

SHEET METAL WORKERS' INTERNATIONAL ASSOCIATION  
LOCAL UNION NO. 280  
PRODUCTION WORKER SECTION

**STANDARD SERVICING AND CLEANING AGREEMENT**

**MARCH 25, 2008 – March 24, 2011**

CONSTRUCTION LABOUR RELATIONS ASSOCIATION  
OF BRITISH COLUMBIA ON BEHALF OF

**POWER SUCTION SERVICE CO. LTD.**

1544 Rand Avenue  
Vancouver, BC V6P 3G2

# AGREEMENT

This Collective Agreement named for reference the **STANDARD SERVICING AND CLEANING AGREEMENT** and dated the 25<sup>th</sup> day of March 2008.

BY AND BETWEEN:

**CONSTRUCTION LABOUR RELATIONS ASSOCIATION OF BC ON ITS OWN BEHALF AND ON BEHALF OF POWER SUCTION SERVICES LTD.**

Hereinafter referred to as “the Employer”  
PARTY OF THE FIRST PART

AND:

**SHEET METAL WORKERS’ INTERNATIONAL ASSOCIATION, LOCAL UNION NO. 280**

Hereinafter referred to as “the Union”  
PARTY OF THE SECOND PART

establishes by mutual consent the following terms and conditions:

## ARTICLE 1 – RECOGNITION

- A. The Employer recognizes the Union to be the sole bargaining agent for all Employees covered by this Agreement.
- B. This Agreement covers all Employees excluding management, sales and office staff.
- C. All new Employees shall be informed that the Union is the sole bargaining agent.

## ARTICLE 2 – SCOPE OF AGREEMENT

- A. This Agreement is basically intended to cover the cleaning and servicing of ventilation systems, including the replacing and servicing of air filters, removing and replacing of grills, access panels, the running of appropriate machinery etc., necessary for the efficient carrying out of work of servicing and cleaning.
- B. Both Parties agree that the Standard Sheet Metal Working Agreement of Local Union No. 280 shall govern at all times the fabrication and erection of all sheet metal work involved in the construction industry.
- C. Should the Employer signatory to this agreement become involved in production work (certain fabrication work in accordance with industry custom) or should Employees be engaged that clearly do not fit into the attached Schedule of Wages and Classification, then it is agreed that both Parties shall, at the call of either party, sit down and promptly negotiate appropriate wage rates for the new classification(s).

### **ARTICLE 3 – HIRING AND UNION SECURITY**

- A. The Union shall be the sole bargaining authority for all Employees covered by this Agreement, and it is agreed that all present and future Employees coming under the scope and provisions of this Agreement shall become members of and/or maintain membership in the Union.
- B. All new Employees shall be informed of this Section. Union Membership will be available to all on an equal basis without discrimination, subject only to the By-Laws and Constitution of the Union
- C. The Employer agrees to require membership in the Union as a condition of hire and continued employment.
- D. All Employees covered by this Agreement must be cleared by referral slip through the office of Local Union No. 280 before being hired. A referral slip must contain the Employee's name, category, rate of pay and Social Insurance Number.
- E. In the event that the Union is unable to supply the Employer with qualified men within forty-eight (48) hours, the Employer shall have the right to employ any available qualified men, provided however, that all the provisions of this Article are complied with.
- F. In the event a member of the Union is laid off by an Employer signatory to this Agreement and another Employer signatory to this Agreement is hiring personnel, the Employer who is hiring shall endeavour to hire those members who were laid off, provided appropriate work is available.
- G. Employers shall have the right to recall former Employees previously employed by the Company.

### **ARTICLE 4 – REPRESENTATION**

- A. Business Representatives of the Union shall have access to the shop and jobs (where this is possible) during lunch breaks.
- B. Shop Stewards shall be recognized and shall not be discriminated against for the performance of their normal duties. The Employer shall be informed of the current Shop Steward.

### **ARTICLE 5 – DEDUCTION OF UNION DUES**

- A. The Employer agrees to deduct from the first pay of each month, from any earnings accrued from each and every Employee covered by this Agreement, the sum of fifty-five dollars (\$55.00) or such sum by way of monthly basic dues as may in the future be fixed by the Union in conformity with its Constitution and By-Laws.
- B. The total amount deducted, with an itemized statement of same, shall be forwarded to the Union by the fifteenth (15<sup>th</sup>) day of the following month in the manner provided for in the Unified Remittance Form.

- C. Should the schedule of basic dues be changed, the Financial-Secretary of the Union shall inform the Employer in writing sixty (60) days in advance of such change. Such altered schedule shall become part of this Agreement.
- D. The Employer agrees to have all present and future Employees covered by this Agreement, as a condition of continued employment, consent in writing to the implementation of this Article.

## **ARTICLE 6 – FUNDS**

- A. Both Parties signatory to this Agreement agree that payments into any Fund covered by this Agreement must commence at the time of hiring of any person covered by the scope of this Agreement, regardless of whether or not such person is in a probationary period.
- B. In the event that the Employer's Remittance is late arriving at the Health Benefit In-Trust Desk after the fifteenth (15<sup>th</sup>) day of the month, as postmarked, the Administrator will advise the Employer in writing by double registered mail within forty-eight (48) hours of any delinquency.

If the In-Trust Desk has not received payment within forty-eight (48) hours of the Employer receiving notification exclusive of Saturdays, Sundays and Statutory Holidays, a ten percent (10%) penalty shall be applied to the late payments to the appropriate contributions and/or deductions.

An Employer will be considered in default if payment to any fund covered by this Agreement is not paid by the twenty-fifth (25<sup>th</sup>) day of the following month that contributions cover.

- C. Prior to any action taken by the Union to collect funds from the Employer in default, said Employer must be notified by the Union. Should the Employer remain in default, the Union shall take such action as it deems necessary and the conditions of Section B of this Article shall apply.
- D. Subject to the foregoing provision, the Union shall withdraw existing Employees and shall refuse to refer prospective Employees to such defaulting Employer and such action shall not be deemed to be a violation of the terms of this Agreement.
- E. In the event any person subject to this Agreement has a claim for benefits under the Health Benefit Plan refused as a result of an Employer's default in payments, such Employer shall be liable for an amount equal to said claim, plus such costs as the Trustees of this Plan may determine.
- F. Should the Trustees of any Fund covered by this Agreement wish to check payments by an Employer, such Employer must open his books to a Chartered Accountant appointed by the Trustees.
- G. An Employer, in default of payments to any fund covered by this Agreement, will not be acceptable for renewal of the Standard Servicing and Cleaning Agreement until all default payments have been brought up to date.

Under certain conditions the Union may request a maximum Cash Bond of not higher than an equivalent of three (3) months average Remittances. New Employers shall pay an estimated amount that is required by the Union, to be deposited with Local Union No. 280 for a maximum period of not more than two (2) years. It is agreed that any interest generated by such cash bond will be returned to the Employer.

#### **ARTICLE 7 – UNIFIED REMITTANCE OF FUNDS**

- A. All funds and check-off payments shall be recorded and itemized on a Unified Remittance Form. This form shall be supplied by the Union and shall make provisions for the listing of each Employee's name, Social Insurance Number and number of hours earned.
- B. All funds and check-off remittances shall be consolidated into one cheque, payable to "Sheet Metal Workers' Local 280 – In Trust".
- C. It is understood that all Fund contributions are over and above wages called for and may be subject to taxation as levied by either Provincial or Federal Statutes. Dues checkoffs are deductions from wages.
- D. Hours of employment as outlined in Fund Clauses include equivalent hours for Holidays and Vacation.
- E. If the Employer has no Employees during a given month, he shall submit a "NIL" report, unless it is clearly understood by all Parties that he has declared himself out of business.

#### **ARTICLE 8 – TECHNOLOGICAL CHANGE**

- A. The Parties agree that those provisions regarding technological change as outlined in the Labour Relations Code of British Columbia will have application during the term of this Agreement.

#### **ARTICLE 9 – GRIEVANCE PROCEDURE**

- A. If, during the life of this Agreement, there should arise any grievance, dispute or other matters of controversy as to the carrying out of any of its terms, its interpretation, application, operation or alleged violation; any dispute regarding unjust or improper termination; any alleged violation of social or labour legislation; then the matter shall be settled, if possible, firstly by informal discussion between Employee and Supervisor or directly between Employee and Employer. Failing settlement by this means the matter shall be taken up by the Business Representative of the Union and the Employer. Should this fail to achieve a solution either Party may request arbitration.
- B. Except in the case of wage claims or claims on fund payments, the first step in the grievance procedure shall be initiated within thirty (30) days of occurrence of the procedure. Failing this, the grievance shall be deemed to be abandoned.

## **ARTICLE 10 – ARBITRATION**

- A. When requesting arbitration of the other Party to a dispute, the requesting Party shall at the same time and in the same communication state who its nominee on the Arbitration Board shall be.

Upon receipt of the above communication, the other Party shall within five (5) days inform the initiating Party of its nominee to the Board.

The Labour Relations Board shall be asked to appoint a nominee if the conditions above are not met within the required time.

- B. The two nominees or appointees shall within five (5) days endeavour to agree upon a Chairman; if they are unable to do so within the required time, the Minister of Labour shall be requested to appoint a Chairman.

The Arbitration Board shall meet and render their decision within ten (10) days of the Chairman's appointment, unless an extension of time is mutually agreed upon.

- C. Each Party shall stand the costs and expense of its nominee to the Board and one-half (1/2) the costs and expenses of the Chairman.
- D. The decision of the Arbitration Board shall be final and binding on all Parties.

## **ARTICLE 11 – HOURS OF WORK AND OVERTIME**

- A. The regular hours of work shall be eight (8) hours' pay per day. The regular work week shall be composed of five (5) such days, Monday to Friday inclusive.
- B. Regarding the above hours, it is recognized that the work pattern of the business is not conducive to the normal work day, neither is it conducive to regular shifts on the normal pattern. It is, therefore, agreed that during the regular work day and week as outlined above, all hours worked from 7:30 am to 4:00 pm shall be paid at the rates outlined in the Wage Schedule; all hours worked from 4:00 pm to 7:30 am shall be paid at the rate of one hundred and twenty percent (120%) of that shown on the Wage Schedule. The intent of this being flexibility of hours without a rigid shift schedule; the normal work day being any continuous eight (8) hours, (eight and one-half (8-1/2) inclusive of lunch break).
- C. It is agreed that there shall be an eight (8) hour break between any shift. An Employee called to work shall be paid a minimum of two (2) hours, and if work commences he shall be guaranteed four (4) hours' work except where the circumstances are out of the control of the Employer.
- D. Monday to Friday inclusive, overtime (where continued on after the normal shift) shall be paid for at one and one-half (1-1/2) times the given rate for the first two (2) hours; after two (2) hours the pay shall be twice the given rate.

If an Employee has gone home after the normal shift and is called back the overtime shall be at double the given rate.

- E. Time worked on Saturday shall be paid for at time and one-half (1-1/2) for up to eight (8) hours, and double-time thereafter.
- F. All hours worked on Sundays and Statutory Holidays shall be considered as overtime, and shall be paid for at double the given rates.
- G. Except as provided, the foregoing shall not be construed as guaranteeing any number of hours per day or week to any Employee.
- H. It is agreed that overtime shall be distributed as equally as possible among the qualified Employees.

**ARTICLE 12 – VACATION AND STATUTORY HOLIDAY PAY**

- A. For Job Classifications Ventilation Serviceman II, Ventilation Serviceman I, Lead Hand Serviceman and Foreman, Vacation and Statutory Holiday pay shall be combined and shall be accrued at the rate of twelve percent (12%) of gross earnings. For Job Classifications Ventilation Serviceman IV and Ventilation Serviceman III, Vacation and Statutory Holiday pay shall be combined and shall be accrued at the rate of eight percent (8%) of gross earnings.
- B. The Annual Holiday payment for purposes of calculation shall be six percent (6%) of gross earnings for Employees in the Job Classification of Ventilation Serviceman II, Ventilation Serviceman I, Lead Hand Serviceman and Foreman and four percent (4%) of gross earnings for Employees in the Job Classification of Ventilation Serviceman IV and Ventilation Serviceman III.

The Statutory Holiday payment for purposes of calculation shall be six percent (6%) of gross earnings for Employees in the Job Classification of Ventilation Servicemen II, Ventilation Serviceman I, Lead Hand Serviceman and Foreman and four percent (4%) of gross earnings for Employees in the Job Classification of Ventilation Serviceman IV and Ventilation Serviceman III.

Combined Annual Holiday pay and Statutory Holiday pay shall be paid in either one of the following methods on a company-wide basis.

- (i) Combined Annual Holiday pay and Statutory Holiday pay shall be accrued and paid out to the Employee two (2) times per year; the pay day prior to an Employee taking annual vacation and the pay day prior to Christmas. All accrued Vacation and Statutory Holiday pay shall be paid upon termination.
- (ii) Combined Annual Vacation pay and Statutory Holiday pay shall be paid on each pay cheque.

- C. The recognized Holidays are:

New Year's Day	BC Day
Heritage Day (3 <sup>rd</sup> Monday in February)	Labour Day
Good Friday	Thanksgiving Day
Easter Monday	Remembrance Day
Victoria Day	Christmas Day
Canada Day	Boxing Day

and any such day as may be declared a Public Holiday by the Federal and/or Provincial Government. No work will be performed on Labour Day. All work performed on Statutory Holidays shall be paid for at the appropriate overtime rate.

If a Statutory Holiday(s) should fall on a Saturday or on a Sunday, the following work day(s) shall be observed:

#### **ARTICLE 13 – STANDARD HEALTH BENEFIT PLAN**

- A. It is understood by both Parties that payments on behalf of all Employees covered under this Agreement will be in accordance with the terms of the Standard Sheet Metal Agreement.

These monies will be remitted to the Trustees by the fifteenth (15<sup>th</sup>) day of the month following that which contributions cover, in the manner provided by the Unified Remittance Form (i.e. remittance is to be based on one hundred twelve percent (112%) of actual hours worked).

The Health Benefit Fund will provide benefits to Employees and participating Employers who become eligible on a schedule to be determined by the Trustees.

#### **ARTICLE 14 – RRSP CONTRIBUTION PROGRAM**

- A. The Employer will match Employee contributions up to a maximum of two percent (2%) of annual gross wages to the Employee's individual Registered Retirement Savings Plan.
- B. Individual RRSP means the Employee may contribute more or less than two percent (2%) of annual gross wages and that the Employee is in full control of managing such fund inclusive of the right to withdraw funds and/or close out the RRSP.
- C. If an Employee requests a payroll deduction, the Employer agrees to deduct and contribute on behalf of the Employee directly to the mutual fund provider by the fifteenth (15<sup>th</sup>) day of the month following the month in which they were earned.
- D. The Employer will make their contribution to match the Employee's contribution up to two percent (2%) of gross wages on a quarterly basis, on or before the fifteenth (15<sup>th</sup>) day of the months January, April, July and October.

#### **ARTICLE 15 – SPECIAL RULES**

- A. The Parties agree that the Employer reserves the right to enforce "No Smoking" rules during working hours in fire danger zones.
- B. For job classifications Ventilation Serviceman II, Ventilation Serviceman I, Lead Hand Serviceman and Forman, there is a sick leave benefit provision of two (2) standard work days sick leave per annum to be paid the next pay period upon receipt of a doctor's notice. (Sick leave will not be accumulative).



## **ARTICLE 16 – COFFEE BREAKS & CLEAN UP TIMES**

- A. Employees shall be granted once in every half shift a coffee break not to exceed ten (10) minutes duration. The specific time period of the breaks shall be mutually agreed upon.
- B. The break shall be taken at the work station and on the job-site, only one (1) person shall be dispatched to the coffee wagon to obtain refreshment for the crew.
- C. Employees shall be provided with a period of five (5) minutes prior to any lunch period and five (5) minutes prior to the end of any shift to allow such Employees to clean their hands, etc.

## **ARTICLE 17 – SAFETY**

- A. Both Parties agree to comply with the Accident Prevention Regulations of WorkSafe BC and to promote safe practices and working conditions in every practical way possible.
- B. The Employer shall supply proper masks and safety equipment and shall see that these are checked frequently. The Employees covered by this Agreement shall utilize the equipment provided and shall be responsible for normal care and return.
- C. Refusal to work in contravention to the Accident Prevention Regulations shall not be a breach of this Agreement. Refusal to comply with the Regulations shall be deemed to be a breach of this Agreement.

## **ARTICLE 18 – WORK CLOTHES AND TOOLS**

- A. The Employer shall provide to each Employee, free of charge, a minimum of two (2) pair of coveralls each week (more if required) which shall be serviced by the Employer.
- B. The Employer will supply all hand tools, but if such tools are not returned in usable condition, normal wear and tear excepted, the cost of such tools will be deducted from the Employee's pay cheque. When tools are lost, such loss should be reported to the Employer at the time of such loss. Tools lost and duly reported while performing the duties of the Employee shall not be considered for penalty, provided the Employee can prove to the satisfaction of the Employer that such loss was not the result of careless work practices.
- C. Employees shall be reimbursed up to a maximum of one hundred (\$100.00) annually and upon presentation of a receipt for the purchase of work boots.

## **ARTICLE 19 – OUT-OF-TOWN JOBS**

- A. It shall be the sole prerogative of the Employer to rule on whether or not a particular job shall be classed out-of-town. If so, then this Article shall apply; if not, other appropriate Articles shall prevail.

- B. All Employees required on out-of-town jobs shall receive travel time pay, transportation, room and a minimum of forty dollars (\$40.00) per day meal allowance while travelling to and from the job. Where an Employee is required to drive a company and/or his own vehicle to and/or from a job-site, he shall be required to drive no more than ten (10) hours per day. Travel time shall be straight time, provided a minimum of twenty-four (24) hours' notice prior to departure is given. Should Employees be required to travel without being given such minimum notice, travel time shall be double time.
  - C. Room and a minimum for forty dollars (\$40.00) per day meal allowance payable in advance, shall be supplied by the Employer on a first class seven (7) day a week basis. In construction camps this shall mean conditions as provided for in the current Camp Rules of the BC & Yukon Building and Construction Trades Council. Otherwise, the Employer shall make board and lodging arrangements at established Class "A" hotels of any area (as rated by the BC Hotels' Association).
  - D. It is understood that if an Employee quits without just cause or is discharged for just cause before the completion of the out-of-town job, the Employer shall not be compelled to furnish transportation or traveling time back to the point of departure.
  - E. Any Employee who is living in accommodation provided by the Employer may, on any weekend, vacate or check out of such accommodation and the Employer shall pay him a sum not less than twelve dollars (\$12.00) per day check-out where accommodation is provided in camps and fifteen dollars (\$15.00) per day where accommodation is provided for those living in hotels, motels. If meal tickets are provided to Employees, the Employee who intends to check out or vacate for the weekend must turn in his meal tickets to the Employer's representative not later than 4:00 pm of the day preceding the check-out.
- In order to qualify for the foregoing provisions, the Employee must work the shift prior to the weekend or Statutory Holiday and the shift after the weekend or Statutory Holiday, unless mutually agreed between the Employee and the Employer's representative.
- F. Locally hired personnel shall be subject to Union clearance but shall not be entitled to the foregoing provisions of this Article.

## **ARTICLE 20 – JOB COMMUTING TIME AND MILEAGE**

- A. Any job within the area of fifty (50) miles or eighty (80) kilometers straight line radius of the Employer's shop or place of business shall be considered a zone free of travel time or expense to the Employer except as noted in Clause 27 of the Standard Sheet Metal Working Agreement.
- In areas outside of the Lower Mainland the free zone radius shall be determined from the respective City or Municipal Hall.
- B. On any job beyond this radius, the Employee shall receive an amount of one dollar (\$1.00) for every mile (1.6 km) that would be traveled from and to this radius and the job. The distances beyond the radius are to be calculated along normal travel routes.

Should, due to geographical conditions, the Employee be required to travel outside the fifty (50) mile or eighty (80) kilometer radius free zone in order to reach a job within the free zone, the mileage shall start at the point where the Employee leaves the free zone and be calculated from that point to the actual job-site.

- C. To qualify for the above, the Employee shall be at the actual job-site at the regular starting time and if required remain on the job until regular quitting time.
- D. It is recognized that the one dollar (\$1.00) at one (1) mile or (1.6 km) will constitute payment of normal travel time and travel expenses except tolls and ferry fares.
- E. If the Employer supplies transportation only, outside regular hours and not travel time wages, the above-mentioned amount shall be sixty cents (\$0.60) for each mile (1.6 km) for each Employee (in lieu of time). Conversely, if the Employer supplies travel time wages outside the circle and not transportation the payment shall be sixty cents (\$0.60) for each mile (1.6 km) for each Employee for (for travel expenses). If the Employer supplies both transportation and travel time outside the fifty (50) mile or eighty (80) kilometer radius, there shall be no payment.
- F. All Employees, not just drivers, etc., shall receive the aforementioned amounts as and if they qualify.
- G. Travel time from shop to site and from site to shop shall be paid at straight time rates on any day.
- H. The Employer shall pay Employees daily parking costs should they be required by the Employer to use their vehicles and receipts for parking are submitted to the Employer.

#### **ARTICLE 21 – SUB-CONTRACTING**

- A. It is agreed that the Employer will not sub-contract out any of the work covered by the terms of this Agreement unless the sub-contractor is or becomes Party to a similar Agreement with Local Union No. 280 before commencement of work.

#### **ARTICLE 22 – WAGE RATES AND CLASSIFICATIONS**

- A. Wage rates shall be as outlined in Schedule “A”, attached to and part of this Agreement.
- B. Excepting all work performed on ventilation systems, the Employer agrees to pay an Employee an additional one-half (1/2) hour at his prevailing rate for work performed in commercial and ship boilers, foundries and refineries.
- C. Employee classifications shall be as outlined in Schedule “B”, attached to and part of this Agreement.

## **ARTICLE 23 – PAYMENT OF WAGES AND TERMINATION**

- A. Employees may elect to have wages paid via Direct Bank Deposit by providing the Employer with a voided bank account cheque. Should Employees choose to receive pay cheques directly, such pay cheques will be available during working hours at the Employer's office on the normal pay day (minimally every second Friday or Thursday in the event the Friday is a Statutory Holiday).
- B. 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.
- C. In the event an Employee ceases to be an Employee of the Employer, the Employee shall be paid all wages, inclusive of holiday and vacation pay, not later than two (2) working days after ceasing to be an Employee of the Employer.
- D. The Employer will provide a separate or detachable itemized statement with each pay showing the amount of the cheque, hours worked at straight time and overtime and a listing of all deductions.

## **ARTICLE 24 – AMENDMENTS, SAVING AND DEPOSITION**

- A. By mutual agreement between the Parties to this Agreement, any Article or Section thereof may be amended, revised or deleted, or new Articles or Sections added during the life of this Agreement.
- B. It is assumed by the Parties hereto that each provision of this Agreement is in conformity with all applicable laws. Should it later be proven that it would be a violation of any legally effective order or statute to comply with any provision or provisions of this Agreement, both Parties agree to promptly renegotiate such provision or provisions of this Agreement for the purpose of making them conform to such orders or statutes and the other provisions of this Agreement shall not be affected thereby.
- C. Copies of this Agreement shall be deposited with the Minister of Labour of British Columbia and the Labour Relations Board of British Columbia.

## **ARTICLE 25 – DURATION OF AGREEMENT**

- A. All provisions of this Agreement shall be effective as from March 25, 2008 and for the period ending March 24, 2011 and shall continue in force and effect from year to year thereafter, unless either party shall desire a change and shall file notice with the other Party of such a desire within a period of four (4) months prior to March 24<sup>th</sup> in any year, and the established wage scales and conditions specified herein shall continue in force and effect pending negotiations and settlement of any proposed changes suggested by either Party.
- B. It is mutually agreed that the operation of Section 50 (2 & 3) of the Labour Relations Act of British Columbia is hereby excluded.

IN WITNESS AND TESTIMONY of the provisions and terms mutually agreed upon and specified herein, the duly authorized Officers and/or Representatives of both Parties hereby affix their signatures.

SIGNED THIS 14<sup>th</sup> DAY OF July 2008.

CONSTRUCTION LABOUR RELATIONS  
ASSOCIATION OF BRITISH COLUMBIA

SHEET METAL WORKERS' INTERNATIONAL  
ASSOCIATION, LOCAL UNION NO. 280

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### **SCHEDULE "A"**

#### **Wage Rates**

<b>Classification</b>	<b>Date of Ratification March 25, 2008</b>
Ventilation Serviceman IV	14.00
Ventilation Serviceman III	15.00
Ventilation Serviceman II	18.29
Ventilation Serviceman I	20.39
Lead Hand Serviceman	21.39
Foreman	21.89

## **SCHEDULE "B"**

### **Classifications**

**Ventilation Serviceman IV** – Inexperienced Employee with less than one thousand (1,000) hours experience.

**Ventilation Service III** – Employees having completed the basic one thousand (1,000) hours training, but with less than two thousand (2000) hours experience.

**Ventilation Serviceman II** – Employee with more than two thousand (2,000) hours experience, but less than four thousand (4,000) hours experience.

**Ventilation Serviceman I** – Employee with more than four thousand (4,000) hours experience, charged with doing the general service maintenance and cleaning work required.

**Lead Hand Serviceman** – Each crew of three (3) or more Servicemen on any given job site shall have one (1) appointed Lead hand, appointed by the Employer, to oversee the work and crew, regardless of the number of trucks on the job. Where there is a Foreman working on any given job-site, there will be no requirement for a Lead Hand Serviceman.

**Foreman** – Foreman is appointed by the Employer and shall be a working Foreman in charge of work, crew(s) and equipment.

## **SCHEDULE "C"**

### **Construction Industry Rehabilitation Plan**

Two cents (\$0.02) per hour for each and every hour or part hour of employment in any job classification will be paid by the Employer to the BC Construction Industry Rehabilitation Fund.

These monies will be remitted to the Fund by the fifteenth (15<sup>th</sup>) day of the month following that which contributions cover, in the manner provided by the Unified Remittance Form.

THE FOLLOWING FIRMS ARE MEMBERS OF CONSTRUCTION LABOUR RELATIONS ASSOCIATION OF BC AND HAVE AUTHORIZED THE ASSOCIATION TO BARGAIN AND SIGN A COLLECTIVE AGREEMENT ON THEIR BEHALF WITH THE SHEET METAL WORKERS' INTERNATIONAL ASSOCIATION, LOCAL UNION NO. 280, FOR A STANDARD SERVICING AND CLEANING AGREEMENT.

**POWER SUCTION SERVICE CO. LTD.**  
**1544 Rand Avenue**  
**Vancouver, BC V6P 3G2**

File: Agreements/Servicing and Cleaning 3/25/2008-3/24/2011  
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