

# International Brotherhood of Electrical Workers

## Local 993 – AFL – CIO, CLC



*Proudly Serving Its' Members Since November 1, 1947*

873 Desmond Street, Kamloops, BC V2B 5K3

Phone 250-376-8755 • Fax 250-376-8136

Email: [office@ibew993.org](mailto:office@ibew993.org)

[www.ibew993.org](http://www.ibew993.org)

AGREEMENT BETWEEN IBEW LOCAL 993 and KIKINAW ENERGY SERVICES  
ANY ITEMS NOT REFERENCED WITHIN THIS DOCUMENT SHALL COME FROM THE  
2016-2019 INSIDE WIREMANS AGREEMENT AND ITS SUCCESSOR.

This Agreement shall be a Project Specific Agreement between the International Brotherhood of Electrical Workers Local 993 (IBEW 993 or the Union) 873 Desmond St. Kamloops B.C. and Kikinaw Energy Services of Fort St. John, B.C. (the Company)

This contract will be for Electrical Work performed at or performed for the the BC Hydro Site C GSS Project Electrical Construction and or Maintenance in Conjunction with the scope of work being done by Aecon/Flatiron Joint Venture. Other projects or expansion or reduction of scope may be added by mutual agreement by both parties.

“Note: All other areas/regions not mentioned above do not apply to this agreement and the Kikinaw business model.”

This contract will begin on date of signing and expire when GSS project signed over to BC Hydro or when mutually agreed by both parties

The opportunity to work on the project requires the demonstration of an execution strategy that will ensure the uninterrupted supply of quality tradespeople for the duration of the Project, bridging any local union collective agreement negotiations or legal strikes which may take place in the general construction industry. The Union is a key stakeholder in the overall success of the Project and, further, that Union with strong and reliable international affiliations can offer critical support in ensuring uninterrupted supply of quality trades people for the duration of the Project and the success of the Project will be better ensured through an agreement that benefits all stakeholders in terms of enhancing ongoing communications and working relationships;

It is the express intention of all of the parties hereto that the execution of this Agreement in no way detracts from nor adds to the bargaining authority of any of the proponents or of the unions, nor does it in any way act as a surrender of any bargaining authority that any such group may hold;

It shall be agreed by the parties that the following terms and conditions of employment shall apply to the project with respect to any and all awarded work within the scope of this agreement. The need to ensure that construction of the Site C Clean Energy Project shall proceed safely, efficiently, economically, and without interruption and the need to increase the level of

safety in the construction industry and during the GSS phase of the project.

#### NO STRIKE NO LOCKOUT

It is understood and agreed by the Parties that this Project Labour Agreement is a special no-strike, no-lockout Agreement.

Neither the Union, nor any representative(s) of the Union, nor any member of the Union, nor any employee covered by this Agreement shall in any way, either directly or indirectly, authorize, encourage, condone, support, participate or engage in any strike, walkout, suspension of work, study session, slowdown or work stoppage of any kind on the part of any employee or group of employees or refuse to perform any task during the term of this Agreement.

The contractor or representatives of the contractor shall not in any way cause or direct any lockout of employees during the term of this Agreement.

#### LOCAL HIRE AND APPRENTICES.

The Union will prioritize qualified local First Nations Red Seal Electricians already in the employ of Kikinaw Energy Services and expedite membership into IBEW Local 993.

IBEW 993 Local Hire provisions will be in force throughout project,

- 1) 80km radius including Site C identified first nations consisting of but not limited to Blueberry River First Nations, Dog River First Nation, Fort Nelson First Nation, Halfway River First Nation, McLeod Lake Indian Band, Prophet River First Nation, Sauteau First Nations and West Moberly First Nations.
- 2) Northern B.C.
- 3) Rest of B.C.
- 4) Western Canada and Canada

The union will also use its existing infrastructure to identify qualified applicants for the apprentice program that are from the local First Nations Community and to place them into employment while they learn the trade. Upgrading if necessary to prepare for future schooling will be done in conjunction with the IBEW 993 Training Department.

The company will work with the Union to ensure Apprentices receive adequate and diverse electrical experience wherever possible and assist the Union in making sure training requirements are fulfilled. We will work towards exceeding our standard industrial apprentice ratio of 3 to 1 (25%) as long as can be done safely within the scope of work laid out.

#### TRAVEL, TURN AROUND AND ACCOMMODATIONS

Will follow provisions of the Inside Wireman's Agreement and CRA rates.

SHIFT SCHEDULES

Shift Schedules will follow provisions of the Inside Wireman's Agreement, with the exception that if a shift goes over schedule or under schedule those days will be made up on next turn around if possible. All efforts will be made to ensure adequate site coverage during turn around periods.

Signed on \_\_\_\_\_, 2018

Signed on MAY 7, 2018

\_\_\_\_\_  
Glen Hilton, Business Manager  
& Financial Secretary IBEW LU 993

  
\_\_\_\_\_  
Kory Wood, President Kikinaw Energy Services

The parties mutually agree to add the Site "C" Substation to the Project Labour Agreement.

Signed on \_\_\_\_\_, 2018

Signed on MAY 7, 2018

\_\_\_\_\_  
Glen Hilton, Business Manager  
& Financial Secretary IBEW LU 993

  
\_\_\_\_\_  
Kory Wood, President Kikinaw Energy Services

The parties mutually agree to remove reference to the "Code of Excellence".

Signed on \_\_\_\_\_, 2018

Signed on MAY 7, 2018

\_\_\_\_\_  
Glen Hilton, Business Manager  
& Financial Secretary IBEW LU 993

  
\_\_\_\_\_  
Kory Wood, President Kikinaw Energy Services

Rates are as per attached agreed upon rates, overtime rates will be paid as per the Site C Package associated to the South Bank Sub Station under Local 993/FMI Agreement

**LU 993 Site C Aecon Temporary Power Project and Maintenance, Site C South Bank Sub Station for FMI and Kikinaw**

	Percent of J/W Rate	Wage Rate	Hol & Stat Pay	RRSP	H&W	Ind. Funds	Total Package
<b>Journey Wire/Winder</b>	100%	35.55	4.27	3.10	2.50	0.86	46.28
A Foreman	120%	42.66	5.12	3.10	2.50	0.86	54.24
B Foreman	112%	39.82	4.78	3.10	2.50	0.86	51.05
General Foreman	130%	46.22	5.55	3.10	2.50	0.86	58.22
Cable Splicer	112%	39.82	4.78	3.10	2.50	0.86	51.05
Cable Splicer Foreman	120%	42.66	5.12	3.10	2.50	0.86	54.24
Instrument Tech	100%	35.55	4.27	3.10	2.50	0.86	46.28
Service Man	112%	39.82	4.78	3.10	2.50	0.86	51.05
<b>Pre-Apprentice Rates</b>							
1st 6 months	40%	14.22	1.71	0.00	2.50	0.86	20.63
2nd 6 months	45%	16.00	1.92	0.00	2.50	0.86	22.79
<b>Apprentice Rates</b>							
<b>Standard Jrny Wire</b>							
100% Term	100%	35.55	4.27	3.10	2.50	0.86	46.28
8TH Term	90%	32.00	3.84	2.33	2.50	0.86	41.52
7TH Term	85%	30.22	3.63	2.33	2.50	0.86	43.89
6TH Term	80%	28.44	3.41	1.55	2.50	0.86	36.76
5TH Term	75%	26.66	3.20	1.55	2.50	0.86	34.77
4TH Term	70%	24.89	2.99	0.78	2.50	0.86	34.87
3RD Term	65%	23.11	2.77	0.78	2.50	0.86	32.71
2ND Term	60%	21.33	2.56	0.00	2.50	0.86	27.25
1ST Term	55%	19.55	2.35	0.00	2.50	0.86	25.26