".

Employer Contribution to the Pension Plan for employees classified as Warehouse Trainee Class IV shall be 80% of the required amount.

SCHEDULE "B2"

**EMPLOYER CONTRIBUTIONS & EMPLOYEE DEDUCTIONS – DEPENDANT CONTRACTORS
PROVINCE WIDE**

Schedule "B2" shall apply to dependant contractors on all Commercial/institutional projects province-wide.

| Employer Contributions | May 28, 2023 | October 29, 2023 | April 28, 2024 | May 4, 2025 |
|--|---------------------|-------------------------|-----------------------|--------------------|
| CLR Dues | \$0.13 | \$0.13 | \$0.13 | \$0.13 |
| Construction Industry Rehab Plan (CIRP) | \$0.04 | \$0.04 | \$0.04 | \$0.04 |
| BCD&A Drug and Alcohol Society (D&A Society) | \$0.01 | \$0.01 | \$0.01 | \$0.01 |
| BCBCBTU Fund | \$0.05 | \$0.05 | \$0.05 | \$0.05 |
| Training Trust Fund | \$0.52 | \$0.52 | \$0.52 | \$0.52 |
| Building, Recreation & Legal Fund | \$0.10 | \$0.10 | \$0.10 | \$0.10 |

| | | | | |
|-------------------------------------|---------------|---------------|---------------|---------------|
| Total Employer Contributions | \$0.85 | \$0.85 | \$0.85 | \$0.85 |
|-------------------------------------|---------------|---------------|---------------|---------------|

| Employee Deductions | | | | |
|----------------------------|--------|--------|--------|--------|
| CIRP | \$0.04 | \$0.04 | \$0.04 | \$0.04 |
| Working Dues | \$0.75 | \$0.75 | \$0.75 | \$0.75 |
| BCYT Fund | \$0.10 | \$0.10 | \$0.10 | \$0.10 |

| | | | | |
|----------------------------------|---------------|---------------|---------------|---------------|
| Total Employee Deductions | \$0.89 | \$0.89 | \$0.89 | \$0.89 |
|----------------------------------|---------------|---------------|---------------|---------------|

| | | | | | |
|---|----------------|---------------|---------------|---------------|---------------|
| Total Employer Hourly Remittances: | ST | \$1.74 | \$1.74 | \$1.74 | \$1.74 |
| | 1.5X OT | \$1.74 | \$1.74 | \$1.74 | \$1.74 |
| | 2x OT | \$1.74 | \$1.74 | \$1.74 | \$1.74 |

Notes:

Pension Plan calculated based on hours earned, all other Employer Contributions and Employee Deductions calculated based on "hours worked". Employer Contribution to the Pension Plan for employees classified as Warehouse Trainee Class IV shall be 80% of the required amount.

SCHEDULE "C" – GROUP DESCRIPTIONS

Schedule "C" shall apply to all Commercial/Institutional projects province wide.

Group 1

- Bottom Dumps - all makes - Trailers and Semi-Trailers Dumps - sixty-five (65) yards to eighty-five (85) yards (add twenty-two cents (\$0.22) for each additional twenty (20) yards)
- End Dump Trucks (articulated or rigid-frame) (measured capacity of dump, but including side boards if used) - sixty (60) yards - less than seventy-two (72) yards (add ten cents (\$0.10) for each additional twelve (12) yards) *
- Lowbeds - over 150 tons
- Warehouseperson - Class I - (See Addendum for Job Description)

Group 2

- Bottom Dumps - all makes - Trailers and Semi-Trailers Dumps - forty-five (45) yards to sixty-five (65) yards
- Concrete Buggies, scootcrete or converted equipment, whichever is greater - sixteen (16) yards and over
- End Dump Trucks (articulated or rigid-frame) (measured capacity of dump, but including side boards if used) - thirty-six (36) yards - less than sixty (60) yards *

Group 3

- End Dump Trucks (articulated or rigid-frame) (measured capacity of dump, but including side boards if used) - twenty-four (24) yards - less than thirty-six (36) yards *
- Logging Trucks
- Transit Mixers, agitators, mobile mix and all other similar vehicles over thirteen (13) yards

Group 4

- Concrete Buggies, scootcrete or converted equipment, whichever is greater - ten (10) yards up to sixteen (16) yards
- End Dump Trucks (articulated or rigid-frame) (measured capacity of dump but including side boards if used) - twelve (12) yards - less than twenty-four (24) yards *
- Lowbeds - 100 tons and up to 150 tons
- Straddle Carriers, if equipped with crane
- Transit Mixers, agitators, mobile mix and all other similar vehicles - nine (9) yards and up to thirteen (13) yards
- Warehouseman - Class II (See Addendum for Job Description)

Group 5

- Bottom Dumps, all makes, Trailers and Semi-Trailers Dumps less than forty-five (45) yards
- Load Luger and similar equipment three (3) tons and over

SCHEDULE "C" – GROUP DESCRIPTIONS (cont'd)

- Lowbeds up to one hundred (100) tons
- Straddle Carriers
- Large Tilt Trailers

Group 6

- "A" Frame; Swedish Type Truck Crane; Pitman; Hiab and Stringer; Boom Trucks; Semi-Trailer with Hiab, etc. (excluding pup trailer units) over five (5) tons lifting capacity
- Concrete Buggies, scootcrete or converted equipment, whichever is greater up to ten (10) yards
- End Dump Trucks (measured capacity of dump, but including side boards if used) - eight (8) yards - less than twelve (12) yards *
- Nodwells, Bombardiers and similar equipment
- Service Truck Driver
- Transit Mixers, agitators, mobile mix and all other similar vehicles up to nine (9) yards

Group 7

- "A" Frame; Swedish Type Truck Crane; Pitman; Hiab and Stringer; Boom Trucks; Semi-Trailer with Hiab, etc. (excluding pup trailer units) up to and including five (5) tons lifting capacity
- Asphalt Spray Trucks - Semi-Trailers
- Dispatcher
- Dumptors (Mules)
- End Dump Trucks (measured capacity of dump, but including side boards if used) - less than eight (8) yards *
- Flat Deck Trucks ten (10) tons and over
- Forklifts, Lumber stackers, cranemobiles, etc. over four (4) tons lifting capacity
- Fuel trucks - four thousand (4,000) gallons and over (does not include semis or trailers)
- Semi-Trailers, Pole Trailers
- Water Trucks four thousand (4,000) gallons and over (does not include semis or trailers)

Group 8

- Asphalt Spray Trucks
- Farm type Tractors
- Flat Deck Trucks up to ten (10) tons
- Forklifts, Lumber stackers, cranemobiles, etc. up to and including four (4) tons lifting capacity
- Fuel trucks up to four thousand (4,000) gallons
- Manhaul, Crummie, Bus and all equipment transporting personnel (requires "Class 2" Licence)
- Power Wagons (with and without winch)
- Water Trucks up to four thousand (4,000) gallons
- Warehouseman - Class III - (See Addendum for Job Description)

SCHEDULE "C" – GROUP DESCRIPTIONS (cont'd)

Group 9

- Pickup and Panel Trucks and Pilot cars and similar equipment
 - Warehouse Trainee Class IV - (See Addendum for Job Description)¹
1. Employer contribution to the Pension Plan for employees classified as Warehouse Trainee Class IV shall be eighty percent (80%) of the otherwise required amount

*** Note Re: End Dump Trucks**

- End Dump Trucks (articulated or rigid-frame) equipped with side winders - add ten cents (\$0.10) per hour
- End Dump Trucks (articulated or rigid-frame) with Small Tilt Trailer - add ten cents (\$0.10) per hour
- End Dump Trucks (articulated or rigid-frame) with Pup Trailer - add thirty cents (\$0.30) per hour

APPENDIX "A" - SIGNATORY EMPLOYERS *

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

Effective on date of signing, the following employers have authorized CLR to bargain a new Teamsters Union Local 213 Standard C/I Agreement with Teamsters Union Local 213 and to sign such Agreement on their behalf.

1. Bantrel Constructors Co.
2. Brasco International Inc.
3. CAM Field Solutions Canada Corp.

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