

GOTRAFFIC MANAGEMENT INC.

COLLECTIVE AGREEMENT

January 1, 2014 to December 31, 2017

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AGREEMENT

THIS AGREEMENT ENTERED INTO ON THIS 24th DAY OF NOVEMBER, 2014.

BETWEEN: GOTRAFFIC MANAGEMENT INC.

(Hereinafter called the “Company” and sometimes referred to as the “Employer”)

OF THE FIRST PART;

AND: LOCAL UNION 258 OF THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, being a trade union within the meaning of the Labour Relations Code (1993) and amendments thereto.

(Hereinafter called the “Union” and sometimes referred to as the “Local Union”)

OF THE SECOND PART;

WHEREAS the Employer and the Local Union wish to create and maintain continuing harmonious labour/management relations, therefore, in pursuance thereof, the Employer and the Union wish to make a common Collective Agreement; and

WHEREAS the Employer and the Union have carried on collective bargaining, and the Employer and the Union are prepared to enter into a common Collective Agreement upon the terms and conditions contained herein; and

WHEREAS it is recognized that the Agreement is a contract between parties of equal status; now

THEREFORE BE IT RESOLVED, subject to applicable legislation, the parties mutually agree as follows:

ARTICLE 1 - TERM OF AGREEMENT

Article 1.01

Commencing on **January 1, 2014**, this agreement shall be in full force and effect and shall be binding on the parties until the **December 31, 2017**, and thereafter reopened as provided herein. Either party may at any time within four (4) months immediately preceding the day of expiry of the Agreement by written notice require the other party to the Agreement to commence collective bargaining.

The operation of Section 50(2) of the Labour Relations Code (1993) as amended is hereby excluded pursuant to Section 50(3) of the said Code.

Article 1.02

Should any part hereof or any provision herein contained be rendered or declared invalid by reason of existing or subsequently enacted legislation or by any degree of a court of competent jurisdiction, such invalidation or such part or portion of the Agreement shall not invalidate the remaining portions hereof and such remaining portions shall continue in full force and effect. The parties shall thereupon seek to negotiate substitute provisions, which are in conformity with the applicable laws.

Article 1.03

Any amendments or substitution as aforementioned shall be reduced to writing stating the effective date and duration thereof, and be executed by the parties hereto in the same manner as this Agreement.

Article 1.04

Should it become necessary during the life of this Agreement to introduce in any phase of the operation, any new class of work, within the scope of this Agreement, the job classification and its associated rate shall be discussed and agreed upon prior to introduction. Should the parties fail to reach agreement, the matter shall be submitted to Arbitration in accordance with Article 4.02 herein.

ARTICLE 2 - UNION RECOGNITION AND WORK JURISDICTION

Article 2.01

For the purpose of collective bargaining with respect to rates of pay, wages and other conditions of employment, the Company recognizes the Local Union as the exclusive representative of those employees coming under jurisdiction of the Local Union.

Article 2.02

All employees covered by this Agreement if not already members of the Union shall make immediate application for membership, and sign a Union Dues Deduction Authorization Card that shall be provided by the Employer, on behalf of the Local Union and, if accepted, shall become members and remain in good standing of the Union while employed in any capacity covered by this Agreement.

Article 2.03

Upon hire, employees will be advised that as a condition of employment they are required to execute an assignment of dues to the Local Union. The Employer will honour assignment for union dues and fees and remit the fees and dues to the Financial Secretary of Local Union 258 within fifteen (15) days from the end of the month that the dues are deducted for, providing the employee's name, rate, dues assessment and month deducted.

Article 2.04

It is agreed that no part of this Agreement is to be interpreted as requiring members of the Local Union to work behind a legal picket line where a strike, lockout or other conditions detrimental to the interest of the Local Union prevail.

Article 2.05

The parties agree that there will not be any strike or lockout during the life of this Agreement.

Article 2.06

Representatives of the Local Union may, with permission from the Company, have access to that portion of the Company's operations where Local Union members are employed. Such permission shall not be unreasonably withheld.

Article 2.07

Subject to the provisions of this Agreement, the management, direction, promotion and discipline of the working force is vested exclusively in the Employer. Where discipline is imposed by the Employer, the Local Union will be advised in writing.

Article 2.08

It is understood that all Traffic Control Persons hired by the Employer are hired to an "on-call" position.

ARTICLE 3 - SHOP STEWARDS

Article 3.01

The Union shall appoint a Shop Steward or Stewards at each location considered necessary. In some instances where there is more than one (1) Shop Steward, the Union may appoint a Chief Shop Steward. The Union shall notify the local management of the Employer as to the names of each Steward. The Employer shall likewise notify the Brotherhood as to the names and locations of each supervisor.

Article 3.02

Stewards shall report to their immediate supervisors and request permission to leave the job before leaving work to conduct Union business during working hours.

Article 3.03

The Company shall allow Stewards to conduct said business within their assigned areas of representation, unless such action would seriously interfere with operations. In such instances, the immediate supervisor will make arrangements for the Stewards to leave the job as soon thereafter as operations will permit.

Article 3.04

No Shop Steward, committee member or employee shall be discriminated against or jeopardized in standing or suffer any loss of conditions or employment on account of membership in or for legitimate activities on behalf of the Local Union.

Article 3.05

The Company shall pay employees at prevailing regular rates for Union business conducted during their regular business hours. When the Union requests an employee be off work to conduct Union Business, the Union will pay the employee's regular hourly rate.

Article 3.06 – Bulletin Board

At least one bulletin board shall be maintained at the Employer's office for rules and regulations of the Company and Union notices to the employees represented by the Union.

ARTICLE 4 - GRIEVANCE PROCEDURE AND ARBITRATION

Article 4.01 - Preamble

The following is the procedure that shall be used to adjust and settle all matters of complaints, disputes, grievances and controversies pertaining to the interpretation, application, operation or any alleged violation of this Agreement and any matter, which may arise between the Company and the Union. It is mutually agreed by both Parties that it is the spirit and intent to adjust complaints and grievances as quickly as possible, and it is generally understood that an employee has no grievance until they have first given their foreman or supervisor an opportunity to adjust the complaint. If the complaint is not adjusted to the satisfaction of the employee within a period of ten (10) working days or such longer period as may be mutually agreed upon, it may be processed in accordance with the following grievance steps.

Article 4.02 - Grievance Steps

Step 1

The grievor, with the assistance of their Shop Steward, where applicable, will submit the grievance in writing to the Business Manager of the Union who will take the matter up with the appropriate Company official within ten (10) working days of the Company ' s reply in Step 1.

Step 2

Failing resolution of the difference or dispute at Step 1, the matter may be referred to a Board of Arbitration constituted under the provisions of the Arbitration Act. Arbitration proceedings must be commenced with sixty (60) calendar days after failure of settlement at Step 1. The said Board shall consist of a single Arbitrator who shall be agreed to by both parties, or failing agreement to be appointed by the Labour Relations Board at the request of the parties to this Agreement. The decision of the Board of Arbitration shall be final and binding on both parties. Each party shall pay one-half (1/2) of the fees and expenses of the Board of Arbitration. The Board of Arbitration shall complete its sitting and hand down its award within thirty (30) days of its appointment, except that this time may be extended with the mutual consent of the Employer and the Local Union.

The Board of Arbitration shall not have power to alter or change any of the provisions of this Agreement or to substitute any new provisions for any existing provisions thereof, and, in reaching its decision it shall be bound by the terms and conditions of this Agreement.

ARTICLE 5 – SENIORITY AND PROBATION

Article 5.01 - Definition of Seniority

Seniority is defined as an employee ' s accumulated service with the Employer from the initial date of hiring and will be the major consideration in determining the order of dispatch, subject to the ability to perform the required work. .

Where employees have been dispatched to a job site and there is a reduction in the number of employees required, the remaining work will be performed by the most senior qualified employee among those already dispatched to that job. The Union recognizes that in some instances the seniority list could be circumvented by a contractor name requesting a specific person.

The Employer may find it necessary to move an employee to another job, however the employee will be returned to their original position as soon as possible. When a job ceases for more than fourteen (14) days, it will be considered a new job.

Employees absent due to WCB, vacation or personal injury will be returned to the job they left from, if that job still exists. When employees request a removal from a job they will lose their call back.

Any employee who is consistently unavailable or who unreasonably refuses three (3) calls from the

Employer in a thirty (30) day period shall be placed at the bottom of the dispatch list for a sixty (60) day period.

Article 5.02 – Emergency/Trouble Call

The first available employee living closest to the trouble area will be called for the job. Emergencies and trouble calls will include: traffic accident; wire down; gas leak; police incident or another circumstance of similar nature to the above mentioned.

Article 5.03 – Weekend Work

Employees wanting to work on the weekend will contact dispatch by 3:00 p.m. Thursday and be placed on the call out list. If a situation arises that the Employer does not have enough employees to fill all the work slots on a weekend they may phone the employees who had not put their name down for call out.

Article 5.04 - Probationary Period

Employees will be required to complete an initial probationary period of not more than an accumulation of **seven-hundred (700) hours** to determine their suitability for continuing employment. During this period they may be discharged for reasons of proven unsuitable conduct, insufficient experience or incompetence. The aforementioned shall not be applicable to former employees of the Employer who have completed a probationary period. The Employer may request the Union to agree to an extension of the probationary period. **All new Lane Closure Technicians will serve a four hundred and fifty (450) hour probationary period to determine suitability. This probationary period can run simultaneous with the regular probationary period or at the discretion of the Employer. Initial probationary period for all employees will be seven hundred (700) hours.**

Article 5.05 - Loss of Seniority

An employee will lose his/her seniority and will be deemed to be terminated under the following circumstances:

- (a) terminated for just cause.
- (b) voluntarily terminates employment.
- (c) fails to return from Leave of Absence without notifying and/or getting an extension from the Employer.
- (d) performs no work in a twelve (12) month period.
- (e) Fails to qualify during the probationary period.
- (f) Accepting other employment during leave of absence.

Article 5.06 - Seniority List

The Employer will provide a current seniority list to the Union Hall upon request.

Article 5.07 - Credited Seniority

- (a) Absence due to annual vacation, Workers' Compensation, Local Union business, sickness and accident will in no way reduce an employee's accumulated seniority. Should a reduction in staff occur during any of the aforementioned periods, such reductions shall be in accordance with Article 5.01.
- (b) It shall be the duty of each employee to notify the Company of the reason for absence and upon request shall furnish evidence to support the absence (excluding annual vacation, Local Union business and Workers' Compensation) and keep the Company informed of the anticipated date of return to duty.

Article 5.08 – Work Opportunities/Promotions

When a vacancy in a position other than Traffic Control Person occurs, the Employer shall notify all employees who have completed their probationary period of the vacancy. The most senior qualified person will be offered the position.

ARTICLE 6 – LEAVE OF ABSENCE

Article 6.01 - Union

- (a) The Company, upon receiving four (4) weeks' notice in writing from the Business Manager or designate of the Local Union, agrees to grant Leave of Absence without pay to not more than one (1) employee for full-time service with the Local Union.
- (b) The Company, upon receiving two (2) weeks' notice in writing from the Business Manager or designate of the Local Union, agrees to grant Leave of Absence without pay to Local Union members for the purposes of attending to Local Union business. Such Leaves of Absence shall not exceed one (1) in number of any one time.

Article 6.02 – Personal Leave

Employees requesting a Leave of Absence must do so in writing; likewise the Employer's response will be in writing. The Employer reserves the right to refuse leave when staffing requirements deem it not possible. Any employee found accepting other employment during a personal leave of absence will be terminated. Employees agree to sign a letter with the Employer agreeing not to work for any competitor of the Employer.

Article 6.03 – Bereavement Leave

Bereavement Leave of two (2) days paid at the employee's regular rate of pay will be granted where death has taken place in the immediate family. Immediate family shall be defined as: spouse, child, parents, **and guardian, sibling, and grandchild, grandparents of an employee or any person who lives with an employee as a member of the employee's family. This interpretation also includes common-law spouses, step-parents, and step-children, or same sex partners and their children.** Leave of one (1) day paid at the employee's regular rate of pay will be granted where death has taken place of in-laws, brother, sister and grandparents of the employee.

To qualify for bereavement leave an employee's seniority would have to be such as they would have worked this day.

Article 6.04 – Maternity Leave

An employee will be entitled to fifty-two (52) weeks of unpaid maternity leave. Maternity leave will commence eleven (11) weeks prior to the expected delivery date or later with the written consent of an employee's physician. An employee may request as additional leave if the baby has a physical, psychological or emotional condition requiring an additional period of parental care.

Article 6.05 – Adoption Leave

An employee will be entitled to an adoption leave of up to fifty-two (52) consecutive weeks of unpaid leave upon adoption of a child. The Employer may request proof of adoption prior to the leave being granted.

Article 6.06 – Parental Leave

An employee will be entitled to Parental Leave as follows:

- (a) Birth mother – if Leave in Article 6.04 has been taken, Mother is entitled to an additional 35 weeks of unpaid leave, beginning immediately after the Article 6.04 Leave.
- (b) A Birth Mother who does not take Leave in Article 6.04 is entitled to 37 weeks of unpaid leave, beginning after the child's birth and within 52 weeks after that event.
- (c) For a Birth Father – up to 37 consecutive weeks of unpaid leave, beginning after the child's birth and within 52 weeks after that event.
- (d) For Adoptive Parents – up to 37 consecutive weeks, beginning within 52 weeks after the child is placed with the parent.

Article 6.07 – Family Responsibility Leave

An employee is entitled to up to 5 days of unpaid leave during each employment year to meet responsibilities related to:

- (a) the care, health or education of a child in the employee's care; or

- (b) the care or health of any other member of the employee's immediate family.

Article 6.08 – Return from Leave of Absence

Upon return from Leave of Absence, the employee will be returned to the job held prior to the Leave of Absence or a similar job, if the prior job held by the employee no longer exists. Except in cases where the employee would have been removed from that job for just cause.

ARTICLE 7 - SAFETY PRACTICES

Article 7.01 – Workers' Compensation Regulations

Both the Employer and the Union hereby declare their intent to conduct a safe operation. Working practices shall be governed by the regulations of the province of British Columbia. All vehicles provided by the Employer shall be maintained in a manner, which makes them safe and reliable for all employees required to operate them.

Article 7.02 - Safety Committee

The Employer shall adhere to the provisions of the Workers' Compensation Board's Industrial Health and Safety Regulations and hold regular monthly meetings as outlined in the W.C.B. Regulations.

A copy of the minutes of the Safety Committee will be posted on the Union Bulletin Board and a copy will be forwarded to the Union Hall.

Article 7.03 - Safety Practices

- (a)
 - i Employees requiring glasses must wear glasses, preferably with safety lenses instead of contact lenses while on the job site.
 - ii W.C.B. approved safety footwear must be worn at all times while on the job site.
 - iii Employee attire will be in conformance with W.C.B. Regulation and the Employer's policy.

- (b) Qualifications
 - i Each employee must hold a valid Traffic Control Certificate.
 - ii Employees required to operate pilot vehicles shall be properly licensed, with the Employer paying the cost difference between the license required for piloting and a regular license.

Article 7.04 – Safety Equipment

The Employer will provide equipment to its employees as required by the W.C.B. This equipment will include but not be limited to:

Staff	Hard hats (when required)	Reflective vests
Wristbands	Paddle	Two-way radio with back up battery
Ankle bands	<u>LED Wands and batteries</u>	Safety goggles (when required)
Restrictive hearing device (when required)	Flash light and batteries	

Hi-vis Coveralls will be available to employees at cost. If mandatory, the employer will provide at no cost to employee.

Employees requiring replacement equipment must return used or faulty equipment to the Employer at the time the replacement equipment is picked up. Equipment that is the property of the Employer will not be used by the employee for any purpose other than working for the Employer.

Upon completion of probationary period and once every eighteen (18) months employees will be entitled to seventy five (\$75.00) dollars from the Employer towards the purchase of WCB approved safety foot wear. The Employer will require a receipt for proof of purchase.

Article 7.05 – Inclement Weather

The safety and well-being of the employees shall be considered by the Employer at all times in deciding what work is to be performed during the inclement weather such as rain, snow, icing, severe cold or electrical storms. Employees who have reported to the job site reserve the right to refuse employment during inclement weather.

No employee will be allowed to work more than sixteen (16) hours in any twenty-four (24) hour period without the consent of the **Employer** or designate. These sixteen (16) hours to include travel time.

Article 7.06 – Harassment-Free Work Place

It is the intent of the parties to provide a work environment, which is free of discrimination, harassment and intimidation. No employee will be subjected to any form of a poisoned atmosphere by representatives of the Employer, other employees, or clients of the Employer. Any acts contrary to the above will not be tolerated in the work place and may result in a requirement for education and/or discipline.

Article 7.07 - On-the-Job Injury

- (a) If an employee is injured to such an extent that they are obliged to cease work, their wages will continue for the balance of the day on which the injury occurred.

- (b) The Company shall furnish adequate emergency transportation to and from the nearest suitable doctor or hospital for any employee injured or who has become seriously ill while in the Company's employ.

Article 7.08 - Accident Investigation

All accidents resulting in a fatality or injury requiring medical treatment will be investigated by one representative of the IBEW and one representative of the Employer.

The accident investigation report will be submitted to:

- (a) W.C.B.;
- (b) Employer; and
- (c) IBEW.

Article 7.09 – First Aid Premium

Employees with Level II or Level III First Aid Certification will be paid a premium of three (\$3.00) dollars per hour worked when dispatched as a First Aid Attendant.

ARTICLE 8 – TRAINING

Article 8.01 – WHMIS Training

Once each calendar year where required the Employer will provide a WHMIS course at no cost to the employee. This course will be provided to all employees who have completed their probationary period.

Article 8.02 – Utilities Training

Once each calendar year the Employer will provide a utility safety orientation course (B.C. Hydro – Fires and Wires, B.C. Gas safety video) at no cost to the employee. These courses are not mandatory to employees and there will not be wages paid to attend the courses.

Article 8.03 – Probationary Period Training

It is the responsibility of the Employer to ensure that all probationary employees are trained in all aspects of Traffic Control.

Article 8.04 - Traffic Control Person Renewal Reimbursement

Upon successful completion of the Traffic Control Person's renewal exams, all employees with more than three (3) years of service with the Employer will be reimbursed the cost of their renewal.

Article 8.05 – Level 1 First Aid Certification

Upon the completion of their initial probationary period all employees will be required to successfully complete the Level 1 First Aid certification. The cost of this training will be paid in full by the Company.

Article 8.06 – Education Leave

If required by the employer, for the purposes work, the employer may provide employees with two (2) unpaid educational days per year. This does not include the eight (8) hours of paid education leave provided for the members of the Health & Safety Committee through Worksafe BC.

ARTICLE 9 - BOARD AND LODGING

Article 9.01 – Living Out Allowance

The Company will provide Board and Lodging when an employee cannot reasonably return to his/her place of residence at the conclusion of the working day or shift.

Lodging will be provided by the Company. Board will be provided in the form of a “living out allowance” of **sixty five (\$65.00) dollars** per day.

Employees who elect to provide their own accommodation shall receive the aforementioned allowance each day they are assigned and report at the work location that attracts a room and board requirement.

Article 9.02 – Construction Camps

Construction camps requiring eating, sleeping, ablution, laundry and recreation facilities that are set up for employees shall generally conform to the provisions set out in the Camp Rules and Regulations covering B.C. and Yukon Territory and the Amalgamated Building and Construction Trades' Council and the Amalgamated Construction Association of B.C. as amended from time to time, with the exception that two (2) compatible persons may be assigned to a room.

ARTICLE 10 - HOURS OF WORK

Article 10.01 – Workday/workweek

Eight (8) hours of work shall constitute a workday and forty (40) hours of work shall constitute a workweek. Hours of work may be varied by mutually agreement between the Employer and the Union.

All employees will be on call until 11:00 a.m. Monday to Friday.

Article 10.02 – Additional hours

All time worked in addition to eight (8) hours in a day or forty (40) hours in a week shall be at overtime rates.

ARTICLE 11 - OVERTIME

The rate of pay for overtime shall be at one-hundred and fifty percent (150%) of the regular rate for the first three (3) hours immediately after the regular work shift, **and the first eight (8) hours on Saturday.**

All other overtime hours worked including time worked on Sundays and Statutory Holidays shall be paid at double time.

ARTICLE 12 – CALL OUT

Call-out shall be for a minimum period of four (4) hours or four (4) hours' pay.

ARTICLE 13 – SHIFT WORK AND PREMIUMS

- (a) First (1st) Shift - all hours worked between 4:00 am and 6:00 p.m.**
The first eight (8) hours will be paid at straight time rates Monday to Friday, after that overtime applies as per Article 11.
- (b) Second (2nd) Shift - all hours worked between the hours of 6:00 p.m. and 4:00 am.**
The first eight (8) hours will be paid with a shift premium of two (\$2.00) dollars per hour, overtime rates apply thereafter as per Article 11 in addition to the employee's regular rate of pay. If majority of hours are within the second shift the premium will apply to all hours worked.
- (c) If the majority of hours worked are after 6:00 p.m. this will be considered a second shift and appropriate shift premiums shall be paid for all hours worked.**

ARTICLE 14 – STATUTORY HOLIDAYS AND VACATIONS

14.01 – Annual Vacation pay and Statutory Holiday pay shall be paid to all employees on the following basis:

<u>Up to 24 months</u>	<u>24 - 60 months</u>	<u>Over 60 months</u>
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Annual Vacation Pay:

4%	5%	6%
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Statutory Holiday Pay:

<u>4.8%</u>	<u>4.8%</u>	<u>4.8%</u>
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14.02 Annual Vacation pay and Statutory Holiday Pay shall be added each pay period to the employee's pay cheque.

14.03 In computing the actual earnings for vacation pay, the following items shall be included: actual wages earned (including bonuses and overtime payments) and vacation pay for the preceding year.

14.04 Statutory Holidays will be:

New Year's Day	Good Friday
Easter Monday	Victoria Day
Canada Day	B.C. Day
Labour Day	Thanksgiving Day
Remembrance Day	Christmas Day
Boxing Day	<u>Family Day</u>

14.05 In addition, days in lieu of as designated by the provincial or federal governments, and any additional holiday not related to the above holidays and gazetted by the provincial or federal governments.

ARTICLE 15 - PAYMENT OF WAGES

- (a) Employees shall be paid not later than Friday every two (2) weeks. Employees pay will be paid by direct deposit.
- (b) If the regular payday falls on a Statutory Holiday, employees will be paid on the preceding workday.
- (c) Wages will be paid in accordance with Appendix "A" of this Collective Agreement.

ARTICLE 16 – LUNCH AND REST BREAKS

Article 16.01 – Rest Break

Wherever possible the Company agrees to grant all employees covered by this Agreement, two (2) fifteen (15) minute rest periods each day, one in the morning and one in the afternoon.

Wherever possible employees called upon to work overtime shall be granted a fifteen (15) minute rest period every two (2) hours while overtime lasts.

Article 16.02 - Lunch Break

When an employee works five (5) continuous hours or more he/she shall be given an unpaid one-half (1/2) hour lunch period commencing between the fourth (4th) and fifth (5th) hour of work. When an employee works overtime they will be granted an unpaid one-half (1/2) hour break five (5) hours after their last half (1/2) hour break.

Article 16.03 – Missed Breaks

If an employee agrees to work through lunch breaks because no relief is available due to unforeseen circumstances, the employee shall receive payment in accordance with the BC Employment Standards Act.

ARTICLE 17 - JOB DESCRIPTIONS

Employees listed below shall be fully certified by way of having successfully completed a Traffic Control Course recognized in the Province of British Columbia. Certified employees must maintain their certified status while working as a Traffic Control Person.

Probationary Traffic Control Person: An employee who has successfully completed a recognized Traffic Control Course, and has yet to complete an accumulation of **seven-hundred (700) hours**.

Traffic Control Person: An employee who is fully qualified in all aspects of Traffic control.

Probationary Lane Closure Technician: A lane closure technician who has yet to complete **four hundred and fifty (450) hours**.

Lane Closure Technician: An employee who is fully qualified in all aspects of traffic control and is also responsible for all aspects of lane closures.

Chargehand: An employee responsible for all issues as outlined in Part 18.4 of the *Workers Compensation Regulations*. The rate of pay is paid when there is at least two (2) trucks with

Lane Closure Technicians and one (1) other employee, or three (3) trucks, or one (1) truck and five (5) other employees.

NOTES:

1. Any employee whose wage rate is greater than the respective rates in Article 14 at the date of signing this Agreement shall have their rate protected until a negotiated rate exceeds the protected rate.
2. **The minimum terms of the *Employment Standards Act* shall apply to all matters under Part 4 (Hours of Work and Overtime), Part 5 (Statutory Holidays), Part 6 (Leaves and Jury Duty), Part 7 (Annual Vacation or Vacation Pay), Part 8 (Termination of Employment). In other words, no term in this agreement shall be less than the minimum standards set out in the Act. – *technological changes only*.**
3. **The employer maintains the right to determine who is eligible to operate Company owned vehicles at any time.**

IN WITNESS WHEREOF, the parties have hereunto affixed their hands and seals through their respective Officers on the _____ day of _____, 2015.

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MICHAEL MENZIES
President

DOUG S. McKAY
Business Manager and Financial Secretary



APPENDIX "A"

WAGE SCALES

	<u>Ratification</u>	<u>Dec 31/15</u>	<u>Dec 31/16</u>
Probationary Traffic Control Person	\$15.50	\$15.50	\$15.50
Traffic Control Person	\$18.00	\$18.44	\$18.62
Probationary Lane Closure Tech.	\$19.00	\$19.00	\$19.00
Lane Closure Tech.	\$22.15	\$22.66	\$22.89
Chargehand	\$23.10	\$23.80	\$24.03

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Business Manager and Financial Secretary

Date

Date

APPENDIX "B"

TRAFFIC CONTROL TRAINING COMMITTEE

TRAINING COMMITTEE: Representation from Employer and Union.
Meet quarterly.
Discuss training needs with Employer.
Discuss probationers' progress with Employer.

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APPENDIX "C"

FAIR WAGE POLICY JOBS

Fair Wage Policy jobs will be dispatched as per the terms of the Collective Agreement. The Fair Wage rate of pay includes all premiums and benefits payable to an employee.

However, overtime shall be paid using the base Fair Wage rate in accordance with the premiums set out in Article 11.

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APPENDIX “D”

When a traffic control Company bids on work outside of their normal area of work, they will sign on to the Local 258 IBEW Traffic Control Agreement in effect in the area the work is to be performed in. This will not apply to wages if the wages are inferior to the wages the employees are receiving under their current Collective Agreement.

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APPENDIX "E"

TRAVEL AND/OR OTHER ALLOWANCES

Travel:

Employees required to travel more than two- hundred (200) kilometers in the course of a working day, for their employment, will be **paid an additional one (\$1.00) dollar per hour for all hours worked.**

Sign Delivery:

Employees required to deliver signs to the job site will be paid fifteen dollars (\$15.00) per day for each day they deliver signs.

Radios:

Employees who are responsible for radios will be paid ten dollars (\$10.00) per day for each day they are required to care for the radios.

Toll Bridges:

The employer will pay costs of tolls on toll bridges for Lane Closure Technicians, in company vehicles, who are required to cross the toll bridge for work purposes.

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APPENDIX "F"

TRAVEL TIME

Lane Closure Technicians: Lane Closure Technicians will receive on-half (1/2) hour pay to pick up trucks at the yard or designate location, and one-half (1/2) hour pay when they return the truck to the designated location. This does not apply to Technicians who keep the vehicle in their possession, at their homes, in a secured location.

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APPENDIX "G"

HEALTH AND WELFARE

- (a) All employees who have completed one thousand (1000) hours of service with the Employer will be enrolled in the benefit plan. Employees will start coverage on the first (1st) of the month following one thousand (1000) hours.
- (b) **All benefit premiums will be paid on a 75/25 cost share basis, with the employer paying 75 %.**
- (c)
 - i Life Insurance of \$50,000.00.
 - ii Dental: Eighty percent (80%) of basic dental. Fifty percent (50%) of major dental. Combined \$1,500.00 maximum per person per year.
 - iii Extended Health at eight percent (80%) coverage with Drug Card. Add acupuncture treatment to extended health.
 - iv Vision Care: \$250.00 every twenty-four (24) months.
- (d) **Medical Services Plan: One hundred percent (100%) employer paid after twelve (12) months of employment.**
- (e) **Employees must maintain five (5) full days of availability, Monday to Friday, in order to maintain eligibility in the company benefit plan.**

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APPENDIX "H"

SPECIAL EVENTS, OVERTIME ALLOWANCE

For Special Events which may include marathon, races, parades or charitable events, the following overtime provisions will apply.

The first ten (10) hours on a Saturday will be paid at time and one quarter (1 ¼) the regular rate of pay. The three (3) hours immediately following the above noted hours will be paid at time and one half (1 ½) the regular rate of pay. All other overtime hours on this Saturday will be paid at double time (2x) the regular rate of pay.

The first ten (10) hours worked on Sunday will be paid at time and one half (1 ½) the regular rate of pay. All other overtime hours on this Sunday will be paid at double time (2x) the regular rate of pay.

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APPENDIX "T"

C.O.L.A. CLAUSE

In the event that the parties are unable to negotiate a new collective agreement by January 1, 2017, all wages herein will be increased, on an interim basis, by the current Canadian CPI.

No negative Canadian CPI rate will apply.

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APPENDIX "J"

FOUR DAY 10 HOUR SHIFT

When the regularly scheduled shifts for a contractor/customer are based on four (4) ten (10) hour shifts, it is agreed that employees will:

(a) be informed that the shift is an exception to shifts otherwise noted in the collective agreement and they retain the right to decline the work and remain on call for the next available shift according to seniority;

(b) be advised that the work is ten (10) hours at straight time, four days on and three days off unless overtime is required;

(c) be paid:

1. Two (2) hours pay if called out and no work is performed.

2. Four (4) hours pay, minimum, once work has commenced.

3. Beyond ten (10) hours per day, to the 12th hour worked overtime shall be paid at time and one half (1.5x). Beyond the 12th hour overtime shall be paid at double time (2x).

4. All hours worked after the four (4) day compressed work week will be paid as follows:

i. Day five (5) and six (6) will be paid at time and one half (1.5) up to ten (10) hours, double time thereafter; and

ii. Work performed on Day seven (7) or a Statutory Holiday will be paid at double time (2x).

The Union will consider enablement requests on a per project basis, if necessary, to obtain work it may not otherwise have been able to secure.

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