

COLLECTIVE AGREEMENT

Between **WESTPRO CONSTRUCTORS LTD.**
(hereinafter referred to as "the Employer")

And **GENERAL & ALLIED WORKERS' UNION,
LOCAL NO. 67**
affiliated with the
Christian Labour Association of Canada
(hereinafter referred to as "the Union")

April 1, 2003 – March 31, 2006

ARTICLE 1 - PURPOSE

- 1.01 It is the intent and purpose of the parties to this Agreement, which has been negotiated and entered into in good faith:
- a) to recognize mutually the respective rights, responsibilities, and functions of the parties hereto;
 - b) to provide and maintain working conditions, hours of work, wage rates and benefits set forth herein;
 - c) to establish an equitable system for the promotion, transfer, layoff and recall of employees;
 - d) to establish a just and prompt procedure for the disposition of grievances;
 - e) and generally, through the full and fair administration of all terms and provisions contained herein, to develop and achieve a relationship among the Union, the Employer,

and the employees which will be conducive to their mutual well being.

- 1.02 The omission of specific mention in this Agreement of existing rights and privileges established or recognized by the Employer shall not be construed to deprive employees of such rights and privileges.

ARTICLE 2 - RECOGNITION

- 2.01 The Employer recognizes the Union as the sole bargaining agent of all its employees in British Columbia and/or as classified in Schedule "A" attached hereto and made part hereof, except all persons above the rank of working foreman and office, clerical, and engineering staff
- 2.02 It is agreed by the parties that 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. Without limiting the generality of the foregoing, no classification of work or jobs may be removed from the bargaining unit except by mutual agreement in writing of the parties.
- 2.03 The Employer agrees that duly appointed Representatives of the Christian Labour Association of Canada are authorized to act on behalf of the Union for the purpose of supervising, administering and negotiating the terms and conditions of this Agreement and all matters related thereto.
- 2.04 The Union acknowledges that it is the function of the Employer to operate its business by, but not limited to, the following actions:

- a) to manage the enterprise, including the scheduling of work and the control of materials;
- b) to maintain order, discipline and efficiency;
- c) to hire, direct, transfer, promote, layoff, suspend and discharge, provided that such actions are consistent with the purpose and terms of this Agreement and provided that a claim by any employee that he has been disciplined or discharged without just cause will be subject to the Grievance Procedure in Article 17.

2.05 The Employer agrees that job classifications covered by this Agreement and the work performed by the employees in those job classifications, cannot be reduced in number or eliminated by the contracting out of such work, except as specifically provided in this Agreement.

2.06 The Employer may contract out work where:

- a) he does not have the necessary facilities, equipment, or ability/expertise;
- b) he does not have, or cannot acquire, the required manpower;
- c) there is a joint bid on a project which requires that the work be shared with the other party to the bid.

2.07 Non-bargaining unit personnel shall not perform work covered by this Agreement if this should cause the layoff, transfer, or demotion of a member of the bargaining unit.

ARTICLE 3 - UNION REPRESENTATION

- 3.01 For the purpose of representation with the Employer, the Union shall function and be recognized as follows:
- a) The Union has the right to appoint Stewards. The Stewards are representatives of the employees in certain matters pertaining to this Agreement, including the processing of grievances.
 - b) CLAC Representatives are representatives of the employees in all matters pertaining to this Agreement, particularly for the purpose of processing grievances, negotiating amendments or renewals of this Agreement, and enforcing the employees' collective bargaining rights and any other rights under this Agreement and under the law.
- 3.02 The Union agrees to notify the Employer in writing of the names of its officials and the effective dates of their appointments.
- 3.03 Stewards or Union representatives will not absent themselves from their work to deal with grievances without first obtaining permission of the Employer. Permission will not be withheld unreasonably and the Employer will pay such Stewards or Union representatives at their regular hourly rate while attending to such matters as well as for time spent on negotiating a Collective Agreement with the Employer, whenever this takes place during the regular working hours of the employee(s) concerned. The maximum time to be paid for negotiations shall be a total of sixteen (16) hours' pay.
- 3.04 The Employer may meet periodically with his employees for the purpose of discussing any matters of mutual interest or concern

to the Employer, the Union, and the employees. A CLAC Representative may attend such meetings.

- 3.05 There shall be no Union activity on Employer's time, or on Employer's premises except that which is necessary for the processing of grievances and the administration and enforcement of this Agreement.

ARTICLE 4 - NO CESSATION OF WORK

- 4.01 In accordance with Article 57 (1) of the *BC Labour Relations Code*, during the term of this Agreement, or while negotiations for a further Agreement are being held, the Union will not permit or encourage any strike, slowdown, or any stoppage of work or otherwise restrict or interfere with the Employer's operation through its members.
- 4.02 In accordance with Article 57 (2) of the *BC Labour Relations Code*, during the term of this Agreement, or while negotiations for a further Agreement are being held, the Employer will not engage in any lockout of its employees or deliberately restrict or reduce the hours of work or deliberately send men home when this is not warranted by the workload.

ARTICLE 5 - EMPLOYMENT POLICY AND UNION MEMBERSHIP

- 5.01 The Union and the Employer will cooperate in maintaining a desirable and competent labour force. The Employer will give preference in hiring to members of the Union, provided such applicants are qualified to meet the requirements of the work to be done.

- 5.02 Prior to initiating any hiring in the classifications covered by this Agreement, or in new classifications being created in the bargaining unit, the Employer will first contact the Union's office to inform the Union of the vacancies and to ascertain if the Union has members out of work who are qualified to fill such vacancies.
- 5.03 The Employer has the right to hire new employees as needed, provided that no new employee is hired while there are available employees on layoff who are qualified to do the work.
- 5.04 a) New employees will be hired on a sixty- (60) day worked trial period, and thereafter shall attain regular employment status.
- b) The Employer shall notify the Union in writing of the name, address, and classification of each new employee at the time such employee commences employment.
- 5.05 Probationary employees are covered by the Agreement, excepting those provisions which specifically exclude such employees. The Employer may terminate the employment of a probationary employee provided that such termination is not arbitrary, discriminatory, or in bad faith, and provided that the employee has been properly notified of reasonable standards that (s)he is expected to meet.
- 5.06 Neither the Employer nor the Union will compel employees to join the Union or discriminate against an employee because of Union membership or lack of it. The Employer agrees to inform new employees of the fact that a Collective Agreement is in effect and to introduce new employees to a Union Representative in order to provide an opportunity to acquaint such new employees with the Union's representation policies.

5.07 The Union agrees, subject to Union policies, that it will make membership in the Union available to all employees covered by this Agreement on the same terms and conditions as are applicable to other members of the Union.

ARTICLE 6 - CHECK OFF

- 6.01 a) The Employer is authorized to, and shall deduct monthly Union dues, or a sum in lieu of Union dues, from each employee's pay as a condition of employment. The Employer shall also deduct initiation fees as authorized by an employee.
- b) The amount of Union dues and initiation fees shall be in accordance with the direction of the Union, as determined by the National Convention.
- 6.02 The total amount checked off will be mailed to the Union's regional office within one (1) week of the end of each month, together with an itemized list of the employees for whom the deductions are made and the monthly amount checked off for each.

ARTICLE 7 - CLASSIFICATIONS AND RATES OF PAY

- 7.01 Rates of pay applicable to various classifications are as set forth in Schedule "A" attached hereto and made part hereof.
- 7.02 Additional classifications may be established only by mutual agreement between the Employer and the Union during the term of this Agreement, and the rates for same shall be subject to negotiation between the Employer and the Union. If no

agreement is reached, either party may resort to the Grievance Procedure.

- 7.03 An employee reporting to work in the usual manner, who is prevented from starting work due to a cause not within his control, shall be entitled to a minimum of two (2) hours' pay. If an employee begins work, he shall be entitled to a minimum of four (4) hours' pay, except when the work is suspended because of inclement weather or other reasons completely beyond the control of the Employer. If employees decline alternate employment, they shall have the option to go home and claim the two (2) hours' reporting pay or pay for actual time worked, whichever is greater.
- 7.04 The Employer may assign employees to any work regardless of the employee's classification. The classifications are meant to describe the general level of skill and capability rather than limit the jurisdiction that can be performed by the employee.

ARTICLE 8 - HOURS OF WORK AND OVERTIME

- 8.01 The normal workweek shall consist of five (5) eight- (8) hour working days, Monday to Friday inclusive. The normal workweek and days off may be varied on specific projects by agreement of the parties.
- 8.02 Work performed in excess of eight (8) hours per day, or forty (40) hours per week, shall be paid at the rate of one and one-half (1 1/2) times the regular rate of pay. Work performed in excess of eleven (11) hours per day shall be paid at the rate of two (2) times the regular rate of pay.
- 8.03 Employees who are required to perform work on Saturday shall be paid at the rate of one and one-half (1 1/2) times the regular

- rate of pay for the first eleven (11) hours and two (2) times the regular rate thereafter, irrespective of weekly hours.
- 8.04 There shall be two (2) rest periods (or coffee breaks), with pay, of fifteen (15) minutes' duration each, daily, at the workstation if possible. If a lunch break is taken, it shall be unpaid. It is understood that no employee shall be required to work more than five (5) consecutive hours without a break.
- 8.05 Work on Sunday or General Holidays be paid at the rate of two (2) times the regular rate of pay for such hours, irrespective of weekly hours.
- 8.06 If an employee should be "called out" on weekends, he shall be paid a minimum of four (4) hours times the appropriate overtime rate for each call out.
- 8.07 Any shift differential worked shall be subject to a three dollar (\$3.00) per hour premium in addition to the base rate.
- 8.08 During a week shortened by one (1) day due to a statutory holiday, time and a half shall be paid after thirty-two (32) hours worked.
- 8.09 In case of inclement weather during a week that causes a reduction of hours, Saturday work can be preformed at straight time, with mutual agreement between the employee and the employer.

ARTICLE 9 - VACATION AND GENERAL HOLIDAYS' PAY

- 9.01 All employees shall receive annual vacation with a total payment for both general holidays and vacations calculated as ten percent (10%) of their gross earnings.

- 9.02 The Employer will endeavour to grant vacations at the time requested in the vacation season or period, considering business requirements. As a guideline, employees with the greatest length of service will have first choice of the time to be granted off. Vacation weeks shall be taken consecutively unless the employee and the Employer agree to other arrangements.
- 9.03 Vacation pay and Statutory Holiday pay shall be paid on each pay cheque.

ARTICLE 10 - GENERAL HOLIDAYS

- 10.01 The Employer agrees to recognize as days not worked, the following eleven (11) holidays:

New Year's Day	Labour Day
Good Friday	Thanksgiving Day
Easter Monday	Remembrance Day
Victoria Day	Christmas Day
Canada Day	Boxing Day
British Columbia Day	

Any additional statutory holidays declared by either the Federal or Provincial Government shall be covered by the provisions of this Article.

- 10.02 If an employee is required to work on one of the above-mentioned holidays, he shall be paid at the rate of two (2) times the regular rate of pay.
- 10.03 If one of the above-named statutory holidays falls on an employee's regularly scheduled day off, his following regularly scheduled workday shall be his statutory holiday, unless an

alternate day is mutually agreed upon between the Employer and the employee.

- 10.04 In the event that a statutory holiday falls on a Tuesday, Wednesday, or Thursday, it may be rescheduled by agreement of the parties.

ARTICLE 11 - LAYOFF AND RECALL

- 11.01 New employees shall complete a ten- (10) day worked trial period for the Employer to judge the ability of the new employee.
- 11.02 a) Length of service will be the primary consideration and factor in the layoff and recall of employees, if skill and ability are relatively equal.
- b) Length of service shall be interrupted only if the employee:
- i) is laid off for more than six (6) consecutive months;
 - or
 - ii) has quit; or
 - iii) is fired.
- c) A reduction of work shall be termed a lay off if it is longer than two (2) weeks.
- 11.03 When the Employer deems it necessary to reduce the work force, he shall inform the Union of the need for layoffs. Probationary employees shall be laid off before regular employees are laid off.

- 11.04 If a customer name requests a particular employee for a certain job, then that employee shall be assigned such work regardless of time of service.
- 11.05 Whenever possible, employees shall receive one (1) week's notice of layoff.
- 11.06 Whenever possible, any employee who voluntarily quits the employ of the Employer shall give one (1) week's notice to the Employer to enable the Employer to hire an adequate replacement.
- 11.07 Any appeal in regard to a lay off must be taken up under the first step of the Grievance Procedure, hereinafter set forth, within five (5) workdays after the layoff took place.
- 11.08 Any employee laid off and recalled for work must return after being recalled, or make definite arrangements with the Employer to return. Employees shall inform the Employer if they should leave on vacation or be unavailable for recall during layoff.

ARTICLE 12 - TRANSPORTATION, TRAVEL TIME, AND OUT-OF-TOWN JOBS

- 12.02 Travel expense to and from out-of-town projects shall be paid by the Employer at thirty cents (\$0.30) per kilometre or for the cost of public transportation, at the employee's option.
- 12.03 Out-of-town will be defined as any job further than Chilliwack or Squamish, or any job on Vancouver Island or the Sunshine Coast or beyond. Mileage shall be calculated from the point when the employee becomes "out-of-town."

12.04 The Employer may, in consultation with the employees, choose one or a combination of the following room and board arrangements on out-of-town work:

- a) a camp with adequate washing facilities, single sleeping accommodation, and dining room;
- b) hotel or motel accommodation, based on double occupancy with meals provided, at no cost to the employee;
- c) the employee provides his own meals and accommodation for which the Employer pays a daily allowance of seventy dollars (\$70.00);
- d) the Employer provides accommodation only, based on double occupancy, and pays the employee a daily meal allowance of thirty-five dollars (\$35.00).

Day rates in (b) and (c) above will be paid to employees on out-of-town projects while they remain on the site, including weekends.

Where unusual circumstances exist, or on short term jobs, which affect either the availability and cost of room and board or the allowance for travel, the parties shall review the above provisions with a view to working out acceptable alternatives.

12.05 All isolated jobs which are more than a six- (6) hour drive from the centre of operations, that is, Surrey, shall have a turn-around provision where employees will be granted a turn-around every six (6) weeks for a minimum of one (1) week. The Employer shall pay air or appropriate fare from work to home and from home to work for each turn-around. It is agreed that such payment shall be made upon the employee returning to work.

ARTICLE 13 - HEALTH AND WELFARE PROGRAM

- 13.01 In order to protect the employees and their families from the financial hazard of illness or injury, the Employer agrees to remit, monthly, an amount as stipulated in Schedule “B” to the Union as premiums for the purposes of BC Medical coverage and health and welfare coverage.
- 13.02 It is understood and agreed that it is the responsibility of each employee to be familiar with the specific details of coverage and eligibility requirements for all benefit coverage and that neither the Union nor the Employer has any responsibility for ensuring that all requirements for eligibility or conditions of coverage entitlement of benefits are met by the employee beyond the obligations specifically stated in this Agreement.
- 13.03 **GROUP R.R.S.P.**
The Employer agrees to remit to the Union the amount stipulated in Schedule “B” for each hour worked for each employee for participation in the RRSP administered by the CLAC Health and Welfare Trust Fund.

ARTICLE 14 - EDUCATION AND TRAINING FUND

- 14.01 The Employer agrees to contribute ten cents (\$0.10) per hour to the Union Education and Training Fund for all hours worked by all employees. It is understood that said contributions are part of the global sum referred to in Schedule “B”, #1.

ARTICLE 15 - UNION-MANAGEMENT RELATIONS

- 15.01 The parties to this Agreement pledge to work toward the greatest possible degree of consultation and cooperation believing that the following concepts provide a fundamental framework for improved labour-management relations:
- a) the industrial enterprise is an economically characterized work community of capital-investors and workers under the leadership of a management;
 - b) the economic character springs from a continuous striving toward efficient use of scarce resources, energy, and environment, and in the adequate development of research, production, and marketing;
 - c) the enterprise requires authority relationships under a strong central leadership or management;
 - d) a strong management does not discourage cooperation but stimulates it, recognizing that while leadership without labour can do nothing, labour without management cannot survive.
- 15.02 a) In order to further the aims of the enterprise, the parties agree to schedule a Union-Management meeting every three (3) months, or as required, during the life of this Agreement. The meeting shall serve as a forum for discussion and consultation about policies and practices not necessarily covered by the Collective Agreement. The areas for discussion shall include but not be limited to:
- i) hiring policies;
 - ii) discipline and discharge policies;
 - iii) training and promotion;

- iv) safety measures;
 - v) matters that affect the working conditions of the employees.
- b) The Employer and the Union shall each appoint up to three (3) representatives to the Union-Management Committee. The Minutes shall record the business of each meeting and a copy shall be mailed to the Union's provincial office.
- 15.03 A committee member attending Union-Management meetings during regular working hours shall be entitled to his regular hourly rate of pay. In the event that such meetings are held outside of regular working hours, the Employer agrees to pay a flat fee of ten dollars (\$10.00) to a committee member for each meeting attended.
- 15.04 The Employer may meet periodically with his employees for the purpose of discussing any matters of mutual interest or concern to the Employer, the Union, and the employees.
- 15.05 In the event that consultation fails to resolve a matter of contention, the Union agrees that the decisive word resides with Management, unless abridged, delegated, or modified by this Agreement. The Union reserves the right to refer unresolved matters to the Grievance Procedure.

ARTICLE 16 - LEAVES OF ABSENCE

- 16.01 a) The Employer shall grant leaves of absence, without pay, for the following reasons, for a maximum period of two (2) months:

- i) sickness in the immediate family;
- ii) death in the immediate family.

Immediate family is defined as parents, grandparents, sisters, brothers, sons-in-law, daughters-in-law, mother-in-law, father-in-law, spouse, children, step-children, and step-parents.

- b) Requests for leaves of absence for educational purposes shall be at the Employer's discretion. In the event of a dispute, the request for leave shall be reviewed and decided by the Union-Management Committee.

16.02 The above shall not preclude extensions for education or personal illness where it is established in an application prior to the expiration of the leave of absence that such request for extension is justified.

16.03 In the event of death in an employee's immediate family (parents, grandparents, sisters, brothers, sons-in-law, daughters-in-law, mother-in-law, father-in-law, spouse, children, step-children and step-parents), the employee shall be entitled to be absent from work three (3) days, with pay.

ARTICLE 17 - GRIEVANCE PROCEDURE

17.01 The parties to this Agreement recognize the Stewards, and the CLAC Representative specified in Article 3, as the agents through which the employees shall process their grievances and receive settlement thereof.

17.02 The Employer or the Union shall not be required to consider or process any grievance which arose out of any action or condition more than five (5) workdays 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.

- 17.03 A "Group Grievance" is defined as a single grievance signed by a Steward or CLAC Representative on behalf of a group of employees who have the same complaint. Such grievance must be dealt with at successive stages of the Grievance Procedure, commencing with Step 1. The grievors shall be listed on the grievance form.
- 17.04 A "Policy Grievance" is defined as one which involves a question relating to the interpretation, application, or administration of this Agreement. A Policy Grievance may be submitted by either party to arbitration under Article 18, by-passing Step 1 and Step 2. Such Policy Grievance shall be signed by a Steward or a CLAC Representative, or in the case of an Employer's Policy Grievance, by the Employer or his representative.
- 17.05 Step 1 An employee having a grievance will, accompanied by a Steward or a CLAC Representative, submit the same to his immediate supervisor, in writing, within five (5) workdays of the act or condition causing the grievance. This supervisor will deal with the grievance no later than the third (3rd) workday following the day upon which the grievance is submitted and will notify the grievor and the Union Representative of his decision in writing.

Step 2 If the grievance is not settled under Step 1, a Union Representative may, within five (5) workdays of the decision under Step 1, or within five (5) workdays of the day the decision

should have been made, submit a written grievance to the Employer. The parties shall meet to discuss the grievance within one (1) week after the grievance has been filed. The Employer shall notify the grievor and the Union Representative of his decision in writing within three (3) workdays following the said meeting.

- 17.06 Due to the distances involved, the time limits beyond Step 1 shall remain flexible in order to deal fairly with the grievance.

ARTICLE 18 - ARBITRATION

- 18.01 If the parties fail to settle the grievance at Step 2 of the Grievance Procedure, the grievance may be referred to arbitration under the following procedure.
- 18.02 The party requiring 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.
- 18.03 The parties agree that a Single Arbitrator shall be used as provided for in the *BC Labour Relations Code*. The Employer and the Union shall make every effort to agree on the selection of an Arbitrator within fourteen (14) days after the party requesting arbitration has delivered written notice to the other party. In the event that the parties fail to agree, they shall forthwith request the Director of the Collective Agreement Arbitration Bureau to appoint an Arbitrator.
- 18.04 The decision of the single Arbitrator will be final and binding on the two parties to the dispute and shall be applied forthwith. The Arbitrator shall not be vested with the power to change this Agreement or to alter, modify, or amend any of its provisions.

- 18.05 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 17 where it appears that the default was owing to a reliance upon the words or conduct of the other party.
- 18.06 Should the parties disagree as to the meaning of the Arbitrator's decision, either party may apply to the Arbitrator to clarify the decision.
- 18.07 Each party shall bear one-half (1/2) the cost of the Arbitrator.

ARTICLE 19 - DISCHARGE, SUSPENSION, AND WARNING

- 19.01 If an employee's attitude or performance is not satisfactory and a warning of record is necessary, the Employer shall issue a written warning, and a copy of the warning will be forwarded immediately to a Union Representative and a Union Steward.
- 19.02 An employee may be suspended or discharged for proper cause by the Employer. Within five (5) workdays following suspension or discharge, the employee involved, together with a Union Representative, may interview the Employer concerning the reason leading to the suspension or discharge. Within five (5) workdays following the interview, the Union may submit the complaint to arbitration.

ARTICLE 20 - DURATION

20.01 This Agreement shall be effective the first (1st) day of April, two thousand three (2003), and shall remain in effect until the thirty first (31st) day of March, two thousand six (2006), and for further periods of one (1) year, unless notice shall be given by either party of the desire to delete, change, or amend any of the provisions contained herein, within four (4) months immediately preceding the date of expiry of the Agreement. Failure of either party to give such notice shall mean that this Agreement has been renewed for a period of one (1) year.

20.02 The parties agree to exclude Sections 50(2) and (3) of the *Labour Relations Code*.

DATED at Surrey, British Columbia, this _____ day of _____, 2003.

SIGNED on behalf of
**WESTPRO CONSTRUCTORS
LTD.**

SIGNED on behalf of
**GENERAL & ALLIED
WORKERS' UNION, LOCAL
NO. 67**, affiliated with the
**Christian Labour Association
of Canada**

SCHEDULE 'A'
CLASSIFICATIONS AND HOURLY RATES

Any employee currently paid above the proposed rates will remain at those rates. No employee will be reduced in rate. (*)

Classification	April 1, 2003	April 1, 2004	April 1, 2005	Classification	April 1, 2003	April 1, 2004	April 1, 2005
	CPI @ 2.56%				CPI @ 2.56%		
Operator Class I	26.07		C	Operator Class II	21.81		C
Cement Finisher	23.94			Finishing Carpenter	26.07		
Millwright	26.07		O	Electrician	26.07		O
Plumber	26.07			Mechanic	23.94		
Pipelayer I	23.94		L	Layout Carpenter	24.99		L
Pipelayer II	21.94			Carpenter's Helper	20.75		
Carpenter	23.94		A	Labourer Class I	21.81		A
Formsetter	21.81						
Labourer Class II	18.61			General Site Worker	16.48		

Schedule “A” – Classifications & Hourly Rates

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First Aid Premiums

First Aid Premium for Industrial III	\$0.75
First Aid Premium for Industrial II	\$0.50
First Aid Premium for Industrial I	\$0.25

The first aid premium is paid to all employees designated by the Employer as a First Aid Attendant.

Employment-Related Courses

The Employer shall reimburse employees for all hours spent attending employment-related courses or seminars (i.e. First Aid) as requested by the Employer and shall pay course costs upon completion of such courses.

General

1. Effective April 1, 2004, the wage rates shall be increased by the average annual percentage change in the published Consumer Price Index for British Columbia (all items: 1992 = 100) from April to April. This increase is referred to as C.O.L.A. in the columns under April 1, 2004 and April 1, 2005. Any additional increases based on C.O.L.A. for subsequent years shall follow these same principles.
2. Should any government legislation or regulation vary conditions as defined in this Agreement, such conditions, where more favourable, shall automatically apply.
3. It is understood and agreed that all employees are required to follow Workers' Compensation Board rules and regulations, including, but not limited to, such items as wearing of personal safety gear (hard hats, steel-toed boots, etc.), and the wearing of

Schedule “A” – Classifications & Hourly Rates
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seat belts at all times on all equipment provided with them. Failure to comply with these or any other Workers' Compensation Board safety rules may be grounds for discipline of the employee.

4. The Employer shall provide an adequate place, heated when possible, for employees to eat their lunch.

SCHEDULE "B"

RRSP AND BENEFIT REMITTANCE AMOUNTS

Pursuant to Articles 12, 13, and 14 of the Collective Agreement, the Employer agrees to remit to the Union, in accordance with Article 6.01, and together with Union dues and training funds, the following:

Benefits

Two dollars and fifty cents (\$2.50) per hour per employee to be designated as follows:

CLAC Health and Welfare Trust Fund	\$1.15
B.C. Medical Services Plan	\$0.60
RRSP	\$0.65
Education and Training	\$0.10

SCHEDULE "C"

INSURANCE PLAN COVERAGE

(This schedule does not form part of the collective agreement.
It is for information only.)

- a) \$40,000.00 life insurance per employee;
- b) \$40,000.00 A.D. & D. per employee;
- c) long term disability insurance with 60% of earnings, to a maximum of \$2,000.00 per month per employee, payable after 119 days until age 65;
- d) 80% prescription drug plan for employee and family; 100% after \$2000.00 annually;
- e) Basic dental plan at the latest fee schedule available at 100% up to \$1,500 per person annually;
- f) 50% comprehensive dental plan at the latest fee schedule available;
- g) extended health coverage for employee and family;
- h) semi-private hospital coverage with no deductible for employee and family;
- i) optical insurance for employee and family, with maximum benefit of \$200.00;
- j) short term disability insurance with 60%.

CLAC BENEFIT OFFICE1.888.600.2522

CLAC SURREY OFFICE.....604.583.5575

OR1.800.331.2522

CANADA LIFE SECURITIES GROUP RSP SERVICES

(For investment planning info)1.800.668.2648

SCHEDULE “D”

CONSCIENTIOUS OBJECTOR STATUS

(This schedule does not form part of the collective agreement.
It is for information only.)

The Union has a conscientious objection policy for employees who cannot support the union with their dues for conscientious reasons, as determined by the union’s internal guidelines on what constitutes a conscientious objection.

COLLECTIVE AGREEMENT

BETWEEN

WESTPRO CONSTRUCTORS LTD.

AND

**GENERAL & ALLIED WORKERS' UNION,
LOCAL NO. 67,
affiliated with the
Christian Labour Association of Canada**

April 1, 2003 - March 31, 2006

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