

**ALBERTA PROVINCIAL  
CEMENT MASONS CONSTRUCTION COLLECTIVE AGREEMENT**

Entered into this 1<sup>ST</sup> day of May, 1999

- between -

CONSTRUCTION LABOUR RELATIONS - An Alberta Association

CEMENT MASONS (Provincial) TRADE DIVISION  
(hereinafter referred to as the "Association" or  
the "Trade Division" or the "Employers' Organization")

as agent for and on behalf of all Employers affected by  
Registration Certificate Number 43 (each of which Employers  
is hereinafter referred to as the "Employer")

- and -

OPERATIVE PLASTERERS' AND CEMENT MASONS'  
INTERNATIONAL ASSOCIATION LOCAL UNION 222

(hereinafter referred to as  
the "Union" or the "Local Union")

and the members and employees represented by each of them.

WHEREAS, the representatives of the parties have bargained collectively pursuant to the provisions of the Labour Relations Code, and

WHEREAS, pursuant to the terms of the said Code, the terms of a Collective Agreement have now been agreed or ratified or otherwise established,

NOW THEREFORE, this Agreement witnesseth that the full and complete terms of the Collective Agreement between the Parties are as follows:

## **ARTICLE ONE - OBJECTS**

- 1.01** The objects of this agreement are to assist in stabilizing the industry, improving the trade, promoting peace and harmony between Employers and employees, and providing efficient service to the public.

## **ARTICLE TWO - GEOGRAPHICAL JURISDICTION**

- 2.01** It is understood by the Parties hereto that the geographical jurisdiction of Local Union 222 shall be the territory of the Province Of Alberta.
- 2.02** Any employee covered by this Agreement who is to be transferred to an area outside of the jurisdiction of this Agreement shall be advised, prior to the transfer, of any change to the terms and conditions of employment that would apply in respect to that work.

## **ARTICLE THREE - SCOPE AND RECOGNITION**

- 3.01** The scope of this Agreement as it applies to each individual Employer shall be the extent to which the Local Union, party hereto, has established a collective bargaining relationship with that Employer and the extent to which that Employer employs employees within the scope of such bargaining relationship, and the extent to which the Employer is engaged within the trade jurisdiction set out in the registration certificate held by the Employers' Organization party hereto.
- It is agreed that the amalgamation of Local 924 (Edmonton) and Local 139 (Calgary), as defined in the 1993-1995 collective agreement, and which created Local 222, shall not amend the subsisting certifications or voluntary recognition's of contractors who have had a bargaining relationship with either Local 924 or Local 139 prior to their amalgamation.
- 3.02** The Parties hereto agree that the terms of this Agreement do not apply to residential work, which is defined as single family housing including duplex's, walk-up apartments and condominiums up to a maximum of three (3) floors in height.
- 3.03** The Local Union recognizes the Employers' Organization party hereto as the exclusive representative in collective bargaining of each of those Employers who are or who become affected by Registration Certificate Number 43, to the extent that each of the said Employers is or becomes affected by the said registration certificate.

**3.04** This Collective Agreement shall apply to all work falling within the Trade Jurisdiction of the Cement Masons which, for the purposes of this Collective Agreement, shall coincide with the Trade Jurisdiction set out in Registration Certificate 43 and shall include but not be limited to all of those employees who are engaged in the following:

The finishing, including screeding and floating, of all concrete construction such as floors, walls, sidewalks, curbs and gutters (whether finished by trowel or float or any other process).

Patching, sacking, chipping, bushhammering, rubbing, grinding, and application of curing compounds and saw cutting and coring of concrete for construction excluding demolition, engineering/technical and testing purposes where necessary in concrete finishing work.

Dry packing, grouting and finishing in connection with setting machinery such as engines, generators, air compressors, tanks, and so forth that are set on concrete foundations.

#### **ARTICLE FOUR - DURATION OF AGREEMENT**

**4.01** This Agreement shall be in full force and effect from the 1st day of May, 1999 until the 30th day of April, 2001, and thereafter shall be continued, terminated, or renewed pursuant to the provisions of the said Code.

#### **ARTICLE FIVE - WAGES**

**5.01 a)** The minimum basic wage for hours worked by a Cement Mason engaged in "**industrial construction**", as defined in Article 5.02 below, shall be as specified in Schedule "A".

**b)** The minimum basic wage rate for hours worked by a Cement Mason engaged in "**non-industrial construction**", being general construction that is **not** encompassed in the definition in Article 5.02 below, shall be as specified in Schedule "B".

**5.02** Industrial construction shall mean construction work in respect of the plant process involved in, but not limited to:

- \* Electrical power generation, hydro or thermal power plants
- \* Development of Mining and Smelting Properties
- \* Development of Oil Sands Properties
- \* Oil Refineries, Upgraders and all form of hydrocarbon production, extraction or processing
- \* Development of Chemical Plants
- \* Pulp, paper or timber/wood processing mills or sawmills

- \* Toxic waste disposal systems
- \* Production and processing plants for natural gas, liquid petroleum products and manufactured gases
- \* Base/Precious/Other Metal production plants or upgraders of any and all kinds
- \* Pumping stations and compressor stations, of which the capital value exceeds twenty five million dollars (\$25,000,000)
- \* Cement, lime and gypsum plants

In addition, industrial work shall include such work as may reasonably be considered as Industrial Construction as is mutually agreed by a committee of four (4) members appointed by the Employers' Association and four (4) members appointed by the Union, and ratified by the Trade Division. This committee shall meet at the request of either the Employer or the Union, giving twenty-four (24) hours notice in writing to the other party.

**5.03 Foreman:**

- a) Any personnel designated by the Employer as Cement Mason Foremen, to supervise Cement Masons and/or other employees, and placed in charge of work shall be a journeyman member of the Union. All instructions given to Members shall be given by the Cement Mason Foreman.
- b) The minimum wage of a Cement Mason Foreman engaged in "industrial" work shall be two dollars and fifty cents (\$2.50) above the minimum journeyman rate.
- c) The minimum wage of a Cement Mason Foreman engaged in "non-industrial" work shall be one dollar and seventy-five cents (\$1.75) above the minimum journeyman rate.
- d) Where a Cement Mason Foreman is not employed on the project, the Cement Masons will be directed by the Superintendent.

**ARTICLE SIX - PAYMENT CONDITIONS**

**6.01** Wages shall be paid weekly or biweekly by cash, direct electronic deposit, or cheque on Friday before quitting time and not more than one (1) week's pay shall be held back. However, for work that is encompassed within Article 5.02 above, wages shall be paid weekly.

**6.02** When an employee is laid off or discharged, all wages and vacation and statutory holiday pay, together with E.I. Record Of Employment form, the Apprenticeship Work Record Book, and/or any other documents or records required to be returned to the employee shall, to the extent possible, be given to the employee on the date of termination. In no event shall they be given or sent to the employee any later than the working day following the time of termination.

- 6.03** If the employee prefers, he may arrange with his Employer to pick up his pay and records at the office of the Employer no later than on the afternoon of the working day following termination of employment.
- 6.04** In the event of a layoff or discharge, one (1) hour's notice shall be sufficient. One (1) hour's pay may be given in lieu of notice. No notice is required for termination for just cause.
- 6.05** When an employee quits he shall give his supervisor one (1) hour's notice and his pay and records will be mailed to him or given to him at the central pay office of the Employer on the next regular pay day.
- 6.06** If the regular pay day falls on a Statutory Holiday, employees shall be paid on the preceding working day.
- 6.07** Employees engaged on an evening shift shall be paid on the Thursday shift.
- 6.08** An Employer shall at the end of each pay period provide to each employee a separate or detachable statement with his pay cheque, this statement to show the items required.
- a. The hours worked.
  - b. The amount of wages paid at a straight time rate.
  - c. The amount of wages paid at an overtime rate.
  - d. The amount of any bonus or living allowance paid.
  - e. The amount of any vacation pay paid.
  - f. The amount of general holiday pay paid.
  - g. The amount of such deduction from the earnings of the employee and the purpose of which each deduction was made.
  - h. The issuing Employer's name.
- 6.09** Payroll Failures. Where there have been recent instances of payroll failures by an Employer affecting employees under the terms of this Agreement, the Union shall have the right to require that Employer to provide proof of financial responsibility or require that payment of wages and other payroll requirements be by cash or certified cheque paid weekly.
- 6.10** If an Employer fails to pay the monies due as stated under Articles 6.02 to 6.05 of this Agreement, the Employer shall pay the employee(s) for such time, up to a maximum of eight (8) hours pay for each twenty-four (24) hours that the employee has been kept waiting for his monies, commencing with the day after the Employer has been notified by the Union, on behalf of the employee(s), of non-receipt of pay. This time period shall exclude Saturdays, Sundays, and Statutory Holidays.
- No payment for waiting time shall be applicable when a clerical and/or mathematical error is made in calculating monies due as stated under 6.02 or 6.05, nor under circumstances beyond the control of the Employer. The Employer shall mail the balance due within twenty-four (24) hours or as agreed to between the Employer and the Union.

## ARTICLE SEVEN - APPRENTICES AND TRAINEES

### Apprentices

- 7.01** Apprentices may be employed by the Employer in the ratio of one (1) Apprentice to one (1) Journeyman. Apprentices shall serve for a period of three (3) years at the trade before becoming Journeymen, unless they are credited with time at the trade by the Employer's representative on the job jointly with the representative of the Union. Any time granted by the joint representatives shall be accepted by both parties to this agreement. If the apprentice is transferred or finds work with another Employer, the said Employer shall pay the apprentice in accordance with the time he had served and/or the time originally granted by the joint representatives as shown by the records copied with the Union. Notwithstanding the above, the employment of Apprentices shall be in accordance with the regulations under the Apprenticeship And Industry Training Act.
- 7.02** The ratio of Apprentices to Journeymen shall be in accordance with the regulations under the Apprenticeship And Industry Training Act.
- 7.03** Apprentice rates of pay shall be in accordance with the Apprenticeship And Industry Training Act.
- SEE SCHEDULES "A" AND "B" FOR A COMPLETE LIST OF APPRENTICES' WAGES, HOLIDAY & VACATION PAY, AND BENEFITS.

### Trainees

- 7.04** For the purposes of this Agreement, Trainee shall mean an employee who is receiving training to become an apprentice.
- 7.05** Trainees may be employed at any work of the trade that they are capable of, under the following conditions only.
- 7.06** Trainees shall be members or applicant members of the Union.
- 7.07** Trainees may be employed by the Employer in a ratio of one (1) trainee to one (1) journeyman employed. Trainees shall serve for a period of six (6) months or less at the trade at which time he shall be offered the opportunity to qualify as an apprentice. The ratio of trainees to apprentices to journeymen shall be established on a company wide basis and not on a job by job basis.
- 7.08** When new apprentices are required and not available from the Union, trainees shall have first preference for employment provided they meet the qualifications and are able to become registered apprentices.
- 7.09** Employees hired as trainees shall be paid a minimum of fifty-five per cent (55%) of the minimum journeyman rate of pay.

SEE SCHEDULES "A" AND "B" FOR A COMPLETE LIST OF TRAINEES' WAGES, HOLIDAY & VACATION PAY, AND BENEFITS.

**ARTICLE EIGHT - HOURS OF WORK, SHIFTS, AND OVERTIME**

**8.01** The following sections are designed to identify the regular hours of work, shift hours, and overtime hours, and are not to be construed as a guarantee of hours or work per day, per week, or with respect to days in any week.

**8.02** The regular working week shall consist of forty (40) hours of employment divided into five (5) regular working days.

**8.03** The regular working day shall consist of eight (8) hours of employment performed Monday through Friday inclusive.

**8.04** **Overtime rates shall be as follows:**

**a)** For industrial work:

(i) Time and one-half (1 ½x) will be paid for the first two hours of overtime per day during the regular work week, Monday to Friday inclusive

(ii) When a compressed work week is scheduled pursuant to article 8.06 (a), on a Monday through Thursday basis, time and one-half (1 ½x) shall apply to the first ten (10) hours worked on the Friday.

(iii) All other overtime hours not included in (i) and (ii) above shall be paid at double time (2x).

**b)** For non-industrial work:

(i) Time and one-half (1½x) for any overtime hours worked on a week day, being Monday through Friday inclusive.

(ii) Time and one-half (1½x) for the first eight (8) hours worked on Saturday.

(iii) Time and one-half (1½x) for the first four (4) hours worked on Sunday.

(iv) Double time (2x) for overtime worked on a Saturday or a Sunday outside the periods referenced in (ii) and (iii) above, and for hours worked on a "General Holiday" as set out in Article 10.01 hereof.

**8.05** **Shift Work:**

**(a)** Shift work is defined as a continuous operation, but for the lunch period, for which start times shall be between 12:00 noon and 4:00 a.m., for a minimum of two (2) consecutive working days.

- (b) For "industrial" work, being work which falls within the definition in Article 5.02 hereof, there shall be a shift premium of \$1.75/hour for any "second" shift or "third" shift.
- (c) For "non-industrial" work, there shall be a shift premium of \$0.50/hour for a "second" shift and \$1.00/hour for a "third" shift.
- (d) There shall be no pyramiding of premiums.

**8.06****Compressed Work Week:****(a) For industrial work:**

- (i) The Employer may schedule the regular work week in four (4) consecutive ten (10) hour days, at straight time rates, provided only that the four (4) ten (10) hour days are scheduled during the Monday through Thursday period unless varied by mutual consent between the Employer and the Union. Such consent will not be unreasonably withheld.
- (ii) When a compressed work week is being worked and a statutory holiday falls on a regularly scheduled work day(s) off, then the following regularly scheduled work day(s) will be observed in lieu thereof unless varied by mutual consent.

**(b) For non-industrial work:**

- (i) The Employer may schedule the regular work week in four (4) consecutive ten (10) hour days, at straight time rates, provided only that the four (4) ten (10) hour days are scheduled during the Monday through Friday period.

**8.07**

For work that is not industrial work, for those employees who so elect, regular hours lost during the week due to inclement weather may be re-scheduled by the Employer to be made up on Saturday at straight time rates, up to a maximum of forty (40) hours per week (reduced appropriately when a statutory holiday occurs during that week).

**8.08****Lunch Breaks:**

- (a) A lunch break of either one-half (½) hour or one (1) hour duration will be taken midway between the starting and quitting time of each shift. However, if job conditions require, the lunch break may be moved up to one (1) hour in either direction.
- (b) If an employee is not provided time to commence his lunch period between one (1) hour before and one (1) hour after the mid-point of the shift, he shall be paid at the applicable overtime rate for working through his lunch period. In such cases where the employee is not provided with a lunch break, the regular working day shall not be arbitrarily reduced when work is available.

**8.09** No employee shall work more than one (1) straight time shift in each consecutive twenty-four (24) hour period. An employee shall continue to receive the overtime rate after each shift until a break of eight (8) hours occurs.

**8.10** **Work in Occupied Premises:**

Notwithstanding the above, where the conditions of the job are such that work (which is not industrial work) must be carried out on occupied premises, then the work may be done at regular straight time rates during any hours which may constitute a regular shift for that job provided only that overtime rates will apply for all hours worked over the daily or weekly limits elsewhere specified.

**8.11** **Provision of Meals on Overtime:**

(a) When employees are required to work extended daily hours in excess of eleven (11) hours, the Employer shall be required, following the tenth (10th) hour, to provide a meal at no cost to the employees, for those involved. One-half (½) hour at the straight time rate of pay shall be allowed for the consumption of the meal. Should an employee be requested to continue work, then an additional hot meal shall be provided every additional four (4) hours under the same conditions as above.

(b) In the event that the Employer has not made meal arrangements as required, the employee is to be permitted to make his own practical meal arrangements. The Employer shall pay the costs of all reasonable meal claims.

**8.12** The Parties understand and agree that on remote jobsites or where special conditions apply, scheduling of extended work weeks / days off may be beneficial to the completion of the work and in those circumstances the Parties may mutually agree to a work schedule to meet job conditions.

**ARTICLE NINE - REPORTING TIME**

**9.01** When an employee reports to work at the regular starting time and such employee is not put to work, the employee so effected shall be entitled to a minimum of two (2) hours pay at the applicable rate of pay.

**9.02** In order to qualify for show up time, employees must remain on the job site unless otherwise directed by the Employer. Where the employee(s) are directed to remain at the job site for more than two (2) hours they shall be paid for such time at the applicable rate.

**9.03** Employees so effected shall be paid daily travel, transportation, or subsistence or receive camp accommodation as is applicable.

**9.04** An employee is not entitled to show up time if the Employer notifies the employee that no work is available at least two (2) hours prior to the commencement of the normal work day. Employees working on a job site where they are accommodated in a camp facility, will not be entitled to show up time if they are notified that no

work is available, at breakfast time, and notices are posted on the bulletin boards in the camp kitchen.

- 9.05** When an employee reporting for work qualifies for show up time such time shall include the regular shift premium when applicable.
- 9.06** The Employer may require an employee to perform work within his jurisdiction for the two (2) hour call-out.
- 9.07** Call-Out Pay - Employees called out for work at other than the regular starting time shall receive a minimum of two (2) hours pay at the employees' applicable rate.
- 9.08** Reporting time pay and/or call-out pay is in addition to travel time pay if travel time pay is applicable.

**ARTICLE TEN - HOLIDAYS AND VACATIONS**

- 10.01** All work performed on the following named holidays, or any such days as may be declared a general holiday by the Provincial Government, shall be paid for at two times (2x) the employee's basic hourly wage rate:

New Year's Day	Family Day
Good Friday	Victoria Day
Canada Day	Civic Holiday (August)
Labour Day	Thanksgiving Day
Remembrance Day	Christmas Day
Boxing Day.	

- 10.02** No work shall be performed on Labour Day except to save life or property. When one of these holidays falls on a Saturday or Sunday, the following regular working day shall be observed as the holiday. Should Christmas Day fall on a Saturday or Sunday, the Monday and Tuesday following shall be observed as Christmas Day and Boxing Day.
- 10.03** In respect to "Industrial" work, the Employer shall pay to the employee for each hour worked (not including any pay for time travelled) a vacation allowance equal to six percent (6%) of the applicable rate of pay, and holiday pay allowance equal to four percent (4%) of the applicable rate of pay.
- 10.04** In respect to "Non-Industrial" work, the Employer shall pay to the employee for each hour worked (as defined in Article Eight hereof) a vacation allowance equal to six percent (6%) of the employee's straight time hourly rate, and a holiday pay allowance equal to four percent (4%) of the employee's straight time hourly rate.
- 10.05** These monies, identified in 10.03 and 10.04 above, are to be paid each pay period with the wages that are due.

## ARTICLE ELEVEN - HEALTH & WELFARE PLAN

- 11.01** The Employer acknowledges the O. P. & C. M. I. A. Health & Welfare Plan of Alberta as established by Trust Agreement dated the 5th of April A.D. 1966 between the Edmonton General Contractors Association and the Operative Plasterers' and Cement Masons' International Association, Local 924, Edmonton, which agreement was amended the 30th day of April A.D. 1969 and became the Trust Agreement between the Edmonton General Contractors Association and the Calgary General Contractors Association and Independent Contractors of the first part, and the Operative Plasterers' and Cement Masons' International Association, Local 924, Edmonton, Alberta and the Operative Plasterers' and Cement Masons' International Association, Local 139, Calgary, Alberta of the second part together with all amendments thereto and agrees to be bound by the terms of that agreement, as amended from time to time by the decisions of the Trustees appointed from time to time thereunder.
- 11.02** The Employer shall contribute **ninety cents (90¢)** per hour for each and every hour worked by any employee covered under the terms of this Agreement. Such contributions are to be made by the Employer and no Employer shall deduct such contributions or any part thereof from an employee's wages. Such contributions are a payment in excess of the wage rates set out in this Agreement and do not constitute a payment of wages.
- 11.03** Upon the wages of an employee becoming due, the said contributions shall be calculated by the Employer and the gross contributions of the Employer for all hours worked by all employees under the terms of this Agreement in a month, up to and including the last pay period of the said month shall be forwarded by the Employer to the O. P. & C. M. I. A. Health and Welfare Fund of Alberta not later than the fifteenth (15th) day of the month following, at such address as is determined by the Trustees from time to time.
- 11.04** It is understood that the contributions negotiated under this clause are for the benefit of the members of the Plan as recognized by the Trustees for the said fund, who shall have full discretion to make from time to time reasonable rules in this respect.
- 11.05** Neither party shall be liable nor responsible for any debts or liabilities or other obligations of the Fund, other than provided for in this Agreement. Notwithstanding any provision of this Collective Agreement or of any other document, including any document respecting the establishment or administration of the said Fund, the Employer's liability to the said Funds shall be limited to remittance of the above noted Contributions in the manners and at the times set out herein.
- 11.06** Where an employee performs work that would require the Employer to contribute hourly contributions, at such an hourly contribution rate as may from time to time be applicable, then the Employer shall be deemed to have kept such an amount separate and apart from his own monies and shall be deemed to hold the sum so deducted in trust for the Trustees of this Plan. Further, in the event of any

liquidation, assignment or bankruptcy of such an Employer on whose behalf employees have been performing work entitling them to receive contributions to the Plan as is hereinbefore provided for, is deemed to be held in trust for the Trustees of this Plan and such shall be deemed to be separate and apart and form no part of the estate in liquidation assignment or bankruptcy whether or not that amount has in fact been kept separate and apart from the Employer's own money or from the assets of the estate.

## ARTICLE TWELVE - PENSION PLAN

**12.01** The Employer acknowledges the O. P. & C. M. I. A. Pension Plan of Alberta as established by Trust Agreement dated the 20th of December A.D. 1977 between the Alberta Construction Labour Relations Association representing the Plasterers (Edmonton) Trade Division and the Plasterers (Calgary) Trade Division and the Cement Masons (Edmonton) Trade Division and the Cement Masons (Calgary) Trade Division, representing their individual members and Independent Contractors of the first part, and the Operative Plasterers' and Cement Masons' International Association, Local 924, Edmonton, Alberta and the Operative Plasterers' and Cement Masons' International Association, Local 372, Edmonton, Alberta and the Operative Plasterers' and Cement Masons' International Association, Local 139, Calgary, Alberta and the Operative Plasterers' and Cement Masons' International Association, Local 324, Calgary, Alberta of the second part together with all amendments thereto and agrees to be bound by the terms of that agreement, as amended from time to time by the decisions of the Trustees appointed from time to time thereunder.

**12.02** The Employer shall contribute:

FOR INDUSTRIAL WORK:

**two dollars (\$2.00)** effective May 1, 1999

and subsequently,

**two dollars and fifty cents (\$2.50)** effective May 1, 2000

FOR NON-INDUSTRIAL WORK:

**one dollar and fifty cents (\$1.50)** effective May 1, 1999

and subsequently,

**one dollar and seventy-five cents (\$1.75)** effective November 1, 1999

and subsequently,

**two dollars (\$2.00)** effective May 1, 2000

per hour for each and every hour worked by any employee covered under the terms of this Agreement. Such contributions are to be made by the Employer and no Employer shall deduct such contributions or any part thereof from an employee's wages. Such contributions are a payment in excess of the wage rates set out in this Agreement and do not constitute a payment of wages.

**12.03** Upon the wages of an employee becoming due, the said contributions shall be calculated by the Employer and the gross contributions of the Employer for all hours worked by all employees under the terms of this Agreement in a month, up to and including the last pay period of the said month shall be forwarded by the

Employer to the O. P. & C. M. I. A. Pension Plan of Alberta not later than the fifteenth (15th) day of the month following, at such address as is determined by the Trustees from time to time.

- 12.04** It is understood that the contributions negotiated under this clause are for the benefit of the members of the Plan as recognized by the Trustees for the said fund, who shall have full discretion to make from time to time reasonable rules in this respect.
- 12.05** Neither party shall be liable nor responsible for any debts or liabilities or other obligations of the Fund, other than provided for in this Agreement. Notwithstanding any provision of this Collective Agreement or of any other document, including any document respecting the establishment or administration of the said Fund, the Employer's liability to the said Funds shall be limited to remittance of the above noted Contributions in the manners and at the times set out herein.
- 12.06** Where an employee performs work that would require the Employer to contribute hourly contributions, at such an hourly contribution rate as may from time to time be applicable, then the Employer shall be deemed to have kept such an amount separate and apart from his own monies and shall be deemed to hold the sum so deducted in trust for the Trustees of this Plan. Further, in the event of any liquidation, assignment or bankruptcy of such an Employer on whose behalf employees have been performing work entitling them to receive contributions to the Plan as is hereinbefore provided for, is deemed to be held in trust for the Trustees of this Plan and such shall be deemed to be separate and apart and form no part of the estate in liquidation assignment or bankruptcy whether or not that amount has in fact been kept separate and apart from the Employer's own money or from the assets of the estate.

#### **ARTICLE THIRTEEN - APPRENTICESHIP AND TRAINING FUND**

- 13.01** The purpose of the Apprenticeship Training Fund and Program is to provide workmen with the opportunity to acquire and improve their skills. The Fund and Program shall be administered by a Board of Trustees with equal representation from the Union and Employers.
- 13.02** Effective on the date of signing, the Employer shall contribute to the Apprenticeship and Training Fund **six cents (6¢)** per hour for each hour worked by each employee covered by this Agreement.

#### **ARTICLE FOURTEEN - WORKING CONDITIONS**

- 14.01** The Employer shall provide suitable heated and enclosed "wash up" (i.e., basin, soap, and water) and sanitary facilities complete with toilet paper. Flush toilets

will be supplied as soon as the project is sufficiently advanced to allow installation thereof. They shall be properly used by the employees.

**14.02** The Employer shall provide a lunch room of adequate size, heated in cold weather and kept clean. This lunch room shall not be used as a storage room. An adequate lock-fast storage place shall be supplied by the Employer for the employee's tools and for drying purposes. Drinking water in closed containers and individual cups shall be provided on all jobs.

**14.03** It is understood and agreed that the parties to this Agreement shall at all times comply with the Accident Prevention Regulations of the Occupational Health and Safety Act and any refusal on the part of an employee to work in contravention of such regulations shall not be deemed to be a breach of this Agreement. Further, no member will be discharged because the member insists on safe working conditions as set out in the regulations. Any refusal by an employee to abide by the Occupational Health and Safety regulations, after being duly warned, will be sufficient cause for dismissal.

Any employee injured on the job shall be paid by the Employer for the remainder of the regular (straight time) hours he would have worked that day had he not been injured.

**14.04** All safety equipment, except hard hats and safety boots, required by the Workers' Compensation Board regulations shall be provided to the employee at no cost. Such safety equipment may be allotted to the employee on a charge out / refund basis.

**14.05** Bull floats, rubbing stones, wash brushes, rubber floats and all protective clothing not normally worn by the employee in his ordinary performance of work shall be supplied by the Employer at no cost to the employee, and may be allotted on a charge out / refund basis.

**14.06** The Employer shall provide adequate clean respiratory equipment complete with new filters and proper ventilation as required by the relevant Regulations when the employee is performing a grinding operation or operating gas powered equipment in an enclosed area.

**14.07** **Tools:**

(a) Employees shall have with them on the job the following tools:

One 11" trowel	One brush (excluding wash brushes)
One 14" trowel	Hand floats - wood and metal.
Spirit Level	One pointing trowel
Measuring Tape	Hammer
One side edger	

These tools are to be in serviceable condition.

(b) The Cement Mason will give his Employer an up-to-date inventory of his personal tools upon his arrival on the job site. The Employer may at any time check for the correctness of such inventory.

- (c) Following a fire or break-in of the Lock-up, the Employer shall compensate the Cement Mason for any real loss of his tools stored according to this clause.

**14.08 Rest Periods:**

- (a) Two (2) ten (10) minute rest periods will be allowed each day during normal working hours; one (1) in the first half and one (1) in the second half of each shift. One (1) ten (10) minute rest period (in addition to meal breaks) shall be allowed for each four (4) consecutive hours of overtime work.
- (b) For compressed work weeks, employees shall be permitted a break of fifteen (15) minutes in the first half and fifteen (15) minutes in the second half of such shifts.

**14.09** It is agreed by both parties that there will be no piece work of any description and no banking of hours.

**14.10** As a safety precaution no Cement Mason shall be required to work alone on the job outside regular working hours, except on sidewalks, slabs on ground at grade level or areas where, by mutual agreement, no hazard exists.

**14.11** Starting time shall be at the lock-up room or time clock which shall not be located higher than one (1) floor above ground level, or at such other suitable starting point or points as are designated by the Employer. A five (5) minute pickup period will be allowed prior to quitting time. A suitable signal may be provided on each job which shall give all starting and quitting times. A company representative will be responsible for the aforesaid signal.

**ARTICLE FIFTEEN - LOCAL RESIDENTS, TRANSPORTATION, AND ACCOMMODATION**

**PROVISIONS FOR INDUSTRIAL WORK**

Articles **15.01** through **15.05** apply only to work which falls within the definition of "**industrial**" work as set out in Article **5.02**.

**15.01 DAILY COMMUTING**

The following conditions will apply on jobs within daily commuting distance of Edmonton, Calgary, or any location with a hiring hall, and on jobs from which employees commute daily from temporary accommodation provided or paid for by the Employer.

- (a) A forty-five (45) kilometre radius free zone from the center of the cities of Edmonton or Calgary (Geodetic Monument) or around any place in which

employees are temporarily domiciled by the Employer shall be established. The location of the Geodetic Monument of Edmonton is 101st Street and Jasper Avenue and for Calgary, the Calgary Tower.

No transportation or travel allowance shall be applicable within the free zone.

It is agreed that if a major petroleum/petro-chemical project is undertaken in the area south of Redwater but north of the free zone such project will be deemed to be included within the free zone.

(b) For projects beyond the forty-five kilometre (45 km) free zone for which daily travel is required, the Employer will have the following options;

- to provide transportation and pay travel allowance, or
- reimburse the employees, as a vehicle allowance, at the rate of thirty-four cents (\$0.34) per kilometer traveled, each way between the edge of the free zone and the project job site daily and pay travel allowance.

The travel allowance shall be calculated based on traveling at 80 km per hour, at the employee's applicable base rate, from the point where the edge of the 45 km radius free zone intersects the road which takes the shortest, most appropriate route, to the project and return to the intersecting point.

**Example:**

A Journeyman member traveling to a project located 40 road kilometers from the edge of the free zone at 80km per hour each way would receive the following for each day worked:

<u>Travel Allowance:</u> 80 km @ 80 km per hour	
1 hour at base rate of	\$25.54 =
	\$25.54
	+
<u>Vehicle Allowance:</u>	
80 km. @\$0.34 cents per km. =	<u>\$27.20</u>
For a daily total of:	<u>\$52.74</u>

Where the employer provides the transportation the travel allowance would be paid but the vehicle allowance would not be payable.

(c) Where the Employer is required to supply transportation, such transportation shall, at a minimum, be a safe, clean and modern means of transportation with sufficient seating for each person allowing adequate comfort for adults. When the size of the crew is such that the capacity of a coach-type bus is required, such bus transportation will be provided. Pick up points shall be mutually agreed upon.

- (d) Employees who are transported to a job site but who refuse to start work at the prescribed time due to a picket line or other form of labour relations dispute will not be paid transportation or travel allowance for that day.
- (e) When the transportation provided by the Employer for the conveyance of employees is delayed by circumstances beyond the control of the employees, the employees shall be paid for all such time, up to a limit of two (2) hours at the applicable straight time rate.
- (f) If an employee is required by the Employer to move from one job to another during working hours, the Employer shall provide the transportation or pay vehicle allowance at the rate of thirty-four cents (34¢) per kilometre travelled if the employee uses his own vehicle. The employee shall not suffer any loss of pay as a result of transferring between projects during working hours.
- (g) Employees required to travel out of a city or town to another job after working a shift, and before an eight (8) hour break occurs, shall be paid for all time travelled at the rate of time and one-half the normal rate. If still travelling the following day, the employee shall be paid the normal rate for time travelled during the regular working day only.

#### **15.02 INITIAL AND RETURN TRANSPORTATION TO REMOTE SITES**

- (a) Employees directed or dispatched to work sites located beyond a radius where daily commuting allowance under 15.01(b) would apply shall be paid travel allowance for initial travel and transportation to the project and return subject to the conditions in (b) below, based upon a radius from the cities of Edmonton or Calgary or other hiring hall location, as applicable, as follows:
  - (i) up to 200 kilometres - \$60.00 each way;
  - (ii) 200 kilometres to 300 kilometres - \$90.00 each way;
  - (iii) 300 kilometres to 375 kilometres, and the Empress area - \$110.00 each way;
  - (iv) over 375 kilometers to 475 kilometers \$165.00 each way, or actual airfare if suitable proof of air transport is provided to the employer.
  - (v) over 475 kilometers - as mutually agreed between the parties to this Agreement to a maximum of \$250.00 each way or air fare inclusive of taxes in the event this is the most practical method of accessing the project/job site.
- (b) Employees will qualify for and receive transportation allowance to the job site after being employed at the site for fifteen (15) calendar days and if the employee remains on the job until completion of thirty (30) calendar days, or until the job is completed, or until the employee is laid off, whichever occurs first, he shall be entitled to return transportation allowance.

Transportation allowance shall be paid on the first pay in respect to employment at the site, and deducted from final cheque if the employee does not qualify.

### **15.03 ROTATIONAL LEAVE (TURNAROUNDS)**

(a) On jobs located beyond a Three Hundred (300) km radius to a maximum of Four Hundred and Seventy-Five (475) km from the centre of Edmonton or Calgary or other hiring hall location, the Employer shall:

(i) Pay an allowance of One Hundred and Twenty-Five Dollars (\$125.00) after thirty-five (35) calendar days of employment on the job and thereafter for each subsequent thirty-five (35) calendar days of employment on the job.

Where the Employee accepts Employer supplied transportation he shall not be entitled to the above allowance.

(ii) Allow Employees Five (5) working days leave after each thirty-five (35) calendar days of employment on the job.

(b) On jobs located beyond a Four Hundred and Seventy-Five (475) km radius from the centre of Edmonton or Calgary or other hiring hall location, the Employer shall:

(i) Provide a negotiated transportation allowance, not to exceed scheduled air line air fare where scheduled air service is available, or pay an allowance of Two Hundred and Twenty-Five Dollars (\$225.00) where airline service is not available, after thirty-five (35) calendar days of employment on the job and thereafter for each subsequent thirty-five (35) calendar days of employment on the job.

(ii) Allow Employees Five (5) working days leave after each thirty-five (35) calendar days of employment on the job.

(c) It is further understood and agreed that the above described trips be on a rotation basis and at no time more that twenty-five percent (25%) of the working force shall be on such home leave.

### **15.04 Local Residents**

(a) A local resident is an individual who resides within a seventy-five (75) kilometer radius of the centre of a job site which is beyond daily commuting distance from Edmonton or Calgary or other locations where a hiring hall is located, and has resided within such radius of the site for a period of not less than six months prior to being engaged on the project. It is understood that the hiring of local residents shall be subject to the hiring procedures and prerogatives set out in this agreement.

(b) Local Residents residing within a forty-five (45) km. radius of the job site shall not be entitled to receive transportation or vehicle allowance, travel

allowance, initial and return travel allowance, room and board or subsistence, or camp accommodations, or rotational leave provisions.

Local residents residing between a forty-five (45) km radius and a seventy-five (75) km radius of the job site shall not be entitled to receive initial and return travel allowance, room and board or subsistence, or camp accommodations, or rotational leave provisions, but shall be paid a travel allowance of twenty-seven dollars (\$27.00) per day worked to cover transportation expenses and travel allowance, or if transportation is supplied by the Employer, a daily travel allowance of thirteen dollars and fifty cents (\$13.50) will be paid for each day worked.

- (c) Where a Camp Kitchen is established, a Local Resident Employee shall be entitled to a noon meal provided without cost to himself.
- (d) Where a Local Resident Employee is required to work overtime, he shall be entitled to overtime meals in accordance with this Agreement.
- (e) The parties agree that the early participation of qualified local resident employees in work undertaken under this agreement is most desirable and will be strongly promoted. In support of this the Union agrees that local qualified tradesmen will be given an opportunity to join the Union and will be dispatched to the job when positions become available, subject to the mutual agreement of the parties.

#### **15.05 Accommodation, Room & Board**

- (a) Applicable within a 475 kilometer radius of the centre of Edmonton or Calgary or other hiring hall location (but excluding National Parks)

When an employee is directed or dispatched to work on an out-of-town job, the employer will provide:

- (i) camp accommodation, which shall be available seven days per week; or
- (ii) mutually agreed room and board; or
- (iii) for each day worked, reimbursement toward the expense of the employee's board and lodging, and any goods and services tax paid by the employee in the purchase of board and lodging, by way of a subsistence allowance in the amount of seventy-five dollars (\$75.00) throughout the Province of Alberta except for:
  - the Hinton region during the June through September period during which the rate will be \$85.00
  - the Fort McMurray region where the rate will be \$90.00
  - the Peace River and Grande Prairie region where the rate will be \$85.00
  - the Grande Cache region where the rate will be \$80.00
  - the Cold Lake region where the rate will be \$80.00

- (iv) On a project / jobsite located over two hundred and fifty (250) radius kilometers from the geographic centre of Edmonton or Calgary or other hiring hall location (as applicable) one additional day's subsistence shall be paid for the use of accommodation for the night following the last day worked, provided that the Employee presents a bona-fide commercial receipt to his Employer for each occasion the accommodation is used. Where the Employer or his client is providing a free bus trip back to the city on the same day as the last shift of the week, this provision shall not be applicable.

Board and room will be supplied or the daily expense allowance will be paid for any Statutory Holiday which falls on a scheduled work day other than a Monday or Friday (Thursday where a compressed work week schedule is in effect) provided the employee reports for work on the work day immediately preceding and following the Statutory Holiday.

- (b) Applicable beyond a 475 kilometer radius of the centre of Edmonton or Calgary or other hiring hall location (excluding National Parks and Northwest Territories)

When an employee is directed or dispatched to work on an out-of-town job which will last at least five days, the employer will provide, on a seven (7) days per week basis:

- (i) camp accommodation; or
- (ii) mutually agreed room and board; or
- (iii) reimbursement toward the expense of the employee's board and lodging, and any goods and services tax paid by the employee in the purchase of board and lodging, by way of a subsistence allowance in the amount of seventy-five dollars (\$75.00) throughout the Province of Alberta except for:
  - the Hinton region during the June through September period during which the rate will be \$85.00
  - the Fort McMurray region where the rate will be \$90.00
  - the Peace River and Grande Prairie region where the rate will be \$85.00
  - the Grande Cache region where the rate will be \$80.00
  - the Cold Lake region where the rate will be \$80.00

Employees failing to report for work on the work day immediately preceding and following a week-end or Statutory Holiday will receive the above for days worked only.

- (c) In the event that any difference arises respecting the adequacy of accommodation provided by the employer pursuant to clauses 15.05(a)(ii) or 15.05(b)(ii) above, the difference shall be referred to a balanced committee of appointees of the Building Trades Council and the

Coordinating Committee of Registered Employers' Organizations, which committee shall make a final and binding decision within five days from the date of referral.

- (d) The parties agree that wherever practical and workable in all of the circumstances of the project, camp accommodation is preferable to the provision of room and board, and that the provision of room and board is preferable to the payment of subsistence allowance. However, any of these three options will satisfy the employer's obligations pursuant to this article.
- (e) (i) In certain situations, employees may be dispatched or directed to work on projects which are in an area where the cost of available suitable single room accommodation and/or meals may be in excess of the daily rate of subsistence set out in this Article. In such a case, the employer shall provide one of the following options:
- provide suitable room and board; or
  - directly pick up the cost of the room and pay a meal allowance to be determined as is set out in this Article; or
  - the subsistence allowance shall be reviewed and, if necessary, adjusted by the following procedure:
- (ii) Either the subsistence allowance may be adjusted by mutual consent between the Employer and the Union, or the Business Manager of the Union may request that the President of the Alberta Building Trades Council issue a formal written request to the Coordinating Committee of Registered Employers' Organization that a Subsistence Review Committee be established. Upon formal written request the Subsistence Review Committee shall meet within five (5) working days of such request.
- (iii) The Subsistence Review Committee will consist of one (1) representative appointed by the Alberta Building Trades Council and one (1) representative appointed by the Employers' Coordinating Committee. Neither appointee shall be directly involved with the issue at hand.

The Subsistence Review Committee will undertake such investigation as is necessary to determine whether the allowance paid will allow an Employee to purchase available accommodation and three (3) meals per day in the community or communities where Employees will be domiciled. In the event that the Committee determines that the allowance is insufficient to purchase such lodging and meals the Committee shall determine

the amount by which the subsistence allowance shall be adjusted. A decision of the Committee as to whether the allowance is sufficient or whether a specified adjustment is necessary shall be final and binding provided that both appointees mutually agree with the resolve. Any such mutually agreed upon decision shall be issued within five (5) days from the date of referral, or such longer period as may be agreed by the Coordinating Committee and the Building Trades.

- (iv) In the event the Committee fails to make the required determination or determinations within the period allowed, the meal and lodging costs ascertained by the Committee shall be referred, together with such other relevant evidence and argument as may be submitted by the parties, to an Umpire who shall be appointed within five (5) days in accordance with the provisions of Article 17.04. The Umpire shall render a final and binding decision as to whether the subsistence allowance is sufficient to allow an Employee to purchase accommodation and meals in the subject community or communities, and if it is not the amount by which the allowance should be adjusted to afford the purchase of available lodging and meals. The decision of the Umpire shall be rendered within five (5) full days of the Umpire's appointment, or such longer period as may be agreed by the Coordinating Committee and the Building Trades. The decision of the Umpire shall have the same binding effect and shall be subject to the same limited review as a decision of an arbitrator in grievance proceedings. The fees and disbursements of the Umpire shall be borne equally by the Coordinating Committee and the referring Union.
- (v) The Subsistence Review Committee and/or the Umpire shall enter into a review when determining subsistence costs and in order to come to the conclusions that are necessary to carry out the objects of this clause some guidelines are included;
  - In the appropriate case the ability to decide on whether or not an increase in subsistence allowance shall be made retroactively to the date the matter was submitted to the Subsistence Review Committee.
  - To determine seasonal adjustments due to tourism, availability of rooms, etc. which may affect the rate of subsistence over the entire course of a job; i.e. an increase in costs during the tourism season followed by a decrease at the end of tourism season or some other such situation.

- Determine an appropriate accommodation cost based on what hotel rooms are available, how many such rooms are available, what hotels/motels to look at.
- The cost of meals based upon the range of standard camp meals routinely served in a camp pursuant to the Camp Rules, which are adopted in this Collective Agreement, over an average weekly period.
- Such other reasonable and ancillary powers as may be necessary to achieve the purpose of this clause.

There shall be no more than one reference of these matters to a Subsistence Review Committee Umpire with respect to any community in any calendar year unless it can be shown that there has been a material change of circumstances within that calendar year. Such a review within the calendar year may be made by either the Employer or the Union.

- (f) Applicable to all Regions
  - (i) Employees unable to work due to legitimate illness, material shortage, job-site conditions, or inclement weather shall receive their board and room or daily allowance.
  - (ii) All camps must meet the specifications as negotiated by Alberta Provincial Building Trades Council and Alberta Construction Labour Relations Association 1999 - 2008 camp rules and regulations.
  - (iii) All grievances concerning a camp will be resolved through the grievance procedure provided in the A.B.T.C. / C.L.R.A. Camp Rules and Regulations.

### **PROVISIONS FOR NON-INDUSTRIAL WORK**

Articles 15.06 through 15.14 apply to that work which is not encompassed by the definition of industrial work set out in Article 5.02; being that work which shall be referred to as commercial / institutional work.

#### **Transportation And Accommodation**

##### **15.06**

A seventy (70) kilometer free zone shall be established around the center of every city, town or village in which employees reside and around every place where accommodation is provided and/or paid for by the Employer. This zone shall apply to all persons covered by this Agreement except local residents.

The following conditions shall apply to all employees engaged in work that is not industrial work, except local residents, within the following radial zones:

Zone 1 Within the Free Zones as noted above, all employees shall be responsible for their own transportation to and from the work site except that where, on remote job sites, conditions are such that private and public transportation is not available and the work area is beyond reasonable walking distance, then the Employer shall provide transportation.

Zone 2 The area lying within the next one hundred (100) kilometers beyond the boundary of the free zones established above, is Zone 2. For any job site situated within this area the Employer shall supply transportation to and from the work site to the place of accommodation or established central pick-up points, or, at his option, expressed by the Employer in writing, pay vehicle allowance at the rate of thirty-four cents (34¢) per kilometer from the edge of the free zone, to the job and back, to each employee who, by arrangement with the Employer uses his own vehicle to provide transportation outside the free zone.

At the Employer's option, camp or other board and room accommodations as provided for in Zone 3, may be provided in this zone for each day worked.

Zone 3 The area lying within the next one hundred (100) kilometers beyond the boundary of Zone 2 as established above, is Zone 3. For any job site situated within this area, the Employer shall provide at his option for each day worked:

- (i) camp accommodation which conforms with the ACLRA/ABTC Camp Rules and Regulations or successor standards;
- or
- (ii) reasonable room and board;
- or
- (iii) agreed subsistence allowance.

Zone 4 The area lying within the next one hundred (100) kilometers beyond the boundary of Zone 3, is Zone 4. For any job situated within this area, the Employer shall provide at his option on the seven (7) day a week basis:

- (i) camp accommodation as noted above;
- or
- (ii) reasonable room and board;
- or
- (iii) agreed subsistence allowance.

Zone 5 The area lying beyond the outer boundary of Zone 4, or areas within the above noted zones which are inaccessible by automobile, is Zone 5. On jobs within Zone 5 only, the Employer will allow a return trip to the city in which the Local Union is centered (whichever is closer) after each sixty (60) days of employment on the project and shall grant leave from work for a maximum period of five (5) calendar days. Such trips shall be paid one way upon leaving the job site and reimbursed for the return upon reporting to the job. Rate of reimbursement shall be the equivalent train, bus or air fare only as appropriate.

On remote job sites (i.e. those within Zone 5) and when requested by the employee due to having insufficient funds to return to point of hire, the Employer shall arrange transportation for the employee to point of hire or supply him with an advance on wages due to him.

**15.07** Effect of unauthorized absence on Room and Board Entitlement.

1. When an employee fails to report when work is available on the working day immediately preceding or following bad weather or recognized holidays other than for unavoidable causes, he shall forfeit room and board for such absenteeism and for the bad weather days or recognized holidays. When Saturday is not a working day and an employee fails to report to work on Friday when work is available, he shall forfeit room and board for Friday, Saturday and Sunday. When Sunday is not a working day and an employee fails to report to work on Monday when work is available, he shall forfeit room and board for Sunday and for Monday. An employee shall also forfeit room and board for absenteeism on any working day for other than unavoidable causes.
2. Unavoidable cause shall be deemed any illness or injury other than caused by consumption of liquor and/or illicit drugs. The Employer may request proof of illness or injury by way of a letter from a medical doctor.
3. In cases of illness or injury the Employer may choose to provide transportation expenses to point of hire rather than provide room and board entitlements.
4. Where the Employer's costs are fixed (as for Camp accommodation or long term room leases) the employee shall not be back-charged for such fixed costs, but, where subsistence allowance is paid then the employee shall not be paid for days missed as detailed above.

**15.08** Where the transportation prescribed in Article 15.12 is not provided by the Employer to an employee employed pursuant to this Collective Agreement, the Employer shall pay to the employee a daily vehicle allowance, being the product of twice the distance in kilometers from the edge of the relevant free zone to the subject project times thirty-four cents (34¢) per kilometer on work that is not industrial.

**Local Residents**

**15.09** The parties agree that the early participation of qualified Local Resident Employees in work undertaken under this Agreement is most desirable and will be strongly promoted.

**15.10** A Local Resident Employee shall be defined as a Union Member who has maintained his domicile within a seventy (70) kilometer radius of a job site, for a minimum of six (6) months.

**15.11** A Local Resident Employee shall not be entitled to the subsistence pay, turnaround leave & expenses, and initial and return travel provisions of the Collective Agreement.

- 15.12** The above Article shall not apply to any project for which daily travel applies from Edmonton or Calgary).
- 15.13** Where a Camp Kitchen is established, a Local Resident Employee shall be entitled to a noon meal provided without cost to himself.
- 15.14** Where a Local Resident Employee is required to work overtime, he shall be entitled to overtime meals in accordance with this Agreement.

## **ARTICLE SIXTEEN - JURISDICTIONAL DISPUTES**

- 16.01** Any jurisdictional dispute is that dispute between the Union and any other Building and Construction Trade Union (s), or between the Employer and the Union, in respect to an assignment of trade jurisdiction to a particular Building and Construction Trade Union.
- 16.02** All jurisdictional disputes arising between the parties to this agreement with any of the affiliated trade organizations comprising the Alberta (and N.W.T.) Building Trades Council shall be settled in accordance with the procedural rules as stipulated within the Jurisdictional Assignment Plan of the Alberta Construction Industry, as per Ministerial order 35/95 dated the 18th day of October 1995.
- 16.03** In any event, there shall be no work stoppage over any Jurisdictional Dispute.

## **ARTICLE SEVENTEEN - GRIEVANCE PROCEDURE AND ARBITRATION**

### **Grievance Procedure**

- 17.01** All differences between the Employer and / or the Employers' Organization (acting on its own behalf or on behalf of an Employer or Employers), and the Union (acting on its own behalf or on behalf of an employee or employees) and / or an employee or employees concerning the interpretation, application, operation, or an alleged violation of this Agreement, or any question as to whether any difference is arbitrable, arises, shall be settled without stoppage of work or lockout and the dispute shall be referred to a Board of Arbitration for settlement, as provided for in Article 17.04.
- 17.02** If any contract observance dispute between an Employer member of Construction Labour Relations - An Alberta Association and the Union cannot be mutually resolved without the use of grievance procedure and/or arbitration, the Union may advise C.L.R.-A of such dispute for their assistance in resolving the dispute.

Any difference raised by the Employer, the Employers' Organization or the Union shall be filed with the other party within fourteen (14) calendar days of the matters

giving rise to the difference, and if the said difference is not resolved within seven (7) calendar days, it may be referred to arbitration in accordance with the provisions of 17.04 below.

**17.03** In the event of any dispute arising out of this Agreement between the Employer and the employee or employees, the following procedure must be followed:

- (a) The employee shall within fourteen (14) calendar days of the alleged violation submit his complaint in writing to his immediate supervisor with the assistance of the Union Steward or Representative as he sees fit and the parties shall endeavor to settle the difference.
- (b) If the dispute is not settled within two (2) days, (excluding Saturdays, Sundays, and holidays) after being referred under part (a), the employee may refer the complaint to the project superintendent or foreman, and the official representative of the Union and they shall endeavor to settle the difference.
- (c) If the dispute is not settled within three (3) days, (excluding Saturdays, Sundays, and holidays) after being referred under part (b), either party may refer the difference to the management of the Employer involved and the Business Agent of the Union and they shall endeavor to settle the difference.
- (d) If the difference is not settled within seven (7) days, (excluding Saturdays, Sundays, and holidays) after being referred under part (c), either party may refer the difference to a Board of Arbitration for settlement, in the manner as set out below. The majority decision of the Board of Arbitration shall be final and binding on both parties and neither party shall resort to court action to upset the decision of the Arbitration Board. The Arbitration Board shall not be vested with the power to change, add to, or amend any of the terms of this Agreement.

**17.04** **Arbitration:**

- a) Arbitration proceedings shall comply with the provisions of The Labour Relations Code of Alberta.
- b) The decision of a majority of the Arbitration Board is the Award of the Arbitration Board, but if there is no majority, the decision of the Chairman governs and shall be the decision of the Board.
- c) Each party shall pay its own expenses and fees and expenses of witnesses called by it and of its representatives.
- d) The fees and expenses of the Chairman shall be paid by the unsuccessful party in the arbitration, and if there is an apportionment of success in the same, the fees of the Chairman shall be divided between the parties in the manner as determined by the Arbitration Board.
- e) The parties may mutually agree that the arbitration shall be by way of a single arbitrator.

**17.05** When the Employer has not made the remittances required by Article Eleven and/or Article Twelve and/or Article Thirteen and/or 18.06 in compliance with the provisions of those articles (given a ten (10) day grace period being allowed), there shall be instant arbitration. Instant arbitration shall mean, for the purposes of this article, that a grievance is filed by the Union and proceeds directly to arbitration pursuant to Article 17.04 without being processed through any preliminary steps.

## **ARTICLE EIGHTEEN - UNION RIGHTS**

### **18.01 Job Stewards:**

- a) The union may appoint one steward as spokesman on each project and he may have assistants where required. Each steward, at the time of his appointment, shall be a qualified tradesman in his classification.
- b) Job stewards shall be recognized on all jobs on which they are appointed and shall not be discriminated against. The job superintendent or other senior Employer's representative on the job shall be notified of the name of the job steward and the names of any assistant stewards appointed. Time shall be given to the job steward to carry out his duties.

**18.02** The Business Agent is to have access to all jobs covered by this collective agreement in carrying out his regular duties, after first notifying the superintendent or other senior representative of the Employer. This access is not to be refused unless justifiable circumstances warrant this action.

**18.03** The Union shall have the right to post notices at the designated places on any job affected by this agreement. All such notices must be signed by the proper officer of the Local Union and submitted to the management of the Employer for his approval.

**18.04** The Employer recognizes the Local Union as the exclusive bargaining agent of those employees of the Employer for whom each Local Union has established and retained or subsequently establishes and retains the right of collective bargaining, to the extent that the said employees are engaged in the territories and trade jurisdiction to which this Agreement applies.

**18.05** The Employer agrees to employ only members in good standing with the Union. If the Employer calls the Union for men, and the Union is unable to supply men acceptable to the Employer within forty-eight (48) hours of the request, excluding Saturdays, Sundays, and holidays or days in lieu thereof, then the Employer may hire the number of men requested elsewhere, it being understood that the men so employed shall make application for and become members of the Union within fifteen (15) days from the date of hire, and maintain their membership in good standing with the Union, or be replaced on request of the Union with persons acceptable to the Employer if they fail to do so. The Employer agrees to supply the Union with a list of Cement Masons employed by him upon being requested to do so by the Union.

Notwithstanding the foregoing, on certain projects where client specifications require the hiring amongst minority groups, a pre-job meeting will be held between the Employer, the Employers' Organization, and the Union in order to accommodate the client requirements.

**18.06** **Union Dues:**

- a) Monthly dues shall be deducted from the wages of each employee who is affected by this agreement and who authorizes the Employer in writing to make such deduction.
- b) The Employer shall also honour signed authorizations for the deduction of Union dues, initiation fees, and assessments from the employee's wages, and shall make such deductions in accordance with the authorization, or in accordance with such amendment to same as may be requested by the Union and approved by the employee.
- c) The above deductions shall be remitted to the Unions office by the fifteenth (15th) of the month following, together with a list showing the amounts deducted for each employee.

**ARTICLE NINETEEN - MANAGEMENT RIGHTS**

**19.01** Subject to the terms of this Agreement, the Union recognizes the right of the Employer to the management of its plant and the direction of the working forces, including the right to select and hire workmen, promote and/or transfer any employee, or discharge any employee for just cause. The Union further recognizes the right of the Employer to operate and manage its business in accordance with its commitments and responsibilities including methods, processes, and means of production or handling.

**19.02** Employees affected by this Agreement shall work under the conditions herein set out. The Employer shall be given preference in the supplying of Union members.

## **ARTICLE TWENTY - SUBCONTRACTORS**

- 20.01** For work coming within the scope of Article 5.02, "industrial" work, of this Agreement, a sub-contractor is a person or contractor who performs work at the job site that, if done by the Employer, would have come under the terms of this Agreement. The Employer shall give preference to sub-contractors who have contractual relations with the Union. If sub-contractors bound by this Agreement are not available and other sub-contractors are engaged on such "industrial" work, the conditions of this Agreement relating to hours of work, wage rates, overtime, vacation pay & statutory holiday pay, health and welfare, pension, and training contributions shall apply to the said sub-contractors.
- 20.02** For "non-industrial" work, being work which does not fall within the scope of Article 5.02, the Employer agrees that it will not subcontract out Cement Masons' work, which is regularly and routinely performed by the Employer's own forces, unless such work is to a Contractor that agrees to be bound by the terms and conditions of this Agreement. Subcontractors who also do work that the Employer normally does not use its own work force to perform are not covered by this prohibition.

## **ARTICLE TWENTY-ONE - SPECIAL PROJECTS**

- 21.01** On projects where the existing Collective Agreement does not adequately cover working conditions, a pre-job meeting may be held.
- 21.02** Any proposed modifications to the existing Agreement resulting from such pre-job meeting must, prior to their implementation, be ratified by the parties to the existing Collective Agreement.

## **ARTICLE TWENTY-TWO - ENABLING**

- 22.01** It is recognized that from time to time certain terms and conditions of employment for Cement Masons may require alteration from those contained in this collective agreement in order to enable the Contractor to obtain certain work or execute certain work in a manner that is deemed to be prudent. Any request to alter terms and condition of employment can be initiated by the Employer, Local Union, or Association.
- 22.02** Any modification to terms and conditions of employment will be finalized in writing by the Business Manager of the local Union, or his designate, plus a Representative of Construction Labour Relations - An Alberta Association. All enabled conditions will be available to any signatory contractor applying for enabling and bidding the work on which enabled conditions apply.

**22.03** Where mutual agreement is not achieved such request to modify terms and conditions of employment will not be subject to resolution through the grievance and arbitration process.

**22.04** **"Blanket Enabling" for Commercial/Institutional Projects:** Notwithstanding the foregoing, any Employer who wishes to apply a rate to a commercial/institutional project (i.e. work that is not encompassed by the definition of industrial work set out in Article 5.02) that is less than the rate set out in this Agreement respecting such a project shall so advise the Registered Bargaining Agent for the Employers (the Association) of the minimum journeyman base rate necessary to be competitive in the tendering of the identified project. In the event only one such Contractor so contacts the Association respecting the project identified, the Association shall advise the Union of the project and of the rate determined for that project prior to the tendering respecting the said project, and the rate so identified shall be the minimum rate for the journeyman employees of the said Employer who are engaged on the said project and the minimum rates for other employees of the said Employer on the said project shall be calculated on the said minimum journeyman rate.

In the event more than one Employer advises the Association of an intent to apply a lesser minimum journeyman base rate to a particular project, then the Association shall convene a meeting of the Employers who so advise the Association of such intent, and the minimum journeyman base rate to be applied to such project shall be decided by the meeting of such Employers. The Association shall advise the union of the project and of the rate so determined for that project prior to the tendering respecting the said project, and the rate so identified shall be the minimum rate for the journeyman employees of the said Employers who are engaged on the said project and the minimum rates for other employees of the said Employers on the said project shall be calculated on the said minimum journeyman rate.

## **ARTICLE TWENTY-THREE - CONSULTATIVE COMMITTEE**

**23.01** The parties mutually agree that there shall be a Consultative Committee set up consisting of not less than four (4) members or more than six (6) members with equal representation from both parties. One member shall be a representative of the C. L. R. - A. and one member shall be the Business Representative of the Union. Equal voting rights for both parties to this Agreement shall be maintained at each meeting of the Committee.

**23.02** The objective of this Committee is to attempt to resolve problems such as Agreement obsolescence, and matters not specifically outlined in this Agreement, and alleged violation of this Agreement.

**23.03** In the event of an alleged violation of the Agreement which has not been settled in the Grievance Procedure and is received by the Consultative Committee, the Committee shall meet and hear the complaint within five (5) days of receiving notice prior to the grievance proceeding to arbitration.

- 23.04** The Consultative Committee shall render its decision within two (2) days after hearing the complaints.
- 23.05** The Committee shall have full powers to investigate any and all complaints, obtain such evidence as the Committee deems necessary, and recommend such action as the Committee deems appropriate.
- 23.06** The Committee may agree to recommend changes to the provisions of this Agreement to provide for greater uniformity and/or to meet conditions unique to the special needs of the industry. Any changes to the Agreement must be ratified by the Parties to the Agreement before they are implemented.
- 23.07** The Committee shall have joint chairmanship; one co-chairman from the Union and one from the Trade Division. The co-chairmen shall each chair alternate meetings.
- 23.08** The Committee shall meet at the call of either of the co-chairmen but shall attempt to meet at least once per year.

#### **ARTICLE TWENTY-FOUR - ASSOCIATION DUES ASSESSMENT**

##### **24.01 EMPLOYERS' ORGANIZATION DUES**

In satisfaction of the Employers' obligations under section 163 of the Labour Relations Code and in satisfaction of the Employers' obligations under this collective agreement, the Employer shall pay to the Association the hourly dues levied by the Association pursuant to section 163 of the Code. The rate of dues levied by the Association as of the effective date of this collective agreement shall be twelve (12¢) per hour for each and every hour worked by employees of the employer that are affected by registration certificate no. 14 and by this collective agreement. In the event of a failure on the part of any Employer to contribute to the Association the dues required to be contributed pursuant to section 163 of the Labour Relations Code and pursuant to this article of this collective agreement, the Association may, at the sole choice and prerogative of the Association, collect the dues as a debt payable by application to the Labour Relations Board and/or by other civil action, or may collect the dues by way of a grievance filed, notwithstanding any other provision of this collective agreement, by the Association against the subject Employer. The Association may not, however, simultaneously pursue a violation of this Article through application to the Labour Relations Board and/or other civil action and through the grievance procedure.

##### **24.02 ALBERTA BUILDING TRADES COUNCIL CHECK-OFF**

- (a) The Employer shall deduct five cents (5¢) per hour worked as a check-off to the Alberta and Northwest Territories (District of MacKenzie) Building and Construction Trades Council (the "Council"). Such deduction shall be paid for each and every employee covered by the terms of and operation of this Collective Agreement. The moneys so deducted shall be remitted in the same manner as Union dues are remitted under this Collective Agreement and within the same time frames. At the option of the Employer, the Employer may remit such moneys directly to an account designated by the Council, under the same timings and conditions as are in force for submission to the Local Union.
- (b) The moneys deducted by the Employer for the Council check-off shall be deemed to be in trust. Where the Employer chooses to remit the check-offs to the Union the same shall be remitted by the Employer and received by the Union in trust for the Council.
- (c) In any event the Employer shall report to the Council, either as part of the Employer's report to the Union or as noted below, in the same manner and timing as are in force for submission of dues to the Union, a list for each month for which the deductions are made, which shall include:
  - (1) the name and social insurance number for each employee on whose behalf the deduction was made;
  - (2) the number of hours worked;
  - (3) the amount of money deducted;
  - (4) the employee's trade union affiliation;
  - (5) a nil return where applicable.

In making this report directly to the Council, the Employer may use his own computer or hand generated records or may use of forms supplied the council, such forms to be available to the Employer on request and at no cost to the Employer.

## **ARTICLE TWENTY-FIVE - PROHIBITION OF STRIKES OR LOCKOUTS**

**25.01** The Employer agrees that there will be no lockout or breach of this Agreement during its term.

**25.02** The Union agrees that there shall be no strike, stoppage of work, slowdown, work to rule or other action that would stop or interfere with the Employer's operations during the term of this Agreement.

## **ARTICLE TWENTY-SIX - SAVING CLAUSE**

**26.01** In the event that any part of this Agreement is found to be invalid by any Court of Law or by any Federal or Provincial administration agency or tribunal, then it is distinctly understood that the remainder and balance of this Agreement shall remain in full force and effect for the term of this Agreement and such findings shall not affect the balance of this Agreement. It is further agreed that the Parties to this Agreement may mutually agree to re-negotiate such provision or provisions of this Agreement for the purposes of making them conform to the statutes violated.

**ARTICLE TWENTY-SEVEN - FILING OF COPIES**

**27.01** Copies of this Agreement shall be filed with the Director of Mediation Services as required by the Labour Relations Code.

**SCHEDULE A****SCHEDULE OF WAGE RATES AND BENEFIT CONTRIBUTIONS FOR  
"INDUSTRIAL" WORK (WORK INCLUDED WITHIN ARTICLE 5.02)**

<b>Effective Date</b>	<b>Base Wage</b>	<b>Hol. &amp; Vac. Pay</b>	<b>H&amp;W Fund</b>	<b>Pens. Fund</b>	<b>Training Fund</b>	<b>Total Wage</b>
<b>Journeyman</b>						
<b>May 1, 1999</b>	\$24.91	\$2.49	\$0.90	\$2.00	\$0.06	\$30.36
<b>November 1, 1999</b>	\$25.54	\$2.55	\$0.90	\$2.00	\$0.06	\$31.05
<b>May 1, 2000</b>	\$26.33	\$2.63	\$0.90	\$2.50	\$0.06	\$32.42
<b>November 1, 2000</b>	\$26.78	\$2.68	\$0.90	\$2.50	\$0.06	\$32.92
<b>3rd year apprentice</b>						
<b>May 1, 1999</b>	\$21.17	\$2.12	\$0.90	\$2.00	\$0.06	\$26.25
<b>November 1, 1999</b>	\$21.71	\$2.17	\$0.90	\$2.00	\$0.06	\$26.84
<b>May 1, 2000</b>	\$22.38	\$2.24	\$0.90	\$2.50	\$0.06	\$28.08
<b>November 1, 2000</b>	\$22.76	\$2.28	\$0.90	\$2.50	\$0.06	\$28.50
<b>2nd year apprentice</b>						
<b>May 1, 1999</b>	\$18.68	\$1.87	\$0.90	\$2.00	\$0.06	\$23.51
<b>November 1, 1999</b>	\$19.16	\$1.92	\$0.90	\$2.00	\$0.06	\$24.04
<b>May 1, 2000</b>	\$19.75	\$1.98	\$0.90	\$2.50	\$0.06	\$25.19
<b>November 1, 2000</b>	\$20.09	\$2.01	\$0.90	\$2.50	\$0.06	\$25.56
<b>1st year apprentice</b>						
<b>May 1, 1999</b>	\$16.19	\$1.62	\$0.90	\$2.00	\$0.06	\$20.77
<b>November 1, 1999</b>	\$16.60	\$1.66	\$0.90	\$2.00	\$0.06	\$21.22
<b>May 1, 2000</b>	\$17.11	\$1.71	\$0.90	\$2.50	\$0.06	\$22.28
<b>November 1, 2000</b>	\$17.41	\$1.74	\$0.90	\$2.50	\$0.06	\$22.61
<b>Trainee</b>						
<b>May 1, 1999</b>	\$13.70	\$1.37	\$0.90	\$2.00	\$0.06	\$18.03
<b>November 1, 1999</b>	\$14.05	\$1.41	\$0.90	\$2.00	\$0.06	\$18.42

<b>May 1, 2000</b>	\$14.48	\$1.45	\$0.90	\$2.50	\$0.06	\$19.39
<b>November 1, 2000</b>	\$14.73	\$1.47	\$0.90	\$2.50	\$0.06	\$19.66

**SCHEDULE B****SCHEDULE OF WAGE RATES AND BENEFIT CONTRIBUTIONS FOR "NON-INDUSTRIAL" WORK (WORK NOT INCLUDED WITHIN ARTICLE 5.02)**

<b>Effective Date</b>	<b>Base Wage</b>	<b>Hol. &amp; Vac. Pay</b>	<b>H&amp;W Fund</b>	<b>Pens. Fund</b>	<b>Training Fund</b>	<b>Total Wage</b>
<b>Journeyman</b>						
<b>May 1, 1999</b>	\$19.34	\$1.93	\$0.90	\$1.50	\$0.06	\$23.73
<b>November 1, 1999</b>	\$19.71	\$1.97	\$0.90	\$1.75	\$0.06	\$24.39
<b>May 1, 2000</b>	\$20.38	\$2.04	\$0.90	\$2.00	\$0.06	\$25.38
<b>November 1, 2000</b>	\$20.82	\$2.08	\$0.90	\$2.00	\$0.06	\$25.86
<b>3rd year apprentice</b>						
<b>May 1, 1999</b>	\$16.44	\$1.64	\$0.90	\$1.50	\$0.06	\$20.54
<b>November 1, 1999</b>	\$16.75	\$1.68	\$0.90	\$1.75	\$0.06	\$21.14
<b>May 1, 2000</b>	\$17.32	\$1.73	\$0.90	\$2.00	\$0.06	\$22.01
<b>November 1, 2000</b>	\$17.70	\$1.77	\$0.90	\$2.00	\$0.06	\$22.43
<b>2nd year apprentice</b>						
<b>May 1, 1999</b>	\$14.51	\$1.45	\$0.90	\$1.50	\$0.06	\$18.42
<b>November 1, 1999</b>	\$14.78	\$1.48	\$0.90	\$1.75	\$0.06	\$18.97
<b>May 1, 2000</b>	\$15.29	\$1.53	\$0.90	\$2.00	\$0.06	\$19.78
<b>November 1, 2000</b>	\$15.62	\$1.56	\$0.90	\$2.00	\$0.06	\$20.14
<b>1st year apprentice</b>						
<b>May 1, 1999</b>	\$12.57	\$1.26	\$0.90	\$1.50	\$0.06	\$16.29
<b>November 1, 1999</b>	\$12.81	\$1.28	\$0.90	\$1.75	\$0.06	\$16.80
<b>May 1, 2000</b>	\$13.25	\$1.33	\$0.90	\$2.00	\$0.06	\$17.54
<b>November 1, 2000</b>	\$13.53	\$1.35	\$0.90	\$2.00	\$0.06	\$17.84
<b>Trainee</b>						
<b>May 1, 1999</b>	\$10.64	\$1.06	\$0.90	\$1.50	\$0.06	\$14.16
<b>November 1, 1999</b>	\$10.84	\$1.08	\$0.90	\$1.75	\$0.06	\$14.63

<b>May 1, 2000</b>	\$11.21	\$1.12	\$0.90	\$2.00	\$0.06	\$15.29
<b>November 1, 2000</b>	\$11.45	\$1.15	\$0.90	\$2.00	\$0.06	\$15.56

**SIGNING PAGE**

Signed this \_\_\_\_\_ day of \_\_\_\_\_, 1999, in the Province of Alberta, by and between:

Construction Labour Relations -  
An Alberta Association, Cement  
Masons (Provincial) Trade  
Division

Operative Plasterers'  
and Cement Masons'  
International  
Association Local 222

\_\_\_\_\_  
Neil Tidsbury,  
President

\_\_\_\_\_  
Richard Wassill,  
Business Manager

**JOB TARGETING APPENDIX**

**to the  
Collective Agreement  
entered into by and between**

**CONSTRUCTION LABOUR RELATIONS - An Alberta Association CEMENT MASONS  
(Provincial) TRADE DIVISION**

**and**

**OPERATIVE PLASTERERS' AND CEMENT MASONS'  
INTERNATIONAL ASSOCIATION LOCAL UNION 222**

**pursuant to registration certificate number 43**

**Whereas** the Parties have entered into a Collective Agreement which shall remain in effect from May 1, 1999 to April 30, 2001 as set out in the said Collective Agreement, and

**Whereas** the Parties hereto understand that certain of the provisions of the said Collective Agreement may not be appropriate in the competition for certain projects, and

**Whereas** the Parties are jointly committed to the enhancement and retention of the share of the market performed by employers and employees who are bound by the said Collective Agreement,

**Now Therefore It Is Agreed As Follows:**

- 1 Notwithstanding any of the terms and conditions of employment set out in the said Collective Agreement, if representatives of the Coordinating Committee of registered employers' organizations and of the Alberta and Northwest Territories (District of Mackenzie) Building and Construction Trades Council agree on different terms and conditions of employment for any job or project, those special terms and conditions of employment shall prevail over any counterpart terms and conditions of employment set out in the Collective Agreement for the duration of the job or project for which they were agreed.
- 2 This Job Targeting Appendix shall remain in effect until terminated on sixty (60) days notice by either party or until April 30, 2001, whichever is the earlier. It is further understood that the parties shall meet periodically to review the application and operation of this Job Targeting Appendix and may amend the terms or operation of this Appendix at any time by mutual agreement. It is further understood and agreed that, irrespective of the termination or amendment of this Job Targeting Appendix, where there has been agreement upon special terms and conditions of employment for application to any particular job or project, those special terms and conditions shall apply for the duration of the said job or project.

This Job Targeting Appendix shall be attached to and part of the Collective Agreement entered into between the Parties pursuant to Registration Certificate Number 43.

Signed this \_\_\_\_\_ day of \_\_\_\_\_, 1999

For the Association:

For the Local Union:

\_\_\_\_\_  
Neil Tidsbury

\_\_\_\_\_  
Richard Wassill

**PROVINCIAL**  
**C E M E N T M A S O N S**

**COLLECTIVE AGREEMENT**  
**for the**  
**GENERAL CONSTRUCTION SECTOR**  
**IN**  
**CANADA, ALBERTA**

**FROM MAY 1, 1999 TO APRIL 30, 2001**

**BY AND BETWEEN**

**Construction Labour Relations - An Alberta Association,  
Cement Masons (Provincial) Trade Division**

**- and -**

**Operative Plasterers And Cement Masons  
International Association Of The United States And Canada  
Local Union 222**

## Table of Contents

<b>ARTICLE ONE - OBJECTS</b>	<b>2</b>
<b>ARTICLE TWO - GEOGRAPHICAL JURISDICTION</b>	<b>2</b>
<b>ARTICLE THREE - SCOPE AND RECOGNITION</b>	<b>2</b>
<b>ARTICLE FOUR - DURATION OF AGREEMENT</b>	<b>3</b>
<b>ARTICLE FIVE - WAGES</b>	<b>3</b>
<b>ARTICLE SIX - PAYMENT CONDITIONS</b>	<b>4</b>
<b>ARTICLE SEVEN - APPRENTICES AND TRAINEES</b>	<b>6</b>
<b>ARTICLE EIGHT - HOURS OF WORK, SHIFTS, AND OVERTIME</b>	<b>7</b>
<b>ARTICLE NINE - REPORTING TIME</b>	<b>9</b>
<b>ARTICLE TEN - HOLIDAYS AND VACATIONS</b>	<b>10</b>
<b>ARTICLE ELEVEN - HEALTH &amp; WELFARE PLAN</b>	<b>11</b>
<b>ARTICLE TWELVE - PENSION PLAN</b>	<b>12</b>
<b>ARTICLE THIRTEEN - APPRENTICESHIP AND TRAINING FUND</b>	<b>13</b>
<b>ARTICLE FOURTEEN - WORKING CONDITIONS</b>	<b>13</b>
<b>ARTICLE FIFTEEN - LOCAL RESIDENTS TRANSPORTATION, &amp; ACCOMMODATION</b>	<b>15</b>
<b>ARTICLE SIXTEEN - JURISDICTIONAL DISPUTES</b>	<b>26</b>
<b>ARTICLE SEVENTEEN - GRIEVANCE PROCEDURE AND ARBITRATION</b>	<b>26</b>
<b>ARTICLE EIGHTEEN - UNION RIGHTS</b>	<b>28</b>
<b>ARTICLE NINETEEN - MANAGEMENT RIGHTS</b>	<b>29</b>
<b>ARTICLE TWENTY - SUBCONTRACTORS</b>	<b>30</b>
<b>ARTICLE TWENTY-ONE - SPECIAL PROJECTS</b>	<b>30</b>
<b>ARTICLE TWENTY-TWO - ENABLING</b>	<b>30</b>
<b>ARTICLE TWENTY-THREE - CONSULTATIVE COMMITTEE</b>	<b>31</b>
<b>ARTICLE TWENTY-FOUR - ASSOCIATION DUES ASSESSMENT</b>	<b>32</b>
<b>ARTICLE TWENTY-FIVE - PROHIBITION OF STRIKES OR LOCKOUTS</b>	<b>33</b>
<b>ARTICLE TWENTY-SIX - SAVING CLAUSE</b>	<b>34</b>
<b>ARTICLE TWENTY-SEVEN - FILING OF COPIES</b>	<b>34</b>
<b>SCHEDULE A</b>	
<b>SCHEDULE B</b>	<b>36</b>
<b>SIGNING PAGE</b>	<b>37</b>

