

THIS AGREEMENT DATED FOR REFERENCE THE FIRST DAY OF MAY, 1984.

SOURCE	Comp.		
EFF.	84	05	01
TERM.	86	04	30
No. OF EMPLOYEES	4,500		
NOM-RE	fw		

BY AND BETWEEN:

CONSTRUCTION LABOUR RELATIONS ASSOCIATION OF BRITISH COLUMBIA

ON BEHALF OF ITS MEMBERS SET FORTH IN THE ATTACHED SCHEDULE "C" AND THOSE MEMBERS ADDED FROM TIME TO TIME BY MUTUAL AGREEMENT OF THE PARTIES.
(Hereinafter referred to as the "Employer")

AND:

CONSTRUCTION AND GENERAL WORKERS UNION LOCAL NO. 602,
5 East 8th Ave., Vancouver, B.C.
CONSTRUCTION AND GENERAL LABOURERS' UNION, LOCAL NO. 1070,
33-8th Ave., New Westminster, B.C.
CONSTRUCTION AND GENERAL LABOURERS' UNION, LOCAL NO. 1093,
2750 Quadra St., Victoria, B.C.
TUNNEL AND ROCK WORKERS' UNION, LOCAL NO. 168,
1 West 7th Avenue, Vancouver, B.C.
(Hereinafter referred to as the "Union")

CLAUSE 1 — OBJECTS

1:01 The objects of this Agreement are to: stabilize the Construction Industry; provide fair and reasonable working conditions and job security for Employees in the Industry; promote harmonious employment relationship between Employers and Employees; provide mutually agreed methods of resolving disputes and grievances arising out of the terms and conditions of this Agreement; prevent strikes and lock-outs; enable the skills of both Employers and Employees to operate to the end that waste and avoidable and unnecessary expense and delays are prevented; promote good public relations.

CLAUSE 2 — DURATION

2:01 ~~This Agreement shall be in full force and effect from and including May 1, 1984 to and including April 30, 1986, and shall continue in full force and effect from year to year thereafter, subject to the right of either party to this Agreement within four (4) months and not less than two (2) months immediately preceding the date of April 30, 1986 or immediately preceding the last of April in any year thereafter by written notice to the other Party, require the other Party to commence collective bargaining with a view to the conclusion of a renewal or revision of the Collective Agreement, or a new Collective Agreement.~~

2:02 Should either Party give written notice to the other Party pursuant hereto, this Agreement shall thereafter continue in full force and effect until the Union shall give notice of strike, or the Company shall give notice of lock-out or the Parties shall conclude a renewal or revision of the Agreement, or a new Collective Agreement.

2:03 The operation of Section 66 (2) of the Labour Code of British Columbia Act is hereby excluded.

CLAUSE 3 — EXTENT

Application

3:01 This Agreement shall apply to all Employees of the Employer engaged in the Classifications listed in Schedule "A" and Schedule "B" attached hereto, on all construction work and all work coming under the jurisdiction of the Labourers' International Union of North America, in the Province of British Columbia and shall be binding on the Employer and the Union and their respective successors or assigns.

3:02 It is understood that any Employer signatory to this Agreement shall when doing work covered by the Mainline Pipeline Agreement, the Masonry Contractors Agreement, the B.C. Road Builders Association Agreement, the Plastering Contractors Agreement, or any other Association Agreement do such work in accordance with the terms and conditions of the applicable agreement.

Sub-Contractors

3:03 The terms of this Agreement shall apply to all Sub-Contractors or sub-contracts let by the Employer. The Employer agrees to engage only those Sub-Contractors having an Agreement with the signatory Union, prior to commencing work.

3:04 The Employer signatory to this Agreement shall be responsible for enforcing the wages and conditions of the Agreement on the Sub-Contractor.

Owner-Operators

3:05 Where an Owner-Operator performs work for which he has been hired, or which he has sub-contracted, he shall, prior to commencing such work, be, or become a member of, and obtain a clearance from the Union within whose jurisdiction the work is to be performed. He shall abide by all the provisions of this Agreement, and shall, when he works beyond five (5) working days, be accorded all the rights, benefits and privileges of this Agreement.

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3:06 When he works beyond five (5) working days, he shall thereafter become an Employee and be paid wages in accordance with the hours of work and wage rates of this Agreement. (Such payment shall NOT include time spent in the repair, servicing or maintaining of his own equipment.)

3:07 Payment of wages shall be made separate to any other payments to which, for any reason, he is or may become entitled.

3:08 When the Employer rents equipment, the operators of such rented equipment shall be members of the Union.

3:09 It is agreed that the intent of this Clause is to ensure the observance of its provisions for ALL persons performing work covered by this Agreement.

3:10 It is further agreed that this Agreement shall prohibit the making or carrying out of any plan, scheme or device which would have the effect of circumventing or defeating any or all of the provisions of this Agreement, or depriving any Employee of employment.

CLAUSE 4 — WAGES 50A-1

Hourly Wage Rates

4:01 The Employer shall pay wages to every Employee covered by this Agreement at the rates set forth in Schedule "A" and Schedule "B" hereunto annexed in respect of the various classifications therein contained, Schedule "A" and Schedule "B" shall be deemed to be contained in, and form a part of this Agreement.

Welfare

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4:02 The Employer shall make contributions to the Labourers Medical and Benefit Plan of B. C. at the rate of ~~seventy-five cents (\$0.75)~~ and effective May 1, 1985 at the rate of ninety cents (\$0.90) for each hour for which wages are earned hereunder. Such contributions shall be paid prior to the fifteenth (15th) day of the month following the month in which such hours were accumulated, and shall be accompanied by a "Remittance Report" in a form prescribed and supplied by the Board of Trustees. Each monthly report and contribution shall include all obligations arising from hours up to the close of the Employers payroll ending closest to the last day of the preceding Calendar month. Such contributions shall be made by cheque payable to the Labourers' Medical and Benefit Plan of B.C. at par.

Vacation and Statutory Holiday Pay

4:03 Vacation and Statutory Holiday pay shall be combined and be accrued at the rate of ~~twelve percent (12%)~~ of gross earnings. 55E-1

4:04 Method of payment of above.

The Annual Holiday payment for purposes of calculation shall be six percent (6%) of gross earnings and shall be paid to the Employee at least once every month. It shall also be paid to an Employee who has not completed five (5) days of actual work during a calendar year.

4:05 The Statutory Holiday payment for purposes of calculation shall be six percent (6%) of gross earnings

and shall be paid to an Employee at least once every month. It shall also be paid to an Employee who has not completed five (5) days of actual work during a calendar year.

4:06 The recognized holidays are

New Year's Day	3rd Monday in February (Heritage Day)
Good Friday	Easter Monday
Empire Day	Dominion Day
Friday before B.C. Day	B.C. Day (1st Monday in August)
Friday before 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. No work will be performed on Labour Day. All work performed on Statutory Holidays shall be paid for at double time rates.

4:07 When a Statutory Holiday falls on a Saturday or Sunday the following Monday will be observed. When Christmas and Boxing Day fall on Saturday and Sunday, the following Monday and Tuesday will be observed.

Payment of Wages

4:08 The Employer shall at least every second Friday, pay to each Employee covered by this Agreement. all wages earned by the Employee to a day not more than five (5) working days prior to the date of payment. provided that if a Statutory Holiday falls on the regular pay day, payment will be made the preceding day.

4:09 On projects where two (2) or more shifts are required, the second and third shift shall be paid every second Thursday.

4:10 Payment of wages will be made during working hours. Where a payroll is not met within the prescribed time, unless proper reasons for the delay are forthcoming, it shall not be considered a violation of this Agreement for the Employees to cease work until payment of wages or other arrangements are made.

4:11 In the event that an Employee covered by this Agreement ceases for any reason to be an Employee of the Employer, the Employer shall pay such Employee not later than the next day after he ceases to be an Employee of the Employer, all wages, salary and holiday pay earned by such Employee. If a Pay Office is not established at the project concerned, then arrangements shall be made with the Employee. These arrangements shall include suitable financial arrangements to enable him to reach his point of hire, and in the event that such arrangements include an advance of cash, this shall be deducted from his final pay cheque which shall be mailed to him not later than the following working day, to an address designated by the Employee.

4:12 Where an Employee is not paid as provided above, such Employee shall be deemed to be still on the payroll of the Employer, and shall receive his usual wages and conditions until there is compliance with the conditions.

4:13 The Employer will provide a separate or detachable itemized statement with each pay, clearly showing

the' number of hours at straight time rates and at overtime rates, for each classification worked and the total deductions from the amount earned.

4:1 Exchange charges within **B. C.** will be added to the cheque, or otherwise provided for by the Employer.

4:15 Bonding Payroll Failures and Out of Province Firms

1. Before members are dispatched to any Employer who has not been signatory to a Labourer's Standard Agreement for a minimum of two years, such Employer may be required to deposit a bond suitable to the Union, up to twenty-five thousand dollars (\$25,000.00) for use in default of payment of Wages, Welfare contributions, Vacation Pay, General Holiday Pay, or any other contributions or payments provided by this agreement. When no longer required such bond shall, by mutual consent of the Union and the Employer concerned, be terminated.

2. Where there have been instances of payroll failures by the Employer, or Principals or Directors, to meet payroll requirements, the Union shall have the right to:

(a) inspect the Employers' payroll; and/or

(b) require the posting of a suitable bond up to a maximum of twenty-five thousand (\$25,000.00) dollars. and or

(c) require that payment of wages and other payroll requirements be by Cash or Certified Cheque.

3. Out-of-Province firms must establish a Local Pay Office.

New Classifications

4:16 As and when types of equipment or work methods are introduced which are not included in the list of classifications contained in the attached Schedules, the Employer's authorized representative shall promptly negotiate with the Union a wage rate for such equipment or work method.

4:17 Every effort will be made to ~~co~~ clude negotiations within fifteen (15) days, but in any event, the rate established shall be retroactive to the day notice, in writing, is given by either party to commence negotiations.

4:18 In the event of disagreement, the question of a rate to be paid shall be referred to Arbitration per the provisions of Clause 15.

Higher Wage Rates

4:19 Where an Employee works in a higher wage classification, he shall be paid the higher rate for the entire shift.

Lesser Rate of Pay

4:20 At no time will an Employee be required to work in a lesser wage classification than that for which he was dispatched, unless the Employee agrees to the lesser wage classification in writing, which will require the Employee's signature.

Payment of Wages and Employer Contributions

4:21 Timely payment of wages and contributions to the Trust Funds, provided for in this Agreement, is essential for the protection of the Beneficiaries. Delinquency or failure to pay wages and/or remit contributions to the Trust Funds shall be dealt with as follows:

1. The Union will advise the Employer in writing of any delinquency.

2. A meeting shall be arranged between the Employer and the Union. This meeting shall be held within forty-eight (48) hours of receipt of the Union's written notification of delinquency exclusive of Saturday, Sunday and Holidays.

3. Should the matter not be resolved at the above mentioned meeting, or if the Employer fails to respond to the Union's notification, then the Union may demand payment of wages and contributions at the end of each day or at the end of each week or may require a ten percent (10%) penalty of the amount of late payment and/or withdraw its members from the Employer, without contravening the terms of this Agreement

CLAUSE 5 — HOURS OF LABOUR, SHIFTS AND CALL-OUT TIME

Regular Hours **34-3730**

5:01 Seven and one-half (7 1/2) hours shall constitute a day's work between the hours of 8:00 A.M. and 4:30 P.M.; five (5) days shall constitute a week's work: i.e. Monday 8:00 A.M. to Friday, 4:30 P.M.

8:00 A.M. to 12:00 Noon	4 hours
12:00 Noon to 12:30 P.M.	Noon Lunch 0 hours
12:30 P.M. to 4:00 P.M.	3 1/2 hours
Total Hours Paid	7 1/2 hours

This may be extended up to one hour by arrangement between the Parties.

5:02 The start of the work week shall be Monday, 8:00 A.M., except as provided below:-

When additional shifts are required and continued for three (3) consecutive days or more, the hours of work shall be as outlined in 5:06 and 5:07 of this Clause.

5:03 Shift differential on straight time days shall be paid at straight time, and on overtime days, at double time.

All hours worked in excess of seven (7) hours on additional shifts, shall be paid at double time. ✓

5:04 When additional shifts are worked for less than three (3) consecutive days, such work shall be paid at double time.

5:05 When the Employer wishes to operate a project, or any part or parts thereof, on a three-shift basis, and provided the shifts are continued for three or more consecutive days, then the starting time of the work week shall be 12:01 A.M. Monday, (in which case the work week will end at 12:00 midnight Friday). Any subsequent changes in the start of the work week shall be made only after agreement with the Signatory Local Union.

5:06 Two Shift Operation

First Shift

8:00 a.m. to 12:00 Noon	4 hours
12:00 Noon to 12:30 Noon	Lunch 0 hours
12:30 Noon to 4:00 p.m.	3-1/2 hours
Total Hours Paid	7 1/2 hours

Second Shift

4:30 p.m. to 8:00 p.m.	3 1/2 hours
8:00 p.m. to 8:30 p.m.	Lunch 0 hours
8:30 p.m. to 12:00 p.m.	3 1/2 hours
	7 hours
Shift Differential	1 hour
Total Hours Paid	8 hours

These shifts may operate back to back, i.e. one follow the other.

5:07 Three Shift Operation

Graveyard Shift

12:00 Midnight to 3:30 a.m.	3 1/2 hours
3:30 a.m. to 4:00 a.m.	Lunch 0 hours
4:00 a.m. to 7:30 a.m.	3 1/2 hours
	7 hours
Shift Differential	2 hours
Total Hours Paid	9 hours

Day Shift

8:00 a.m. to 12:00 Noon	4 hours
12:00 Noon to 12:30 Noon	Lunch 0 hours
12:30 Noon to 4:00 p.m.	3 1/2 hours
Total Hours Paid	7 1/2 hours

Afternoon Shift

4:30 p.m. to 8:00 p.m.	3 1/2 hours
8:00 p.m. to 8:30 p.m.	Lunch 0 hours
8:30 p.m. to 12:00 Midnight	3 1/2 hours
	7 hours
Shift Differential	1 hour
Total Hours Paid	8 hours

*These shifts may operate back to back, i.e. one follow the other with the one (1) hour period falling at the same time daily.

5:08 Where two (2) or more shifts are required they shall be rotated every two (2) weeks where practical; i.e. It is not intended that rotation will apply where there is no counterpart or cross shift:

On the three (3) shift operation the shifts shall be rotated in the following manner:

Graveyard Shift to Afternoon Shift

Afternoon Shift to Day Shift

Day Shift to Graveyard Shift

5:09 All work done outside of the hours mentioned in 5:01, 5:02 5:06 and 5:07 above shall be considered overtime, EXCEPT:

1. When working hours are changed to obey Fire Prevention Regulations made under the "Forest Act";

2. Special Jobs

On jobs in occupied buildings where work must be done after regular working hours, such work shall commence as soon as possible after 4:00 . Members may work on condition that either:

(i) 7 1/2 hours pay shall be allowed for 6 1/2 hours work for shifts commencing on Monday through Friday on a five day week basis, or

(ii) 9 1/2 hours pay shall be allowed for 8 hours work for shifts Commencing on Monday through Thursday on a four day week basis because of late Friday closing.

3. When it is agreed between the Employer and the Local Union to vary the starting times, then a majority of the Employees on the job shall decide the issue. A ballot vote shall be taken on the job under the supervision of a person designated by the Union. In this case the hours shall be paid in accordance with the regular hours of work.

5:10 Where for the purpose of utilizing daylight hours. it is agreed between the Employer and the Local Union to vary the starting time from 8:00 a.m. each shift shall consist of seven (7) hours work, for which eight (8) hours shall be paid. Employees shall decide on such variations per the provision of paragraph three (3).

5:11 Call Out Time

Where an Employee is called out for work. and no work is performed, he shall be paid four (4) hours except in the case of inclement weather, then he shall be paid only two (2) hours.

1. On regular shifts at straight time;

2. On Saturdays, Sundays and Statutory Holidays at double time;

3. Where a man is called out for work at any time, and work is performed, he shall be paid a minimum of:

(a) On regular shifts, four (4) hours at straight time;

(b) On overtime days, four (4) hours at double time;

(c) After the regular shift, Employees called to work shall receive a minimum of four (4) hours pay at double time.

Provided however that the Workman has reported to the job site in person, in a competent condition to carry out his duties, and providing adequate notice has not been given not to report for work. Adequate notice shall be construed as follows: where there is no Camp. two (2) hours notice prior to starting time shall be given by telephone or prearranged radio broadcast: where Camps are maintained one (1) hour's notice prior to starting time shall be given.

5:12 Each Employee shall provide the Employer with his telephone number where he may be reached. and the Employer shall fulfill the obligations of the above paragraph by contacting that telephone number.

5:13 The Employer shall pay to every Employee

covered by this Agreement, who works in excess of four (4) hours, and less than seven and one-half (7 1/2) hours in any one shift, at least seven and one-half (7 1/2) hours wages for each such shift, provided the Employee available for work except where in case of inclement weather, the work is suspended by the Owner's Engineer, then only actual hours worked shall be paid for.

5:14 If the Employee works more than four (4) hours on Saturday, Sunday, or Statutory Holidays, he shall receive a minimum of seven and one-half (7 1/2) hours pay at double time.

5:15 When a man reports at the request of his Employer, and performs work at overtime rates prior to his regular starting time, such time will be considered as overtime only, and not considered in calculating his daily minimums under this Clause.

CLAUSE 6 — OVERTIME

6:01 All hours worked outside the regular hours, or the accepted variations therefrom, and outside the established shift hours, shall be considered overtime until a break of eight (8) hours occurs, and shall be paid for at double time rates. 37A-E=0

6:02 Overtime shall be computed daily in units of not less than Fifteen (15) minutes. For purposes of calculation any portion of Fifteen (15) minutes shall be considered as Fifteen (15) minutes.

Provision of Meals on Overtime

6:03 When Employees are required to work extended daily hours in excess of ten (10) hours, the Employer shall be required to provide a meal at no cost to the Employees, for those involved. The time required for the consumption of the meal shall be considered as time worked, and shall not be less than one-half (1/2) hour, and this break shall occur not more than six (6) hours after commencement of the last meal time.

Should an Employee be requested to continue work, then an additional hot meal shall be supplied every four (4) hours, under the same conditions as above. 39A, B-999

6:04 Where an Employee is required to work through the regular established lunch period, such Employee shall be paid the applicable overtime rate and shall be given time of one-half (1/2) hour to consume his lunch before or after the regular lunch period. Such time shall be paid for as part of the regular shift.

6:05 It is agreed that where the Employer is providing room and board no Employee shall be deprived of a hot meal by reason of working overtime.

CLAUSE 7 — TRANSPORTATION

7:01 Hiring and Termination

When upon commencing employment on a job, men are required to travel to the job, they shall receive from the Employer the cost of transportation from the transportation terminal nearest to the Employee's Domicile, including meals, travelling time and a sleeper if night travel is necessary.

NOTE:

7:02 Employees hired for out of town projects, from the Vancouver - New Westminster Metropolitan Area as defined in Clause 7:19 shall be paid fares on public transport from their home to the bus or rail terminal for departure which shall be: for air transport the Airline Limousine Depot in Vancouver; for rail transport the depot concerned; for ferry and bus transport the Vancouver Bus Depot: travel time will commence one-half (1/2) hour prior to scheduled departure from the Depot concerned.

7:03 If an Employee voluntarily quits when having been on the job less than fifteen (15) calendar days, the cost of transportation to the job shall be deducted by the Employer.

7:04 If an Employee is terminated (not for cause), takes sick, is injured or leaves the job for authentic compassionate grounds, cost of return transportation, meals and a sleeper if night travel is necessary and travel time shall be paid by the Employer.

7:05 If an Employee quits or is discharged when having been on the job thirty (30) calendar days, return transportation, meals, travelling time and a sleeper if night travel is necessary shall be paid by the Employer. Travel time shall be paid in accordance with Clause 7:06.

7:06 Subject to the same conditions as govern transportation, when the time required to travel to the job, check in and receive accommodation is four (4) hours or less the Employee will receive four (4) hours pay at straight time. When the time required to travel to the job, check in and receive accommodation exceeds four (4) hours, seven and one-half (7 1/2) hours pay at straight time will be paid out of every twenty-four (24) hours travelled.

When on return transportation to the Employee's place of domicile the time spent travelling is four (4) hours or less the Employee will receive four (4) hours travelling time at straight time. When the time spent travelling exceeds four (4) hours, seven and one-half (7 1/2) hours at straight time will be paid out of every twenty-four (24) hours travelled.

7:07 If the Employer fails to provide work and requires an Employee to stand by for more than two (2) consecutive shifts, the Employee, at his option, shall be deemed to have been laid off, and the cost of return transportation, meals and a sleeper if night travel is necessary and travel time, shall be paid by the Employer.

7:08 Call out time without work does not constitute work provided.

7:09 Men dispatched to jobs before jobs are ready, will be paid waiting time at the regular rate until the job starts, or have their transportation paid return.

Cities, Towns or Villages

7:10 For the purposes of this Clause only, a local resident is defined as an Employee who has resided at an address in the said City, Town or Village for a period

of sixty days immediately prior to the commencement of the project.

7:11 On all jobs situated within five (5) road miles (8 kilometers) of the centre of the City, Town or Village in which the Employee is a local resident, the Employee will travel daily to and from such jobs at no cost to the Employer.

7:12 On jobs situated beyond five (5) road miles (8 kilometers) from such centres in which the Employee is a local resident, the Employee will receive sixty cents (\$0.60) per mile (\$0.375/km) each way up to a distance of twenty (20) miles (32.2 km) (or a total of twenty-five (25) road miles (40.2 km) from such centre). All additional mileage to jobs beyond twenty-five (25) road miles (40.2 km) from such centre will be paid at the rate of seventy cents (\$0.70) per mile (\$0.44/km) each way for such additional mileage to reimburse the Employee for daily travel allowance and daily travel time.

7:13 As an alternative to the foregoing, the Employer may provide transportation in approved passenger carrying vehicles which conform to Public Transit Standards with full insurance coverage and operated in compliance with Workers' Compensation Board regulations, it being understood that in such an event a marshalling point or points will be established at a place or places agreed to by the Union (prior to commencement of the project) within the five (5) mile distance called for above, and that the time spent in travelling to and from such marshalling point or points to the job site will be done during regular hours, and while the Employee is on the payroll.

7:14 Where a variety of travel distances exist for members to a particular job, a pre-job conference between the Employer and the Local Union concerned may be held to arrive at a mutually agreed amount which shall be paid to such members on the job.

7:15 Camps

Where Camps are maintained, it is understood and agreed that the period from the time of departure from the marshalling point in the Camp Area until the time of return to that point on conclusion of work, excluding the lunch period where applicable, shall be paid at the prevailing rate, i.e., inside normal hours at straight time, outside normal hours at double time.

7:16 The matter of provision on transport shall be at the Employer's discretion.

7:17 As an alternative to the foregoing, where Camp accommodation is a Motel, Hotel, or similar, a daily allowance to cover transportation, and travel time, may be mutually agreed upon by the parties signatory to this Agreement.

Both parties mutually agree that when camp accommodation is motel/hotel or similar, then the following shall apply:

(a) Where the majority of the employees are accommodated as noted above have travel time and transportation arrangements lesser than those contained in the Labourers Agreement, then the lesser conditions shall apply.

(b) The definition of transportation and travel time shall be defined in writing by the Labourers' Joint Conference Board.

7:18 Vehicles used to transport Workmen, shall be approved passenger vehicles conforming to Public Transit Standards, and operated in compliance with Worker's Compensation Board regulations.

7:19 Vancouver - New Westminster Metropolitan Area

Within the Vancouver - New Westminster Metropolitan Area, extending to the exterior boundaries of West Vancouver, North Vancouver, University Area, Richmond, Delta, Surrey, White Rock, Port Coquitlam, Coquitlam and continuing in a direct line from the northern boundary of Coquitlam west to Indian Arm, the Employer will pay an amount of seventy-five cents (\$0.75) per hour for each hour worked to cover all transportation costs, including tolls, to each Employee employed, regardless of his place of residence. This amount shall be added to the Wages, and shall be paid to all Employees employed in the Vancouver - New Westminster Metropolitan Area.

7:20 Victoria Metropolitan Area

Within the Victoria Metropolitan Area, the area South and East of a line drawn from the mouth of Muir Creek to the height of land on the Malahat, including the Saanich Peninsula, the Employer will pay an amount of seventy-five cents (\$0.75) per hour for each hour worked to cover all transportation costs, including tolls, to each Employee regardless of his place of residence. This amount shall be paid to all Employees in the Victoria Metropolitan area.

This amount shall be added to the wages, and shall be paid to all Employees employed in the Victoria Metropolitan Area.

7:21 Nanaimo Metropolitan Area

The precise area is as drawn on the maps signed by Construction Labour Relations Association and the Construction and General Labourers Union. Copies may be viewed at either the C.L.R.A.'s or the Union's offices. Without expanding, limiting, or changing in any way the above, the area in general is from Vancouver Island's east coast inland to include the built-up area, which at its greatest is eleven (11) kilometers, and between the Qualicum River on the north and the northern boundary of Chemainus on the south. Ladysmith, Nanaimo, Parksville, and Qualicum are included. A legal definition of the area shall be prepared and circulated.

The Employer will pay an amount of seventy-five cents (\$0.75) per hour for each hour worked to cover all transportation costs, including tolls, to each Employee regardless of his place of residence within the area.

This amount shall be added to the wages, and shall be paid to all Employees employed in the Nanaimo Metropolitan area.

7:22 Periodic Leave

On out-of-town projects, of over fifty (50) calendar days duration, the Employer shall provide leave

every forty (40) calendar days. When leave is desired in accordance with the above terms, the Employer shall provide first-class transportation and expenses to the point of departure and back to the job.

The extent of the leave 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 leave shall also be decided by mutual agreement. In no event will an Employee receive leave unless he actually returns to his place of departure. Living-out allowances shall not be paid during leave periods. (See attached Letter of interpretation).

CLAUSE 8 — B.C. CONSTRUCTION INDUSTRY HEALTH AND SAFETY FUND

8:01 It is agreed that the Construction Industry Health and Safety Programme as agreed between the Bargaining Council of B.C. Building Trade Unions and Construction Labour Relations Association of B.C. shall be appended hereto and shall form a part hereof.

8:02 The Programme shall be funded through a two cent (\$0.02) per hour contribution to the B.C. Construction Industry Health and Safety Fund commencing September 1, 1982.

8:03 It is agreed that the Employer of this specific Collective Agreement will accept the Trustees as appointed by C.L.R.A. as being the Trustees on his behalf.

CLAUSE 9 — CONSTRUCTION AND GENERAL LABOURERS TRUST FUNDS

9:01 Labourers Training Fund

The Employer shall make contributions at the rate of eight and one-half cents (\$0.085) per hour for each hour of work performed by each Employee covered by this Agreement to the Construction and General Labourers Training Trust Fund, and payable by the fifteenth (15th) day of the month following that to which they refer.

9:02 The Construction and General Labourers Training Trust Fund shall be used to provide Workmen with the opportunity to acquire and improve their skills in accordance with the Plan contained in the Trust Agreement.

9:03 The Construction and General Labourers Training Trust Fund shall be administered by the Joint Board of Trustees established under the Construction and General Labourers Training Trust Fund.

9:04 labourers Advancement Fund

The Employer shall make contributions at the rate of three cents (\$0.03) for each hour for which wages are payable to the Labourers Medical and Benefit Plan of B.C. This amount shall be remitted to the British Columbia Labourers Advancement Fund in accordance with Clause 20:01. Effective May 1, 1985, this amount shall be increased to eight cents (\$0.08) per hour.

9.05 B.C.Y.T. FUND

The Employer shall make contributions at the rate of two cents (\$0.02) per hour and effective May 1,

1985, four cents (\$0.04) per hour for each hour of work performed by each Employee covered by this Agreement to the British Columbia and Yukon Territory Building and Construction Trades Council Fund in accordance with Clause 20:01.

CLAUSE 10 — WORKING CONDITIONS

10:01 Lunch periods shall be at mid-shift.

10:02 Two breaks of ten (10) minutes each shall be taken in a work shift. Time of the first work break shall be at one-quarter (1/4) of the scheduled shift or as near that period as possible; the second work break shall be at three-quarters (3/4) of the scheduled shift or as near that period as possible.

10:03 Protective clothing essential to the protection of an Employee and his regular work clothes from unusual circumstances such as caustic chemicals, oil spills, etc. (i.e. Slickers, Gloves, Hip Boots, Coveralls, etc.) shall be supplied by the Employer at no cost to the Employee. However, should the foregoing items not be returned to the Employer, the cost of these items shall be deducted from any monies owing to the Employee.

10:04 Drillers, Powdermen and their Helpers will be issued with Slickers, Rubber Boots and Rubber Gloves. If the Slickers, Rubber Boots and Rubber Gloves are not returned, the cost shall be deducted from any monies owing to the Employee.

If replacement of Slickers, Rubber Boots or Rubber Gloves is required due to excessive wear or accident on the job, the Employer will supply a replacement to the Employee at no cost.

10:05 Chemical or Flush Toilets shall be provided from the commencement of work on all jobs. Where the Sewer or Chemical Toilets are not available, sanitary facilities shall be provided as called for in local Sanitary Regulations. Toilet Houses shall be painted, at least on the inside, and cleaned out daily. Toilet Paper will be provided.

10:06 Where there is no running tap water available, drinking water in approved sanitary containers shall be provided. Paper Cups will be supplied. Salt Tablets shall be supplied.

10:07 The Employer will provide the Employee a termination slip on termination, which shall state the reason for the Employee's termination, and whether or not he is eligible for rehire.

10:08 Adequate time will be allowed prior to quitting time for picking up tools.

10:09 A lock up shall be provided for Labourers, for drying clothes and dressing room as well as a lunch room. The lock up shall have tables and benches with provision for drying clothes and shall be of an adequate size to allow a minimum of twelve (12) square feet per Employee. Such lock up shall have windows and venting with adequate lighting and provision for continuous heat twenty-four (24) hours a day. The Employer shall be responsible for having the lock up cleaned out daily and kept clear of building material and other construction paraphernalia. The Employer shall also provide handcleaner and paper towels.

10:10 The Employer shall pay the cost of obtaining Operators Licenses other than those required under the Motor Vehicles Act for Employees covered by this Agreement.

10:11 No Employee will be permitted to use his own Motor Vehicle in a manner which is unfair to other members or against the best interests of the Union.

10:12 ~~One hours notice of termination with pay will be given by the Employer. The Employee shall use this time to gather his personal belongings and tools together and attend to all matters dealing with his termination. (See attached Letter of Interpretation.)~~

10:13 Safety Hats (complete with suspension) will be issued to the Employee, however, if the Hard Hat is not returned the cost of the hat shall be deducted from any monies owing to the Employee.

10:14 The Employer shall allow time off work without pay for any man who is serving on a Union Committee, or for purpose of serving as a Union Delegate to any Conference or function provided that this can be done without cost to the Employer.

Any Employee who acts within the scope of the above paragraph shall not lose his job, or be discriminated against for so acting.

10:15 The starting time of the Employees shall be from the designated Lock Up at ground level or one level either up or down from ground level.

10:16 Employees requiring off-site medical attention which necessitates no return to work on that day, or where a qualified Industrial First Aid Attendant recommends rest until the next day, then the injured Employee shall be paid for the full shift.

10:17 In case of fire or burglary the Employer shall protect the value of an Employee's work clothes to a total of three hundred dollars (\$300.00) providing an inventory of clothing is filed with the Employer. The Employer shall supply the required forms and secure the inventory from each Employee. The Employee shall receive a signed copy of the inventory from the Employer. Coverage will commence at the date of the filing of the inventory with the Employer.

10:18 It is agreed a Telephone(s) shall be made available to all members at all times for incoming or outgoing emergency purposes and that incoming messages shall be relayed immediately.

CLAUSE 11 — UNION SHOP

11:01 Dispatch Offices

The Local Union shall maintain a Dispatch Office or Offices from which the Employer shall hire all Employees. ~~from which the~~

11:02 Hiring

When Employees, including Foreman are required, only Union members having confirmation of dispatch from the Local Union shall be hired. Confirmation of dispatch to the member shall require either a Clearance Slip, Telegram or Telex message from the Local Union.

The Employer shall be allowed to rehire by name request former Employees who have worked for the Employer within the previous twelve (12) months. Provided, however, the Union is first notified of the Employer's intention to name request the former Employee and provided the former Employee is registered with the dispatch office of the local union as being available for employment. A member quitting the Employer except for legitimate reasons will not be eligible for rehire on the same project under the name request provision.

11:03 The Local Union shall be given at least forty-eight (48) hours notice between Monday, 8:00 a.m. and Friday, 5:00 p.m. to complete the dispatch.

11:04 When Employees are hired as provided above, they shall be considered an Employee of the Employer and shall be entitled to all Employee Benefits.

However, with specific reference to the Workers' Compensation Board provisions and in the event of an accident and a claim by the Employee or the said Employee is denied by the Workers' Compensation Board, there shall be no legal obligation upon the Employer to acknowledge or accept the claim as denied by the W.C.B.

11:05 When Union members are not available in B.C., then the Employer may obtain Employees elsewhere, it being understood that Employees so hired shall meet Local Union and Tradesmen's Qualifications.

11:06 Employees hired under this part shall have fourteen (14) days in which to make application for membership in the Local Union, or be replaced by a Union member when available.

11:07 When an Employee suffers a compensable injury, he shall be entitled to re-employment with the same contractor when he receives a clearance to return to work from his Doctor or the Workers' Compensation Board, provided the project is still in operation and there is work in his classification, or where a new project commences.

11:08 Should an Employee at any time cease to be a member in good standing of the Local Union under whose jurisdiction he is employed, the Employer shall, upon notification from the said Local Union, discharge him forthwith.

11:09 Each Local Union shall have the exclusive right to determine who is a member in good standing.

11:10 The Local Union reserves the right to render assistance to other Labour organizations. Refusal on the part of the Union Members to work with Non-Union Workmen shall not be deemed to be a breach of this Agreement.

11:11 The Union reserves the right to refuse to work with Workmen who are not members of the signatory Local Union and who are performing work coming under the jurisdiction of the Labourers' International Union of North America.

11:12 Subject to reasonable notice given to the Contractor, it shall not be a violation of this Agreement for

the Union to withdraw its members from a job-site or sites for:

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Refusal on the part of Union members to handle any materials, equipment or product declared unfair by Building Trades Councils; or manufactured, assembled or produced by an Employer whose Employees are on strike against or are Locked Out by an Employer.

11:13 Multi-Employer Certification

It is agreed that the parties to this specific Agreement including C.L.R.A., its member contractors and the specific Employer of this Agreement shall cooperate in and support in every way the institution, at the initiative of the Union, of Multi-Employer certification in accordance with Section 40 of the Labour Code of B.C.

It is further agreed that such Multi-Employer certification shall be instituted along traditional trade lines and shall not be used in any way to resolve jurisdiction or to affect the present (July/80) status quo between trades.

CLAUSE 12 — JOB STEWARDS

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12:01 Job Stewards shall be recognized on all jobs and shall not be discriminated against. All Job Stewards shall be appointed by the Business Representative of the Local Union, and the Employer shall be notified in writing. The Job Superintendent or Foreman shall be notified by the Union of the name or names of such Job Stewards, and in the event of a layoff or reduction in the work force, such Job Stewards shall at all times be given preference of continued employment until completion of the work unless otherwise agreed between the Parties hereto. Time shall be given to the Job Steward to carry out his duties. (See Letter of Interpretation re: Multiple Stewards.)

12:02 The Union shall be notified in writing within forty-eight (48) hours if a Job Steward is discharged for cause, and such cause shall be stated in the reasons.

12:03 Business Representatives shall have access to all jobs covered by this Agreement in the carrying out of their regular duties, after first notifying the Employer, Superintendent, or Foreman; however, in no way will he interfere with the men during working hours unless permission is granted.

12:04 The Employer's representative on site shall provide the Union Business Agent upon request with the names of his Employees and Sub-Contractors on the project.

CLAUSE 13 — ROOM AND BOARD

13:01 The following Room and Board conditions shall apply to all Employees, with the exception of local residents as defined in Clause 13:10 herein.

On jobs where Camps are provided, except where otherwise arranged at a pre-job conference, room and board shall be supplied in Camp seven (7) days a week, at no cost to the Employee. Camp accommodations when supplied shall meet all the standards and requirements of the B.C. and Yukon Building and Construction Trades Council's Camp

Rules, 1979 - 1987, as submitted to the Association and attached hereto.

13:02 Any Employee may refuse to live in accommodations which do not meet the above standards.

13:03 On jobs where Camps are not provided, Employees who are not local residents where the work is being performed shall receive first class room and board seven (7) days a week, supplied, and paid for by the Employer. An acceptable standard of room and board shall be agreed upon by the Union and the Employer. The standard agreed upon shall be equivalent to the B.C. and Yukon Building and Construction Trades Council's Camp Rules 1979 - 1987.

13:04 Board shall consist of three (3) meals per day with a hot meal to be served at least two (2) hours or less immediately preceding the starting time of the shift, and not more than one (1) hour immediately after completion of a shift.

13:05 On Graveyard and Afternoon Shifts only, the mid-shift bagged lunch will not be considered as a meal provided under this section. This provision will apply only where Employees are accommodated in Camp.

13:06 Employees shall receive a hot meal at lunch break, provided they are able to do so within the time limits allowed, if at all possible the time shall be extended up to one (1) hour by mutual agreement as provided in Clause 5.

13:07 It is understood that special transportation need not be provided at lunch time. They shall also be entitled to a hot meal if they are working with a crew who are receiving a hot lunch.

13:08 Living Out Allowance

Where a Camp is provided then Employees shall occupy such Camp. Where the Employer provides other accommodations which ~~is~~ up to standards of the B.C. and Yukon Building and Construction Trades Council's Camp Rules 1979 - 1987 conditions, Employees shall stay at such accommodations.

In the event it is agreed that a living out allowance shall be given in lieu of the above then the amount of such living out allowance shall be mutually agreed between the Employer and the Union and shall include cost of board and room and any daily travel allowances involved.

13:09 Any Employee who is living in accommodation provided by the Employer may on any Weekend vacate or check out of such accommodation and the Employer shall pay him Twelve Dollars (\$12.00) per day. Any Employee who is accommodated by the Employer in Motels - Hotels may on any weekend vacate or check out of such accommodation and the Employer shall pay him Fifteen Dollars (\$15.00) per day. The Employee must turn in his Meal Ticket or sign a check out in advance.

To qualify, an Employee must work his scheduled shift prior to the Weekend and or Statutory Holiday and his scheduled shift after the Weekend and or Statutory Holiday.

13:10 A Local Resident shall be defined as an

Employee who has resided at a permanent address, within twenty-five (25) miles (forty and two-tenths (40.2) kilometers), by the shortest road route, of the job for a period of sixty (60) days prior to the commencement of the project.

13:11 Where an Employee has moved into an area to work on a job or project, and his employment has been terminated, and the said Employee does not remain in the area sixty (60) days after termination, to qualify as a Local Resident, and the said Employee is hired by the aforementioned Employer or a new Employer, the said Employee will be treated as a Non-Resident for all purposes and conditions of this Agreement.

CLAUSE 14 — ACCIDENT PREVENTION

14:01 It is understood and agreed that the parties to this Agreement shall at all times comply with the accident prevention regulations of the Workers' Compensation Act, and any refusal on the part of a member to work in contravention of such regulations shall not be deemed to be a breach of this Agreement. Further, no member ~~will be discharged because he fails to work under unsafe conditions as set out in the regulations~~ Any refusal of a member to abide by known Workers' Compensation Board regulations or posted Company safety regulations, after being duly warned, will be sufficient cause for dismissal.

14:02 Any Employee ~~may refuse to work where in his opinion, adequate safety precautions have not been provided.~~ The Operator of a vehicle or piece of equipment may refuse to drive or operate such vehicle or equipment if, in his opinion there is any reasonable doubt as to the safety of the unit, or if he feels it is improperly loaded. He may not be ordered to operate said vehicle or equipment until he has been satisfied any defects have been corrected.

14:03 The Head Job Steward, or ~~where there is a Safety Committee, a Union Representative of this Committee, shall accompany the Compensation Board inspector on all project inspections.~~

14:04 Copies of the minutes of Safety Meetings shall be forwarded promptly each month to the Local Union Office.

CLAUSE 15 — DISPUTES

15:01 B.C. Jurisdictional Work Assignments Plan

(a) Both parties to this Agreement recognize and will strictly adhere to the Procedural Rules for the Umpire of Jurisdictional Work Assignments in British Columbia and other supplementary rule(s), agreement(s) and/or memoranda as may be agreed upon from time to time by Construction Labour Relations Association of B.C. and the British Columbia and Yukon Territory Building and Construction Trades Council. should any provision or provisions contained in the above prove to be in violation of any legally effective Federal or Provincial statute, it is agreed that the prime parties to the said Agreements will re-negotiate such provision or provisions and all other provisions shall not be affected thereby.

(b) The Employer shall upon request make known his intended work assignment. It is agreed that

such intended work assignment shall be determined by the standards contained in the Procedural Rules for the Umpire of Jurisdictional Work Assignments in B.C.

(c) The participating Employer Association all inform their stipulated members, in writing, of their responsibilities for the assignment of work in accordance with the Rules and Regulations of the Plan

(d) The parties agree that all cases, disputes or controversies involving jurisdictional disputes and assignments of work shall be resolved as provided in the Procedural Rules and Regulations provided for in the Plan for the Umpire of Jurisdictional Work Assignments in British Columbia. The parties agree that they shall comply with the decisions and awards of the Umpire of Work Assignment established by the Plan.

(e) The Union agrees that the establishment of Picket Lines and or the stoppage of work by reason of the Employer's and/or assignment of work are prohibited. No Local Union stipulated to the Plan shall institute or post Picket Lines for Jurisdictional purposes

(f) Jurisdictional Assignment Plan Fund

(i) One-half cent (\$0.005) per hour for all classifications covered by this Collective Agreement will be paid to the Trustees of the Jurisdictional Assignment Plan fund, in accordance with the standard remittance form provided for in this Collective Agreement for each hour of work performed by each Employee covered by this Agreement.

(ii) These monies will be remitted to the Trustees by the fifteenth (15th) day of the month following that which contributions cover. The remittance shall be made in accordance with and through the same method established in this Agreement for the transmission of other funds.

15:02 Grievances

It is the spirit and intent of this Agreement as contained in Clause 1 — Objects, to resolve all Employee or Employer grievances promptly and wherever possible, within the Industry.

15:03 If during the term of this Agreement, there should arise any difference between the Parties to, or the persons bound by this Agreement concerning interpretation, application, operation or any alleged violation hereof, or concerning discharge of any Employee which may be alleged to be unjust, and including any question as to whether any matter is arbitrable, such differences shall be resolved without stoppage for work in the following manner:

15:04 The Job Steward or Business Agent of the Union shall first discuss the difference with the Foreman, Superintendent, or the Employer, in that order, in an effort to resolve the matter on the job. If the difference is not resolved on the job, the aggrieved party must submit the matter complained of, in writing to the other party within thirty (30) days of its occurrence, excepting that in the matter of discharge, such Grievance must be submitted in writing within fifteen (15) days of occurrence, or in every case, the matter shall be deemed to be waived.

However, the foregoing time limits will not apply where there has been a failure to pay fully amounts due to funds specified in this Agreement, or to remit deductions from Workmen as provided for in this Agreement.

15:05 It is intended that the failure of the Employer to make the requisite contributions to be made on behalf of the Employees as provided elsewhere in this Agreement, may be claimed by the Employees at any time.

15:06 The Employer shall only remain liable for Health and Welfare and similar funds as provided for in this Agreement on behalf of the Sub-Contractor for a period of **Forty (40)** days after completion of the sub-contract.

15:07 In the event any Grievance is not resolved within seven (7) days of submission of such Grievance to the other party in writing it may if mutually agreed, be referred in writing and heard by an Industry Grievance Panel.

If not referred to an Industry Grievance panel, then each party shall within five (5) days appoint a member to a Board of Arbitration.

The two appointees shall within five (5) days of appointment agree upon a person to act as Chairman but failing to do so within this time, they shall jointly request the Minister of Labour for British Columbia to appoint such Chairman.

15:08 The Board of Arbitration shall, within ten (10) days or such extended period as may be mutually agreed by the parties, hear the parties and render a decision which shall be final and binding. The fees and expenses of the Chairman of the Board of Arbitration shall be borne equally by the parties to the grievance.

15:09 In the event a matter of discharge has not been referred to the Industry Grievance Panel or to an Arbitration Board within seven (7) days of its receipt in writing, then the matter shall be deemed to be waived.

15:10 Industry Grievance Panel

An Industry Grievance Panel shall be drawn from representatives of the Construction Industry Advisory Board as set out in Clause 16 of this Agreement, and shall be composed of at least four (4) members and not more than six (6) members. Appointment of Panel members shall be made from among those persons who are appointed representatives to the Advisory Board or from among those persons who are Officers of the participating Unions, and those persons who are Directors of the participating Associations. In no case and at no time shall representatives of the Union, or the Employer involved in the dispute be appointed to a Panel. In all proceedings of the Panel, the Union and the Association shall have equal representation and voting rights.

15:11 Construction Labour Relations Association of B.C. shall when requested to do so by the Employer, have the right to represent such Employer on all matters relating to Labour Relations which may come before the Grievance Panel.

15:12 The Industry Grievance Panel shall meet and endeavour to render a decision within five (5) days of

receipt of the Grievance in writing. In the event that the Panel cannot arrive at a decision as to the disposition of the Grievance within such time, or either Party to the Grievance is unwilling to accept the decision, the Panel shall add to its numbers by the selection of a chairman with voting rights, from a pre-determined list of persons mutually agreed upon by the Parties hereto to act as such. Should one of these persons fail to be appointed, or none be able to act, the Minister of Labour of British Columbia shall be requested to appoint a Chairman. The Panel, with the Chairman added, shall meet and hear evidence and shall have all rights, powers, duties and authorities given to a Board of Arbitration by virtue of the Arbitration Act, R.S.B.C., 1960, Chapter 14, and shall render its decision within ten (10) days of receipt of the grievance in writing, and its decision shall be final and binding on the Parties to the Grievance.

15:13 Any and all Grievances referred to an Industry Grievance Panel as provided herein, shall be resolved by a majority decision of the Panel. A decision of the Panel in matters concerning discharge, may include an award of damages or compensation or an order of reinstatement of employment, or any or all of the foregoing as it deems just and equitable. The fees and expenses of the Grievance Panel Chairman, where one is required, shall be borne equally by the Parties to the Grievance.

15:14 If for any reason the Industry Grievance Panel ceases to exist or refuses to act in any Grievance referred to it by a party or person bound by this Agreement, such grievances shall instead be dealt with by a Board of Arbitration as provided for herein.

15:15 The services of an Industry Grievance Panel as constituted herein, shall be available to active Employer members of the Association, and any Employer bound by this Agreement in the Construction Industry within the Province of British Columbia with the prior approval of the Construction Industry Advisory Board. Unions participating in the Advisory Board and Active Employer members of the Association shall each be required to pay a registration fee of Ten Dollars (\$10.00) and non-members of the Association bound by this Agreement shall be required to pay a registration fee of One Hundred Dollars (\$100.00) with the referral of each grievance to an Industry Grievance Panel.

15:16 Written notices of all Grievances to be referred to a Grievance Panel, and payment of all registration fees shall be made to the Construction Industry Advisory Board which shall allocate disbursement of registration fees to assist in the defrayal of expenses of Grievance Panel as that body shall decide.

15:17 The specified time limits in this Clause shall be strictly construed and may be extended only with the mutual consent of the parties to the Grievance. The time limits shall be exclusive of Saturdays, Sundays and Statutory Holidays.

15:18 Joint Conference Board

A Joint Conference Board is to be established to deal with interpretations and/or problems arising during the term of the Agreement.

CLAUSE 16 — CONSTRUCTION INDUSTRY ADVISORY BOARD

16:01 The Construction Industry Advisory Board (hereinafter referred to as the "Advisory Board") shall be maintained throughout the term of this Agreement for the purpose of reviewing any and all matters covered by this Agreement, in the furtherance of its objects, and appoint Industry Grievance Panels to deal with Grievances which may be referred to the Advisory Board from time to time by mutual agreement of the parties.

16:02 The Advisory Board shall be comprised of representatives from any Trade Union as defined in the Labour Relations Act and accepted and recognized by the Building Trades Councils of B.C., which signs a Collective Agreement containing a provision for participation on the Advisory Board, and recognition of the Industry Grievance Panel procedure provided herein, together with contractor members of Construction Labour Relations Association and representatives from the B.C. Roadbuilders Association, of a number equal to that appointed by the Unions.

16:03 The Advisory Board shall establish its own rules of conduct and shall determine from time to time its own numbers, subject always to equal representation from the participating Unions and the participating Associations and shall establish rules or procedure for Industry Grievance Panels.

CLAUSE 17 — PUBLIC RELATIONS

17:01 The Parties to this Agreement mutually undertake to do all possible to ensure that in relationships with the general public, every effort will be made toward the end that tactful associations are established and maintained, particularly where temporary inconvenience may be caused due to construction in progress.

Each Party hereto undertakes to mutually discuss and correct instances which may arise prejudicial to such good relations.

CLAUSE 18 — DUES

18:01 Dues Check Off

2-1

The Employer will honour an Employee's written assignment of wages to the Union.

The Employer will deduct any assigned amounts from the Employee's wages and pay the same to the Secretary of the Union by the fifteenth (15th) day of the month following such deductions.

18:02 Working Dues Check Off

Twenty-Six cents (\$0.26) per hour working dues and effective May 1, 1985 an amount of Thirty cents (\$0.30) per hour shall be deducted from each Employee covered by this Agreement for each hour earned and remitted to the Union not later than the fifteenth (15th) day of each month following the month in which the deductions were made.

Each member shall submit a written authorization to his Employer as a condition of employment as may be required by his Employer.

Remittances shall be made in accordance with the forms provided by the Union.

CLAUSE 19 — SAVINGS CLAUSE

19:01 If any article or section of this contract should be held invalid by operation of Law or by a tribunal of competent jurisdiction, or if compliance with or enforcement of any article or section should be restrained by such tribunal, pending a final determination as to its validity, the remainder of this Agreement or the application of such article or section to persons or circumstances other than those as to which it has been held invalid, or as to which compliance with or enforcement of has been restrained, shall not be affected thereby.

19:02 In the event that any article or section is held invalid, or enforcement of, or compliance with which has been restrained, as above set forth, the parties affected thereby shall enter into immediate collective bargaining negotiations, upon the request of the Union for the purpose of arriving at a mutually satisfactory replacement for such article or section during the period of invalidity or restraint. If the parties do not agree on a mutually satisfactory replacement, they shall submit the dispute to the Grievance Procedure.

CLAUSE 20 — PAYMENT OF CONTRIBUTIONS

20:01 The contributions referred to in Clauses 4:02, 8:02, 9:01, 9:04, 9:05, 15:01, 18:02, 22:01 and 23:01 shall be remitted monthly by Cheque together with a form supplied to the Employer by the Union to the Labourers Medical and Benefit Plan of B.C. The Labourers Medical and Benefit Plan of B.C. shall, by the thirtieth (30th) day of the month following that to which they refer, remit to the funds concerned all collections made on their behalf.

CLAUSE 21 — EFFECTIVE DATES

21:01 All matters not covered by a specific date of application within the Agreement will become effective on the date on which this Agreement is signed by the Parties.

CLAUSE 22 — PENSION CONTRIBUTIONS

77-1 78-9, 87-3

22:01 The Employer shall make a pension contribution in trust to the Labourers Medical and Benefit Plan of B.C., of ninety-five cents (\$0.95) per hour for each hour for which wages are earned. Such contribution shall be paid prior to the fifteenth (15th) day of the month following in which such hours were accumulated and shall be accompanied by a Remittance Report supplied by the Union. Effective May 1, 1985 this amount to be increased to one dollar thirty-five cents (\$1.35) per hour earned.

CLAUSE 23 — REHABILITATION FUND

23:01 The Employer shall make contribution at the rate of one-half cent (\$0.005) per hour and effective May 1, 1985, one cent (\$0.01) for each hour of work performed by each Employee covered by this Agreement to the Rehabilitation Fund in accordance with Clause 20:01.

CLAUSE 24 — TECHNOLOGICAL CHANGE

It is understood and agreed that during the first

six (6) months of the Agreement the parties will meet and in accordance with Section 7 of the Labour Code of B.C. Act, negotiate a clause on Technological Change to become part of the Agreement.

Signed on Sept 26, 1984
SIGNED ON BEHALF OF:

CONSTRUCTION LABOUR RELATIONS ASSOCIATION OF B.C.

[Signature]

[Signature]
SIGNED ON BEHALF OF:

CONSTRUCTION & GENERAL WORKERS UNION, LOCAL NO. 602

[Signature]

CONSTRUCTION & GENERAL LABOURERS UNION, LOCAL NO 1070

[Signature]

CONSTRUCTION & GENERAL LABOURERS UNION, LOCAL NO. 1093

[Signature]

TUNNEL & ROCK WORKERS UNION, LOCAL NO. 168

[Signature]

SPECIAL PROVISIONS AND WAGES

SCHEDULE "A"

1. Foremen

If the Employer works four (4) or more Employees under the jurisdiction of the Labourers International Union of North America, a Working Labour Foreman shall be employed. Where more than six (6) such Employees a Non-Working Labour Foreman shall be employed. He shall be a member of the Local Union and shall receive One Dollar and Seventy-five cents (\$1.75) per hour based on the rate of the highest classification under his supervision. Where there are more than Fifteen (15) such Employees, a Working

Labour Foreman will also be appointed by the Employer.

2. Work Assignments

Employees covered by this Agreement will only be given work assignments by their immediate Labour Foremen. Employees assigned to work under other trade Foremen will take orders from such Trade Foremen until they are returned to, or reassigned by their respective Labour Foreman.

3. Drillers Helpers

There shall be a Helper assigned to every Air Trac or Tank Drill working alone, or one (1) Helper for each two (2) machines where the machines are working together. Drillers will not regularly be required to perform work normally done by the Helper.

4. Helicopters

In the event that a Helicopter is used by the Employer during the course of construction, a Labourer shall be paid wages in the manner following:

(a) A Labourer who during the course of a day is to work directly with a Helicopter and whose work during that day requires him to work on the ground shall for that day be paid a premium equal to twenty-five percent (25%) of his Straight-Time Wages for a minimum of four (4) hours during that day.

(b) The words, "to work directly with a Helicopter" contained in Section 1 above shall be deemed to apply only to a Labourer expressly and specifically directed to perform work simultaneously and in conjunction with the use of a Helicopter at his station of work and nothing in the recited Section 1 shall be construed or interpreted in such manner as will entitle a Labourer to claim Helicopter premiums for any other work performed on materials subsequently carried by Helicopter or for work in advance of or preparatory to operations subsequently performed with the use of a helicopter.

(c) A Workman who during the course of a day is not required to work with a Helicopter but who is transported on the job by Helicopter shall not be entitled to the above premium.

CONTRIBUTIONS

	May 1/84	May 1'85
'Health & Welfare Training Trust Fund	\$0.75	\$0.90 ✓
B.C. Jurisdictional Assignment Plan Fund	0.085	0.085 ✓
'Labourers Advancement Fund	0.005	0.005 ✓
'Working Dues Deducted	0.03	0.08 ✓
'Pension Plan	0.26	0.30 ✓
B.C.Y.T. Fund	0.95	1.35 ✓
Rehabilitation Fund	0.02	0.04 ✓
Health & Safety Fund	0.005	0.01 ✓
Total	0.02	0.02 ✓
	\$2.125	\$2.79

WAGE RATES

'Hours earned, ie. Doubletime = Double Contribution.

Classification	May 1/84	May 1/85
Flagman, Watchman	\$16.99	\$17.33
Chainman, Rodman, Stakeman	17.09	17.43
Labourers, Signalman, Dumpman and Swamper	17.25	17.59
Driller's Helper	17.30	17.64
Cement Power Buggy, Pump tender, Bobcat Loader	17.36	17.70
'First Aid Attendant "C" Ticket (Where Required)	17.77	18.11
Grinder, Mixer (under 1 yard) Caulked and Cemented Joint Tile and Pipe Layer, Timberman, Graderman, Man-holer, Instrument Man-Utility I	17.42	17.76
Power & Electric Tool Operator, Signalman Hook-up, Heat Fusion Machine, Concrete Saw	17.47	17.81
Vibrator	17.55	17.89
6" Vibrator (When used by hand)	18.05	18.39
Driller Pneumatic, Airleg Jackhammer Types	17.54	17.88
Wagon Types, Instrument Man-Utility 2	17.68	18.02
Air Trac (All Models)	17.74	18.08
Diamond Driller	17.95	18.29
Powderman, 2nd Class with Certificate (Assisting in loading holes)	17.54	17.88
High Scaler (when requested to work on dangerous faces and working with the aid of safety belts and lines)	17.69	18.03
Up to 30 feet	17.94	18.28
Over 30 feet	18.19	18.53
Powderman, Tank Drill	17.68	18.02
Assistant Diamond Driller	17.30	17.64
Driller's Helper — Airleg, Air Trac, Wagon, etc.	17.69	18.03
fallers on Clearing	17.75	18.09
Gunite and Grout Gunite Nozzleman, Hydro-Broom (over 1,000 P.S.I. nozzle pressure) (Wet and Dry)	17.60	17.94
Gunite Potman, Hydro-Broom (1,000 P.S.I. or less nozzle pressure) (Wet and Dry)	17.54	17.88
Groutman (Headerman)		

Employees on Caisson work below twenty-five feet shall be paid fifty cents (\$0.50) above their classification.

↑ 520-1

Employees working Swinging Staging above twenty-five feet shall be paid forty cents (\$0.40) above their classification. (Effective May 1, 1982)

NOTE: Metropolitan Travel allowance provided as outlined under Clause 7:19, 7:20 and 7:21.

Where First Aid Attendant with "B" ticket is required he shall be paid twenty cents (\$0.20) above the "C" rate of pay.

Where First Aid Attendant with "A" ticket is required he shall be paid thirty cents (\$0.30) per hour above the "C" rate of pay.

SCHEDULE "B"

The following wage rates shall be paid to the classifications listed below on all underground work throughout the Province of British Columbia.

Classification	May 1/84	May 1/85
Labourer	\$18.64	\$19.01
Skiptender, Chucktender, Switchman, Trackman	18.87	19.24
Miner, Timberman, Powderman, Form Cleaner, Form Setter, Tunnel Maintenance (Miner carrying our repairs to timbering, etc.)	19.71	20.08
Tram Operator, Mucking Machine Operator (Up to Eimco Model 40) L.H.D. Operator	19.78	20.15
Safety Miner	Will receive \$0.10 per hour above the applicable Miner classifications	
Raise Miner, Shaftman, Shaft Maintenance	19.94	20.31
Raise Borer (Robbins, Dresser and similar types), Clam Man	20.23	20.60
Shaft Leader	20.29	20.66

On tunnel work, classifications not listed in this section will be paid 10% above the surface rate shown in this Schedule.

1. There will be employed at least one Chucktender for every two drills.

2. One Workman on each shift shall be designated the Safety Miner and he must possess a Mine Rescue Certificate or a W.C.B. Recognized First Aid Ticket.

3. All drilling operations shall be supervised by a shift boss.

Where new types of Drilling Equipment are introduced, the Union or the Employer may request that rates for such new Equipment be negotiated. In the event of disagreement the question of rate to be paid shall be referred to arbitration.

Underground Work — Special Conditions

Smoke Time will be determined by the conditions which exist at the particular time of Blasting — Weather, Wind, Ventilation, etc. After Blasting Operations work will be resumed at the discretion of the Shift Boss. however, a minimum of ten (10) minutes Smoke Time will be allowed. Any grievance arising from smoke clearing time will be referred to a Grievance Committee equally representative of Labour and Management. If necessary, consultation will be held with the person or committee responsible for safety.

Rubber Boots, Rubber Clothing, Rubber Gloves and where necessary Ear Muffs or equivalent will be issued by the Employer. If not returned to the Employer's Stores in reasonable condition on termination, the cost of same shall be deducted from any monies owing to the Employee.

When replacement of Rubber Clothing, Rubber Boots or Rubber Gloves (of suitable quality) is required

due to excessive wear or accident, the Employer will supply same to Employees at no additional cost.

On underground operations, lunch will be eaten on the Employer's time.

The Employer agrees that it will not be considered a violation of working conditions for Employees to drink Tea or Coffee no more than two (2) times in a working shift at his own station. The Employer will supply sufficient Tea, Coffee, Cream and Sugar at the lunch break to allow a Workman to fill his Thermos at the lunch break, as well as receive lunch period Coffee.

Where Camps are maintained, on Tunnels, Shafts and Raise work, the Employer agrees to supply Hot Soup at the lunch break.

Heated Dry Rooms complete with Showers shall be provided. There shall be at least one (1) Showerhead for every three (3) men on any one (1) shift and sufficient hot water shall be provided so that every Employee will be able to take a hot shower. Soap and Hand Cleaner will be supplied in the Dry Rooms.

The size and requirements of the Dry Room shall be agreed upon at a pre-job conference.

Underground Shifts

Hours of Work

Regular Day Shifts shall consist of Seven and One-half (7-1/2) hours portal to portal. Regular Afternoon Shift shall consist of Seven (7) hours portal to portal for which Eight and One-half (8-1/2) hours will be paid. Regular Graveyard Shift shall consist of Seven (7) hours portal to portal, for with Eight and One-half (8-1/2) hours will be paid.

First Shift

8:00 a.m. to 12:00 noon	4 hours
12:00 noon to 12:30 p.m. lunch	1/2 hour
12:30 p.m. to 3:30 p.m.	3 hours
Total hours paid	7-1/2 hours

Second Shift

4:00 p.m. to 8:00 p.m.	4 hours
8:00 p.m. to 8:30 p.m. lunch	1/2 hour
8:30 p.m. to 11:00 p.m.	2-1/2 hours
	7 hours

Shift Differential	1-1/2 hours
Total hours paid	8-1/2 hours

Third Shift

12:00 midnight to 4:00 a.m.	4 hours
4:00 a.m. to 4:30 a.m. lunch	1/2 hour
4:30 a.m. to 7:00 a.m.	2-1/2 hours
	7 hours

Shift Differential	1-1/2 hours
Total hours paid	8-1/2 hours

These shifts may be operated back to back, i.e. one to follow the other.

Where underground classifications are not included in the Schedules, then an Employee who works any part of a half shift underground, shall be paid for that

half shift at ten percent (10%) higher rate. The lunch break will be at the end of the first half shift.

LETTERS OF INTERPRETATION

BY AND BETWEEN:

CONSTRUCTION LABOUR RELATIONS ASSOCIATION OF B.C.

on behalf of its members set forth in the attached Schedule "C" and those members added from time to time by mutual agreement of the parties.
(hereinafter referred to as the "Employer")

AND:

CONSTRUCTION AND GENERAL WORKERS UNION,
Local No. 602
5 East 8th Ave., Vancouver, B.C.
CONSTRUCTION AND GENERAL LABOURERS' UNION,
Local No. 1070,
33 Eighth Ave., New Westminster, B.C.
CONSTRUCTION AND GENERAL LABOURERS' UNION,
Local No. 1093,
2750 Quadra St., Victoria, B.C.
TUNNEL AND ROCK WORKERS' UNION,
Local No. 168,
1 West 7th Ave., Vancouver, B.C.
(hereinafter referred to as the "Union")

1. LAY OFF PROCEDURE OF MULTIPLE STEWARDS

In the event of a layoff or a reduction in the work force, where multiple Stewards are employed, the following lay-off procedure will apply:

(1) Where an area or phase of the work is completed, the area Steward shall be transferred to another crew or area: The Union shall then notify the Employer in writing as to the name of the individual who will then be the Job Steward in that new area.

2. RE: CLAUSE 7 - TRANSPORTATION

The intent of Clause 7:06 is that the payment of either four (4) or seven and one-half (7-1/2) hours travelling time is exclusive of any payments made for working for the day.

i.e. If a man travels five (5) hours in a day, plus works a full shift, he shall be entitled to seven and one-half (7-1/2) hours pay for travelling plus seven and one-half (7-1/2) hours pay for working.

3. WORKING CONDITIONS

The intent of this Clause is that when an Employee is terminated, said Employee will be allowed to leave the job one hour before the end of the shift, with pay for the full shift.

4. RE: PERIODIC LEAVE - TURNAROUND

(a) The phrase "Out of Town Projects" contained within the various periodic leave or turnaround clauses shall be defined as projects that are accessible by air or boat only (excluding ferries) or are two hundred (200) miles or four (4) hours travel, including ferry travel, to the transportation terminal nearest the employee's domicile. Employees residing within these limits shall be entitled to a mutually agreed leave of absence at no cost to the employer of five (5) or seven (7) days to be arranged between the employee and employer subject to the same qualifiers provided in the periodic or turnaround clauses.

(b) Employees qualifying for leave shall be returned to the transportation terminal nearest the employee's domicile except members from other locals or out of province employees who shall return to the point of dispatch within the province of B.C.

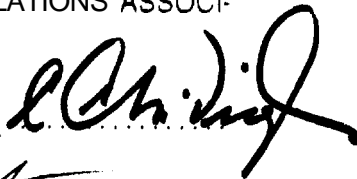
(c) There shall be no cash payment in lieu of periodic leave unless mutually agreed between the union and the employer.

(d) The interpretation of periodic or turnaround clauses as noted above shall not be used to interpret any other clause or clauses contained within the various Building Trades collective agreements.

DATED this 3rd day of July, 1984.

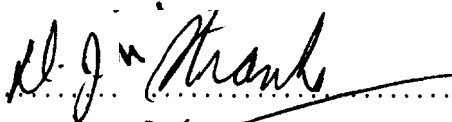
Signed on behalf of:

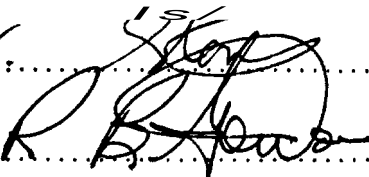
CONSTRUCTION LABOUR RELATIONS ASSOCIATION OF BRITISH COLUMBIA

..... 

Signed on behalf of:

CONSTRUCTION & GENERAL WORKERS UNION
LOCAL 602, CONSTRUCTION & GENERAL
LABOURERS UNION, LOCALS 1070, 1093 AND
TUNNEL AND ROCK WORKERS UNION, LOCAL 168

..... 

..... 

SCHEDULE "C"

THE FOLLOWING FIRMS ARE MEMBERS OF CONSTRUCTION LABOUR RELATIONS ASSOCIATION OF B.C. AND HAVE AUTHORIZED THE ASSOCIATION TO BARGAIN AND SIGN A COLLECTIVE AGREEMENT ON THEIR BEHALF WITH THE CONSTRUCTION AND GENERAL WORKERS UNION LOCAL 602, THE CONSTRUCTION AND GENERAL LABOURERS UNION LOCALS 1070 AND 1093 AND THE TUNNEL AND ROCKWORKERS UNION LOCAL 168

A & B Construction Co. Ltd.
2595 McCulloch Rd.
Nanaimo, B.C. V9S 4N1

A & B Construction Co. Ltd.
1820 Burrard St.
Vancouver, B.C. V6J 3H1

A & B Rail Contractors Ltd.
16160 River Rd.
Richmond, B.C. V6V 1L6

Agvale Insulation Ltd.
8092-200 St., (P.O. Box 3306)
Langley, B.C. V3A 4R6

Allan h Viner Construction Ltd.
997 Beach Ave.
Vancouver, B.C. V6Z 1E1

Amundson Construction Co. Ltd.
1572 Rand Ave.
Vancouver, B.C. V6P 3G2

Antler Construction Co. Ltd.
P.O. Box 1629
Prince George, B.C. V2L 4V6

Argus Installations Ltd.
2625 Skeena St.
Vancouver, B.C. V5M 3Y6

Arlen Construction Ltd.
1392 Coast Meridian Rd.
Coquitlam, B.C. V3C 3V4

Arnold Construction Ltd.
630 Goyette Rd.
Victoria, B.C. V8Z 3J4

Artek Contracting Ltd.
2203 Granville St.
Vancouver, B.C. V6H 3G1

--- Branch: Artek Contracting Ltd.
1323 - 43rd Ave. S.W.
Calgary, Uta. T2G 2A3

Atco Pacific, A Division of Atco
Industries (N.A.) Ltd.
1704 Government St.
Penticton, B.C. V2A 7A1

--- Branch: Atco Pacific, A
Division of Atco Industries (N.A.)
Ltd.
5515 Crowchild Trail S.W.
Calgary, Uta. T3E 1T9

Avenue Structures Canada Corporation
8515 - 48th St. S.E.
Box 21, Site 1, R.R. #5, Bay 1
Calgary, Alta. T2P 2G6

--- Branch: Avenue Structures
Canada Corporation
55 Baywood Rd.
Rexdale, Ont. M9V 3Y8

B.C.G. Construction Ltd.
3 - 2900 Smith St.
Richmond, B.C. V6X 2J2

Baldissera Construction Ltd.
6878 Burns St.
Burnaby, B.C. V5E 1T4

Herb Bate Ltd.
P.O. Box 7008 Postal Stn. D
Victoria, B.C. V9B 4Z2

Beemet Construction (1969) Ltd.
5367 Kingsway
Burnaby, B.C. V5H 2G1

Bengal Construction Co. Ltd.
6851 Antrim Ave.
Burnaby, B.C. V5J 4M4

Benton & Overbury Ltd.
9344 - 192nd St.
Surrey, B.C. V3T 4W2

Bezanson Millwork & Construction
Inc.
1736 W. 5th Ave.
Vancouver, B.C. V6J 1P2

Bird Construction Company Limited
#205 - 2560 Simpson Rd.
Richmond, B.C. V6X 2P9

--- Branch: Bird Construction
Company Limited
P.O. Box 802
Winnipeg, Man. R3C 2N7

--- Branch: Bird Construction
Company Limited
P.O. Box 691
Grande Prairie, Alta. T8V 3A8

Black & McDonald Limited
14 - 12240 Horseshoe Way
Richmond, B.C. V7A 4V4

Block Bros. Contractors Ltd.
4th Floor, 1030 West Georgia St.
Vancouver, B.C. V6E 2Z8

Boundary Electric Ltd.
P.O. Box 758
Grand Forks, B.C. V0H 1H0

Boyd Construction (1979)
8060 Granville Ave.
Richmond, B.C. V6Y 1P4

Braniff Construction Ltd.
1240 Industrial Rd.
Kelowna, B.C. V1Z 1G5

Brown & Root Ltd.
1395 Boundary Rd.
Vancouver, B.C. V5K 4T9

Frank Browne Acoustics (1975) Ltd.
1941 Kirschner Rd.
Kelowna, B.C. V1Y 4N7

Frank Browne Acoustics Kamloops
(1982) Ltd.
R.R. #5 Paul Lake Rd.
Kamloops, B.C. V2C 6C2

J. Bruno & Son Limited
868 E Cordova St.
Vancouver, B.C. V6A 1M4

Burdett Construction Co. Ltd.
P.O. Box 86397
North Vancouver, B.C. V7L 4K7

Walter Cabott Construction Ltd.
P.O. Box 99
Port Moody, B.C. V3H 3E1

Campbell Construction Ltd.
580 Ardersier Rd.
Victoria, B.C. V8Z 1C7

J.K. Campbell & Associates Ltd.
3831 No. 6 Rd.
Richmond, B.C. V6V 1P6

Cana Construction Co. Ltd.
13511 Vulcan Way, (P.O. Box 94226)
Richmond, B.C. V6V 1K5

--- Branch: Cana Construction Co.
Ltd.
6588 Bryn Rd. R.R. #3
Victoria, B.C. V8X 3x1

Cana Industrial Contractors Ltd.
13511 Vulcan Way
Richmond, B.C. V6Y 2A6

--- Branch: Cana Industrial
Contractors Ltd.
P.O. Box 1238
Edmonton, Alta. T5J 2M4

Cana Systems Limited
3232 Beta Ave.
Burnaby, B.C. V5G 4K4

Canyon Industries (Alta.) Ltd.
3344 - 54th Ave. S.E.
Calgary, Alta. T2C 0A8

Cariboo Mill Construction Ltd.
R.R. #4, 19469 - 92nd Ave.
Surrey, B.C. V3T 4W2

A.V. Carlson Construction Corp Ltd.
222 - 839 Cambie St.
Vancouver, B.C. V6B 2P4

--- Branch: A.V. Carlson
Construction Corp. Ltd
14904 - 123rd Ave.
Edmonton, Alta. T5V 1B4

G.W. Carlson Construction Ltd.
P.O. Box 726
Nanaimo, B.C. V9R 5M2

Carson Construction Ltd.
1461 Kingsway
Vancouver, B.C. V5N 2R6

Chalifour Bros. Construction Ltd.
7840 Express St.
Burnaby, B.C. V5A 1T4

--- Branch: Chalifour Bros.
Construction Ltd.
R.R. #3
1810-A Verling Ave., (P.O. Box 7)
Victoria, B.C. V8X 3x1

Circuit Construction
781 Tatlow Rd.
Sidney, B.C. V3L 3X9

Clansman Construction Ltd.
S.S. #1
Kimberly, B.C. V1Y 2Y3

Clearspan Shopland & Company
212 - 4050 Graveley St.
Burnaby, B.C. V5C 3T6

Commonwealth Construction Company
Ltd.
4599 Tillicum St.
Burnaby, B.C. V5J 3J9

Comstock International Ltd.
#3-1780 McLean Ave.
Port Coquitlam, B.C. V3C 4K9

Concordia Management Company Limited
1070 W. Pender St.
Vancouver, B.C. V6E 2N7

Compact Systems Ltd.
1832 W. 1st Ave.
Vancouver, B.C. V6J 1G5

Cooper Reinforcements Ltd.
P.O. Box 545
Prince Rupert, B.C. V8J 1J5

Creighton Construction Co. Ltd.
14747-64th Ave.
Surrey, B.C. V3S 1X6

Crestwood Construction Ltd.
12 - 12840 Bathgate Way
Richmond, B.C. V6V 1Z4

Crossroads Construction Co. Ltd.
3664 Opie Cres.
Prince George, B.C. V2N 1C1

Daiwood Construction Company Ltd.
101 - 615 Clarkson St.
New Westminster, B.C. V3M 1C7

Dawson & Hall Limited
735 Clark Dr.
Vancouver, B.C. V5L 3J3

Dezell Construction Co. Ltd.
1551 Ogilvie St.
Prince George, B.C. V2N 1W8

Dillingham Construction Ltd.
20 Brooksbank Ave.
North Vancouver, B.C. V7J 2B8

Dominion Construction Company
Limited
3100 - 595 Burrard St.,
(P.O. Box 49001)
Vancouver, B.C. V7X 1B1

Dominion Engineering Company Limited
107 Park Street North
Peterborough, Ont. K9J 7B5

Double V Construction Ltd
12992 - 76th Avenue
Surrey, B.C. V3W 2V6

Douillard Construction Ltd.
844 Crowley Ave.
Kelowna, B.C. V1Y 7G7

Doyle Construction Co. Ltd.
4570 Main St.
Vancouver, B.C. V5V 3R5

Drexel Acoustics Ltd.
4084 McConnell Court
Burnaby, B.C. V5A 3N7

Drexel Contracting Ltd.
4084 McConnell Court
Burnaby, B.C. V5A 3N7

Driver's Industrial Installations
Ltd.
6598 Bell McKinnon Rd. R.R. #4
Duncan, B.C. V9L 3W8

Dubyna & Son Steel Contractors Ltd.
632 Drake Street
Nanaimo, B.C. V9S 2T1

Dura Construction Limited
P.O. Box 40
Saanichton, B.C. V0S 1M0

Duron (B.C.) Ltd.
7445 - 19th Street
Burnaby, B.C. V3N 2Z1

Dynamic Installations Ltd.
#102 - 9303 Salish Court
Burnaby, B.C. V3J 7B7

Ellis-Don Limited
B201 - 325 Howe St.
Vancouver, B.C. V6C 1Z7

--- Branch: Ellis-Don Limited
240 - 6125 - 11th St. S.E.
Calgary, Alta. T2H 2L6

Elwood Construction Ltd.
3213 - 910 Mainland St.
Vancouver, B.C. V6B 1A9

H. Erickson & Sons Ltd.
P.O. Box 8802 Postal Stn. F
Calgary, Alta. T2J 5S5

Fame Construction Ltd.
2711 Randall Rd., (P.O. Box 481)
Trail, B.C. V1R 4L7

Farmer Construction Ltd.
P.O. Box 760
Victoria, B.C. V8W 2R5

Fen Construction Inc.
737 Okanagan Ave. E
Penticton, B.C. V2A 3K7

Finwood Holdings Ltd.
7002 MacPherson Ave.
Burnaby, B.C. V5J 4N3

First Pacific Construction Ltd.
2486 Birch St.
Vancouver, B.C. V6H 3X9

Flanders Installations Ltd.
1807 Burrard Street
Vancouver, B.C. V6J 3G9

Forbes Construction Ltd.
1315 Cariboo Hwy N.
Quesnel, B.C. V2J 2Y5

F.B. Ford & Company Ltd.
204 - 1256 W. Pender St.
Vancouver, B.C. V6E 2S8

The Foundation Company of Canada
Limited, La Compagnie Foundation du
Canada Limitee
205 - 620 West 8th Ave.
Vancouver, B.C. V5Z 1C8

--- Branch: The Foundation Company
of Canada Limited, La Compagnie
Foundation du Canada Limitee
P.O. Box 639
Prince Rupert, B.C. V8J 3S1

Fownes Construction Co. Ltd.
1355 Crown St.
North Vancouver, B.C. V7J 1G4

Franki Canada Limited
8431 West Rd.
Richmond, B.C. V6X 116

Dan Fretz Construction Ltd.
1160 Carmi Ave., (P.O. Box 698)
Penticton, B.C. V2A 3H2

G S & G Installations Limited
10888 - 125th St.
Surrey, B.C. V3V 4Z2

Gallagher Bros. Contractors Ltd.
8740 Greenall Ave.
Burnaby, B.C. V5J 3M6

Geopac West Ltd.
1955 W. Broadway
Vancouver, B.C. V6J 1Z3

Gill & Son Construction Ltd.
1 - 12491 NO. 2 Rd.
Richmond, B.C. V7E 2G3

Graham Construction Ltd.
206 - 1675 W. 8th Ave.
Vancouver, B.C. V6J 1V2

A. P. Green Refractories (Canada)
Ltd.
P.O. Box 80595
Burnaby, B.C. V5H 3X9

Grimwood Construction Co. Ltd.
1193 Kingsway
Vancouver, B.C. V5V 3C9

Grizzly Rock Services Ltd.
1645 Brousson Dr.
Victoria, B.C. V8N 5N2

H & W Contractors Ltd.
6854 - 123rd St.
Surrey, B.C. V3W 3V1

H.B. Contracting Ltd.
16211 - 84th Ave.
Surrey, B.C. V3S 2P3

H. Haebler Co. Ltd.
2040 W. 12th Ave.
Vancouver, B.C. V6J 2G2

Hallcraft Construction Co. Ltd.
19460 - 60th Ave. R.R. #3
Surrey, B.C. V3S 4N9

--- Branch: Hallcraft Construction
Co. Ltd.
312 East Esplanade
North Vancouver, B.C.

Halse-Martin Construction Co. Ltd.
1636 McGuire Ave.
North Vancouver, B.C. V7P 3B1

F. Hedges Construction Ltd.
3658 Massey Dr.
Prince George, B.C. V2N 2M4

S. Henningson Construction Ltd.
12875 Carluke Crescent
Surrey, B.C. V3V 6Y9

Hodgson Botting Mechanical Ltd.
1797 Lyon St., (P.O. Box 2067)
Prince George, B.C. V2N 2J6

Hodgson, King & Marble Ltd.
141 E. 4th Ave.
Vancouver, B.C. V5T 1G4

Henry Hoogendoorn Drywall Ltd.
3101 - 33rd Street South
Cranbrook, B.C. V1C 4H4

David Howrie Limited
P.O. Box 636
Vernon, B.C. V1T 6M6

Humphrey Construction Ltd.
19837 Telegraph Trail
Langley, B.C. V3A 4P8

Hunter Construction Ltd.
322 John St.
Victoria, B.C. V8T 1T3

Imperial Construction (B.C.) Ltd.
5751 Cedarbridge Way
Richmond, B.C. V6X 2M7

Inter-Kraft Contracting Ltd.
2715 Fairbank St.
Nanaimo, B.C. V9S 3S8

Interpro Contractors Ltd.
12391 Horseshoe Way
Richmond, B.C. V7A 4x6

Ivory Construction Ltd.
P.O. Box 2408
Invermere, B.C. V0A 1K0

J & L Construction Ltd.
590A Adams Rd.
Kelowna, B.C. V1V 1K4

Jaemar Construction Co. Ltd.
9324 - 192nd St.
Surrey, B.C. V3T 4W2

Janex Construction & Project
Management Ltd.
554 E. Kings Rd.
North Vancouver, B.C. V7N 1J3

S. Jensen Construction Ltd.
105 - 1797 Comox Avenue
Comox, B.C. V9N 4A1

K.C. Johnson Construction Ltd.
961 Dunford Ave.
Victoria, B.C. V9B 2S4

Juniper Construction Ltd.
590 Holt St.
Kamloops, B.C. V2B 5E9

Keith Plumbing & Heating Ltd.
1408 Crown St.
North Vancouver, B.C. V7J 1G5

GKN Keller Canada Ltd.
2 Roberts Speck Parkway
Suite 750,
Mississauga Executive Centre
Mississauga, Ont. L4Z 1H8

Kelowna Lite-Kast Products Ltd.
1060 Leathead Rd.
Kelowna, B.C. V1X 2K5

Kennett Contracting Ltd.
625 West 7th Ave.
Vancouver, B.C. V5Z 1B6

Kenyon Construction Ltd.
1531 Fairview Rd.
Penticton, B.C. V2A 6A4

Kerstone Contractors Limited
214 Nantucket Boulevard
Scarborough, Ont. M1P 2N9

Kingston Construction Ltd.
2889 Norland Ave.
Burnaby, B.C. V5B 3A9

Kootenay Engineering Company Limited
C/O Cominco Ltd.
Trail, B.C. V1R 4L8

Leslie & Renney Construction Ltd.
1505 - 6th Ave.
New Westminster, B.C. V3M 2C5

Liddell Construction Ltd.
1839 Cook St.
Victoria, B.C. V8T 3P5

Loram Construction Ltd.
3015 - 5th Ave. N.E.,
(P.O. Box 2828)
Calgary, Alta. T2P 2M7

G.A. McIntosh Construction Ltd.
2220 McCullough Rd.
Nanaimo, B.C. V9S 4M8

Mackie & Hooper Construction Co.
Ltd.
Lavington, B.C. V0E 2B0

Madden Construction Ltd.
23 Georgia Wynd
Delta, B.C. V4M 1A6

Maddocks Construction Ltd.
Pleasant Valley Rd., (P.O. Box 546)
Armstrong, B.C. V0E 1B0

Mainland Construction Co. Ltd.
7412 Gilley Ave.
Burnaby, B.C. V5J 4x6

Manning Construction Ltd.
1323 - 256th St.
Aldergrove, B.C. VOX 1A0

R. Marini & Sons Ltd.
3425 Overlander Rd.
Kamloops, B.C. V2B 6X4

V.K. Mason Construction Ltd.
203 - 1684 West 8th Avenue
Vancouver, B.C. V6J 1V4

Maxwood Construction Ltd.
1363 Spruce St.
Campbell River, B.C. V9W 3L6

Mi-Dan Construction Ltd.
11451-C Bridgeport Rd.
Richmond, B.C. V6X 1T4

Mincor Construction Company Limited
643 Fraser St.
Kamloops, B.C. V2C 3H1

--- Branch: Mincor Construction
Company Limited
P.O. Box 2007
South Porcupine, Ont. P0N 1H0

Mollenhauer Limited
1400 - 1176 W. Georgia St.
Vancouver, B.C. V6E 4A2

Mutual Construction Ltd.
3810 William St.
Burnaby, B.C. V5C 3H9

National Caterers Ltd.
837 E. Cordova St.
Vancouver, B.C. V6A 3R2

Nikolai Millwork Industries (1980)
Ltd.
5820 Byrne Road
Burnaby, B.C. V5J 3J5

Norcan Construction Company Ltd.
P.O. Box 1858 Postal Stn. A
Prince George, B.C. V2L 4V7

Northern Construction Company Ltd.
1304 Hornby St.
Vancouver, B.C. V6Z 1W6

Norwood Construction Ltd.
2425 Quebec St.
Vancouver, B.C. V5T 4L6

Overall Design Construction Limited
201 - 1001 Kingsway
Vancouver, B.C. V5V 3C7

PCL Construction Limited
101-3031 Viking Way
Richmond, B.C. V6V 1W1

--- Branch: PCL Construction Limited
P.O. Box 8
Edmonton, Alta. T5J 2H2

PCP Pacific Concrete Pumping Ltd.
P.O. Box 86076
North Vancouver, B.C. V7L 4J5

Pacific Blasting Co. Ltd.
3183 Norland Ave.
Burnaby, B.C. V5B 3A9

Pacific Maintenance & Construction
Co. Ltd.
4585 - 60B St.
Delta, B.C. V4K 3K9

Palo Construction Ltd.
209 - 144 W. 21st St.
North Vancouver, B.C. V7M 1Y9

Paramount Construction Co. (1983)
Ltd.
12460 Vickers Way
Richmond, B.C. V6V 1H9

Patterson Construction Ltd.
746 Caledonia Ave.
Victoria, B.C. V8T 1E5

Permasteel Construction Ltd.
958 W. 8th Ave.
Vancouver, B.C. V5Z 1E5

J.L. Peterson Construction Co. Ltd.
P.O. Box 560
Lake Cowichan, B.C. V0R 2G0

Pitts Engineering Construction, A
Division of Banister Continental
Ltd.
9910 - 39th Ave., (P.O. Box 2408)
Edmonton, Alta. T5J 2R4

Prime Structures Ltd,
104 - 12761 - 16th Ave.
Surrey, B.C. V4A 1N2

Progress Electrical and Mechanical,
A Division of BG Checo
International Limited
5314 - 97th St.
Edmonton, Alta. T6E 5W5

Quadra Construction Company Limited
41 Coal Harbour Wharf,
566 Cardero St.
Vancouver, B.C. V6G 2W6

Quadrant Construction (1978) Ltd.
259 Towler Place
Courtenay, B.C. V9N 6Y8

Quinney & Fuller Construction Ltd.
2254 Dorman Rd.
Nanaimo, B.C. V9S 5G2

Ratcliffe & Sons Construction Co.
Ltd.
R.R. #1 Pollard Rd.
Port Coquitlam, B.C. V3C 3V4

Raymond Contractors Ltd.
2717 Cottonwood St.
Aldergrove, B.C. VOX 1A0

Redden Construction (1982) Ltd.
208 - 15225 - 104th Ave.
Surrey, B.C. V3R 6Y8

Regent Construction Co. (1974) Ltd.
7547 Hedley Ave., (P.O. Box 80099)
Burnaby, B.C. V5H 3x1

Reynolds Concrete Ltd.
63 Braid St.
New Westminster, B.C. V3L 3P2

Ricketts-Sewell Electric Limited
1450 Adanac St.
Vancouver, B.C. V5L 2C3

--- Branch: Ricketts-Sewell
Electric Limited
P.O. Box 1316
Vernon, B.C. V1T 6N6

Ricketts-Sewell Electric Limited
470 Cecilia St.
Victoria, B.C. V8T 4T5

Ricketts-Sewell Electric Limited
905 Laval Cres.
Kamloops, B.C. V2C 5P4

H.H. Robertson Inc.
260-4259 Canada way
Burnaby, B.C. V5G 4C8

--- Branch: H.H. Robertson Inc.
P.O. Box 100 Postal Stn. A
Hamilton, Ont. L8N 4N4

D. Robinson Contracting Ltd,
333 Haliburton St., (P.O. Box 310)
Nanaimo, B.C. V9R 5L3

Ronco Pole Structures Ltd.
10354-120th St.
Surrey, B.C. V3V 4G2

Harry Rudolph Construction Ltd.
227 Riverside Dr.
Chilliwack, B.C. V2B 3L2

Sceptre-Riedel-Dawson Constructors
Ltd.
14400 River Rd.
Richmond, B.C. V6V 1L4

Seaward Construction Ltd.
10384-120th St.
Surrey, B.C. V3V 4G2

G.D. Shaw Construction Ltd.
P.O. Box 375
Kamloops, B.C. V2C 5K9

Shotcrete International Limited
735 Clark Dr.
Vancouver, B.C. V5L 3J4

Smith Bros. & Wilson Limited
8729 Aisne St.
Vancouver, B.C. V6P 3P1

Souther Construction (1968) Ltd.
P.O. Box 1370 Postal Stn. A
Port Alberni, B.C. V9Y 7M2

Specialty Drywall Ltd.
1785 Duncan Ave.
Penticton, B.C. V2A 7C3

Frank Stanzl Construction Ltd.
659E Moberley Rd.
Vancouver, B.C. V5Z 4B3

State Contractors Inc.
7405 Lowland Dr.
Burnaby, B.C. V5J 5A8

--- Branch: State Contractors Inc.
2828E 54th Ave. S.E.
Calgary, Alta. T2C 0A7

Steelform Contracting Canada Limited
24069 - 128th Ave., R.R. #2
Maple Ridge, B.C. V2X 7E7

Stevenson Construction Co. Ltd.
1620 W. 8th Ave.
Vancouver, B.C. V6J 1V4

Stone & Webster Canada Limited
2300 Yonge St.
Toronto, Ont. M4P 2W6

A.D. Storrie Construction Ltd.
1394 Spruce St.
Campbell River, B.C. V9W 3L7

Streakerline Transport Ltd.
Box 12, R.R. #5, Hwy. 33 East
Kelowna, B.C. V1X 4K4

Sun Construction Company Limited
830 - 10655 Southport Rd. S.W.
Calgary, Alta. V2W 4Y1

Superior Cladding Ltd.
7449A River Rd. R.R. #5
Delta, B.C. V4G 1B9

Taggart & Son Contracting Ltd.
2957 Wagon Wheel Rd.
Port Coquitlam, B.C. V3C 2E7

Timm Construction Co. Ltd.
15345-94th Ave.
Surrey, B.C. V3R 1E2

Trillium Wall and Ceiling
Specialties Ltd.
1174 Munro St.
Victoria, B.C. V9A 5P6

Trucon Construction Co. Ltd.
710 Laval Crescent
Kamloops, B.C. V2C 5P3

Turnbull & Gale Construction Co.
Ltd.
12140 Vulcan Way
Richmond, B.C. V6V 1J8

Turner Contracting Alberni Ltd.
4710 Roger St.
Port Alberni, B.C. V9Y 3Z2

United Metal Fabricators Ltd.
13480 Verdun Pl.
Richmond, B.C. V6V 1V2

Van Construction Div. of Van Vliet
Construction Co. Ltd.
5445 Victory St.
Burnaby, B.C. V5J 1T2

The Victoria Cement Man Ltd.
2949 Bridge Street
Victoria, B.C. V8T 4T2

Viking Construction Ltd.
1840 Quinn St. S
Prince George, B.C. V2N 1X5

Wayne Watson Construction Ltd.
730-3rd Avenue
Prince George, B.C. V2L 3C5

Fred Welsh Ltd.
733 Beatty Street
Vancouver, B.C. V6B 2M5

Wescan Contracting Ltd.
792 Anderson Crescent
West Vancouver, B.C. V7T 1S5

Westward Construction Ltd.
9734 - 201st St., R.R. #5
Langley, B.C. V3A 4P8

Wheatcroft Construction Ltd.
2035 Latimer St.
Nanaimo, B.C. V9S 2W6

Wheaton Construction Ltd.
1217 Wharf Street
Victoria, B.C. V8W 2Y7

C.H.E. Williams Co. Ltd.
1550 Fell Ave.
North Vancouver, B.C. V7P 3E7

Wilson & Dalgleish Contracting
(1970) Limited
138 W. Seymour St. (P.O. Box 226)
Kamloops, B.C. V2C 2E1

George Wimpey Canada Limited
300 - 800 W. Pender St.
Vancouver, B.C. V6C 2V8

--- Branch: George Wimpey Canada
Limited
14904 - 123rd Ave.
Edmonton, Alta. T5V 1B4

Zagreb Construction Ltd.
202 - 1120 Austin Ave.
Coquitlam, B.C. V3K 3P5

CONSTRUCTION LABOUR RELATIONS ASSOCIATION OF B.C. IS THE ACCREDITED
BARGAINING AGENT OF THE FOLLOWING FIRMS (LABOURERS)

A. I. M. Steel Limited
P.O. Box 3300
Vancouver, B.C.

R. A. Adair Construction Ltd.
50 Cheam Ave.
Chilliwack, B.C.

Adam Clark Company Ltd.
P.O. Box 40 Postal Stn, E
Hamilton, Ont. L8S 4L1

Advance Builders Ltd.
11348 - 82nd Ave.
Delta, B.C.

Allied Plumbing & Hydronics Ltd.
#103-20551 Langley By Pass
Langley, B.C. V3A 5E8

Allstate Construction Co. Ltd.
14071 - 115th Ave.
Surrey, B.C. V3R 2P6

Alpine Clearing Ltd.
P.O. Box 699
Prince George, B.C.

Arthon Construction Ltd.
3375 Norland Ave.
Burnaby, B.C. V5B 3A9

Ryan
USA
~~Atkinson-Commonwealth~~
Bag 106
Chetwynd, B.C. V0C 1J0

B.A.C.M. Construction Company Ltd.
4th Floor, 411 Dunsmuir St.
Vancouver, B.C. V6B 1X4

Ballarin Bros. Construction Co. Ltd.
1014 Victoria Dr.
Vancouver, B.C. V5L 4G2

Barnett-McQueen Company Limited
220-10991 Shellbridge Way
Richmond, B.C. V6X 2X1

Basarab Construction Co. Ltd.
1367 Crown St.
North Vancouver, B.C.

J.R. Bezanson Limited
1726 West 5th Ave.
Vancouver, B.C. V6J 1P2

S. Bond Commercial Painting Ltd.
R.R. #2
Mill Bay, B.C. V0R 2P0

Bordignon Construction Ltd.
200-1200 Burrard St.
Vancouver, B.C. V6E 3J3

Boundary Structural Ltd.
P.O. Box 3040
Castlegar, B.C. V1H 3N4

L.D. Boyd Construction Ltd.
8060 Granville Ave.
Richmond, B.C. V6Y 1P4

Breck Construction Ltd.
1323 Aleza Cres.
Prince George, B.C.

--- Branch: Breck Construction Ltd.
3972 Birchwood St.
Victoria, B.C.

Frank G. Browne Ltd.
671 Alpha St.
Victoria, B.C. V8Z 1V5

Busch Construction Co. Ltd.
925 Ellis St.
Kelowna, B.C.

Cambi
P.O. Box 168
Natal, B.C.

W. Campbell Ltd.
580 Ardersier Ave.
Victoria, B.C. V8Z 1C7

E.G.M. Cape & Co. Ltd.
#502 - 1075 Melville St.
Vancouver, B.C.

--- Branch: E.G.M. Cape & Co. Ltd.
2175 Sheppard Ave., East
Willowdale, Ont.

Carper's Service Limited
6913 Palm Ave.
Burnaby, B.C.

Cascade Builders Limited
P.O. Box 1231
Victoria, B.C.

Como Lake Contracting Ltd.
R.R. # 1
Campbell River, B.C. V9W 3S4

Coquitlam Drywall Ltd.
1070 Ridgeway
Coquitlam, B.C.

Orv Coulter Construction Ltd.
5200 Santa Clara Ave.
Victoria, B.C. V8Y 1W4

Crystal Construction Co. Ltd.
P.O. Box 670
Kamloops, B.C. V2C 5L7

Cuyler Contracting Co. Limited
375 Low Level Rd., (P.O. Box 86220)
North Vancouver, B.C. V7L 4L6

D & M Coring Ltd.
P.O. Box 80036
Burnaby, B.C. V5H 3x1

Max Daburger Contracting Ltd.
2042 Valleyview Dr.
Kamloops, B.C. V2C 4C5

Dalziel Construction Ltd.
6111 Central Saanich Road
Victoria, B.C. V8Z 5T8

Deitcher Construction Co. Ltd.
11914 Harris Rd.
Pitt Meadows, B.C.

Duncan Contractors Ltd.
#5 - 704 - 6th Street
New Westminster, B.C. V3L 3L5

Finnerty Construction Ltd.
P.O. Box 1989
Courtenay, B.C.

Forest Construction Limited
P.O. Box 5618 Postal Stn. L
Edmonton, Alta

H.E. Fowler & Sons Ltd.
440 Hillside Ave.
Victoria, B.C. V8T 1Y6

G. Friesen Construction Ltd.
1522 East 54th Ave.
Vancouver, B.C.

Gracon Construction Ltd.
5695 - 10th Ave., (P.O. Box 279)
Ladner, B.C.

Great North West Construction Ltd.
33384 South Fraserway
Abbotsford, B.C. V2S 2B5

Guenter Construction Ltd.
209-13395 76th Ave.
Surrey, B.C. V3M 6K2

Guran Construction Co. Ltd.
20300 Logan Ave
Langley, B.C. V3A 4L7

Gustavus Construction Ltd.
P.O. Box 476
Vernon, B.C. V1T 6M4

H.C.B.C. Construction Ltd.
123 E 15th St.
North Vancouver, B.C.

C. Banemayer Construction Ltd.
301 - 10th St. S.
Cranbrook, B.C. V1C 1S3

Bud Hannis Limited
141 Victoria St.
Kamloops, B.C.

Houliston Construction Ltd.
209 - 640 West Broadway
Vancouver, B.C. V5Z 1G4

N.W.L. Hunter Construction Ltd.
4672 Alpha Drive
Burnaby, B.C. V5C 3M9

Interior Systems Limited
2005 Quebec Street
Vancouver, B.C. V5T 2Z6

J & B Construction Ltd.
4580 East 43rd Ave.
Vancouver, B.C.

J & S Construction Ltd.
128 Market Place
Prince Rupert, B.C. V8J 1B7

Janin Western Contractors Ltd.
554 East Kings Road
North Vancouver, B.C. V7N 1J3

Jarvis Construction Co. Ltd.
9 West Broadway
Vancouver 10, B.C.

Johnston Bros. Construction Ltd.
1464 Dominion St.
North Vancouver, B.C. V7J 1B4

K & F Construction Ltd.
7645 Edmonds St.
Burnaby, B.C.

G. Kennedy Construction &
Engineering Ltd.
901 Ellis St.
Kelowna, B.C. V2Y 1Y9

Klassen Construction Ltd.
1592 East 57th Ave.
Vancouver, B.C.

Knutson Construction Ltd.
General Delivery
Kelowna, B.C.

Landtree Construction Ltd.
#2 - 1205 Richards St.
Vancouver, B.C.

G.W. Ledingham & Co. Ltd.
844 S.W. Marine Dr.
Vancouver, B.C. V6P 5Y8

Lehr Construction Ltd.
11041 Fuller Crescent
Delta, B.C. V4C 2C9

Lickley Johnson Palmer Constructors
Ltd.
8750 Heather St.
Vancouver, B.C. V6P 3S9

McKenzie Bros. Construction Ltd.
45911 Airport Rd.
Chilliwack, B.C. V2P 1A3

Mammoth Metals Ltd.
2030 Northfield Rd., (P.O. Box 603)
Nanaimo, B.C.

Manson Bros. Ltd,
6913 Palm Ave.
Burnaby, B.C. V5J 4M1

A.R. Metcalfe Construction Ltd,
1695 Happyvale Ave.
Kamloops, B.C. V2B 4H3

Mining Corporation of Canada
Limited - Societe Miniere du Canada
Limitee
208 - 156 Victoria St.
Kamloops, B.C. V2C 1Z7

N.D. & N. Construction Co. Ltd,
#105 - 333 Main St., (P.O. Box 657)
Penticton, B.C. V2A 5B8

Narod Construction Limited
808 W. Hastings St.
Vancouver, B.C. V1X 6E6

Norburn Electric Ltd.
4600 East Hastings St.
Burnaby, B.C.

Nordic Electric (Kamloops) Ltd,
241 Leigh Rd.
Kamloops, B.C. V2B 2L7

Ocean Park Construction Ltd,
2434 King George V1 Highway
Surrey, B.C. W4A 5A6

Oglow Building Contractors Ltd,
605 Columbia Ave., (P.O. Box 998)
Castlegar, B.C.

J. Olund Construction Ltd,
23022 Lougheed Hwy., (P.O. Box 212)
Maple Ridge, B.C. V2X 7G1

D.H. Orchard Construction Ltd,
1551 Sawyer Rd. R.R. #6
Victoria, B.C. V8X 3x2

Pacific Coast Construction Co. Ltd,
740 S.W. Marine Dr.
Vancouver, B.C. V6P 5Y5

Par Industrial Contractors Ltd,
#10 - 2405 Ongman Rd.,
(P.O. Box 2328)
Prince George, B.C.

Paramount Construction Co. (1968)
Ltd,
12460 Vickers Way
Richmond, B.C. V6V 1H9

Parkins Construction Limited
12910 - 146th St.
Edmonton, Alberta

Pentagon Construction (1969) Co.
Ltd,
1237 Burrard St.
Vancouver, B.C. V6Z 1Z6

--- Branch: Pentagon Construction
(1969) Co. Ltd,
1550 de Maisonneuve Blvd. W.
Montreal, P.Q.

Henry Plempe, Building Contract
1836 W. 14th Ave.
Vancouver, B.C.

H.E. Polglase Contractors Ltd,
P.O. Box 231
Campbell River, B.C. V9W 5B1

Port Alberni Home Builders Ltd,
P.O. Box 279
Port Alberni, B.C. V9Y 7M7

RCL Construction Ltd,
208 - 15255 - 104th Ave.
Surrey, B.C. V3R 6Y8

Ridgeway-Pacific Construction Ltd,
7243 Greenford Ave.
Burnaby, B.C. V5E 2Y6

A.D. Ross & Company Ltd,
8023 Wagner Rd.
Edmonton, Alta.

State Construction Ltd,
11507 - 120th St.
Edmonton, Alta.

Tideline Construction Ltd,
4230 Glendenning
Victoria, B.C. V8X 2B5

Tidewater Builders Ltd,
9343 - 156th Ave.
Surrey, B.C. V3R 4L1

Tomlin Masonry Ltd,
1562 Harper Dr.
Prince George, B.C. V2M 2Y8

Trizec Construction Limited
1610 - 1055 W. Georgia St.,
(P.O. Box 11111)
Vancouver, B.C.

Turner Construction Co. Ltd,
246 - 2nd Ave., (P.O. Box 780)
Kamloops, B.C.

Valiant Properties Ltd,
#4 - 1350 West Pender Street
Vancouver, B.C.

Vancouver Concrete Floors Ltd,
3820 Cambie St. #105
Vancouver, B.C.

B.H. Voth CO. Ltd,
46660 Cedar Avenue East
Chilliwack, B.C.

Wessex Construction Co. Ltd,
3339 Hatley Drive
Victoria, B.C. V9C 1W4

Westen Construction Associates Ltd,
1156 Richter St., (P.O. Box 159)
Kelowna, B.C. V1Y 7N5

Fred Westen Construction Ltd,
690 Kingston Ave.
Kamloops, B.C. V2B 2C8

Wolverine Tunnel Constructors
1148 - 6th Ave., (P.O. Box 1030)
Hope, B.C. VOX 110

Henry Plempe, Building Contractor
1836 W. 14th Ave.
Vancouver, B.C.

Howard S. Wright Construction Ltd.
853 Richards Street
Vancouver, B.C.

H.E. Polglase Contractors Ltd.
P.O. Box-231
Campbell River, B.C. V9W 5B1

Mining Corporation of Canada
Limited - Societe Miniere du Canada
Limitee
208 - 156 Victoria St.
Kamloops, B.C. V2C 1Z7

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#105 - 333 Main St., (P.O. Box 657)
Penticton, B.C. V2A 5B8

Narod Construction Limited
808 W. Hastings St.
Vancouver, B.C. V1X 6E6

Norburn Electric Ltd.
4600 East Hastings St.
Burnaby, B.C.

Nordic Electric (Kamloops) Ltd.
241 Leigh Rd.
Kamloops, B.C. V2B 2L7

Ocean Park Construction Ltd.
2434 King George VI Highway
Surrey, B.C. W4A 5A6

Oglow Building Contractors Ltd.
605 Columbia Ave., (P.O. Box 998)
Castlegar, B.C.

J. Olund Construction Ltd.
23022 Lougheed Hwy., (P.O. Box 212)
Maple Ridge, B.C. V2X 7G1

D.H. Orchard Construction Ltd.
1551 Sawyer Rd. R.R. #6
Victoria, B.C. V8X 3x2

Pacific Coast Construction Co. Ltd.
740 S.W. Marine Dr.
Vancouver, B.C. V6P 5Y5

Par Industrial Contractors Ltd.
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(P.O. Box 2328)
Prince George, B.C.

Paramount Construction Co. (1968)
Ltd.
12460 Vickers Way
Richmond, B.C. V6V 1H9

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12910 - 146th St.
Edmonton, Alhta

Pentagon Construction (3969) Co.
Ltd.
1237 Burrard St.
Vancouver, B.C. V6Z 1Z6

--- Branch: Pentagon Construction
(1969) Co. Ltd.
1550 de Maisonneuve Blvd. W.
Montreal, P.Q.