

COLLECTIVE AGREEMENT

BETWEEN:

LEDCOR ROAD MAINTENANCE LTD.

AND:

**CONSTRUCTION AND ALLIED WORKERS UNION,
CLAC LOCAL 68**

DURATION: JUNE 1, 2026 TO MAY 31, 2029

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COLLECTIVE AGREEMENT

BETWEEN:

LEDCOR ROAD MAINTENANCE LTD

(hereinafter referred to as the “Employer”)

AND:

**CONSTRUCTION AND ALLIED WORKERS UNION,
CLAC LOCAL 68,**

(hereinafter referred to as the “Union”)

ARTICLE 1 – PURPOSE

1.01 It is the intent and purpose of the Employer, the Union and the employees, as parties to this Collective Agreement (“The Agreement”), which has been negotiated and entered into in good faith:

- a) To recognize mutually the respective rights, responsibilities and functions of the parties;
- b) To provide and maintain working conditions, hours of work, wage rates, travel allowances, and benefits as set forth in this Agreement;
- c) To establish an equitable system for the promotion, transfer, layoff and rehire of employees;

- d) To establish a just and prompt procedure for the disposition of grievances;
- e) Through the full and fair administration of all the provisions contained within this Agreement, to achieve a relationship among the Union, the Employer, and the employees which will be conducive to their mutual well-being.

1.02 The parties to this Agreement pledge to work towards the greatest possible degree of consultation and cooperation believing that the following concepts provide a fundamental framework for cooperative labour/management relations:

- a) The industrial enterprise is an economically characterized work community of capital investors and workers under the leadership of a management;
- b) The economic character springs from a continuous striving towards efficient use of scarce resources, energy, and environment, and in the adequate development of the employees, research, production and marketing; and
- c) The Employer, the Union and the employees will not discourage cooperation but will stimulate it, recognizing that while leadership without labour can do nothing, labour without management cannot survive.

1.03 Neither the Employer nor the Union shall act in a manner that is arbitrary, discriminatory, in bad faith, or that violates applicable Human Rights legislation.

1.04 The Parties are dedicated to promoting diversity, equity, and inclusion in the workplace by committing to providing a supportive work environment and a culture that welcomes and encourages equal opportunities for all employees.

Therefore:

- a) There shall be no discrimination with respect to any employee or individual in or outside the bargaining unit for any reason prohibited by the applicable human rights legislation, by reason of race, ancestry, national or ethnic origin, colour, religion, age, sex, sexual orientation, gender identity, gender expression, marital status, family status, physical or mental disability, political affiliation and conviction for which a pardon has been granted, or membership/activities with the Union.
- b) The parties agree to implement educational opportunities for all employees to foster cultural competencies and ensure a better understanding of Indigenous Culture and respectful work practices.
- c) Throughout the agreement, gender neutral terms will be used. Whenever the singular is used, the same will be construed as meaning the plural if the facts or context so require.

ARTICLE 2 – RECOGNITION

2.01 The Employer recognizes the Union as the sole bargaining agent of all employees in the bargaining unit working in the Province of British Columbia and as defined in the certification issued by the BC Labour Relations Board.

- 2.02 This Agreement covers all employees of the Employer working in the province of British Columbia and the Yukon, save and except non-working supervisory personnel, office and sales staff.
- 2.03 There will be no revision, amendment, or alteration of the bargaining unit as defined in this agreement or of any of the terms and provisions of this Agreement, except by the mutual agreement in writing of the parties. Without limiting the generality of the foregoing, no classification of work or jobs may be removed from the bargaining unit except by mutual agreement in writing of the parties.

ARTICLE 3 – SCOPE

- 3.01 Should any part of this Agreement be declared invalid, the remainder of the agreement will continue in full force and effect.
- 3.02 The parties agree to abide by the terms of the Employment Standards Act, as amended, including, without limiting the foregoing, those provisions set out in Section 3.
- 3.03 The omission of specific mention in this Agreement of existing rights and privileges established or recognized by the Employer will not be construed to deprive employees or the Union of such rights and privileges. Such rights and privileges may only be amended by mutual agreement.

ARTICLE 4 – MANAGEMENT'S RIGHTS

4.01 Subject to the terms of this Agreement, the Employer's rights include the right to:

- a) Maintain order, discipline and efficiency; to make, alter and enforce rules and regulations, policies and practices, to be adhered to by its employees; to discipline and discharge employees for just cause;
- b) Select, hire and direct the working force and employees; to transfer, assign, promote, demote, classify, layoff, rehire and suspend employees; to select and retain employees for positions excluded from the bargaining unit; and
- c) Operate and manage the Employer's business in order to satisfy their commitments and responsibilities. The right to determine the type and location of business to be done by the Employer; the direction of the working forces; the scheduling of work; the number of shifts; the methods, processes and means by which work is to be performed; job content, quality and quantity standards; the right to use improved methods, machinery, and equipment; the right to determine the number of employees needed by the Employer at any time and generally, the right to manage the business of the Employer, and to plan, direct, and control the operations of the Employer, without interference.

4.02 The sole and exclusive jurisdiction over operations, building, machinery, and equipment will be vested in the Employer.

- 4.03 a) The Employer may meet periodically with their employees for the purpose of discussing any matters of mutual interest or concern to the Employer, the Union, and the employees. A Union representative may attend such meetings.
- b) The Employer shall provide sufficient bulletin board facilities, at mutually agreed locations, for the exclusive use of the Union.

ARTICLE 5 – UNION REPRESENTATION

For the purpose of representation with the Employer, the Union will function and be recognized as follows:

5.01 Stewards

- a) The Union has the right to elect or appoint Union Stewards (“Stewards”), in consultation with the Employer, to assist the employees in presenting any complaints or grievances they have to Representatives of the Employer and to enforce and administer the Collective Agreement. The Union will notify and communicate with the Employer prior to the appointment of a steward. Stewards are not permitted to amend any terms of this Agreement.
- b) Stewards will receive the hourly premium as set out in Schedule “A” or as per the Pre-Job. The Union will advise the Employer in writing the name(s) of the steward(s). The premium will take effect upon written notification from the Union. The effective date will be the pay period following the notification.

- c) The Union acknowledges that stewards have regular duties to perform as employees of the Employer and that such employees will not leave their regular duties for the purpose of conducting business in connection with the administration of the Agreement or the investigation or presentation of grievances without first obtaining the permission of their Foreperson or immediate Supervisor. Such permission will not be unreasonably withheld. Where such matters are expected to last more than ten (10) minutes, the Employer may direct that they be dealt with during breaks.

The Employer will pay stewards at their prevailing hourly rate for time spent attending such duties during their scheduled working hours.

- d) A Steward, when practical, will be given the opportunity to address all new employees during their site orientation session, for the purpose of introducing themselves and the Union and providing the employee with Union information that pertains to them.

5.02 Representatives

- a) Duly appointed Representatives of the Union are representatives of the employees in all matters pertaining to this Agreement, particularly for the purpose of processing grievances, negotiating amendments to and renewals of this Agreement, and enforcing the employees' collective bargaining rights as well as any other rights under this Agreement and under the law. Stewards will not act in this capacity. The Union will advise the Employer, in writing, of the name(s) of its duly appointed Representative(s).

b) Representatives of the Union will have access to visit job sites during normal working hours subject to the following. The Representative will:

- i) Identify themselves with reasonable advance notice to the appropriate Management personnel prior to arriving at a job site;
- ii) Acknowledge that access to job sites will be subject to the client and the employer's site protocols;
- iii) Not interfere with the progress of work; and
- iv) Conduct all business in a non-working section of the job site.

5.03 There will be no Union activity on the Employer's premises during working hours, except that which is necessary for the processing of grievances and the administration and enforcement of this Agreement or which is for the purpose of advancing reasonable Union interests and which is not disruptive to Employer operations.

5.04 Negotiating Committee

The Union has the right to appoint a Negotiating Committee. Employees, to a maximum of two (2), on the committee will be paid by the Employer at their prevailing hourly rate to a maximum of forty (40) hours each for all time spent on negotiating the Agreement and undertaking wage reviews with the Employer, whenever this takes place during the regular working hours of the employees concerned.

ARTICLE 6 – WORK STOPPAGES

6.01 In accordance with the *BC Labour Relations Code*, during the term of this Agreement, or while negotiations for a further Agreement are being held:

- a) The Union will not permit or encourage any strike, slowdown, or any stoppage of work or otherwise restrict or interfere with the Employer's operation through its members; and
- b) The Employer will not engage in any lockout of its employees or deliberately restrict or reduce the hours of work.

ARTICLE 7 – EMPLOYMENT POLICY AND UNION MEMBERSHIP

7.01 The Union and the Employer will cooperate in maintaining a desirable and competent labour force. The Employer will give preference to qualified Union members who are able to meet the requirements of the job.

7.02 Neither the Employer nor the Union will compel employees to join the Union. Subject to Article 7.01, the Employer will not discriminate against any employee because of Union membership or lack of it, and will inform all new employees of the contractual relationship between the Employer and the Union. Before commencing work, or as soon as reasonably possible after commencing work, new employees will be referred by the Employer to a Steward or Representative in order to describe the Union's purpose and representation policies to such new employees.

- 7.03 The Union agrees that it will make membership in the Union available to all employees covered by this Agreement subject to the Constitution of the Union and the terms and conditions specified by its applicable policies.
- 7.04 It shall be the policy of the Employer to promote from within wherever possible at the Employer's discretion.
- 7.05 a) New employees will be hired on a seven hundred (700) hour probationary period and thereafter will attain regular employment status, subject to the availability of work.
- b) The probationary period shall be used by the Employer to assess new employees and determine their suitability for continued employment.
- c) The parties agree that the discharge or layoff of a probationary employee shall be at the discretion of the Employer, and will not be the subject of grievance or arbitration, providing that is it not for reasons that are arbitrary, discriminatory or in bad faith.
- 7.06 Probationary employees are covered by the Agreement, excepting those provisions which specifically exclude such employees.
- 7.07 Employees who have passed their probationary period, and are rehired within six (6) months of layoff will not serve a new probationary period.
- 7.08 An employee who quits or is terminated for just cause and is rehired will serve a new probation period.

ARTICLE 8 – REMITTANCES AND REPORTING

- 8.01 The Employer shall deduct from each employee, from the commencement of employment, an amount equal to Union dues as set by the National Convention of the Union and as described within the Dues Directive that it issues. The Employer is also authorized to deduct any administration dues owed to the Union by an employee upon hire.
- 8.02 The total amount(s) deducted on behalf of the Union will be remitted by the Employer to the Union, by the twentieth (20th) day of each month following the month for which the monies were deducted, together with an itemized list of the employees for whom the deductions are made and the amount remitted for each for whom the deductions are made and the amount remitted for each.

The Union and the employees agree that the Employer shall be saved harmless for all deductions and remittances.

- 8.03 The Employer shall remit dues electronically and shall include on such remittance the following information for each employee:
- a) First, middle, and last name;
 - b) Work location/job site;
 - c) Rate of hourly pay;
 - d) Gross earnings;

- e) Total regular and overtime hours worked in the month for which such deductions are made. If an employee earned both one and one half (1 ½) and double time (2x) overtime premiums, these hours shall be recorded separately;
- f) Dues deducted and remitted on behalf of the employees as may be prescribed by the Union;
- g) Contributions on behalf of the employees and any deductions from and remitted for an employee as may be prescribed by this Agreement;
- h) Social Insurance Number, and;
- i) Date of birth.

8.04 When the employer hires a new employee, the Employer shall also include on the next remittance, the following information:

- a) Complete mailing address;
- b) Date of hire;
- c) Classification.

8.05 The Employer shall also record on a remittance any of the following changes in employment status:

- a) Job end date (for temporary or permanent separation).

8.06 All contributions and deductions pursuant to Article 17 - Benefit Plan, Article 18 – Retirement Plans, and Article 19 –

Education and Training Funds, will be remitted together with and in the manner described for Union dues, as set out here in Article 8.

- 8.07 Remittances will be made to the Union pursuant to Articles 8, 17, 18, and 19 each month, by the twentieth (20th) of the month following the deduction together with an itemized list of the employees for whom the contributions are made and the amount remitted for each. The Union and the employees agree that the Employer will be saved harmless for all deductions and payments made.
- 8.08 In the event that the Employer fails to make the proper remittance, the Union will notify the Employer of this failure. The Employer will then have two (2) working days to correct this error.
- 8.09 Further to Article 8.08, if the Employer continues to be delinquent in its remittance to the Union, the Employer will pay interest to the Union and its various Funds, as the case may be, at one percent (1%) per month on the amount owing.
- 8.10 Neither the Employer nor the Union will compel employees to become members of the Union. The Employer will not discriminate against employees because of Union membership or lack thereof, and it will inform all new employees of the contractual relationship with the Union.
- 8.11 Employees who cannot support the Union with their dues for reasons of conscience, as determined by the Union's internal guidelines of what constitutes a conscientious objection, may apply to the Union, in writing, to have their dues

redirected. Such application shall outline the nature of the conscientious objection.

- 8.12 The Employer agrees to include the amount of Union dues paid by each employee for each tax year on the employee's T-4 slip.

ARTICLE 9 – WAGE AND AREA RATES OF PAY

- 9.01 Wage schedules and other provisions applicable to various job classifications and work descriptions are as set forth in the wage schedule as appropriate to the work. It is understood and agreed that the Employer and the Union will jointly determine the wage schedule applicable to a project prior to its commencement. If there is a dispute, the matter will be settled in accordance with the Arbitration procedure set out in Article 24.
- 9.02 Whenever used in this Agreement, the following definitions shall apply:
- a) “Regular hourly rate” shall mean hourly compensation paid to an employee outside of overtime, and includes the base wage rate and any hourly premiums.
 - b) “Prevailing hourly rate” shall mean hourly compensation paid to an employee inclusive of overtime, and includes the base wage rate and any hourly premiums.
 - c) “Wages” shall mean compensation paid to an employee in respect of regular hours worked, overtime hours worked including any overtime premiums, shift allowances paid on an hourly basis, but specifically

excludes any accommodation allowances, travel allowances, retirement plans, benefit plans, training funds and safety awards.

- d) “Gross earnings” shall mean compensation paid to an employee in respect to wages, vacation, and statutory holiday pay.

9.03 Additional classifications may be established only by mutual agreement between the Employer and the Union during the term of this Agreement, and the rates for the same will be subject to negotiations between the Employer and the Union. Any addition under these terms will be put into writing and signed by a representative of the Employer and the Union. If the Union and the Employer are unable to agree upon such wage rates, either party may apply directly for arbitration under Article 24.

9.04 Show Up Time

Providing that the employee has reported to work and is fit for duty, the following will apply:

- a) For shifts scheduled for eight (8) hours or less, an employee who reports for work as scheduled, without having been notified that there is no work available, and who is sent home because of lack of work, shall receive a minimum of two (2) hours’ pay at their prevailing hourly rate.
- b) For shifts scheduled for more than eight (8) hours, an employee who reports for work as scheduled, without having been notified that there is no work available, and who is sent home because of lack of work, shall receive a

minimum of four (4) hours' pay at their prevailing hourly rate, except when the work is suspended because of inclement weather or other reasons completely beyond the control of the Employer in which case the minimum shall be two (2) hours' pay.

9.05 Starting Work

An employee who starts work and is prevented from completing their normal work day will receive a minimum of four (4) hours' pay at their prevailing hourly rate. except when the work is suspended because of inclement weather or other reasons completely beyond control of the Employer in which case the minimum will be two (2) hours. The employee will also receive their full accommodation allowance if and when applicable.

9.06 When there is a temporary shortage of work within a given work day in a specific classification, the Employer may employ the affected employees in another classification at the rate of pay of their usual specified classification provided the employee is qualified to do the required work.

9.07 If the shortage of work is for a period longer than the day outlined in Article 9.06 above, the employee may be given the option to work in another classification, for which they are qualified, instead of being laid off. The employee will be paid the rate for the new classification. This will be recorded in writing and be signed by the Employer, the employee, and the Steward.

9.08 If the Employer bids on jobs which specify a specific rate schedule the parties agree to meet to determine the rate to be paid for the particular project.

ARTICLE 10– HOURS OF WORK AND OVERTIME

10.01 Hours of Work

- a) The normal work week will consist of forty (40) hours per week.
- b) The Union and the Employer may agree to an hours of work averaging agreement.

10.02 Employees will be paid overtime as follows:

- a) One and one-half (1½) times the employee's regular hourly rate of pay for all hours worked in excess of eight (8) hours daily.
- b) One and one half (1½) times the employee's regular hourly rate of pay for all hours worked in excess of forty (40) hours per week, exclusive of daily overtime.
- c) When a General Holiday occurs during the week, weekly overtime shall be paid for all hours worked in excess of excess of thirty-two (32) straight time hours per week or twenty- four (24) straight time hours if there are two (2) holidays in a week.
- d) Two (2) times the regular hourly rate for all hours worked in excess of twelve (12) hours daily.
- e) When an hour of work averaging agreement work week is in effect, hours worked in excess of the daily scheduled hours will be paid at the applicable overtime rates.

10.03 The Employer will attempt to distribute overtime work as evenly as possible among employees who normally perform the work and who indicate they wish to work overtime.

10.04 Hours of work and overtime as set out in this article may be modified by mutual agreement between the Employer and the Union.

10.05 It is agreed that the provisions of this article are for the purpose of computing overtime and will not be construed to be a guarantee of or a limitation on the hours of work to be done per day or per week other than those stipulated in Articles 9.04 and 9.05.

10.06 Coffee Breaks and Meal Periods

- a) There will be two (2) coffee breaks of fifteen (15) minutes' duration on each shift, one in the first half of the shift and one in the second half of the shift. Coffee breaks will be considered time worked.
- b) Employees will be given a meal period of one-half (½) hour per shift but such period will not be considered as time worked.
- c) Employees will be entitled to an additional coffee break for every four (4) hours overtime worked in a given day.
- d) Meal breaks shall apply in accordance with the Employment Standards Act.

10.07 Wherever possible, the employee will notify the Employer upon hire of religious convictions that require an employee not to work certain days of the week or certain hours of the

day to ensure the Employer can accommodate the request. Requests made at any time may be accommodated. All accommodation requests must be made in writing and outline the accommodation required.

10.08 Sunday will be deemed the first day of the week.

ARTICLE 11 – LAY-OFF PROCEDURE

11.01 The Employer will give each employee notice of layoff, or pay in lieu of notice of layoff, as per the British Columbia Employment Standards Act.

11.02 The Employer agrees to notify the Union office of the names of employees laid off within the pay period of the date during which the lay-off occurred, together with the employee's classification and latest available phone number on a timely basis, when requested.

ARTICLE 12 – VACATION AND VACATION PAY

12.01 All employees will be entitled to receive an amount equal to six (6%) percent of their gross earnings as vacation pay.

Employees who have worked ten thousand, four hundred (10,400) hours (five [5] years) will be entitled to receive an amount equal to eight (8%) percent of their gross earnings as vacation pay.

12.02 Vacation pay will be paid to employees on each pay cheque.

12.03 The Employer will consider vacations at the times requested considering business requirements and employees will be

granted time off for annual vacation entitlement as per the Employment Standards Act.

ARTICLE 13 – GENERAL HOLIDAYS AND HOLIDAY PAY

13.01 Employees will be entitled to receive an amount equal to four and four tenths' percent (4.4%) of their Wages in lieu of the following general holidays:

New Year's Day	Labour Day
Family Day	National Day of Truth and Reconciliation
Good Friday	Thanksgiving Day
Victoria Day	Remembrance Day
Canada Day	Christmas Day
BC Day	Boxing Day

13.02 Employees required to work on one of the above holidays shall receive overtime pay of one and one-half (1½) times their regular wages for all hours worked and double (2) times after twelve (12) hours worked.

13.03 Holiday pay will be paid to employees on each pay cheque.

ARTICLE 14 – TRANSPORTATION, TRAVEL, AND ACCOMMODATION

14.01 It is recognized by the Employer and the Union that the purpose of transportation, travel, and accommodation allowances is to provide a fair means of compensating employees for additional travel and accommodation expenses they may incur while working on jobsites beyond a reasonable distance from their residence.

14.02 The Employer and the Union shall establish, by mutual agreement, the particulars of all daily travel allowances, site to camp allowances, transportation terms and surface travel compensation, and accommodation allowances as may apply to a project or job, in a Pre-Job Conference Report for each job as required in Article 26.02.

Guidelines may include prevailing area compensations and the limitations permitted by Revenue Canada. Consultations will commence prior to Employer commitments being known to a prospective client.

ARTICLE 15 – UNION-MANAGEMENT COMMITTEE

15.01 a) In order to build a cooperative relationship between the Employer, the Union, and the employees, Union-Management meetings will be scheduled on each project. The meetings will serve as a forum for discussion and consultation about policies and practices covered by, and not necessarily covered by the Agreement affecting the project. The areas for discussion may include but not be limited to the following:

- i) Safety measures;
- ii) Matters that affect the working conditions of the employees;
- iii) Training and promotion;
- iv) Hiring policies;
- v) Discipline and discharge policies;
- vi) Inclusion & Diversity.

b) The Employer and the Union will each appoint representatives to the Union-Management Committee.

Meeting notes will record the business of each meeting, and copies will be distributed as the committee determines.

- 15.02 An employee attending the Union-Management meetings during regular working hours, will be entitled to their prevailing hourly rate of pay. In the event that such meetings are held outside regular working hours, the Employer agrees to pay their regular hourly rate for the time spent attending such meetings.

ARTICLE 16 – HEALTH AND SAFETY COMMITTEE

- 16.01 When required, a Health and Safety Committee will be established to address matters concerning safe work conditions and practices and to maintain a co-operative effort for the safety of the workforce. Meeting notes will record the business of each meeting, and copies will be distributed as the committee determines.

- 16.02 The Employer and the Union will each appoint representatives to the Committee.

- 16.03 a) The Employer agrees to make practicable provisions for the safety and health of its employees during the hours of their employment. Such provisions will be made known to all employees at the time of hire.
- b) The Union undertakes to give full support to these objectives by promoting a safety consciousness and a personal sense of responsibility among its membership.

- c) It is the intent of the parties to have working conditions that are safe and healthy.

16.04 An employee who is injured on the job during working hours and is required to leave for treatment for such injury will receive payment for the remainder of their shift.

16.05 An employee who is injured on the job and who requires transportation from the work site to a local physician or hospital will receive such transportation provided for by the Employer. Should an employee require hospitalization for a period of more than one (1) week the Employer will provide transportation to an available facility (within Canada) near the employee's home at no cost to the employee.

16.06 Modified Work Programs

- a) If an employee is injured on the job and requires medical attention the employee may be entitled to Modified Work and will inform the attending physician of the same. The Employer reserves the right to require a second medical opinion by a physician selected by the Employer.
- b) The Employer will inform the physician of the types of light duty work which may be available to the employee and will make the same available to the employee with the physician's approval.
- c) The Employer will inform the Union office of all employees who are assigned to Modified Work and the hours reverted to. The Employer is not required to offer overtime hours to employees on Modified Work Programs. Overtime hours will be subject to recommendations by attending physicians as per Article

16.06(a) and (b) above.

16.07 The parties recognize the need for a safe workplace free of alcohol and drug use, along with employees being fit for duty. To that end, the parties agree that, where it considers it to be appropriate, the Employer may develop a Drug and Alcohol Policy that complies with current legislation.

ARTICLE 17 –BENEFIT PLAN

17.01 The Employer agrees to pay the amount as outlined in the wage schedule for all hours worked for each employee towards the Benefit Plan (“the Plan”) administered by the Union for each hour worked for the employee. An outline of the Benefit Plan is listed in Schedule “B”.

17.02 Eligibility

- a) Employees are eligible to receive coverage on the first (1st) of the month following three hundred and fifty (350) hours worked.
- b) Notwithstanding 17.02 a), employees who are rehired within one (1) year and have exhausted their coverage will qualify for coverage on the first (1st) of the second month following one hundred and seventy-five (175) hours worked after their rehire.
- c) It is the responsibility of the employee to complete the enrolment form for the Benefit Plan, which is required before any claims can be submitted.

17.03 It is understood and agreed that it is the responsibility of each employee to be familiar with the specific details of coverage,

(outlined in Schedule “B”) and eligibility requirements of the Benefit Plan, and that neither the Union nor the Employer has any responsibility for ensuring that all requirements for eligibility or conditions of coverage or entitlement of benefits are met by the employee, beyond the obligations specifically stipulated in this Agreement.

17.04 Whereas coverage under the Benefit Plan ceases for the plan participant at the attainment of age seventy five (75), an amount equivalent to the contributions to the Benefit Plan as outlined in Schedule “A” will be paid to that employee, upon attainment of their seventy fifth (75th) birthday, on each pay cheque. It is further understood these payments will be subject to taxes and other deductions stipulated federally or by this Agreement.

17.05 The Parties agree that the Benefits rate in the Wage Schedules to be effective January 1 of each calendar year are subject to negotiation. These negotiations will take place prior to January 1 of each calendar year. If the parties cannot come to an agreement, either party may refer the matter to arbitration as per Article 24 of this Agreement.

17.06 The parties may agree to amend the Benefits amount in the Wage Schedules for specific projects at the Pre-Job Conference as per Article 26 of this Agreement.

ARTICLE 18 – RETIREMENT PLANS

18.01 Retirement Savings Plan (RSP)

- a) The CLAC Group Retirement Savings Plan (“RSP”),
administered by the CLAC Group RSP Board of Trustees,

applies to all employees covered by this Collective Agreement.

- b) All RSP contributions shall only apply once an employee successfully completes their probationary period.
- c) Employees are responsible for completing the applicable form, provided by the CLAC Retirement Team, in order to register the contributions remitted by the Employer.
- d) Employer Contribution: The Employer agrees to contribute the Group RSP amount set out in the applicable wage schedule for each employee, based on the employee's base wage for all hours worked.
- e) Employee Voluntary Contributions: The Employer agrees, where possible, to deduct, by way of payroll deduction, and remit to the applicable CLAC Remittance Team, voluntary RSP contributions which are above and beyond those contributions outlined in d). A request for such deductions shall be submitted to the Employer on an Employee Voluntary Contributions form, on file with the Employer. A copy of the completed form shall be sent to the CLAC Remittance Team along with the first remittance of such voluntary contributions.
- f) Withdrawals and payouts from the RSP will be subject to applicable laws and terms of that plan.

18.02 Pension

- a) The CLAC Pension Plan ("the Plan"), a registered defined contribution pension plan, administered by the CLAC

Pension Plan Board of Trustees, applies to all employees covered by this Collective Agreement.

- b) All Pension contributions shall only apply once an employee successfully completes their probationary period.
- c) Matching Pension: The Employer agrees to contribute a matching amount set out in the applicable wage schedule, to the Pension Plan for each employee, based on the employee's base wage for all hours worked. Each employee shall also contribute a matching amount, as set out in the wage schedule, to the Pension plan for all hours worked. Employer and employee matching contributions will be made via payroll deduction.
- d) Employee Matching Opt-Out: An employee who elects to opt out of participating in the matching pension may do so by completing the applicable Participation Opt-Out form provided by CLAC, on file with the Employer. In opting out, the employee agrees that they forgo any Employer matching contribution they may be entitled to. Employees who opt out may be required to wait up to six (6) months before they are eligible to opt back into the Plan.
- e) Employee Voluntary Contributions: The Employer agrees to deduct, by way of payroll deduction, and remit to the applicable CLAC Remittance Team, voluntary employee pension contributions which are above and beyond those contributions outlined in 18.02 c). A request for such deductions shall be submitted to the Employer on an Employee Voluntary Contributions form, on file with the

Employer. A copy of the completed form shall be sent to the CLAC Retirement Team along with the first remittance of such voluntary contributions.

18.03 Retirement Plans Contribution Details

- a) All contributions received shall vest immediately in the employee's account on whose behalf the deposit was made. The Employer's contributions to the retirement plans will be non-refundable to the Employer once received by the applicable CLAC Remittance Team except where adjustments are required due to administrative remittance errors.
- b) Where legislation prohibits an employee from contributing because of age, an amount equivalent to the contributions in Articles 18.01 and 18.02 will be paid to that employee on each paycheque starting the first pay period after the legislated date of the year in which the employee reaches the age of restriction. This payment in-lieu of retirement contributions will not be less than the amount that employee would have received if they were still contributing to the applicable plan.
- c) The total amount of retirement contributions remitted by the Employer and on an employee's behalf cannot exceed the annual maximum contribution limits outlined by the Canada Revenue Agency. The Employer has no obligation to monitor the employee's contributions. For greater clarity, it is the employee's responsibility to ensure they do not exceed their annual contribution limits. If the employee exceeds the annual maximum contribution limit neither the Employer nor the Union

shall be held liable for any tax consequence imposed on the employee.

- d) The Employer will remit retirement contributions to the applicable CLAC Remittance Team as outlined in Article 8. Employer, employee and voluntary contributions must be recorded separately on the remittance.
- e) The Union acknowledges and agrees that, other than remitting contributions to the retirement plans as set out in this Article, the Employer shall not be obligated to contribute toward the cost of retirement benefits provided by the Plan or RSP or be responsible for providing such benefits.
- f) The Employer and the Union will cooperate in providing the information required to administer the retirement plans on the employees' behalf. The CLAC Retirement Team shall be responsible for informing the employees about the plans, which includes providing updated account statements of all contributions received, investment returns allocated, and the current account balance.

ARTICLE 19 –EDUCATION AND TRAINING FUNDS

19.01 Education and Training Fund

To further the training of union members, the Employer agrees to remit to the Union's Education and Training Fund,

as per the amount outlined in the wage schedule for all hours worked by all employees.

19.02 Industry Fund

The Employer shall contribute to the Industry Fund, the amount set out in the Wage Schedule for all hours worked by each employee covered by this Agreement.

January 2026	\$0.04/hour
January 2027	\$0.05/hour
January 2028	\$0.05/hour
January 2029	\$0.05/hour

(The January implementation dates will be subject to mutual agreement, and where applicable it will be aligned with the effective date of the Benefit rate adjustment).

ARTICLE 20 – TOOLS

- 20.01 All tradespeople will supply their own tools common to their trade. Specialty tools will be provided by the Employer.
- 20.02 The employees will be held responsible for all tools issued to them by the Employer. The Employer will supply adequate security for all tool storage on the site.
- 20.03 Tool lists, if necessary, will be established by mutual agreement between the Employer and the Union. Such tool lists will form part of this Agreement.

ARTICLE 21 – PROTECTIVE EQUIPMENT

21.01 All employees will wear CSA approved safety hats to be made available by the Employer.

21.02 All employees will wear appropriate safety seasonal footwear which is supplied by the employee. Safety boots must be CSA approved and in acceptable condition. They must be high-cuffed (no less than six inches) and non-slip.

21.03 All employees will wear CSA approved non-prescription safety glasses to be made available by the Employer. Subject to Employer approval, employees may wear their own CSA approved prescription safety glasses if preferred.

21.04 The Employer will furnish employees with safety equipment (including a reasonable supply of gloves, non-prescription safety glasses). Said equipment will remain the property of the Employer. Any worn out safety equipment will be replaced upon presentation of the worn equipment. The employees will be held responsible for loss or improper maintenance of Employer furnished items. The Employer will provide for the cleaning of Employer supplied fire retardant coveralls.

21.05 Prescription Safety Eyewear

The Employer agrees to reimburse any employee fifty percent (50%) of the cost of prescription safety eyewear up to two hundred dollars (\$200) according to the following criteria:

The employee must have worked one thousand and forty (1,040) hours with the Employer for the first reimbursement.

For any subsequent reimbursement the employee must have

worked an additional four thousand, one hundred and sixty (4,160) hours from the last time reimbursed, and provide a copy of the prescription and receipt of purchase.

21.06 Reimbursable Safety Allowance

All employees will wear CSA and Ledcor HSE approved safety gear. The Employer agrees to provide each employee who has been employed seven hundred (700) hours with the Employer, a reimbursable safety allowance up to a maximum amount of two hundred dollars (\$200.00). For any subsequent reimbursements the employee must have worked a minimum of one thousand forty (1,040) hours from the last time reimbursed. The allowance can be combined once annually for four hundred dollars (\$400). This allowance may be applied to more than one pair of CSA approved safety boots, or other approved HSE safety gear (including prescription eyewear) and will be paid within a reasonable time period following presentation of an original receipt to the Employer. If the cost of the safety boots exceeds the allowance, the employee may resubmit their receipt when eligible for their next reimbursement for the balance, with overall reimbursement not exceeding the maximum amount. There will be no carryover of the annual amount from one year to the next.

ARTICLE 22 – LEAVES OF ABSENCE AND BEREAVEMENT PAY

22.01 In addition to leaves governed by the Employment Standards Act the Employer shall grant leaves of absence without pay, for a time mutually agreed upon between the Employer and the employee, for the following reasons:

- a) Marriage of the employee;

- b) Sickness of the employee or employee's immediate family;
- c) Birth or adoption of the employee's own child;
- d) Union activity, other than the establishment of this agreement;
- e) Death of a family member not outlined in Article 23.02;
- f) Other personal reasons as approved by the Employer.

22.02 An employee will be granted three (3) days' leave of absence with pay at their regular straight time hourly rate, to make arrangements for and to attend the funeral of the employee's spouse, an employee's adult interdependent partner, child, legal and/or adult dependent, father, mother, parents-in-law, legal guardian, brother, sister, grandparent, or grandchild. Further time without pay may be granted by mutual agreement between the Employer and the employee. To receive such pay the employee must return to work unless notified during the leave of a layoff.

22.03 Following a leave of absence, employees who fail to report back for work as scheduled without giving a justifiable reason will be deemed to have voluntarily quit.

ARTICLE 23 – GRIEVANCE PROCEDURE

23.01 The parties to this Agreement recognize the Stewards and the Union Representatives specified in Article 5 as the agents through which employees will process their grievances.

- 23.02 a) “Grievance” means a complaint or claim concerning improper discipline or discharge, or a dispute with reference to the interpretation, application, administration or alleged violation of this Agreement.
- b) A “Group Grievance” is defined as a single grievance signed by a Steward or a Representative on behalf of a group of employees who have the same complaint. Such grievance must be dealt with at successive stages of the Grievance procedure commencing with Step 1. The grievors will be listed on the grievance form.
- c) Policy Grievances
- i) A “Policy Grievance” is defined as one which involves a question relating to the interpretation, application, or administration of this Agreement.
- ii) A Policy Grievance will be signed by a Steward or a Representative, or in the case of an Employer’s Policy Grievance, by the Employer or their representative.
- d) The grievance referred to above will identify:
- i) The facts giving rise to the grievance
- ii) The section or sections of the Agreement claimed to be violated;
- iii) The relief requested; and

- iv) Where practical, will be signed by the employee or employees involved unless it is a policy grievance.

23.03 All the time limits referred to in the grievance procedure herein contained will be deemed to mean “work days”. A work day is defined as any day from Monday to Friday, excluding General Holidays. If the parties are attempting to resolve the grievance, or an issue that may become a grievance, through discussion or other forms of communication, the time limits expressed in this Article will not be deemed to be in effect. However, either party may at any time unilaterally declare that the time limits are in effect. From the date of that unilateral declaration the time limits will come into effect at the last step filed by either party. The parties may agree to extend the time limits.

23.04 a) Neither the Employer nor the Union shall be required to consider or process any grievance which arose out of any action or condition more than five (5) work days after the subject of such grievance occurred. If the action or condition is of a continuing or recurring nature, this limitation period will not begin to run until the action or condition has ceased. The limitation period will not apply to differences arising between the parties hereto relating to the interpretation, application or administration of this Agreement.

- b) If the Employer does consider or process a grievance which has been presented late, the Employer will not be e-stopped or precluded at any stage from taking the position that the grievance is late and not arbitrable,

unless the Employer specifically agrees in writing otherwise.

23.05 No employee will have a grievance until the employee has discussed the complaint with their Management Supervisor. If the employee's Management Supervisor does not promptly settle the matter to the employee's satisfaction, an employee's proper grievance may be processed as follows:

Step 1

Subject to the conditions of Article 7.05, if a grievance is to be filed it will, within the five (5) work days referred to in Article 23.04 above, be reduced to writing and will be presented to the designated Employer representative by a Steward or a Union representative. The designated Employer representative will notify the Union representative of their decision in writing not later than five (5) work days following the day upon which the grievance was received.

Step 2

If the grievance is not settled in Step 1, a Union representative will within five (5) work days of the decision under Step 1, or within five (5) work days of the day this decision should have been made, submit a written grievance to the designated Employer Representative. A meeting will be held between the Steward or Union Representative together with the grievor involved and the designated Employer representative and other representatives of the Employer. This meeting will be held within five (5) working days of the presentation of the written grievance to the designated Employer representative. The Employer will notify the Steward or Union Representative of their decision in writing within five (5) work days of such meeting.

Step 3

In the event that the grievance is not settled at Step 2, the party having the grievance may serve the other party with written notice of desire to arbitrate within five (5) work days of the delivery of the decision or within five (5) days of the date on which the decision should have been made in Step 2 to the Steward or Union Representative.

23.06 Union Policy Grievance or Employer Grievance

- a) A Union policy grievance or an Employer grievance may be submitted to the Employer or the Union, as the case may be, in writing, within ten (10) work days of the time circumstances upon which the grievance is based were known or should have been known by the grievor. A meeting between the Employer and the Union will be held within five (5) work days of the presentation of the written grievance and will take place within the framework of Step 3 of Article 23.05 hereof. The Employer or the Union, as the case may be, will give its written decision within five (5) work days after such meeting has been held.
- b) If the decision is unsatisfactory to the grieving party, the grievance may be submitted to arbitration within fifteen (15) work days of the delivery of such written decision and the arbitration section of this Agreement will be followed.

ARTICLE 24 – ARBITRATION

24.01 If the parties fail to settle the grievance at Step 2 of the Grievance Procedure, the grievance may be referred to arbitration.

24.02 The party initiating arbitration must serve the other party with written notice of desire to arbitrate within five (5) work days after receiving the decision given at Step 2 of the grievance procedure.

24.03 If a notice of desire to arbitrate is served, the two parties shall, within seven (7) workdays of service, attempt to obtain an agreement to refer the matter to an agreed upon single arbitrator, who will meet with the authorized Representatives of the Union and the Employer in a hearing to ascertain both sides of the case.

24.04 If the parties fail to agree to refer the matter to an agreed single Arbitrator within seven (7) workdays of service as aforesaid, either party may request the relevant Government Ministry to appoint an impartial single arbitrator.

24.05 Notices of desire to arbitrate and of nominations of an arbitrator shall be served personally, by e-mail or by registered mail. If served by registered mail, the date of mailing shall be deemed to be the date of service.

24.06 If a party refuses or neglects to answer a grievance at any stage of the Grievance Procedure, the other party may commence arbitration proceedings and if the party in default refuses or neglects to appoint an arbitrator, the party not in default may, upon notice to the party in default, apply to the

relevant Government Ministry to appoint an impartial Single Arbitrator to hear the grievance. The decision of the Arbitrator shall be final and binding upon both parties.

24.07 It is agreed that the Arbitrator shall have the jurisdiction, power, and authority to give relief for default in complying with the time limits set out in Article 23 and 24 where it appears that the default was owing to reliance upon the words or conduct of the other party.

24.08 An employee found to be wrongfully discharged or suspended will be reinstated with back pay, less any monies earned, or by any other arrangement which is just and equitable in the opinion of the Arbitrator.

24.09 Where the Arbitrator is of the opinion that there is proper cause for disciplining an employee, but considers the penalty imposed too severe in view of the employee's employment record and the circumstance surrounding the discharge or suspension, the Arbitrator may substitute a penalty, which, in its opinion, is just and equitable. This clause shall not apply to the discharge of a probationary employee.

24.10 The parties will jointly bear the expense of the Arbitrator.

24.11 The decision of the Arbitrator will be final and binding on the two parties to the dispute and shall be applied forthwith.

24.12 The Arbitrator shall not be authorized to make any decisions inconsistent with the provisions of this Agreement, nor to alter, modify, or amend any part of this Agreement, nor to adjudicate any matter not specifically assigned to it by the notice to arbitrate specified in Step 3 of Article 23.05 hereof.

ARTICLE 25 – WARNING, SUSPENSION AND DISCHARGE

25.01 A Steward will be present for all disciplinary meetings. When a Steward is not available, the Employer will make a reasonable attempt to contact a Representative.

25.02 When the attitude or performance of an employee calls for a warning by the Employer, such a warning will be provided in writing by the Management Supervisor in the presence of a Steward.

25.03 An employee may be suspended or discharged for proper cause by the Employer. Proper cause may include:

- a) The refusal by an employee to abide by Safety Regulations;
- b) The use of illegal narcotics, cannabis or alcohol at work or reporting for work while under the influence of such substances;
- c) The refusal by the employee to abide by the requirements of the Employer's clients; or
- d) The refusal by the employee to abide by the requirements of the Employer's rules, regulations, policies and practices.

25.04 In the case of a suspension or discharge, the Union may meet with the Employer within ten (10) work days to attempt to resolve the matter. If the matter is not resolved at this meeting, it may be referred directly to arbitration, by-passing the grievance procedure

25.05 An employee will be deemed to have voluntarily quit if they fail to show up or notify appropriate Management for three (3) consecutive work days.

ARTICLE 26 – COLLECTIVE AGREEMENT AMENDMENTS

26.01 It is understood and agreed that the wage rates and other provisions set out in this agreement may be amended by mutual agreement if there are significant changes in the industry or for specific projects. Either party may request that negotiations commence by giving notice in writing. The Employer and the Union agree to have representatives meet for discussions within thirty (30) days of receiving the request from the other party. Any amendment resulting from the discussions under these terms will be put in writing and signed by a representative of the Employer and a representative of the Union.

26.02 Pre-Job Conferences

- a) The Employer will notify the Union that a project has been awarded to the Employer following the award. Prior to the start of each project, a pre-job conference will be held to determine all site-specific issues as outlined in the Agreement. This conference may be conducted via telephone, through a scheduled meeting or by some other practical means as agreed to by the parties.
- b) A copy of the pre-job conference report will be provided to the Employer and the Union.

ARTICLE 27 – DURATION

27.01 This Agreement shall be effective on the first (1st) day of June, two-thousand and twenty six (2026), and shall remain in effect until the thirty-first (31st) day of May, two-thousand and twenty nine (2029), and, if agreed to by the parties, for further periods of one (1) year, unless notice is given by either party of the desire to delete, change, or amend any of the provisions contained herein, within the period from one-hundred and twenty (120) to sixty (60) days prior to the renewal date. In the absence of such notice, unless otherwise agreed upon by both parties, it shall be deemed to have been given. This Agreement shall continue until the parties renew, revise or reach a new Agreement.

27.02 Should negotiations not be completed prior to the expiration date of this Agreement all negotiated items will be retroactive from the date of signing to the expiration date of the expired agreement. Until a new agreement has been concluded, all provisions in this Collective Agreement will remain in full force and effect.

27.03 The parties agree to exclude the operation of section 50(2) and 50(3) of the Labour Relations Code.

DATED at _____, British Columbia: _____, 2026

Signed on behalf of
LEDCOR ROAD MAINTENANCE LTD.

Signed on behalf of
CONSTRUCTION AND ALLIED WORKERS UNION, CLAC LOCAL 68

Authorized Rep

This printing is for information purposes only.
Original signed documents are held on file at the Langley Member Centre.

C Representative

Authorized Representative

Authorized Representative

SCHEDULE “A”
CLASSIFICATIONS AND HOURLY WAGES
Wage Schedule Effective June 1, 2026

Classification	Base Wage	Vac/Stat 10.4%	Total	Employer Contributions				Industry Fund \$0.04	Total
				H&W \$2.47	RSP 4%	Pension* 3% Match	ETF 0.5%		
Labourer 1	\$20.82	\$2.17	\$22.99	\$2.47	\$0.83	\$0.62	\$0.10	\$0.04	\$27.05
Labourer 2	\$22.47	\$2.34	\$24.81	\$2.47	\$0.90	\$0.67	\$0.11	\$0.04	\$29.00
Labourer 3	\$24.08	\$2.50	\$26.58	\$2.47	\$0.96	\$0.72	\$0.12	\$0.04	\$30.89
Labourer 4	\$25.65	\$2.67	\$28.32	\$2.47	\$1.03	\$0.77	\$0.13	\$0.04	\$32.76
Equipment Operator 1	\$30.76	\$3.20	\$33.96	\$2.47	\$1.23	\$0.92	\$0.15	\$0.04	\$38.77
Equipment Operator 2	\$34.34	\$3.57	\$37.91	\$2.47	\$1.37	\$1.03	\$0.17	\$0.04	\$42.99
Equipment Operator 3	\$36.00	\$3.74	\$39.74	\$2.47	\$1.44	\$1.08	\$0.18	\$0.04	\$44.95
Equipment Operator 4	\$37.72	\$3.92	\$41.64	\$2.47	\$1.51	\$1.13	\$0.19	\$0.04	\$46.98
Leadhand	\$40.01	\$4.16	\$44.17	\$2.47	\$1.60	\$1.20	\$0.20	\$0.04	\$49.68
Foreperson	\$41.15	\$4.28	\$45.43	\$2.47	\$1.65	\$1.23	\$0.21	\$0.04	\$51.03
Mechanic	\$58.35	\$6.07	\$64.42	\$2.47	\$2.33	\$1.75	\$0.29	\$0.04	\$71.30
4th Year (90%)	\$52.52	\$5.46	\$57.98	\$2.47	\$2.10	\$1.58	\$0.26	\$0.04	\$64.43
3rd Year (80%)	\$46.68	\$4.85	\$51.53	\$2.47	\$1.87	\$1.40	\$0.23	\$0.04	\$57.54
2nd Year (70%)	\$40.85	\$4.25	\$45.09	\$2.47	\$1.63	\$1.23	\$0.20	\$0.04	\$50.67
1st Year (60%)	\$35.01	\$3.64	\$38.65	\$2.47	\$1.40	\$1.05	\$0.18	\$0.04	\$43.79
Mechanic Leadhand	\$62.59	\$6.51	\$69.10	\$2.47	\$2.50	\$1.88	\$0.31	\$0.04	\$76.30

*Matching Pension Plan- Employee must contribute 3.0% to the Pension Plan to receive the Employer contribution to the Pension Plan.

WAGE SCHEDULE NOTES:

1. The following Premiums will be added to the base wage rate and will affect the RSP, Pension, Overtime and Vacation / Holiday Pay.

Leadhand	\$3.00/hr
Foreperson	\$4.00/hr

(Note: the Leadhand and Foreperson premium are payable on a temporary or substitution basis only when performing these assigned duties.)

Steward	\$0.50/hr
Steward w/ Tool Box 1	\$0.75/hr
Steward w/ Tool Box 2	\$1.00/hr
Steward w/ Tool Box 3	\$1.25/hr
Class 1	\$3.00/hr

(Payable when directed to operate equipment that requires a Class 1 driver's license. Minimum premium provided will be 30 minutes.)

2 Wage Review:

The Parties commit to a wage reopener discussion the month prior to June 1, 2027, and June 1, 2028, to review and evaluate the current economic climate. Wages will be increased by a minimum of two percent (2%) in each of these two (2) years. The Parties will discuss matters pertaining to the base wage rate and will seek agreement on the appropriateness of further adjustments. If the Parties cannot agree, the matter may be referred to Arbitration as per Article 24.

SCHEDULE “B” - OUTLINE OF BENEFIT PLAN COVERAGE FOR GOLD PLUS PLAN

(This schedule does not form part of the collective agreement. It is for information only. Unless otherwise noted, all Insurance coverage expires at age seventy-five (75). In case of differences to the insurance contract, the insurance contract will apply).

- \$100,000.00 life insurance per employee under the age of 65; \$50,000 per employee from age 65 up to and including age 74.
- \$100,000.00 AD &D per employee under the age of 65; \$50,000 per employee from age 65 up to and including age 74.
- Dependent life insurance \$10,000 for spouse; \$5,000 for each dependent child
- Dental plan at the latest fee schedule available.
 - Basic services: 100% up to \$2,000 per person annual
 - Major services: 50% up to \$2,000 per person annual
 - Orthodontic: 50% up to \$3,000 lifetime maximum per child under 19;
- Prescription drug plan for employee and family at 80% up to \$1,500 per person annually (or the provincial pharmacare cap, if applicable) and 100% thereafter.
- Optical insurance for employee and family.
 - under 21: \$350 per year
 - age 21 and over: \$350 every two years
- Extended health coverage for employee and family.
- Massage therapy with a limit of \$80/visit.

- Short term disability insurance with sixty percent (60%) of weekly basic earnings to a maximum of seven hundred and fifty dollars (\$750.00) per week. Weekly benefits, payable after the first (1st) day of accident or hospitalization and the seventh (7th) day of illness for a maximum of 26 weeks.
- Long term disability insurance with sixty percent (60%) of earnings, maximum of \$3,250.00 per month, payable after 26 weeks until age 65.
- Emergency Travel Assistance
- EFAP (Employee and Family Assistance Program)

BENEFITS CONTACT INFORMATION

CLAC BENEFITS TEAM	westernbenefits@clac.ca	1-888-600-2522
CLAC RETIREMENT MEMBERCARE (Group RSP & Pension)		1-800-210-0200
GREEN SHIELD CANADA (access through myCLAC – www.clac.ca)		1-888-711-1119
CLAC EFAP Program		1-888-327-2522 (1-888-EAP-CLAC)

SCHEDULE “C”- CONSCIENTIOUS OBJECTOR STATUS

(This schedule does not form part of the collective agreement.
It is for information only).

The Union has a conscientious objection policy for employees who cannot support the Union with their dues for conscientious reasons, as determined by the Union’s internal guidelines on what constitutes a conscientious objection.

LETTER OF UNDERSTANDING #1

BETWEEN:

LEDCOR ROAD MAINTENANCE LTD.

(hereinafter referred to as “the Employer”)

AND:

**CONSTRUCTION AND ALLIED WORKERS UNION,
CLAC LOCAL 68**

(hereinafter referred to as “the Union”)

RE: NORTHERN TRAVEL BENEFIT

The parties agree to the following:

The Employer will designate five percent (5%) of each employee’s gross earnings, to a maximum of five thousand dollars (\$5,000.00) per annum, as an employee Northern Travel Benefit. This benefit is to be reported in Box 32 of the employee’s T-4 slip. It will be the sole responsibility of each employee to ensure compliance with the requirements of the Income Tax Act and to claim the appropriate travel deductions. This designation will only apply to those employees whose primary residence is in a prescribed Northern Intermediate Zone, as defined by the Canada Revenue Agency.

DATED at Langley, British Columbia:_____.

Signed on behalf of
**LEDCOR ROAD MAINTENANCE
LTD.**

Signed on behalf of
**CONSTRUCTION AND
ALLIED WORKERS UNION,
CLAC LOCAL 68**

Authorized Representative

Authorized Representative

Authorized Representative

Authorized Representative

This printing is for information
purposes only.
Original signed documents are held
on file at the Langley Member Centre.

BENEFIT PLAN – FREQUENTLY ASKED QUESTIONS

1. When do my benefits start?

Your benefits will commence when the conditions for eligibility as set out in your collective agreement have been met by you.

2. What must I do to enroll?

You must make sure that your completed enrolment form is mailed to the CLAC Benefits Team. You should receive this form in your sign-on package.

3. When will I receive my benefit start package?

You should receive your benefit start package either by email or at your home if we don't have a valid email on file 4-6 weeks after your benefit start date. For example, if your benefit start date was April 1, you would expect to see your package between May 1 and May 15.

4. Why does it take this long?

This is the time required for your employer to send the information, for the Benefits Team to process this information, and for your package to be prepared and sent.

5. What if I have claims before I receive my benefit start package?

Any eligible claims incurred after your benefit start date will be covered. However, we cannot process claims until we receive and enter the information confirming your eligibility.

6. How do I make a claim?

Claims can be submitted directly by many providers including prescriptions, vision, and paramedical services. Any claim that

you pay out of pocket for can be submitted electronically through myCLAC or the GSC4myCLAC app, or can be mailed directly to the provider with a completed claim form.

7. Can my dentist submit claims directly?

Yes. Your dentist can submit your claims electronically, provided they are set up to do so.

8. Where do I get claim forms?

- *your union steward*
- *CLAC's member portal: myclac.ca*
- *the nearest CLAC Member Centre*
- *the CLAC Benefits Team: 1-888-600-2522*

9. Will I receive a prescription drug card?

Yes. This card is used at your pharmacy when you purchase prescription drugs, or at many other providers so that they can submit your claim electronically. You should receive your card about a week after you receive your benefit start package. It can also be accessed via myCLAC or on the GSC4myCLAC app.

10. What if I don't receive my prescription drug card?

You may not receive a card if you have not completed your enrolment form, if your address is not complete, or if your birth date is missing. Contact the Benefits Team at 1-888-600-2522 to make sure you receive one.

11. How do I make a disability claim?

You must contact the Benefits Team for the proper claim form. This form must be completed by you, your doctor, and your

employer. The form must be sent to the Benefits Team for processing.

12. Does my plan cover me if I am travelling outside of Canada?

Your benefit plan covers emergency services that you obtain within 60 days of leaving the province where you live. Call the CLAC Benefits Team if you have any questions.

13. What is the Employee Family Assistance Plan (EFAP)?

Your EFAP is a CLAC-sponsored benefit that provides confidential, professional assistance for dealing with a broad range of personal difficulties. These include (but are not limited to) personal issues such as addictions, depression, anger management, marital and family issues, and anxiety. Should you require help, call the CLAC Benefits Team for more information.