

PROVINCIAL CARPENTERS' AGREEMENT

(For Commercial/Institutional Construction in the Province of Saskatchewan)

THIS AGREEMENT ENTERED INTO BY AND BETWEEN:

EACH OF THE UNIONIZED EMPLOYERS IN THE CARPENTERS TRADE DIVISION OF THE CONSTRUCTION INDUSTRY ON WHOSE BEHALF THE CLR CONSTRUCTION LABOUR RELATIONS ASSOCIATION OF SASKATCHEWAN INC., AS THE REPRESENTATIVE EMPLOYERS' ORGANIZATION, HAS ENTERED INTO THIS AGREEMENT;

(Hereinafter Referred to as the "EMPLOYER")

- AND -

**THE UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA,
LOCAL UNION #1985**

(Hereinafter Referred to as the "UNION")

**Effective June 21, 2015
Expires April 30, 2019**

SASKATCHEWAN STANDARDS OF UNION CONSTRUCTION

- **HARMONY**
- **QUALITY &
PRODUCTIVITY**
- **SKILLS**
- **MARKETABILITY**
- **INDIRECT COSTS
(FAIRNESS/REAL COSTS)**

Collective Bargaining Agreements and the operations of the participants, when assessed beside these standards, should not detract from any standard but should complement and raise each standard.

Adopted December 17, 1993

Employees Represented By:

Saskatchewan Provincial Building and
Construction Trades Council

Unionized Employers as Represented By:

CLR Construction Labour Relations
Association of Saskatchewan Inc.

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DEFINITIONS

- BUILDING TRADES COUNCIL OR SPB & CTC** - means the Saskatchewan Provincial Building and Construction Trades Council.
- CLR** - means CLR Construction Labour Relations Association of Saskatchewan Inc.
- CODC** - means CODC Construction Opportunities Development Council Inc.
- COMMERCIAL/INSTITUTIONAL CONSTRUCTION** - means all other construction work not specifically covered by the definition of Industrial Construction that is within the jurisdiction of Local Union No. 1985.
- EMPLOYEE** - means anyone employed under the terms of this Agreement.
- EMPLOYER** - means a Company bound by the terms of this Collective Agreement.
- EQUIVALENT** - where the term equivalent is used throughout this agreement, the Parties shall, by mutual agreement, determine any question regarding equivalency.
- GENDER** - means where the masculine gender is used in this Agreement it shall be considered to include the feminine gender.
- INDUSTRIAL CONSTRUCTION** - Industrial construction shall mean construction work in respect of:
- Electrical Power Generation
 - Water Control Structures and Dams
 - The development of Mining and Smelting Properties
 - Oil Refineries, Upgraders and all forms of hydro carbon production, extraction or processing
 - The development of Chemical Plants from any and all forms of feed stocks or other sources
 - Pulp, Paper or Timber/Wood processing mills or sawmills
 - Toxic Waste Disposal Systems
 - Production and Processing Plants for Natural Gas, LPG, Oxygen, Carbon Dioxide, or any other manufactured gases

- Base/Precious/Other Metal Production Plants or Upgrades of any and all kinds
 - Pumping stations and compressor stations for Gas or Oil (excluding Municipal Sewage and Water Treatment Plants)
 - Cement, Lime and Gypsum Plants
 - Bridges and Tunnels
 - Grain Terminals
 - In addition, industrial construction shall include such work as may reasonably be considered as industrial construction as mutually agreed by CLR and the Union
- KM** - means kilometre by road (not radius).
- LOCAL RESIDENT** - a local resident is a person who has resided within one hundred (100) kilometres of a project, but outside the cities of Prince Albert, Regina and Saskatoon, for at least six (6) months immediately preceding the date of hire.
- LOCAL RESIDENCE** - a local person's residence is the place where he permanently maintains a self-contained domestic establishment (a dwelling place, apartment, or similar place of residence where a person generally sleeps and eats) in which he resides.
- Original Documents (not photocopies) are required for proof of residence. These will be verified by the employer, copied and returned. Two (2) of the following are acceptable:
- Income Tax Assessment
 - Property Tax Assessment
 - Unemployment Insurance
 - Utilities Receipt
- LOCAL UNION OR UNION** - means the United Brotherhood of Carpenters and Joiners of America, Local Union #1985
- OCCUPIED PREMISE** - Any commercial property or job site that, because of its normal operating hours, makes it necessary that work be conducted during the hours that the commercial property is non-operational or closed.
- PREVIOUSLY DELINQUENT** - Shall mean and include any contractor that has been previously subject to the arbitration process or any legal proceedings to recover any/all payments proven to be delinquent.

- QUALIFIED** - shall mean to include certification of First Aid with CPR, CODC Interactive Rights and Responsibilities course and the SCOT course (or equivalent) and for Scaffolders shall also include certification of H₂S ALIVE and Journeyman Upgrading for Scaffolding.
- SUBCONTRACTOR** - means an individual, proprietorship, firm or corporation, etc. engaged, directly or indirectly, by the Employer to perform work within the jurisdiction of the Union.

ARTICLE 1:00 PURPOSE, SCOPE, AND SPECIAL PROJECTS

1:01 Purpose

The purpose of this agreement is to provide terms and conditions of employment for all Employees who are subject to this Agreement, to provide for the prompt and equitable resolution of grievances without interference with production or the work of the Employer or others, and to provide the appropriate skills required by the work, within the jurisdiction of the Union.

1:02 Scope

The terms of this Agreement and no other agreement shall apply to all Commercial/Institutional construction work performed within the Province of Saskatchewan.

1:03 Special Projects

The parties agree that they may, by mutual consent, negotiate special conditions for special jobs during the life of the Agreement, which would amend the agreement for that job by way of an Appendix. Parties requesting negotiations would outline the project, points of concern and proposed area of resolution.

ARTICLE 2:00 CONTRACTING

2:01 The Employer will not subcontract out any Carpenter work, which is regularly and routinely performed by the Employer's own forces, unless such work is to a sub-contractor that agrees to be bound by the terms and conditions of this agreement.

2:02 The Employer shall not be restricted from contracting Carpenter work, which is not regularly and routinely performed by the Employer's own forces, to a subcontractor which is not bound by the terms and conditions of this agreement.

2:03 Notwithstanding the above, it is understood that should the Employer undertake certain Carpenters work that is normally performed by a subcontractor as provided for in 2:02, then the Employer may continue to sub-contract this particular work at his discretion for the duration of this collective bargaining agreement without restriction.

2:04 In special circumstances the Employer may subcontract out work, which is regularly and routinely performed by the Employer's own forces, to a subcontractor which is not bound by the terms and conditions of this agreement, on a firm price basis only. In order to use this provision the subcontract must include all materials and equipment normally associated with the work being subcontracted and Union Permit Fees, Building Trades Per Capita and Contract Administration and Industry Development Fees must be paid based on the reasonably estimated man hours of carpenter work involved in the subcontract. The Employer shall be responsible for enforcement of this Article.

2:05 It is agreed that where a project requires that Employers be bound by, or employ persons under the terms and conditions of this agreement, then the provisions of 2:01, 2:02, 2:03 and 2:04 are null and void, and all subcontractors engaged directly or indirectly by the Employer to perform work within the jurisdiction of the Union and within the scope of this Agreement shall conform to the terms and conditions of this Agreement.

ARTICLE 3:00 UNION SECURITY, HIRING, JOB ACCESS, STEWARDS

3:01 The Employer recognizes the Union as the sole collective bargaining agent for all Employees within the jurisdiction of the United Brotherhood of Carpenters and Joiners of America, Local #1985, Saskatchewan.

3:02 Every Employee who is now or hereafter becomes a member of the Union shall maintain his membership in the Union as a condition of his employment, and every new Employee whose employment commences hereafter shall, within thirty (30) days after the commencement in his employment, apply for and maintain membership in the Union, and maintain membership in the Union as a condition of his employment, provided that any Employee in the appropriate bargaining unit who is not required to maintain his membership or apply for and maintain his membership in the Union shall, as a condition of his employment, tender to the Union the periodic dues uniformly required to be paid by members of the Union.

3:03 Hiring

The Employer shall hire only members of the Union in good standing through the appropriate Union office for the performance of all work within the scope of this Agreement. The Employer shall have the right to name hire all Employees including Foremen and Supervisors. Employers may hire Employees and the Union shall issue referral slips and/or clearance to Employees in the following sequence and in accordance with the following priorities:

- a) Qualified Saskatchewan Union Members whose residences are located within one hundred (100) kilometres of the project.
- b) Qualified persons whose residences are located within one hundred (100) kilometres of the project.
- c) Qualified Union Members whose residences are located in Saskatchewan.

3:04 The Union agrees to furnish qualified Employees on request. In the event the Union is unable to fill a requisition for Employees within a forty-eight (48) hour period (Saturdays, Sundays and recognized holidays excluded), the Employer shall have the right to employ qualified Employees from other available sources. All Employees shall obtain a clearance and/or referral slip from the appropriate union office before starting a job. At the request of the Employer, referral slips will be transmitted electronically to the Project (telephone, facsimile or telex).

- 3:05 The Employer agrees to deduct and remit Union dues and other deductions in accordance with the following:
- a) Upon receipt of authorization from the Employee, the Employer shall deduct from all Employees coming within the scope of this Agreement, from the first pay period of each month, monthly Union dues, initiation fees, or other assessments in the amount prescribed by the Local Union.
 - b) From each pay period, Union Field Dues in the amount calculated and/or prescribed by the Local Union.
- 3:06 Union dues and other deductions shall be remitted to the Local Union promptly by the 15th of the following month. Each remittance shall be accompanied by a list showing the name and social insurance number of the Employees on whose behalf the deduction was made; and showing opposite each name the amount of the deduction. For the field dues deducted the list shall show the figure on which the deduction was based.
- 3:07 In the case of delinquent remittance the Union may utilize the grievance procedure beginning with Step III to recover the amount owing and all associated costs and interest on the outstanding amount.

3:08 Job Access

An authorized representative of the Union shall be allowed access to the job to conduct Union business with Carpenters of the Employers subject to this agreement, after first notifying the Employer or Superintendent. In no way will the representative interfere with the carpenters working hours unless permission is granted by the Employer.

3:09 Stewards

The Local Union Representative shall have the right to appoint Job Stewards. The Union shall notify the Employer in writing of the name(s) of its steward(s). The steward will be allowed reasonable time to perform his duties. The steward(s) shall be one (1) of the last two (2) Employees to be laid off, provided there is work available for which he is qualified, otherwise the Union will be notified in writing in a timely fashion in order to appoint a successor(s). The steward(s) or their alternates shall not be discriminated against and shall be entitled to work all available overtime for which he is qualified.

ARTICLE 4:00 TERMINATION OF EMPLOYMENT

- 4:01 When an Employee is laid off, voluntarily terminates or is discharged for just cause, payment by cheque (or electronic direct deposit) at the sole discretion of the Employer of all monies owing, including a printed confirmation of earnings and deductions and a Record of Employment ("ROE") shall be sent by mail to the Employee's last known address on the next week regular payday.
- 4:02 Records of Employment for Employment Insurance purposes may, at the sole discretion of the Employer, be submitted electronically or by paper forms to Services Canada and in

accordance with Service Canada requirements. For an electronically submitted ROE a paper copy of the ROE shall be provided on request of an Employee.

- 4:03 Should the Employer fail to comply with the provisions set forth in Articles 4:01, the matter may be sent to Arbitration starting with Article 7:00 Step (X). In this case, the Arbitrator may choose to award the grievor(s) a minimum of eight (8) hours pay at straight time rate for each day he is kept waiting.
- 4:04 Notice of layoff or discharge shall be given in accordance with the Saskatchewan Employment Act.

ARTICLE 5:00 MANAGEMENT RIGHTS

- 5:01 The Employer retains full and exclusive authority for the management of its operation. The Employer shall direct his working forces at his sole prerogative including, but not limited to hiring, promoting, demoting, transferring to work directly related to the Project, suspending, laying off, disciplining, and discharging for cause, and classifying and judging the suitability of Employees for various types of work. No rules, customs or practices shall be permitted or observed which limit or restrict production or limit or restrict the working effort of Employees. The Employer shall have the right to utilize the most efficient methods or techniques of construction, tools or labour saving devices. There shall be no limitations upon the choice of materials or design. The Employer shall schedule work and shall determine when overtime will be worked. Nothing contained herein shall be exercised in a manner inconsistent with the provisions of this Agreement.

Subject to the provisions of this Agreement, the foregoing enumeration of management rights shall not be deemed to exclude other functions not specifically set forth. The Employer retains all legal and traditional rights not specifically covered by this Agreement.

ARTICLE 6:00 WORK STOPPAGE

- 6:01 No Employer subject to this Agreement shall cause a lock-out during the term of this Agreement.
- 6:02 No Employee bound by this Agreement shall strike during the term of this Agreement. No person, Employee or Trade Union shall declare, authorize or participate in a strike or other collective action which will stop or interfere with production or counsel a strike or collective action to be effective during its term. Violations of this Article will be cause for immediate termination without the right to grievance or rehire at the project.

ARTICLE 7:00 GRIEVANCE PROCEDURE AND ARBITRATION

7:01 It is the mutual desire of the Parties hereto, that complaints of Employees shall be adjusted as quickly as possible. The Foreman or Supervisor shall be given the opportunity to adjust a complaint. When a complaint is reduced to writing it shall be termed a grievance. Jurisdictional disputes shall not be settled by this grievance procedure.

7:02 A grievance shall mean any difference or dispute concerning the interpretation, application, administration or alleged violation of the Agreement and shall be handled in the following manner:

Step I: The aggrieved party shall discuss his complaint with his steward and the Foreman or immediate Supervisor, who shall endeavour to settle the complaint.

Step II: If the complaint is not settled within three (3) working days excluding Saturday, Sunday and recognized holidays, from the date there is evidence of a grievance having occurred, it shall be reduced to writing and referred to the Local Union's Business Representative.

Step III: If the grievance is not settled within twenty three (23) working days excluding Saturday, Sunday and recognized holidays, from the date there is evidence of a grievance having occurred, the grievance shall proceed to Arbitration at the request of either party.

Optional Grievance Mediation

The parties may agree to refer one or more grievances to a grievance mediator for the purpose of resolving the grievances in an expeditious and informal manner.

1. The parties shall not refer a grievance to a grievance mediator unless they have agreed on the nature of any issues in dispute.
2. On a joint request by the parties, the Minister of Labour shall appoint a grievance mediator.
3. A grievance mediator appointed by the Minister shall begin proceedings within ten (10) days after being appointed or on any day that the parties jointly request.
4. Where the parties jointly request the appointment of a grievance mediator pursuant to this section, any provisions of the collective bargaining Agreement that impose a limitation of time with respect to the reference of a grievance to arbitration are deemed to be inoperative.

5. The grievance mediator shall endeavour to assist the parties to settle the grievance by mediation.
6. If the parties are unable to settle the grievance by mediation, the grievance mediator shall endeavour to assist the parties to agree on the material facts in dispute, and then the parties may determine the grievance in accordance with the arbitration provisions commencing with Step IV.

Step IV: If the option in Step III is not exercised, the grievance shall proceed to Arbitration at the request of either party.

Step V: It is understood and agreed that any of the time limits herein may be extended by mutual agreement in writing.

Step VI: Any grievance between the Employer or the Union concerning the interpretation, application, administration or alleged violation of the Agreement shall be dealt with commencing with Step II.

Arbitration

Step VII: A request to proceed to Arbitration shall be made within five (5) working days excluding Saturday, Sunday and recognized holidays immediately following the time limits set forth in Step III.

Step VIII: A single Arbitrator shall be selected by both parties to hear any grievance which has been referred to Arbitration pursuant to this Agreement.

Step IX: Both Parties to the dispute shall share equally the expenses and fees of the Arbitrator.

Step X: When a Union or an Employer requests that a grievance be submitted to Arbitration, it shall make such a request in writing (Registered Mail) addressed to the other party. Within ten (10) working days after receipt of the notice to proceed to Arbitration, both parties shall mutually agree to the name of the Arbitrator. Failure to agree within the prescribed time limit shall result in the matter being referred to the Minister of Labour to select an Arbitrator.

Step XI: The Arbitrator shall not be authorized to make any decisions inconsistent with the provisions of this Agreement, nor to alter, modify or amend any part of this Agreement. The Arbitrator shall have the authority to vary or eliminate any disciplinary action or penalty imposed on an Employee when, in the opinion of the Arbitrator, an injustice has been done. The

Arbitrator shall render his decision no later than fifteen (15) calendar days from the hearing date.

Step XII: The decision of the Arbitrator shall be final and binding on both Parties.

7:03 A probationary apprentice's discipline or termination may be the subject of a grievance up to Step Number Three of the grievance procedure and the disposition of the grievance shall be final and binding at this Step. The discipline or termination of a probationary apprentice shall not be subject to Arbitration.

ARTICLE 8:00 JURISDICTIONAL ASSIGNMENT PLAN

8:01 Jurisdictional Disputes Resolution

Jurisdictional disputes involving workers employed under this Collective Agreement shall henceforth be resolved under the provisions of the Canadian Jurisdictional Disputes Plan in accordance with its rules and regulations and without work stoppage, slow down or other lack of production, and it is further agreed that a jurisdictional dispute shall in no way interfere with the progress or prosecution of work.

ARTICLE 9:00 HOURS OF WORK, OVERTIME, OVERTIME MEALS, SHIFTS, REST BREAKS, SHOW UP TIME, CALL OUTS

9:01 Hours of Work

This Article is designed to identify the hours of work and is not to be construed as a guarantee of hours of work per day, per week, or with respect to days in any week.

Forty (40) hours shall constitute a regular work week. The Employer shall establish the initial regular work week schedule as well as start and quitting times, based on either the Five Day Work Week schedule or the Four Day Work Week schedule. The Employees are to commence and complete their shift at the lunchroom.

The established work week schedule as well as start and quitting times may be changed by mutual agreement in writing between the Union and the Employer. Employees assigned from one schedule to another shall receive at least twenty four (24) hours' notice prior to such reassignment. In no case shall an Employee suffer loss of regular weekly earnings due to a schedule change.

In the event the foregoing work week schedules, starting or quitting times are changed without mutual agreement, applicable overtime rates shall be paid for any time worked before or after the above hours as a result of the changes.

a) Five Day Work Week

The work week shall be forty (40) hours of employment per week divided into five (5) working days. The regular work day shall be eight (8) hours of employment per day generally performed between the hours of 6:00 am and 6:00 pm. However, the starting time may be varied between 6:00 am and 10:00 am as required. Lunch period shall be unpaid, one-half (1/2) hour or one (1) hour as agreed on the project.

In the event a five day work week schedule is being worked, the work week in which a statutory holiday is observed will revert to four (4) days at eight (8) hours per day.

b) Four Day Work Week

The four day work schedule shall be forty (40) hours of employment per week and each day is to be ten (10) hours per day Monday to Thursday.

When working a four day work week schedule the regular hours of work shall be between the hours of 6:00 am to 6:00 pm Monday through Thursday inclusive and shall consist of ten (10) hours per day with one-half (½) hour unpaid lunch period between the hours of 12:00 noon and 1:00 pm.

In the event a four day work week schedule is being worked, the work week in which a statutory holiday is observed will revert to three (3) days at ten (10) hours per day.

9:02 Overtime

All hours worked from Mondays to Fridays, (and Saturdays if worked as a make-up day), in excess of forty (40) hours in any one (1) week period, and all hours worked on Saturdays shall be paid at time and one half (1.5x). Saturday may be used as a make-up day when weather conditions have caused lost time during the regular work week. Work performed on a make-up day shall be paid at straight time (1x) rates.

Monday through Friday or Monday through Thursday, each Employee must have worked all the available scheduled straight time hours that day before receiving overtime pay for hours worked thereafter on the same day. Further, an employee must work all available straight time hours in a week before qualifying for overtime rates in the same week, except as in cases of an approved leave of absence, or when the Employee's absenteeism on any working day is due to a bona fide illness or absence due to compassionate grounds satisfactory to the Employer and the Union Representative.

a) Five Day Work Week

When working under the five (5) day work week schedule, Employees shall receive one and one-half (1.5x) times their regular rate of pay for all overtime Monday through Friday.

b) Four Day Work Week

- i. When working under the four (4) day work week schedule, Employees shall be paid at one and one-half times (1.5x) the regular hourly rate for all hours worked in excess of the regular ten (10) hours per day Monday through Thursday.

- ii. Hours worked on Fridays (other than as a make-up day) shall be paid at one and one-half (1.5x) times the Employee's regular rate of pay. Time worked on Fridays shall be considered scheduled work hours. The Employer must advise each Employee in advance the minimum number of hours to be worked or paid for on Fridays.
- iii. When working under the four (4) day work week schedule, Friday may be used as a make-up day when weather conditions have caused lost time during the regular work week. Show-up time is not considered lost time. A make-up day will only be worked during the same week that the time is lost. Work performed on a make-up day shall be paid at the regular straight time rate for the first ten (10) hours to a maximum of forty (40) hours per week (not including show up time) after which the time and one-half (1.5x) rates shall apply. In no case shall the time scheduled on a make-up day be less than eight (8) hours. Time worked on make-up days shall be considered scheduled work hours.
- iv. When working a four day work week schedule, any recognized holiday falling on a Friday shall be observed on the preceding Thursday.

c) Sundays and Holidays

All hours worked on Sundays and Recognized Holidays shall be paid at the rate of double time (2x).

9:03 Overtime Meals

When an Employee is requested and agrees to work more than two (2) hours beyond the regularly scheduled shift, a free meal (hot when possible) and beverage will be provided. The meal will be provided during the first two (2) hours of such additional time and at each four (4) hour interval thereafter. The Employee shall be allowed a twenty (20) minute meal break and shall be compensated at the applicable rate of pay.

In the event that a meal and meal break is not provided, the Employee shall receive a meal allowance of twenty dollars (\$20.00).

9:04 Shifts

The Employer may establish multiple shifts. Shifts must remain in effect for a minimum of three (3) consecutive shifts, otherwise the Employee shall come under the terms of the regular work day or work week.

For second or third shifts established to precede or follow the day shift, Employees shall receive a shift premium of three dollars (\$3.00) per hour for all hours worked. There shall be no pyramiding of premium pay.

9:05 Occupied Premises

Notwithstanding all of the above, where the conditions of the job are such that work must be carried out on occupied premises, then the work may be done at regular straight time rates during any hour or day, including Saturdays and Sundays, and overtime rates will apply for all hours worked over forty (40) hours in any one week period.

9:06 Rest Breaks

Each Employee shall be allowed two ten (10) minute rest breaks, one during the first half of a shift and one during the second half of a shift. Rest breaks may vary by mutual consent of the parties.

If work is to continue for more than one (1) hour past the scheduled shift, a rest break of ten (10) minutes shall be taken by the Employees at the end of the scheduled shift.

When the Employee works more than two (2) hours beyond the regularly scheduled shift the Employer shall provide a meal and beverage (hot where possible) after the first two (2) hours of additional time.

Rest breaks for a scheduled ten (10) hour work day will be extended to two (2) fifteen (15) minute rest breaks.

9:07 Show Up Time

- a) When an Employee reports for work but is not placed to work or is unable to continue to work because of inclement weather or any other reason beyond the control of the Employer, the following shall apply:
- i. ~~Employees covered by this Agreement who report for work by direction of the Employer and not placed at work, shall be entitled to receive two (2) hours pay at the appropriate rate.~~ If an Employee is not placed to work and remains on the job he shall receive a minimum of two (2) hours pay at the applicable rate of pay or the actual waiting time at the applicable rate of pay, whichever is greater.
 - ii. If an Employee is placed to work he will be paid a minimum of three (3) hours pay.
 - iii. When an Employee has been notified prior to leaving his place of residence not to report for work, the two (2) hours reporting time in 8:03 (a) (i) shall not apply, but shall receive subsistence allowance where applicable.
- b) The decision and instructions to start or cease waiting or working shall be made by the Employer after consultation with the Steward. Any Employee failing to comply with such decision or instruction shall not be entitled to the foregoing minimum.

9:08 Call Outs

Employees who have performed work during the day and who respond to a request to return to work additional time shall receive a minimum of two (2) hours pay at the applicable rate or for actual hours worked whichever is greater.

ARTICLE 10:00 RECOGNIZED HOLIDAYS AND VACATIONS

10:01

a) The recognized holidays shall be as follows:

New Year's Day	Labour Day
Family Day	Thanksgiving Day
Good Friday	Remembrance Day
Victoria Day	Christmas Day
Canada Day	Boxing Day
Saskatchewan Day	

- b) Under no circumstances shall any work be performed on Labour Day except in cases of emergency involving life or property. When a recognized holiday falls on a Saturday or Sunday, the next following work day shall be taken as an alternate day off. When two (2) recognized holidays fall on a succeeding Saturday or Sunday, the following Monday and Tuesday shall be taken off as alternate days. Employees who are required to work on a recognized holiday shall receive appropriate overtime. Holiday pay shall be as set out in the Appendices attached.
- c) When working a four day work week schedule, any recognized holiday falling on a Friday shall be observed on the preceding Thursday.
- d) Any deviation to the foregoing must be mutually agreed upon by the Employer and Union Business Representative.

10:02 Recognized holiday pay shall accrue at four and one half percent (4.5%) of straight time earnings, and shall be paid each pay period with the Employee's regular pay.

ARTICLE 11:00 ANNUAL VACATION

11:01 Annual vacation pay shall accrue at six percent (6%) of gross earnings and shall be paid each pay period with the Employee's regular pay.

ARTICLE 12:00 WAGE SCALES AND FRINGE BENEFITS

12:01 **Wages**

All workers covered by this Agreement shall be classified and paid in accordance with the classification and wage scales as attached as Appendix A and forming part of this Agreement.

Wages shall be paid by cheque, or electronic direct deposit into the Employee's bank account of choice, at no cost to the Employee, the method of payment shall be determined by the Employer. A printed or electronic confirmation of earnings and deductions shall be

included with cash pay or cheque, or for electronic direct deposits mailed to the employee's address on record. Pay shall be on Friday before quitting time and not more than five (5) days' pay may be held back. Should five (5) days' pay be held in hand, a new Carpenter may apply for an advance in wages during the first pay period and such advance shall not be greater than the amount of wages actually earned.

Wages shall be paid to each Employee at least every second Friday. The work week for payroll purposes shall generally end at Saturday midnight. However, in order to meet the Employer's payroll requirements the Employer may close the payroll earlier. This will be established as a job condition and those affected so notified.

Fringe Benefits

- 12:02 The Employer shall contribute to all fringe benefits and trust funds in accordance with the attached Appendix A and forming part of this Agreement. Contributions to all trust funds shall be calculated in accordance with the applicable rate per hour stipulated in the attached appendixes for each hour worked by the Employee.
- 12:03 Where an Employee performs work that would require the Employer to contribute hourly contributions to each of the trust funds in the amounts specified in this Collective Agreement, then the Employer shall keep, and shall be deemed to have kept, such amounts separate and apart from his own monies and shall be deemed to hold the sums so deducted in trust on behalf of Employees until the Employer has paid such monies to the applicable trust fund. Further, in the event of any liquidation, assignment, or bankruptcy of such an Employer, an amount equal to the amount that is owed to the applicable trust fund by the Employer on whose behalf Employees have performed work entitling them to receive contributions to the applicable fund as is herein before provided for, is deemed to be held in trust for the Trustees of that trust fund and such funds shall be deemed to be separate from, 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.
- 12:04 The Employer authorizes the Parties to such trust agreements to appoint trustees and successor trustees to administer the trust funds and hereby ratifies and accepts the trustees so appointed as if made by the Employer.

a) Health and Welfare

The Employer and the Union acknowledge the Health and Welfare Fund for the benefit of members of the Union, and others, which Fund is called "Carpenters Insurance Benefit Trust Fund of Saskatchewan" as the same is constituted by a Declaration of Trust and Agreement in writing dated April 1, 1969.

b) Pension Fund

The Employer and the Unions acknowledge the Pension Fund for the benefit of members of the Union, and others, which Fund is called the "Carpenters Pension Fund of Saskatchewan" as the same is constituted by a Declaration of Trust and Agreement in writing dated April 1, 1973.

c) Apprenticeship and Training Fund

The Employer and Union acknowledge the Apprenticeship and Training Fund for the benefit of members of the Union, and others, which Fund is called "Carpenters' Apprenticeship and Training Trust Fund", as the same is constituted by a Declaration of Trust and Agreement in writing dated October 1, 1972.

d) Employee and Family Assistance Plan

The CODC PRO Care Plan is an industry-funded employee and family assistance plan for employees and their eligible family members according to the participation of sponsoring organizations and employers as well as Plan eligibility rules.

Employees must be enrolled in the Plan by their employer to become eligible for Plan benefits, subject to the Plan eligibility rules. An individual employee cannot self-enroll in the Plan.

Remittances and Reports

- i. Employers are required to remit the Contract Administration and Industry Development fees and the monthly CODC Employer Report Form to CODC by the 15th of the month following the month in which the hours were worked.
- ii. Employers must also submit the monthly Employee Data Report to the PRO Care plan by the 15th of the month following to facilitate the confidential determination of eligibility by the EFAP provider. There are three ways to submit this data:
 - entering the data directly on the CODC website at www.codc.ca/procare
 - OR
 - uploading an excel spreadsheet in the required format to the website (a sample spreadsheet can be downloaded from the website)
 - OR
 - Forwarding an excel spreadsheet in the required format electronically to procare@sasktel.net. **Hard copies of data will not be accepted.**

12:05 Delinquent Employers

In the case of delinquent remittance the Union may utilize the grievance procedure beginning with Step III to recover the amount owing and all associated costs and interest on the outstanding amount.

- a) If the Employer does not submit the contributions for the Carpenters Pension Fund of Saskatchewan, Carpenters and Millwrights Health and Welfare Benefit Trust Fund of Saskatchewan, and/or the Carpenters Apprenticeship and Training Trust Fund as set out above and the Union is required to take legal or other actions including the referral of grievances to arbitration to obtain the contributions, liquidated damages and/or interest due, the Employer shall reimburse the Union for any expense legal or otherwise incurred by the Union in connection to such actions.
- b) Grievances under this Article shall also be determined by a sole arbitrator. If the Employer does not respond in writing to such a grievance concerning contributions, liquidated damages and/or interest due or admits to the amounts owed or that it has violated the above provisions, the Union may refer the grievance to an arbitrator of the Union's choosing for disposition without a hearing. The Employer may provide written submissions to the arbitrator within a reasonable time frame of being advised of the matter being advanced to arbitration. Failure by the employer to provide such submissions will not prevent the arbitrator from ruling on submissions presented and issuing any relevant order or orders.
- c) The Union may in its sole discretion require previously delinquent Employers to deposit with the Trustee a cash bond in any amount up to and including \$40,000.00 and shall replenish such bond as may be required by the Union. The Trustees are authorized by this Article to draw upon the bond of a delinquent Employer. The drawing from a bond is in addition to any other remedy available to the Union in cases of Employer violations of this Article. It shall not be a violation of the Agreement, or the Saskatchewan Employment Act if the supply of labour is withheld due to the non-payment of Pension or Health & Welfare contributions by the Employer.

ARTICLE 13:00 APPRENTICES

13:01 Rate increases shall only be awarded upon the successful completion of each level of Apprenticeship Training as recognized by the Apprenticeship and Trade Certification Branch, and after the Apprentice has worked the required number of hours.

13:02 The Employer recognizes the Saskatchewan Carpenters Joint Training Committee and shall allow a representative of the Committee access to the site to perform functions related to apprenticeship and training administration provided that such functions do not interfere with the progress of the work. The Employer further agrees to fill out verifications of Trade Experience and give them to the Apprentice upon termination.

All Apprentices shall be indentured to the Saskatchewan Carpenters Joint Training Committee, the Director, or to the Employer. If an Employer chooses to indenture an apprentice they must do so within thirty (30) calendar days of the date of employment and must establish to the Union that the apprentice is indentured. Failure to comply shall allow the Saskatchewan Carpenters Joint Training Committee to indenture the apprentice.

13:03 Preference of employment shall be granted to all indentured Apprentices in order to provide a reasonable opportunity for those indentured to complete their apprenticeship.

- 13:04 In all cases the ratio of apprentices to journeymen shall not exceed the ratio established by the Saskatchewan Apprenticeship and Trade Certification Commission. As of January 24, 2007, the Commission Board passed a resolution to exempt final level apprentices from the calculation of journeypersons to apprentices ratios.
- 13:05 All Apprentices shall work with the tools of the trade and shall only do work customarily done by Journeymen; it being understood that each Apprentice be under supervision of a Journeyman.
- 13:06 All such documentation of current training must be provided by the employee to the union prior to dispatch and to the employer upon hire. It will be the Union's and Employers' shared responsibility to keep copies of qualifications of all workers dispatched.

ARTICLE 14:00 GENERAL WORKING CONDITIONS

- 14:01 Where practical, the Employer shall provide clean, ventilated and heated lunch rooms with benches and tables with adequate size and seating capacity to accommodate the number of people using the facility. Paper toweling is also to be supplied by the Employer to keep the lunch area clean. Areas required for eating and changing shall be kept free of tools and equipment. The Employees shall cooperate with the Employer in keeping these facilities clean.
- 14:02 Individual, separate, safe, and locked storage shall be provided for Carpenters' tools and work clothing.
- 14:03 Fresh drinking water in closed containers and individual paper cups shall be provided daily on all jobs.
- 14:04 The Employer shall provide suitable clean, enclosed, sanitary facilities, chemical or flush, heated in cold weather where practical. The Employees shall cooperate with the Employer in keeping these facilities clean. The Employer shall supply suitable dry type hand cleaner and towelling.
- 14:05 Suitable rain gear and protective clothing and equipment shall be provided by the Employer when safety, weather, or working conditions dictate their use or when required by the Employer. Gloves shall be provided on an exchange basis.
- 14:06 Insurance of Carpenters tools shall be carried by the Employer covering loss by fire and theft, to a maximum of One Thousand Dollars (\$1,000.00) per man.
- 14:07 Where site development permits, the Employer shall provide the Employees with adequate car parking facilities including plug ins in cold weather.
- 14:08 The Union will be supplied with a photocopy of the Employee's Record of Employment when requested.
- 14:09 If power tools and their accessories are required, they shall be supplied by the Employer and operated by the Employee.

14:10 The tools of a Carpenter or Apprentice starting on a job shall be in good condition and must be kept so. This may be done during working hours. The Employer agrees to have necessary tools sharpened as required without cost to the Employee.

14:11 The Employee agrees to supply as a minimum the following list of tools when performing:

General Carpentry:

- Pencils
- 1 Bit file
- 1 Saw, crosscut, 8-point 26"
- 1 Saw, compass
- 1 Hammer, 16 oz. or 20 oz.
- 1 Hatchet
- 1 Square, steel framing, 24" x 16" x 2"
- 1 Square, combination, 12"
- 1 T bevel, sliding, 6" or 8"
- 1 Tape, steel, 16' minimum
- 1 Cold Chisel 5/8" plus
- 1 String Line, 100 ft.
- 1 Chalk Line
- 1 Tape, steel, 100 ft - 30 m
- 1 Level, 24", 6 glasses
- 1 Nail puller, cats-paw type, 6" or 8"
- 1 Plumb bob, 12 oz.
- 1 Screwdriver, solid, 10" or unidrive
- 1 Wrench, adjustable, 12"
- 1 Lineman's pliers, 9 1/2"
- 1 Box, tool, 32" x 12" x 7"
- 1 Utility knife
- 1 Hack saw
- 1 Tin snips, straight cut, 10"
- 1 Combination rasp
- Cornerfile

Finish Carpentry:

In addition to the above list, a minimum of the following shall be supplied:

- 1 Countersink
- 2 4" C Clamps
- 1 Saw, crosscut, 10- or 12-point 26"
- 1 Saw, coping
- 1 Saw, drywall
- 1 Rubber mallet
- 1 Chisels, wood, set of 1/4", 1/2", 3/4", 1", 1 1/4", 1 1/2"
- 1 File, flat, 10"
- 1 File, round, 3/8"
- 1 File, 3 corner, fine
- 1 Center punch

1 Arborite knife
1 Plane, block, 7" x 1 $\frac{5}{8}$ "
1 Stone, oil, 7" x 2" x 1"
1 Scribe
2 Nail sets, 2/32", 3/32"
1 Wonder bar
1 Metal masters, straight
1 Awl
1 Push Drill
1 Gauge, butt
1 Set allen wrenches
1 Back saw
1 Putty knife
1 Screwdriver set, stubby Robertson, green, red, & black
1 Screwdriver, stubby Phillips
1 Screwdriver, stubby, flat
1 Screwdriver set, Robertson, yellow, green, red, & black
1 Screwdriver set, flat, $\frac{1}{8}$ ", 3/16", $\frac{1}{4}$ ", $\frac{3}{8}$ "
1 Sanding block
1 Glue bottle

Scaffolding:

Carpenter's Apron	Utility Knife
Torpedo Level	Carpenter's Pencil
Lineman's Pliers or 8" End Nippers	
Steel Tape, 16 ft.	Hammer, 20 oz.
Saw, crosscut, 8-point 24"	Wrench, adjustable, 10"

ARTICLE 15:00 SAFETY

15:01 It is agreed that Employers and Employees shall maintain and abide by all site safety regulations as established by the Owner or Project Manager and all applicable provincial and/or federal safety legislation.

15:02 Safety Orientation

The parties to this agreement recognize the mutual value of improving, by all proper and reasonable means, the safety of the individual worker and shall participate in and promote the following:

All Employees shall be certified in Safety Orientation. Safety Orientation shall consist of three parts: PART 1 - the CODC Interactive Rights and Responsibilities course; PART 2 - the SCOT course or equivalent, and PART 3 - Employer or Owner Project Specific Training.

All workers being dispatched to the Employer must have obtained certification in Part 1 and Part 2.

The Employer or Owner shall provide to each Employee before commencing work with Part 3 - Employer or Owner Project Specific Training. Each Employee shall be on the payroll and paid while receiving Part 3 training.

As a condition of employment it is the sole responsibility of each and every employee to obtain, hold and maintain all current certification(s) in any and all provincially legislated safety training requirements (i.e. WHMIS, Fall Arrest etc.) that are trade specific and/or specific to the construction industry as a whole. The Employer is responsible to clearly specify the certifications required for the particular project on the Manpower Requisition. Supporting documentation of all legislated training must be provided by the employee to the Union prior to dispatch and to the employer upon hire and may be further requested by the employer at any time during the duration of their employment. Prior to the expiration of any certification, the Employee will be notified by the Employer and give the employee reasonable time to renew their certification.

The CODC Harassment Policy and Procedures, including the provisions regarding General Harassment and as amended from time to time shall be the minimum standard of the Agreement.

For specific safety training required by the Employer, the Union will endeavour to dispatch workers with such training. Such as, but not limited to the following, First Aid/CPR, H2S Alive, Aerial Work Platforms, Rigging and Safety, Confined Space Entry, Asbestos Safety & Awareness, Leadership for Safety Excellence or equivalent and CODC Better SuperVision or equivalent.

15:03 It is understood and agreed that the Employers and Employees shall at all times comply with the Accident Prevention Regulations made pursuant to the current Occupational Health Act, and any refusal on the part of the worker to work or to continue to work in contravention of such regulation shall not be deemed to be a breach of this Agreement.

15:04 A qualified Safety Site Representative shall be on site.

15:05 An Employee who is injured while working for the Employer and who is sent home because of such injury shall receive pay up to the end of the shift in which he was injured. The Job Steward will be allowed time to gather the injured worker's personal belongings as soon as possible after the accident and if the case warrants it, the Employer shall designate someone to accompany the injured worker to the doctor or hospital without loss of pay for the regular shift.

ARTICLE 16:00 TRANSPORTATION

16:01 Local Residents

Local residents shall not be entitled to transportation allowances, transportation expenses, or room and board or subsistence.

16:02 **Free Zone**

Sixty (60) road kilometres around the project site shall comprise a Free Zone where no Travel Allowance, Travel Expense or Room and Board, or Subsistence shall be provided.

16:03 **Transportation Allowance**

When the transportation is Employer supplied, each Employee will be paid a flat rate transportation allowance per return trip equal to the product of the Employees basic hourly rate and the ZONE multiplier, based on the distance from Regina, Saskatoon or Prince Albert to the jobsite, as follows:

Zone	Range	Rate	Zone Multiplier	
Free Zone	0-60 km	Nil		0
Zone 1	60-100 km	Basic pay rate	X	1
Zone 2	101-200 km	Basic pay rate	X	2
Zone 3	201-300 km	Basic pay rate	X	3
Zone 4	301-400 km	Basic pay rate	X	4

16:04 **Transportation Expense**

When the Employer does not provide transportation, the Employer will pay a Transportation Expense of fifty-five cents (\$0.55) per kilometre to each employee using his own vehicle beyond the Free Zone. The above shall apply on each return trip the Employee makes to the jobsite measured by road mileage by the shortest, reasonably possible route.

The transportation expense shall be the vehicle allowance rate published by Canada Revenue Agency for the maximum rate (generally for the first 5,000 km). The transportation expense shall be adjusted as the CRA rate changes and become effective on the same date as the next wage adjustments.

ARTICLE 17:00 ROOM AND BOARD, SUBSISTENCE OR CAMPS

The purpose of this Article is to pay reasonable expenses on behalf of the Employee. It is not intended to be a source of supplementary income. The Employer may require that each Employee who receives a subsistence allowance sign a form declaring that they qualify for and have incurred expenses for subsistence in the amount of the allowance.

17:01 On out of town projects where Employees do not commute daily from the cities of Regina, Saskatoon, or Prince Albert the Employer shall provide, at his option, one of the following:

- a) Suitable room in a hotel or motel plus board or board allowance at no cost to the Employee;
or
- b) Subsistence allowance or
- c) A camp

17:02 Room and Board

With respect to suitable room and board it is agreed that no more than two (2) persons will be required to be lodged in one room. In lieu of providing board the Employer shall supply each Employee board allowance of forty seven dollars and fifty cents (\$47.50) per day.

Where the hotel or motel is not within walking distance of the jobsite the Employer shall supply transportation or the transportation expense referred to in 16:04.

17:03 Subsistence Allowance

- a) The daily subsistence allowance per calendar day worked shall be as follows effective:

Effective June 21, 2015	one hundred and twenty dollars (\$120.00)
Effective May 1, 2016	one hundred and twenty-five dollars (\$125.00)
Effective April 29, 2018	one hundred and thirty dollars (\$130.00)

- b) Subsistence Allowance will be paid for bad weather days and make-up days which occur within the work week and for any recognized holiday which falls on a scheduled work day, other than a Monday or Friday (Monday or Thursday on a four day work week schedule), provided the Employee reports for work on the work day immediately preceding and following the recognized holiday.
- c) An Employee shall forfeit subsistence allowance for absenteeism on any working day. When an Employee is absent on the working day immediately preceding or following bad weather days or recognized holidays, he shall forfeit subsistence allowance for such absenteeism and for the bad weather days or recognized holidays. When Saturday is not a working day and an Employee is absent on Friday when work is available, he shall forfeit subsistence allowance for Friday and for Saturday. When Sunday is not a working day and an Employee is absent on Monday when work is available, he shall forfeit subsistence allowance of Sunday and for Monday. When Friday is not a working day and an Employee is absent on Thursday when work is available, he shall forfeit subsistence for Thursday, Friday and Saturday.

The above forfeiture of subsistence allowance shall be waived when the Employee's absenteeism on any working day or on Thursday, Friday and/or Monday, as outlined herein, is due to a bona fide illness or absence due to compassionate grounds satisfactory to the Employer and the Union.

Forfeiture of subsistence allowance may also be waived in other cases if the reason for absenteeism is acceptable to the Employer.

17:04 Camps

- a) Camps are not permitted within eighty (80) road kilometres of Regina, Saskatoon, or Prince Albert.
- b) In the event that a camp is being contemplated, CLR and the SPB & CTC will meet to discuss the necessity and feasibility of a camp.

- c) All camps shall be constructed and maintained in accordance with the camp standards of the Saskatchewan Provincial Building and Construction Trades Council. These standards are to be used as the minimum standards required for camps.

ARTICLE 18:00 SAVINGS CLAUSE

18:01 If any provision of this Agreement is in conflict with the laws or regulations of Canada or Saskatchewan, such provision shall be superseded by such law or regulation.

ARTICLE 19:00 CONTRACT ADMINISTRATION AND INDUSTRY DEVELOPMENT FEES

19:01 Contract Administration and Industry Development Fees have been committed to develop and maintain Collective Bargaining Agreements and to create, support and promote programs to continually enhance the unionized construction product.

The CODC Construction Opportunities Development Council Inc. ("CODC") has been incorporated to administer funds contributed on behalf of both the Saskatchewan Provincial Building and Construction Trades Council ("SPB & CTC") and CLR Construction Labour Relations Association of Saskatchewan Inc. ("CLR"). CODC will allocate the contributions to the respective organizations as provided for in this Article.

19:02 Each Employer subject to this Agreement shall contribute the following for all hours worked by each Employee:

a)	SPB & CTC	\$0.05/hour	(GST N/A)
	CODC Fund	\$0.03/hour	(Plus GST)
b)	CLR	\$0.10/hour	(Plus GST)
	CODC Fund	<u>\$0.03</u> /hour	(Plus GST)
	TOTAL	<u>\$0.21</u>/hour	

The rate of fees contributed on behalf of CLR may be changed at any time during the term of this Agreement by written notice to the Employer by CLR.

19:03 Each Employer shall remit the total contributions in this Article no later than the fifteenth (15th) day of the month following, together with the Report Form provided for this purpose to CODC Construction Opportunities Development Council Inc., P.O. Box 4019, Regina, SK, S4P 3R9.

19:04 The Union shall provide a summary of the total hours worked by Employees for each Employer on a monthly basis and shall submit the list to CODC by the fifteenth (15th) of the month following.

19:05 In the event of a failure on the part of any Employer to contribute the funds as required in this Article, the SPB & CTC or CLR may 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 in this Collective Agreement, by either the SPB & CTC or CLR in its own name against the subject Employer. Such a grievance may be referred by the SPB & CTC or CLR to arbitration without being processed through any intervening steps other than written notice of the grievance and the reference of the grievance to arbitration. The parties to the grievance for the purposes of appointment of the Arbitrator shall be the SPB & CTC or CLR and the subject Employer. The unsuccessful party shall pay the costs of the Arbitrator. The SPB & CTC or CLR 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.

ARTICLE 20:00 ENABLING AGREEMENT TERMS AND PROCEDURES

20:01 The local Union may, in order to secure jobs for its members and contracts for Employers who are bound by this Agreement, but are bidding on contracts against contractors who are not parties to this Collective Agreement, amend or delete any of the terms and conditions in this Collective Agreement subject to the terms of Appendix "B".

ARTICLE 21:00 DURATION OF AGREEMENT

21:01 This Agreement shall become effective from June 21, 2015 and shall remain in full force and effect until April 30, 2019 or thereafter from year to year provided that any time not more than one hundred and twenty (120) days and not less than sixty (60) days prior to expiry, either party may give the other party written notice to negotiate revisions thereto, and should such notice be given, the Parties shall, in accordance with the Saskatchewan Employment Act, bargain collectively with a view to renewal or revision of the Agreement or the conclusion of a new Agreement.

APPENDIX A

Commercial Rates

1. Union Recognition

The Employer recognizes the Union as the sole collective bargaining agent for all employees within the jurisdiction of the United Brotherhood of Carpenters and Joiners of America, Local 1985, Saskatchewan.

2. Classification and Wage Rates

Minimum hourly wage rates for Carpenters shall be as follows:

	June 21/15	May 1/16	Apr 30/17	Apr 29/18
Journeyman Rate	32.89	33.97	35.05	36.23
Statutory Holiday Pay 4%	1.48	1.53	1.58	1.63
Vacation Pay 6%	2.06	2.13	2.20	2.27
Health and Welfare	0.90	0.90	0.90	0.90
Pension	3.52	3.52	3.52	3.52
Apprentice and Training	0.50	0.50	0.50	0.50
Total Package	\$41.35	\$42.55	\$43.75	\$45.05

Foremen: Journeyman Rate plus 8%

Foremen who have completed taking the CODC Better SuperVision course or commercial equivalent (these courses require completion of "Leadership for Safety Excellence"): 12% above the Journeyman Rate.

3. Apprentices

a) Probationary Apprentices

Probationary Apprentices shall be subject to a mandatory probationary period of four hundred and eighty (480) regular hours. (See Article 7:03)

The minimum wage rate for Probationary Apprentices shall be fifty percent (50%) of the Journeyman base rate.

Employer contributions on behalf of Probationary Apprentices shall be made to the Apprenticeship and Training Fund. Employer contributions on behalf of all other Apprentices shall be made to the Health and Welfare, Pension and Apprenticeship and Training Funds.

The Employer may hire Probationary Apprentices subject to the provisions of this Agreement, but in no case shall the ratio of Probationary Apprentices exceed one Probationary Apprentice for every two Apprentices. All Probationary Apprentices may do work not customarily done by Indentured Apprentices.

b) Carpenter Apprentices

The minimum wage rate for Carpenter Apprentices shall be the percentage of Carpenter's wage as stated below:

0000 - 1800 hours	60%
1800 - 3600 hours	70%
3600 - 5400 hours	80%
5400 - 7200 hours	90%

c) Scaffolder Apprentices

The minimum wage rate for Scaffolder Apprentices shall be the percentage of Scaffolder's wage as stated below:

0000 - 1200 hours	60%
1200 - 2400 hours	70%
2400 - 3600 hours	80%
3600 - 4800 hours	90%

d) Acoustical/Drywall Apprentices, Including Tapers

The minimum wage rate for Acoustical/Drywall Apprentices, including Tapers, shall be the percentage of Acoustical/Drywall wage as stated below:

0000 - 1500 hours	60%
1500 - 3000 hours	70%
3000 - 4500 hours	80%
4500 - 6000 hours	90%

4. Health and Welfare Fund

The Employer shall contribute to the Carpenters' Insurance Benefit Trust Fund of Saskatchewan at the rate established in the respective wage schedule per hour for each hour of work performed by each of its Employees covered by this Agreement. Such contributions shall be remitted to such place or places as designated by the Trustees of said Fund and be made by the fifteenth (15th) of the month following the month for which such contributions are payable.

5. Pension Fund

The Employer shall contribute to the Carpenters' Pension Fund of Saskatchewan at the rate established in the respective wage schedule per hour for each hour of work performed by each of its Employees covered by this Agreement. Such contribution shall be remitted to such place or places as designated by the Trustees of said Fund and be made by the 15th of the month following the month of which such contributions are payable.

6. Apprenticeship and Training Fund

The Employer shall contribute to the Carpenters' Apprenticeship and Training Trust Fund at the rate established in the respective wage schedule per hour for each hour of work

performed by each of its Employees covered by this Agreement. Such contributions shall be remitted to such place or places as designated by the Trustees of said Fund and be made by the 15th of the month following the month for which such contributions are payable.

7. Employee and Family Assistance Plan

Each Employer subject hereto shall submit the monthly Employee Data Report to the CODC PRO Care Plan by the 15th of the month following to facilitate the confidential determination of eligibility by the EFAP provider.

APPENDIX B

Enabling Procedures

1. The term "enabled project" means a project or job covered by the Enabling Clause Information Sheet forming part of this Appendix.
2. An Employer wishing to obtain agreement for an enabled project shall complete the Enabling Clause Information Sheet and forward it to the Local Union.
3. In the event that the Local Union is prepared to amend or delete any of the terms or conditions in this Collective Agreement it shall, under the signature of the Local Union Business Representative or his designate, complete the Enabling Clause Information Sheet by certifying those terms or conditions which are to be amended or deleted and, in the case of an amendment, particulars of the amendment.
4. The Local Union shall, at the time when the Enabling Clause Information Sheet is signed by the Local Union and is returned to the Employer, advise CLR Construction Labour Relations Association of Saskatchewan Inc. that it has agreed to an enabled project and file a copy of the enabling terms with CLR. The Local Union agrees, subject to the terms of this Appendix, to offer the same terms and conditions to other Employers bidding on the enabled project.
5. The Employer shall, upon receipt of the Enabling Clause Information Sheet signed by the Local Union, be entitled to bid on the enabled project using the terms contained in the Enabling Clause Information Sheet. Except as specifically modified in the Enabling Clause Information Sheet, the Employer shall be governed by the terms and conditions of this Collective Agreement.
6. The parties specifically acknowledge and agree that the issuance of an Enabling Clause Information Sheet shall be at the sole discretion of the Local Union. The parties further acknowledge and agree as follows:
 - a) the terms and conditions granted in respect to an enabled project apply only to Employers, whether contractors, subcontractors or otherwise, who are parties to this Collective Agreement.
 - b) where an Employer subcontracts work to a party who is not a party to this Collective Agreement, the Enabling Clause Information Sheet signed by the Local Union shall be of no effect and the Employer shall not be entitled to rely upon any of the terms and conditions set out in the Enabling Clause Information Sheet but shall be subject to the terms and conditions of this Collective Agreement.
 - c) where an Employer is, in the opinion of the Local Union, in any way, associated or affiliated with, or the directors, officers or employees of an Employer carry on the same or a similar business through, an entity that is not a party to this Collective Agreement (such an entity being hereafter referred to as a "related organization"), that Employer shall not be eligible to obtain or rely upon an Enabling Clause Information Sheet under this Appendix nor shall such Employer be entitled to any information on the terms of an Enabling Clause Information Sheet issued to any other Employer under this Appendix unless the Employer

provides assurances, satisfactory to the Local Union, that the enabled project will only be bid by it and not by any related organization.

7. The terms of an Enabling Clause Information Sheet shall continue for the duration of the enabled project notwithstanding that this Collective Agreement may expire prior to the completion of the project.
8. The exercise by the Local Union of any discretion under this Appendix shall not be subject to any grievance or arbitration procedure.

ENABLING CLAUSE INFORMATION SHEET

DATE: _____

TO: Local Union FROM: _____	Telephone: _____ Facsimile: _____ Telephone: _____ Facsimile: _____
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Please accept this as a request to bid the project outlined herein under the terms of the enabling provisions of the Saskatchewan Provincial _____ Agreement currently in force.
(Trade)

PROJECT: _____
 OWNER: _____
 LOCATION: _____
 VALUE: _____ BID TO: _____
 TENDER CLOSING DATE: _____ PEAK MANPOWER: _____
 START DATE: _____ COMPLETION DATE: _____

KNOWN BIDDERS:	
UNION	NON-UNION

The following items are agreed to for the duration of this project only.

ITEM	DESCRIPTION

All other terms and conditions will be as per the current collective bargaining agreement.

 Business Representative, Local Union

 Contractor Representative