

# **MEMORANDUM OF AGREEMENT**

**BETWEEN**

**TECK RESOURCES LIMITED**

**(the “Owner”)**

**- AND -**

**INTERNATIONAL UNION OF OPERATING ENGINEERS, LOCAL 115**

**INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL 993**

**UNITED ASSOCIATION OF PLUMBERS AND PIPEFITTERS, LOCAL 170**

**IRONWORKERS UNION, LOCAL 97**

**CONSTRUCTION AND SPECIALIZED WORKERS UNION, LOCAL 1611**

**CONSTRUCTION MAINTENANCE AND ALLIED WORKERS CANADA, LOCAL 1346**

**INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL 258**

**MILLWRIGHTS, LOCAL 2736**

**SHEET METAL WORKERS’ ROOFERS AND PRODUCTION WORKERS’, LOCAL 280**

**(the “Unions”)**

**Collectively (the “Parties”)**

**A Memorandum of Agreement to amend the Poly-Party Mine Construction Project Labour Agreement (PLA) for the Owner’s Highland Valley Copper Mine Life of Mine Extension and Expansion Project (“Project”) to include as Parties Millwrights, Local 2736 and Sheet Metal Workers’ Roofers and Production Workers’, Local 280 and to amend Millwrights, Local 2736 and Sheet Metal Workers’ Roofers and Production Workers’, Local 280 and delete reference to Upper Nicola Indian Band (UNIB) and to include Spuzzum First Nation and Kanaka Bar Indian Band throughout the PLA.**

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**WHEREAS** the Owner and Unions have worked collaboratively to create a PLA, a copy of which is attached hereto, which contains terms and conditions to meet Project construction requirements, mitigate labour risks, and to meet the Owner’s important hiring and training obligations to qualified members of Citxw Nlaka’pamux Assembly, Nlaka’pamux Nation Tribal Council, Lower Nicola Indian Band, Stk’emlupsemc te Secwepemc Nation, Spuzzum First Nation, and Kanaka Bar Indian Band (collectively “IGOs”).

**AND WHEREAS** the PLA is designed to create a framework and processes for the Contractor, Unions, and Owner to work collaboratively to maintain a healthy, safe, and respectful work environment, to manage labour productivity risks, to promote positive relations, and to support Contractor success, workers being at their best, and on-schedule and on-budget completion.

**THE PARTIES** agree as follows:

1. The PLA will be utilized by all Contractors in bargaining relationships with the Unions, or have voluntarily recognized the Unions, and are employing members of the Unions or workers represented by the Unions on the Project.
2. To work collaboratively to maximize training and employment opportunities for the Owner's IGO members.

**THE OWNER** agrees as follows:

1. All Contractors engaged by the Owner to perform work on the Project who have bargaining relationships with the Unions, or have voluntarily recognized the Unions, as a condition of working on Site must become a signatory to the PLA.

**THE UNIONS** agree as follows:

1. That the Unions, or any one of the Unions, will not enter into any amendment to the PLA or agreements as to the interpretation or application of the PLA without the written approval of the Owner.
2. That the Owner and/or Owners engineering, procurement and construction management representative have no bargaining relationship with the Unions, as per Section 3.0 of the PLA.

AGREED to in the Province of British Columbia.

**SIGNED** 24 day of Sept, 2025 on  
behalf of **TECK RESOURCES LIMITED**  
**THE OWNER**



Authorized Rep:

**SIGNED** 24th day of July, 2025 on  
behalf of **INTERNATIONAL BROTHERHOOD**  
**OF ELECTRICAL WORKERS, LOCAL 993**

DocuSigned by:



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Authorized Rep: Jim Bicknell

**SIGNED** 8th day of July, 2025 on  
behalf of **IRONWORKERS UNION, LOCAL 97**

DocuSigned by:



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Authorized Rep: Doug Parton

**SIGNED** 25th day of July, 2025 on  
behalf of **CONSTRUCTION MAINTENANCE**  
**AND ALLIED WORKERS CANADA, LOCAL**  
**1346**

DocuSigned by:

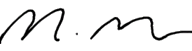


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Authorized Rep: Chris Wasilenchuk

**SIGNED** 8th day of August 27th, 2025 on  
behalf of **MILLWRIGHTS, LOCAL 2736**

Signed by:

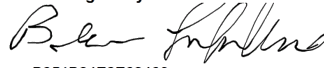


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Authorized Rep: Miro Maras

**SIGNED** 24 day of July, 2025 on  
behalf of **INTERNATIONAL UNION OF**  
**OPERATING ENGINEERS, LOCAL 115**

DocuSigned by:



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Authorized Rep: BRIAN LEFEBVRE

**SIGNED** 16 day of September, 2025 on  
behalf of **UNITED ASSOCIATION OF**  
**PLUMBERS AND PIPEFITTERS, LOCAL 170**

Signed by:



E7388408CFDD42D...

Authorized Rep: Al Phillips

**SIGNED** 29 day of July, 2025 on  
behalf of **CONSTRUCTION AND SPECIALIZED**  
**WORKERS UNION, LOCAL 1611**

DocuSigned by:



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Authorized Rep: Nav Malhotra

**SIGNED** 29 day of July, 2025 on  
behalf of **INTERNATIONAL BROTHERHOOD**  
**OF ELECTRICAL WORKERS, LOCAL 258**

DocuSigned by:



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Authorized Rep: Cody Gatzke

**SIGNED** 31 day of July, 2025 on  
behalf of **SHEET METAL WORKERS' ROOFERS**  
**AND PRODUCTION WORKERS', LOCAL 280**

Signed by:



248206230C604E5...

Authorized Rep: Steve Davis

# **MINE CONSTRUCTION PROJECT LABOUR AGREEMENT (PLA)**

Poly-Party Mine Construction Project Labour Agreement  
("Agreement") for the Teck Resources Limited ("Owner")  
Highland Valley Copper Mine Life of Mine Extension and  
Expansion Project ("Project")

By and Between:

**INTERNATIONAL UNION OF OPERATING ENGINEERS, LOCAL 115  
INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL 993  
UNITED ASSOCIATION OF PLUMBERS AND PIPEFITTERS, LOCAL 170  
IRONWORKERS UNION, LOCAL 97  
CONSTRUCTION AND SPECIALIZED WORKERS UNION, LOCAL 1611  
CONSTRUCTION MAINTENANCE AND ALLIED WORKERS CANADA, LOCAL 1346  
INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL 258  
MILLWRIGHTS, LOCAL 2736  
SHEET METAL WORKERS' ROOFERS AND PRODUCTION WORKERS', LOCAL 280**

(the "Unions")

and:

**THE EMPLOYER**

(the "Employer")

Collectively (the "Parties")

This Agreement shall be effective from January 1, 2025,  
and shall continue in force through to the conclusion of the Project

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## Article 1.0 Purpose

- 1.01 The purpose of this Agreement is to establish fair terms of employment for Employees represented by the Union, which Employees will be fundamental to the success of the Project and a basis for the Union, Employer and Owner to partner in achieving a safe, on-schedule and on-budget Project.
- 1.02 Through this Agreement, the Parties commit to the following:
- a) Relentless focus on safety and maintenance of a respectful work environment where all workers are valued and respected.
  - b) Satisfy reconciliation and Impact Benefit Agreement commitments to Indigenous partners of the Project.
  - c) Remove barriers to employment and create employment opportunities for members of Citxw Nlaka'pamux Assembly (CNA), Nlaka'pamux Nation Tribal Council (NNTC), Lower Nicola Indian Band (LNIB), Stk'emlupsemc te Secwepemc Nation (SSN), Spuzzum First Nation, and Kanaka Bar Indian Band (collectively referred to as "Indigenous Partners").
  - d) Recognize mutually the respective rights, responsibilities, and functions of the Parties hereto;
  - e) Provide and maintain working terms and conditions, hours of work, wage rates and benefits set forth herein;
  - f) Maximize the Union's training resources where appropriate to provide the skills for Indigenous persons from Indigenous Partners communities, women and underrepresented to obtain employment on the Project.
  - g) Collaborate to secure, support and train a qualified and multiskilled workforce while maximizing the employment opportunities for qualified members of the Project's Indigenous Partners and qualified local tradespersons.
  - h) Collaborate with the Owner and Indigenous Partners to ensure cultural awareness training is provided to all of the Employer's staff. This important training will include the process of recognizing past and present harm, and actively working towards reconciliation during the Project.
  - i) Establish and maintain safe, fair and good working conditions for all persons working on the Project, including Union members, Employer's staff and Owner's staff.
  - j) Ensure working conditions that promote fairness, respect, labour harmony and stability.
  - k) Work collaboratively with each other and Owner to maintain high levels of productivity to support on-schedule and on-budget Project completion, including participating in labour productivity workshops, meeting and initiatives.
  - l) Facilitate an effective method of resolving issues of concern, including disputes that may arise between the Parties.

## Article 2.0 Recognition

- 2.01 The Employer recognizes the Union as the sole bargaining agent of all Employees in the bargaining unit as defined in Article 2.02, except as provided for in Article 2.07.
- 2.02 This Agreement shall exclusively govern the work executed on this Project by the Employer, except those excluded under the British Columbia *Labour Relations Code*, office staff, engineering, technical and drafting personnel, surveyors, document control personnel, security and safety personnel, quality control and visual inspectors, or any other classification not described in Schedule "A" Employee Classifications, Wage Rates & Remittances. and, for the purposes of this Project, will replace any existing collective agreement between the Employer or Union for the geographical area of the Project.
- 2.03 This Agreement will replace any existing collective agreement between the Employer or Union for the geographical area of the Project. This Agreement is not transferable to any other project, in whole or in part, without the express consent of all Parties to this Agreement.
- 2.04 The Employer agrees that the Union and its duly appointed Representatives are authorized to act on behalf of the Union for the purposes of supervising, administering, and negotiating the terms and conditions of this Agreement and all matters related thereto.
- 2.05 There shall be no revision, amendment, or alteration of the bargaining unit as defined herein or of any of the terms and provisions of this Agreement, except by mutual agreement in writing of the Parties.
- 2.06 The Union and the Employer may determine, on a Project or Site basis, if special dispensation is required to become competitive or the Employees have specific concerns not addressed herein and, should the necessity arise, may, by agreement in writing, add, amend or delete any terms or conditions of the Agreement for the duration of the job or Project.
- 2.07 The Employer, the Union or any Employees of the Employer shall not enter into any agreement within the scope of this Agreement as to the interpretation or application of this Agreement or any amendment to this Agreement without the written authorization of the Owner. This Article does not apply to the exercise of practical labour relations between the Employer and Union on a day-to-day basis.
- 2.08 The Union recognizes that the Employer has the right to engage and/or retain subcontractor services from competitive local and regional construction Employers regardless of each entity's union or non-union status, which may include but not be limited to the following subcontractors or activities:



- a) Non-union subcontractors or union subcontractors represented by a different union who are participating in the Project under Teck's Impact Benefit Agreements with Indigenous Partners;
- b) Non-union subcontractors who are performing specialty work that cannot be efficiently performed by bargaining unit members;
- c) Fueling of vehicles or equipment may occur or be done as required by the Employer. Transportation of fuel, fueling of vehicles and/or fueling of equipment on the Project may be performed by non-union subcontractors or by persons who are not members of the bargaining unit;
- d) Specialized work or work requiring proprietary technology as determined by the Employer, after consultation with the Union, may, at the Employer's discretion, be performed by persons who are not members of the bargaining unit;
- e) Warranty work on vehicles or equipment may, at the Employer's discretion, be performed by non-union subcontractors or by persons who are not members of the bargaining unit;
- f) Repair work or maintenance work on vehicles and equipment may be performed by non-bargaining unit persons upon consultation with the Union when bargaining unit persons are not readily available onsite to perform the required work;
- g) Maintenance preservation work on equipment and/or modules prior to commissioning may, at the Employer's discretion, be performed by non-union subcontractors or by persons who are not members of the bargaining unit; and
- h) Batch Plant, crushers and quarry operations for the Employer conducted on the Site may, at the Employer's discretion, be performed by non-union subcontractors or by persons who are not members of the bargaining unit.

2.09 A failure of one (1) or more of the constituent Union Parties to this Agreement (i.e., OE Local 115, IBEW Local 993, UA Local 170, IW Local 97, CSWU Local 1611, CMAW Local 1346, IBEW Local 258, Millwrights Local 2736, and SMW Local 280) to enter into a constitution, Poly-Party or otherwise, shall have no impact on the enforceability of this Agreement.

2.10 If any of the constituent Union Parties to this Agreement (i.e., OE Local 115, IBEW Local 993, UA Local 170, IW Local 97, CSWU Local 1611, CMAW Local 1346, IBEW Local 258, Millwrights Local 2736, and SMW Local 280) enter into a constitution, Poly-Party or otherwise, all Parties agree that in the event of a conflict between any Union constitution and this Agreement, this Agreement shall prevail.

## Article 3.0 Scope and No Bargaining Relationship with Owner or EPCM

### Scope

- 3.01 Should any provision of this be rendered null and void or materially altered by future legislation, the remaining provisions of this Agreement shall remain in force and effect for the term of the Agreement, and the Parties shall negotiate a mutually agreeable provision to be substituted for the affected provision.
- 3.02 This Agreement may be altered accordingly by mutual agreement of the Unions and Employer, with the Owner's written consent.
- 3.03 Should any government legislation or regulation vary conditions as defined in this Agreement, such conditions shall automatically apply. However, either party may open Agreement negotiations to address legislative/regulatory changes provided any such negotiations do not slowdown or otherwise delay the construction schedule
- 3.04 In the event this Agreement does not expressly provide for a benefit required by the British Columbia *Employment Standards Act*, [RSBC 1996] c. 113 (the "Act"), including those enumerated in section 3 of the Act, the provision for such benefit set out in the Act is deemed to be incorporated into this Agreement, except where either:
- a) the provision for the subject matter of that benefit prescribed in the Agreement meets or exceeds the benefit set out in the Act, or
  - b) the provisions of the Agreement pertaining to the respective section or part of the Act (as enumerated in section 3 of the Act) considered together, meet or exceed those prescribed in the respective section or part of the Act.

In the event of an allegation that provisions of the Agreement do not meet or exceed the Act as set out in paragraphs (a) or (b) above, an Arbitrator shall have jurisdiction to resolve the dispute pursuant to the grievance and arbitration provisions of this Agreement, including the jurisdiction to order compliance with the Act.

### No Bargaining Relationship with Owner or EPCM

- 3.05 The Union agrees that no bargaining relationship is created, or will be created, with the Owner or the Owner's EPCM or their subsidiaries with the Union by voluntary recognition or any action by law under the British Columbia *Labour Relations Code* during the term of this Agreement or any extension of this Agreement. The Parties agree that an Arbitrator shall have no authority to make an order or remedy of any kind against the Owner or the EPCM or their subsidiaries or any Employees of the aforementioned.

- 3.06 The Union agrees not to pursue bargaining rights with the Owner or EPCM, or through the Owner or EPCM's Employees, during the term of this Agreement.
- 3.07 If the Owner, EPCM or their agents participate in committees, processes and administrative matters described in this Agreement, it does not establish a bargaining relationship with the Union. The Owner's role, or its EPCM's role, in the Project, its participation in any committees referenced in this Agreement or its participation in the development and implementation of any policies referenced in this Agreement does not mean that it is the Employer of any Employee or has a bargaining relationship with the Union.
- 3.08 The Owner may establish Project/Site rules from time to time, including rules and policies with respect to accommodation, health and safety, security, workplace conduct and access to the Project/Site. It is agreed that all Employees and Union Representatives will be required to undergo orientations and agree to such rules and policies as the Owner may reasonably establish from time to time.

#### Article 4.0 Employer's Rights and Union's Commitment

- 4.01 The Employer has the right to manage the operation and services subject to the provisions of this Agreement, including, without limiting the generality of the foregoing, its right to determine:
- a) Employment;
  - b) Complement;
  - c) Work methods and procedures;
  - d) Kinds and locations of equipment;
  - e) Facilities, accommodations and buildings;
  - f) Hours of work, scheduling, assignment (including assignment of work among OE Local 115, IBEW Local 993, UA Local 170, IW Local 97, and CSWU Local 1611, CMAW Local 1346, IBEW Local 258, Millwrights Local 2736, and SMW Local 280), classification and evaluation of Employees;
  - g) Organization;
  - h) Promotion, demotion, layoff and discharge of Employees, for just cause;
  - i) Maintenance of order, discipline and efficiency;
  - j) Employee training and training program selection.
- 4.02 If there are issues related to jurisdictional assignments, the Union may approach the Employer with their concerns and the Employer, as well as relative costs, efficiency, and ability to perform the work in question, will consult with the Union as to their final assignment. The final assignment will be at the sole discretion of the Employer including those made pursuant to Article 2.08.
- 4.03 The sole and exclusive jurisdiction over work assignments, operations, buildings, machinery, and equipment shall be vested in the Employer, as stated in Article 4.02. The

Union will have no ability to claim, protest, nor mediate or arbitrate any work assignment, unless the assignment is in violation of law, or licensing requirements. Work assignments will not be a basis for filing a grievance, jurisdictional claim or any other informal or formal claim against the Employer or any other union.

#### Union Commitment

- 4.04 Given that this Project is being carried out on an open managed site basis, neither the Union, nor any Employee shall refuse to perform work on the basis that other work is being performed on the Project, or in support of the Project, by persons who are not members of a particular Union, or who are not associated with a particular Union, or have no Union affiliation whatsoever.
- 4.05 The Union agrees not to pursue any grievance or legal challenge in its own right or on behalf of any Employee to an Owner's Site ban or Owner's revocation of Site access unless such Site ban or revocation of Site access constitutes a violation of the British Columbia *Human Rights Code* or any other legislation.
- 4.06 In the event that supplies, material, equipment, components, skid-mounted equipment, pre-assembled units, pre-cast units and/or large modularized components are purchased for the Project from any worldwide supplier regardless of their source, or the Union or non-union status of persons involved in the manufacture, assembly or delivery, the Union is to accept and agree that:
- a) Said purchases will be installed in accordance with plans and specifications furnished with each individual shipment.
  - b) Neither the Union nor any Employee is to:
    - i) Refuse handling or installing any of the items referred to in this Article; and
    - ii) Honour "hot" or unfair cargo declarations.
  - c) The Union shall respect the "first drop principle" in cases of supply or delivery of goods to the Project.
- 4.07 The Union agrees that this Agreement is limited to the Project and that bargaining rights and commitments under this Agreement do not in any way create bargaining rights or obligations for the Employer or Employer's Employees not working on the Project, nor shall such bargaining rights or commitments be the basis of support for the creation of any bargaining rights or obligations outside the Project. Specifically, the Union agrees that trade Union membership evidence obtained for the purpose of employing any Employee on the Project shall not be considered in any application for certification or assertion of voluntary recognition rights under the British Columbia *Labour Relations*

*Code* for any bargaining unit with the Employer which exceeds the scope of the Project without the express written consent of the Employer.

- 4.08 The Union agrees that there shall be no Union activity on the Site except for activities necessary for grievance processing, administration, enforcement of this Agreement or as agreed to by the Owner. The Union agrees not to use their access to the Project Site or Site transportation to attempt to organize Employees not represented by them.

## Article 5.0 Union Representation

- 5.01 For the purposes of representation with the Employer, the Union shall function and be recognized in the manner set out below:

- a) Duly appointed Business Representatives of the Union are Representatives of the Employees in all matters pertaining to this Agreement, particularly for the purposes of processing grievances, negotiating amendments to or renewals of this Agreement, and enforcing the Employees' collective bargaining rights and any other rights under this Agreement and under the law. The Union will advise the Employer, in writing, of the names of its duly appointed Representatives. A failure of any Union to appoint a Representative shall not otherwise impact the enforceability of any provision of this Agreement.
- b) The Union has the right to appoint or elect Shop Stewards. The Owner and Employer acknowledge the important role of Shop Stewards in maintaining a safe, positive, productive and respectful work environment. Shop Stewards are Representatives of the Employees in certain matters pertaining to this Agreement, including administering the Agreement at the job site, and assisting Employees in presenting grievances. The number of Shop Stewards will not normally exceed one (1) for every shift. An additional Shop Steward may be appointed or elected where any one (1) shift exceeds thirty-five (35) Employees. Shop Stewards are not permitted to amend any terms of this Agreement. Shop Stewards shall not act in the capacity of Business Representatives. The Union will advise the Employer, in writing, of the names of Shop Stewards.
- c) The Union will make best efforts to train and appoint members of Indigenous Partners as Shop Stewards to perform all duties of Shop Stewards and to provide support to Indigenous Employees when requested.
- d) The Union recognizes that Shop Stewards have regular duties to perform as Employees of the Employer; consequently, Shop Stewards will not absent themselves from their work to deal with Union business without first obtaining the permission of the Employer. Permission will not be unreasonably withheld, and the Employer will pay such Shop Stewards at their regular hourly rates while

attending to such matters during regular working hours. Where such matters are expected to last more than ten (10) minutes, best efforts will be made to have those matters dealt with during breaks. The Employer will pay Shop Stewards at their regular hourly rate for time spent attending such duties during their working hours.

- e) Shop Stewards, if requested, will participate in joint Shop Stewards-Forepersons supervisory training developed by the Employer, with input from the Union and Owner, to provide the skills to enhance productivity, support a harassment-free work environment, support the Project safety programs, effective workplace dispute resolution or any other subject matter that may arise under this Agreement.
- f) Shop Stewards, if requested and after noticed is provided to the Union, will participate in joint Employer-Owner-Union Productivity Enhancement meetings for the purposes of proactively identifying issues negatively affecting productivity and addressing such issues, and obtaining valuable input from Shop Stewards and unionized supervision.
- g) Shop Stewards will be laid off or reduced in number in accordance with the completion of the various phases of each project. Subject to the operating requirements of the Employer, the Union may request that Shop Stewards be retained on the job or project in the reduction of the work force. When so requested, the Employer may assign the Shop Steward to a classification the Shop Steward is qualified, in the opinion of the Employer, to perform. In the event the Employer transfers the Shop Steward to another project; a new Shop Steward shall be appointed or elected by the Union.
- h) The Employer shall provide one (1) bulletin board at each job site, at a mutually agreed location, for the exclusive use of the Union. The Unions will be provided a desk, chair and locking filing cabinet for the use of Shop Stewards at a mutually agreed location.
- i) After notifying the Employer and designated Owner Representative, Union Representatives are permitted access to all work locations governed by this Agreement. Union Representatives shall be subject to all Employer and Owner policies, procedures, standards and regulations applicable to the Site. Prior arrangements for Site access will be made by the Union and Owner's Site Representative. The Employer and Owner will be given reasonable notice of the Site visit, which will in no way interfere with the progress of work.
- j) The Employer may meet periodically with the Employees for the purpose of discussing any matters of mutual interest or concern to the Employer, the Union, and the Employees. A Union Representative may attend such meetings.

- k) There shall be no Union activity during working hours, on the Employer's premises, except that which is necessary for the processing of grievances and the administration of this Agreement.

5.02 Upon advance notice to the Employer, Union Representatives may access the Site for the purposes of administering the Collective Agreement. Such access will not be unreasonably denied and will not result in the interruption of work.

## Article 6.0 Work Stoppages

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

- a) the Union will not declare, authorize, or encourage any strike, slowdown, or any stoppage of work or otherwise restrict or interfere with the Employer's operation; and
- b) the Employer will not engage in any lockout of its Employees or deliberately restrict or reduce the hours of work when this is not warranted by the workload.

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

6.03 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.

6.04 The Employer or Representatives of the Employer shall not in any way cause or direct any lockout of Employees during the term of this Agreement.

6.05 Employees rehired within nine (9) months of layoff shall not serve a new probationary period. An Employee who quits or is terminated for just cause and is then rehired shall serve a new probationary period.

## Article 7.0 Employment Policy, Union Membership and Hiring

7.01 The Employer and Union acknowledge and recognize that qualified members of Citxw Nlaka'pamux Assembly (CNA), Nlaka'pamux Nation Tribal Council (NNTC), Lower Nicola

Indian Band (LNIB), Stk'emlupsemc te Secwepemc Nation (SSN), Spuzzum First Nation, and Kanaka Bar Indian Band have hiring priority on the Project.

- 7.02 The Employer and Union will work collaboratively with Indigenous Partners and Owner's Representatives to:
- a) remove barriers to employment of Indigenous Partners' members and provide training to develop the qualifications, skills and abilities for Indigenous Partners' members to obtain employment on the Project; and
  - b) maximize hiring and job referral referrals for members of Indigenous Partners communities.

- 7.03 The Union and the Employer will co-operate in maintaining a desirable and competent labour force. The Employer and Union also acknowledge the existence of dispatch list systems for Employees/Union members.

Notwithstanding this fact, and subject to Article 7.01, the Employer maintains its right to hire Employees/Union members via "Union Dispatch" that have specialty skills corresponding to certain, critical aspects of this Project's scope of work subject to the Employer's assignment of that work to any particular Union.

The Union and the Employer agree that up to fifty per cent (50%) of Employees from the Union's dispatch may be 'name hired' by the Employer.

Any non-member of the Union shall make application for membership within thirty (30) days of hire. Union will not remove the worker if a member becomes available.

- 7.04 The Employer shall provide the Union (Union Dispatch Office) with all necessary information regarding new hires, job classification changes for existing Employees, layoffs and terminations. The name, social insurance number, address, phone number, date of hire, and classification of new Employees shall be provided to the Union once monthly.

A list of Employees, ranked according to classification and showing the Employee's rate of pay, shall be forwarded to the Union twice yearly.

- 7.05 A Shop Steward, upon obtaining permission from their Supervisor, which permission shall not be unreasonably withheld, shall be given ten (10) minutes off work at a maximum of once in a shift to greet new Employees on their first shift and to discuss Union membership with them.

- 7.06 New Employees will be hired on a sixty (60) calendar day probationary period and thereafter shall attain regular employment status subject to the availability of work. The probationary period shall be used by the Employer to assess new Employees and determine their suitability for regular employment. The Parties agree that the discharge



or layoff of a probationary Employee because of skills, abilities, qualifications, or suitability shall be at the discretion of the Employer.

- 7.07 Probationary Employees are covered by the Agreement provided Employee's classification is not specifically excluded (see Article 2.02).
- 7.08 The Union will exert its utmost effort to identify, train and recruit sufficient numbers of skilled workers as may be requested by the Employer in order to fulfill its trade requirements.
- 7.09 The nature of the work on the Project shall, from time to time, require the interruption of work, which shall result in temporary layoff of Employees for short periods of time. For those work interruptions not exceeding thirty (30) days, the Employer shall advise the Union of its recall needs, and the Union shall issue a referral slip in the same order as those laid off.

#### Resignation and Discipline

- 7.10 In the event an Employee is terminated or suspended for cause, such Employee will be denied access to the Project until and unless such hiring is approved in writing by the Owner, or in the event the termination is set aside and a lesser penalty imposed, or the suspension has been served.

#### Temporary Foreign Workers (TFW)

- 7.11 The Parties agree that, should TFWs be required as the result of a labour shortage, the following will apply:
- a) TFWs will be initially accessed from the hiring halls of affiliates of American Unions. If the Unions cannot supply TFWs within three (3) weeks from receipt of the request, such TFWs may then be accessed from other sources; and
  - b) TFWs will be subject to the same financial terms and conditions of this Agreement as Canadian workers.
- 7.12 The Union will fully cooperate in the Temporary Foreign Worker application process, including the execution of documents that are reasonably necessary to support an application for utilization of Temporary Foreign Workers to Human Resource and Skills Development Canada or any other regulatory agency.

#### Retention Bonus

- 7.13 The Employer, with the approval of the Owner, after consultation with the Union, may implement a Retention Bonus Program.

## Pre-Site Access and Conditions of Access Requirements

- 7.14 The Union and Employer agree and acknowledge that the Owner controls access to Site and the Owner in its absolute discretion may grant, deny or revoke Site access, and granting, denial or revocation of Site access is not subject to the grievance process herein.
- 7.15 As a condition of being granted Site access, each Employee must:
- a) Comply with Teck Highland Valley Copper Site Access Requirements.
  - b) Complete pre-site access alcohol and drug screening in accordance with the Owner's Site access requirements, as directed by the Owner from time to time. However, it is agreed that the Employer shall utilize breath alcohol plus laboratory-based oral fluid drug analysis.
  - c) Be in compliance with Teck's Pre-Site Access Fitness for Work Standard, which standard will be developed in consultation with the Union, however an Employee may request in writing not to submit to Teck's Pre-Site Access Fitness for Work Standard and should such Employee opt out of compliance with this Standard and during the first rotation it is discovered that such Employee is not fit for work and the Employer cannot accommodate such Employee to the point of undue hardship, such Employee shall be returned the Union Hiring Hall and such Employee shall not be eligible to be paid the initial or terminal travel allowance, as per Article 14.06 "Initial or Terminal Allowance".
  - d) Complete Project online Indigenous Partners' cultural sensitivity orientation.
  - e) Successfully complete the Pre-Site Access Project Orientation and any other required Employer or Owner online orientation.
- 7.16 Employees will be paid two (2) hours at the straight time hourly wage rate for time spent completing the Pre-Site Access Project Orientation on their first or second regularly scheduled payroll if the Employee is granted Site access, is hired and arrives on Site. In the event it is believed the online orientation takes an average of greater than two (2) hours to complete, the Project Liaison Committee shall meet and discuss a resolution.

## Article 8.0 Check-Off and Union Remittances

### Check-Off

- 8.01 In terms of Check-Off:
- a) The Employer is authorized to and shall deduct monthly Union and working dues, or a sum in lieu of Union dues, from each Employee's pay; and where applicable, the Employer shall also deduct initiation fees. The Employees agree that the Employer shall be saved harmless for all such deductions.

- b) The amount of Union dues and initiation fees shall be in accordance with the direction of the Union, and the Union shall save the Employer harmless for all such deductions.
  - c) If an authorized Representative of an Indigenous Partner gives notice that the Union initiation fees are a barrier to accessing employment opportunities on the Project, the Union will charge only the minimum initiation fee permitted under its constitution and will spread its payment out for up to three (3) months.
- 8.02 The total amount checked-off will be mailed to the Union's regional office each month, by the 15th day of the month following the check-off month, together with an itemized list of the Employees for whom the deductions are made and the amount checked-off for each. The Union and the Employees agree that the Employer shall be saved harmless for all deductions and payments so made.

#### Remittances

- 8.03 The Employer is required to submit all Employee deductions and Employer contributions for Employees working under this Agreement as required by Article 17.0 Health and Welfare Program, Article 18.0 Pension and Article 19.0 Education, Training and Publication as referenced in Schedule A for hours worked, with the exception of Pension contributions, which shall be for hours earned.
- 8.04 All contributions from Employer and Employee deductions shall be made to the Plan Administrator designated by the Union.
- 8.05 All monthly payments shall include all obligations from the previous calendar month up to the end of the Employee's payroll closest to the last day of the month and shall:
- a) be accompanied by a correctly completed monthly report to the administrator, and
  - b) be received by the Union-designated Plan Administrator not later than the fifteenth (15th) day of the month following that for which such payments are payable.
- 8.06 The Union's Plan Administrator will distribute monthly remittances to the appropriate plans, funds and organizations after receiving them from Employers. The Union acknowledges that these entities are entitled to the funds and that they are held in trust until distribution.

#### Delinquent Remittances

- 8.07 In case the Employer fails to remit Employer contributions and/or Employee deductions as specified in the relevant appendix, the Union has the discretion to take any necessary economic action as permitted by law against the Employer.

- 8.08 Such action will not constitute a violation of this Agreement.
- 8.09 The Union shall advise the Employer in writing of any delinquency.
- 8.10 If the Employer does not respond and resolve within seven (7) days of receiving notification, excluding weekends and holidays, the Union may require a ten (10) percent penalty for late payment at its discretion as one consequence.
- 8.11 Upon request, the Employer shall receive copies of the monthly report template from the Union. The Employer shall use the report template for its monthly reporting to the Plan Administrator.
- 8.12 In the event the Union files a grievance claiming the Employer has failed to make remittances as required under Articles 17.0, Article 18.0 and Article 19.0 of this Agreement, the Union may provide written notice to the Owner of such grievance and the amounts claimed under such grievance, and, in the notice, may request the Owner hold back the amount claimed by the Union until the disposition of the grievance.

## Article 9.0 Wages and Rates of Pay

- 9.01 Wage Schedules and other applicable provisions are as set forth in Schedule A attached hereto and made a part hereof.
- 9.02 The Parties agree that following April 30, 2026, any increases to gross hourly rates within the standard industrial monetary packages contained in the standard industrial agreements negotiated by and between the Union and the Construction Labour Relations Association (CLR), shall be deemed incorporated into Schedule A, effective the first full pay period after the date of ratification of the standard industrial agreements between CLR and the Union(s).
- 9.03 The Parties agree that thirty (30) days before or after April 30, 2026, the Parties may meet and negotiate a temporary gross hourly rate increase to remain in effect until the new CLR rates are effective. Should temporary rates be agreed upon by the Parties, such rates will remain effective until the time set out in 9.02 above.
- 9.04 Should a rate other than as set forth in Schedule A be required, the Employer and the Union shall meet and agree as to the applicable rate, subject to the approval of the Owner. Failure to agree shall result in the matter being referred to Article 24.0 for final settlement.
- 9.05 Show-Up Time: An Employee who reports for work as scheduled without having been notified that there is no work available and who is sent home because of lack of work

shall receive a minimum of two (2) hours' pay at his prevailing straight-time hourly rate, providing that the Employee has reported to work in person and is fit to perform their duties and complies with recognized Health and safety Regulations, including those of WorkSafeBC.

9.06 It is the responsibility of the Employee to provide a means by which the Employer can contact them. If an attempt is made by the Employer to contact an Employee by way of the contact information provided, and in an effort to inform the Employee of a lack of work, and where the Employer is unable to do so, the Employee will not be entitled to Show-Up Time.

9.07 Starting Work:

- a) An Employee who reports for work as scheduled
  - i) without having been notified that there is no work available, and who is sent home because of lack of work; or
  - ii) is sent home because of inclement weather or other reasons completely beyond the control of the Employer,shall receive a minimum of two (2) hours' pay at their prevailing straight-time hourly rate. The Employee will also receive their full accommodation allowance if and when applicable.
- b) An Employee who starts work and is prevented from completing his normal work day shall be compensated as follows:
  - i) In the event an Employee works up to four (4) hours, the Employee shall receive four (4) hours of pay at their prevailing straight-time hourly rate.
  - ii) In the event an Employee works more than four (4) hours but less than six (6) hours, the Employee shall receive six (6) hours of pay at their prevailing straight-time hourly rate.
  - iii) In the event an Employee works more than six (6) hours but less than eight (8) hours, the Employee shall receive eight (8) hours of pay at their prevailing straight-time hourly rate.

The Employee will also receive his full accommodation allowance if and when applicable.

- c) An Employee who completes his normal workday, who is scheduled to work overtime yet is prevented from completing his overtime shift (due to inclement weather or other reasons completely beyond the control of the Employer), shall receive pay at their prevailing overtime hourly rate, ONLY for actual overtime hours worked.

9.08 In the event there is a temporary shortage of work on a given workday within a specific classification, the Employer may employ affected Employees in a different Employee

classification (although each affected Employee's specified pay rate classification will remain in place), provided the affected Employee is appropriately qualified to undertake the work requested of them.

- 9.09 Employees given the option to work in another classification for which they are qualified instead of being laid off shall be paid the rate for the new classification.
- 9.10 Employees shall be paid at least biweekly by cheque or automatic bank deposit at the option of the Employer, no later than Friday in any week and the Employee's pay shall be accompanied by a slip outlining all hours of work, overtime hours, deductions for income tax, employment insurance, Union dues (working and monthly dues separately), Pension contributions, and health and welfare contributions. All Employees shall receive their pay slips through the mail or electronically.
- 9.11 Whenever the Employment Insurance Separation Certificates and pay cheques and vacation pay monies are not given to the Employee at the time of layoff or termination they shall be sent by the Employer to the Employee, by mail to his last known address on file with the Employer, within three (3) working days of the time of termination.
- 9.12 The Employer may withhold a reasonable amount of wages not to exceed one (1) week's wages in order that the payroll may be prepared.
- 9.13 Where an Employee has received an overpayment of wages in error, the Employer may, after consultation with the Union and the Employee, recover that overpayment through payroll deduction over a reasonable period of time.

## Article 10.0 Work Cycles, Work Week, Hours of Work and Overtime

### Work Schedule

- 10.01 The work schedules for all Employees shall be as outlined in Schedule B – Work Schedule and Alternative Work Schedules and are exclusive of travelling time to and from the job or optional marshalling points.
- 10.02 The Work Schedule built-in overtime rates to be paid are as outlined in Schedule B.
- 10.03 The Union, if requested by the Employer or Owner, or EPCM on behalf of the Owner, agrees to execute any consent for a permit or application for a variance under the *British Columbia Mines Act*, [RSBC 1996] c. 293, *Employment Standards Act*, [RSBC 1996] c. 113, or Employment Standards Regulations to obtain the necessary approvals, variances or permits for any of the Work Schedules described in Article 16.0 and Schedule B – Work Schedules and Alternative Work Schedules, or for the payment of overtime or built-in Work Schedule premiums as per Article 16.0, Article 17.0 and Schedule B.

- 10.04 An Employee who is transferred to a schedule with a different start date must be provided a minimum of seventy-two (72) hours' notice of the change. If the Employee has requested the transfer, overtime will not apply for the days worked in the Scheduled Days of Rest in the previous Work Schedule. If the transfer is not at the Employee's request, the Employee shall be paid overtime at one and one-half times the applicable straight-time hourly wage rate for days worked as a result of such transfer during the scheduled turnaround the Employee would have been entitled to under their previous Work Schedule.

#### Overtime

- 10.05 Overtime shall be paid as follows:

- a) All hours worked in excess of forty (40) hours per week, exclusive of daily overtime and hours worked on a holiday, at the rate of one and one-half times the applicable straight-time hourly rate;
- b) All hours worked in excess of sixty (60) hours per week, exclusive of daily overtime and hours worked on a holiday, at the rate of two times the applicable straight-time hourly rate;
- c) All hours worked after completion of a shift at one and one-half times the applicable straight-time hourly rate;
- d) All hours worked over twelve (12) hours at the rate of double the applicable straight-time hourly rate;
- e) All hours worked after a Work Schedule or an Alternative Work Schedule has been completed and prior to the commencement of the Employee's next Work Schedule or Extended Work Schedule shall be paid at one and one-half times the applicable straight-time hourly rate;
- f) All hours worked on statutory holiday at double the applicable straight-time hourly rate.

- 10.06 There shall be no pyramiding of overtime nor shall overtime be in addition to any other overtime paid pursuant to this Agreement.

- 10.07 The Employer will, subject to operating requirements, attempt to distribute overtime work as evenly as possible among Employees performing the work on the preceding shift or for non-shift extension overtime among the Employees who normally perform the work and who indicate they wish to work overtime. In the event there are not enough volunteers to perform urgent work, the most recently hired workers with the required skills and ability will be required to work the overtime in order to maintain the Project schedule.

- 10.08 Hours of work and overtime as set out in this Article may be modified by mutual agreement between the Employer and the Union, subject to Owner approval.

- 10.09 It is agreed that the provisions of this Article are for the purposes of computing overtime and shall not be construed to be a guarantee of or a limitation on the hours of work to be done per day or per week or per work schedule other than those stipulated in Article 9.05 and Article 9.07 respectively.

#### Shifts

- 10.10 The scheduling of the number of days of work in a week, the number of shifts in a day and the number of hours in a shift shall be at the sole discretion of the Employer.
- 10.11 The start time for the day shift for a regular workday shall be between 5:00 a.m. and 9:00 a.m.
- 10.12 The second shift may commence at any time between 4:00 p.m. and 9:00 p.m., and nothing herein shall restrict the Contractor from implementing a third shift if business or other requirements necessitate.
- 10.13 A shift premium of two dollars fifty cents (\$2.50) per hour shall be paid for all hours worked other than day shift, whether or not the time worked is overtime or straight time. There shall be no pyramiding.
- 10.14 An Employee whose shift schedule is changed by the Employer shall receive twenty-four (24) hours' notice of the shift change.
- 10.15 The Parties are committed to delivering productive time for pay, and with this in mind, the Parties agree that, unless some other reporting point is designated by the Employer, Employees shall be in attendance at their work location (reporting point) and prepared to commence work at the scheduled start time for their respective shifts. Employees shall only be paid from when they start work at their designated work location, not the point where they enter the Site. Unless some other location is designated, Employees will be at the designated brass point at the end of their shift. Employees, where appropriate, shall have reasonable time for cleanup and to store their tools before leaving their work location at the end of their shift. Employees shall only be paid from the time they start work at their work location until the end of their shift. Employees shall not be paid for travel time on or off the Project Site or for travel time to and from any off-site optional parking location.
- 10.16 Employees will be diligent in respecting start times, shift completion times and break times.

#### Rest Breaks

- 10.17 Employees are entitled to breaks as follows:



- a) Two (2) paid 10-minute rest breaks and one (1) unpaid 30-minute meal break during an eight (8) hour scheduled shift. A third paid 10-minute rest break is provided if the shift is extended beyond ten (10) hours.
- b) Employees working a 10-hour shift are entitled to two (2) paid 15-minute breaks and one (1) unpaid 30-minute meal break. If the shift is extended beyond ten (10) hours, a third paid 15-minute break is given.
- c) The Employer shall have the option, for Employees working a 10-hour shift, to schedule two (2) breaks consisting of one paid and one unpaid break, each lasting thirty (30) minutes.
- d) Employees working a 12-hour shift are entitled to two (2) paid breaks, each lasting thirty (30) minutes.

10.18 Rest breaks shall be taken at a location determined by the Employer in consultation with the Union and shall be at reasonable times.

#### Call-Outs

10.19 In the event an Employee is called out to work subsequent to completing their designated shift, the Employee shall be paid in accordance with this Article's prevailing rate of pay until a break of eight (8) hours occurs.

An Employee who is called out for work as described above shall be compensated as follows:

- a) In the event an Employee is called out to work and works for one (1) hour or less, the Employee shall receive one (1) hour of pay at their prevailing straight-time hourly rate. In the event an Employee is called out to work and works more than one (1) hour but less than or equal to four (4) hours, the Employee shall receive four (4) hours of pay at their prevailing straight-time hourly rate.
- b) In the event an Employee is called out to work and works more than four (4) hours, the Employee shall receive one-half (1/2) hour of pay at their prevailing straight-time hourly rate corresponding to each additional half-hour worked;

10.20 In the event a callout to work results in less than an eight (8) hour break between an Employee's regularly assigned shifts, the Employee's ensuing shift will be accounted for as an extension to the previous shift and shall be paid in accordance with this Article's prevailing rate of pay.

## Article 11.0 Layoffs

11.01 The Employer agrees to notify the Union office of the names of Employees laid off within the pay period of the date during which the layoff occurred, together with each Employee's classification and latest available phone number.

- 11.02 The criteria for layoff must prioritize hiring commitments to Citxw Nlaka’pamux Assembly (CNA), Nlaka’pamux Nation Tribal Council (NNTC), Lower Nicola Indian Band (LNIB), Stk’emlupsemc te Secwepemc Nation (SSN), Spuzzum First Nation, and Kanaka Bar Indian Band. Retained Employees must have the skills, abilities, competencies and qualifications necessary to complete the remaining work efficiently as determined by the Employer in its absolute discretion. Subject to the foregoing, Shop Stewards will also have priority.

## Article 12.0 Vacation and Vacation Pay

- 12.01 Vacation and general holiday pay shall be accrued at the rate of twelve (12) percent of gross earnings (6.0% for annual vacation and 6.0% for general holidays), exclusive of any Travel or Living Out Allowance, as per Schedule A.
- 12.02 Vacation pay shall be paid to Employees on each paycheque.
- 12.03 The Employer will endeavour to grant vacations at the times requested considering business requirements.

## Article 13.0 Holidays and Holiday Pay

- 13.01 Employees shall be entitled to holiday pay as set out in Schedule A, exclusive of any Travel or Living Out Allowance or vacation pay, in lieu of the following holidays:
- |                    |   |
|--------------------|---|
| • New Year's Day   | • Family Day                                |
| • Good Friday      | • Victoria Day                              |
| • Canada Day       | • BC Day                                    |
| • Labour Day       | • National Day for Truth and Reconciliation |
| • Thanksgiving Day | • Remembrance Day                           |
| • Christmas Day    | • Boxing Day                                |
- 13.02 Holiday pay shall be paid to Employees on each paycheque.
- 13.03 At the Employer’s discretion, a General Holiday may be observed by either granting the day off or paying double the applicable straight-time hourly wage rate for hours worked on the General Holiday.
- 13.04 The Employer shall respect the wishes of Employees who, on an individual basis, choose not to work on National Day for Truth and Reconciliation, Remembrance Day or Labour Day, provided such Employee notifies the Employer that they will be taking the day off a minimum of ten (10) calendar days prior to the date of observance of the statutory

holiday the Employee wishes to take off, and provided there are sufficient workers available with the skills and qualifications to perform the work.

- 13.05 When a holiday occurs on the fifth, sixth or seventh scheduled day in a work week, the holiday shall be observed on the first scheduled workday of the following work week.

## Article 14.0 Travel and Living Out Allowance Program

- 14.01 The Owner, or EPCM on behalf of the Owner, may amend the Travel and Accommodation Program or any component of the program contained in Article 14.0 after consultation with the Union at any time.
- 14.02 There shall be no accommodation complex; accordingly, eligible Employees will receive initial and terminal Daily Travel Allowance, Living Out Allowance, Meal Allowance or Accommodation Allowance, Turnaround Allowance in accordance with Article 14.0.

### Definitions

- 14.03 For the purpose of this Article:

- a) "Residence" means:

*An Employee's residence is the place where they maintain a self-contained domestic establishment where they ordinarily reside, such as a dwelling, house or similar place of residence where a person generally eats and sleeps. Factors and/or current documents to be examined when determining who is a resident may include property tax assessment, lease agreement, driver's licence, vehicle registration, income tax return, voters list registration, proof of provincial health care coverage, or any other documentation.*

- b) A Local Resident Employee is any Employee who resides within one hundred (100) road kilometres of the Project, shall be calculated using Google Maps via the most direct route.
- c) A Non-Local Resident Employee is any Employee who resides more than one hundred (100) road kilometres of the Project, shall be calculated using Google Maps via the most direct route.

### Daily Travel Allowance

- 14.04 a) A Daily Travel Allowance shall be paid to any Local Resident Employee who uses their own vehicle to travel daily from their place of residence to the Project,

subject to 20.04(b).

- b) Daily Travel Allowance shall be payable in accordance with the following schedule:

First forty (40) road kilometres each way each day	Not applicable
All additional road kilometres each way each day up to one hundred (100) kilometres	Seventy cents (\$0.70)

This per road kilometre amount shall be adjusted annually to reflect the maximum allowable tax-free rate for kilometrage expense reimbursement as published by the Canada Revenue Agency.

#### Non-Local Resident Employee Initial and Terminal Allowance

14.05 This Article does not apply to Local Resident Employees. Refer to Article 14.03(b).

14.06 a) The Employer shall pay an initial and terminal travel allowance of seventy cents (\$0.70) per kilometre to any Non-Local Resident Employee who is directed or dispatched to the Project, to a maximum of one thousand (1000) kilometres (\$700). This amount shall be adjusted annually to reflect the maximum allowable tax-free rate for kilometrage expense reimbursement as published by the Canada Revenue Agency.

b) Such allowance shall be payable each way, and the distance travelled shall be calculated using Google Maps from the Employee's place of residence in British Columbia or Alberta to/from the Project via the most direct route. A Non-Local Resident Employee shall not alter their residence of record with an intention to increase the travel allowance which would otherwise apply. In the event of a dispute, the Parties agree that a Non-Local Resident Employee's home address shall be determined in accordance with Article 14.03.

14.07 Where a member is required to travel in excess of eight hundred (800) kilometres to the Project and they split their travel into two (2) days, they will be reimbursed their actual costs for one (1) night's accommodation, plus meals up to the value of one (1) day's LOA upon presentation of receipts (within five [5] days of arrival on Site) to the Employer. This allowance shall be payable for both Initial and Terminal Travel.

14.08 a) Ferry Fares

The Employer shall reimburse a Non-Local Resident Employee, upon the submission of the appropriate receipts, for any/all ferry fares which are incurred in the course of

initial and terminal travel. Such ferry fares shall be limited to one (1) standard length/height vehicle plus driver each way. Tolls shall not be a reimbursable expense.

b) Air Travel

Where a Non-Local Resident Employee is requested by the Employer to use air travel to travel to the Project, the following terms and conditions shall prevail:

- i) The Employer shall pay for airfare, inclusive of any/all related fees and taxes, plus taxi fare to/from the Project to/from the airport located nearest thereto. Notwithstanding the foregoing, taxi fare shall not be payable where the Employer (or Owner) supplied transportation is provided.
- ii) The Employer shall prearrange the air travel to/from the airport nearest the Non-Local Resident Employee's place of residence. The air carrier and class of ticket shall be at the discretion of the Employer but shall be via a regularly scheduled carrier. The Employer shall not direct a Non-Local Resident Employee to fly "standby".
- iii) The Non-Local Resident Employee shall provide the Employer with the Boarding Pass and proper ground transportation receipts if requested to do so by the Employer.

c) Timing of Payment

The Employer shall ensure that a Non-Local Resident Employee receives payment for the applicable initial travel allowance and any/all applicable reimbursements for incurred expenses (e.g., ferry fares) within fourteen (14) calendar days of their first shift on the Project.

d) Termination of Employment

In the event a Non-Local Resident Employee voluntarily terminates their own employment after having been on the Project for less than fifteen (15) workdays, the Employer shall not be required to pay the Non-Local Resident Employee's termination travel allowance or initial travel allowance, however if the initial travel allowance has been paid the Employer is entitled to deduct the initial travel allowance already paid from the Non-Local Resident Employee's final paycheck.

Non-Local Resident Employee – Room and Board

14.09 This Article does not apply to Local Resident Employees. Refer to Article 14.03(b).

- 14.10 Each Non-Local Resident Employee shall be provided one (1) of the following options by the Employer prior to commencing work on the Project, which such selection shall apply for the duration of the Non-Local Resident Employee's employment on the Project. The choice of options shall be at the sole discretion of the Employer. The Employer shall provide the Non-Local Resident Employee's written notice of the selection. The Employer shall likewise provide a copy of the Non-Local Resident Employee's written notice of selection to the Union upon request. Both options shall be payable on the basis of seven (7) days per week.

**Option #1:**

The Employer shall provide a Non-Local Resident Employee with a daily lump sum Living Out Allowance (LOA) of two hundred dollars (\$200). An Employee must complete their scheduled workday to receive LOA for that day unless the scheduled workday is cut short for reasons outside the Employee's control.

**Option #2:**

- a) Employer provides a Non-Local Resident Employee with a small single room, plus ninety dollars (\$90) daily meal allowance. Effective May 1, 2025, this amount shall be increased to ninety-two dollars and fifty cents (\$92.50).
- b) No daily travel time shall be paid to a Non-Local Resident Employee who is provided Option #2; however, the following terms and conditions shall be applicable:
  - i) If the Employer-provided room is forty (40) road kilometres or less from the Project, no daily travel allowance shall be paid.
  - ii) If the Employer-provided room is more than forty (40) road kilometres from the Project, a daily travel allowance shall be paid, each way, to/from the forty (40) road kilometre boundary to the Project, pursuant to the following schedule.

First forty (40) road kilometres each way each day	Not applicable
All additional road kilometres each way each day up to one hundred (100) kilometres	Seventy cents (\$0.70)

- iii) If the Non-Local Resident Employee is requested to use air travel to the Project in accordance with Article 14.08(b), Employer-supplied transportation shall be provided to the Non-Local Resident Employee/from the Project on a daily basis.

- iv) If the Non-Local Resident Employee is not requested to use air travel to the Project in accordance with Article 14.08(b), no Employer-supplied transportation shall be provided to the Non-Local Resident Employee to/from the Project on a daily basis, and the Non-Local Resident Employee shall therefore assume all responsibility for travelling to/from the Project on a daily basis.
- v) Any Non-Local Resident Employee(s) who makes use of Employer-supplied transportation to travel to/from a Project shall not be paid a daily travel allowance for that day(s).

#### Turnaround Allowance when Travelling by Road

- 14.11 When working a Work Schedule or an Alternative Work Schedule of ten (10) consecutive days of more, the Employee shall receive a Turnaround Travel Allowance based on the distance from the Project to their residence once for each turnaround, provided the Employee travels to their residence by road on the turnaround and upon providing proof of travel expense in a form satisfactory to the Employer if requested. The rate will be based on the maximum tax-free kilometrage rate established annually by the Canada Revenue Agency. The allowance will be calculated by multiplying the midpoint of each kilometrage rate by the posted kilometrage amount. These amounts will be updated on the same date as changes to the kilometrage amount are effective.

100 to 249 km	\$ 122
250 to 500 km	\$ 263
501 to 750 km	\$ 438
751 to 1000 km	\$ 613
over 1000 km	\$ 700

#### Turnaround Travel Allowance for Air Travel

- 14.12 When working a Work Schedule or an Alternative Work Schedule of ten (10) consecutive days of more, an Employee whose residence is located in one of Zones 1 through 3 as set out below, being the distance between the Project and their residence, if travelling by air shall be provided a Turnaround Travel Allowance for air travel, provided the Employee travels to their residence by air to the airport nearest to their residence and upon providing proof of travel expense in a form satisfactory to the Employer if requested. The Turnaround Travel Allowance for air travel shall be payable as follows:

Zone 1 (600 - 1000 km)	- \$ 560 (round trip)
Zone 2 (1001 - 1500 km)	- \$ 875 (round trip)
Zone 3 (1501- 2000 km)	- \$ 1,051 (round trip)
Zone 4 (2001+ km)	- \$ 1,450 (round trip)

- 14.13 The Employer, at its discretion, may decide not to provide an Employee a Turnaround Travel Allowance for air travel and arrange air travel, subject to the following terms and conditions:
- a) The Employer shall pay for airfare, inclusive of any/all related fees and taxes, plus taxi fare to/from the Project to/from the airport located nearest thereto. Notwithstanding the foregoing, taxi fare shall not be payable where the Employer (or Owner) supplied transportation is provided.
  - b) The Employer shall prearrange the air travel to/from the airport nearest the Non-Local Resident Employee's place of residence. The air carrier and class of ticket shall be at the discretion of the Employer but shall be via a regularly scheduled carrier. The Employer shall not direct a Non-Local Resident Employee to fly "standby".
  - c) The Non-Local Resident Employee shall provide the Employer with the Boarding Pass and proper ground transportation receipts if requested to do so by the Employer.

#### Parking at Optional Designated Pickup Locations and Commuting Services

- 14.14 The Owner may establish designated pickup locations in Kamloops and other locations, which the Owner may change from time to time, for the convenience of Local Resident Employees and Non-Local Resident Employees to park their vehicles at no cost to the Employee. Bus service between the designated pickup location and Project shall be provided on a daily basis at times established by the Owner from time to time at no cost to Employees. The Union agrees that Employees shall not be paid for travel time when travelling from any designated pickup location to the Project or their work location at the Project. The use of bussing service is being provided as a convenience to Employees and for safety reasons to reduce the number of vehicles travelling on the access road to the Project on a daily basis. If Employees wish to travel to the Project in their own vehicles or travel with others, parking will be provided, subject to availability.
- 14.15 The Union will sign any consent, agreement or acknowledgement required under the *Employment Standards Act* or by an Employment Standards Branch employee or representative, agreeing that Employees are not entitled to be paid for travel time between the optional designated pickup location and the Project Site or the Employee's work location on the Project Site.



## Article 15.0 Liaison Committee and Maximization of Labour Productivity

### Liaison Committee

- 15.01 The Employer and Union will establish a Liaison Committee comprised of a minimum of three (3) Employer Representatives, three (3) Union Representatives, and Owner and EPCM Representatives to achieve the following:
- a) Promote and maintain a safety first, respectful, healthy and productive work environment;
  - b) Promote and maintain positive labour relations, including working collaboratively to develop joint craft liaison and supervisory training;
  - c) Provide strong leadership in dealing with all workplace issues and disputes;
  - d) Promote and maintain open and respectful communication with regard to all matters pertaining to the Project or this Agreement;
  - e) Speedy resolution of disputes or issues arising under this Agreement;
  - f) Proactively address issues of mutual interest pertaining to the Project or this Agreement;
  - g) Maximize employment opportunities through Union referrals and Employer hiring for members of Indigenous Partners communities, women and underrepresented groups;
  - h) Support and initiate training to provide members of Indigenous Partners communities the skills and abilities to obtain employment on the Project;
  - i) Maintain a respectful work environment free of harassment and workplace violence, including support for Teck's Project Respectful Workplace Standard, actively supporting and participating in respectful workplace training and awareness initiatives; and
  - j) Maintain a safe work environment by actively supporting and participating in the Project safety program and initiatives, and the Owner and Employer's safety program and initiatives.

### Productivity Commitment and Work Teams

- 15.02 The Parties agree that obtaining high levels of labour productivity will be a key factor for Project success; accordingly, the Employer, Union and members of the bargaining unit will take affirmative steps to ensure productivity opportunities are identified and maximized. The Union and members of the bargaining unit agree to cooperate in the implementation of productivity improvement initiatives.

15.03 The Parties acknowledge and agree:

- a) The utilization of cross-functional Work Teams and a team-based approach is essential to Project success, providing maximum productivity and flexibility for efficient completion of all scopes of work on time and within budget;
- b) Work Teams will be composed of different Employee classifications with the necessary skills and qualifications required to perform and complete work assignments;
- c) Work Teams will be under the direction of a Foreperson or Supervisor, as determined by the Employer, who will have authority for direction and control of the Work Team; and
- d) Employees are required to take ownership of the Work Team concept and team-based approach and shall perform all work assignments, provided they are qualified to perform such work safely.

Labour Productivity Committee

15.04 The Employer and Union will establish a subcommittee of the Liaison Committee, being a Labour Productivity Committee, comprised of a minimum of three (3) Employer Representatives, three (3) Union Representatives, and Owner and EPCM Representatives to work collaboratively to achieve the following:

- a) Maximize labour productivity and address issues that negatively impact productivity in a timely fashion to support on-schedule, on-budget completion;
- b) Conduct regularly scheduled Site productivity meetings with the following objectives:
  - i) Facilitate the Employer's success in managing labour productivity.
  - ii) Review weekly report created by the Employer that measures budgeted labour productivity against actual labour costs or achieved milestones.
  - iii) Identify and address issues negatively impacting labour productivity in each construction work package as soon as possible.
  - iv) Identify processes or actions to address issues that negatively affect productivity as soon as possible.
  - v) Identify better practices in each construction work package that enhance productivity and determine whether such practices can be replicated in other construction work packages.
  - vi) Identify issues or circumstances within the control of the Owner negatively impacting productivity, so they may be addressed as soon as possible.
  - vii) Obtain input from Union Representatives of work practices negatively or positively affecting productivity.
  - viii) Identify any hiring issues or quality-of-worker issues that are negatively impacting productivity to have open discussions to resolve.

- ix) Ensure the provisions in this Agreement designed to enhance labour productivity are being fully utilized;
- c) Ensure unionized supervision receive training to upgrade skills to effectively manage safety, quality and productivity, which training program will be approved by the Owner or EPCM;
- d) Create reporting systems to ensure craft workers are made aware of performance targets and performance results;
- e) Ensure workers are provided breaks as per this Agreement, start and finish times are respected, and productive time on tools is maximized; and
- f) Jointly develop recognition programs so that workers are recognized for their contribution in maximizing productivity and/or addressing productivity issues in a timely fashion.

#### Unionized Supervision

- 15.05 The Parties agree that highly qualified supervision is fundamental to the success of the Project. Either prior to hiring or within thirty (30) days of hiring, each Foreperson will be given leadership training jointly developed by the Union, Owner Representative and Employer to provide the skills to maintain and enhance safety, productivity, positive labour relations, high morale and a respectful work environment.

#### Sitewide Liaison and Productivity Committee

- 15.06 If invited by the Owner or Owner's EPCM Representative or Employer, the Union will participate in the following:
- a) Sitewide Liaison Committee with similar objectives as those set out in 15.01 (a) to (j); and
  - b) Sitewide Labour Productivity Committee with objectives similar to those set out in 15.04 (a) to (f).

### **Article 16.0 Health and Safety Committee**

- 16.01 The Parties acknowledge that health and safety is a shared responsibility for every person participating in the Project. The Parties acknowledge that a safety-first culture and a healthy work environment will be the foundation of a successful Project. The Employer and the Union will work together to create and enhance safety culture and procedures that protect Employees engaged in safety-sensitive positions, ensuring a safe work environment.

16.02 Parties' Commitment

- a) The Employer agrees to make practicable provisions for the safety and health of its Employees on its job sites and shop during the hours of their employment;
- b) The Union undertakes to give full support to these objectives by promoting a safety consciousness and a personal sense of responsibility amongst its membership;
- c) It is the intent of the Parties to have working conditions that are not unsafe or unhealthy beyond the minimum hazards inherent to the operation of the process in question.

16.03 The Employer will publish safety rules and procedures and provide copies to the Union and Employees.

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

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

16.06 All work shall be performed and equipment operated in accordance with the British Columbia Occupational Health and Safety Regulation ("OHSR"), in compliance with Site regulations, rules, policies, standards and procedures, and in compliance with the Employer or Owner's regulations, rules, policies, standards and procedures. The Parties recognize that it is the responsibility of everyone to cooperate in the reduction of risk and exposure with the objective of eliminating accidents, health and safety hazards and advocating observance of all safety regulations, rules, policies, standards and procedures.

16.07 Light-Duty Work Programs

If an Employee is injured on the job and requires medical attention, subject to the Employer's duty to accommodate, the Employee is entitled to light-duty work and shall inform the attending physician of the same. The Employer, in meeting its duty to accommodate, shall inform the physician of the types of light-duty work available, including the work restrictions associated with such light duties, for the Employee and make available to the Employee, subject to the Employer's duty to accommodate, with the physician's approval.

- 16.08 If the Employer requires a doctor's note and a doctor's fee is charged, the Employer agrees to reimburse the Employees with a receipt, a reasonable amount.

## Article 17.0 Health And Welfare Program

- 17.01 Refer to Schedule A.

## Article 18.0 Pension

- 18.01 Refer to Schedule A.

## Article 19.0 Education, Training and Publication

- 19.01 Refer to Schedule A.

## Article 20.0 Tools

- 20.01 All tradespeople shall supply their own tools common to their trade, with the exception of members of UA Local 170. UA Local 170 members shall be provided tools by the Employer. The Employer shall provide specialty tools.
- 20.02 The Employer shall hold the Employees responsible for all tools issued to them. The Employer shall provide adequate security for all tools and Employee provided PPE storage on the Site. If tools that are properly locked by the Employee are stolen on Site, the Employer will replace.
- 20.03 The list of tools to be supplied by tradesmen, including mechanics, will be established by the Employer in consultation with the Union.
- 20.04 Members supplying their own tools will submit an up-to-date list of tools to the Employer.

## Article 21.0 Protective Equipment

- 21.01 Employees shall furnish steel-toe safety boots when required by the Employer, at their own cost.
- 21.02 The Employer will supply Employees with safety equipment including safety glasses, gloves, raingear and steel-toed miner-style safety boots when required for underground work. Said equipment shall remain the property of the Employer. Any worn-out safety

equipment will be replaced upon presentation of the worn equipment. The Employees shall be held responsible for loss or improper maintenance of Employer-furnished items.

## Article 22.0 Leaves of Absence and Bereavement Pay

- 22.01 The Employer shall satisfy all paid or unpaid leave entitlements as per the British Columbia *Employment Standards Act* or any other applicable provincial legislation.
- 22.02 All paid leaves entitlements required by the Act (save for Reservist leave) will be considered time worked but will not be included in the calculation of overtime unless specifically included by the Act.
- 22.03 The Employee must give a minimum of seven (7) days' notice, if practicable, or a lesser notice as required by law for requests for leave.

### Leave for Indigenous Employees

- 22.04 For Indigenous Employees, the Employer and Union recognize that events can occur that impact the entire community or another Indigenous community. Also, a single event could impact several individual Indigenous Employees. The Employer will make every reasonable attempt to accommodate requested leaves of absence.
- 22.05 Any Indigenous Employee who has worked continuously with the Employer for three (3) months is, with one (1) month's advance written notice, entitled to additional leave of absence without pay of up to seven (7) days per calendar year. This leave is granted to enable the Employee to participate in traditional Indigenous practices, which may include:
- a) hunting;
  - b) fishing;
  - c) ceremony;
  - d) harvesting; and
  - e) any practice prescribed by regulation.
- 22.06 Employees may request a leave of absence to attend Union activities other than directly related to the Employer, which request will be subject to Employer approval, which approval will not be unreasonably withheld.

### Bereavement

- 22.07 An Employee will be granted three (3) days leave of absence, with pay at his regular straight time hourly rate, to make arrangements for and to attend the funeral of the

Employee's spouse, child or stepchild, and one (1) day leave of absence with pay for an Employee's immediate family member (mother, father, sibling, mother-in-law or father-in-law).

#### General

- 22.08 Employees who fail to report for work as scheduled without first giving a justifiable reason to their supervisor shall be deemed to have voluntarily quit. The Employer may demand further reasonable evidence supporting the reason for absence, including medical evidence, at its discretion.
- 22.09 Leaves of absence under Article 22.01 shall not exceed one (1) week unless time is mutually agreed upon between the Employer and the Employee or unless permitted by law.

#### Article 23.0 Grievance Procedures

- 23.01 Should a dispute arise between the Employer and an Employee or the Union regarding the interpretation, application, administration, or violation of this Agreement, it shall be resolved by the Grievance Procedure in the manner set out below.
- 23.02 Informal Procedure: As an informal step, an Employee is encouraged to make an earnest effort to resolve the issue directly with the Management person to whom the Employee reports. The Employee may choose to be accompanied by a Shop Steward.
- 23.03 The Parties to this Agreement recognize that Employee Representatives and Union Shop Stewards are the agents through whom Employees shall process their grievances and receive settlement thereof.
- 23.04 Neither the Employer nor the Union shall be required to consider or process any grievance that arose out of any action or condition more than fourteen (14) days after the subject of such grievance occurred. If the action or condition is of a continuing or recurring nature, this limitation period shall not begin to run until the action or condition has ceased. The limitation period shall not apply to differences arising between the Parties hereto relating to the interpretation, application, or administration of this Agreement.
- 23.05 A "Policy Grievance" is defined as a grievance that involves a question relating to the interpretation, application, or administration of this Agreement. Either party may submit a Policy Grievance directly to Arbitration under Article 24.0, bypassing Step 1 and Step 2 of the Grievance Procedure. A Policy Grievance shall be signed by a Shop Steward, a Union officer, or other designated Employee Representative, or in the case of an Employer's policy grievance, by the Employer or his Representative.

- 23.06 A "Group Grievance" is defined as a single grievance signed by a Shop Steward or Union Representative on behalf of a group of Employees who have the same complaint. A group grievance must be dealt with at successive stages of the grievance procedure, commencing with Step 1. The grievers shall be listed on the grievance form.

#### Step 1

A grievance shall be submitted to the Employer in writing within fourteen (14) days of the act or condition causing the grievance and shall contain the alleged violation, the date of the violation, the facts describing the alleged violation, the location of the violation, the person or entity committing the violation, the Article or Articles of the Agreement alleged to have been violated and the remedy sought. The Employer shall address the grievance and shall forward a written response to the griever and the Union Representative within seven (7) days of the day on which the grievance is submitted.

#### Step 2

If the grievance is not resolved at Step 1, a Union Representative may, within seven (7) days of the decision under Step 1 or within seven (7) days of the day this decision should have been made, submit a Step 2 grievance to the Employer. The Parties shall attempt to meet to resolve the grievance within one (1) week after the Step 2 grievance has been filed. The Employer shall forward a written response to the griever and the Union Representative within seven (7) days of the day on which the Step 2 grievance is submitted.

- 23.07 The Parties agree the Owner shall be given copies of all grievances within twenty-four (24) hours of being filed, copies of all responses to Union grievances in advance of filing the response, all formal grievance correspondence, shall be provided notice of all grievance step meetings and shall have the right to participate as an observer in all grievance meetings.

### **Article 24.0 Arbitration**

- 24.01 Provided there is mutual agreement, no issue shall be referred to arbitration without being referred to mediation first and the mediation process has been exhausted. If the Parties fail to settle the grievance at Step 2 of the Grievance Procedure and/or through the mediation process, the grievance may be referred to arbitration.
- 24.02 If the Parties fail to settle the grievance at Step 2 of the Grievance Procedure, the grievance may be referred to arbitration.
- 24.03 The party initiating arbitration must serve the other party with written notice of desire to arbitrate within fourteen (14) days after receiving the decision given at Step 2 of the Grievance Procedure.



- 24.04 If a notice of desire to arbitrate is served, the two Parties shall attempt to obtain an agreement to refer the matter to an agreed upon single Arbitrator, within seven (7) days of service, who will meet with the authorized Representatives of the Union and the Employer in a hearing to ascertain both sides of the case.
- 24.05 If the Parties fail to agree to refer the matter to an agreed single Arbitrator within seven (7) days of service as aforesaid, either Party may request the British Columbia Labour Relations Board to appoint a single Arbitrator.
- 24.06 Notice of desire to arbitrate and of nominations of an Arbitrator shall be served by facsimile, mail or email. In terms of notice transmission methods:
- a) the date that a notice facsimile is successfully transmitted shall be regarded as the date of service;
  - b) the date that a notice letter is postmarked shall be regarded as the date of service;
  - c) the date that an email is acknowledged by the served party shall be regarded as the date of service.
- 24.07 If a party refuses or neglects to answer a grievance at any stage of the Grievance Procedure, the other party may commence arbitration proceedings and if the party in default refuses or neglects to appoint an Arbitrator, the party not in default may apply to the British Columbia Labour Relations Board to appoint an Arbitrator to hear the grievance. The decision of the Arbitrator shall be final and binding upon both Parties.
- 24.08 It is agreed that the Arbitrator shall have the jurisdiction, power, and authority to give relief for default in complying with the time limits set out in Article 23.0 and Article 24.0 where it appears that the default was owing to a reliance upon the words or conduct of the other party.
- 24.09 An Employee found to be wrongfully discharged or suspended will be reinstated, subject to the length of any suspension upheld, without loss of seniority and with back pay, less any monies earned, or by any other arrangement which is just and equitable in the opinion of the Arbitrator.
- 24.10 Where the Arbitrator finds that there is proper cause for disciplining an Employee but considers the penalty imposed too severe in view of the Employee's employment record and the circumstances surrounding the discharge or suspension, the Arbitrator may substitute a penalty which, in the opinion of the Arbitrator, is just and equitable.
- 24.11 The decision of the Arbitrator will be final and binding on the two Parties to the dispute and shall be applied forthwith.

- 24.12 The Parties will equally bear the expense of the Arbitrator.
- 24.13 An Arbitrator shall be empowered to render his decision or interpretation consistent with the provisions of this Agreement.
- 24.14 Selection of an Arbitrator will be as mutually agreed to by the Employer and the Union.
- 24.15 The Parties to this Agreement agree that all of OE Local 115, IBEW Local 993, UA Local 170, IW Local 97, CSWU Local 1611, CMAW Local 1346, IBEW Local 258, Millwrights Local 2736, and SMW Local 280 Unions shall be given notice of every dispute referred to arbitration, and shall have a right to participate in every arbitration as a party. If any of OE Local 115, IBEW Local 993, UA Local 170, IW Local 97, CSWU Local 1611, CMAW Local 1346, IBEW Local 258, Millwrights Local 2736, and SMW Local 280 Unions receive notice of an arbitration, but decline to participate, that party who declines to participate shall be permanently estopped from pursuing another arbitration with the same subject matter, except as otherwise mutually agreed to by the Parties.
- 24.16 Where grievances are referred to arbitration, the Parties agree that the Owner must be copied on all correspondence and may elect to have full party standing, or interested party standing, in any arbitration proceeding involving the interpretation of any Article of this Agreement. Without limiting the foregoing, the Parties further agree they shall consent to the Owner being granted full party or interested party status in any arbitration proceeding under this Agreement, inclusive of the Owner's full ability to make submissions concerning the interpretation and application of the Collective Agreement, should the Owner seek such status.

## Article 25.0 Discharge, Suspension and Warning

- 25.01 An Employee may be cautioned, warned, suspended or discharged for proper cause by the Employer. Proper cause may include, but is not limited to, the refusal by an Employee to abide by Safety Regulations; the use of illegal narcotics or alcohol; reporting for work while under the influence of such substances, or the possession of such substances while on the job site; the refusal by the Employee to submit to a drug test when asked to do so on reasonable grounds; the refusal by the Employee to abide by the requirements of the Employer's clients; or the refusal by the Employee to abide by the requirements of the Employer's rules, regulations, policies, and practices. Suspension or discharge is subject to the Grievance Procedure.
- 25.02 When the attitude, conduct, or performance of an Employee calls for a warning by the Employer, such a warning shall be noted by the Employee's Foreman/Supervisor in writing, following which said Foreman/Supervisor shall endeavour to inform the Shop Steward of the warning within twenty-four (24) hours of its origination. A copy of all

written warnings shall be forwarded to the Union's regional office and to the Employee so affected.

- a) All verbal warnings shall remain in a workers file for one (1) year only, then destroyed;
- b) All written warnings shall remain in a workers file for one (1) year only, then destroyed.

## Article 26.0 Duration

- 26.01 This Agreement shall be effective from January 1, 2025, and shall continue in force through to the conclusion of the Project.
- 26.02 This Agreement ceases to apply to a unit(s), system(s) or area(s) of the Project when Mechanical Completion of the unit(s), system(s) or work in the area(s) is completed and is handed over to the Owner or the Owner's designee.
- 26.03 Mechanical Completion occurs when construction is physically complete (manufactured, fabricated, installed and connected), safe (related systems necessary for protection of personnel and property are in place), clean (flushed, clean and dry), tight (bolt-tensioned, hydro-tested and reinstated), inspected, tested and documented, including Pre-Operations testing.
- 26.04 Notwithstanding Article 26.02, a unit(s), system(s) or area(s) of the Project may be deemed ready for acceptance by the Owner or the Owner's designee upon near completion. Upon acceptance prior to Mechanical Completion by the Owner or the Owner's designee, this Agreement ceases to apply to the unit(s), system(s) or area(s).
- 26.05 The Parties agree to exclude the operation of section 50(2) and section 50(3) of the Labour Relations Code.
- 26.06 The Union shall file this Agreement with the Labour Relations Board.

## Article 27.0 Commissioning

- 27.01 Commissioning activities are important to the success of the Project. During the Commissioning process, the Owner, EPCM, Commissioning contractor or vendor carrying out Commissioning work may utilize Union members, Owner Employees, vendor Employees, EPCM Employees or Commissioning contractor Employees who are not members of the bargaining unit. Notwithstanding any other Article in this

Agreement, workers required for Commissioning may be selected by the Owner, EPCM, Commissioning contractor or vendor from the Union, and may be required to work on multi-discipline Work Teams, including non-union members. Commissioning work executed by Union members shall fall within the scope of this Agreement. Commissioning work executed by Owner Employees, vendor Employees or Representatives, EPCM Employees or Commissioning contractor Employees who are not members of the bargaining unit shall fall outside the scope of this Agreement.

## Article 28.0 Agreement Execution

- 28.01 This Agreement may be executed in counterparts such that all counterparts only constitute one (1) Agreement, albeit that each signatory may not be signatory to the original or same counterpart. Each counterpart shall be deemed to be an original. Furthermore, all of the counterparts taken together shall constitute one document.
- 28.02 Delivery of an executed counterpart by facsimile or other electronic form, provided it is legible (including without limitation tagged image format file (TIFF) or portable document format (PDF) forms), shall be equally effective and treated in the same vein as delivery of a manually executed counterpart.

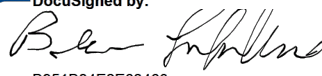
AGREED to in the Province of British Columbia.

**SIGNED** \_\_\_\_ day of July, 2025 on behalf  
of **THE EMPLOYER**




Authorized Rep:

**SIGNED** <sup>24</sup> day of July, 2025 on behalf  
of **INTERNATIONAL UNION OF  
OPERATING ENGINEERS, LOCAL 115**

DocuSigned by:  


Authorized Rep: BRIAN LEFEBVRE

**SIGNED** <sup>24</sup> day of July, 2025 on behalf  
of **INTERNATIONAL BROTHERHOOD OF  
ELECTRICAL WORKERS, LOCAL 993**

DocuSigned by:  


Authorized Rep: Jim Bicknell

**SIGNED** <sup>29</sup> day of July, 2025 on behalf  
of **UNITED ASSOCIATION OF PLUMBERS  
AND PIPEFITTERS, LOCAL 170**

Signed by:  

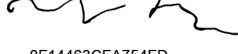

Authorized Rep: Al Phillips

**SIGNED** <sup>8th</sup> day of July, 2025 on behalf  
of **IRONWORKERS UNION, LOCAL 97**

DocuSigned by:  


Authorized Rep: Doug Parton

**SIGNED** <sup>29</sup> day of July, 2025 on behalf  
of **CONSTRUCTION AND SPECIALIZED  
WORKERS UNION, LOCAL 1611**

DocuSigned by:  


Authorized Rep: Nav Malhotra

**SIGNED** <sup>25th</sup> day of July, 2025 on behalf  
of **CONSTRUCTION MAINTENANCE AND  
ALLIED WORKERS CANADA, LOCAL 1346**

DocuSigned by:  

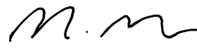

Authorized Rep: Chris Wasilenchuk

**SIGNED** <sup>29</sup> day of July, 2025 on behalf  
of **INTERNATIONAL BROTHERHOOD OF  
ELECTRICAL WORKERS, LOCAL 258**

DocuSigned by:  



Authorized Rep: Cody Gatzke

**SIGNED** <sup>25</sup> day of July, 2025 on behalf  
of **MILLWRIGHTS, LOCAL 2736**

Signed by:  


Authorized Rep: Miro Maras

**SIGNED** <sup>31</sup> day of July, 2025 on behalf  
of **SHEET METAL WORKERS' ROOFERS AND  
PRODUCTION WORKERS', LOCAL 280**

Signed by:  


Authorized Rep: Steve Davis

## Schedule A – Employee Classifications, Wages Rates and Remittances

### Preamble:

The following wage rates, allowances, and Union remittances are agreed for OE Local 115, IBEW Local 993, UA Local 170, IW Local 97, CSWU Local 1611, CMAW Local 1346, IBEW Local 258, Millwrights Local 2736, and SMW Local 280 for the Mine Construction Project Labour Agreement. Accordingly, said allowances and remittances are applicable to all of the Job Titles included herein, or created by the Employer from time to time, thus:

<b>Allowance or Remittance</b>	<b>Basis</b>
Union Benefits	Hours Worked
Pension Benefits	Hours Earned
Education & Training Benefit	Hours Worked
Other Union Allowances & Remittances	Hours Worked

**SCHEDULE "A"**  
**EMPLOYEE CLASSIFICATIONS, WAGE RATES & REMITTANCES**

**CSWU LOCAL 1611**

	<b>April 28, 2024</b>	<b>May 4, 2025</b>
<b>Construction Craft Labourers</b>		
Watchperson, Flagperson, Rodperson, Chainperson, Stakeperson, Confined Space Entry Monitor, Gas Tester and Spark Watchperson	\$42.20	\$43.90
<b>Labourer</b> , Signaler, Dumper, Swamper, Pumptender, Cement Power Buggy, Grinder, Mixer (under 1 yard), Timberman, Grader and Power and Electric Tool Operator	\$42.50	\$44.21
Bobcat Loader, Instrument Person - Utility 1, Caulked and Cemented Joint Tile and Pipelayer, Manholer, Concrete Saw, Heat Fusion Machine, Jackhammer, and Hydro Boom (under 1,000 psi) (wet and dry)	\$42.82	\$44.54
Signaler Hook-Up, Vibrator, Instrument Person - Utility 2, Fallers on Clearing, Hydro Boom (over 1,000 psi) (wet and dry), and 6" Vibrator (when used by hand)	\$43.13	\$44.86
First Aid Attendant Level 2	\$43.25	\$45.00
First Aid Attendant Level 2 with Transportation Endorsement	\$43.38	\$45.12
First Aid Attendant Level 3	\$43.50	\$45.25
Concrete Specialist	\$45.91	\$47.75
<b>Apprentice Labourers</b>	\$19.28	\$20.05
<b>Premiums</b>		
Foreperson Premium (payable over the highest classification being supervised)	15%	15%
Caisson Premium (payable below twenty-five (25) feet)	\$0.50	\$0.50
Swing Stage Premium (payable above twenty-five (25) feet)	\$0.40	\$0.40
Annual Vacation and Statutory Holiday Pay	12%	12%

**SCHEDULE "A"**  
**EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS**  
**CSWU LOCAL 1611**

<b><u>EMPLOYER CONTRIBUTIONS</u></b>	<b>Apprentices at: Less than \$18.50/hour</b>	<b>Apprentices at: More than \$18.50/hour</b>	<b>All Other Classifications</b>
<b>Health &amp; Welfare (Calculated on Hours Worked) Pension (Calculated on Hours Earned)</b>			
CSW Medical and Benefits Plan Fund	\$3.10	\$3.10	\$3.10
Labourers Pension Plan Fund	\$0.00	\$1.65	\$3.30
<b>SUBTOTAL:</b>	<b>\$3.10</b>	<b>\$4.75</b>	<b>\$6.40</b>
<b>Industry Funds: (Calculated on Hours Worked)</b>			
CSW Training Plan Fund	\$0.35	\$0.35	\$0.35
Contract Administration Fund	\$0.13	\$0.13	\$0.13
Construction Industry Rehabilitation Fund	\$0.04	\$0.04	\$0.04
Drug & Alcohol Policy Fund	\$0.01	\$0.01	\$0.01
Jurisdictional Assignment Plan	\$0.01	\$0.01	\$0.01
BCBCBTU Fund	\$0.05	\$0.05	\$0.05
<b>TOTAL: Straight Time Hours</b>	<b>\$3.69</b>	<b>\$5.34</b>	<b>\$6.99</b>
<b>TOTAL: Time and One-half Overtime Hours</b>	<b>\$3.69</b>	<b>\$6.17</b>	<b>\$8.64</b>
<b>TOTAL: Double Time Overtime Hours</b>	<b>\$3.69</b>	<b>\$6.99</b>	<b>\$10.29</b>
<b><u>EMPLOYEE DEDUCTIONS</u></b>	<b>Apprentices at: Less than \$18.50/hour</b>	<b>Apprentices at: More than \$18.50/hour</b>	<b>All Other Classifications</b>
<b>(Calculated on Hours Earned)</b>			
Union Dues	\$0.90	\$0.90	\$0.90
B.C.Y.T. Fund	\$0.10	\$0.10	\$0.10
Canadian Building Trades	\$0.01	\$0.01	\$0.01
Cons. Industry Rehab Plan (CIRP) <i>*calculated on hours worked</i>	\$0.04	\$0.04	\$0.04
<b>TOTAL: Straight Time Hours</b>	<b>\$1.05</b>	<b>\$1.05</b>	<b>\$1.05</b>
<b>TOTAL: Time and One-half Overtime Hours</b>	<b>\$1.555</b>	<b>\$1.555</b>	<b>\$1.555</b>
<b>TOTAL: Double Time Overtime Hours</b>	<b>\$2.06</b>	<b>\$2.06</b>	<b>\$2.06</b>
<b><u>TOTAL HOURLY REMITTANCES</u></b>	<b>Apprentices at: Less than \$18.50/hour</b>	<b>Apprentices at: More than \$18.50/hour</b>	<b>All Other Classifications</b>
<b>TOTAL: Straight Time Hours</b>	<b>\$4.74</b>	<b>\$6.39</b>	<b>\$8.04</b>
<b>TOTAL: Time and One-half Overtime Hours</b>	<b>\$5.25</b>	<b>\$7.72</b>	<b>\$10.20</b>
<b>TOTAL: Double Time Overtime Hours</b>	<b>\$5.75</b>	<b>\$9.05</b>	<b>\$12.35</b>



**SCHEDULE "A"**  
**EMPLOYEE CLASSIFICATIONS, WAGE RATES & REMITTANCES**

**IUOE LOCAL 115**  
**HEAVY CONSTRUCTION**

<b>Group 1</b>	<b>April 28, 2024</b>	<b>May 4, 2025</b>
Minimum Straight time Hourly Wage Rate	\$46.37	\$48.10
Vacation and General Holiday Pay (12%)	\$5.56	\$5.77
<b>Total</b>	<b>\$51.93</b>	<b>\$53.87</b>

- Track Excavator (7 yards and up to 10 yards)
- Track Excavator (Long Reach)
- Shovels, all attachments (10 yards and up to 15 yards) (Apprentice/Trainee required)
- Front End Loaders and Scoop Trams, all types (10 yards and up to 15 yards)
- Heavy Duty Mechanics, Welders, Mechanic Electrician, Bodyperson Painters
- TBM Operator

<b>Group 2</b>	<b>April 28, 2024</b>	<b>May 4, 2025</b>
Minimum Straight time Hourly Wage Rate	\$45.88	\$47.58
Vacation and General Holiday Pay (12%)	\$5.51	\$5.71
<b>Total</b>	<b>\$51.39</b>	<b>\$53.29</b>

- Track Excavator (5 yards and up to 7 yards)
- Shovels, all attachments (7 yards and up to 10 yards) (Apprentice/Trainee required)
- Front End Loaders and Scoop Trams, all types (7 yards and up to 10 yards)
- Aerial Cableways
- Whirley Type Gantry Cranes
- Operator required to operate with boom length over 130 ft. shall have their regular hourly rate increased by fifty cents (\$0.50) per hour.
- Concrete Mixing Batch Plants (up to 250 cubic yards per hour) (Apprentice/Trainee required)
- TBM Erector Operator
- TBM Segment Feed and Hoist System Operator

<b>Group 3</b>	<b>April 28, 2024</b>	<b>May 4, 2025</b>
Minimum Straight time Hourly Wage Rate	\$44.90	\$46.57
Vacation and General Holiday Pay (12%)	\$5.39	\$5.59
<b>Total</b>	<b>\$50.29</b>	<b>\$52.16</b>

- Track Excavator (3 yards and up to 5 yards)
- Shovels, all attachments (up to 7 yards) (Apprentice/Trainee required)
- Drill Doctors and Steel Sharpeners
- Refrigeration Mechanics
- Overhead and Front End Loaders, all types (5 yards and up to 7 yards)
- Scoop Trams and similar equipment (under 7 yards)
- Crawler Tractor- 010
- Telehandler
- Crawler Tractors in Tandem (one operator)
- Crawler Tractors (05, 6, 7, 8, and 9 types)
- Grader and Motor Patrols
- HydroVac Operator
- Mechanical Excavator (Mole)

<b>Group 4</b>	<b>April 28, 2024</b>	<b>May 4, 2025</b>
Minimum Straight time Hourly Wage Rate	\$44.56	\$46.21
Vacation and General Holiday Pay (12%)	\$5.35	\$5.54
<b>Total</b>	<b>\$49.91</b>	<b>\$51.75</b>

- Overhead Cranes
- Gantry Cranes
- Travel Lift Drott 1000
- Tireperson - (vulcanizing experience)
- No Joint Concrete Casting Machines and similar types
- Mixer Mobiles (Mixer and Hoist Combination)
- Concrete Pumps with boom attachment (42 metres in length and over)

<b>Group 5</b>	<b>April 28, 2024</b>	<b>May 4, 2025</b>
Minimum Straight time Hourly Wage Rate	\$44.11	\$45.75
Vacation and General Holiday Pay (12%)	\$5.29	\$5.49
<b>Total</b>	<b>\$49.40</b>	<b>\$51.24</b>

- Ross Carrier
- Gradalls
- Rubber Tire Scrapers, all types and sizes when used in tandem (one operator)
- Rubber Tired Scrapers, all types (30 yards and over)

- Track Excavator (under 3 yards)
- Concrete Hopper Rail Car
- Mobile Concrete Pump with Boom Attachment (under 42 metres in length)
- Derricks
- Overhead and Front End Loaders, all types (up to 5 yards)
- Rigger (duties of the rigger are to include rigging, welding, and use of cutting torches, signal person and use of hand tools to unbolt or bolt machinery)

<b>Group 6</b>	<b>April 28, 2024</b>	<b>May 4, 2025</b>
Minimum Straight time Hourly Wage Rate	\$43.48	\$45.10
Vacation and General Holiday Pay (12%)	\$5.22	\$5.41
<b>Total</b>	<b>\$48.70</b>	<b>\$50.51</b>

- Dozer Compactor
- Trenching Machines (Apprentice/Trainee required)
- Rubber Tired Scrapers (under 30 yards)
- Curbing Machine
- Concrete Spreaders or Finishing Machine Operators (all types and sizes)
- Drills - Quarry Master, Reich, Bucyrus Erie, Senato and similar types
- Screening and Washing Plants (75 yards per hour and over) (Apprentice/Trainee required)
- Mucking Machines (Conway 101 types)
- Drills - Exploration (Cable, Core, Rotary, Churn and similar)
- Stationary Engineer (Chief)
- Hydraulic Backhoes (Tractor Mounted) (½ yard rated capacity and over)
- Mechanical Tamping Machines, all types
- Crusher Operator (Apprentice/Trainee required)
- Jumbo Form Setter (power driven)
- Air Tugger
- Placo Operator
- Ditch Witch
- 4, 3, 2, 1 Drum Hoists
- Construction Material and Person Hoist
- TBM Stationary Engineer (Chief)

<b>Group 7</b>	<b>April 28, 2024</b>	<b>May 4, 2025</b>
Minimum Straight time Hourly Wage Rate	\$42.89	\$44.48
Vacation and General Holiday Pay (12%)	\$5.15	\$5.34
<b>Total</b>	<b>\$48.04</b>	<b>\$49.82</b>

- Tree Farmer and similar type skidders
- Concrete Paving Machines (Jaeger and Koehring and similar types)
- Service Truck Operator
- Cement Hogs
- Heavy Duty Greaser and Serviceperson
- Fuller Kenyon
- Mucking Machines (Eimco over Model 40)
- Conveyor Belt and Conveyor Type Loaders (Barber Greene, Kolman and similar types)
- Tire Serviceperson
- Hydraulic Slip Form Operator
- Locomotives (Diesel, Gas, Steam, Electric)
- Crawler Tractors, 03 and 04 types
- Compressors (1000 cubic feet and over)
- Hydra Hammers
- Pumps (6" and over)
- Compactors - self propelled (other than on Asphalt Paving) (15 tons and over)
- Stationary Engineers (Shift)
- Crusher Topperson
- Concrete Mixer (1 yard and over)
- Hydraulic Backhoe (Tractor Mounted) (under ½ yard rating)
- Screening and Washing Plants (portable types) (Apprentice/Trainee required)
- Line Concrete Pumps

<b>Group 8</b>	<b>April 28, 2024</b>	<b>May 4, 2025</b>
Minimum Straight time Hourly Wage Rate	\$37.56	\$38.94
Vacation and General Holiday Pay (12%)	\$4.51	\$4.67
<b>Total</b>	<b>\$42.07</b>	<b>\$43.61</b>

- Forklifts, Bullmoose, Hysters, similar type equipment
- Elevator Operator
- Skid Steer Loaders - Bobcat and similar type (under 1 yards)
- Mechanic Electrician Helper
- Crawler Tractors D2 types, Oliver, Cletrac, Farm Tractors (26 h.p. and under)

- Oiler
- Padperson
- Fireperson
- Mechanic's Helper
- Compressor under 1,000 cubic feet
- Compactors - self propelled (other than on Asphalt Paving) (under 15 tons)
- Pumps (under 6")
- Sheep Foot, Wobbly Wheel and similar compactors: Rate to be governed by type of towing equipment
- Assistant Driller
- Rock Truck Driver

**SCHEDULE "A"**  
**EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS**

**IUOE LOCAL 115**

<b>HEAVY CONSTRUCTION:</b>	<b>April 28, 2024</b>	<b>May 4, 2025</b>
<b>Employer Contributions</b>		
Union Benefit Plan	\$2.90	\$2.95
* Union Pension Plan	\$6.90	\$7.00
CLR Dues	\$0.13	\$0.13
Rehabilitation Fund	\$0.04	\$0.04
JA Plan	\$0.01	\$0.01
BCBCBTU Fund	\$0.05	\$0.05
D&A Society	\$0.01	\$0.01
IUOETA Fund	\$0.85	\$0.85
Tool Allowance Fund	\$0.06	\$0.06
OE Advancement Fund	\$0.17	\$0.17
<b>Total Employer Contributions</b>	<b>\$11.12</b>	<b>\$11.27</b>
<b>Employee Deductions</b>		
Working Dues	\$0.91	\$0.95
BCBT Fund	\$0.10	\$0.10
Canadian Building Trades	\$0.01	\$0.01
Coalition of BC Building Trades	\$0.00	\$0.00
Rehabilitation Fund	\$0.04	\$0.04
<b>Total Employee Deductions</b>	<b>\$1.06</b>	<b>\$1.10</b>

**SCHEDULE "A"**  
**EMPLOYEE CLASSIFICATIONS, WAGE RATES & REMITTANCES**

**IUOE LOCAL 115**  
**CRANE**

	April 28, 2024			May 4, 2025		
	Wages	Holiday Pay (12%)	Wages & HP	Wages	Holiday Pay (12%)	Wages & HP
<b>Group #1 - Crane Operator Rates - Conventional</b>						
Under 20 Ton	\$51.32	\$6.16	\$57.48	\$53.25	\$6.39	\$59.64
20 - 50 Ton	\$52.30	\$6.28	\$58.58	\$54.27	\$6.51	\$60.78
51-99 Ton	\$52.84	\$6.34	\$59.18	\$54.83	\$6.58	\$61.41
100-149 Ton	\$53.37	\$6.40	\$59.77	\$55.38	\$6.65	\$62.03
150-199 Ton	\$53.92	\$6.47	\$60.39	\$55.95	\$6.71	\$62.66
200-249 Ton	\$54.49	\$6.54	\$61.03	\$56.55	\$6.79	\$63.34
250-299 Ton	\$54.97	\$6.60	\$61.57	\$57.04	\$6.84	\$63.88
300-349 Ton	\$56.83	\$6.82	\$63.65	\$58.98	\$7.08	\$66.06
350-399 Ton	\$58.68	\$7.04	\$65.72	\$60.90	\$7.31	\$68.21
400-449 Ton	\$60.50	\$7.26	\$67.76	\$62.80	\$7.54	\$70.34
450-499 Ton	\$62.33	\$7.48	\$69.81	\$64.70	\$7.76	\$72.46
<b>Group #2 - Crane Operator Rates – Hydraulic</b>						
Under 20 Ton	\$50.12	\$6.01	\$56.13	\$52.00	\$6.24	\$58.24
20 - 50 Ton	\$51.12	\$6.13	\$57.25	\$53.04	\$6.36	\$59.40
51-99 Ton	\$51.65	\$6.20	\$57.85	\$53.59	\$6.43	\$60.02
100-149 Ton	\$52.20	\$6.26	\$58.46	\$54.16	\$6.50	\$60.66
150-199 Ton	\$52.75	\$6.33	\$59.08	\$54.74	\$6.57	\$61.31
200-249 Ton	\$53.66	\$6.44	\$60.10	\$55.68	\$6.68	\$62.36
250-299 Ton	\$54.56	\$6.55	\$61.11	\$56.62	\$6.79	\$63.41
300-349 Ton	\$56.38	\$6.77	\$63.15	\$58.51	\$7.02	\$65.53
350-399 Ton	\$58.16	\$6.98	\$65.14	\$60.36	\$7.24	\$67.60
400-449 Ton	\$59.98	\$7.20	\$67.18	\$62.26	\$7.47	\$69.73
450-499 Ton	\$61.79	\$7.41	\$69.20	\$64.14	\$7.70	\$71.84
<b>Other Classifications</b>						
<b>Tower Cranes</b>						
1. Over 10 Ton	\$51.39	\$6.17	\$57.56	\$53.32	\$6.40	\$59.72
2. Under 10 Ton	\$50.87	\$6.10	\$56.97	\$52.78	\$6.33	\$59.11

	April 28, 2024			May 4, 2025		
	Wages	Holiday Pay (12%)	Wages & HP	Wages	Holiday Pay (12%)	Wages & HP
<b>Tradespeople</b>						
Welders, Electricians	\$50.83	\$6.10	\$56.93	\$52.74	\$6.33	\$59.07
Mechanics	\$51.87	\$6.22	\$58.09	\$54.32	\$6.52	\$60.84
Riggers	\$48.91	\$5.87	\$54.78	\$50.74	\$6.09	\$56.83
Drivers	\$48.63	\$5.84	\$54.47	\$50.45	\$6.05	\$56.50
Self-Erect Cranes and Man and Material Hoists	\$48.20	\$5.78	\$53.98	\$50.00	\$6.00	\$56.00
<b>Other Rates</b>						
Kangaroo 1500	\$51.39	\$6.17	\$57.56	\$53.32	\$6.40	\$59.72
Kangaroo 750	\$50.87	\$6.10	\$56.97	\$52.78	\$6.33	\$59.11
Derricks	\$48.91	\$5.87	\$54.78	\$50.74	\$6.09	\$56.83
Yardperson	\$44.21	\$5.31	\$49.52	\$45.85	\$5.50	\$51.35



**SCHEDULE "A"**  
**EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS**

**IUOE LOCAL 115**

<b>CRANE:</b>	<b>April 28, 2024</b>	<b>May 4, 2025</b>
<b>Employer Contributions</b>		
Benefits Plan	\$2.90	\$2.95
Pension Plan	\$6.90	\$7.00
IUOETA Local 115 Training Association	\$0.85	\$0.85
Tool Allowance Fund	\$0.06	\$0.06
Rehabilitation Fund	\$0.04	\$0.04
Jurisdictional Assignment Plan Fund	\$0.01	\$0.01
OE Advancement Fund	\$0.17	\$0.17
CLR Contract Administration Fund	\$0.13	\$0.13
Mobile Crane Owners Association Fund	n/a	n/a
BCBCBTU Fund	\$0.05	\$0.05
D&A Policy	\$0.01	\$0.01
<b>Total Employer Contributions</b>	<b>\$11.12</b>	<b>\$11.27</b>
<b>Employee Deductions</b>		
Working Dues	\$1.07	\$1.11
BCBT Fund	\$0.07	\$0.07
Canadian Building Trades Fund	\$0.01	\$0.01
Rehabilitation Fund	\$0.04	\$0.04
<b>Total Employee Deductions</b>	<b>\$1.19</b>	<b>\$1.23</b>

**SCHEDULE "A"**  
**EMPLOYEE CLASSIFICATIONS, WAGE RATES & REMITTANCES**

**IUOE LOCAL 115**  
**PILE DRIVING**

	<b>April 28, 2024</b>		
	<b>Wages</b>	<b>Holiday Pay (12%)</b>	<b>Wages &amp; HP</b>
Operator – (above 10 yards) – Deck Engineer required in dredging, Land Cranes greater than 350 ton	\$59.35	\$7.12	\$66.47
Operator – (7 yards and up to 10 yards) – Deck Engineer required in dredging, Land Cranes greater than 275 ton	\$56.53	\$6.78	\$63.31
Mechanics	\$55.69	\$6.68	\$62.37
Operator (5 yards and up to 7 yards) – Deck Engineer required in dredging, Land Cranes greater than 175 ton	\$55.12	\$6.61	\$61.73
Operator (3 yards and under 5 yards) – Deck Engineer required in dredging	\$54.51	\$6.54	\$61.05
Gantry Crane, Land Cranes greater than 100 ton but less than or equal to 175 ton	\$54.51	\$6.54	\$61.05
Operator – (under 3 yards) -Deck Engineer required in dredging, Land Cranes less than or equal to 100 ton	\$53.82	\$6.46	\$60.28
Fixed Floating Pile Drivers – Skid Rigs (Hammerman)	\$53.82	\$6.46	\$60.28
Front End Loader (over 5 yards)	\$53.54	\$6.42	\$59.96
Rotary Type Drill (Truck and Crawler Mounted)	\$53.54	\$6.42	\$59.96
Welders	\$53.04	\$6.36	\$59.40
Boat Operator (over 225 h.p.)	\$51.73	\$6.21	\$57.94
Front End Loader (under 5 yards)	\$51.51	\$6.18	\$57.69
Serviceperson & Utility Operator – Zoom Boom Forklift, Forklift, J Lift	\$51.02	\$6.12	\$57.14
Boatman (up to 225 h.p.)	\$50.43	\$6.05	\$56.48
Deck Engineer	\$46.80	\$5.62	\$52.42
Front End Person and Assistant Driller	\$43.77	\$5.25	\$49.02
Deck Hand	\$40.65	\$4.88	\$45.53
Assistant	\$35.38	\$4.25	\$39.63

SCHEDULE "A"  
EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS

IUOE LOCAL 115

<b>PILE DRIVER:</b>	<b>April 28, 2024</b>
<b>Employer Contributions</b>	
Benefits Plan	\$2.80
Pension Plan	\$8.75
Training Association Fund	\$0.88
Tool Allowance Fund	\$0.06
Construction Industry Rehabilitation Fund	\$0.04
Jurisdictional Assignment Fund	\$0.01
Operating Engineers' Advancement Fund	\$0.15
BC Drug and Alcohol Program Policy	\$0.01
<b>Total Employer Contributions</b>	<b>\$12.70</b>
<b>Employee Deductions</b>	
Union Dues Check Off	\$1.07

**SCHEDULE "A"**  
**EMPLOYEE CLASSIFICATIONS, WAGE RATES & REMITTANCES**

**IBEW LOCAL 993**

<b>May 4, 2025</b>	<b>Wage Rate</b>	<b>Hol &amp; Stat Pay</b>	<b>GRSSP</b>	<b>H&amp;W</b>	<b>Ind. Funds</b>	<b>Total Package</b>
<b>Journey Wire/Winder</b>	\$49.91	\$5.99	\$5.70	\$2.50	\$1.06	\$65.16
A Foreman	\$61.39	\$7.37	\$5.70	\$2.50	\$1.06	\$78.02
B Foreman	\$55.90	\$6.71	\$5.70	\$2.50	\$1.06	\$71.87
General Foreman	\$66.38	\$7.97	\$5.70	\$2.50	\$1.06	\$83.61
Cable Splicer	\$55.90	\$6.71	\$5.70	\$2.50	\$1.06	\$71.87
Cable Splicer Foreman	\$59.89	\$7.19	\$5.70	\$2.50	\$1.06	\$76.34
Instrument Tech	\$49.91	\$5.99	\$5.70	\$2.50	\$1.06	\$65.16
Service Man	\$55.90	\$6.71	\$5.70	\$2.50	\$1.06	\$71.87
<b>Pre-Apprentice Rates</b>						
1st 6 months	\$22.46	\$2.70	\$0.00	\$2.50	\$1.06	\$28.72
2nd 6 months	\$24.96	\$3.00	\$0.00	\$2.50	\$1.06	\$31.52
<b>Apprentice Rates</b>						
<b>Standard Jrny Wire</b>	\$49.91	\$5.99	\$5.70	\$2.50	\$1.06	\$65.16
8th Term	\$44.92	\$5.39	\$4.28	\$2.50	\$1.06	\$58.15
7th Term	\$42.42	\$5.09	\$4.28	\$2.50	\$1.06	\$55.35
6th Term	\$39.93	\$4.79	\$2.85	\$2.50	\$1.06	\$51.13
5th Term	\$37.43	\$4.49	\$2.85	\$2.50	\$1.06	\$48.33
4th Term	\$34.94	\$4.19	\$1.43	\$2.50	\$1.06	\$44.12
3rd Term	\$32.44	\$3.89	\$1.43	\$2.50	\$1.06	\$41.32
2nd Term	\$29.95	\$3.59	\$0.00	\$2.50	\$1.06	\$37.10
1st Term	\$27.45	\$3.29	\$0.00	\$2.50	\$1.06	\$34.30

**SCHEDULE "A"**  
**EMPLOYEE CLASSIFICATIONS, WAGE RATES & REMITTANCES**

**IBEW LOCAL 993**

<b>May 4, 2025</b>	<b>Wage Rate</b>	<b>Hol &amp; Stat Pay</b>	<b>GRSSP</b>	<b>Pension</b>	<b>H&amp;W</b>	<b>Ind. Funds</b>	<b>Total Package</b>
<b>Journey Wire/Winder</b>	\$49.91	\$5.99	\$2.40	\$3.30	\$2.50	\$1.06	\$65.16
A Foreman	\$61.39	\$7.37	\$2.40	\$3.30	\$2.50	\$1.06	\$78.02
B Foreman	\$55.90	\$6.71	\$2.40	\$3.30	\$2.50	\$1.06	\$71.87
General Foreman	\$66.38	\$7.97	\$2.40	\$3.30	\$2.50	\$1.06	\$83.61
Cable Splicer	\$55.90	\$6.71	\$2.40	\$3.30	\$2.50	\$1.06	\$71.87
Cable Splicer Foreman	\$59.89	\$7.19	\$2.40	\$3.30	\$2.50	\$1.06	\$76.34
Instrument Tech	\$49.91	\$5.99	\$2.40	\$3.30	\$2.50	\$1.06	\$65.16
Service Man	\$55.90	\$6.71	\$2.40	\$3.30	\$2.50	\$1.06	\$71.87
<b>Pre-Apprentice Rates</b>							
1st 6 months	\$22.46	\$2.70	\$0.00	\$0.00	\$2.50	\$1.06	\$28.72
2nd 6 months	\$24.96	\$3.00	\$0.00	\$0.00	\$2.50	\$1.06	\$31.52
<b>Apprentice Rates</b>							
<b>Standard Jrny Wire</b>	\$49.91	\$5.99	\$2.40	\$3.30	\$2.50	\$1.06	\$65.16
8th Term	\$44.92	\$5.39	\$1.80	\$2.48	\$2.50	\$1.06	\$58.15
7th Term	\$42.42	\$5.09	\$1.80	\$2.48	\$2.50	\$1.06	\$55.35
6th Term	\$39.93	\$4.79	\$1.70	\$1.15	\$2.50	\$1.06	\$51.13
5th Term	\$37.43	\$4.49	\$1.70	\$1.15	\$2.50	\$1.06	\$48.33
4th Term	\$34.94	\$4.19	\$0.35	\$1.08	\$2.50	\$1.06	\$44.12
3rd Term	\$32.44	\$3.89	\$0.35	\$1.08	\$2.50	\$1.06	\$41.32
2nd Term	\$29.95	\$3.59	\$0.00	\$0.00	\$2.50	\$1.06	\$37.10
1st Term	\$27.45	\$3.29	\$0.00	\$0.00	\$2.50	\$1.06	\$34.30

**SCHEDULE "A"**  
**EMPLOYEE CLASSIFICATIONS, WAGE RATES & REMITTANCES**

**UA LOCAL 170**

<b>April 28, 2024</b>	<b>Wages</b>	<b>V&amp;HP (12%)</b>	<b>Pension</b>	<b>Total Employer Contributions</b>	<b>Total Monetary Package</b>
General Foreperson	\$64.33	\$7.72	\$5.75	\$4.44	\$82.24
Foreperson	\$61.65	\$7.40	\$5.75	\$4.44	\$79.24
<b>Journeyperson</b>	<b>\$53.61</b>	<b>\$6.43</b>	<b>\$5.75</b>	<b>\$4.44</b>	<b>\$70.23</b>
Building Trades Helper	\$46.59	\$5.59	\$5.75	\$4.44	\$62.37
Apprentices:					
8th 6 months	\$45.57	\$5.47	\$4.89	\$4.44	\$60.37
7th 6 months	\$42.89	\$5.15	\$4.60	\$4.44	\$57.08
6th 6 months	\$40.21	\$4.82	\$4.31	\$4.44	\$53.78
5th 6 months	\$37.53	\$4.50	\$4.03	\$4.44	\$50.50
4th 6 months	\$34.85	\$4.18	\$3.74	\$4.44	\$47.21
3rd 6 months	\$32.17	\$3.86	\$3.45	\$4.44	\$43.92
2nd 6 months	\$29.49	\$3.54	\$3.16	\$4.44	\$40.63
1st 6 months	\$29.49	\$3.54	\$3.16	\$4.44	\$40.63

**SCHEDULE "A"**  
**EMPLOYEE CLASSIFICATIONS, WAGE RATES & REMITTANCES**

**UA LOCAL 170**

<b>May 4, 2025</b>	<b>Wages</b>	<b>V&amp;HP (12%)</b>	<b>Pension</b>	<b>Total Employer Contributions</b>	<b>Total Monetary Package</b>
General Foreperson	\$66.65	\$8.00	\$6.00	\$4.44	\$85.09
Foreperson	\$63.87	\$7.66	\$6.00	\$4.44	\$81.97
<b>Journeyman</b>	<b>\$55.54</b>	<b>\$6.66</b>	<b>\$6.00</b>	<b>\$4.44</b>	<b>\$72.64</b>
Building Trades Helper	\$48.26	\$5.79	\$6.00	\$4.44	\$64.49
Apprentices:					
8th 6 months	\$47.21	\$5.67	\$5.10	\$4.44	\$62.42
7th 6 months	\$44.43	\$5.33	\$4.80	\$4.44	\$59.00
6th 6 months	\$41.66	\$5.00	\$4.50	\$4.44	\$55.60
5th 6 months	\$38.88	\$4.67	\$4.20	\$4.44	\$52.19
4th 6 months	\$36.10	\$4.33	\$3.90	\$4.44	\$48.77
3rd 6 months	\$33.32	\$4.00	\$3.60	\$4.44	\$45.36
2nd 6 months	\$30.55	\$3.67	\$3.30	\$4.44	\$41.96
1st 6 months	\$30.55	\$3.67	\$3.30	\$4.44	\$41.96

**SCHEDULE "A"**  
**EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS**

**UA LOCAL 170**

	<b>April 28, 2024</b>	<b>May 4, 2025</b>
<b>Employer Contributions</b>		
Union Benefit Plan	\$2.67	\$2.67
CLR Dues	\$0.13	\$0.13
Rehabilitation Fund	\$0.04	\$0.04
JAPlan	\$0.01	\$0.01
BCBCBTU Fund	\$0.05	\$0.05
D&A Policy	\$0.01	\$0.01
PIAB Fund	\$0.83	\$0.83
JTIP Fund (GST to be added)	\$0.10	\$0.10
MIRA (GST to be added)	\$0.17	\$0.17
SUB	\$0.10	\$0.10
CIBF (Affiliation/Benefit Fund) *	\$0.18	\$0.18
Industry Enhancement Fund	\$0.10	\$0.10
Canadian Training Fund	\$0.05	\$0.05
<b>Total Employer Contributions</b>	<b>\$4.44</b>	<b>\$4.44</b>
<b>Employee Deductions</b>		
Hourly Dues	2.50%	2.50%
Canadian Building Trades	\$0.01	\$0.01
BC Building Trades	\$0.085	\$0.085
Market Recovery & Area Training	\$1.00	\$1.00
Canadian Political Action Fund	\$0.01	\$0.01
Rehab Fund	\$0.04	\$0.04
Helmets to Hardhats	\$0.01	\$0.01

Employer Contribution Pension included Schedule A "Employee Classifications, Wage Rates & Remittances"

Employer Contribution Pension on the basis of Hours Earned



**SCHEDULE "A"**  
**EMPLOYEE CLASSIFICATIONS, WAGE RATES & REMITTANCES**

**IRONWORKERS LOCAL 97**

<b>April 28, 2024</b>	<b>Wages</b>	<b>HP (12%)</b>	<b>H&amp;W</b>	<b>Pension</b>	<b>Funds</b>	<b>Total Cost</b>
Journeyman	\$50.59	\$6.07	\$3.11	\$5.55	\$1.49	\$66.81
Foreman	\$58.18	\$6.98	\$3.11	\$5.55	\$1.49	\$75.30
General Foreman	\$60.71	\$7.28	\$3.11	\$5.55	\$1.49	\$78.14
Pre-App (A0)	\$27.82	\$3.34	\$3.11	-	\$2.61	\$36.88
A1	\$32.88	\$3.95	\$3.11	\$3.61	\$2.05	\$45.60
A2	\$35.41	\$4.25	\$3.11	\$3.89	\$2.05	\$48.71
A3	\$37.94	\$4.55	\$3.11	\$4.16	\$2.05	\$51.81
A4	\$39.91	\$4.79	\$3.11	\$4.44	\$2.05	\$54.30
A5	\$42.44	\$5.09	\$3.11	\$4.72	\$2.05	\$57.41
A6	\$44.97	\$5.40	\$3.11	\$5.00	\$2.05	\$60.53

All Employer Contributions on the basis of Hours Worked, except Pension which will be on the basis of Hours Earned.

**SCHEDULE "A"**  
**EMPLOYEE CLASSIFICATIONS, WAGE RATES & REMITTANCES**

**IRONWORKERS LOCAL 97**

<b>May 4, 2025</b>	<b>Wages</b>	<b>HP (12%)</b>	<b>H&amp;W</b>	<b>Pension</b>	<b>Funds</b>	<b>Total Cost</b>
Journeyman	\$52.45	\$6.29	\$3.21	\$5.65	\$1.49	\$69.09
Foreman	\$60.32	\$7.24	\$3.21	\$5.65	\$1.49	\$77.91
General Foreman	\$62.94	\$7.55	\$3.21	\$5.65	\$1.49	\$80.84
Pre-App (A0)	\$28.85	\$3.46	\$3.21	-	\$2.61	\$38.13
A1	\$34.09	\$4.09	\$3.21	\$3.67	\$2.05	\$47.11
A2	\$36.72	\$4.41	\$3.21	\$3.96	\$2.05	\$50.35
A3	\$39.34	\$4.72	\$3.21	\$4.24	\$2.05	\$53.56
A4	\$41.40	\$4.97	\$3.21	\$4.52	\$2.05	\$56.15
A5	\$44.02	\$5.28	\$3.21	\$4.80	\$2.05	\$59.36
A6	\$46.65	\$5.60	\$3.21	\$5.09	\$2.05	\$62.60

All Employer Contributions on the basis of Hours Worked, except Pension which will be on the basis of Hours Earned.

**SCHEDULE "A"**  
**EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS**

**IRONWORKERS LOCAL 97**

	<b>April 28, 2024</b>	<b>May 4, 2025</b>
<b>Employer Contributions</b>		
B.C.B.C.B.T.U. Fund	\$0.05	\$0.05
J.A.P. Fund	\$0.01	\$0.01
Trade Improvement	\$0.80	\$0.80
Centennial Fund	\$0.05	\$0.05
IMPACT	\$0.40	\$0.40
Rehabilitation Fund	\$0.04	\$0.04
Contract Administration	\$0.13	\$0.13
Drug & Alcohol	\$0.01	\$0.01
<b>Total Employer Contributions</b>	<b>\$1.49</b>	<b>\$1.49</b>
<b>Employer Apprenticeship Training Fund Contributions</b>		
Apprenticeship Training Trust Fund A0	\$1.12	\$1.12
Apprenticeship Training Trust Fund A1-A6	\$0.56	\$0.56
Apprenticeship Training Trust Fund A7	\$1.12	\$1.12
<b>Employee Deductions</b>		
Field Dues	\$1.79	\$1.86
Market Recovery	\$1.00	\$1.00
Rehabilitation Fund	\$0.04	\$0.04
BCYT Fund	\$0.03	\$0.03
<b>Total Employee Deductions</b>	<b>\$2.86</b>	<b>\$2.93</b>

Employee Deductions, Field Dues, and Market Recovery on the basis of Hours Earned.  
Employee Deductions Rehabilitation Fund and BCYT Fund on the basis of Hours Worked.

**SCHEDULE "A"**  
**EMPLOYEE CLASSIFICATIONS, WAGE RATES & REMITTANCES**

**CMAW Local 1346**

<b>April 28, 2024</b>				<b>Employer Contributions</b>										
	<b>%</b>	<b>Wage Rate</b>	<b>VP/SHP (12%)</b>	<b>CMAW Benefits</b>	<b>CMAW Target Pension</b>	<b>CMAW Admin Fund</b>	<b>CMAW Training Fund</b>	<b>CEA</b>	<b>CAF</b>	<b>Rehab Plan</b>	<b>JA Plan</b>	<b>BCBCBTU Fund</b>	<b>D&amp;A Policy</b>	<b>Total Pkg</b>
<b>Journey person</b>														
General Foreperson (GF)	125%	\$58.80	\$7.06	\$2.90	\$4.34	\$0.40	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$74.24
Foreperson (FP)	115%	\$54.10	\$6.49	\$2.90	\$4.34	\$0.40	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$68.97
<b>Certified Journey person (CJP)</b>	<b>100%</b>	<b>\$47.04</b>	<b>\$5.64</b>	<b>\$2.90</b>	<b>\$4.34</b>	<b>\$0.40</b>	<b>\$0.40</b>	<b>\$0.10</b>	<b>\$0.13</b>	<b>\$0.04</b>	<b>\$0.01</b>	<b>\$0.05</b>	<b>\$0.01</b>	<b>\$61.06</b>
<b>Apprentice Carpenter</b>														
4th Term (4th)	90%	\$42.34	\$5.08	\$2.90	\$3.26	\$0.40	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$54.72
3rd Term (3rd)	80%	\$37.63	\$4.52	\$2.90	\$3.26	\$0.40	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$49.45
2nd Term (2nd)	65%	\$30.58	\$3.67	\$2.90	\$2.39	\$0.40	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$40.68
1st Term (1st)	55%	\$25.87	\$3.10	\$2.90	\$2.39	\$0.40	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$35.40
<b>Unticketed Carpenter</b>	90%	\$42.34	\$5.08	\$2.90	\$3.26	\$0.40	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$54.72
<b>Material Handler/Pre-Apprentice (MH/PA)</b>	45%	TBD		\$2.90	\$0.00	\$0.40	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	TBD

CMAW Target Pension Plan Employer Contribution on the basis of Hours Earned.  
All other Employer Contributions on the basis of Hours Worked.

**SCHEDULE "A"**  
**EMPLOYEE CLASSIFICATIONS, WAGE RATES & REMITTANCES**

**CMAW Local 1346**

May 4, 2025				Employer Contributions										
	%	Wage Rate	VP/SHP (12%)	CMAW Benefits	CMAW Target Pension	CMAW Admin Fund	CMAW Training Fund	CEA	CAF	Rehab Plan	JA Plan	BCBCBTU Fund	D&A Policy	Total Pkg
<b>Journeyperson</b>														
General Foreperson (GF)	125%	\$61.00	\$7.32	\$3.00	\$4.39	\$0.40	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$76.85
Foreperson (FP)	115%	\$56.12	\$6.73	\$3.00	\$4.39	\$0.40	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$71.38
<b>Certified Journeyperson (CJP)</b>	100%	\$48.80	\$5.86	\$3.00	\$4.39	\$0.40	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$63.19
<b>Apprentice Carpenter</b>														
4th Term (4th)	90%	\$43.92	\$5.27	\$3.00	\$3.29	\$0.40	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$56.62
3rd Term (3rd)	80%	\$39.04	\$4.68	\$3.00	\$3.29	\$0.40	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$51.15
2nd Term (2nd)	65%	\$31.72	\$3.81	\$3.00	\$2.41	\$0.40	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$42.08
1st Term (1st)	55%	\$26.84	\$3.22	\$3.00	\$2.41	\$0.40	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$36.61
<b>Unticketed Carpenter</b>	90%	\$43.92	\$5.27	\$3.00	\$3.29	\$0.40	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	\$56.62
<b>Material Handler/Pre-Apprentice (MH/PA)</b>	45%	TBD		\$3.00	\$0.00	\$0.40	\$0.40	\$0.10	\$0.13	\$0.04	\$0.01	\$0.05	\$0.01	TBD

CMAW Target Pension Plan Employer Contribution on the basis of Hours Earned.  
All other Employer Contributions on the basis of Hours Worked.

**SCHEDULE "A"**  
**EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS**

**CMAW Local 1346**

	<b>April 28, 2024</b>	<b>May 4, 2025</b>
<b>Employer Contributions</b>		
CMAW Benefits	\$2.90	\$3.00
CMAW Target Pension Plan	\$4.34	\$4.39
CMAW Admin Fund	\$0.40	\$0.40
CMAW Training Fund	\$0.40	\$0.40
Carpentry Employers Association (CEA)	\$0.10	\$0.10
Contract Administration Fund (CAF)	\$0.13	\$0.13
Rehabilitation Plan	\$0.04	\$0.04
JAPlan	\$0.01	\$0.01
BCBCBTU Fund	\$0.05	\$0.05
D&A Policy	\$0.01	\$0.01
<b>Total Employer Contributions</b>	<b>\$8.38</b>	<b>\$8.53</b>
<b>Employee Deductions</b>		
Rehabilitation Plan	\$0.04	\$0.04
Field Dues	\$0.89	\$0.89
Local Union Check Off	\$0.25	\$0.25
<b>Total Employee Deductions</b>	<b>\$1.18</b>	<b>\$1.18</b>

CMAW Target Pension Plan Employer Contribution on the basis of Hours Earned.

All other Employer Contributions on the basis of Hours Worked.

Rehabilitation Plan Employee Deduction on the basis of Hours Worked.

All other Employee Deductions on the basis of Hours Earned.

**SCHEDULE "A"**  
**EMPLOYEE CLASSIFICATIONS, WAGE RATES & REMITTANCES**

**IBEW Local 258**

	<b>Aug 1, 2024</b>	<b>Feb 1, 2025</b>
	<b>Wages</b>	<b>Wages</b>
Foreman Cable Splicer	\$72.44	\$75.34
Sub-Foreman Cable Splicer	\$68.09	\$70.83
Cable Splicer	\$61.91	\$64.39
Driver/Helper	\$35.29	\$36.70
Driver/Operator	\$45.61	\$47.43
General Foreman Lineman	\$69.32	\$72.10
Foreman Lineman	\$66.44	\$69.09
Sub-Foreman/Lineman	\$63.55	\$66.09
Lineman	\$57.77	\$60.08
Machine Operator	\$53.49	\$55.63
Foreman Oil Mechanic	\$71.21	\$74.05
Sub-Foreman Oil Mechanic	\$68.09	\$70.83
Oil Mechanic	\$61.91	\$64.39
Powder man	\$52.33	\$54.42
Welder	\$51.95	\$54.03
Foreman Vehicle Mechanic	\$61.55	\$64.02
Sub-Foreman Vehicle Mechanic	\$58.90	\$61.24
Vehicle Mechanic	\$53.53	\$55.67
Senior Field Storekeeper	\$45.61	\$47.43
Field Storekeeper	\$35.30	\$36.71
Ground Worker	\$28.05	\$29.17
Trades Trainee	\$33.78	\$35.13
Apprentice Lineman		
First six-month term - 65%	\$37.56	\$39.05
Second six-month term - 70%	\$40.44	\$42.06
Third six-month term - 75%	\$43.33	\$45.06
Fourth six-month term - 80%	\$46.21	\$48.06
Fifth six-month term - 85%	\$49.11	\$51.07
Sixth six-month term - 90%	\$52.00	\$54.07
Seventh six-month term - 95%	\$54.88	\$57.08

SCHEDULE "A"  
EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS

IBEW Local 258

**[July 2025 Revisions to Wage Notes to be reviewed]**

**WAGE NOTES**

Note 1

General Foreman shall receive 120% of the Journeyman wage rate.

Note 2

Foreman Cable Splicer shall receive 117% of the Cable Splicer wage rate.

Note 3

Foreman shall receive 115% of the Journeyman wage rate.

Note 4

Sub-Foreman shall receive 110% of the Journeyman wage rate.

Note 5

When working at an elevation of 26 metres (85 feet) or more above the ground on poles, bridges, towers, structures and fixtures, an Employee's pay shall be computed as per the schedule and, in addition, he shall receive his regular hourly rate. In respect of towers, height will be computed using average footings of towers.

Note 6

Whenever an Employee is working in a spacing buggy on a conductor he shall receive payment as provided for in Wage Note 5.

Note 7

Certification of First Aid Attendants shall be in compliance with the "Occupational First Aid Regulations." First Aid Certificate holders will be required to upgrade their Certificates upon expiry. Certificate holders shall be paid as follows:

Level I Certificate Training to be paid for and provided by the Employer.

Level II Certificate – Sixty dollars (\$60.00) per two week pay period.

Level III Certificate – **Seventy dollars (\$70.00)** per two week pay period.

Where the Employer requires Level II and Level III Certificates, training costs shall be borne by the Employer.



#### Note 8

Employees shall be paid every second Friday at 8:00 a.m. or as soon thereafter as possible, it being understood that the Employer may hold back not more than one (1) week's pay. If the regular payday falls on a holiday, Employees shall be paid, if practicable, on the preceding working day. An Employee's pay stub must report all hours worked, pay classifications, deduction, and all balances in all categories of banks.

#### Note 9

When an Employee resigns or is terminated for any reason while in the field, he shall be paid for all time worked, plus travelling time and travelling expenses to his regular headquarters or point of hiring, whichever may apply. However, where an Employee resigns or is dismissed for cause while in the field prior to the expiry of thirty (30) calendar days from date of hiring, he shall, in addition to being paid for time already worked, be paid only travelling expenses back to his regular headquarters or point of hiring, whichever may apply.

#### Note 10

Employees engaged temporarily in work classified as paying more than their regular rate, shall be paid at the higher rate for the time so worked. An Employee engaged at such temporary work for one (1) hour or more in a four (4) hour period shall be paid the higher rate for that entire four (4) hour period. Temporary work in excess of four (4) hours shall require the higher rate to be paid ten (7.5) hours.

#### Note 11

Employees engaged temporarily at work classified as paying less than their regular rate shall not have their rate reduced while so working. Employees shall not unreasonably refuse any work offered under this condition.

#### Note 12

For the purposes of Article 5.2 (b) and (c), the personal vehicle use distance allowance is an allowance provided in lieu of paid time and travel by the Employer.

This allowance, being in lieu of earnings and Employer provided transportation in addition to being a reasonable equivalency kilometre allowance, may not be subject to taxable earnings.

#### Note 13

Timely payment of wages and contributions to the funds and G.R.R.S.P. provided for in this Agreement is essential for the protection of the beneficiaries. Delinquency and continued failure to pay wages and/or remit contributions to the funds shall be dealt with as follows:

- (a) The Union will advise the Employer in writing of any delinquency.
- (b) If the Employer has failed to respond within forty-eight (48) hours of receipt of notification, exclusive of Saturday and Sunday and holidays, the Union may then request a meeting with the Employer.
- (c) Should the matter not be resolved at the above mentioned meeting, the Union may demand payment of wages and contributions at the end of each day or at the end of each week, or,

upon twenty-four (24) hours' notice to the Employer, withdraw its members from the Employer without contravening the terms of this Agreement.

**Note 14**

All contributions to the Group R.R.S.P. (20004502) are considered income of the Employee and must be included in Box 14 and Box 40 of his/her T4.

Approval to withhold tax at source may be received from Canada Revenue Agency. If requested, **Connect Wealth** will register the Employer upon the receipt of the Employers' "Canada Revenue Agency Employer Number."

**Note 15**

Ground Worker and Trades Trainee – Employers are not required to remit RRSP contributions.

**Note 16 – COFFEE TIME**

Employees shall be permitted a fifteen (15) minute rest period once each half shift.

**Note 13 - VACATION ENTITLEMENT**

- a) Article 12.01 "Vacation and Vacation Pay" in the main body of this Agreement shall not apply to IBEW Local 258. **Vacation** shall be granted and shall be taken in each and every year. Commencing May 23, 2022, vacation pay entitlement shall be based on an Employee's continuous service, when not broken by three (3) months, under the **Union's** Master Line Agreement provided the Employee's employment did not end because of a termination with cause.

Payment for vacations shall be six percent (6%) of gross earnings (eight percent (8%) after eight (8) years of continuous service and ten percent (10%) after sixteen (16) years of continuous service) at the prevailing rate for all Employees. As an option and with the mutual agreement of the Employee(s), Vacation funds may be paid with an Employee's bi-weekly earnings each pay period. Where agreed, Article 8.3 [Note 13 (c)] shall not apply.

Employees on record as of the date of signing this Collective Agreement shall not receive less than their current entitlements.

- b) Calculation of gross earnings shall include all paid vacation and Statutory Holidays that occur during the entitlement period.
- c) All **vacation** due shall be granted and shall be taken in working days off in each and every year. When Employees are working away from their headquarters and are going on vacation, they shall receive travelling time and expenses to and from their headquarters before and after vacations.
- d) Each Employee will be required to give at least two (2) weeks' notice in advance of the time at which he wishes to begin his vacation. When Employees are working away from their

headquarters and are going on vacation, they shall receive travelling time and expenses to and from their headquarters before and after vacations.

- e) An Employee who has commenced his vacation and is called back to work, shall be paid at two hundred percent (200%) of their normal rate for the remaining portion of his scheduled vacation, and at a later date shall receive the remainder of his scheduled vacation.
- f) When calculating total service for the purpose of determining vacation entitlement under this Agreement, all time lost through sickness or accident in any one calendar year shall be counted as time worked.
- g) Employees who are laid off solely for the reason of lack of work who return to work with the Employer within two (2) years will retain the same status with respect to vacation entitlement upon return as that which they held at the time of layoff.

#### Note 14 – STATUTORY HOLIDAYS

Article 12.01 “Vacation and Vacation Pay” in the main body of this Agreement shall not apply to IBEW Local 258.

- a) Statutory Holidays shall be:

New Year's Day  
Family Day  
Good Friday  
Easter Monday  
Victoria Day  
Canada Day  
BC Day

Labour Day  
National Day for Truth and Reconciliation  
Thanksgiving Day  
Remembrance Day  
Christmas Day  
Boxing Day

and any other day declared as such by the provincial or federal governments.

- b) Statutory Holidays as stated above which are worked shall be paid for at the double-time rate in addition to the regular statutory holiday pay.
- c) Statutory Holiday pay for an Employee working under this Agreement shall be paid in the following manner. In addition to an employee's total earnings, the Employer shall set aside five-point-two (5.2%) percent for each hour paid to the Employee (overtime hour, considered one (1) hour) and post it to the Employee's credit as a holiday fund. Then, as each Statutory Holiday occurs, he shall be paid his normal day's pay, which in turn shall be deducted from his holiday fund. This process shall continue throughout the year even though there will be occasions when the fund is temporarily overdrawn. The Employee shall be paid any surplus monies due to him from the holiday fund once yearly.
- d) When Employees who are working in isolated locations request, with the approval of the Local Union, and such request is agreed to by the Employer, any of the Statutory Holidays listed in

9.1 [Note 14 (a)] above which fall on a Tuesday, Wednesday or Thursday may be taken off either the preceding Monday or following Friday.

- e) **If a Statutory Holiday falls on a Saturday or Sunday, the preceding Friday or following Monday shall be observed.**
- f) If an Employee terminates or is terminated, all money accumulated for him in the fund will be paid, less such sum as had been previously paid for holidays. Any deficiency will be recovered by the Employer, from monies owed to the Employee.
- g) As an option and with the mutual agreement of the Employee(s), Statutory Holiday funds may be paid with an Employee's bi-weekly earnings, each pay period.

**Note 15 – BENEFITS - WELFARE PLAN, GROUP RRSP, WORKSAFE BC SUPPLEMENT, CLOTHING AND TRAINING FUND**

1. a) Participation

It is agreed that the **Employers** signatory to the Master Line Agreement will participate in the IBEW Local 258 Health and Welfare Plan (the Plan) instituted on January 1, 2015, operated under a trust revised on May 1, 2016.

All **Employers** covered under the Master Line Agreement will participate in the Plan.

b) Board of Trustees

A board of Trustees will be constituted of those members provided for in the Trust Agreement and will include no less than four (4) members from the Union and four (4) members from the Employer's signatory to **the Union** and a participant in the welfare plan, appointed by **the Union** and the **Employers** signatory to this Agreement.

c) Plan Administration

The terms of the plan and its administration shall be entirely the responsibility of the Trustees, provided the plan is administered in accordance with the Collective Agreement and any applicable government law or regulation.

The Plan and the activities of the trustees will be governed by an Agreement, and Declaration of Trust and benefit entitlement will be subject to such rules, regulations and exceptions contained in plan documents and insurance contracts as are established by the Trustees from time to time.

d) Eligibility

For the purposes of this section any member of the Union who is an Employee in the employ of a company signatory to this Agreement shall be eligible for benefits on their first day of hire.

e) Benefits

Benefits provided by the Plan are established by the Trustees. Benefits currently provided are:

- Group Life Insurance
- Accidental Death and Dismemberment Insurance
- Weekly Indemnity (STD)
- Long Term Disability
- Extended Health
- Dental Benefits
- Medical Services Plan of B.C.

The amounts of coverage and details of each benefit are established by the Board of Trustees or by collective bargaining agreements and are subject to amendment by them from time to time.

f) Cost

The **Employer** shall contribute one hundred percent (100%) of the contribution rate established by the Board of Trustees for any month in which an Employee is covered by the plan for one day or more.

g) Payment of contributions

Contributions shall be made on a calendar month basis for each eligible Employee and the **Employer** shall remit the total contribution to the Trust aforesaid, not later than the twentieth (20th) day of the month for which coverage is required.

h) Termination of Coverage

- i) All coverages under the Plan will terminate after the end of the month in which lay-off or any other temporary interruption of employment commences.
- ii) If employment is terminated, coverage for the weekly indemnity and long-term disability benefits will terminate immediately upon termination of employment and all other coverages will terminate at the end of the month in which termination of employment occurs.
- iii) It shall be the responsibility of the **Employer** to advise the administrator of the Plan in a timely fashion of termination of a member's coverage and the **Employer** will be held responsible for any cost incurred by the Plan that result from late notification of termination of coverage.
- iv) The H & W plan(s) will have a self-pay option for continued coverage post termination, lay off or retirement.

i) Failure to Remit Contributions

It is agreed that if the **Employer** fails to remit contributions due under this Agreement on behalf of any eligible Employee, the **Employer** shall be liable for the payment of all benefits the Employee does not receive from the Plan but would have received had the **Employer** remitted the required contributions. There shall be a penalty of two percent (2%) per month for late remittances with a minimum of twenty-five dollars (\$25.00).

j) General

- i) It shall be the responsibility of the Plan Provider to provide all necessary enrollment and administrative forms to the **Employers**.
- ii) It shall be the responsibility of the **Employer** to provide to the Employee the necessary forms to enroll in and make claim under the Plan.
- iii) It shall be the responsibility of the Employee to cause such forms to be completed.
- iv) In cases where Employees are on compensation and receiving WorkSafeBC payments, the Employer will provide a supplement where applicable to ensure that the Employee will receive no less than his straight time take home pay, based on the Employee's basic rate of pay. This supplement to include remitted **GRRSP** contributions for the Employee, based on a normal workweek. The Employee's combined WorkSafeBC payment and supplement will be adjusted to reflect any changes to the Employee's basic rate of pay. Where the Employer is required to provide a supplement, that amount shall be reimbursed upon application to the "Industry Benefit Fund" (see Note 16). Should the first day or part thereof not be paid by WorkSafeBC, it will be paid by the Employer at full pay. This supplement ceases when the Employee no longer receives wage loss benefits from WorkSafeBC or receives a WorkSafeBC pension.

2. G.R.R.S.P. (20004502)

By agreement between the parties, the Employer agrees to remit Employee-matching contributions of five dollars and fifty (\$5.50) cents per hour paid (overtime hour considered one hour) and the Employee's contribution to four dollars (\$4.00) per hour paid (overtime hour considered one hour).

All apprentices will receive **GRRSP** contribution at a rate equal to the percentage of their wages as it relates to the percentage of the journeyman PLT's wage (rounded to the nearest \$0.10) except where their wage is higher than the Journeyman PLT, the normal contribution will apply.

At the request of an Employee, the Employer shall make application to Canada Revenue Agency for a "Request for Reduction of Tax Deductions at Source." **Connect Wealth** will, at the Employer's request, make the application on their behalf.

Remittances shall be forwarded monthly to **Connect Wealth** using the Monthly Contribution Report as supplied by **Connect Wealth**. Employees may make additional direct voluntary contributions to the Group R.R.S.P. or arrange for payroll deduction contributions with their respective Employers. (See Article 8.0 "Check-Off and Union Remittances", Note 11.) Contributions shall be payable to the Plan fund not later than the fifteenth (15th) day after the termination of the calendar months in which the hours were worked. Cheques may be post-dated the fifteenth (15th) of the month. There shall be a penalty of two percent (2%) per month for late remittances with a minimum of twenty-five dollars (\$25.00).

NOTE: These are hours paid, i.e., Statutory Holidays, Annual Vacations, etc.

### 3. Training Fund

The Employer agrees in the interest of upgrading and training to participate in the Joint Line Apprenticeship Training Association and shall contribute to a Training Fund.

Funding shall be provided by the Employer who contributes a sum equal to twenty-five cents (\$0.25) per hour worked (overtime hour considered one hour) up to a maximum of 2080 hours per Employee per year. Contributions shall be payable to the Plan fund not later than the fifteenth (15th) day after the termination of the calendar months in which the hours were worked. Cheques may be post-dated the fifteenth (15th) of the month. There shall be a penalty of two percent (2%) per month for late remittances with a minimum of twenty-five dollars (\$25.00).

By unanimous agreement the Joint Line Apprenticeship Training Association may modify any provision of Appendix "C" to the Master Line Agreement and this clause. If during the life of this Agreement the Joint Line Apprenticeship Training Association determines that the fund is depreciating at a rapid rate, they will call upon the Employer's Bargaining Committee for the Master Line Agreement to open discussion for the purposes of addressing the outstanding depreciating issues.

### 4. Tools and Clothing

Article 20.0 "Tools" in the main body of the Agreement shall not apply. Basic Employee safety items guideline supplied by Employer once every twelve (12) months:

- Fire retardant clothing outfit consisting of; two (2) shirts, one (1) jacket, and (two (2) pants or one (1) set of coveralls/bibs)
- Fire retardant inclement weather gear suitable to geographical region; one (1) set of insulated jacket/coveralls/bibs and/or one (1) set of rain gear, as required.
- Safety specific gear/PPE; four (4) standard work gloves, one (1) cut-4 glove, two (2) nonprescription eye protection, and one (1) CSA #1 hard hat

The Employer shall provide replacement of the following items, as defined above, to all Employees after six (6) months' service with the Employer:

- Fire retardant clothing, to a maximum of one (1) outfit once every twelve (12) months.
- Fire retardant inclement weather gear, to a minimum of one (1) set once every thirty-six (36) months.
- Standard work gloves, to a maximum of four (4) sets once every twelve (12) months.
- Cut-4 work gloves, to a maximum of one (1) set once every twelve (12) months.
- Non-prescription eye protection, to a maximum of two (2) sets once every twelve (12) months.
- CSA #1 hard hat, to a maximum of one (1) once every (12) months.

The Employer shall pay fifty percent (50%) of the cost of purchasing, rebuilding or repairing of required safety footwear to all Employees having not less than six (6) months' service with the Employer, to a maximum of one (1) set once every twelve (12) months.

The Employer shall, upon verification, clean or launder fire retardant clothing soiled by oils, hydraulic or other fluids and oxide inhibitors such as penetrox. Where the garment(s) cannot be cleaned or laundered, they shall be replaced by the Employer.

The Employee shall provide his/her own hand tools required on the job in accordance with job classification as per the following list:

- Tool pouch
- Canvas bolt/nut bag
- Klein Pliers
- Crescent wrench (large and small)
- Ruler (plastic folding)
- Screwdriver
- Skinning knife
- Hammer
- Goat/Alligator wrench
- Insulated ratchet box wrench
- Line gear bag
- Boots
- Climbing body belt
- Break away belt hook
- Pole climbers with foot straps
- Pole choker

The Employer and Employee must acquire and maintain the above defined safety items and tools to meet current job site safety standards. The Employer retains the right to refuse work to an Employee who does not report to work with the required and approved safety items and tools as defined above.

Other safety items and tools may be provided at the Employer's discretion as per their internal policies, and **WorkSafeBC** regulations.

The Employer will replace the Employer issued safety items and tools if worn out or broken through reasonable wear and tear, or if there is proper proof of unavoidable loss in the service of the Employer. The Employee must provide proof of item requiring replacement by returning the item to the Employer upon request. The Employer is not responsible for replacing personal items, PPE, tools or equipment owned by the Employee that has been lost or stolen due to Employee negligence.

All **Employer** property must be returned at the end of the Employee's employment.

#### **Note 16 – INDUSTRY BENEFIT FUND**

The Employer agrees to establish a benefit fund known as the "Industry Benefit Fund. The Fund shall



reimburse Employers for **WorkSafeBC** supplements (see Note 12), leave for Jury Duty and Bereavement Leave (see Article 13 of the IBEW Local 258 Master Line Agreement) for earnings made to Employees. Twenty-one cents (\$0.21) per hour shall be contributed to the Industry Benefit Fund which includes the Construction Industry Rehabilitation Program Plan. Eight cents (\$0.08) per hour shall be contributed by the Employee and thirteen cents (\$0.13) per hour by the Employer for each Employee covered by this Collective Agreement.

Two cents (\$0.02) of the Industry Benefit Fund contributions shall be designated to fund the Construction Industry Rehabilitation Program to assist **Union** members and immediate family members.

The funds shall be remitted to and administered by **Connect Wealth** and shall be remitted not later than fifteen (15) days after the termination of the calendar month in which the hours were worked. Cheques may be post-dated the fifteenth (15th) of the month. There shall be a penalty of fifteen percent (15%) per month for late remittances with a minimum of twenty-five dollars (\$25.00).

**SCHEDULE "A"**  
**EMPLOYEE CLASSIFICATIONS, WAGE RATES & REMITTANCES**

**MILLWRIGHTS Local 2736**

<b>May 4, 2025</b>		<b>Total</b>
Millwright General Foreman	117%	\$63.88
Millwright Foreman Millwright	110%	\$61.22
Journeyman	100%	\$53.24
Millwright Apprentices:		
8th	90%	\$47.91
7 <sup>th</sup>	85%	\$45.25
6th	80%	\$42.59
5th	75%	\$39.93
4th	70%	\$37.27
3rd	65%	\$34.60
2nd	60%	\$31.94
1 <sup>st</sup>	55%	\$31.94

**SCHEDULE "A"**  
**EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS**

**MILLWRIGHTS Local 2736**

<b>May 4, 2025</b>	<b>Total</b>
Health & Welfare	\$2.84
Pension	\$7.25
JA Plan	\$0.01
<b>CLR Dues</b>	<b>\$0.11</b>
Rehab Fund	\$0.04
BCBCBTU Fund	\$0.05
D&A Policy	\$0.01
Millwright Training Plan Fund	\$0.69
MWTT-JRD	\$0.25
Millwright Administration Fund	\$0.14
Millwright Local 2736 Organizing Fund	\$0.10
Health & Welfare Administration Fund (0.05) WCB Fund (0.05)	\$0.10
Pension Administration Fund	\$0.10
CIRP <i>*** (Employee Deduction) ***</i>	\$0.04
<b>Field Dues <i>*** (Employee Deduction) ***</i></b>	<b>\$1.60</b>

<b>Straight Time Hours</b>	<b>\$13.33</b>
<b>Overtime Hours (time and a half)</b>	<b>\$19.17</b>
<b>Double Time Hours</b>	<b>\$25.01</b>

*\*\*\*Field Dues & CIRP are deducted from workers' hourly rate. \*\*\**

Vacation & Statutory Holiday Pay: Annual Vacation Pay 6% and Statutory Holiday Pay 6% Shall be combined into an amount equal to 12%.

**LIVING OUT ALLOWANCE \$200.00/DAY**

**ROOM + ROOM + \$92.50/DAY (\*EFFECTIVE MAY 1, 2025)**

**SCHEDULE "A"**  
**EMPLOYEE CLASSIFICATIONS, WAGE RATES & REMITTANCES**

**SMW Local 280**

<b>May 4, 2025</b>		<b>Straight Time Hourly Wage Rate</b>	<b>Vacation &amp; Holiday Pay (12%) <sup>1</sup></b>	<b>Total Employer Contributions * <sup>1</sup></b>	<b>Total Monetary Package</b>
"A" Foreperson	117%	\$61.54	\$7.38	\$8.664	\$77.584
"B" Foreperson	110%	\$57.85	\$6.94	\$8.664	\$73.454
<b>Journey person</b>	<b>100%</b>	<b>\$52.59</b>	<b>\$6.31</b>	<b>\$8.664</b>	<b>\$67.570</b>
1st Year Journey person	90%	\$47.34	\$5.68	\$8.664	\$61.684
Journey person Welder <sup>2</sup>	100%	\$52.49	\$6.30	\$8.664	\$67.454
Welder <sup>2</sup>	85%	\$44.62	\$5.35	\$8.664	\$58.634
Material Handler (Grandparented)	75%	\$39.45	\$4.73	\$8.664	\$52.844
Material Handler	50%	\$26.30	\$3.16	\$8.664	\$38.124
Apprentices:					
4,801 - 6,400 Hours	80%	\$42.08	\$5.05	\$8.664	\$55.794
3,201 - 4,800 Hours	70%	\$36.82	\$4.42	\$8.664	\$49.904
1,601 - 3,200 Hours	60%	\$31.56	\$3.79	\$8.664	\$44.014
0 - 1,600 Hours	50%	\$26.30	\$3.16	\$8.664	\$38.124
Pre-Apprentice (After 800 Hours) <sup>1</sup>	40%	\$21.04	\$1.68	\$2.830	\$25.550
Pre-Apprentice (First 800 Hours) <sup>1</sup>	40%	\$21.04	\$1.68	\$0.000	\$22.720

<sup>1</sup> Pre-Apprentice - Vacation & Holiday Pay is 8%. Employer Contributions do not apply. Health Contribution applies after 800 hours; for first 800 hours, the Employer will provide BC Medical.

<sup>2</sup> Journey person Welder and Welder Classifications are not entitled to the tool allowance.

\* Total Employer Contributions - 1X (SA) Hours;

\* Total Employer Contributions - 1.5X (SA) OT Hours;

\* Total Employer Contributions - 2X OT Hours

**SCHEDULE "A"**  
**EMPLOYER CONTRIBUTIONS AND EMPLOYEE DEDUCTIONS**

**SMW Local 280**

<b>Employer Contributions</b>	<b>May 4, 2025</b>
Health Benefit Fund	\$2.83
Pension	\$4.73
Sheet Metal Apprenticeship Fund	\$0.59
Rehabilitation Fund	\$0.04
BCBCBTU Fund	\$0.05
JA Plan	\$0.01
Contract Administration Fund	\$0.11
Sheet Metal Industry Fund <sup>3</sup>	\$0.294
D&A Society	\$0.01
<b>Total Employer Contributions – 1X Hours</b>	<b>\$8.664</b>
<b>Total Employer Contributions - 1.5X Hours</b>	<b>\$11.029</b>
<b>Total Employer Contributions - 2X OT Hours</b>	<b>\$13.394</b>

<b>May 4, 2025</b>	<b>Hourly Dues</b>	<b>Local 280 Council Fund</b>	<b>Local 280 Promotion Fund</b>	<b>Rehabilitation Fund</b>
<b>Employee Deductions</b>	W	W	W	W
All Classes other than Pre-Apprentice	\$0.25	\$0.12	\$0.03	\$0.04
Pre-Apprentice Classifications	\$0.25	n/a	n/a	n/a

	<b>Total Employee Deductions</b>		
All Classes other than Pre-Apprentice	\$0.44	\$0.44	\$0.44
Pre-Apprentice Classifications	\$0.25	\$0.25	\$0.25

Employer Contributions and Employee Deductions marked "W" paid/deducted based on hours Worked

\*Hourly Dues increase to \$0.25 effective July 1, 2023

## Schedule B – Work Schedule and Alternative Work Schedules

Built-in Work Schedule Premiums listed below shall only be paid after an Employee has worked forty (40) regularly scheduled straight time hours.

### **Shift Cycle 1**

4 days on, starting on a Monday followed by one 8-hour day and 2 days off

Day	1	2	3	4	5	6	7
Reg	10	10	10	10	0	0	0
OT	0	0	0	0	8	0	0

Scheduled straight time hours: 40 hours

Scheduled overtime hours: 8 hours (same as the primary schedule)

Built-in Work Schedule Premium: work 48 hours, paid 52 hours

### **Shift Cycle 2**

4 days on, starting on a Monday or Tuesday, followed 3 days off

Day	1	2	3	4	5	6	7
Reg	10	10	10	10	0	0	0
OT	0	0	0	0	0	0	0

Scheduled straight time hours: 40 hours

Scheduled overtime hours: 0 hours

Built-in Work Schedule Premium: work 40 hours, paid 40 hours

### **Shift Cycle 3**

5 days on, starting on a Monday or Tuesday, followed by 2 days off

Day	1	2	3	4	5		6	7
Reg	10	10	10	10	0		0	0
OT	0	0	0	0	10		0	0

Scheduled straight time hours: 40 hours

Scheduled overtime hours: 10 hours

Built-in Work Schedule Premium: work 50 hours, paid 55 hours

### **Shift Cycle 4**

10 days on, starting on a Monday or Tuesday, and 4 days off

Day	1	2	3	4	5	6	7	8	9	10	11	12	13	14
Reg	10	10	10	10	0	0	0	10	10	10	0	0	0	0
OT 1.5x	0	0	0	0	10	10		0	0	0	0	0	0	0
OT 2.0x							10							

Scheduled straight time hours: 70 hours

Scheduled overtime hours: 30 hours

Built-in Work Schedule Premium: work 100 hours, paid 120 hours

**Shift Cycle 5**

14 days on, starting on any day, and 7 days off

Day	1	2	3	4	5	6	7	8	9	10	11	12	13	14
Reg	10	10	10	10	0	0	0	10	10	10	10	0	0	0
OT 1.5x	0	0	0	0	10	10		0	0	0	0	10	10	
OT 2.0x							10							10

Day	15	16	17	18	19	20	21
Reg	0	0	0	0	0	0	0
OT	0	0	0	0	0	0	0

Scheduled straight time hours: 80 hours

Scheduled overtime hours: 60 hours

Built-in Work Schedule Premium: work 140 hours, paid 180 hours

**Shift Cycle 6**

14 days on, starting on any day, and 14 days off

Day	1	2	3	4	5	6	7	8	9	10	11	12	13	14
Reg	10	10	10	10	0	0	0	10	10	10	10	0	0	0
OT 1.5x	0	0	0	0	10	10		0	0	0	0	10	10	
OT 2.0x							10							10

Day	15	16	17	18	19	20	21	22	23	24	25	26	27	28
Reg	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OT	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Scheduled straight time hours: 80 hours

Scheduled overtime hours: 60 hours

Built-in Work Schedule Premium: work 140 hours, paid 180 hours

**Shift Cycle 7**

7 consecutive days on (12-hour shifts), starting on any day, and 7 days off

Day	1	2	3	4	5	6	7	8	9	10	11	12	13	14
Reg	10	10	10	10	0	0	0	0	0	0	0	0	0	0
OT 1.5x	2	2	2	2	12			0	0	0	0	0	0	0
OT 2.0x						12	12							

Scheduled straight time hours: 40 hours

Scheduled overtime hours: 44 hours

Built-in Work Schedule Premium: work 84 hours, paid 118 hours