

COLLECTIVE AGREEMENT

Between

ALBERTA CRANE OWNERS' ASSOCIATION

as agent for and on behalf of those Employers affected by Registration Certificate Number 46 and those Employers that have authorized the Association to bargain collectively respecting matters included in this Collective Agreement

and

INTERNATIONAL UNION OF OPERATING ENGINEERS LOCAL 955

Effective: June 15, 2003 to April 30, 2007

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ALBERTA CRANE OWNERS' ASSOCIATION
as agent for and on behalf of those
Employers affected by Registration Certificate Number 46

and

Those Employers who have Authorized the Association to bargain collectively
respecting matters included in this Collective Agreement

(each of which is hereinafter referred to as the Employer)

and

**INTERNATIONAL UNION OF
OPERATING ENGINEERS LOCAL 955**

(hereinafter referred to as the Union)

ARTICLE 1:00 - PURPOSE

1:01 The purpose of this Agreement is to establish mutually satisfactory relations between the Employer and his employees and to provide machinery for the prompt and equitable disposition of grievances, and to establish and maintain satisfactory working conditions, hours and wages for all employees who are covered by the provisions of this Agreement; and to establish and maintain a source of competent, qualified tradesmen for the Employer to maintain the Employer's competitive position within the marketplace.

ARTICLE 2:00 - SCOPE

2:01

- (a) This Agreement applies to all employees employed as Operating Engineers in the Province of Alberta and that section of the Northwest Territories formerly known as the District of MacKenzie. Operating Engineers shall be defined as all persons engaged in the operation, service, maintenance, assembling and dismantling of all hoisting and portable machines, boilers and engines including trucks.
- (b) Notwithstanding the foregoing, where employees are dispatched or transferred to an industrial construction project as such work is defined in the general construction sector collective agreement negotiated pursuant to registration certificate number 24, and where such employees are

scheduled to be engaged on such project for more than five (5) days, the Employer may apply the provisions of the said general construction agreement to all work such employees perform on the industrial construction project.

- 2:02 On work coming within the scope of this Agreement (except trucks and cartage hauling), the Employer agrees to give preference when engaging Sub-Contractors to those Sub-Contractors who are in contractual relations with the Union. If other Sub-Contractors are engaged, the Employer shall advise them of this Agreement and require them to adhere to the provisions of same.
- 2:03 Rates of pay for classifications not listed shall be set by negotiations provided for as follows: The Employer and the Union shall, within fifteen (15) days notice of either upon the other, commence negotiations, the sole purpose of which shall be to establish classifications and rates of pay applicable thereto. In the event that such negotiations do not result in Agreement upon the classifications and rates of pay within seven (7) days of commencement of negotiations or such longer period as may be mutually agreed between the parties, the matter shall be resolved by an arbitration board as provided in the grievance procedure. The wage rate established shall become effective on the date upon which notice was given to commence negotiations.
- 2:04 If any provision of this Agreement is in conflict with the laws or regulations of Canada or Alberta, such provision shall be superseded by such law or regulation. Unless prohibited from doing so by such law or regulations, or by a ruling of any Court or Board of competent jurisdiction which has declared any provision of this Agreement invalid or inoperable, the Association and the Union, within fifteen (15) days notice of either upon the other, shall commence negotiations, the sole and restricted purpose of which shall be to provide adequate legal replacement of such provision. In the event that such negotiations do not result in agreement upon a legal replacement for such provision within seven (7) days of commencement of negotiations, or such longer period as may be mutually agreed between the parties, the matter shall be resolved in accordance with Article 8:00.

ARTICLE 3:00 - RECOGNITION

- 3:01 The Employer recognizes the Union as the exclusive bargaining agent for all employees for whom the Union has established, or subsequently establishes, and retains the right of collective bargaining.

ARTICLE 4:00 - NO WORK STOPPAGE

- 4:01 The Employer agrees he will not cause or direct any lockout of his employees and the Union agrees that there will be no strikes or other collective action which will stop or interfere with production or construction. It is agreed that there shall be no secondary boycotts.

- 4:02 In the event of a jurisdictional dispute such dispute shall be settled in accordance with the procedures of the Jurisdictional Disputes Board of the Building and Construction Trades Department of the AFL-CIO without permitting same to interfere with the prosecution or progress of the work.
- 4:03 In the event that a Jurisdictional Disputes Board is established by Statute or agreed upon by Labour and Management in Alberta for the Construction Industry, subject to the approval of the signatories to this Agreement, it will be recognized by the parties to this Agreement.

ARTICLE 5:00 - MANAGEMENT RIGHTS

- 5:01 Subject to the terms of this Agreement, the Union recognizes the right of the Employer to the management of its business and the direction of the working forces, including the right to hire and select workmen, promote and/or transfer any employee or to discharge any employee for just cause, and 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.

Management of the Company and the direction of the working forces are vested solely and exclusively in the Company and shall not be abridged, except by specific restrictions as set forth in this Agreement. The Management's rights as set out herein should not be deemed to exclude the other rights of Management at common law.

ARTICLE 6:00 - JOB STEWARDS

- 6:01 The Union shall appoint Job Stewards in such number as they deem necessary for proper representation. The Job Steward shall be treated impartially and fairly and the same as all other employees covered by the Agreement. The Job Steward may institute grievance procedure on his own behalf for alleged violation of this provision. The stewards shall be allowed a reasonable amount of time during working hours to perform the work of the Union.
- 6:02 Business Agents shall have access to all jobs covered by this Agreement providing that arrangement has been made with the Employer prior to each visit.

ARTICLE 7:00 - UNION SHOP

- 7:01
- (a) The Employer agrees to hire only members in good standing of Local 955 who are in possession of a referral slip from the Union. When workmen are required, the Employer shall call the Union for additional men. The Employer shall have the right to request specific members by name provided they have previously been employed by the Employer, and so long as they are available, they shall be supplied by the Union. If the Union is unable to supply qualified, competent men within twenty-four (24) hours, excluding Saturdays, Sundays and holidays, the Employer may hire

them elsewhere provided such men become members of the Union after the completion of three hundred and fifty (350) hours of work.

- (b) All employees supplied by the Union pursuant to this Article 7:00 shall have, as a minimum,
 - (i) WHIMS/CSTS certification, H₂S certification, a current and valid drivers license, and appropriate trade/apprenticeship certification and/or interprovincial red seals, all of which shall be satisfactory to the Employer, and
[Effective one (1) year after the signing of the Collective Agreement, (i) above shall be amended to:
 - (i) WHIMS/CSTS certification, H₂S certification, a current and valid drivers license, an airbrake license, and appropriate trade/apprenticeship certification and/or interprovincial red seals, all of which shall be satisfactory to the Employer, and]
 - (ii) Shall also have a present ability to do the work required.
 - (c) In the event the Union cannot supply members qualified under 7.01(b)(i), then the Union may advise the Employer of members with appropriate trade qualifications, and the Employer may choose to accept these members.
 - (d) The Employer shall have the sole and absolute right to refuse any workers who fail to comply with (i) above, and such refusal shall not be reviewed by any arbitrator or arbitration board. This specific right shall not be construed as limiting or otherwise affecting other rights and prerogatives retained by Article 5:01.
 - (e) All employees who are members in good standing of the Union and all employees who become members shall, as a condition of employment, maintain their membership in good standing for the duration of this Agreement.
- 7:02 The Employer shall deduct regular monthly Union Dues from the first pay period in each month from all employees and all employees shall, as a condition of employment, consent to such deduction.
- 7:03 Initiation fees, reinstatement fees and back dues, as evidenced by a signed authorization from the employee, will be deducted by the Employer on a monthly basis.
- 7:04 Monies deducted in accordance with 7:02 and 7:03 above shall be remitted to the Union not later than the fifteenth (15th) day of the month following, together with a list showing the amount deducted for each employee.

7:05 Where circumstances necessitated the hiring of Local 955 permit holders, and layoffs take place, where practical the following procedures and sequence of layoff shall be followed:

1. Permit holders first;
2. Good standing members last.

ARTICLE 8:00 - GRIEVANCE PROCEDURE

8:01 In the event that either the Employer or the Union wish to process a grievance covering the interpretation, application, operation or alleged violation of this Agreement, such grievance shall be reduced to writing and shall be submitted by the one party to the other within one hundred and twenty (120) days of the event giving rise to the grievance, and proceed to step (d) below.

8:02 In the event of any grievance arising out of this Agreement between the Employer and an employee, the procedure below will be followed:

- (a) An aggrieved party shall, within fifteen (15) days of the occurrence of the grievance, submit his complaint in writing to the Job Steward or, if the Job Steward is not available, to an official representative of the Union, who shall endeavour to settle the complaint between the employee and his immediate supervisor during working hours without loss of pay.
- (b) If a settlement is not reached within two (2) days excluding Saturdays, Sundays and holidays, the Job Steward shall present the matter of complaint in writing to an official representative of the Union for discussion with the designated official representative of the Employer.
- (c) If the matter of complaint is not then settled within seven (7) days, excluding Saturdays, Sundays and holidays, then it shall be referred in writing to the Business Agent of the Union for discussion with a management representative of the Employer.
- (d) If the matter of complaint is not then settled within ten (10) days, excluding Saturdays, Sundays and holidays, it shall be referred to an Arbitration Board consisting of one member appointed by the Employer, one member appointed by the Union and a neutral Chairman selected by these two appointees.
- (e) If either party fails to appoint a member to the Arbitration Board within ten (10) days, or if the appointed members cannot agree on a neutral Chairman within fourteen (14) days of the appointment of the second member, such appointments shall be made in accordance with the Labour Relations Code.
- (f) The Arbitration Board shall be vested with the authority to decide whether any matter referred to it is arbitrable. It shall make its decision within fourteen (14) days of appointment of the Chairman.

- (g) The costs of and in connection with the Arbitration Board shall be borne by the parties hereto as follows: the Employer and the Union shall pay any fees and expenses of their respective representatives and any fees and expenses of the Chairman shall be divided equally.
- (h) By mutual consent of the parties the foregoing time limits may be extended.
- (i) The Arbitration Board shall not alter, amend or change the terms of this Agreement. The majority decision of the Arbitration Board shall be final and binding on both parties but if there is no majority award, the decision of the Chairman shall be the award.

8:03 As an alternative procedure to that outlined, commencing with 8:02 (d) the following procedure shall be used if mutually agreed in writing by the Employer and the Union.

- (a) The steps prescribed in 8:02 (a), (b) and (c) shall apply.
- (b) If the matter of complaint is not then settled within ten (10) days excluding Saturdays, Sundays and holidays, it shall be referred to a single Arbitrator who shall be selected and agreed upon by the Employer and the Union.
- (c) Should the Employer and the Union fail to agree on the appointment of the single Arbitrator within fourteen (14) days from the date of referral, the appointment shall be made by the Minister of Labour.
- (d) The single Arbitrator shall have the same authority as an Arbitration Board and shall make his decision within fourteen (14) days of his appointment.
- (e) By mutual consent of the parties the foregoing time limits may be extended.
- (f) The single Arbitrator shall not alter, amend or change the terms of this Agreement. The decision of the Arbitrator shall be final and binding on both parties.

ARTICLE 9:00 - BULLETIN BOARDS

9:01 The Employer shall provide bulletin boards for the convenience of the Union in posting notices of Union activity. All such notices must be signed by the proper officer of the Union and submitted to the management for their approval.

ARTICLE 10:00 - TOOL LIST

10:01 Each employee shall provide himself with a tool kit consisting of at least the following:

One	2-lb. ball peen hammer
One	8-inch crescent wrench
One	12-inch crescent wrench
One	Set of screw drivers (six assorted)
One	Pair of pliers
One	Chisel
One	Punch (for cable wedges)
One	Set of combination wrenches from ¼" to 1 1/8" inclusive
One	Set of ½" drive sockets from 7/16" to 1" inclusive together with ratchet and flex-handle
One	Set spark plug sockets
One	Pair wire cutters
One	Knife
One	Tool box with lock

The Union shall advise each new employee of this requirement. All employees shall have their tools available at their place of work.

10:02 The loss of the tools and kit due to fire or theft (forcible entry) will be met by the Employer, at his expense, ensuring reimbursement directly to the employee, or carrying adequate insurance protection covering such loss, payable to the employee affected.

10:03 Where employees such as mechanics are required to provide tools in excess of those listed in 10:01, the employee shall provide the Employer with an inventory of said tools, such inventory shall be checked and approved by the Employer, and the provisions of 10:02 shall apply.

10:04 **Tool Allowance** - Mechanics, apprentice mechanics and persons hired as servicemen who are required to utilize their own hand tools, shall receive a tool allowance of forty-five (45¢) cents per hour for each hour worked. Said tool allowance is to be paid on each regular payday and be designated as a separate item from earnings on the pay statement.

ARTICLE 11:00 - HOURS OF WORK AND OVERTIME

11:01 Except as specified in this Agreement, the Employer does not guarantee to provide work to any employee for regularly assigned hours or for any other hours.

11:02 The regular working day shall consist of eight (8) consecutive hours of employment between 6:30 a.m. and 4:30 p.m., Monday to Friday inclusive, exclusive of one-half (½) hour for lunch. The starting time may be any time between 6:30 a.m. to 8:00 a.m. at the discretion of the Employer. The lunch period shall be at the mid-point of the shift but, if an employee is unable to eat his lunch he shall then be paid at the rate of one and one-half (1½x) times his regular basic rate for his one-half (½) hour lunch period. All hours worked before or after the regular work day, Monday through Friday, shall be paid at the prevailing overtime rate.

11:03 **Overtime** - Overtime hours Monday through Friday shall be paid at the rate of one and one half (1½x) times the regular rate of pay for the first two (2) hours worked and two (2x) times the regular rate of pay for hours thereafter.

11:04 All employees shall receive double (2x) the regular rate for all time worked on Saturdays, Sundays and the following General Holidays:

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

A further holiday shall be granted if a day is declared a General Holiday by the Federal or Provincial Government, and is generally recognized by the Building Trades and C.L.R.A contractors.

No work shall be performed on Labour Day except where safety to life or property makes it necessary.

When one of these holidays falls on a Saturday or a Sunday or a scheduled day off, the following regular working day shall be observed as the holiday.

Should Christmas Day and/or Boxing Day fall on a Saturday and/or Sunday, the Monday and/or Tuesday following shall be observed as the holiday(s).

11:05 All time involved in moving machines, equipment and trucks over 1 ton capacity shall be considered as working hours and the applicable rate shall be paid. All time involved in operating a vehicle for the express purpose of transporting materials shall be considered working time and the applicable rates shall be paid. All time spent operating a vehicle, the express purpose of which is to transport in excess of four (4) men, shall be considered working time and the applicable rates shall be paid. All time involved in moving trucks 1 ton capacity and under, supplied by the Employer shall be paid as travel time.

Mechanics will be paid working time when driving service vehicles.

11:06 (a) Shifts other than regular hours may be worked provided the shift lasts more than two (2) consecutive days. Shifts other than day shift may commence any time between the hours of 12:00 noon and 4:00 a.m.

Shifts of ten (10) hours per day for four (4) consecutive days may be worked at regular rates of pay, exclusive of Saturday and Sunday.

When compressed work weeks are scheduled on a Monday through Thursday basis, time and one-half (1½x) shall apply to the first ten (10) hours worked on Friday.

When compressed work weeks are scheduled on a Tuesday through Friday basis, time and one-half (1½x) shall apply to the first ten (10) hours worked on the preceding Monday.

All other overtime to be at double time (2x).

- (b) **Shift Differential** - Employees working on other than day shift on a two (2) or three (3) shift operation, shall receive a premium of two (\$2.00) dollars per hour in addition to his wages for all hours worked on the second shift and a premium of two dollars and fifty (\$2.50) cents per hour in addition to his wages for all hours worked on the third shift. All work performed in excess of eight (8) hours shall be paid for at the applicable overtime rate plus the applicable shift premium. The regular shift may commence on Sunday or end on Saturday at straight time rates of pay.

On work locations where only two (2) shifts (day shift and a second shift) are being worked and the second shift ends after 1:00 a.m., the two dollars and fifty (\$2.50) cents per hour shift differential as provided above for a third shift, shall be paid for all hours worked on the second shift.

11:07 No employee shall work more than one (1) straight time shift in any consecutive twenty-four (24) hour period and the applicable overtime rate will be paid until a full break of eight (8) hours occurs. Call-out time, not exceeding two (2) hours worked, will not be considered an interruption of the eight (8) hour break.

11:08 If it becomes necessary for an employee to work for more than six (6) consecutive hours on the later half of a shift without a meal break, the Employer at the request of the employee shall provide the employee with a meal free of charge, and every four (4) hours thereafter.

If circumstances make the providing of a meal impractical, the employee shall receive thirteen (\$13.00) dollars in lieu of each meal not so provided. With proper receipts being provided, the meal allowance shall increase to a maximum of eighteen (\$18.00) dollars.

If an employee is required to commence work four (4) hours or more prior to the regular starting time, he shall be entitled to the same provisions as set out in the preceding paragraphs.

11:09 Reporting Time Pay:

- (a) An employee reporting for work on call of the Employer shall receive two (2) hours pay at his straight time rate unless he is notified at least one and one-half (1½) hours prior to his regular starting time not to report. If a camp is maintained, one (1) hour notice shall be given.
- (b) Four (4) hours pay at the applicable rate for that day to any employee who reports for work and performs work of not more than four (4) hours duration.

- (c) An employee who performs work of over four (4) hours duration shall receive pay for time worked.
- (d) Notwithstanding the provisions of (a), (b), and (c) above, when an employee refuses to work or to continue to work, or there is a third party labour work stoppage, no pay for hours not worked shall be required.

11:10 **Call-Out Pay:** Employees called out for work outside of regular working hours in accordance with Article 11:02 will receive a minimum of two (2) hours pay at double time (2x) rates.

11:11 Reporting time pay and/or call-out pay is exclusive of travel time pay.

11:12 Employees will not be required to work less than the regular assigned hours because of the regular starting and quitting time of any trade engaged on a job.

11:13 When an employee who is employed on out of town work and who normally returns home each weekend and/or General Holiday, is requested by the Employer to remain in accommodation at or near the jobsite in order to be available on a standby basis for weekend and/or General Holiday work, then the employee shall be entitled to the greater of pay for all hours worked at the applicable overtime rates, or eight (8) hours pay at straight time rates for each twenty-four (24) hour period during which he is requested to remain on standby.

11.14 An employee who is directed by the Employer to attend pre-employment or employment-related medical testing, and who passes the required test(s), shall be paid up to two (2) hours at the "work out of yard except operating" straight time hourly rate for the time to travel to and from and attend at the medical or testing facility.

ARTICLE 12:00 - TRANSPORTATION AND TRAVEL TIME

12:01 Daily Travel Within City Limits

On jobs within the cities of Edmonton or Calgary, the Employer shall provide suitable transportation from the shop to the project or from the project to the employee's car.

Any employee shall receive the appropriate rate of pay commencing either at the shop or at the project to which he is ordered to report, whichever occurs first.

The Employer shall provide transportation directly from the machine to the employee's car when necessary and in such cases no extra travel time will be paid except when the employee is kept waiting for a period in excess of fifteen (15) minutes after the end of the shift, in which case the employee shall receive straight time pay for such waiting and traveling period.

12:02 Travel Time and Vehicle Allowance

All travel will be paid from the city or town limits where the Employer maintains a permanent place of business, or from temporary accommodation paid for by the Employer as follows:

- a) When the Employer does not provide transportation, the employee will be reimbursed at the rate of thirty-nine (39¢) cents per km for supply of a vehicle, plus twenty-seven (27¢) cents per km for travel time.
- b) When the Employer provides transportation, the employee will be paid twenty-seven (27¢) cents per km for travel time.
- c) In the event the one way travel time to be paid is two dollars and seventy (\$2.70) cents or less, no payment will be made for the vehicle or travel time.
- d) If road or other conditions make it impossible to drive at speeds near the speed limit, actual time taken to travel can be claimed. Each case shall be approved or not on its own merits.

12:03 Initial and Return Travel

- a) Employees directed or dispatched to work from which they do not return home daily shall be paid vehicle allowance and travel time from the city limits of their point of dispatch as per 12:02.
- b) Return vehicle allowance and travel time as per 12:02 will be paid at the completion of the job or if the employee is required to leave the job because of illness or for compassionate reasons, as substantiated by a letter from the Union.

12:04 If an employee is requested to use his own vehicle for transportation outside of the city limits of Calgary or Edmonton, or any other place where the Employer maintains a permanent place of business or any other place where the employee is temporarily domiciled, in lieu of Employer provided transportation, he shall be deemed to be under the direction and control of the Employer in accordance with the Occupational Health and Safety Act Regulations. The Employer is to carry non-owners insurance to cover Public Liability and Property Damage. Employees shall not be required to use their vehicles to convey passengers, fuel, parts, etc. for the Employer.

12:05 All travel time shall be paid at straight time rates.

12:06 When an employee flies at the request of the Employer an airline ticket will be provided, and actual travel time shall be paid at straight time rates.

ARTICLE 13:00 - ACCOMMODATIONS

13.01 When assigned to locations from which daily commuting to and from the employee's permanent residence is not practicable, the Employer, at his discretion, may

- (i) provide room and board, or
- (ii) provide camp accommodation, or
- (iii) pay employees for all reasonable expenses incurred for room and board while working at locations for which daily commuting from their residences is not practicable, provided proper expense reports and receipts are submitted in accordance with the Employer's usual procedures, or
- (iv) pay subsistence allowance as per the General Construction Sector collective agreement entered into pursuant to registration certificate number 24.

Employee preferences will be considered.

Notwithstanding the foregoing, it is understood that there will be some tasks and assignments for which, due to circumstances beyond the Employer's control, it will not be practicable to provide accommodations in accordance with these provisions. In such circumstances, the Employer and the Union shall jointly devise a practicable method of accommodations that best complies.

13:02 These amounts will be paid or accommodations provided on the condition that the employee works the regularly assigned hours per day or week.

If an employee is prevented from working the regularly assigned hours by illness or other legitimate causes these amounts will be paid or accommodations provided if approved by the Employer.

Employees returning from an overnight stay pursuant to 13:01 who are required to continue to work without returning home shall be reimbursed for meals consumed in the second day.

13:03 Where camp facilities are provided by the Employer at the jobsite, such facilities shall meet the camp specifications of the Alberta and N.W.T. (District of MacKenzie) Building and Construction Trades Council and the Construction Labour Relations – An Alberta Association. No charge will be made to the employee for the board and accommodation at the camp, nor will the employee working at the jobsite be paid any subsistence allowance or other living expense.

13.04 It is agreed that living expenses will be paid to an employee when he is absent for one (1) day only because of injury, while working in a location for which reimbursement of living expenses applies, since the Workers' Compensation Act has no provision for compensation for the first day of injury.

ARTICLE 14:00 - ANNUAL VACATION AND GENERAL HOLIDAY PAY

14:01 Each employee shall be paid ten point four (10.4%) percent of his regular rate of pay for each hour worked comprised of six (6%) percent vacation pay and four point four (4.4%) percent General Holiday Pay. Such money shall be paid to the employee each pay period.

After the later of ten (10) consecutive years of service and twenty thousand (20,000) straight time hours paid by one Employer, that Employer shall provide an additional two percent (2%) vacation pay on all hours worked, calculated on straight time rates. After the later of twenty (20) consecutive years of service and forty thousand (40,000) straight time hours paid by one Employer, that Employer shall provide an additional two percent (2%) vacation pay on all hours worked, calculated on straight time rates, totaling four percent (4%). This additional vacation pay will be paid to the employee once per year no later than January 31st of the next year.

Income Tax shall be calculated and deducted from vacation and General Holiday pay along with the employee's earnings on each regular pay period.

14:02 Vacation period shall be three (3) weeks each year. Prior to January 15th of each year the Employer shall, by notice on a bulletin board, canvass the employees to determine their preference for holiday periods. By January 31st management will, after consultation with Job Stewards, post a proposed schedule. Such schedules will give preference to employees with families to the extent that they will be given at least one (1) weeks vacation during the months of July and August. Senior employees will be given subsequent preference provided, however, that competent replacements are available. Where it becomes necessary to deviate from the above, one (1) weeks notice will be given by either party.

ARTICLE 15:00 - CLASSIFICATIONS AND WAGE RATES

The Increments below shall take effect as follows:

- Increment 1 June 15, 2003
- Increment 2 The first day of the pay period that follows May 1, 2004
- Increment 3 The first day of the pay period that includes May 1, 2005
- Increment 4 The first day of the pay period that follows May 1, 2006

Conventional Crane - Up to 50 ton capacity

	Base	Holiday Pay	H&W	Pension	Training	Gross
Increment 1	29.87	3.11	1.55	4.50	0.30	\$39.33
Increment 2	30.50	3.17	1.65	4.50	0.40	\$40.22
Increment 3	31.01	3.23	1.75	4.75	0.40	\$41.14
Increment 4	31.67	3.29	1.85	4.75	0.50	\$42.07

Conventional Crane - 51 to 125 ton capacity

	Base	Holiday Pay	H&W	Pension	Training	Gross
Increment 1	31.23	3.25	1.55	4.50	0.30	\$40.82
Increment 2	31.89	3.32	1.65	4.50	0.40	\$41.76
Increment 3	32.44	3.37	1.75	4.75	0.40	\$42.72
Increment 4	33.14	3.45	1.85	4.75	0.50	\$43.69

Conventional Crane - 126 to 250 ton capacity

	Base	Holiday Pay	H&W	Pension	Training	Gross
Increment 1	31.90	3.32	1.55	4.50	0.30	\$41.56
Increment 2	32.58	3.39	1.65	4.50	0.40	\$42.52
Increment 3	33.15	3.45	1.75	4.75	0.40	\$43.50
Increment 4	33.87	3.52	1.85	4.75	0.50	\$44.49

Conventional Crane - 251 ton capacity and over

	Base	Holiday Pay	H&W	Pension	Training	Gross
Increment 1	33.95	3.53	1.55	4.50	0.30	\$43.83
Increment 2	34.69	3.61	1.65	4.50	0.40	\$44.85
Increment 3	35.32	3.67	1.75	4.75	0.40	\$45.89
Increment 4	36.10	3.75	1.85	4.75	0.50	\$46.95

Conventional Crane – Any conventional with attachments such as ringer, tower, skyhorse, derrick, maxer, or translift; plus principal operators of jacking frame or tower assembly, with a minimum capacity of 450 tons

	Base	Holiday Pay	H&W	Pension	Training	Gross
Increment 1	34.72	3.61	1.55	4.50	0.30	\$44.68
Increment 2	35.48	3.69	1.65	4.50	0.40	\$45.72
Increment 3	36.13	3.76	1.75	4.75	0.40	\$46.78
Increment 4	36.93	3.84	1.85	4.75	0.50	\$47.87

Hydraulic Crane - up to 25 ton capacity, including Boom Truck Operator

	Base	Holiday Pay	H&W	Pension	Training	Gross
Increment 1	28.53	2.97	1.55	4.50	0.30	\$37.85
Increment 2	29.12	3.03	1.65	4.50	0.40	\$38.70
Increment 3	29.60	3.08	1.75	4.75	0.40	\$39.58
Increment 4	30.22	3.14	1.85	4.75	0.50	\$40.46

Hydraulic Crane - 26 to 64 ton capacity, including Boom Truck Operator

	Base	Holiday Pay	H&W	Pension	Training	Gross
Increment 1	29.87	3.11	1.55	4.50	0.30	\$39.33
Increment 2	30.50	3.17	1.65	4.50	0.40	\$40.22
Increment 3	31.01	3.23	1.75	4.75	0.40	\$41.14
Increment 4	31.67	3.29	1.85	4.75	0.50	\$42.07

Hydraulic Crane - 65 to 80 ton capacity

	Base	Holiday Pay	H&W	Pension	Training	Gross
Increment 1	30.54	3.18	1.55	4.50	0.30	\$40.06
Increment 2	31.19	3.24	1.65	4.50	0.40	\$40.98
Increment 3	31.72	3.30	1.75	4.75	0.40	\$41.92
Increment 4	32.40	3.37	1.85	4.75	0.50	\$42.87

Hydraulic Crane - 81 to 150 ton capacity

	Base	Holiday Pay	H&W	Pension	Training	Gross
Increment 1	31.23	3.25	1.55	4.50	0.30	\$40.82
Increment 2	31.89	3.32	1.65	4.50	0.40	\$41.76
Increment 3	32.44	3.37	1.75	4.75	0.40	\$42.72
Increment 4	33.14	3.45	1.85	4.75	0.50	\$43.69

Hydraulic Crane – 151 to 250 ton capacity

	Base	Holiday Pay	H&W	Pension	Training	Gross
Increment 1	31.90	3.32	1.55	4.50	0.30	\$41.56
Increment 2	32.58	3.39	1.65	4.50	0.40	\$42.52
Increment 3	33.15	3.45	1.75	4.75	0.40	\$43.50
Increment 4	33.87	3.52	1.85	4.75	0.50	\$44.49

Hydraulic Crane – 251 ton capacity and over

	Base	Holiday Pay	H&W	Pension	Training	Gross
Increment 1	33.95	3.53	1.55	4.50	0.30	\$43.83
Increment 2	34.69	3.61	1.65	4.50	0.40	\$44.85
Increment 3	35.32	3.67	1.75	4.75	0.40	\$45.89
Increment 4	36.10	3.75	1.85	4.75	0.50	\$46.95

Hydraulic Crane – Work out of Yard except Operating

	Base	Holiday Pay	H&W	Pension	Training	Gross
Increment 1	28.53	2.97	1.55	4.50	0.30	\$37.85
Increment 2	29.12	3.03	1.65	4.50	0.40	\$38.70
Increment 3	29.60	3.08	1.75	4.75	0.40	\$39.58
Increment 4	30.22	3.14	1.85	4.75	0.50	\$40.46

Hydraulic Crane – All work in yard including Operating (This rate only applies to permanent yards)

	Base	Holiday Pay	H&W	Pension	Training	Gross
Increment 1	25.00	2.60	1.55	4.50	0.30	\$33.95
Increment 2	25.10	2.61	1.65	4.50	0.40	\$34.26
Increment 3	25.20	2.62	1.75	4.75	0.40	\$34.72

Increment 4	25.30	2.63	1.85	4.75	0.50	\$35.03
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Mechanic/Welder – Shop and Field Apprentices to receive percentage wages as set out in Regulations

	Base	Holiday Pay	H&W	Pension	Training	Gross
Increment 1	29.88	3.11	1.55	4.50	0.30	\$39.34
Increment 2	30.51	3.17	1.65	4.50	0.40	\$40.23
Increment 3	31.02	3.23	1.75	4.75	0.40	\$41.15
Increment 4	31.68	3.29	1.85	4.75	0.50	\$42.08

Truck Drivers/Servicemen

	Base	Holiday Pay	H&W	Pension	Training	Gross
Increment 1	25.14	2.61	1.55	4.50	0.30	\$34.11
Increment 2	25.64	2.67	1.65	4.50	0.40	\$34.86
Increment 3	26.02	2.71	1.75	4.75	0.40	\$35.63
Increment 4	26.55	2.76	1.85	4.75	0.50	\$36.41

15:02 (a) **Hoisting Equipment Apprentices**

Upon the date the Joint Labour Management Committee agrees to a date providing for the indenture of hoisting equipment apprentices, apprentices shall be employed in the following manner (the phase-in timing to be determined by the Joint Labour Management Committee):

There may be one (1) apprentice for up to three (3) hoisting equipment journeymen employed by the Employer. There shall be one (1) apprentice when there are four (4) hoisting equipment journeymen employed by the Employer. There shall be one (1) apprentice employed for each multiple of five (5) hoisting equipment journeymen employed by the Employer.

(b) **Mechanic and Welder Apprentices:**

Where the Employer employs more than five (5) but less than ten (10) journeymen, he shall employ at least one (1) registered apprentice. Where the Employer employs more than ten (10) journeymen, he shall employ at least two (2) registered apprentices.

The foregoing ratio shall apply equally to mechanics and welders.

(c) If an apprentice does not attend school within one year of achieving the applicable hours for the subject apprenticeship period, a representative of the Employer and of the Union shall meet with the apprentice to determine the reasons for the delay.

15:03 Payday shall be weekly with a maximum holdback of one (1) week. All employees shall be paid on the job prior to quitting time. Cheques for which there is no charge for bank exchange shall be the method of payment and each

cheque will be accompanied by a detailed statement showing rate of pay, number of hours worked (straight time and overtime), and the deductions made.

15:04 Employees shall be paid wages in full at time of discharge or layoff, or arrangements made whereby a cheque and record of employment for EI purposes will be mailed not later than the following working day. When an employee quits, the Employer shall pay out such employee on his next regular pay day. Layoff will be given to any employee, on request, after five (5) consecutive working days with no hours worked.

15:05 If an Employer fails to have pay available at the normal place of employment as stated in Article 15:04 of this Agreement, the Employer shall pay the employee for waiting time in the amount of eight (8) hours per day at his regular rate of pay for each regular working day delay.

Where it can be clearly shown that a clerical error in calculation or other delay beyond the control of the Employer has occurred, the Employer shall not be penalized provided the error is corrected within one (1) working day from the time of notification.

ARTICLE 16:00 - DISCHARGE CASES

16:01 A claim by an employee that he has been unjustly dismissed from his employment shall be treated as a grievance if a written statement of such grievance is lodged in accordance with Article 8:00 within three (3) days (exclusive of Saturdays, Sundays and holidays) after the employee ceases to work for the Employer.

ARTICLE 17:00 - EMPLOYER CONTRIBUTIONS

17:01 **Health and Welfare** - Effective June 15, 2003, the Employer shall pay one dollar and fifty-five (\$1.55) cents per hour for each hour **worked** by each employee into the Operating Engineers Local 955 Health and Welfare Trust Fund and agrees to be bound by the current Trust Deed presently in effect or as it may be amended. The said Health and Welfare Trust Fund shall be jointly trusteeed by equal number of Employer Trustees and Union Trustees.

Effective the first day of the pay period that follows May 1, 2004, the Employer shall pay one dollar and sixty-five (\$1.65) cents per hour for each hour **worked** by each employee into the Operating Engineers Local 955 Health and Welfare Trust Fund and agrees to be bound by the current Trust Deed presently in effect or as it may be amended. The said Health and Welfare Trust Fund shall be jointly trusteeed by equal number of Employer Trustees and Union Trustees.

Effective the first day of the pay period that includes May 1, 2005, the Employer shall pay one dollar and seventy-five (\$1.75) cents per hour for each hour **worked** by each employee into the Operating Engineers Local 955 Health and Welfare Trust Fund and agrees to be bound by the current Trust Deed presently

in effect or as it may be amended. The said Health and Welfare Trust Fund shall be jointly trusted by equal number of Employer Trustees and Union Trustees.

Effective the first day of the pay period that follows May 1, 2006, the Employer shall pay one dollar and eighty-five (\$1.85) cents per hour for each hour **worked** by each employee into the Operating Engineers Local 955 Health and Welfare Trust Fund and agrees to be bound by the current Trust Deed presently in effect or as it may be amended. The said Health and Welfare Trust Fund shall be jointly trusted by equal number of Employer Trustees and Union Trustees.

The Employer shall, not later than the fifteenth (15th) day of each month, mail Health and Welfare Trust Fund contributions for the previous month to the Office of the Trust Fund. Cheques are to be made payable to the Operating Engineers Local 955 Health and Welfare Trust Fund.

17:02 **Pension** – Effective the first day of the pay period that includes November 1, 2001, the Employer shall pay four dollars and fifty (\$4.50) cents per hour for each hour **earned** by each employee into the Operating Engineers Local 955 Pension Trust Fund and agrees to be bound by the current Trust Deed presently in effect or as it may be amended. The said Pension Trust Fund shall be jointly trusted by equal number of Employer Trustees and Union Trustees.

Effective the first day of the pay period that includes May 1, 2005, the Employer shall pay four dollars and seventy-five (\$4.75) cents per hour for each hour **earned** by each employee into the Operating Engineers Local 955 Pension Trust Fund and agrees to be bound by the current Trust Deed presently in effect or as it may be amended. The said Pension Trust Fund shall be jointly trusted by equal number of Employer Trustees and Union Trustees.

The Employer shall, not later than the fifteenth (15th) day of each month, mail Pension Trust Fund contributions for the previous month to the Office of the Trust Fund. Cheques are to be made payable to the Operating Engineers Local 955 Pension Trust Fund.

17:03 **Training and Apprenticeship** - Effective the first day of the pay period that follows May 1, 2002, the Employer shall pay thirty (30¢) cents per hour for each hour **worked** by each employee into the Operating Engineers Local 955 Training Trust Fund and agrees to be bound by the current Trust Deed presently in effect or as it may be amended. Such a Trust Fund is to be established and jointly trusted with equal representation of Management and the Union.

Effective the first day of the pay period that follows May 1, 2004, the Employer shall pay forty (40¢) cents per hour for each hour **worked** by each employee into the Operating Engineers Local 955 Training Trust Fund and agrees to be bound by the current Trust Deed presently in effect or as it may be amended. Such a Trust Fund is to be established and jointly trusted with equal representation of Management and the Union.

Effective the first day of the pay period that follows May 1, 2006, the Employer shall pay fifty (50¢) cents per hour for each hour **worked** by each employee into the Operating Engineers Local 955 Training Trust Fund and agrees to be bound by the current Trust Deed presently in effect or as it may be amended. Such a Trust Fund is to be established and jointly trusteeed with equal representation of Management and the Union.

The Employer shall, not later than the fifteenth (15th) day of each month, mail Training Trust Fund contributions for the previous month to the Office of the Trust Fund. Cheques are to be made payable to the Operating Engineers Local 955 Training Trust Fund.

- 17:04 In the event an Employer fails to remit contributions in conformity with Article 17:00 of the Agreement, the Union shall notify the Alberta Crane Owners' Association prior to taking any action against such Employer.
- 17:05 Contributions to the Health and Welfare Plan and the Pension Plan as set out in this Agreement shall be made by the Employer on behalf of Supervisors of Operating Engineers.
- 17:06 Each Employer affected by this Collective Agreement shall pay to the Alberta Crane Owners' Association Fund an hourly dues amount set by the Alberta Crane Owners' Association. The Union shall provide a monthly report to the Association listing all Employers reporting hours worked under the terms of this Agreement. The hourly dues levy is set at ten (10¢) cents per each hour worked by an employee affected by the Collective Agreement. The amount shall be remitted monthly by the 15th day of the following month, in the manner and to the address or addresses prescribed from time to time by the Alberta Crane Owners' Association.

ARTICLE 18:00 - WORKING CONDITIONS

- 18:01 Operating Engineers will be employed exclusively to operate, service and rig the equipment except that in emergencies or when regular operators are not available, supervisory or other personnel will be allowed to perform the work. This provision is not to be used to displace regular operators.
- 18:02 The Union shall not have the right to transfer it's members from one Employer to another nor to replace employed members with unemployed members.
- 18:03 Except on industrial construction, an employee shall continue to receive the equivalent of the minimum wage rates and other conditions of employment contained in this Agreement when transferring to another Employer's payroll.
- 18:04 (a) All employees covered by this Agreement shall be permitted ten (10) minutes in the first half and ten (10) minutes in the second half of a shift for a coffee break on the job during regular working hours.

- (b) However, for compressed workweeks scheduled per 11:06 employees shall be permitted fifteen (15) minutes in the first half and fifteen (15) minutes in the second half of the shift for a coffee break.

18:05 The Employer shall provide clean suitable sanitary facilities and a clean heated lunchroom which shall not be used for storage of tools or equipment, and a lock-fast place for storage of employee's tools at the permanent shop or yard.

18:06 The Employer shall supply gloves and coveralls and laundering of same at no cost to all persons employed as maintenance personnel and others, as the tasks dictate.

ARTICLE 19:00 - GENERAL

19:01 There shall be established during the life of this Agreement a Joint Labour-Management Committee composed of three (3) members representing the Employers and three (3) members representing the Union. This Committee will generally administer the terms of the Agreement and shall deal with such other matters referred to it by either party.

19:02 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 & Safety Act and any refusal on the part of an employee to perform his duties, or to continue to perform his duties, in contravention of the Occupational Health and Safety Act regulations shall not be deemed to be a violation of this Agreement provided he has first notified management. The Union is required by the terms of this Agreement to thoroughly instruct it's members in all standard safety precautions required by the Occupational Health and Safety Act.

The Employer shall provide, free of charge, all necessary safety equipment as required by Occupational Health and Safety Act regulations excepting such articles of personal clothing which are not returnable, such as hard hat liners. The Employer is entitled to retain the price of such equipment until it is returned by the employee allowing for normal wear and tear.

19:03 Safety meetings will be held every month. Union, management, stewards and employees may be in attendance. Such meetings may be held informally and outside of regular working hours, without compensation being paid to those attending.

19:04 Shop and Job Stewards shall be members of the Safety Committee.

ARTICLE 20:00 - FOREMEN

20:01 Industrial Work

- (a) After five (5) days on an Industrial Construction site where there are more than seven (7) hoisting journeymen employed by the Employer a "non-working foreman" shall be engaged at the site. The first non-working

foreman may supervise up to and including eighteen (18) hoisting journeymen operating engineers. Where there are more than eighteen (18) hoisting journeymen operating engineers employed by the Employer on the project (excluding the non-working foreman noted above), a second "non-working foreman" shall be designated. Following each addition of twelve (12) hoisting journeymen operating engineers (excluding foremen) an additional "non-working foreman" shall be appointed.

- (b) Non-working foremen may only work at the trade in cases of emergency or to replace the regular workmen who may be absent because of illness, and no foremen shall work at the trade to displace a regular employee during regular and/or overtime hours.
- (c) Industrial construction work is defined as the construction of industrial process plants, hydro or thermal power plants, and erection of steel or precast concrete bridges.
- (d) This foreman may be promoted from the journeymen crane operators already employed by the Employer, or a member in good standing who is dispatched from the Union Hall.

When possible he shall be able to operate all the equipment under his supervision.

- (e) The foreman shall be paid the rate stipulated for "Conventional Crane – 251 tons capacity and over".

20:02 Non-Industrial Work

For work that is not "industrial work" as defined herein, where the Employer or client deem the necessity of a foreman, the foreman shall be paid in accordance with 20:01(e) above.

ARTICLE 21:00 - FAIR ENFORCEMENT PROVISION

21:01 In recognition of the competition among Employers in this industry, the Union agrees to enforce all Articles of this Agreement consistently and fairly through the grievance and arbitration procedures against all Employers bound by or signatory to this Agreement.

21:02 Any dispute involving the interpretation, application, operation or alleged violation of this Article may be reduced to writing and submitted by either party to the Joint Labour Management Committee (19:01) and if no resolution is reached within ten (10) days, may be submitted under the provisions of Article 8:00, commencing with Article 8:01.

21:03 The Union, at its own cost, shall have the right to engage a public accounting firm (such public accounting firm to be acceptable to the Alberta Crane Owners' Association) to perform an audit of the Employer's books for the sole purpose of

verifying payroll hours for hourly paid workers to ensure that remittances for union benefit plans are accurate. For the purposes of this audit, the public accountants shall have access to the following records:

- (a) Where ownership of the company is twenty-five (25%) percent or more vested members of the union, all payroll and customer invoices.
- (b) All other companies, hourly payroll records only.

21:04 If the Union enters into any Agreement with any individual Employer or group of Employers performing work covered by the terms of the Agreement and that Agreement provides for more favourable wages, hours or conditions to any other Employer, the Employers signatory hereto, after sending written notice of such intention, shall be afforded the privilege to adopt such advantageous terms and conditions and this Agreement shall forthwith be amended accordingly by an addendum signed by both parties.

ARTICLE 22:00 - DURATION OF AGREEMENT

22:01 Except as otherwise specified herein, this Agreement shall be in full force and effect as of June 15, 2003 and continue in effect until April 30, 2007, and from year to year thereafter except as hereinafter provided.

22:02 Either party to this Agreement may, not less than sixty (60) days and not more than one hundred and twenty (120) days immediately prior to the expiry date of the Agreement, request the other party to the Agreement to commence collective bargaining. Such notice shall be given by registered mail.

22:03 If notice has been given by either party, this Agreement shall remain in full force and effect during any period of negotiations, even though such negotiations may extend beyond the said expiry date, until the procedures in the Labour Relations Code have been exhausted. The parties to this Agreement shall make every effort to complete the procedures in the Code and conclude an Agreement prior to the expiry date.

SIGNED this _____ day of _____, 2003.

**ALBERTA CRANE OWNERS'
ASSOCIATION**

**INTERNATIONAL UNION OF
OPERATING ENGINEERS, LOCAL 955**

Mike Pain, President

Mike King, Business Manager

Bruce Stewart, Lampson Canada
Committee Member

Bruce Moffatt, Assistant Business Manager &
Recording Corresponding Secretary

Ron Macdonald, President

APPENDIX "A"

Employers that have authorized the Association to bargain collectively respecting "non-construction" work:

CANADA CRANE SERVICES INC.

LAMPSON CANADA LTD.

MAMMOET WESTERN CRANE LTD.

NORTHERN CRANE SERVICE - A DIVISION OF NORTHERN ARC
SHIPBUILDERS (1987) LTD.

NORTHSTAR CRANE GROUP LTD.

STERLING CRANE, DIVISION OF PROCRANE INC.

LETTER OF UNDERSTANDING

Between

ALBERTA CRANE OWNERS' ASSOCIATION

as agent for and on behalf of those Employers affected by Registration Certificate 46
and those Employers that have authorized the Association to bargain collectively
respecting matters included in this Collective Agreement

and

INTERNATIONAL UNION OF OPERATING ENGINEERS, LOCAL 955

Re: Overtime Pension Contribution

The Parties agree that if the CLR Agreement has a change in the overtime pension contribution, the same change will apply to this agreement.

SIGNED this _____ day of _____, 2003.

**ALBERTA CRANE OWNERS'
ASSOCIATION**

**INTERNATIONAL UNION OF
OPERATING ENGINEERS, LOCAL 955**

Mike Pain, President

Mike King, Business Manager

Bruce Stewart, Lampson Canada
Committee Member

Bruce Moffatt, Assistant Business Manager &
Recording Corresponding Secretary

Ron Macdonald, President

LETTER OF UNDERSTANDING

Between

ALBERTA CRANE OWNERS' ASSOCIATION

as agent for and on behalf of those Employers affected by Registration Certificate 46 and those Employers that have authorized the Association to bargain collectively respecting matters included in this Collective Agreement

and

INTERNATIONAL UNION OF OPERATING ENGINEERS, LOCAL 955

Re: Substance Abuse Testing

The parties agree that it is in the best interest of all concerned to promote a safe working environment. Accordingly, the Union has no objection to lawful pre-employment and post incident substance abuse testing. The cost of such testing to be paid for by the Employer.

This Letter of Understanding will be in full force for the same duration as set out in Article 22:00 of the Collective Agreement.

SIGNED this _____ day of _____, 2003.

ALBERTA CRANE OWNERS' ASSOCIATION

INTERNATIONAL UNION OF OPERATING ENGINEERS, LOCAL 955

Mike Pain, President

Mike King, Business Manager

Bruce Stewart, Lampson Canada Committee Member

Bruce Moffatt, Assistant Business Manager & Recording Corresponding Secretary

Ron Macdonald, President

THE FOLLOWING AMENDMENT WAS ADDED AND SIGNED February 23, 2004

AMENDMENT TO COLLECTIVE AGREEMENT

Between

ALBERTA CRANE OWNERS' ASSOCIATION

as agent for and on behalf of those Employers affected by Registration Certificate 46 and those Employers that have authorized the Association to bargain collectively respecting matters included in this Collective Agreement

And

INTERNATIONAL UNION OF OPERATING ENGINEERS LOCAL 955

Re: Article 11:04

With reference to the second last paragraph of Article 11:04, it has been determined that incorrect wording has been placed in the Collective Agreement.

Wording That Was Placed in The Agreement and Signed Off (Incorrect):

When one of these holidays falls on a Saturday or a Sunday or a scheduled holiday, the following regular working day shall be observed as the holiday.

Both Parties hereby agree to amend the second last paragraph of Article 11:04 to read as per the Memorandum of Agreement, as follows:

When one of these holidays falls on a Saturday or a Sunday or a scheduled day off, the following regular working day shall be observed as the holiday.

SIGNED this _____ day of _____, 2004.

**ON BEHALF OF:
ALBERTA CRANE OWNERS'
ASSOCIATION**

**ON BEHALF OF:
INTERNATIONAL UNION OF
OPERATING ENGINEERS, LOCAL 955**

Len Tucker

Bruce Moffatt