

2014 - 2020

COLLECTIVE AGREEMENT

BETWEEN



BOILERMAKERS LODGE 359

AND



**THE BOILERMAKER CONTRACTORS' ASSOCIATION
OF BRITISH COLUMBIA**

AND

**INDEPENDENT BOILERMAKER
CONTRACTORS SIGNATORY**

HERETO

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2014 – 2020 AGREEMENT

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ARTICLE 1 - PURPOSE

1.01

The purpose of this Agreement is to govern wages and working conditions so as to promote orderly harmonious relations between the Employer and its Employees and the Union agrees to cooperate with and assist the Employer in every legitimate way to conduct a successful business, bearing in mind that both parties must give service to the public.

The Parties agree that the Memorandum of Agreement dated March 13, 2014 forms a part of this Agreement.

ARTICLE 2 - RECOGNITION AND CRAFT JURISDICTION

2.01

The Employer recognizes the Union as the sole collective bargaining agency for General Foreperson(s), Foreperson(s), Journeyperson(s), Apprentice(s), and Pre-Apprentice(s) employed on field construction work within the jurisdiction of the Union.

2.02

The Employer recognizes the jurisdictional claims of the Union as provided for in the Charter Grant issued by the American Federation of Labour to the International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers, it being understood that the claims are subject to trade agreements and final decisions of the A.F.L.-C.I.O. as well as the decisions rendered by the Impartial Jurisdictional Disputes Board.

For the purpose of clarification, the jurisdictional claims of the Union are contained in the Addendum attached hereto.

2.03

The Union confirms that the terms and conditions of this Collective Agreement and those matters set out in the Memorandum of Agreement will supersede any terms and conditions set out in Local Lodge 359 By Laws and Referral Rules, and render those Articles of the By-Laws and Referral Rules null and void.

2.04

"Employees" as used herein means Employees of the Employer engaged in such work in British Columbia and the Yukon Territory.

2.05

This Agreement does not apply to work which is performed by the Employer in the Employer's plant or shop.

2.06

This Agreement shall not apply to timekeepers, engineers, field office and clerical workers, or to Employees above the rank of General Foreperson.

2.07

The Union agrees to co-operate with the Employer, in order that the work be conducted in the most expedient manner. It is recognized by the Parties to this Agreement that the work covered, at times, may require the use of qualified Owner's employees.

2.08 Tool Crib Attendant

When a tool crib is established by an Employer on a job on which their work is predominantly Boilermaker jurisdiction, and an attendant is required, they shall be a member of the Union. The necessity of a tool crib and/or an attendant will be determined by the Employer.

ARTICLE 3 - MANAGEMENT RIGHTS

3.01

It is the Employer's right to operate and manage its business in all respects in accordance with its responsibilities and commitments. The location of jobs, the choice of equipment, the schedule of installation, the methods and means of installation, are solely and exclusively the responsibility of the Employer.

3.02

The Employer has the right to make and alter, from time to time, rules and regulations to be observed by the Employees, provided that they are not inconsistent with this Agreement.

3.03

It is an exclusive function of the Employer to hire, promote, demote, transfer, suspend, layoff, discipline or discharge for just cause, Employees in the bargaining unit, subject to the provisions of this Agreement.

3.04

Nothing in this Article shall be interpreted to prejudice other unspecified traditional rights of Management.

3.05

The selection and appointment of General Foreperson and Foreperson is solely the responsibility of the Employer in keeping with this Agreement. The designation and determination of the number of General Forepersons and Forepersons is the sole responsibility of the Employer and shall be excluded from the name hire ratio. On a crew not exceeding five (5) Journeypersons, per shift, one of them may be a Foreperson who may work on the tools. (An Apprentice is in addition to the crew.) For tank projects, on a crew not exceeding ten (10) Journeypersons, per shift, one of them may be a Foreperson who may work on the tools. (An Apprentice is in addition to the crew).

When Forepersons are brought forward on the prep crew for the sole purpose of project orientation, it is understood that they will not work on the tools.

The Employer may transfer General Forepersons and Forepersons from one of their projects to another of its projects. Prior notification will be given by the Employer to the Union of the names of supervisors to be transferred.

Forepersons working on the tools will be included in the Journeyman name hire ratio. The Foreperson shall be the only representative of the Employer who may issue instructions to the employees.

3.06

General Forepersons shall be utilized by an Employer whenever they have established this level of supervision on their work on a project and when the number of employees reaches the level established; or when this level is appropriate to the size and nature of the job as determined by the Employer. General Forepersons shall not work on the tools. The Employer agrees that the General Foreperson shall be a member of Boilermaker Lodge 359.

3.07

(a) In addition to Article 3.05, the Employer shall have the right to name request Journeymen pursuant to the following table, unless otherwise mutually agreed to between the Employer and the Union.

The following per shift name hire formula shall be applied to each written request and bonafide emergency request for the dispatch of Journeymen as received from an Employer.

Journeyman Crew Requirements

TOTAL	EMPLOYER	UNION
One	One	---
Two	Two	---
Three	Two	One
Four	Two	Two
Five	Two	Three
Six	Two	Four
Seven	Three	Four
Eight	Three	Five
Nine	Three	Six
Ten	Three	Seven
Eleven	Four	Seven
Twelve	Four	Eight
Thirteen	Four	Nine
Fourteen	Four	Ten
Fifteen	Five	Ten
Sixteen	Five	Eleven
Seventeen	Five	Twelve
Eighteen	Five	Thirteen
Nineteen	Five	Fourteen
Twenty	Five	Fifteen

From this point the name hire ratio is 25%, i.e. 3 off the Board, 1 name request.

Twenty-Four	Six	Eighteen
Twenty-Eight	Seven	Twenty-One
Thirty-Two	Eight	Twenty-Four
Thirty-Six	Nine	Twenty-Seven
Forty	Ten	Thirty
etc.		

The Employer may not exceed the name hire ratio when reducing crew size. Forepersons working on the tools will be included in the name hire ratio. Forepersons outside the name hire ratio may not work on the tools and may not be demoted.

(Note: An Apprentice is in addition to the crew.)

- (b) All name requests shall be made in writing including FAX and or email to the Union, prior to these requests being dispatched.
- (c) Journeyperson employees who are members of the Union will be eligible to transfer to another of the Employer's project(s) at such time as the Union is unable to supply manpower within the classification as required by the Employer and/or when the Employer has been advised by the Union that manpower on the Union "out-of-work" list has been exhausted. All transfers shall be considered to be name requests. Those members transferred as name requests shall be laid off first, until the name hire ratio is met. Transfers shall be implemented only if the employer has not terminated the employee and has not processed termination documents. The Employer must provide the Union with a list of all employees to be transferred.
- (d) The Parties agree that the number of contracts and or dispatch job orders an Employer may have on a specific jobsite is irrelevant to employee assignments including abutting properties of a common Owner / Client (i.e. this is not a transfer). Proper notice must be given as per Article 14.05 if the Employee's scheduled shift is changed (i.e. one contract/dispatch job order working 10 hour shifts, one contract/dispatch job order working 11 hour shifts).

3.08

An Employee shall have the right to refuse a transfer from one job to another. In the event an Employee does not choose to accept the transfer, they will not be considered as having quit and will be entitled to the travel expenses to Vancouver subject to the provisions of this agreement.

3.09

Members of the Union who have accepted a name request from an Employer other than via the Union Dispatch Office must be available on the Union out of work list (posted), and must report acceptance of the name request to the Union office prior to the Union receiving the Employer's written manpower dispatch order. Members accepting bank requests must clear their names as soon as possible. Failure to comply shall nullify the member's name request(s) for fourteen (14) calendar days.

On jobs of fourteen (14) days duration or less it is further understood and agreed there shall be no additional name requests after the first layoff has taken place.

ARTICLE 4 - UNION SECURITY, DUES DEDUCTIONS, EMPLOYER CONTRIBUTIONS

4.01

The Employer agrees to employ as Employees, members of the Union in the performance of all work within the scope of this Agreement and to continue in its employ, only Employees who are members in good standing with the Union. Except as otherwise provided, all such Employees shall be hired through the Union office, prior to the start of the job.

4.02

The Union agrees to furnish competent available workers to the Employer on request, provided however, that the Employer shall have the right to determine the competency and qualifications of its Employees and to discharge any Employee for any just and sufficient cause. The Employer shall not discriminate against any Employee by reason of their membership in the Union or their participation in its lawful activities. There shall be mutual co-operation between crew members, such that fitter/riggers and welders assist each other when possible, but neither classification shall solely perform the traditional duties of the other classification.

4.03

After the Employer has requested the Union office to furnish workers to perform work within the scope of this Agreement and the required number of workers are not furnished within two (2) working days after the date for which the workers are requested, the Employer shall have the right to procure and retain until layoff, but not transfer without the consent of the Union, the required number of workers from other available sources, provided that such workers procured from other available sources shall be required by the Employer to join the Union not later than fifteen (15) days after hiring.

4.04

Should it be necessary to reduce the work force on the job, the Employer shall lay off or terminate their Employees in the following sequence:

- (i) Permits
- (ii) Retired Members
- (iii) Travel Cards
- (iv) Probationary Journeypersons and Shop Local Lodge Members
- (v) Construction Local Lodge Members.

Except that consideration must also be given to retain sufficient Employees on each job classification to suit the nature of the work remaining.

4.05

Upon receipt of authorization contained on the official Union Dispatch Form signed by the Employee, the Employer shall each month deduct from all employees coming within the scope of this Agreement monthly union dues in the amount prescribed by the Union.

4.06

In addition to Article 4.05, and upon receipt of authorization, the Employer shall each month deduct four and one quarter percent (4.25%) (or such amount as may be designated by the Union) Field Dues of gross hourly wages (including waiting, reporting, show up and standby time) of all Employees, coming within the scope of this Agreement.

4.07 Employer Contributions

(a) The Employer shall contribute each month, to the Following Funds, for each Employee coming within the scope of this Agreement, an amount in cents per hour as set out in Appendix "A", for all hours earned (including waiting, reporting, and standby time) by the Employee:

- Boilermaker Lodge 359 Health & Welfare Fund
- Boilermaker Lodge 359 Pension Trust Fund
- Boilermaker Lodge 359 Apprenticeship Fund
- Boilermaker Lodge 359 Trade Advancement Fund
- Boilermaker Lodge 359 Education and Promotion Fund
- Jurisdictional Assignment Plan
- Construction Industry Rehabilitation Fund
- National Training Trust Fund
- B.C.A. of B.C. Management Administration Fund

4.08 Payment of Dues Check-Off and Employer Contributions

Payments must be remitted by the 15th day of the month following the month the deductions and contributions were made, together with a list of the names and Social Insurance Numbers of the employees on whose behalf the deductions and contributions are being made. Also opposite each name on the list, the figures upon which the deductions and contributions are being made shall be shown.

Monthly Union Dues and Field Dues deductions, Apprenticeship Fund, Trade Advancement Fund, Education and Promotion Fund, Jurisdictional Assignment Plan Fund, and Rehabilitation Fund contributions shall be remitted directly to the Secretary-Treasurer of the Union, payable to:

BOILERMAKERS LODGE 359 and forwarded to:

The Secretary-Treasurer
International Brotherhood of Boilermakers
Lodge 359
5510 – 268th Street
Langley, BC
V4W 3X4

The Union will hold the Employer harmless from all liabilities and claims by the employees, the Union or its agents other than prompt collection and transmittal of authorized deductions and Employer contributions.

Monthly Employer Contributions to the Boilermaker Lodge 359 Health and Welfare Fund and Pension Fund shall be remitted directly and be payable to:

Boilermakers Lodge 359 Benefit Plans

Boilermakers Lodge 359 Benefit Trust Funds
c/o Bilsland Griffith Benefit Administrators
Suite 501, 4445 Lougheed Highway
Burnaby, B.C.
V5C 0E4

Monthly Employer Contributions to the B.C.A of B.C Management Administration Fund shall be remitted directly to the Boilermaker Contractors' Association of British Columbia, payable to:

BOILERMAKER CONTRACTORS' ASSOCIATION OF BRITISH COLUMBIA and forwarded to:

BCA of BC Management Administration Fund
20 Corporate Park Drive
Suite 102
St. Catharines, ON
L2S 3W2

Monthly Employer Contributions for National Training Trust Fund (NTTF) will be remitted directly to the Boilermakers' National Benefit Funds (Canada) and forwarded to:

Boilermakers' National Benefit Funds (Canada)
45 McIntosh Drive
Markham, ON
L3R 8C7

Delinquent payments, notification, penalties and inspection: The Union, the Boilermaker Contractors' Association of British Columbia and/or Fund Administrators shall advise the Employer in writing of any delinquency. Should the Employer fail to respond within forty-eight (48) hours of receipt of the notification (exclusive of Saturdays, Sundays and Holidays), by either: payment of the delinquency or written reasons for the delinquency which the Union, the Boilermaker Contractors' Association of British Columbia and/or Fund Administrators shall decide as being acceptable or not, there then shall be a ten percent (10%) penalty of the amount of the late payment due.

4.09 Funds: General

- (a) The Apprenticeship Fund, Trade Advancement Fund and National Training Trust Fund shall each be controlled by a Board of Trustees consisting of an equal number of Employer Representatives and Union Representatives, who will administer the respective Fund.

- (b) The Health and Welfare Fund, and the Pension Fund shall be controlled by a Board of Trustees consisting of Union members. A full time Administrator shall be engaged by the Board of Trustees. The cost of administration of the Funds shall be borne by the respective fund.
- (c) The B.C.A. of B.C. Management Administration Fund shall be responsible for the cost of joint meeting rooms for negotiations, liaison committee and conference board meetings, where applicable. The Parties will share the cost of new agreements on the basis of quantity ordered.

ARTICLE 5 - NO STRIKE OR LOCKOUTS

5.01

The Union agrees that there will be no strike or other collective action which will stop or interfere with production, and that if any such collective action should be taken, it will instruct those of its members who participate in such collective action to carry out the provisions of this Agreement and return to work and perform their work in a manner acceptable to the Employer.

5.02

The Employer agrees that it will not cause or direct any lockout of employees.

ARTICLE 6 - JURISDICTIONAL DISPUTES

6.01

Whenever the Employer has acquired a contract(s), subcontract(s), material and/or equipment assignment which involves work within the jurisdiction of the Union (Article 2.02 and 2.03 of this Agreement) the Employer shall notify the Union and a pre-job conference shall be arranged in the City of Vancouver, B.C. to discuss the work to be performed.

The parties to this Agreement may by mutual agreement decide the practicality of a pre-job conference based on the scope of work to be performed.

Should a dispute arise between the Boilermakers' Union, and any other union which cannot be resolved by the provisions of Article 2.00 (Recognition and Craft Jurisdiction) the Employer shall nevertheless assign the work in accordance with the following procedure:

STEP 1:

It shall be the responsibility of the Employer to observe any agreement in force between the Boilermakers' Union, and any other Union, assigning jurisdiction; or

STEP 2:

If the nature of the work is such that it is not described in Article 2.02 (Recognition and Craft Jurisdiction) or in any agreement between the Boilermakers' Union, and any other Union, then the prevailing area practice shall determine the work assignment; or

STEP 3:

When Steps 1 & 2 are not applicable, the Employer shall assign the work based on a reasonable interpretation of the contesting trades' jurisdiction.

STEP 4:

The parties of this Agreement agree to be bound by the Procedural Rules of the Impartial Jurisdictional Disputes Board as entered into by the Building Trades Dept. of the A.F.L.-C.I.O. and the Jurisdictional Assignment Plan of British Columbia.

When a Contractor requests submissions from local unions defending jurisdictional claims, the Union shall be given access to the submissions from the other unions to check their authenticity.

6.02

When a jurisdictional dispute exists between Unions and upon request by the Union, the Employer shall furnish the International Offices of the Union, a signed letter on Employer stationery, stating that Boilermakers were employed on specific types of work on a given project.

ARTICLE 7 - WORKING CONDITIONS, SAFETY MEASURES, HEALTH AND SANITATION**7.01**

All equipment, tools and material must conform and be utilized in conformity with applicable provincial and/or federal regulation, acts and laws. Employer safety rules and regulations shall be complied with provided they are not inconsistent with the above.

The welding of staging brackets, lifting lugs, key plate nuts, clips, etc., used for fitting shall be performed by Journeyperson-welders only.

7.02

Where job and climatic conditions warrant, the Employer shall provide clean and adequately-heated lunch and change room with benches and tables. Where practical, a separate change area shall be provided. The Contractor will advise the Union when conditions do not permit a separate change area. Areas required for eating and changing shall be kept free of tools and equipment. Personal effects of the employees shall be covered by fire insurance up to the amount of four hundred dollars (\$400.00) in each individual case, such insurance to be paid by the Employer.

7.03

The Employer shall supply at no cost to the employee when required by the work they are to perform: safety hats, new sweat bands, new liners, appropriate welding gloves, appropriate leather faced working gloves, welding helmets, welding and burning goggles, appropriate welding leathers (i.e. jackets, capes and/or sleeves) and non-prescription safety glasses (unless special processes dictate otherwise).

Welders' capes shall be kept available for temporary issue to welders such engaged on work requiring additional protection, such as but not limited to arc-air gouging and overhead welding.

On abnormally dirty and/or corrosive maintenance, revamp and repair work, in which the employee's clothes may be abnormally or permanently damaged, the Employer shall supply and maintain the necessary protective clothing (including gloves and coveralls where appropriate, particularly on, but not limited to, all corrosive work) at no cost to the employee for all employees covered by this Agreement. On such work, employees shall be allowed 15 minutes for wash-up time prior to the conclusion of their shift.

No charge shall be made against the employees for above items which are returned in reasonable condition, or which are lost or damaged beyond the employee's control and are reported immediately.

Such work shall also include special cases of new construction carried out in existing facilities such that the above abnormal conditions are encountered.

7.04

The Employer shall provide adequate sanitary facilities on the job for the welfare of its Employees and protection of public health, and these facilities must be provided with toilet tissue, and kept clean, and heated when necessary. Flush toilets will be provided where possible and practical, as determined by the Employer.

7.05

The Union agrees to provide the Employer with qualified employees when requested, to perform manwatch duties when required and when such manwatch is within the Employer's control.

7.06 Handicapped Workmen

The Employer agrees, subject to prior consultation with the Union, to employ any member on work which suits their physical ability and which is acceptable to the member. This could include but not be limited to the tool crib as defined in Article 2.08 of this Agreement. Those who have suffered injury or disability in the trade should be employed when their capabilities are considered suitable, provided that the employee has the approval of WorkSafeBC.

7.07 Underground Work

Employees required to work underground shall receive an underground premium of 10% of their base straight time hourly rate, for all hours worked. This premium does not apply to work performed within basements of buildings or in open ditches.

When necessary, the Employer shall supply the Employee with rubber boots, rainproof clothing and gloves.

7.08 Working Conditions, Safety Measures, Health and Sanitation

The parties agree that the Construction Industry of British Columbia Substance Abuse Testing and Treatment Program Policy will apply on all work sites.

ARTICLE 8 - WELDING TESTS

8.01

All welders are required to carry their welders log book to all projects to which they are dispatched. Once an Employer is in receipt of a welders log book, the Employer shall be responsible for its safe return or replacement cost in the case of loss or theft.

Any Employee holding a current Provincial Government Welding Certificate of Qualification and/or a Welders Log Book, who is required to take a Provincial Government test, shall be paid for the time required to take the test, including materials and inspector fees.

8.02

- (a) Should a private procedure test be required by the Employer, the Employee shall be paid for the time required to take such test.
- (b) When a welder is required to perform a test for an Employer, the Employer shall, on request, make available suitable material to allow a brief period of practice prior to taking the actual test.
- (c) Should an Employee fail a welding test and request to be retested, or be requested by the Employer to perform a second test, such second test shall be conducted on the Employee's own time.

The Employee shall not have the right to refuse a retest if requested by the Employer.

8.03

Any welder possessing a current Provincial Government welding certificate of qualification, who is instructed to proceed to take tests, necessitating them having to travel outside of the city limits of the city in which they reside or are employed, shall be reimbursed in an amount necessary to compensate them for travel expenses and subsistence allowance, if applicable.

8.04

Welders passing a test will have the results recorded in their welders log book by the Employer's representative at the time of the test or prior to completion of the project.

8.05

Where a welder is to take a private or provincial test on which the issuance or re-issuance of their certificate will depend, they shall not be required to do so under conditions which would unfairly affect their ability to perform the test.

For other tests, the Employer may prescribe test conditions approximating but not exceeding, conditions which may be encountered on the job.

Welders required to take any test shall be allowed to complete the test.

8.06

Any welder who successfully completes the welding test, but fails to report for work as notified, without a bona fide reason acceptable to the Employer, will not be eligible for any payment, including testing time and other allowances, as set out in Article 8.00.

8.07

Welding equipment will only be operated by welders or apprentices who are required to tack weld.

ARTICLE 9 - ACCESS TO JOBS

9.01

The Employer shall grant to accredited Representatives of the International Brotherhood and Business Manager and Assistant Business Manager of the Local Lodge, access to all jobs insofar as the Employer has the authority to allow such access, provided the Union Representative secures permission from the Employer's senior representative and does not cause employees to neglect their work.

ARTICLE 10 - STEWARDS

10.01

On all jobs, the Business Manager of the Union will designate, or otherwise arrange for, the appointment of a steward from among the qualified working Journeyman employees. The Employer must notify and supply the Job Steward with a copy of all official dispatched manpower lists which are faxed or emailed to the employer work site by the Union Office.

10.02

It will be their duty to assist the Employer and the Union members in carrying out the provisions of this Agreement, and they will be allowed reasonable time to perform such duties as agreed to by the Employer's representative on the job. When the Employer determines it is necessary to reduce the work force on the job by layoff, transfer or termination the Job Steward(s) shall receive notice and a list of the employees that will leave the job. The Union Steward will be given sufficient notice to review the layoff list prior to the end of the final shift of the employees.

10.03

When practical, the Steward shall be retained until the end of the job, provided there is work available for which they are qualified; otherwise the Business Manager or Business Representative of the Union will be notified in time to appoint a successor.

10.04

Under no circumstances shall the Job Steward make any arrangements with the General Foreperson, Foreperson, or Management that will change or conflict in any way with any section or terms of this Agreement.

10.05

When any part of a crew is required to perform work on overtime or on bad weather days, and the Steward has been performing the type of work involved during the preceding regular shift, they shall be included in such required overtime or bad weather working time.

ARTICLE 11 - LIAISON COMMITTEE AND JOINT CONFERENCE BOARD

11.01 Liaison Committee

The Parties agree to have a Liaison Committee consisting of six (6) members, three (3) appointees by the B.C.A. of B.C. and three (3) appointees by the Union. The terms of reference for the committee shall be to review conflicting language issues, review interpretations and on site problems and make recommendations for consideration and/or approval to the Joint Conference Board.

11.02 Joint Conference Board

- (a) A Joint Conference Board shall be formed which will be composed of the Board of Directors of the Boilermaker Contractors' Association of British Columbia, and Members of Local Lodge 359 as appointed by the Business Manager. The Joint Conference Board shall meet at least once during each calendar year or more periodically upon request.
- (b) Should, in the opinion of the Parties of this Agreement, certain articles, clauses or conditions as outlined in this Agreement not be working practically in the best interests of both parties, such articles, clauses or conditions will, upon mutual agreement of the Joint Conference Board and consistent with the original intent, be rewritten as Letters of Clarification and/or Understanding which will be attached to this Agreement.

Such letters of Clarification and/or Understanding will be binding on the parties and their members during the term of this Agreement.

ARTICLE 12 - GRIEVANCE PROCEDURE

12.01

Grievance as used in this Agreement is an employee and/or an employer complaint or unsatisfied request involving any matter relating to wages, hours or working conditions, including questions of interpretation, or application of, or compliance with, the provision of this Agreement.

12.02

All grievances shall be presented within ten (10) working days from the date there is evidence of a grievance having occurred. The procedure for the adjustment of a grievance shall be as follows:

STEP 1:

Any employee who believes that they have a justifiable complaint may, with the assistance of the Job Steward, discuss the matter with the Foreperson.

STEP 2:

Should the employee and Job Steward be dissatisfied with the Foreperson's disposition of such complaint, the grievance shall be reduced to writing giving all particulars including the applicable section of the Agreement, before again presenting same to the Foreperson or the next level of supervision above the Foreperson. The Foreperson or next level of supervision shall answer the

grievance in writing within ten (10) working days, or at a time mutually agreed upon.

STEP 3:

In the case of any dispute or grievance arising that cannot be settled informally by the Employee, Job Steward and Foreperson or General Foreperson on the project, it will be referred in writing to the representatives of the parties within two (2) working days, or at a time mutually agreed upon. All time limitations pertaining to disputes or grievances may be extended by mutual agreement of the parties. Failure to reply to the grievance within the agreed time limit shall mean the grievance is conceded.

Grievances not processed from one step to another within ten (10) working days, shall be deemed to be settled on the basis of the last written reply to the Griever.

12.03

If any dispute or grievance referred to the Representatives cannot be settled or otherwise resolved, either party may seek the assistance of the President of the B.C.A. of B.C. or its designate, and the Boilermaker International Vice-President for Western Canada or its designate, before proceeding to Arbitration, as provided for in Article 13 of this Agreement.

12.04

The Union, Employer or the Association shall have the right to initiate a group grievance or a grievance of a general nature at Step 3 of Section 2, thereby eliminating Steps 1 and 2.

ARTICLE 13 - ARBITRATION

13.01

Any difference or disputes between the Employer and the Union, or between the Employer and an employee or employees, relating to the interpretation, application, administration or alleged violation of this Agreement that has not been satisfactorily settled pursuant to this Agreement, shall, upon the written request of either party, which request must be made within fifteen (15) calendar days after the dispute in question has been processed pursuant to Step 3 of Section 2 of the preceding Clause of this Agreement, be submitted to a Single Arbitrator.

13.02

Either party desiring arbitration shall notify the other party in writing of its intention and particulars of the matters in dispute.

13.03

The Arbitrator will be chosen from the agreed list of Arbitrators. The Arbitrator will be picked on the basis of rotation and availability. Example: Arbitrator 'A' handles first case, Arbitrator 'B' handles second case and so on. However, should Arbitrator 'B' not be available for a period of fifteen calendar days then the next eligible arbitrator would be chosen.

13.04

The Arbitrator shall sit, hear the Parties, settle the term of the question or questions to be arbitrated, and make an award within ten (10) days from the date of appointment, provided that the time may be extended by agreement of the Parties.

13.05

The Arbitrator shall submit the award in writing to each of the parties. The award shall be final and binding upon the Parties and they shall carry it out forthwith.

13.06

Each party shall pay its own cost and expense of arbitration. One-half the compensation of the Arbitrator and the stenographer and other expenses of the Arbitrator shall be paid by each party.

ARTICLE 14 - HOURS OF WORK

14.01

- (a) Eight (8) hours shall constitute a normal day's work. The normal hours of work shall be between the hours of 8:00 a.m. and 5:00 p.m. for an 8 hour day, with one-half or one hour for lunch commencing no later than five hours after work commenced. Forty (40) hours shall constitute a normal week's work, Monday through Friday inclusive. The Employer does not guarantee to provide work to any employee for regularly assigned hours or any other hours, except as provided for in Article 18.00.

The starting time of the normal hours of work may be varied by up to one (1) hour earlier or later, without penalty or premium, provided eight (8) hours advance notice is given by the Employer to the affected employees, (i.e. during the prior shift).

Subject to the above, by mutual agreement, in writing, between the Business Manager and the Employer, the foregoing starting and quitting times may be changed by further variance to suit job requirements or conditions. If the foregoing starting or quitting times are changed without mutual agreement, except as noted above, applicable overtime rates shall be paid for any time worked before or after the above hours as a result of the change of the times.

- (b) Compressed Work Week Schedule

A compressed work week may be established for other than shutdown projects between Monday to Friday. Mutual consent by the Union will not be unreasonably withheld. The terms and conditions of such compressed work week shall supersede any/all contrary provisions of this Article.

The Employer may schedule the regular work week in four (4) consecutive ten (10) hours days at straight time rates, provided that the four (4) ten (10) hour days are scheduled during the Monday through Thursday schedule or the Tuesday through Friday period.

If the Employer exercises an afternoon or night shift on the compressed work week format, afternoon or night shift premiums will apply.

14.02

An employee shall not be required to work during their regular lunch break except in emergency or special circumstances, in which case, they will receive a reassigned one-half hour lunch break. If this break falls outside the regular lunch break established on the job, they shall receive an additional allowance of one-half (1/2) hour's pay at straight time rates which shall be in addition to their regular straight time hours.

14.03

Two (2) rest or work (coffee) breaks of ten (10) minutes duration will be allowed each day during normal working hours, one in the first half and one in the second half of each shift, or shifts. Where the scheduled shift exceeds ten (10) hours or if unscheduled overtime is worked beyond the normal working day and if the duration of overtime is to exceed one hour, then the Employee will be allowed a coffee break at the end of the normal shift. Such breaks and a suitable location to be determined by the Employer, in consultation with the job steward. Where the shifts are scheduled for ten (10) hours the two (2) rest or work (coffee) breaks shall be of fifteen (15) minutes duration.

These breaks may be staggered, alternated or varied by the Employer to permit continuous operation where required, by mutual agreement between the Business Manager and the Employer, prior to the start of the project, where possible.

14.04

Overtime rates of pay shall apply for Saturday, Sunday and Recognized Holidays, or for hours outside of the regular working hours, as amended by mutual agreement. This shall include waiting, reporting, show up and standby time.

14.05

If the scheduled shift is changed, a minimum of eight (8) hours notice shall be given to the affected employees. The Employer is to have the ability to transfer manpower from day shift to night shift or night shift to day shift with the consent of the Employee and the Business Manager or their Representative.

14.06

Where the normal hours of work are in excess of eight (8) hours per shift, the very last crew remaining on the project may work only eight (8) hours. This refers to the completion of the job, not to workers who may be discharged earlier. This must be noted on each order for manpower placed with the union.

14.07 Emergency Repair Call-Out:

Where the Employer places an order for the immediate dispatch of a crew to an existing facility, it is considered to be an Emergency Repair Call-Out, for which the employees shall receive an emergency repair call-out allowance of:

For jobs sites in the Vancouver Free Zone & Port Moody:	\$100.00
For all other jobsites:	\$200.00

In cases of emergency work, where the Employer is unable to contact the Union office, the Employer may commence work and notify the Union office as soon as possible.

ARTICLE 15 - SHIFT WORK

(See Appendix "C" for Examples)

15.01

For the purpose of clarification and to define Saturday and Sunday work, the work shall be deemed to commence at the starting time of the regular day shift on Monday morning.

Shifts may be commenced on any calendar day provided the appropriate requirements for shift premium and overtime as specified in this Agreement, are met.

Shift premiums shall not apply for shifts on Saturday, Sunday and Recognized Holidays.

15.02

For the purpose of defining the shifts, the 1st shift shall be the day shift which commences at 8:00 a.m. The starting time may be varied by the Employer up to one (1) hour, earlier or later, without penalty or premium, provided eight (8) hours advance notice is given to the affected employees. Any further variance of starting time may be varied by mutual agreement with the Union to suit job requirements. The 2nd shift shall be the afternoon shift and shall follow the 1st shift. The 3rd shift shall be the night shift and shall follow the 2nd shift.

15.03

- (a) When two (2) shifts are scheduled, each shift shall provide for a one-half (1/2) hour unpaid meal period. A shift premium, as set out in Appendix "A", shall apply on all hours worked on the second shift.
- (b) When three (3) shifts are scheduled, each shift shall work seven and one-half (7½) hours of work with a one-half (1/2) hour unpaid meal period. A shift premium, as set out in Appendix "A", shall apply on all hours worked on the second and third shifts.

15.04

When an employee is required to return to work without an 8 hour break, all work performed shall be paid at double (2) the regular hour rate, until such time as the employee receives an eight (8) hour break. It is the intent of this clause that no employee shall lose pay on a normal shift due to taking the required eight (8) hour break. (Example: Day Shift works to 2:00 a.m., has 8 hours off and returns at 10:00 a.m. for a shift which normally commenced at 8:00 a.m. Employees are paid from 8:00 a.m. onwards).

ARTICLE 16 - OVERTIME

16.01

- (a) When an Employee is required to work in excess of the regular hours, Monday through Friday inclusive, they shall be paid overtime at the rate of time and one-half (1-1/2) the regular rate for the first two (2) hours. All additional hours shall be paid at double (2) the regular hourly rate.

Monday through Friday, each employee must have worked all the available scheduled straight time hours of a day before receiving overtime pay for hours worked thereafter on the same day. The above requirements may be waived

at the discretion of the employee's supervisor in the event of a pre-planned and pre-approved absence or if the employee's supervisor authorizes an unplanned absence. This discretion will be applied in a fair and consistent manner.

- (b) Employees working on Saturday, Sunday or Recognized Holidays shall be paid overtime at double (2) the regular hourly rate.
- (c) All other overtime shall be paid at double (2) the regular hourly rate.
- (d) Where a compressed work week is scheduled, all hours in excess of ten (10) hours per day, shall be paid for at two (2) times the applicable rate of pay. When a fifth (5th) day is worked (Friday on the Monday through Thursday schedule or Monday on the Tuesday through Friday schedule), the first ten (10) hours shall be paid at one and one-half (1-1/2) times the applicable rate of pay. All other hours on this compressed work schedule shall be paid at two (2) times the applicable rate of pay.
- (e) Two and Three Shift Operations:
Employees working overtime shall continue to receive their shift premium for all hours worked. The shift premium shall not be compounded for overtime hours worked.
- (f) It is recognized that unscheduled overtime is commonplace in our industry. Every effort will be made by the Employer over the course of the job to spread the unscheduled overtime evenly amongst the crew; however, individual qualifications may dictate otherwise. The Employer must also maintain the proper Apprentice ratio where practical when unscheduled overtime is worked.

16.02

When an employee works more than 10 hours, a free meal (hot when possible) and beverage will be provided by the Employer immediately after the conclusion of 10 hours, and at each 4 hour interval thereafter. The employee shall be allowed a 30 minute meal break and shall be compensated at the straight time rate of pay. Where this is impractical, a \$40.00 (\$50.00 effective May 1, 2016) meal reimbursement, plus one-half hour of straight time wages will be paid for all employees required to work the overtime, including those receiving any form of subsistence. If a meal break is not taken after ten hours, there shall be a 10 minute coffee break. At their option, the Employer may advance the meal break to the conclusion of the normal working hours or any time between then and the conclusion of the 10 hours.

On scheduled overtime, the foregoing may be changed by mutual consent of the Business Manager and the Employer.

When Forepersons are required to arrive at work up to one-half (1/2) hour prior to the normal starting time of the shift to organize work and/or obtain permits, they shall not be entitled to a meal or meal break unless they work more than two (2) hours beyond the end of their normal shift.

Notwithstanding the above, Forepersons and General Forepersons, required to work hours additional to that of the crew they are supervising, shall be entitled to rest (coffee) and meal breaks consistent with those breaks established for their crew.

ARTICLE 17 - VACATION AND RECOGNIZED HOLIDAYS

17.01

- (a) Every employee covered by this Agreement, shall receive fifteen (15) recognized holidays with pay, which shall be calculated at six percent (6%) of their gross earnings and shall be paid to the employee on the regular weekly pay cheque.
- (b) Every employee covered by this Agreement shall receive a Vacation Allowance which shall be calculated at six percent (6%) of their gross earnings and shall be paid to the Employee on the regular weekly pay cheque.
- (c) Vacation and Recognized Holiday pay shall be combined and shall be accrued at the rate of twelve percent (12%) of gross earnings.

17.02

The Recognized Holidays are:

New Year's Day, Second Monday in February (Family Day), Third Monday in February (Heritage Day), Good Friday, Easter Monday, Victoria Day, Canada Day, Friday preceding B.C. Day, B.C. Day, Friday preceding Labour Day, Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day, Boxing Day, and any such day as may be declared a Public Holiday by the Federal and/or Provincial Government. (NOTE: See calendars at back of this agreement for dates).

17.03

Overtime rates shall be paid for hours worked on Holidays recognized in this Agreement. This shall include, waiting, reporting and standby time. No work shall be performed on Labour Day, except in cases of emergencies, shutdowns or special circumstances.

17.04

Recognized Holidays in this Agreement falling on a Saturday or Sunday shall be observed on the following Monday, unless otherwise mutually agreed by the Business Manager or their Representative and the Employer. When Christmas Day falls on a Saturday or Sunday, the following Monday and Tuesday will be observed.

ARTICLE 18 - WAITING AND REPORTING TIME

18.01

When an employee, on initial hire or transfer to a project, is instructed by the Employer to report to a job location on a certain day but is not placed to work until a later date, they shall be entitled to four (4) hours pay, plus subsistence if applicable, for the first regular working day they are kept waiting. Thereafter the waiting time shall be increased to a full day's pay (i.e. to a maximum of 8 hours) for each regular working day. This waiting pay shall continue until the employee is given work or released from the job.

18.02

- (a) When an employee reports to work and commences work and is sent home by the employer, the employee shall be paid four (4) hours pay at the applicable rate if sent home prior to the first meal period. If the employee is sent home after the first meal period, the employee shall be paid the full shift as scheduled. Should the employee leave the place of work on their own accord the employee shall be paid for the actual time worked.
- (b) **STANDBY-TIME**
When an employee reports to work and is unable to commence work, the employee, when requested to standby either at the work place or other area designated by the employer, shall be paid for all time spent waiting to commence work or until released by the Employer. The Employee must be available and capable of returning to work upon notification.
- (c) When an employee commences work and is requested by the Employer to stop work and report back at a later time, the employee shall be paid, as if there had been no interruption in the shift at the applicable rate up to a maximum of the scheduled shift, providing however, that the employee is available and capable of returning to work upon notification.

18.03

- (a) **SHOW-UP TIME**
When an employee shows up for a scheduled shift and the shift is cancelled and the employee is sent home by the Employer, the employee shall be paid two (2) hours show-up time.
- (b) When an employee is notified eight (8) hours prior to the commencement of a scheduled shift not to report for work, (i.e. during the prior shift) then they will not be eligible for two (2) hours show-up time.
- (c) Where 18.03 (a) or (b) occurs on any two consecutive week days Monday through Friday, then the employee will, at their option, be entitled to a layoff.

18.04

An employee who is affected by the Conditions set out above shall be entitled to subsistence in accordance with the provisions of this Agreement.

18.05

When an employee qualifies for waiting, reporting or standby time, such time shall include the regular pro-rated shift premium when applicable.

18.06

When an employee is unable to report for work due to a strike or work stoppage on the project where they are employed, such employee will not be entitled to any reporting or show-up time.

18.07 WORKERS' COMPENSATION CASES:

When an accident has occurred that is properly established as a WorkSafeBC claim, and the attending physician gives the employee a letter to the effect that the employee

will not be fit to resume work for more than six (6) shifts, then the Employer, at their option, shall do one of the following:

- (a) Reimburse cost of transportation back to the point of hire except when such transportation is supplied and/or reimbursed for at the time by WorkSafeBC, or
- (b) Be responsible for provision of board and room free of charge during the period of absence due to injury except when such board and room is supplied and/or reimbursed for at the time by WorkSafeBC while in the project area.
- (c) Provided that in both the above cases (a) and (b) the Union and the employee will ensure that the Employer is reimbursed for such monies that the Employer may outlay.

18.08

Employees involved in an accident while on the job shall receive a full day's pay for the day of the accident providing they require medical treatment by a doctor.

ARTICLE 19 - TRAVELLING EXPENSES

The road kilometer travel rate will be that which is established by the Canada Revenue Agency and shall be adjusted on February 28 of each calendar year to match the published Canada Revenue Agency vehicle allowance limit. This rate shall be referred to as the Transportation Rate and shall apply in Articles 19.00 and 20.00.

19.01

- (a) Lower Mainland: Free Zone
Northern Boundary: Burrard Inlet
Western Boundary: Strait of Georgia
Southern Boundary: North Arm Fraser River to include Annacis Island and Sea Island
Eastern Boundary: Port Mann Bridge, North on Lougheed Highway to Barnet Highway, West to Mountain Blvd. (from this point on a direct line to end of Burrard Inlet)
(See Appendix "B" for a Map of the Boundary of the Free Zone)

19.01

- (b) **Lower Mainland: Daily Travel Zone:**
On those projects that are outside the free zone, the Employer shall have the choice of paying daily travel allowance or subsistence. Where the Employer elects daily travel allowance, the employee shall receive applicable Transportation Rate per road kilometer to and from the project to the edge of the free zone, for each day worked or reported for work. Where the Employer provides transportation, the daily travel allowance will be paid one way.

19.01 Initial/Terminal Travel

- (c) (i) The Employer shall pay an initial and terminal travel allowance of the Transportation Rate per kilometer by the most direct route from the City Hall of Burnaby to any Employee who is directed or dispatched to an out-of-town project. No additional payment or reimbursement for travel time or incurred expenses shall be required. Refer to items (ii), (iii), (iv), (v) and (vi) for further clarification and exceptions.

(ii) Notwithstanding item (c)(i), the Employer shall reimburse an Employee for any/all ferry fares and toll fares [based on a driver plus vehicle (less than 20 feet in length and 7 feet in height)] which are incurred in the course of initial and terminal travel.

(iii) Notwithstanding item (c)(i), when an Employer or Employee requests that the Employee use air travel to travel to the project, the following terms and conditions shall prevail. Where an Employee has been directed to use air travel to travel to the project, that Employee may elect to drive under (c)(i) where the Employee can meet the start time requirement.

(1) The Employer shall pay for airfare, inclusive of any/all related fees and taxes, plus taxi fare to/from the project (unless there is Employer/Owner supplied transportation) from the airport located nearest thereto.

(2) The Employer may pre-arrange the air travel to/from the Employee's point of dispatch. The air carrier and class of ticket shall be at the discretion of the Employer, but shall be by a regularly scheduled carrier or charter service. Notwithstanding the foregoing, the Employer shall not direct an Employee to fly standby.

(3) The Employee shall provide the Employer with the Boarding Pass and proper ground transportation receipts if requested to do so by the Employer.

(iv) Notwithstanding any/all contrary provision(s) of this Article, where a variety of travel distances exist for Employees to a particular project, the Employer and the Union may agree upon a standard initial and terminal travel allowance/lump sum amount which shall be paid to all applicable Employees on the project. Such agreement shall be reached prior to the commencement of work on the project, and prior to date of tender if possible.

(v) Notwithstanding any/all contrary provision(s) of this Article, in the event an Employee voluntarily terminates their own employment after having been on the project for less than fifteen (15) calendar days, the Employer shall not be required to pay the Employee's terminal travel allowance, and shall additionally be entitled to deduct the initial travel allowance already paid from the Employee's final pay.

(vi) The Employee shall receive initial and final travel expenses within two working days of their reporting to the job. These expenses shall be treated as an advance on wages and shall be deducted from the last pay, where Article 19.02 applies.

19.01

(d) On subsistence projects, the Employer shall provide daily transportation from the Employer supplied accommodation to the project and return for each day worked or reported for work by the Employee:

- (i) Where the Employer supplied accommodation is within the 40 road kilometer free zone around the jobsite, Employer supplied transportation will be provided to the jobsite and return to the Employer supplied accommodation.
- (ii) Where the Employer supplied accommodation is beyond the 40 road kilometer free zone around the jobsite, the Employer shall provide transportation plus the Employee shall receive the Transportation Rate from the edge of the 40 road kilometer free zone around the jobsite, paid both ways.

Where transportation is provided by the Employer and is delayed by mechanical breakdown or other causes attributable to the condition or operation of the vehicle, the following shall apply. If the employee is delayed in arriving at the jobsite, their hours of work and pay shall nonetheless be considered to start at the normal time. If the employee is delayed in departing from the jobsite or arriving to their normal pickup point due to mechanical breakdown or other causes attributable to the condition or operation of the vehicle, the actual time of such delay shall be added to the employee's earnings calculated at the straight time rate.

- (e)
 - (i) A local resident is defined as a Union member who resides within eighty (80) road kilometers from the project at the time of hire. An employee's residence is the place where they permanently maintain a self-contained domestic establishment (a dwelling place, apartment, or similar place of residence where a person generally sleeps and eats) in which they reside and for which they can show proof acceptable to the Employer.
 - (ii) Local residents, as defined in Article 19.01 (e) (i), shall not be entitled to initial or terminal transportation as set out in Article 19.01 (c) nor shall they be entitled to a Turnaround expense as set out in Article 19.03. However, local residents will be entitled to the same turnaround time off provisions that non-local residents receive. Local residents shall receive a Daily Travel Allowance.
 - (iii) Local residents living beyond a 40 road kilometer free zone around the jobsite of the project shall receive the Transportation Rate per road kilometer from the edge of the 40 road kilometer free zone around the jobsite to their place of residence as a daily travel allowance for each day worked or reported for work. Daily travel will be paid both ways. Where weather or road conditions do not allow the Employee to travel to their residence, the Employer shall provide Subsistence in lieu of daily travel.

19.02

If their employment is terminated for just cause, or the employee leaves of their own accord before having qualified for travelling expenses to and/or from the job, they shall not be entitled to receive the cost of such travel expenses.

19.03 Turnaround

On subsistence projects, of over fifty (50) calendar days duration, the Employer shall provide a turnaround every thirty-five (35) calendar days. Fifty (50) calendar days

duration must exist after return from each turnaround for a further turnaround after thirty-five (35) calendar days to be allowed.

When a turnaround is requested, the Employee shall receive the following allowance based on the distance from the dispatch point to the job site.

0 kilometers to 249 kilometers:	\$ 67.50
250 kilometers to 500 kilometers:	\$202.50
501 kilometers to 750 kilometers:	\$337.50
751 kilometers to 1,000 kilometers:	\$472.50
Over 1,000 kilometers:	\$540.00

The road kilometer travel rate will be that which is established by the Canada Revenue Agency and shall be adjusted on February 28 of each calendar year to match the published Canada Revenue Agency vehicle allowance limit. The mid-point of each turnaround allowance will be multiplied by the road kilometer rate established by the Canada Revenue Agency and shall be adjusted on February 28 of each calendar year.

The extent of the turnaround shall be for a minimum of five (5) days to a maximum of one (1) week, or a number of days mutually agreed between the employee and the employer's representative. The timing of the turnaround shall also be decided by mutual agreement. Any delay will be applied to the following turnaround period. Subsistence shall not be paid during turnaround periods.

There shall not be any payment of Employer paid travel expense turnarounds unless actually taken (i.e. use it or lose it). However, the employee is allowed to accrue Employer paid travel expenses turnarounds to a future date.

ARTICLE 20 - SUBSISTENCE

20.01

When employees can be accommodated in Camp accommodation supplied by the Employer, no employee shall be entitled to any other form of subsistence. General Forepersons are excluded from this provision, and Forepersons may be excluded

Camp shall mean camp accommodation as defined in the British Columbia-Yukon Territory Building and Construction Trades Council Camp Rules and Regulations as established September 1, 1987 and any revisions thereto.

Local residents, as defined in Article 19.01 (e) (i), shall not be entitled to subsistence allowance. On camp jobs, local residents shall be entitled to one (1) meal daily.

The parties agree that any camp agreement renewal between the British Columbia and Yukon Territory Building and Construction Trades Council and the Construction Labour Relations Association of British Columbia will automatically supersede an existing agreement, which is included in or referred to in this agreement.

20.02

Where there is no camp accommodation, the Employer shall provide either:

- a. Living Out Allowance (LOA) on the basis of \$135.00 per day, or
- b. Employer supplied room plus \$62.50 per day meal allowance.

These options to be on a calendar day basis.

At any time, an employee may elect, by informing the Employer, not to accept the Commercial Lodging supplied by the Employer and, in that case, the employee shall be paid by the Employer a Living Out Allowance (LOA). An employee who elects to go on LOA will be allowed to check into Employer supplied lodging, providing a room is available. In either case, this choice can be made only once.

Commercial lodging shall mean a hotel room, or its equivalent, and food of first class quality, which must be at least equivalent to that available in camps, on the agreement that first class accommodation is understood to mean a single room when available.

No other costs will be borne by the Employer for Employees choosing the LOA option. The parties further agree that the living out allowance on option (a) will increase to one-hundred and forty dollars (\$140.00) per day effective May 3, 2015, one-hundred and forty-five dollars (\$145.00) per day effective May 7, 2017, and one-hundred and fifty dollars (\$150.00) per day effective May 5, 2019. The meal allowance on option (b) will increase to sixty five dollars (\$65.00) per day effective May 6, 2018.

20.03

The employee shall receive subsistence allowance including meal allowances other than Overtime meal allowances for the first week of the project within that first week, no later than Friday with no hold back, and every week thereafter.

20.04 CHECK-OUT ALLOWANCE:

(a) Any employee who is living in camp accommodations provided by the Employer may elect to receive a sum of twelve dollars (\$12.00) per day or any such amount as may be established on a project by mutual agreement in lieu of meals which will not be consumed on weekends or Recognized Holiday(s). If meal tickets are provided to employees, the employee must turn in their meal tickets to the Employer's Representative not later than 4:00 p.m. on the day preceding such weekend or Recognized Holiday(s).

(b) The employee must work the shift prior to the weekend or Recognized Holiday(s) and the shift after the weekend or Recognized Holiday(s) unless mutually agreed between the employees and the Employer's Representative.

20.05

When an employee fails to report to work when work is available on the working day immediately preceding or following bad weather days or Recognized Holidays, they shall forfeit subsistence allowance for such absenteeism and for the bad weather days or Recognized Holidays. When Saturday is not a working day and an employee fails to report to work on Friday when work is available they shall forfeit subsistence allowance for Friday and for Saturday. When Sunday is not a working day and an employee fails to report to work on Monday when work is available, they shall forfeit subsistence allowance for Sunday and for Monday. An employee shall also forfeit subsistence allowance for absenteeism on any working days.

(a) The above forfeiture of subsistence allowance shall be waived when the employee's absenteeism on any working day or on Friday and/or Monday, as

outlined above, is due to a bona fide illness or absence is due to compassionate grounds satisfactory to the Employer and the Union.

- (b) Forfeiture of subsistence allowance may also be waived in other cases if the reason for absenteeism is acceptable to the Employer.
- (c) Where an employee forfeits subsistence under Article 20.05 herein and is on free room and board, they shall reimburse the employer an amount equal to the prevailing subsistence allowance for each day of forfeiture.

ARTICLE 21 - PAY DAY

21.01

Employees shall be paid weekly, during normal working hours, not later than Friday. In no case shall more than five (5) regular working days be held back in any one payroll period.

Effective May 3, 2015 - The Employer has the option of utilizing an electronic banking system commonly referred to as direct deposit. If electronic banking is to be used the Employer shall inform the Union prior to the start of the job to finalize the application and details of the system. Final payment and Record of Employment (ROE) may also be completed electronically.

21.02

Employees who are laid off or discharged from the service of the Employer, shall receive their Wages and Record of Employment on termination if the payroll is made up on the project, otherwise:

- (i) The employee shall receive an Employer termination slip which shall show either their net pay and deductions, or the basic factors from which their pay will be calculated including: total pay hours, travel expenses, subsistence, etc.
- (ii) and the Employer shall mail the employee's wages and Record of Employment within three (3) days, exclusive of Saturday, Sunday and Recognized Holidays.
- (iii) Should the employee fail to provide in writing to the Employer a residence mailing address, the employee's wages, etc. shall be mailed to the Union office as prescribed in this Article.

Should the Employer fail to comply with this provision, the employee shall receive an additional sum equivalent to eight (8) hours pay at straight time rates for each day they are kept waiting up to a maximum of forty (40) hours.

The parties have agreed that a penalty is appropriate when the Employer is in default of making final payment to the Employee on termination. The purpose of this is to compensate the employee for delays in payment that are due to reasons within the control of the Employer. However, it is recognized that there may be extenuating circumstances making it impractical for the Employer to comply with this provision and in that case, the Business Manager shall be empowered to waive the employee's right to grieve.

21.03

When an employee quits of their own volition, they shall receive their Wages and Record of Employment on the regular day applicable for the period worked.

ARTICLE 22 - WAGES

22.01

The Wages for all classifications covered by this Agreement are set out in Appendix "A" attached hereto.

ARTICLE 23 - PROVINCIAL AND FEDERAL LAWS

23.01

In the event any provision of this Agreement is in conflict with Provincial Statutes (Federal in the Yukon Territory or other areas where Provincial Statutes are not applicable), the parties agree to re-negotiate such provisions for the purpose of making it conform to such Provincial or Federal Statutes where required, however, all other provisions of this Agreement shall remain in force.

23.02

When the employee is away from the job site and not under the specific direction and control of the Employer, nothing in this Agreement shall be construed to either increase or decrease the Employer's legal responsibility for the employee, nor the employee's entitlement to Workers' Compensation or other legal status; rather, these shall be determined on their merits in accordance with applicable acts, laws, rulings and regulations.

ARTICLE 24 - APPRENTICESHIP AND APPRENTICESHIP FUND

24.01

Boilermaker Apprentices, when available, shall be employed on work covered by this Agreement in the ratio of one (1) Apprentice to five (5) Journeypersons. The Apprenticeship ratio is based on the total number of Journeypersons hired to the project, Forepersons and above are not included in the ratio. (Note: An Apprentice is in addition to the crew.)

It is recognized that there may be situations in which the above ratio would be impractical. In order to obtain relief, the Employer must consult with the Business Manager of the Local Lodge.

Apprentices shall only be referred, employed and paid at their proper classification and corresponding wage rate.

24.02

All Apprentices shall be employed in accordance with the provisions of the Apprenticeship Act and the parties hereto agree to observe all provisions of the said Act.

24.03

Apprentices shall be given the support of the Journeypersons working on the job on which the Apprentices are employed, and, the supervision of the Foreperson, and,

under the guidance of the Journeyperson, they may perform rigging, fitting, layout work, tack welding or any other part of the Boilermaker trade.

24.04

When the Employer reduces the workforce on any project, Apprentices are not to be solely used to perform functions of the Journeyperson in lieu of a Journeyperson.

ARTICLE 25 - SUB-CONTRACTING

25.01

It is agreed and understood that Employers when sub-contracting work within the jurisdiction of Lodge 359 covered by this Agreement, shall only subcontract such work to an Employer signatory to an Agreement with Local Lodge 359.

ARTICLE 26 - ENABLING CLAUSE

26.01

Where a particular Article or Articles of this Collective Agreement is or are found to work a hardship for a particular project or specific geographical area, the terms and conditions of this agreement for that project or specific geographical area, may be modified by the mutual consent of the Union and the Boilermaker Contractors' Association of B.C. when they deem it prudent. It is understood and agreed that where mutual agreement for such change cannot be achieved, the request shall not be subject to either grievance or arbitration.

ARTICLE 27 - DURATION AND RENEWAL OF AGREEMENT

27.01

This Agreement shall become effective the first Sunday after ratification (May 4, 2014) and shall remain in full force and effect until April 30, 2020 and year to year thereafter unless either party shall, at least ninety (90) days prior to any anniversary date thereafter, notify the other party to this Agreement in writing of any proposed changes to this Agreement.

27.02

The party receiving such notification shall have the right to submit counter proposals provided they are submitted sixty (60) days prior to the expiration of this Agreement.

27.03

The parties shall meet not later than forty-five (45) days prior to the expiration date of this Agreement, and shall negotiate with a view to concluding a Collective Agreement without unnecessary delay.

27.04

If a revised Collective Agreement has not been concluded prior to the expiration date of this Agreement, it may be extended beyond that date to whatever extent may be mutually agreed, or as provided by applicable laws, statutes or regulations.

27.05

The operation of Sections 50 (2) and (3) of the Labour Relations Code are hereby excluded.

Dated at Vancouver this 4th day of May, 2014.

SIGNED ON BEHALF OF:
THE INTERNATIONAL BROTHERHOOD OF
BOILERMAKERS, IRON SHIP BUILDERS,
BLACKSMITHS, FORGERS AND HELPERS,
LODGE 359 (A.F.L.-C.I.O.)

SIGNATURE ON FILE

Martin Nicholson
Business Manager/Secretary-Treasurer

SIGNATURE ON FILE

Ken Noga
Assistant Business Manager

SIGNED ON BEHALF OF:
THE BOILERMAKER
CONTRACTORS' ASSOCIATION
OF BRITISH COLUMBIA

SIGNATURE ON FILE

David Galvin
President & CEO

SIGNATURE ON FILE

Dave Ingram
Chairman, Board of Directors

CLARIFICATION OF CRAFT JURISDICTION

ARTICLE 2 - SECTION 2.02

The Boilermakers' jurisdiction shall include installations such as, but not limited to, all types of Power Plants, Heavy Water Plants, Chemical Plants, Paper Mills, Oil Refineries, Cement Plants, Atomic Plants, Steel Mills, and all other manufacturing and industrial plants, including institutions and commercial buildings where Boilermaker work is being installed.

The Boilermakers' jurisdiction of construction and erection and assembling will also include the dismantling and demolition of that equipment.

The Boilermakers' jurisdiction shall include but not be limited to, the construction and erection and assembling of all boilers, parts, and working connections therewith, including boiler fronts, heat units, water walls, tube supports and casing, and steam drums. All connections between the boiler and stack (commonly known as breeching) built of sheet steel or iron, supports for the same, uptakes, smoke boxes, air and water heaters, smoke consumers, hot or cold air ducts.

Pontoons, purifying boxes, gas generators and wash tanks or scrubbers, standpipes, brewery vats, water tower, all iron and steel pipe, fin fan coolers, penstocks, scroll casings and flume work, gates, steam, air, gas, oil, water, or other liquid tanks or containers requiring tight joints, including tanks or riveted caulked or welded construction in connection with swimming pools.

The following work in and around blast furnaces and rolling mills viz, hot stoves, blast furnaces, cupolas and dump cars, and all steam, air, water, gas, oil or other liquid tight work. Gasometers, including all frame work in connection with same.

All iron or steel stacks, in connection with power plants, furnaces, rolling mills, manufacturing plants, and all other power plants and all extensions or repairs of such stacks such as, stack liner and flues shall be done by Boilermakers.

The erection of all rods or other steel members, attached to the building structure and used for the purpose of supporting tubes and other Boilermaker work, shall be performed by the Boilermakers.

The erection and repair of blast furnaces including hearth jacket, hearth coolers, tuyere jacket, blast furnace shell, bustle pipe, furnace top ring and dome, oftakes, uptakes, downcomers and attached wearing plates, bleeder pipe, valves and stack, bosh band, dust catcher, hot blast stoves, hot blast valves and castings, gas washer, gas mains, gas precipitators, cold blast main and mixer lines, stove stacks, dust legs, hot ladle cars, supports for main top furnace platform which weld or rivet to shell, stock line brackets and abrasion or wearing plates, tuyere stocks.

The Boilermakers shall also erect catwalks, platforms, stairways, and ladders erected on storage tanks for liquid, gas, processing tanks, and all other tanks and installations commonly referred to as tank farms shall be performed by Boilermakers.

Catwalks, platforms, stairways and ladders supported exclusively by a pressure vessel, such as a bubble or fractionating vessel, shall be erected by Boilermakers.

Forced and induced Draft Fans. Attachments to the ducts and breeching shall be performed by Boilermakers when the fan comes to the job complete and when the fan is knocked down, the Boilermakers shall erect and install the fan housing. The building of oxygen converters, precipitators, breeching and all types of duct work by any mode or method, stacks in connection with all types of furnaces, soaking pits, condensers, coolers, evaporators, bubble towers, the erection of all types of dry storage tanks requiring tight joints, plate fabricated aqueducts or water line, plate fabricated intake and discharge lines in power plants where riveted or welded joints are used, loading, unloading, handling of Boilermaker material by any mode or method shall be performed by the Boilermakers.

Auto claves, denver cells, launderer cells, floatation cells, launderers, electrode cells, digesters, chip bins, pellet bins, pellet load out bins, concentrate bins, bentonite bins, cement bins, incinerators, and all other similar type bins. Digesters, brownstock washers, cookers, save all pans, emco filters, multiclones, cyclones, chutes. All erection, assembling, dismantling, demolition, repairs, alterations, loading, unloading, handling, rigging, sorting, welding, burning, riveting, bolting, staging, scaffolding, drilling, marking, layout, cleaning, preparing, lining of tanks and vessels, plastic and/or rubber vessels, plastic bins, breeching and duct work, all in connection with any of the above shall be the work of the Boilermakers. Wheelabrators and Pangborn dust collectors, smelters, fluid bed roasters, separators, electric furnaces, driers, wasteheat boilers, kilns, thickener tanks, atomic power plants, calandrias and calandria tubes, fueling machines, blowout panels, steam generators, all component parts of atomic reactors, cookers, dump tanks and the thermal biological shield plate or tubes, airlocks, pressure relief ducts, all protective radiation liners, end shield rings, hot and cold headers, feeder tubes and all other work and equipment historically performed by Boilermakers.

The following work in and around refineries, heavy water plants and chemical plants viz: reactors, low pressure separator, high pressure separator, recycle gas dryer. K.O. drums, stabilizers, steam drums (all), platform charge heater, feed drums, fractionators, lt. dist. stripper, fract. OWHI) receiver, (H₂S) absorbers, additives drum, hydrocyclones, atmospheric columns, strippers (gas & oil), desalters, flash-drums, debutanizers, deisohexanizers, deprop feed drums, caustic wash towers, water wash towers, depropanizers, deethanizers, silencers, (slurry) separators, catalyst hoppers, reaction boilers, deaerators, fuel gas mixing drum, sodium sulphate mix vats, air blowers, silos, dust collectors, PL-34 columns, surge tanks, crude tank mixer, mixers, tanks, breakers, centricleaners, evaporator, demisters, drums, furnaces, headboxes, crushers, centrifuges feed drums, accumulators, sour water drums, coolers, scrubbers, F.C.C. stacks, cyclones, absorbers, depentanizers, fin fan coolers, expanders, deisobutanizers, driers, mixers, treaters, surge drums, acid regenerators, coalescers, washers, extractors, oxidisers, vacuum column, (storage) tempered water tank, coker fractionator, fract. OUH receiver, distillate stripper, water separation drum, coker heater, sulphur converters, agitators, thickener-mechanisms, sieve bends, regenerators, stacks, degasifiers, desalters, clarifiers, kamyrdigester shells, steaming vessels, coolers, precipitators, economizers, deoilers, converters, flash drums, condensers, steam boilers, floatation cells, and pulverizers.

In addition to the above mentioned work, the Boilermakers' jurisdiction shall include that work which is set forth in the Constitution of the International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers, Article XI, Pages 40, 41, 42, 43, 44, 45, 46 and 47. The Boilermakers shall continue to perform all work that has historically been performed by Boilermakers.

Tank Letter

Because of the nature and requirements of the work, the Union and the Employers have agreed to the following Letter of Understanding for the performance of the following work:

The erection, dismantling, rework, repair, or demolition of: storage tanks, reservoirs, standpipes, water towers, spheres and other plate work erection which has traditionally been considered by the Union and Employer as falling under the scope and intent of "Tank Work".

The Employers have agreed with the Union as to the importance and requirements of employing qualified members of the Local Lodge whenever they are available. The Union has recognized the nature of the experience and qualifications required for this work. The Employer will consult with the Business Manager of the Local Lodge having jurisdiction over the project ten (10) days in advance of the start of the project regarding labour requirements.

The Employer with mutual agreement with the Local Business Manager will be permitted to select from any Out of Work List one (1) member for each of the following classifications: foreperson, fitter, welder, automatic operator (if required), Welder Vertimatic Operator (if required), welding supervisor (if required) for every New Project.

The next five (5) Employees will be dispatched from the Local Out-of-Work List without regard for name hire privilege.

All additional Employees shall be dispatched on the formula in Article 3.07 (a).

- (a) Inclement Weather: When an employee reports to work and cannot work because of inclement weather they shall be paid two (2) hours reporting time and the employee must remain on the job for the two (2) hour period, unless otherwise instructed by the Employer's supervisor. When an employee has commenced work and is instructed to stop due to inclement weather, they shall be paid for the actual time worked. In no case shall an employee receive less than two (2) hours pay.
- (b) Work Not Available: When an employee reports to work and is not given the opportunity to work because none is available or was not advised before the completion of the previous day's work, they shall be paid two (2) hours reporting time and allowed to leave the job immediately.
- (c) When an employee has started to work on their regular shift and is instructed to stop, they shall be paid for the actual time worked. In no case shall the employee receive less than two (2) hours pay.
- (d) If an employee stops work for reasons of their own, and without the approval of the Employer, they shall be entitled to pay only for the hours actually worked in the day and minimum conditions shall not apply.
- (e) Subject to all of the above, it shall be the Employer's prerogative to decide whenever work shall be stopped during the day for any reason."

Dated this 4th day of May, 2014 at Vancouver, British Columbia

SIGNED ON BEHALF OF:
BOILERMAKER CONTRACTORS'
ASSOCIATION OF BRITISH COLUMBIA

SIGNATURE ON FILE
David Galvin
President, BCA of BC

SIGNATURE ON FILE
Dave Ingram
Chairman, BCA of BC Board of Directors

SIGNED ON BEHALF OF:
INTERNATIONAL
BROTHERHOOD OF
BOILERMAKERS, LOCAL
LODGE 359

SIGNATURE ON FILE
Martin Nicholson
Business Manager / Secretary-
Treasurer, IBB Local Lodge 359

SIGNATURE ON FILE
Ken Noga
Assistant Business Manager,
IBB Local Lodge 359

Letter of Understanding
Between the
Boilermaker Contractors' Association of British Columbia
And the
International Brotherhood of Boilermakers, Local 359

Re: Tank Letter

In keeping with the terms and conditions of the Memorandum of Agreement negotiated between the Boilermaker Contractors' Association of British Columbia and the International Brotherhood of Boilermakers, Local 359, the parties have agreed that the Tank Letter shall apply only to new tank work construction projects.

Dated this 4th day of May, 2014 at Vancouver, British Columbia

SIGNED ON BEHALF OF:
BOILERMAKER CONTRACTORS'
ASSOCIATION OF BRITISH COLUMBIA

SIGNATURE ON FILE
David Galvin
President, BCA of BC

SIGNATURE ON FILE
Dave Ingram
Chairman, BCA of BC Board of Directors

SIGNED ON BEHALF OF:
INTERNATIONAL
BROTHERHOOD OF
BOILERMAKERS, LOCAL
LODGE 359

SIGNATURE ON FILE
Martin Nicholson
Business Manager / Secretary-
Treasurer, IBB Local Lodge 359

SIGNATURE ON FILE
Ken Noga
Assistant Business Manager,
IBB Local Lodge 359

**BOILERMAKER CONTRACTORS' ASSOCIATION &
INTERNATIONAL BROTHERHOOD OF BOILERMAKERS, IRON SHIP BUILDERS, BLACKSMITHS, FORGERS AND HELPERS (LOCAL LODGE 359)**

**APPENDIX "A": BRITISH COLUMBIA
WAGE AND BENEFIT SCHEDULE**

(REVISED FOR MEAL ALLOWANCE (PAGE 2) - EFF. MAY 4, 2014)

Classification	Effective Date	Hourly Wage Rate	Vacation Pay 6%	Statutory Holiday Pay 6%	(A)							(A)		(B)	
					Health & Welfare	Pension	Promotion Fund (3)	Apprentishp & Trade Advancmnt (2)	BC Jurisdiction Plan	Rehabilitation Fund	National Training (1)	Total Wage Package	Management Administration & Workforce Planning (5)	Total Cost	Canadian Building Trades (4)
General Foreperson (J + 18%)	May 4, 2014	46.64	2.80	2.80	3.49	7.75	0.11	0.64	0.01	0.02	0.24	64.50	0.30	64.80	0.01
	May 3, 2015	48.47	2.91	2.91	3.49	7.75	0.11	0.70	0.01	0.02	0.24	66.61	0.30	66.91	0.01
	May 1, 2016	50.30	3.02	3.02	3.49	7.75	0.11	0.76	0.01	0.02	0.24	68.72	0.30	69.02	0.01
	May 7, 2017	52.20	3.13	3.13	3.49	7.75	0.11	0.76	0.01	0.02	0.24	70.84	0.30	71.14	0.01
	May 6, 2018	54.10	3.25	3.25	3.49	7.75	0.11	0.76	0.01	0.02	0.24	72.98	0.30	73.28	0.01
May 5, 2019	56.00	3.36	3.36	3.49	7.75	0.11	0.76	0.01	0.02	0.24	75.10	0.30	75.40	0.01	
Foreperson (J + 13%)	May 4, 2014	44.67	2.68	2.68	3.49	7.75	0.11	0.64	0.01	0.02	0.24	62.29	0.30	62.59	0.01
	May 3, 2015	46.42	2.79	2.79	3.49	7.75	0.11	0.70	0.01	0.02	0.24	64.32	0.30	64.62	0.01
	May 1, 2016	48.17	2.89	2.89	3.49	7.75	0.11	0.76	0.01	0.02	0.24	66.33	0.30	66.63	0.01
	May 7, 2017	49.99	3.00	3.00	3.49	7.75	0.11	0.76	0.01	0.02	0.24	68.37	0.30	68.67	0.01
	May 6, 2018	51.81	3.11	3.11	3.49	7.75	0.11	0.76	0.01	0.02	0.24	70.41	0.30	70.71	0.01
May 5, 2019	53.63	3.22	3.22	3.49	7.75	0.11	0.76	0.01	0.02	0.24	72.45	0.30	72.75	0.01	
Journeyperson	May 4, 2014	39.53	2.37	2.37	3.49	7.75	0.11	0.64	0.01	0.02	0.24	56.53	0.30	56.83	0.01
	May 3, 2015	41.08	2.46	2.46	3.49	7.75	0.11	0.70	0.01	0.02	0.24	58.32	0.30	58.62	0.01
	May 1, 2016	42.63	2.56	2.56	3.49	7.75	0.11	0.76	0.01	0.02	0.24	60.13	0.30	60.43	0.01
	May 7, 2017	44.24	2.65	2.65	3.49	7.75	0.11	0.76	0.01	0.02	0.24	61.92	0.30	62.22	0.01
	May 6, 2018	45.85	2.75	2.75	3.49	7.75	0.11	0.76	0.01	0.02	0.24	63.73	0.30	64.03	0.01
May 5, 2019	47.46	2.85	2.85	3.49	7.75	0.11	0.76	0.01	0.02	0.24	65.54	0.30	65.84	0.01	
Apprentices: 6th 1000 Hrs (90%)	May 4, 2014	35.58	2.13	2.13	3.49	7.75	0.11	0.64	0.01	0.02	0.24	52.10	0.30	52.40	0.01
	May 3, 2015	36.97	2.22	2.22	3.49	7.75	0.11	0.70	0.01	0.02	0.24	53.73	0.30	54.03	0.01
	May 1, 2016	38.37	2.30	2.30	3.49	7.75	0.11	0.76	0.01	0.02	0.24	55.35	0.30	55.65	0.01
	May 7, 2017	39.82	2.39	2.39	3.49	7.75	0.11	0.76	0.01	0.02	0.24	56.98	0.30	57.28	0.01
	May 6, 2018	41.27	2.48	2.48	3.49	7.75	0.11	0.76	0.01	0.02	0.24	58.61	0.30	58.91	0.01
May 5, 2019	42.72	2.56	2.56	3.49	7.75	0.11	0.76	0.01	0.02	0.24	60.22	0.30	60.52	0.01	
5th 1000 Hrs (83%)	May 4, 2014	32.81	1.97	1.97	3.49	7.75	0.11	0.64	0.01	0.02	0.24	49.01	0.30	49.31	0.01
	May 3, 2015	34.10	2.05	2.05	3.49	7.75	0.11	0.70	0.01	0.02	0.24	50.82	0.30	51.12	0.01
	May 1, 2016	35.38	2.12	2.12	3.49	7.75	0.11	0.76	0.01	0.02	0.24	52.60	0.30	52.90	0.01
	May 7, 2017	36.72	2.20	2.20	3.49	7.75	0.11	0.76	0.01	0.02	0.24	54.30	0.30	54.60	0.01
	May 6, 2018	38.06	2.28	2.28	3.49	7.75	0.11	0.76	0.01	0.02	0.24	56.00	0.30	56.30	0.01
May 5, 2019	39.39	2.36	2.36	3.49	7.75	0.11	0.76	0.01	0.02	0.24	57.79	0.30	58.09	0.01	
4th 1000 Hrs (78%)	May 4, 2014	30.84	1.85	1.85	3.49	7.75	0.11	0.64	0.01	0.02	0.24	46.80	0.30	47.10	0.01
	May 3, 2015	32.04	1.92	1.92	3.49	7.75	0.11	0.70	0.01	0.02	0.24	48.20	0.30	48.50	0.01
	May 1, 2016	33.25	2.00	2.00	3.49	7.75	0.11	0.76	0.01	0.02	0.24	49.63	0.30	49.93	0.01
	May 7, 2017	34.51	2.07	2.07	3.49	7.75	0.11	0.76	0.01	0.02	0.24	51.03	0.30	51.33	0.01
	May 6, 2018	35.77	2.15	2.15	3.49	7.75	0.11	0.76	0.01	0.02	0.24	52.45	0.30	52.75	0.01
May 5, 2019	37.02	2.22	2.22	3.49	7.75	0.11	0.76	0.01	0.02	0.24	53.84	0.30	54.14	0.01	
3rd 1000 Hrs (73%)	May 4, 2014	28.86	1.73	1.73	3.49	7.75	0.11	0.64	0.01	0.02	0.24	44.58	0.30	44.88	0.01
	May 3, 2015	29.99	1.80	1.80	3.49	7.75	0.11	0.70	0.01	0.02	0.24	45.91	0.30	46.21	0.01
	May 1, 2016	31.12	1.87	1.87	3.49	7.75	0.11	0.76	0.01	0.02	0.24	47.24	0.30	47.54	0.01
	May 7, 2017	32.30	1.94	1.94	3.49	7.75	0.11	0.76	0.01	0.02	0.24	48.56	0.30	48.86	0.01
	May 6, 2018	33.47	2.01	2.01	3.49	7.75	0.11	0.76	0.01	0.02	0.24	49.87	0.30	50.17	0.01
May 5, 2019	34.65	2.08	2.08	3.49	7.75	0.11	0.76	0.01	0.02	0.24	51.19	0.30	51.49	0.01	
2nd 1000 Hrs (68%)	May 4, 2014	26.88	1.61	1.61	3.49	7.75	0.11	0.64	0.01	0.02	0.24	42.36	0.30	42.66	0.01
	May 3, 2015	27.94	1.68	1.68	3.49	7.75	0.11	0.70	0.01	0.02	0.24	43.62	0.30	43.92	0.01
	May 1, 2016	28.99	1.74	1.74	3.49	7.75	0.11	0.76	0.01	0.02	0.24	44.85	0.30	45.15	0.01
	May 7, 2017	30.09	1.81	1.81	3.49	7.75	0.11	0.76	0.01	0.02	0.24	46.09	0.30	46.39	0.01
	May 6, 2018	31.18	1.87	1.87	3.49	7.75	0.11	0.76	0.01	0.02	0.24	47.30	0.30	47.60	0.01
May 5, 2019	32.28	1.94	1.94	3.49	7.75	0.11	0.76	0.01	0.02	0.24	48.54	0.30	48.84	0.01	

Refer to Footnotes on page 2

(A) = Based on Hours Earned

(B) = Based on Hours Worked

Cont'd on Page 2

BOILERMAKER CONTRACTORS' ASSOCIATION & INTERNATIONAL BROTHERHOOD OF BOILERMAKERS, IRON SHIP BUILDERS, BLACKSMITHS, FORGERS AND HELPERS (LOCAL LODGE 359)

APPENDIX "A": BRITISH COLUMBIA WAGE AND BENEFIT SCHEDULE

(REVISED FOR MEAL ALLOWANCE (PAGE 2) - EFF. MAY 4, 2014)

Classification	Effective Date	Hourly Wage Rate	Vacation Pay 6%	Statutory Holiday Pay 6%	(A)				(A)				Employer Contributions (Outside the Total Wage Package)		Employee Deduction (B)
					Health & Welfare	Pension	Promotion Fund (3)	Apprentship & Trade Advancmnt (2)	BC Jurisdiction Plan	Rehabilitation Fund	National Training (1)	Total Wage Package	Management Administration & Workforce Planning (5)	Total Cost	
1st 1000 Hrs (63%)	May 4, 2014	24.91	1.49	1.49	3.49	7.75	0.11	0.64	0.01	0.02	0.24	40.15	0.30	40.45	0.01
	May 3, 2015	25.88	1.55	1.55	3.49	7.75	0.11	0.70	0.01	0.02	0.24	41.30	0.30	41.60	0.01
	May 1, 2016	26.86	1.61	1.61	3.49	7.75	0.11	0.76	0.01	0.02	0.24	42.46	0.30	42.76	0.01
	May 7, 2017	27.87	1.67	1.67	3.49	7.75	0.11	0.76	0.01	0.02	0.24	43.59	0.30	43.89	0.01
	May 6, 2018	28.89	1.73	1.73	3.49	7.75	0.11	0.76	0.01	0.02	0.24	44.73	0.30	45.03	0.01
May 5, 2019	29.90	1.79	1.79	3.49	7.75	0.11	0.76	0.01	0.02	0.24	45.86	0.30	46.16	0.01	
Pre Apprentice (55%)	May 4, 2014	21.75	1.31	1.31	3.49	7.75	0.11	0.64	0.01	0.02	0.24	36.63	0.30	36.93	0.01
	May 3, 2015	22.60	1.36	1.36	3.49	7.75	0.11	0.70	0.01	0.02	0.24	37.64	0.30	37.94	0.01
	May 1, 2016	23.45	1.41	1.41	3.49	7.75	0.11	0.76	0.01	0.02	0.24	38.65	0.30	38.95	0.01
	May 7, 2017	24.34	1.46	1.46	3.49	7.75	0.11	0.76	0.01	0.02	0.24	39.64	0.30	39.94	0.01
	May 6, 2018	25.22	1.51	1.51	3.49	7.75	0.11	0.76	0.01	0.02	0.24	40.62	0.30	40.92	0.01
May 5, 2019	26.11	1.57	1.57	3.49	7.75	0.11	0.76	0.01	0.02	0.24	41.63	0.30	41.93	0.01	

Effective Date	May 4, 2014	May 3, 2015	May 1, 2016	May 7, 2017	May 6, 2018	May 5, 2019
Hours of Work	8	8	8	8	8	8
Shift Premium:						
2nd Shift	6.00	6.00	6.00	6.00	6.00	6.00
3rd Shift	6.00	6.00	6.00	6.00	6.00	6.00
Overtime	See Article 16.01					
Transportation Rate	0.54	TBD PER CRA Feb 28/15	TBD PER CRA Feb 28/16	TBD PER CRA Feb 28/17	TBD PER CRA Feb 28/18	TBD PER CRA Feb 28/19
Subsistence	\$135 / Day	\$140 / Day	\$140 / Day	\$145 / Day	\$145 / Day	\$150 / Day
Meal Allowance (when Employer Supplied Room)	\$62.50 / Day	\$62.50 / Day	\$62.50 / Day	\$62.50 / Day	\$65.00 / Day	\$65.00 / Day

Summary of Contributions contained in National Training (NTTF)

BCA Funds	\$0.10
National Training (NTTF)	
IBB/Union Funds	
National Health & Safety	\$0.05
International Union	\$0.03
National Organizing	\$0.04
Western Canada Boilermaker Advtg. Fund	\$0.02 ⁽³⁾

FOOTNOTES:

- (1) See above for breakdown of National Training.
- (2) Effective May 5, 2013, the Apprenticeship and Trade Advancement (ATAC) fund will increase by \$0.16/hour. Effective May 3, 2015 & May 1, 2016 the ATAC fund will increase by \$0.06 each year.
- (3) Effective May 6, 2012, the Promotion fund will decrease by \$0.02/hour and will be redirected to the Western Canada Boilermaker Advantage Fund (under the National Training category).
- (4) Effective May 6, 2012, \$0.01/hour worked will be deducted from each employee and will be directed to the Canadian Building Trades. This employee deduction can be remitted to the BCA/IBB Administrator.
- (5) Effective May 6, 2012, a contribution of \$0.05/hour, directed to the BCA to provide for a Resource Manager/Workforce Planning.

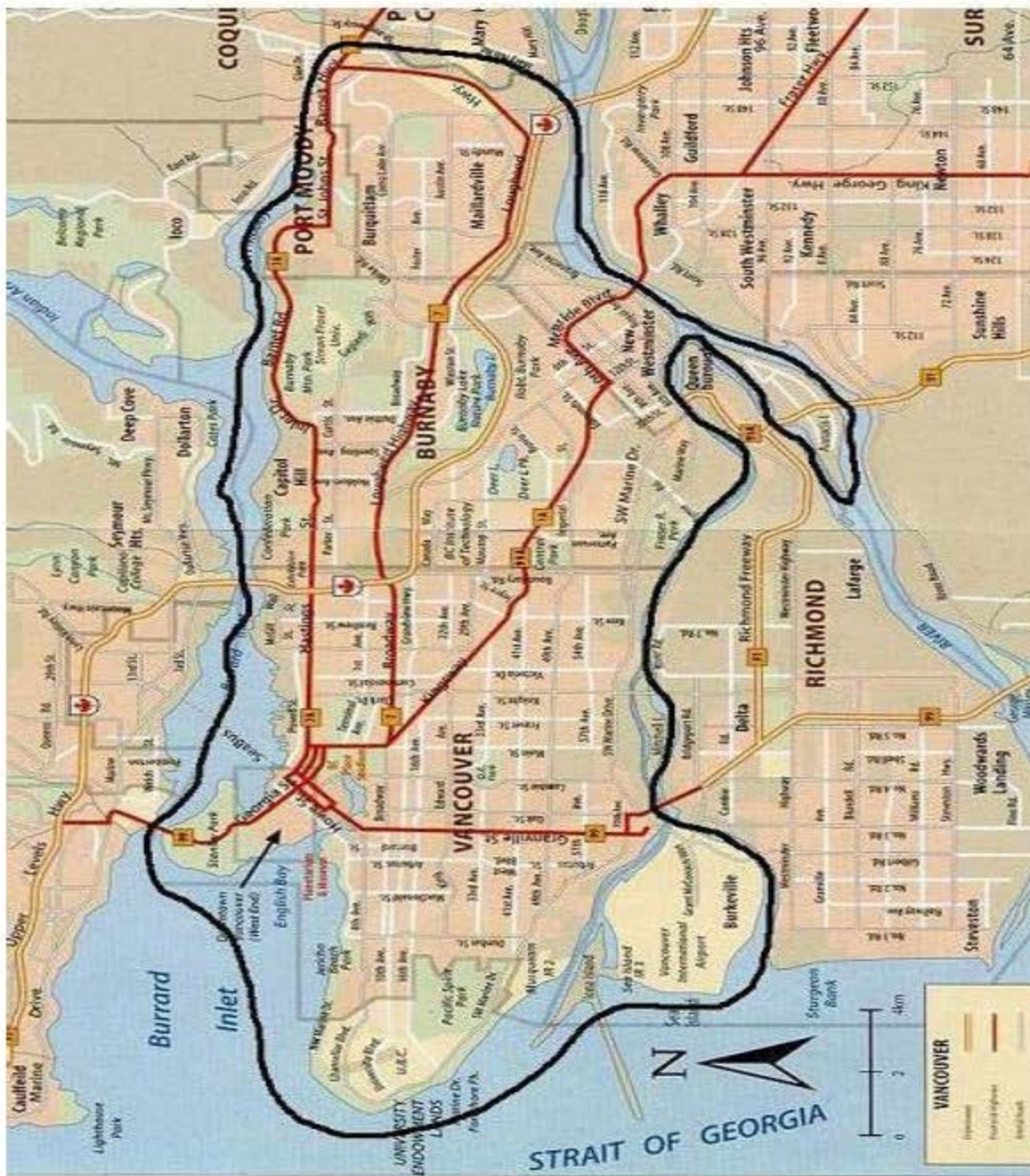
NOTES:

Employee Deduction Canadian Building Trades \$0.01 PER HOUR WORKED

(A) = Based on Hours Earned
(B) = Based on Hours Worked

APPENDIX "B"

MAP OF BOUNDARY OF THE FREE ZONE



APPENDIX "C"

SHIFT EXAMPLES

EXAMPLE 1: **Two Shifts of 8 Hours each:
(Monday- Friday) Non Holiday**

Day Shift - (1st Shift)

Assume commence at 8:00 a.m.

8:00 a.m. - 12:00 Noon	4 Hours
Noon - 12:30 p.m.	Lunch
12:30 p.m. - 4:30 p.m.	<u>4 Hours</u>

Total Worked	=	8 Hours
Pay	=	8 Hours Regular Rate

Afternoon Shift - (2nd Shift)

4:30 p.m. - 8:30 p.m.	4 Hours
8:30 p.m. - 9:00 p.m.	Lunch
9:00 p.m. - 1:00 a.m.	<u>4 Hours</u>

Total Worked	=	8 Hours
Pay	=	8 Hours Regular Rate plus 8 Hours of 2 nd Shift Premium (\$6.00)

Two Shifts of 8 hours each: Saturday Day Shift (1st shift) & Afternoon Shift (2nd Shift)

Assume hours as above

Total Worked	=	8 Hours
Pay	=	8 Hours at 2.0 times Regular Rate

Two Shifts of 8 Hours each: Sunday and Recognized Holidays Day Shift (1st Shift) & Afternoon Shift (2nd Shift)

Assume hours as above

Total Worked	=	8 Hours
Pay	=	8 Hours at 2.0 times Regular Rate

SHIFT EXAMPLES

EXAMPLE 2: Three Shift Operation: (Monday-Friday) Non Holiday

Day Shift - (1st Shift)

Assume commence at 8:00 a.m.

8:00 a.m. - 12:00 Noon	4.0 Hours
Noon - 12:30 p.m.	Lunch
12:30 p.m. - 4:00 p.m.	<u>3.5 Hours</u>

Total Worked	=	7.5 Hours
Pay	=	7.5 Hours Regular Rate

Afternoon Shift - (2nd Shift)

4:00 p.m. - 8:00 p.m.	4.0 Hours
8:00 p.m. - 8:30 p.m.	Lunch
8:30 p.m. - 12:00 Midnight	<u>3.5 Hours</u>

Total Worked	=	7.5 Hours
Pay	=	7.5 Hours Regular Rate plus 7.5 Hours of 2 nd Shift Premium (\$6.00)

Night Shift - (3rd Shift)

Midnight - 4:00 a.m.	4.0 Hours
4:00 a.m. - 4:30 a.m.	Lunch
4:30 a.m. - 8:00 a.m.	<u>3.5 Hours</u>

Total Worked	=	7.5 Hours
Pay	=	7.5 Hours Regular Rate plus 7.5 Hours of 3 rd Shift Premium (\$6.00)

Three Shift Operation: Saturday All Shifts

Assume Hours as above

Total Worked	=	7.5 Hours
Pay	=	7.5 Hours at 2.0 times Regular Rate

Three Shift Operation: Sunday and Recognized Holidays All Shifts

Assume Hours as above

Total Worked	=	7.5 Hours
Pay	=	7.5 Hours at 2.0 times Regular Rate

SHIFT EXAMPLES

EXAMPLE 3: Two Shifts of 9 Hours each: (Monday-Friday) Non Holiday

Day Shift - (1st Shift)

Assume commence at 8:00 a.m.

8:00 a.m. - 12:30 p.m.	4.5 Hours
12:30 p.m. - 1:00 p.m.	Lunch
1:00 p.m. - 5:30 p.m.	<u>4.5 Hours</u>

Total Worked	=	9.0 Hours
Pay	=	8 Hours Regular Rate plus 1 Hour at 1 1/2 times Regular Rate

Afternoon Shift - (2nd Shift)

5:30 p.m. - 10:00 p.m.	4.5 Hours
10:00 p.m. - 10:30 p.m.	Lunch
10:30 p.m. - 3:00 a.m.	<u>4.5 Hours</u>

Total Worked	=	9.0 Hours
Pay	=	8 Hours Regular Rate plus 1 Hour at 1 1/2 times Regular Rate plus 9 Hours of 2 nd Shift Premium (\$6.00)

Two Shifts of 9 Hours each: Saturday Day Shift (1st Shift) and Afternoon Shift (2nd Shift)

Assume Hours as above

Total Worked	=	9 Hours
Pay	=	9 Hours at 2.0 times Regular Rate

Two Shifts of 9 Hours each: Sunday and Recognized Holidays Day Shift (1st Shift) and Afternoon Shift (2nd Shift)

Assume Hours as above

Total Worked	=	9 Hours
Pay	=	9 Hours at 2.0 times Regular Rate

SHIFT EXAMPLES

EXAMPLE 4: Two Shifts of 10 Hours each: (Monday-Friday) Non Holiday

Day Shift - (1st Shift)

Assume commence at 8:00 a.m.

8:00 a.m. - 1:00 p.m.	5 Hours
1:00 p.m. - 1:30 p.m.	Lunch
1:30 p.m. - 6:30 p.m.	<u>5 Hours</u>

Total Worked	=	10 Hours
Pay	=	8 Hours Regular Rate plus 2 Hours at 1 1/2 times Regular Rate

Night Shift - (2nd Shift)

6:30 p.m. - 11:30 p.m.	5 Hours
11:30 p.m. - Midnight	Lunch
Midnight - 5:00 a.m.	<u>5 Hours</u>

Total Worked	=	10 Hours
Pay	=	8 Hours Regular Rate plus 2 Hours at 1 1/2 times Regular Rate plus 10 Hours of 2 nd Shift Premium (\$6.00)

Two Shifts of 10 Hours each: Saturday, Sunday & Recognized Holiday Day Shift (1st Shift) & Night Shift (2nd)

Assume Hours as above

Total Worked	=	10 Hours
Pay	=	10 Hours at 2.0 times Regular Rate

SHIFT EXAMPLES

EXAMPLE 5: Two Shifts of 11 Hours each: (Monday-Friday) Non Holiday

Day Shift - (1st Shift)

Assume commence at 8:00 a.m.

8:00 a.m. - 1:00 p.m.	5 Hours
1:00 p.m. - 1:30 p.m.	Lunch
1:30 p.m. - 6:30 p.m.	5 Hours
6:30 p.m. - 7:00 p.m.	O.T. Meal (0.5 Hr.)
7:00 p.m. - 8:00 p.m.	<u>1 Hour</u>

Total Worked	=	11 Hours
Pay	=	8.5 Hours Regular Rate plus 2 Hours at 1 1/2 times Regular Rate plus 1 Hour at 2 times Regular Rate

Night Shift - (2nd Shift)

8:00 p.m. - 1:00 a.m.	5 Hours
1:00 a.m. - 1:30 a.m.	Lunch
1:30 a.m. - 6:30 a.m.	5 Hours
6:30 a.m. - 7:00 a.m.	O.T. Meal (0.5 Hr.)
7:00 a.m. - 8:00 a.m.	<u>1 Hour</u>

Total Worked	=	11 Hours
Pay	=	8.5 Hours Regular Rate plus 2 Hours at 1 1/2 times Regular Rate plus 1 Hour at 2 times Regular Rate plus 11 Hours of 2 nd Shift Premium (\$6.00)

Two Shifts of 11 hours each Saturday, Sunday and Recognized Holidays Day Shift (1st Shift) & Night Shift (2nd Shift)

Assume Hours as above

Total Worked	=	11 Hours
Pay	=	11 Hours at 2.0 times Regular Rate plus 0.5 Hours at Regular Rate

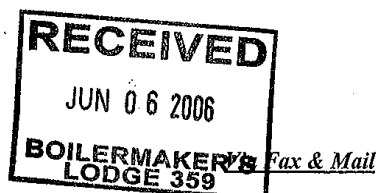
APPENDIX "D"

Letters of Clarification



BOILERMAKER CONTRACTORS' ASSOCIATION

May 30, 2006



Mr. Carl Ellsworth
Business Manager/Secretary-Treasurer
Boilermakers Lodge 359
4514 Dawson Street
Burnaby, British Columbia
V5C 4C1

Dear Mr. Ellsworth:

Re: Initial / Terminal Travel [Article 19:01(c)(ii)]

Further to our discussion of May 23, 2006, the B.C.A. of B.C. Board of Directors, together with consultation with International Vice President Joseph Maloney, have determined that where a Boilermaker Lodge 359 resident of Vancouver Island qualifies for initial / terminal travel to a job on Vancouver Island, that individual shall receive ferry fare as if he were travelling from City Hall, Burnaby to the jobsite. By the same token, should a Vancouver Island resident be employed on a mainland jobsite, he shall not be eligible to receive ferry fare to travel to the mainland as he is deemed to be travelling out from City Hall, Burnaby.

Yours truly,

A handwritten signature in black ink, appearing to read 'J. W. Schel'.

J. W. Schel
President
Boilermaker Contractors' Association
of British Columbia

cc: B.C.A. of B.C. Contractors
Joseph Maloney, Boilermakers Int'l Vice President
Cory Channon, Boilermakers Int'l Representative

Kilometers to Various Mill Operations

STARTING FROM:

Burnaby City Hall

4949 Canada Way
Burnaby, BC V5G 1M2

TO COMPANY:

KM's One Way

KM's Round Trip

Abitibi-Consolidated Inc.

MacKenzie Region, Bag 2800
MacKenzie, BC V0J 2C0

956

1912

Canadian Forest Products Ltd.

Northwood Pulp Mill

PO Box 9000, Fraser Flates
5353 Northwood Pulp Mill Road
Prince George, BC V2L 4W2

782

1564

PG Pulp & Paper/Intercon Mills

PO Box 6000
2533 Pulp Mill Road
Prince George, BC V2N 2K3

775

1550

Cariboo Pulp & Paper Company

North Star Road
PO Box 7500
Quesnel, BC V2J 3J6

652

1304

Celgar Pulp Company

1920 Arrow Lakes Drive
PO Box 1000
Castlegar, BC V1N 3H9

607

1214

Domtar

Pulp Mill Operations
PO Box 800
Kamloops, BC V2C 5M7

347

694

Epcor

Williams Lake Power Plant
4455 MacKenzie Avenue North
Williams Lake, BC V2G 5E8

541

1082

Eurocan Pulp & Paper Co.

Division of West Fraser Mills Ltd
PO Box 1400, Eurocan Way
Kitimat, BC V8C 2H1

1412

2824

Howe Sound Pulp & Paper Ltd. Port Mellon Highway PO Box 100 Port Mellon, BC V0N 2S0	-Via Horseshoe Bay	-Langdale Ferry Terminals	72	144
KinderMorgan Abbotsford Tank Farm Sumas Mountain			58	117
Norske Canada (Catalyst Paper) Crofton Division PO Box 70 8541 Hay Road Crofton, BC V0R 1R0	-Via Horseshoe Bay	-Langdale Ferry Terminals	138	276
Elk Falls Operations PO Box 2000 4405 North Island Hwy. Campbell River, BC V9W 5C9			245	490
Port Alberni Division 4000 Stamp Avenue Port Alberni, BC V9Y 5J7			172	344
Power River Division 6270 Yew Street Powell River, BC V8A 4Z7			190	380
Nuecel Pulp Port Alice Pulp Mill 791 Marine Drive Port Alice, BC			485	970
Pope & Talbot Ltd. Harmac Pulp Operations 1000 Wave Place PO Box 1800 Nanaimo, BC V9R 5M5			97	194
MacKenzie Pulp Operations 1000 Coquawaldy Road MacKenzie, BC V0J 2C0			959	1918
Teck Cominco Trail Operations PO Box 1000, 25 Aldridge Ave. Trail, BC V1R 4L8			616	1232

Tembec Industries Inc.

Chetwynd Operations
4181 Chetwind Road
Chetwynd, BC V0C 1J0

1077**2154****Kraft Pulp Division**

(Skookumchuck)
2200 Cranbrook Street North
PO Box 4600
Cranbrook, BC V1C 4J7

885**1770****Tolko Industries Ltd**

Armstrong Division
844 Otter Lake Cross Road
Armstrong, BC V0E 1B0

445**891****West Fraser Timber**

Williams Lake
PO Box 4509
Williams Lake, BC V2G 2V5

543**1086**

BC Construction Camp Rules and Regulations

BY AND BETWEEN

**BRITISH COLUMBIA AND
YUKON TERRITORY BUILDING
AND CONSTRUCTION TRADES
COUNCIL**

AND

**CONSTRUCTION LABOUR
RELATIONS ASSOCIATION OF
BRITISH COLUMBIA**

**Expiry: January 1, 2008 to December 31,
2014**

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AGREEMENT

THIS AGREEMENT, dated the 1st day of January, 2008, and referred to as the Construction Camp Rules and Regulations.

BY AND BETWEEN:

**BRITISH COLUMBIA AND YUKON TERRITORY BUILDING AND
CONSTRUCTION TRADES COUNCIL**

AND:

CONSTRUCTION LABOUR RELATIONS ASSOCIATION OF BRITISH COLUMBIA

ARTICLE 1.00 -- CAMP SITE

- 1.01** Every camp shall be located at a distance far enough away from the construction job site to ensure that the best possible drainage can be provided to guard against year-round climatic and tide conditions. A major determining factor in the location of the camp shall be the consideration of prevailing winds to carry obnoxious odours and objectionable noises away from the camp site.

ARTICLE 2.00 -- INSPECTION AND APPROVAL

- 2.01** Prior to the construction of a camp to be occupied by Building Tradespersons, the client and/or designated agent will first submit plans, and proposed site location, in duplicate, to the Council for approval and such approval or rejection shall be given within fifteen days of application, and shall be binding provided that the approved standards are met. One copy of the approved plans, duly initialled by both parties shall be retained by the Secretary of the Council.
- 2.02** When the Council has satisfied itself that the camp has met all the specifications as herein provided, a certificate of approval shall be issued for that camp for that particular project only. The certificate shall carry the date of issue and shall be valid for the duration of the project provided that camp standards are maintained. The certificate shall indicate the maximum number of occupants that can be accommodated and shall be signed by the authorized representative of the B.C. & Yukon Territory Building and Construction Trades Council Camp Committee and it shall also bear the names of the Inspection Committee, which will include a representative from the Construction Labour Relations Association of B.C. whenever available. The foregoing shall apply to any and all conditions.
- 2.03** In the case of an existing or permanent type camp, which is erected or is being erected primarily for the operational staff, the Council shall exercise discretion bearing in mind the length of project and other relevant matters before issuing a certificate of approval.
- 2.04** Approval of the camps will be based on the provisions contained herein, and subsequent amendments to this Agreement.
- 2.05** Any deficiencies related to current health and/or safety standards shall be rectified within 60 days from the date of their identification.

ARTICLE 3.00 -- TEMPORARY QUARTERS

- 3.01** If it is necessary to provide temporary quarters for workers who are erecting the camp, such quarters will be subject to approval by the Council, on the basis of reasonable standards, taking the circumstances into consideration.

ARTICLE 4.00 -- MODULAR CAMPS

4.01 Pre-existing Camps

The Parties recognizes that there may be camps built to pre-existing camp standards which, if upon inspection, continue to meet the Council's generally accepted Camp standards and all Provincial/Federal health and safety regulations and timelines as directed by the appropriate regulatory authority, will continue to be used. Camp units so approved will continue to be 'grandfathered' under the terms of these current Construction Camp Rules and Regulations. Please refer to the 1987-1997 Construction Camp Rules and Regulations for questions related to these pre-existing camp facilities.

- 4.02** Only those camps that are pre-built, conveyed to the site and set up by members of "Unions" affiliated to the B.C. & Yukon Territory Building and Construction Trades Council or other recognized Building Trades Councils, will be approved.
- 4.03** All used equipment shall comply with the provisions of this agreement and amendments thereto. Servicing of all equipment shall be done by members of unions affiliated to the B.C. & Yukon Territory Building and Construction Trades Council.
- 4.04** The Union label must be clearly and prominently affixed to all modular camp units.

ARTICLE 5.00 -- LIVING ACCOMMODATION

5.01 Room Construction

Each occupant shall be provided with a single room of not less than eighty (80) square feet (7.43m²) of floor space. Walls and ceilings shall consist of a minimum one-half inch finished drywall with a suitable alternate material in wet areas. The rooms shall be properly insulated to guard against year round climatic conditions and the walls between rooms shall be soundproofed with one-half (1/2) inch (1.27cm) drywall and will have a layer of one-half (1/2) inch (1.27cm) soundboard on each side of the partitions between sleeping rooms. All walls to be insulated."

The floor shall be covered with a suitable material such as tile or lino. The room shall be properly insulated to guard against year-round climatic conditions and sound. All interior walls shall be insulated for sound proofing. Closets and storage shelving shall be constructed in such a manner to ensure the best possible additional sound proofing between the rooms. Each room shall be fully enclosed with a solid core door and mortise-type dead lock or card lock system and the occupant shall be supplied with a key or key card. There shall be a thermo sealed window in each room fitted with a frost break and screen, and equipped with window blinds or lined drapes.

5.02 Room Heating

Heating for the complex shall be as a minimum, a dual heat system using forced air flow set at 20 degrees Celsius and thermostatically controlled electric baseboard heaters. The individual heat control system to include in-floor ducting, approved tight sealing registers and deflectors, and thermostats located 5'0"feet (1.524m) above the floor level on the opposite wall to the baseboard heater.

5.03 Air Conditioning

- (a)** Where the mean daily maximum temperatures of an area are over 24 degrees Celsius for 30 days or longer, as outlined in Table 2, climatic norms, B.C. Dept. of Agriculture, then air conditioning will be provided in the sleeping rooms.
- (b)** Subject to Sub-Section (c) of this Section, air conditioning will be provided in the diner complexes and recreation rooms. Additional coolant or air movement shall be provided in the kitchen area, i.e. make up air units.
- (c)** It is understood by both parties that in some situations, one or more of the above conditions may not be required. A request for special dispensation must be sent to the B.C. & Yukon Territory Building and Construction Trades Council prior to the installation of such a camp, and such request shall not be unreasonably denied.

5.04 The following furnishings and fixtures shall be supplied to each room:

- (a)** A clothes closet with minimum depth of 24" (60.96cm) with one side for hanging clothes (at least 6' (1.828m) tall) and the other side with shelves and at least one drawer. Closet doors to be fitted with hasp and staples.
- (b)** A single commercial type bed of box spring and mattress construction. The bed shall not be less than 6'8" x 3'3" (2.03m x .991m) and shall be of good quality. Each mattress shall meet hotel/camp commercial quality standards.
- (c)** A table equipped with a drawer.
- (d)** A shelf
- (e)** A waste basket
- (f)** A sled base chair
- (g)** At least four (4) coat hooks on interior walls.
- (h)** A mirror-type cabinet
- (i)** A towel rack
- (j)** Electrical outlets and fixtures, i.e. a ceiling light with a wall switch, a bed light and two duplex receptacles.
- (k)** A cable television outlet with a duplex receptacle.

5.05 Each occupant shall be supplied with fresh, clean bed clothing, to include mattress-cover, two sheets, two pillows, 12" x 24" (30.48cm x 60.96cm), two pillow cases, and a duvet/comforter or two blankets and a bed cover. The sheets and pillow cases to be changed weekly, the mattress cover to be changed monthly. The duvet/comforter or bedcover to be changed every three months.

5.06 Corridors to be completely enclosed and heated. The floor shall be covered with adequate material to deaden objectionable noises, e.g. rubber or carpet.

Exterior doors shall be weather-proofed and fitted with automatic door closures.

ARTICLE 6.00 – WASH CAR FACILITIES

- 6.01 (a)** Flush toilets shall be furnished at the following ratio:
- 1 toilet for 1 to 5 occupants
 - 2 toilets for 6 to 10 occupants
 - 3 toilets for 11 to 15 occupants
 - 4 toilets for 16 to 30 occupants
 - 5 toilets for 31 to 45 occupants
 - 6 toilets for 46 to 60 occupants
 - 7 toilets for 61 to 75 occupants
 - 8 toilets for 76 to 90 occupants
- with the addition of one (1) toilet for each fifteen (15) occupants thereafter.
- (b)** Urinals shall be furnished at the ratio of one (1) per twenty-five (25) men.
- (c)** A wash basin of the stainless steel or porcelain type at the ratio of one (1) per five (5) occupants and one mirror to each basin. Soap dispensers, paper towel dispensers and paper cup dispensers shall be installed and supplied.
- 6.02 (a)** Individual scald proof showers shall be furnished at the ratio of one (1) to ten (10) occupants.
- (b)** On coal mine projects the ratio shall be one (1) shower to five (5) occupants. (Alternative facilities may be established by the Review Committee prior to the construction of the camp.)
- (c)** Each shower dressing area shall be equipped with a shower bench and plastic or rubberized duckboard.

ARTICLE 7.00 – LAUNDRY FACILITIES

- 7.01 (a)** Unless otherwise agreed at a camp approval conference on the basis of the provision of central camp laundry facilities each living accommodation unit housing up to twenty-five (25) occupants will be provided with one (1) heavy duty automatic washer, and one (1) heavy duty automatic dryer. Each living accommodation unit shall be provided with one (1) extra dryer. (It is understood that on smaller sized units the extra dryer may be placed elsewhere.)
- (b)** Replacement parts shall be held in readiness on the project and in the event of a break-down, repairs shall be performed as expeditiously as possible.
- 7.02** The laundry facilities in each living accommodation unit shall contain a dual wash tub with an adequate supply of hot and cold running water.
- 7.03** A separate dry room building will be provided for projects in wet geographic areas. When dry rooms are provided it will be a separate building with the size of the dry room to be based on the number of camp occupants (four (4) square feet (0.37m²) per person) and the dry room will be equipped with suitable clothes hooks, door closures and a heating and ventilation system appropriate for the dry room size.

ARTICLE 8.00 -- RECREATION FACILITIES

- 8.01** On the basis of duration of the camp and proximity of local commercial facilities as determined at a pre-job conference, recreation space shall be provided on the basis of six (6) square feet (0.55m²) per person and a minimum total of 520 square feet (48.25m²). On camps of (fifty) 50 occupants or less the minimum shall be 320 square feet (29.65m²). Consideration of space, in addition to the use of the dining hall for lectures, films and meetings shall include a divided games room and partitioned T.V. room. Equipment to include: upholstered chairs, pool tables, shuffleboards, dart boards, darts, games, etc. Beverages including hot tea, coffee, and hot chocolate shall be supplied daily.
- 8.02** The recreation space shall be in an insulated building; and shall contain washroom facilities, soap dispensers, paper towel dispensers and paper cup dispensers. The recreation space shall be adequately heated.
- 8.03** A satellite system or television source to be provided and to include at least one movie channel.
- 8.04** In camps located outside cellular phone service areas, as soon as possible one (1) pay telephone or other means of communication shall be made available. On camps having a minimum of two hundred (200) persons and which are established for a minimum of four (4) months and provided land based telephone service is available, shall have pay phones installed on the basis of one (1) to one hundred (100) persons with a minimum of two (2) on site. All telephones shall be equipped with privacy booths.

Internet connectivity services must be provided on a ratio of one connection per fifty (50) occupants with a minimum of two (2) on site, and shall be located with-in the recreation area.

Where available. pay-for-use wireless internet connectivity shall be provided in the living accommodation.

ARTICLE 9.00 -- MAINTENANCE

- 9.01** Rooms to be maintained daily by members of the housekeeping staff, such maintenance to include making of beds, and emptying waste baskets and sweeping the floors, etc.

The corridors to be maintained daily by the members of the housekeeping staff. Camp and Contractors administration offices to be cleaned by members of the Culinary Union housekeeping staff, such maintenance to include emptying waste baskets, dusting, sweeping, vacuuming or washing floors, etc.

Weekly maintenance shall include washing the mirrors, windows (inside) and floors, etc.

- 9.02** The laundry room, ablution unit and recreation facilities shall be maintained in a clean and sanitary condition daily by members of the housekeeping staff. Also cleaning of ash trays in designated 'smoking' areas, if provided.
- 9.03** Each dormitory unit shall provide housekeeping staff with a lockable storage at least 6' x 4' (1.83m x 1.22m) with shelves of 2'0" (60.96cm) width.

ARTICLE 10.00 -- CAMP COMMISSARY

- 10.01 (a)** A camp commissary shall be provided and shall be stocked with tobacco supplies, soft drinks, magazines and newspapers, soap and toilet articles, working clothing, i.e. gloves, socks, towels etc., this stock to be sold at prevailing retail prices in the area.

- (b) Vending Machines shall be installed in the recreation room. In the event the vending machines are repeatedly abused, they may be removed.
- (c) Ice shall be made available to the occupants.
- (d) It is understood by both parties that in the case of short term projects, one or more of the above conditions may not be required. A request for special dispensation must be sent to the B.C. & Yukon Territory Building and Construction Trades Council prior to the installation of such a camp and such request shall not be unreasonably withheld.

ARTICLE 11.00 -- GENERAL PROVISIONS

11.01 Fire Protection

A fire system shall be provided for each building unit that meets the current Fire Code regulations. Smoke detectors shall be installed in each sleeping room, ablution unit, dry room and hallways. Heat detectors shall be installed in the furnace room and laundry room. Manual pull stations shall be installed adjacent to each exit door.

An audible Fire Code compliant alarm shall be located in the corridor.

A standby battery and charger unit shall be provided sufficient in size to automatically operate the fire alarm system on normal Hydro power failure for a period of twenty-four hours. On the resumption of Hydro power, the battery/charger unit shall automatically transfer the system back to its normal operating state.

Emergency lighting to be installed in all camp units, hallways, and ablution units. All exit doors to be indicated with illuminated exit signs on the inside and white lights installed at the exterior doors. Chemical fire extinguishers to be provided on a ratio of one (1) extinguisher for every twenty (20) camp occupants.

Client Fire Insurance

Camp occupants will be reimbursed to a maximum of \$2,000 or the deductible will be paid on personal insurance policies in the event of a loss due to fire. Satisfactory proof of loss to be provided by the Claimant in compliance with the insurance company regulations. To qualify for the reimbursement, the Claimant must sign an affidavit to confirm that they do not have personal insurance to cover the loss.

11.02 Walkways, Parking Lot and Parking Facilities

- (a) Subject to Section 2(f) of this Article, all camp units shall be skirted.
- (b) Walkways to be installed between all units. Where adverse weather conditions prevail, walkways will be covered.
- (c) Exterior deck, stairs and handrails to be installed at all entrances. Where adverse weather conditions prevail, a vestibule type entry shall be provided with an exterior weather-proofed door and automatic door closer.
- (d) Foot scrapers to be installed at all camp unit exterior doors.
- (e) Parking lot facilities shall be maintained on a regular basis. Where camp security officers are employed, their duties shall include surveillance of the parking lot. Where illumination is insufficient from the camp area, then lighting will be provided subject to Section 11.02(f) below.

- (f) It is understood by both parties that in some situations, one or more of the conditions may not be required. A request for special dispensation must be sent to the B.C. & Yukon Territory Building and Construction Trades Council with a copy to the Construction Labour Relations Association of B.C., prior to the installation of such a camp, and such request shall not be unreasonably denied.

ARTICLE 12.00 -- CAMP GRIEVANCE PROCEDURE

12.01 It is recognized that in the interest of all the camp occupants, grievances should be dealt with as expeditiously as possible, irrespective of who is responsible for the operation of the camp. The following grievance procedure has been developed for this purpose. However, this procedure does not preclude the right of any affiliated union to process a grievance under the Grievance Procedure of their respective Collective Agreements.

12.02 Camp Chairperson

- (a) Each trade shall elect or appoint a member to act on the Camp Committee. The Camp Committee members shall elect from their members, a member to act as Chairperson. If possible, this position to be rotated every three months - to another trade.
- (b) The Camp Chairperson shall arrange regular monthly meetings during non-working hours. All Committee members attending from each trade shall receive one hours pay at straight time rates. The Chairperson will ensure that the proceedings are recorded and copies of the minutes are mailed to the Secretary-Treasurer of the B.C. & Yukon Territory Building and Construction Trades Council Office, and to the Construction Labour Relations Association of British Columbia Office. It is understood that where extenuating circumstances require immediate attention to a problem, a meeting will be called immediately.
- (c) The Camp Chairperson shall not have any jurisdiction over any matter not concerning the general comfort of the residents of the camp.
- (d) The Camp Chairperson may be replaced by a majority vote of those Camp Committee members present at a regular meeting when it is evident that he has not acted in the best interests of the camp occupants.

12.03 Camp Management

- (a) The person holding the responsibility for the management of the camp and the Catering facilities shall co-operate with the Committee by attending the camp meetings. This person will endeavour within their power, to answer all written grievances as they are presented.
- (b) The Camp Management shall be given an opportunity to present any grievances it may have concerning the camp occupants, and it shall be entitled to answers, when possible, to its grievances as they are presented.

12.04 Grievances

- (a) No occupant of the Camp shall complain directly to any employee of the Catering Staff. If a resident finds that they have a grievance they shall first present it in writing to their Camp Committee member. However, the service provider must provide a feedback comment system to allow occupants the opportunity to provide comments to the service provider.

- (b) The Camp Committee members will discuss all grievances with the Committee chairperson who will record the same. The Chairperson will hold the grievances until the next regular meeting of the Camp Committee provided, however, such grievances are not of an urgent nature.
- (c) The Camp Chairperson shall present the grievance to the Camp Committee members at the meeting to examine the validity of the grievances. Decisions shall be determined by a majority vote of those present.
- (d) When the Camp Chairperson has listed all the valid grievances in their proper order, he shall present them to the Camp Management or its designated representative in seriatim: the disposition of each grievance shall be recorded.
- (e) When all the grievances have been dealt with, the Chairperson will have the record of grievances and disposition read out in the presence of the Camp Management before the meeting is adjourned.
- (f) At the conclusion of the meeting, a copy of the proceedings shall be sent to the Secretary of the B.C. & Yukon Territory Building and Construction Trades Council by the Chairperson.
- (g) A grievance of an urgent nature may be dealt with by the Camp Chairperson and at least two (2) members of the Camp Committee by going directly to the Camp Management and arranging a meeting for the specific purpose of discussing the urgent grievance.

12.05 B.C. & Yukon Territory Building and Construction Trades Council Camp Committee

- (a) If a grievance is not resolved pursuant to 12.04(c) of this Article, the details shall be set forth in writing on the official Grievance Report by the Camp Committee Chairperson and signed by all of the Camp Committee members attending the meeting. The report shall be dispatched to the Secretary of the B.C. & Yukon Territory Building and Construction Trades Council and Construction Labour Relations Association of BC.
- (b) Upon receipt of a properly completed grievance report the Secretary shall arrange a meeting of the duly elected Camp Committee of the Council to deal with the grievance report.

ARTICLE 13.00 -- CATERING SPECIFICATIONS

The Caterer shall provide nutritionally balanced menus. Menus and method of food preparation must follow standards as set out in the Canadian Food Guide and take full consideration of the "Heart Smart" healthy eating choices.

13.01 Quality of Food Purchased

MEAT: Must be Canada "A" or USDA Select or better. Turkeys, chickens and other fowl must be "A" grade. All other meats must be of top grade choice quality.

DAIRY PRODUCTS (Including Eggs): Must be Grade "AA".

CANNED FRUIT AND VEGETABLES: Must be choice or fancy quality.

FRESH FRUITS AND VEGETABLES: In Season, must be choice quality or top grade when available.

13.02 Menu Requirements

Breakfast:

Specific: Methods of food preparation and serving must be used to ensure freshness of items on the cafeteria line.

- a. 3 varieties of chilled juices,
- b. Variety of apples, oranges, bananas.
- c. Hot porridge / oatmeal (instant or prepared) and 4 assorted dry cereals,
- d. Eggs any style (boiled, scrambled, fried and poached). Omelette (variety) twice weekly.
- e. Hot cakes with syrup
- f. One of, baked beans, french toast, or waffles
- g. Two of bacon, ham or sausage alternating daily
- h. White and brown toast, with jams, jellies, peanut butter, honey etc.
- i. Hash brown or home fried potatoes
- j. **Variables:** One of stewed prunes, stewed rhubarb, stewed tomatoes, 1/2 grapefruit or other fruits.
- k. Two fresh baked products (Muffins or Danish)
- l. Tea, coffee and milk,

Lunch and Dinner

Specific: Methods of food preparation and serving must be used to ensure freshness of items on the cafeteria line Items prepared for dinner to vary from that of lunch except as otherwise stated.

- a. Soup, (same as lunch)
- b. One each, first line meat, second line meat / protein, and third line protein entrée.
- c. Two starches, one of which is not fried (potatoes or rice)
- d. Two vegetables, fresh, frozen or canned – no duplication in three day period
- e. Selection of salads and cold table items as per menu specifications below
- f. Selection of Dessert items as per menu specifications below
- g. Breads and rolls (three varieties)
- h. Condiments: appropriate for the entrée's served, plus, relishes, ketchup, mustard, mayonnaise, horseradish, HP sauce, A-1 or 57 sauce, Worcestershire, hot sauce etc.
- i. Tea, coffee and milk, plus assorted cold beverages

Salad Table / Cold Table:

Specific: In addition to the items specified above, a salad / cold table shall be provided daily for lunch and dinner meals. Salad table will be refrigerated or ice provided. Minimum requirements:

- a. An assortment of salads, coleslaw, green salad (tossed), potato salad and two other prepared salads, (Caesar / Greek / Pasta / Bean Salad /protein etc)
- b. Pickles (dill and sweet), olives, pickled beets etc.,
- c. Fresh vegetables, (4 varieties per meal) tomato wedges, cucumber, green onions, celery and carrot or turnip sticks, radishes, zucchini, chilled canned tomatoes
- d. Protein and Meats: Two choices, varied from meal to meal of, Cold Meats: ham, roast beef, pork, chicken pieces, head cheese, assorted cold cuts, pickled or devilled eggs, cheese, humus or chick peas .
- e. Salad dressing: (assorted including low calorie choices), vinegar and oil.
- f. Assorted garnishes, crackers, bread sticks

Dessert Table / Pastry

Specific: In addition to the items specified above, a dessert / fruit table shall be provided daily for lunch and dinner meals. Items are to be varied from day to day. Minimum requirements:

- a. One variety of cake,
- b. Two varieties of cookies,
- c. Two varieties of pastry
- d. One pie daily.
- e. One of Jell-O or pudding, and canned fruit,
- f. ice cream daily,
- g. Three varieties of fresh fruit daily in season of apples, oranges, cherries, peaches, pears, cantaloupe, honeydew, kiwi, watermelon, grapes, bananas, etc.

Definitions:

First Line Meats: include “solid or whole muscle” meats, such as roasts, chops, cutlets, fish fillets and steaks, seafood, bone in and boneless poultry, beef steaks, etc. Beef steaks must be served once per week, between Monday and Thursday - Roast beef once per week. There will be no duplication of First Line choice in a 5 day period other than beef and beef steak.

For example:

Cutlets, roast pork, roast beef, ham, ham steaks, chicken, turkey, pork chops, veal chops, roast lamb, roast veal, beef steak, roast duck, prawns, shrimp, oysters, salmon, halibut and cod.

Second Line Meats / Protein: include entrées containing, “semi processed” meats cut from whole muscle (chopped, diced, ground, julienne, sliced etc.), such as ground beef, diced chicken, stewing and stir-fry cuts, sausages; and variety meats such as liver, kidney, tongue,

For example:

Stir fry's, short ribs, spare ribs, chicken wings, chicken fingers or nuggets, battered or breaded fish, swiss steak, stews, meat pies, Salisbury steak, ground beef, pastas containing protein (i.e. spaghetti and meat balls / lasagne), corned beef, spareribs and lamb chops, fajitas, pizza, bratwurst, smokies, Italian sausages, burgers, beef or chicken burritos and tacos.

Third Line Protein: include entrées containing fully processed meats, protein substitutes (legumes, beans, garbanzo and kidney beans, tofu etc.), casseroles, and vegetarian, cheese and egg dishes. Consideration should be given to provision of one vegetarian (meatless) choice per day.

For example:

Wieners, omelettes, chilli con carne, baked beans, pyrogies, donairs, a la king dishes, garlic sausages, meatless pasta dishes (macaroni and cheese casserole / fettuccini Alfredo), fried rice, and other dishes using over production designated by the Chef.

13.03 Lunches

Based on the Building Trades collective agreements or as determined at a pre-job conference if take out lunches are to be provided the following standards shall be adhered to. All sandwiches are to be prepared by catering staff, when practical a pre-order system may be utilized by the Caterers. (Sandwiches must contain a date coding). An assortment suitable for the camp population (i.e. < 100 persons, 4 Choices; > 150 persons, 6 choices, > 300 persons, 8 choices) must be available daily as follows: Beef, ham, pork and prepared meats, devilled eggs, fish, cheese, peanut butter and jam. Garnishes, e.g. lettuce, pickles, sliced tomatoes, celery, carrot sticks, radishes, sliced cucumbers, green onions, sliced eggs daily. Assorted

pastries, choice of three types of pie (wrapped) and cookies daily. Hot soup, tea, coffee and milk for thermos fillings must also be provided.

13.04 Portion Control

Camp occupants are entitled to eat all the food they want. The size of individual servings may be limited, free access must be provided for those who wish to return for additional servings. Should the serving line run out of first line meat choice during regular meal periods, it must be replaced immediately by another first line choice. Camp occupants found wasting food or removing food from the dining room (other than bag lunches, and whole fruit) may be subject to discipline by the Camp Committee.

Meals shall be prepared in accordance with specifications contained herein and may be subject to review. Infractions of the minimum requirements shall be dealt with at a mutually agreed time by the Chairperson of the Camp Committee and the Catering Manager.

- 13.05**
- (a)** Cafeteria-style of serving meals will be acceptable provided trays and dishes are cleared by members of the catering staff.
 - (b)** Settings at the table shall not be less than 76.2 cm. per person. There shall be adequate width and space between tables and chairs.
 - (c)** The menu shall be posted in the entrance hall in a conspicuous position.
 - (d)** Dinner plates are to be kept warm in a warming space prior to the serving of meals.
 - (e)** The following stations shall be located separately so as not to impede the serving of the steam tables.
 - (i)** Beverage Station, i.e., tea, coffee, milk, cold drinks, etc.
 - (ii)** Fresh fruit station, i.e., apples, oranges, bananas, pears, plums, grapes, watermelon, etc.
 - (iii)** Cold Tables, i.e., salads, cold meats, green vegetables, cheese, etc.
 - (f)** Workers shall not be required to stand outside of the entrance hall, when waiting in line.
 - (g)** The entrance to serving lines shall be fully enclosed, with clothes hooks and shelves to accommodate the hanging of outer clothing and hard hats.
 - (h)** To expedite meal service, meal hours may be staggered.

13.06 Any worker will be subject to discipline, up to and including dismissal in any case where they has been found guilty of taking food in any form from the dining room with the exception of approved bag lunches for mid-shift meals.

13.07 In the event there are continued violations of the regulations, as contained herein by the service provider, the camp manager will be required to appear before the Camp Committee to respond to the concerns.

13.08 Kitchens will meet all health and safety and fire code regulations.

ARTICLE 14.00 -- AMENDMENTS & REVIEW COMMITTEE

14.01 **(a)** It is recognized that both parties to this document may be required to meet from time to time to clarify certain conditions outlined herein and to formulate new policy and

amendments that may be required to meet conditions and circumstances that are not evident at this time.

- (b) Both parties to this agreement shall establish a Review Committee which shall be made up of an equal number of representatives from the B.C. & Yukon Territory Building and Construction Trades Council and Construction Labour Relations Association of British Columbia.
- (c) Any amendments to the provisions of this agreement are subject to the prior approval of the B.C. & Yukon Territory Building and Construction Trades Council - Construction Labour Relations Association of British Columbia Review Committee.

ARTICLE 15.00 -- TERMINATION DATE

The provisions of these Camp Rules and attached Regulations shall remain in full force and effect until December 31, 2014.

SIGNED THIS ____ DAY OF _____, 2008.

SIGNED ON BEHALF OF:
CONSTRUCTION LABOUR RELATIONS
ASSOCIATION OF BC:

SIGNED ON BEHALF OF THE
BRITISH COLUMBIA AND YUKON
TERRITORY BUILDING AND
CONSTRUCTION TRADES COUNCIL

CAMP REGULATIONS

In recognition of the great improvement of Camp conditions over the past few years and in consideration of the efforts of Building Trades Councils in co-operation with the various Employers groups to improve the standard of living for Building Tradesperson, certain regulations have to be laid down and adhered to in order to ensure that the camp conditions are maintained.

It must be realized that a camp and equipment costing many thousands of dollars, in some cases in excess of a million dollars, will soon deteriorate if subjected to the whims of vandals without any measure of control over such situations.

There are camps in existence today where the population is greater than many of the villages and towns in the Province, and these communities have set up some form of authority such as a Town Council to govern the population.

It has long since been recognized that on large construction projects there has to be a central authority to handle camp grievances. This has been known as the Camp Committee, and the leader of that group is the general spokesman known as Camp Chairperson. In many respects their position is similar to that of a mayor of a community.

Camp Committees on construction projects are for the most part playing a very vital role in the Labour-Management relationship which through co-operation of both groups are able to make a Building Tradesperson's life away from home as pleasant as possible under the circumstances. Their job is no small task, therefore, with this in mind the following Camp Regulations have been set forth to be administered by the Camp Committee who shall have full authority to enforce these regulations.

1. The Camp Committee shall be responsible for the enforcement of the Camp Rules and Regulations.
2. All acts of vandalism shall be investigated and the responsible party or parties are to be exposed, and such acts, together with the names of the party or parties, permanently recorded with The British Columbia & Yukon Territory Building and Construction Trades Council. Repeated offences may result in expulsion from camps under the jurisdiction of The British Columbia & Yukon Territory Building and Construction Trades Council.
3. Any occupant of the camp found guilty of wilful damage to camp property shall be made responsible for all costs as the result of such wilful damage.
4. The Camp Committee shall have authority to withdraw camp privileges in cases of fighting, theft, or wilful damage to camp property.
5. Occupants of the camp shall be co-operative with the housekeeping staff in maintaining cleanliness of the rooms.
6. No occupant of the camp shall complain directly to an employee of the camp or catering staff. If an occupant finds that they have a grievance they shall first present it in writing to their Committee Member.
7. Occupants of the camp shall show consideration for their neighbours in respect to the playing of radios or television sets, or noisy conversation after 11:00 p.m.
8. Late night parties in rooms that disturb other occupants of the camp are prohibited.
9. No occupant of the camp shall utilize laundry facilities that are located in the same building as the living quarters after 11:00 p.m.
10. Fighting or violence of any sort in any part of the camp is grounds for instant dismissal

by the Employer.

- 11.** Possession or storage of guns, ammunition, explosive devices, illegal drugs, or any other dangerous or illegal material is prohibited in camp. Where reasonable and probable grounds exist to believe that the presence of some or all of these items exist in a camp occupant's room, the camp management may request that the occupant's room be searched in the presence of the occupant and their job steward. Where a occupant refuses to allow such a search, their camp privileges may be revoked and camp management may choose to decline to give the occupant access to the room until a peace officer is summoned and conducts a room search.
- 12.** Any camp occupant who is in breach of the Camp Rules and Regulations, or is abusive to any member of the Camp Committee, or catering and housekeeping staff, in the conduct of their duties, shall appear before the Camp Committee to account for their behaviour.
- 13.** The Camp Committee shall be authorized to summon any occupant of the camp to appear before them to deal with grievances raised by the Camp Management.

Printer to Add Calendars with Circled Dates
Calendars inserted here... 2014 to 2020