

COLLECTIVE AGREEMENT

BETWEEN

**ELECTRICAL CONTRACTORS ASSOCIATION OF ALBERTA
11235 - 120 STREET
EDMONTON, ALBERTA
T5G 2X9**

AND

**LOCAL UNION 424 OF THE INTERNATIONAL BROTHERHOOD
OF ELECTRICAL WORKERS,
CENTRE 424, 4232 - 93 STREET,
EDMONTON, ALBERTA
T6E 5P5**

EFFECTIVE DATE: AUGUST 12, 2007

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ARTICLES OF AGREEMENT

BETWEEN:

The Electrical Contractors Association of Alberta (Hereinafter referred to as the Association) for and on behalf of all those member Employers and other Employers enumerated on Registration Certificate No. Fifty Two (52), including such additions and deletions to the Registration Certificate as authorized by the Labour Relations Board under the authority of the Labour Relations Code, and all Electrical Contractors within the Province of Alberta who execute, accept or are bound by this Agreement (Hereinafter referred to as the Employer).

AND:

Local Union 424 of Edmonton, Alberta, of the International Brotherhood of Electrical Workers (Hereinafter referred to as the Union).

GEOGRAPHIC JURISDICTION

Electrical Contractors Association of Alberta

It is agreed that the geographic jurisdiction of the ECAA is not subject to negotiation, but is established solely within ECAA's Bylaws and the Registration Certificate issued under the Labour Relations Code of Alberta.

International Brotherhood of Electrical Workers

It is understood that the geographic jurisdiction of the Local Union is not subject to negotiation, but is established solely within the IBEW. The present jurisdiction of the Local Union is as listed:

IBEW Local Union 424

Work performed within the Province of Alberta and in the District of MacKenzie in the Northwest Territories.

PURPOSE

The Parties hereto do enter into and establish the following wage schedules and conditions of employment for the purpose of maintaining harmonious relations and establishing stable conditions of employment and providing financial and personal relations mutually beneficial to the Parties.

ARTICLE ONE - EFFECTIVE DATES

- 1.01 This Agreement shall be in full force and effective as of August 12, 2007 and continue in full force and effect until April 30, 2011 and from year to year thereafter except as hereinafter provided.
- 1.02 Either Party desiring to amend this Agreement or to commence collective bargaining may do so in writing to the other Party, not less than Sixty (60) days, or not more than One Hundred and Twenty (120) days prior to the expiry date of this Agreement. However, changes can be made at any time by mutual consent.
- 1.03 If notice to negotiate has been given by either Party, this Agreement shall remain in full force and effect up to the date that the Union or the Employer commences a strike or lock-out.
- 1.04 Any reference to the masculine gender within this Agreement shall be deemed to apply equally to the feminine gender.
- 1.05 Should any article, any provision, or any part of this Agreement be void by reason of being contrary to the Law, the remainder of this Agreement shall not be affected thereby.

ARTICLE TWO - GRIEVANCE PROCEDURE

- 2.01 During the life of this Agreement, there shall be no stoppage of work either by strike or lock-out because of any dispute over matters relating to the interpretation, application, or any provision of this Agreement, and all such disputes shall be handled as provided for in this Agreement, and in the event of any breach of this clause occurring, the Party responsible therefore may be assessed damages in any grievance filed with respect thereto.
- 2.02 For the purpose of this Agreement, a grievance is defined as any difference between those Parties on whose behalf the Agreement was entered into concerning the interpretation, application or alleged violation thereof, and shall be handled as provided herein, without stoppage of work or refusal to perform work.
- 2.03 It is agreed that the maintenance of harmonious relations between the Parties requires the prompt filing and disposition of grievances. Any alleged grievance to be considered under the grievance procedure shall be presented to the other party within Ten (10) working days of the occurrence.
- 2.04 The time limits specified in the grievance procedure shall not include Saturdays, Sundays, and General Holidays. The time limits may be extended by written consent of both Parties. Such consent shall not be unduly withheld,
- 2.05 If an Employee has an alleged grievance, he should report his grievance in the manner provided herein, pending an investigation and possible settlement.
- 2.06 (a) An Employee who has a complaint or an alleged grievance may discuss the said grievance with the shop steward, where appointed, and the Employer or the Employer's representative. If the complaint or alleged grievance is not settled within Five (5) working days of the occurrence, it may be referred to the Union Business Representative.

- (b) If the Union Business Representative is unable to resolve the grievance within Ten (10) working days of the occurrence, it may be filed in writing to the Employer and Employer's Association, and shall set out the following:
- (1) A copy of the grievance signed by the Employee.
 - (2) The Article and/or sections of the Agreement infringed upon or claimed to have been violated.
 - (3) The remedy or correction the Employer is required to make.

Copies of all grievances filed with the Employer shall be forwarded to the Association by the Employer and the Union.

- (c) The Employer shall deal with the grievance and shall deliver his decision, in writing, not later than Five (5) working days after he receives the grievance. If the grievance is not settled it may, within Five (5) working days, be referred to a Joint Grievance Committee.
- (d) The Joint Grievance Committee shall consist of Two (2) representatives appointed by the Employer and/or the Association, and Two (2) representatives appointed by the Union. Individuals presenting the grievance, the grievor and/or the grievee shall not sit as representatives on the Joint Grievance Committee.
- (e) Either party may request, in writing, to appoint an independent Chairman to the Joint Grievance Committee. The Two (2) parties shall bear equally the expenses of the Chairman.
- (f) The Joint Grievance Committee, unless previously appointed, shall be appointed within Ten (10) working days of the referral of any grievance. When the Joint Grievance Committee has been appointed it shall meet to consider the grievance not later than Ten (10) working days after its appointment or referral of the grievance. Failure to appoint a Joint Grievance Committee, without a written request for an extension to the time limits, shall allow the grieved party to refer the grievance directly to arbitration. An extension shall not exceed Ten (10) working days.
- (g) The Joint Grievance Committee shall render its decision, in writing, not exceeding Ten (10) working days after it has met to consider the grievance.
- (h) If the grievance is not settled by the Joint Grievance Committee, it may be referred to arbitration within Ten (10) working days following the conclusion of the hearing by the Joint Grievance Committee.
- (i) If the Employer and/or the Association, or the Union has a grievance, the same may be referred to a Joint Grievance Committee within Thirty (30) working days of either of the parties having knowledge of the infraction, or by mutual consent, be referred directly to arbitration.
- (j) If the grieved party fails to advance his grievance within the time limits set out in this Article, the grievance shall be abandoned.

- (k) If the grievor exceeds the time limits set out in this Article, the grievor is free to proceed to the next step of the grievance procedure herein.
- 2.07 (a) The arbitration proceeding shall be in accordance with the provisions of the Labour Relations Code, as amended from time to time.
- (b) In the case of grievance for discharge, suspension, or other actions of discipline, such grievance may be settled by the Arbitrator by confirming the Employer's decision in discharging, suspending, or disciplining the Employee, or by reinstating the Employee with full or partial compensation for time lost, or by other arrangement which is just and equitable in the opinion of the Arbitrator.
- 2.08 Notwithstanding these grievance procedures, it is understood that the Trustees of Article 11 shall be empowered to proceed directly to arbitration or take whatever action in law necessary to assure compliance with Article 11.
- 2.09 Notwithstanding the grievance procedure and the time limits contained herein, the Union shall be empowered to take whatever action in law necessary to collect unpaid wages and/or RRSP contributions and Union dues.

ARTICLE THREE - EMPLOYER RIGHTS

- 3.01 The Union acknowledges that it is the exclusive function and right of the Employer, subject to the terms of this Agreement, to:
- (a) Operate and manage its business in all respects;
 - (b) Maintain order, discipline and efficiency;
 - (c) Make and alter from time to time the rules and regulations to be observed by Employees, providing such rules and regulations are uniformly and fairly applied to all Employees and are not in conflict with this Agreement; the Employer will inform Employees of these rules;
 - (d) Direct the working force;
 - (e) Determine job content, including methods, processes and means of production and handling;
 - (f) Select, hire, promote, demote, transfer, within its company and layoff because of lack of work;
 - (g) Discipline, suspend, discharge and/or terminate any Employee for just cause; however, any alleged wrongful dismissal, suspension or discharge will be subject to the Grievance Procedure provided herein.

It is agreed that the foregoing enumerations shall not be deemed to exclude other management functions and rights.

ARTICLE FOUR - UNION RIGHTS AND HIRING PROCEDURE

- 4.01 The Employer recognizes the Union as the exclusive Bargaining Agent for all Employees performing work within the scope of this Agreement for the purposes of collective bargaining with respect to wages, hours, and other terms and conditions of employment, including safe work practices and safety rules.
- 4.02 (a) A person, firm or corporation who contracts for electrical work shall have the financial responsibility to meet payroll requirements. Irresponsibility in the payment of wages shall be deemed by the Union to provide sufficient cause to require weekly payment of wages in cash or by certified cheque to all Employees affected.
- (b) Any Employer who does not meet his payroll, including benefits, in accordance with this Agreement, shall immediately revert to weekly payroll and payments on a cash or cash equivalent basis. Furthermore, where any Employer is in default of remitting payment of Union dues, or remitting payment to the Market Recovery Trust Fund, or remitting payment of RRSP monies, or contributions to the Funds under Articles 11.01, 11.02, 11.03 and 11.04, the Employer shall pay as liquidated damages the sum of Five Hundred Dollars (\$500.00) dollars or Ten Percent (10%) of the total of the delinquent contributions whichever is greater. In addition, interest shall be payable calculated at the rate of Twelve Percent (12%) per annum from the due date until date paid on any contributions in arrears and on liquidated damages.
- 4.03 (a) Local Union 424 is a part of the International Brotherhood of Electrical Workers and any violation or annulment of working rules of the IBEW, or the subletting of any electrical work on the job to any person, firm or corporation not fair to the IBEW, or the employment of other than IBEW members on any electrical work in the jurisdiction of the Local Union by the Employer, will be sufficient cause for grievance.
- (b) Any failure by the Employer or any of its sub-contractors, in complying with any of the obligations described in this article shall constitute a violation of this Agreement, thereby entitling the Union to invoke the grievance and arbitration procedures herein, and to claim and be entitled to such relief or remedies as may be appropriate.
- 4.04 Employers from outside the Local Union's jurisdiction shall notify the Local Union Office and the ECAA, in writing, upon completion of projects when leaving the jurisdiction.
- 4.05 (a) The Employer shall hire only members of the Union in good standing, through the Union office, for all electrical work, but should the Union be unable to furnish the Employer within Forty Eight (48) hours (exclusive of Saturdays, Sundays, and Holidays), of the time the Union or its representative receives the request, the Union shall issue a work clearance, in writing, to the Journeymen or Apprentices who apply for Union membership and are recommended by the Employer, in writing, until such time as the Union can furnish Employees acceptable to the Employer.
- (b) **ALL WORKERS MUST HAVE UNION CLEARANCE, TRADE CREDENTIALS (TICKET OR APPRENTICESHIP BOOK), AND WHERE REQUIRED, CURRENT CSTS, PRIOR TO THE COMMENCEMENT OF WORK.**

(c) The Employer may only transfer travelers and non-members from one project to another with written approval of the Local Union Business Office.

- 4.06 Employers shall not accept or transfer Employees from other Employers without the Employee first receiving clearance from the Union Office.
- 4.07 Employees shall receive at least the minimum wages as outlined in the wage schedule and shall work under all the conditions of this Agreement.
- 4.08 The Employer agrees to the check-off of Union dues, any past dues owing, also Rand Formula check-off, of all Employees working within the scope of this Agreement. The Union shall certify changes in dues, in writing, to the Employer; such changes will be implemented by the Employer upon receipt of written authorization.

The Employer agrees to deduct additional monthly Union dues from every Employee covered by the terms of this Agreement for every hour worked and to forward the same to the Union as per Article 11.04.

All dues to be paid monthly and a cheque submitted with a prescribed list attached showing the deduction. The cheque shall be payable to Local Union 424, IBEW, and received by the Local Union on or before the Fifteenth (15th) of the month following the deduction.

- 4.09 For each Six (6) Journeymen employed by the Employer, One (1) Journeyman shall be over the age of Fifty (50) years.
- 4.10 A Journeyman Electrician is an Employee with Four (4) years or more experience at the electrical trade, who has passed the qualifying examination in accordance with the regulations of the Apprenticeship and Industry Training Act for the Province of Alberta, respecting qualifications and licensing of electricians.
- 4.11 An Apprentice Electrician is an Employee who may use tools of the trade while working with a Journeyman Electrician on the same job, and shall be registered as an Electrical Apprentice under the Apprenticeship and Industry Training Act for the Province of Alberta, prior to commencement of work.
- 4.12 The Employer agrees:
1. To check with the Union as to ascertain whether all presently indentured Apprentices are employed.
 2. That unemployed Apprentices shall be given preference of employment.
 3. Upon the establishment of a process for the screening of new or probationary Apprentices, to engage only such Apprentices who have fulfilled the entrance requirements of the Joint Education/Apprenticeship Committee. Such Apprentices shall receive clearance from the Union prior to commencement of work.

4. Providing an Apprentice has worked the required hours during a period of apprenticeship, an Apprentice's next period increase will become effective on the first pay period following the date the Apprentice presents to the employer the letter received from the Apprenticeship Branch advising them of successful completion of a term.
- 4.13 An Apprentice Electrician shall work under the direct supervision of a Journeyman Electrician. The ratio of Apprentices shall not exceed One (1) Apprentice to Two (2) working Journeymen on each job.
- 4.14 For every Four (4) Apprentices employed by an Employer, One (1) shall be a Fourth (4th) year Apprentice, if available.
- 4.15 The Union's Business Manager and/or his representatives shall have access to all jobs for inspection and safety of its members. The Union's Business Manager and/or his representative shall make a reasonable attempt to notify the Employer's representative before entering each job site.
- 4.16 The Business Manager may appoint Stewards at all shops or jobs to protect the jurisdiction of the Local Union. Notification of appointment of Stewards will be in writing to the Employer.
 - (a) Stewards shall be granted sufficient time to conduct the legitimate business of the Union.
 - (b) PRIOR to the termination of the Steward the Union shall be notified.
 - (c) In the event of a layoff or reduction of the work force, it is expected that the Steward shall remain on the job, unless mutually agreed upon by the Employer and the Union.
 - (d) Stewards shall be given notice prior to overtime being worked, and where overtime is worked, he shall normally be one of the overtime crew, unless mutually agreed upon by the Employer and the Union.
 - (e) Stewards shall be notified or be in attendance during or prior to termination or disciplinary action against Employees.
 - (f) Stewards shall not be discriminated against, including the distribution of overtime work.
- 4.17 Members of the Union may be given leave of absence for Union business by consent; such consent shall not be unduly withheld.

ARTICLE FIVE - JURISDICTION AND JURISDICTIONAL DISPUTES

- 5.01 The Employer recognizes the IBEW as having jurisdiction over the handling, erection, installation, operation, maintenance and repair of all electrical wiring and electrical equipment used in the construction, alteration and repair of buildings, structures, bridges, conveyors, street and highway work, tunnels, subways, shafts, dams, river and harbor work, airports, mines, electrically driven draglines and shovels, all electrical raceways for electrical wires and cables, and such other work as by custom has been performed by members of the IBEW.
- 5.02 All electrical work as defined in Article 5.01 and all equipment, tools, supports, materials and temporary light and power work used to accomplish such electrical work shall be performed by Employees covered by this Agreement.
- 5.03 On any job where there is a vehicle such as a pickup, panel truck, etc., and these vehicles are used for transportation of Employees and/or material on the job site, and the vehicles remain on the job site in the performance of electrical work, these vehicles shall be operated by Employees covered by this Agreement.
- 5.04 The Employer understands that the Local Union's jurisdiction — both trade and territorial — is not a subject for negotiations but rather is determined solely within the IBEW by the International President.
- 5.05 (a) Any jurisdictional dispute between the Union and any other Building and Construction Trade Union that involves any work undertaken by the Employer shall be settled in accordance with the Jurisdictional Assignment Plan of the Alberta Construction Industry, or the plan established by the Building and Construction Trades Department (Impartial Jurisdictional Disputes Board for the Construction Industry), or any other plan or method of procedure that may be adopted in the future by the Building and Construction Trades Department, AFL-CIO.

Both parties to this Agreement agree to recognize and strictly adhere to the Procedural Rules of the Jurisdictional Assignment Plan for Alberta, for the resolution of jurisdictional disputes in Alberta, and other supplementary rule(s), agreement(s), and/or memoranda as may be agreed upon from time to time by the Alberta unionized construction industry inclusive of the Electrical Contractors Association of Alberta.

- (b) The Parties agree to accept and abide by the decisions of the Jurisdictional Assignment Plan of the Alberta Construction Industry or the Impartial Jurisdictional Disputes Board, and it is further agreed that a jurisdictional dispute will in no way interfere with the progress and prosecution of the work.
- (c) All work claim disputes arising out of the Union's claim to specific work, either assigned to another Union by the Employer, or his sub-contractor, shall be processed in accordance with the jurisdictional disputes settlement provisions of this Agreement.
- (d) Jurisdictional disputes involving Employees employed under this Collective Agreement shall henceforth be resolved under the provisions of the said plans without work stoppage, slowdown or other lack of production.

ARTICLE SIX - HOURS OF WORK, SHIFTS, OVERTIME AND TERMS OF PAYMENT

- 6.01 (a) A day shall be defined as being the period from midnight to midnight.
- (b) Eight (8) hours shall be a regular day's work, Monday through Friday. The regular day's work shall be from 8:00 a.m. to 12:00 noon and 12:30 p.m. to 4:30 p.m. or Ten (10) hours per day Monday through Thursday between the hours of 7:00 a.m. to 5:30 p.m.
- (c) Forty (40) hours shall constitute a workweek, Monday through Friday, or Monday through Thursday for the Ten (10) hour per day option. All other time worked shall be considered overtime and shall be paid as follows:
- (i) When an employee is required to work in excess of the regular hours, Monday through Friday inclusive, he shall be paid overtime at the rate of time and One Half (1-1/2) the Classification Basic Hourly Rate for the first Two (2) hours. All additional hours shall be paid at double (2) the Classification Basic Hourly Rate.
 - (ii) For the purpose of computing overtime pay, when the Monday through Thursday Ten (10) hour per day option is scheduled, and Friday is worked, the first Ten (10) hours shall be paid at time and One Half (1-1/2) the Classification Basic Hourly Rate. All work in excess of the regular Ten (10) hours per day shall be paid at double (2) the Classification Basic Hourly Rate.
 - (iii) Employees working on Saturday, Sunday or Recognized Holidays shall be paid overtime at double (2) the Classification Basic Hourly Rate.
- (d) The lunch period may be adjusted by mutual consent of the Employer and the Union.
- (e) The starting and quitting time may be advanced or delayed by One (1) hour by mutual consent of the Employer and the Union.
- (f) Split crews will not constitute shift work.
- (g) The workday or days of work may be altered on any project by mutual consent of the Union and the Employer, subject always to all other terms of this Agreement.
- (h) With the exception of emergencies, or where the project schedule requires overtime and notwithstanding Appendix "G", overtime shall be voluntary. Where overtime is scheduled, members making reasonable and timely requests for leave of absence may be granted leave, and such leave shall not be unduly withheld.
- 6.02 When an Employer operates shifts in addition to the regular shift, the following conditions shall apply:
- (a) Employees shall be given Sixteen (16) hours rest prior to working shift work.
 - (b) When an Employee loses a regular working day as a result of the implementation or termination of shift work, then the overtime rate of pay shall apply to the First (1st) shift only.

- (c) Employees shall work at the Classification Basic Hourly Rate of pay plus Three Dollars (\$3.00) differential for all shift work, and if overtime is worked it would therefore be at the applicable overtime rate of pay plus Three Dollars (\$3.00).
 - (d) Employees shall work Two (2) or more complete consecutive shifts to constitute shift work. Double the Classification Basic Hourly Rate of pay shall be paid if the shift is terminated in less than Two (2) consecutive days.
 - (e) All other terms and conditions of this Agreement shall apply to such shift work.
- 6.03
- (a) Employees must be paid a minimum of One Half (1/2) hour at the applicable overtime rate for any work performed before or after his regular shift.
 - (b) All Employees required to work in underground mines and/or underground tunnels during the excavation phase shall receive the Classification Basic Hourly Rate of pay plus Ten Percent (10%) differential.
 - (c) Where an Employee is required to work for a period of Four (4) hours or more after his regular shift, so that Eight (8) consecutive hours rest between the completion of such work and the beginning of his regular day's work is impossible, he shall:
 1. Be paid Two and One Half (2-1/2) times the Classification Basic Hourly Rate of pay for the total hours of such work; and,
 2. Be required to take a minimum of Eight (8) consecutive hours rest prior to reporting back to work. If the rest period extends beyond the regular starting time such Employee shall be paid for regular time lost at the Classification Basic Hourly Rate of pay; or,
 3. If required to return to work before his rest break of Eight (8) consecutive hours has been completed, do so at Two and One Half (2-1/2) times the Classification Basic Hourly Rate of pay, until such time as he has an Eight (8) hour rest break.
 - (d) Overtime on callout shall be computed from the time the Employee leaves home until he returns home and in any case not less than One (1) hour shall be paid at the Classification Basic Hourly Rate.
- 6.04
- (a) When an Employee reports for work at the regular starting time and such Employee is not put to work, the Employee so affected shall be entitled to a minimum of Two (2) hours pay at the Classification Applicable Hourly Rate of pay.

In order to qualify for show up time, Employees must remain on the job site unless otherwise directed by the Employer.
 - (b) When such Employee reports for work and commences work, the Employee so affected shall be entitled to a minimum of Two (2) hours pay at the Applicable Classification Hourly Rate of pay.

(c) In addition to (a) and (b), Employees so affected shall be entitled to mileage or transportation, travel time or travel allowance and per diem to which the Employee is normally entitled for the day.

6.05 (a) Wages shall be paid weekly on industrial jobs on the last regular workday (Thursday or Friday) during working hours on the job. Wages shall be paid weekly or bi-weekly on all other jobs on the last regular workday (Thursday or Friday) during working hours on the job. No more than Five (5) days pay shall be withheld. Where Employers use bi-weekly method of payment, Employees on joining the company shall be entitled to an advance of Seventy Five Percent (75%) of net earnings after Five (5) working days. All Employees shall receive a statement of all earnings and deductions with each pay and/or pay cheque.

Direct Deposit shall be optional for Employer and Employee. Where the Employee chooses Direct Deposit, it is understood that bank confirmation of the transaction will fulfill employer payroll obligations.

(b) If the regular pay day falls on a General Holiday all pay cheques and statement of earnings and deduction shall be given to the Employee the day preceding the Holiday.

(c) Errors or omissions with the Employee's pay or pay cheque shall be corrected by the next pay period, if received in a timely manner.

6.06 On termination of employment:

(a) (i) Pay cheques, record of employment, vacation pay and General Holiday pay, shall be given to the Employee at the time of layoff by the Employer. With Union approval the Employer may express post these to the Employee's mailing address within Twenty-Four (24) hours of layoff. In the case where an Employer has not established a pay office on the jobsite, payment may be mailed by express post within the next business day.

(ii) Pay cheques, record of employment, vacation pay and General Holiday pay, shall be given or mailed by express post to the Employee's mailing address upon discharge, or voluntary termination of employment within Two (2) days following the day of termination. The end of the day is midnight for purposes of this clause.

(iii) If the Employer does not provide the pay cheque as per (a) (i) and (a) (ii) above, the Employer shall pay a late pay penalty of Eight (8) hours per day for each day the Employer is late providing the pay cheque. To qualify for the late pay penalty, the Employee must notify the Employer within Two (2) days following the day of termination that he has not yet received his pay cheque.

(iv) For the purposes of (i), (ii) and (iii) above: On the Monday through Friday work week schedule of Five (5) Eight (8) hour days (5/8's) Saturdays, Sundays and General Holidays are excluded and on the Monday through Thursday work week schedule of Four (4) Ten (10) hour days (4/10's) Fridays, Saturdays, Sundays and General Holidays are excluded.

(v) Where the Employee chooses Direct Deposit, it is understood that bank confirmation of the transaction will fulfill employer payroll obligations.

- (b) The Apprenticeship record, if not in the possession of the Employer at the time of termination, shall be forwarded, upon receipt, without delay to the Union office.
- (c) Not less than One (1) hour's pack up time for personal tools and belongings shall be granted upon layoff.
- (d) Not less than Two (2) hour's pack up time for personal tools, clothing and Camp checkout shall be granted upon layoff on jobs located outside the Free Zone of Edmonton or Calgary.

ARTICLE SEVEN - GENERAL HOLIDAY PAY AND VACATION PAY

7.01 (a) The following shall be paid General Holidays:

New Year's Day	Labour Day
Family Day (February)	Thanksgiving Day
Good Friday	Remembrance Day
Victoria Day	Christmas Day
Dominion Day	Boxing Day
Civic Day (August)	

- (b) If any of the General Holidays fall on the Employee's regular day off, the following day, or days, as the case may be, shall be the observed Holiday.
- (c) When an Employee is required to work on any of the General Holidays, he shall receive Two (2) times the regular rate of pay for hours worked on any of the General Holidays. Where a worker's remuneration is based on Appendix "F", he shall receive One and One Half (1-1/2) times the regular rate of pay for hours worked on any of the General Holidays.

Work performed on the date on which the General Holiday falls will be paid at the overtime rates otherwise required by the Collective Agreement, and the work performed on the day on which the General Holiday is then observed will be paid at double time.
- (d) Should the Holiday fall on payday, all pay cheques and statements of earnings and deductions shall be made available the day prior to the Holiday.
- (e) Work shall not be performed on Labour Day excepting for the protection of life and property. If work is to be performed for the protection of life and property, it shall only be done with the expressed written consent of the Local Union Business Office.
- (f) Should any additional holiday be declared by a government (the Federal or the Alberta Provincial Government) which has the jurisdiction to declare a General Holiday, then that holiday will be added to the list of holidays that will be observed.

7.02 General Holiday Pay shall be Four Percent (4%) of the Employee's total gross wages, and shall be paid each pay period with the Employee's regular pay. Such total gross wages shall be deemed to include straight time hours, overtime hours, premium time hours and travel time hours.

- 7.03 Vacation Pay shall be Six Percent (6%) of the Employee's total gross wages, and shall be paid each pay period with the Employee's regular pay. Such total gross wages shall be deemed to include straight time hours, overtime hours, premium time hours and travel time hours.
- 7.04 It is agreed that the General Holiday Pay and Vacation Pay percentages contained in Articles 7.02 and 7.03 of this Agreement do not apply to travel allowance, per diem allowance or room and board paid to Employees.

ARTICLE EIGHT - TRANSPORTATION, EXPENSES AND ACCOMMODATION

8.01 DAILY TRAVEL

The following conditions will apply on jobs within daily commuting distance of Edmonton, Calgary, and on jobs from which Employees commute daily from accommodation provided or paid for by the Employer.

- (a) A Forty Five (45) kilometer radius Free Zone from the center of the cities of Edmonton or Calgary, or around any place in which Employees are temporarily domiciled by the Employer shall be established. The center for Edmonton is 101 Street and Jasper Avenue and for Calgary, the Calgary Tower. No transportation, travel time or travel allowance shall be applicable within the Free Zone, except as provided in 8.01 (f).
- (b) On jobs outside the Free Zone when Employees travel daily to and from the job, the Employer shall:
- (i) Provide transportation, or pay the Employee Forty Seven Cents (\$0.47) per kilometer traveled each way between the edge of the Free Zone and the job site, and
 - (ii) The Coordinating Committee and the Alberta Building Trades Council shall examine, during January of each year of the Collective Agreement, the information published by Canada Customs and Revenue Agency respecting the vehicle allowance amounts that will not be treated as taxable income and that will be permitted as business expenses for employers. Such information normally establishes a maximum rate for the first Five Thousand Kilometers (5,000 km.), and a lower rate for additional kilometers. The Coordinating Committee and the Council shall determine a rate that is midway between those two rates. The above vehicle allowance rate shall be adjusted, effective on the first pay period following May 1 of each year, to the rate determined by the Coordinating Committee and the Council, and
 - (iii) Pay a travel allowance.

The travel allowance shall be calculated based on traveling at Eighty (80) kilometers per hour, at the Employee's Classification Basic Hourly Rate, from the point where the edge of the Free Zone intersects the road which takes the shortest, most appropriate route to the project and return to the intersecting point.

If the Union and the Employer do not come to mutual agreement respecting the amount of time it regularly takes to travel daily both ways between the edge of the Free Zone and the job site, the Union and the ECAA shall each appoint a person to jointly determine the applicable amount of time over the shortest, most appropriate route, and the decision jointly made by those persons shall be final and binding for the purposes of the job site.

- (c) Where the Employer supplies the transportation, such transportation shall mean pickup truck, passenger van, taxi, coach bus, or commercial/charter airplane service, and shall, at a minimum, be safe and in proper mechanical condition, clean and modern means of transportation with sufficient seating for each person allowing adequate comfort for adults, and be driven by a qualified driver with required insurance. School buses shall not be used for such transportation. Where the Employer is supplying transportation, and when the size of the crew is such that the capacity of a coach-type bus is required, such bus transportation will be provided. Pick up points shall be mutually agreed upon.
- (d) Employees who are transported to a job site but who refuse to start work at the prescribed time due to a picket line or other form of labour relations dispute will not be paid mileage or travel allowance for that day.
- (e) When the transportation provided by the Employer for the conveyance of Employees is delayed by circumstances beyond the control of the Employees, the Employees shall be paid for all such time, up to a limit of Two (2) hours at the Classification Basic Hourly Rate.
- (f) If an Employee is required by the Employer to move from one job to another during a regular day's work, the Employer shall provide the transportation or pay vehicle allowance at the rate of Forty Seven Cents (\$0.47) per kilometer traveled if the Employee uses his own vehicle. The Employee shall not suffer any loss of pay as a result of transferring between projects during a regular day's work.
- (g) Employees required to travel out of a city or town to another job after working a regular day's work or shift, and before an Eight (8) hour break occurs, shall be paid for all time traveled at the rate of Time and One Half (1-1/2) the Classification Basic Hourly Rate. If still travelling the following day, the Employee shall be paid the Classification Basic Hourly Rate for time traveled during the regular day's work.

8.02 INITIAL AND RETURN TRANSPORTATION TO REMOTE SITES

- (a) On jobs located outside the Free Zone when Employees do not return daily to the Free Zone the Employer shall pay travel allowance for initial travel and transportation to the project and return subject to the conditions in (b) below, based upon a radius from the cities of Edmonton or Calgary, as applicable, as follows:
 - (i) Up to 200 kilometers – Seventy Seven Dollars (\$77.00) effective August 12, 2007 (Eighty Four Dollars (\$84.00) effective May 03, 2009) each way,

- (ii) 201 kilometers to 300 kilometers – One Hundred and Ten Dollars (\$110.00) effective August 12, 2007 (One Hundred and Twenty Dollars (\$120.00) effective May 03, 2009) each way,
- (iii) 301 kilometers to 375 kilometers, and the Empress Area – One Hundred and Thirty Two Dollars (\$132.00) effective August 12, 2007 (One Hundred and Forty Four Dollars (\$144.00) effective May 03, 2009) each way,
- (iv) 376 kilometers to 475 kilometers – One Hundred and Ninety Eight Dollars (\$198.00) effective August 12, 2007 (Two Hundred and Sixteen Dollars (\$216.00) effective May 03, 2009) each way, or actual airfare if suitable proof of air transport is provided to the Employer
- (v) Over 475 kilometers - as mutually agreed between the Parties to this Agreement to a maximum of Three Hundred and Three Dollars (\$303.00) effective August 12, 2007 (Three Hundred and Thirty Dollars (\$330.00) effective May 03, 2009) each way or air fare inclusive of taxes in the event this is the most practical method of accessing the project/jobsite.

(b) The Employee is entitled to initial transportation allowance paid on the first pay day providing the Employee works Fifteen (15) calendar days or is laid off in that 15 day period.

The Employee is entitled to return transportation allowance paid on the final pay day providing the Employee works Thirty (30) calendar days or is laid off in that 30 day period.

Transportation allowance shall be deducted from final cheque if the Employee does not qualify.

(c) In the event that the Employer has not made a reasonable effort to notify the Employee of a layoff while on a turnaround or any other regularly scheduled break, then the Employee shall **be** paid an amount equal to return travel allowance.

8.03 ROTATIONAL LEAVE (TURNAROUNDS) - INDUSTRIAL

(a) On jobs located beyond a Three Hundred (300) kilometer radius to a maximum of Four Hundred and Seventy Five (475) kilometers from the center of Edmonton or Calgary, the Employer shall:

(i) Pay an allowance of One Hundred and Fifty Four Dollars (\$154.00) effective August 12, 2007 (One Hundred and Sixty Eight Dollars (\$168.00) effective May 03, 2009) after Thirty Five (35) calendar days of employment on the job and thereafter for each subsequent Thirty Five (35) calendar days of employment on the job.

Where the Employee accepts Employer supplied transportation he shall not be entitled to the above allowance.

(ii) Allow Employees Five (5) working days leave after each Thirty Five (35) calendar days of employment on the job.

- (b) On jobs located beyond a Four Hundred and Seventy Five (475) kilometer radius from the center of Edmonton or Calgary, the Employer shall:
 - (i) provide a negotiated transportation allowance, not to exceed scheduled airline airfare where scheduled air service is available, or pay an allowance of Two Hundred & Seventy Five Dollars (\$275.00) effective August 12, 2007 (Three Hundred Dollars (\$300.00) effective May 03, 2009) where airline service is not available, after Thirty Five (35) calendar days of employment on the job and thereafter for each subsequent Thirty Five (35) calendar days of employment on the job.
 - (ii) Allow Employees Five (5) working days leave after each Thirty Five (35) calendar days of employment on the job.
- (c) It is further understood and agreed that the above described trips be on a rotation basis and at no time more than Twenty Five Percent (25%) of the working force shall be on such home leave.

8.04 WEEKLY TRANSPORTATION

On jobs located outside the Free Zones of Edmonton and Calgary when weekly transportation is supplied:

- (a) Transportation shall meet the requirements of Article 8.01(c)
- (b) Employees may choose the option of utilizing weekly transportation at the time of hire.
- (c) Employees who choose this option shall not be entitled to **initial/return**, rotation allowances.
- (d) Where new transportation routes are established employees may select the option of weekly transportation and such employees will not be required to return any **initial/return**, rotation allowance received.
- (e) Employees, who choose to receive **initial/return**, rotation allowances, may use the supplied transportation for their initial trip to the job in lieu of the initial travel allowance.
- (9) Notwithstanding the foregoing, Employees who have selected weekly transportation, and who are hired or terminated on a day when weekly transportation is not scheduled, shall be entitled to cost of one way commercial bus fare to Edmonton, Calgary, established transportation pick up point or job. Transportation or taxi fare from the job to the bus terminal will be provided.
- (g) Employees who have selected weekly transportation are allowed rotation leave as per Article 8.03.

8.05 LOCAL RESIDENTS

- (a) A Local Resident shall mean an Employee who:

Is a member of the Union and has resided within a Seventy Five (75) kilometer radius of the center of a job site which is beyond daily commuting distance from Edmonton or Calgary and whose principle residence is the place where he/she, in the settled routine of his/her life, regularly, normally or customarily lives, with the underlying premise that everyone must be resident somewhere. Residency shall be determined as per Local Union Hiring Procedures and shall be validated upon request.

- (b) Local Residents residing within a Forty Five (45) kilometer radius of the job site shall not be entitled to receive transportation or vehicle allowance, travel allowance, initial and return travel allowance, room and board or subsistence, or camp accommodations, or rotational leave provisions.

Local residents residing between a Forty Five (45) kilometer radius and a Seventy Five (75) kilometer radius of the job site shall not be entitled to receive initial and return travel allowance, room and board or subsistence, or camp accommodations, or rotational leave provisions, but shall be paid a travel allowance of Thirty Three Dollars (\$33.00) effective August 12, 2007 (Thirty Six Dollars (\$36.00) effective May 03, 2009) per day worked to cover transportation expenses and travel allowance, or if transportation is supplied by the Employer, a daily travel allowance of Seventeen Dollars (\$17.00) effective August 12, 2007 (Nineteen Dollars (\$19.00) effective May 03, 2009) will be paid for each day worked.

- (c) Where a camp kitchen is established, and on jobs where camp residents may go to the camp kitchen for the noon meal Local Residents will also be entitled to the noon meal.

Local Residents are not entitled to bag lunches.

On Jobs where soup is provided to the job site Local Residents are entitled to soup.

- (d) Where a Local Resident is required to work overtime, he shall be entitled to overtime meals in accordance with this Agreement.

- (e) The Parties agree that the early participation of qualified Local Residents in work undertaken under this Agreement is most desirable and will be strongly promoted. In support of this the Union agrees that local qualified tradesmen will be given an opportunity to join the Union.

- (9) The Parties to the Collective Agreement agree that they will undertake a monitoring process to evaluate the employment status of Local Resident Members residing in the Wood Buffalo region, and such other region where a client expresses a concern during the term of the Agreement. If it is determined that there is an underutilization of Local Resident Members the Parties will meet and address the issue.

- (g) For the purposes of determining local residents in the Fort McMurray area, residents of Anzac and Sapræe Creek will be considered to be residents of Fort McMurray for projects north of Fort McMurray and residents of Fort McKay will be considered to be residents of Fort McMurray for projects located south of Fort McMurray.

8.06 **ACCOMMODATION, ROOM & BOARD**

On jobs located outside the Free Zone when Employees do not return daily to the Free Zone the Employer shall:

Provide a camp or arrange for and provide suitable commercial accommodations and meals or pay per diem.

The Parties agree that wherever practical and workable, camp accommodation is preferable to the provision of room and board, and that the provision of room and board is preferable to the payment of a per diem allowance. However, any of these Three (3) options will satisfy the Employer's obligations pursuant to this Article.

- (a) Where camps are provided, the Parties to this Agreement recognize and agree to be bound by the current Camp Agreement as negotiated between the Construction Labour Relations, an Alberta Association and the Alberta and NWT (District of MacKenzie) Building and Construction Trades Council. Where a camp is provided, all Employees shall use the facilities of the camp at no cost to the Employee. Camp facilities shall be available Seven (7) days per week.

Should an Employee residing in camp accommodation be requested by the Employer of the Client's designated camp management personnel to move to another room or camp, they shall be provided adequate time during working hours to do so, or they shall be paid Two (2) hours at the Classification Basic Hourly rate to carry out the move. Transportation will be provided by the Employer if requested by the Employee.

- (b) Where commercial accommodations are provided, the Employer shall pay the actual costs of meals and accommodations for days worked unless the Employees cannot return home on weekends. Where rooms are available, there shall be One (1) Employee per room.

On jobs outside a Two Hundred and Fifty (250) kilometer radius of Edmonton or Calgary, the Employer shall provide accommodation for the day prior to the first shift if the Employee chooses to travel to the job the day prior to the first shift.

In the event that any difference arises respecting the adequacy of accommodation provided by the Employer, the difference shall be referred to a balanced committee of appointees of the Union and the ECAA, which committee shall make a final and binding decision within Five (5) days from the date of referral.

(c) Where Per Diem is paid:

- (i) On jobs within a Four Hundred and Seventy Five (475) kilometer radius of Edmonton or Calgary, (excluding National Parks)

Reimbursement toward the expense of the Employee's board and lodging, and any goods and services tax paid by the Employee in the purchase of board and lodging, by way of a subsistence allowance in the amount of One Hundred Dollars (\$100.00) per day worked inclusive of GST, however, reimbursement toward such expenses in the following areas shall be as follows:

- Fort McMurray and Lloydminster – One Hundred and Forty Five Dollars (\$145.00) per day worked inclusive of GST.
- Hinton – One Hundred and Thirty Five (\$135.00) per day worked inclusive of GST;
- Grande Prairie and Drumheller – One Hundred and Thirty Dollars (\$130.00) per day worked inclusive of GST.
- Edson, Fox Creek, Peace River, Red Deer – One Hundred and Twenty Five Dollars (\$125.00) per day worked inclusive of GST;
- Athabasca, Camrose, Cold Lake, Hanna, Stettler, and Wainwright – One Hundred and Twenty Dollars (\$120.00) per day worked inclusive of GST.
- Swan Hills – One Hundred and Fifteen Dollars (\$115.00) per day worked inclusive of GST.
- Forestburg – One Hundred and Ten Dollars (\$110.00) per day worked inclusive of GST.

Per Diem allowance will be paid for any General Holiday which falls on a scheduled workday other than a Monday or Friday (Thursday where a 4-10's workweek schedule is in effect) provided the Employee reports for Work on the workday immediately preceding and following the General Holiday. On jobs outside a Two-Hundred and Fifty (250) kilometer radius of Edmonton or Calgary the Employer shall pay the cost of accommodation for the day prior to the first shift if the Employee chooses to travel to the job the day prior to the first shift and stays the night of the last shift. Receipts must be produced.

- (ii) Applicable beyond a Four Hundred and Seventy Five (475) kilometer radius of the Cities of Edmonton and Calgary (excluding National Parks and Northwest Territories).

On a Seven (7) days per week basis:

Reimbursement towards the expense of the Employee's board and lodging, and any goods and services tax paid by the Employee in the purchase of board and lodging, by way of a subsistence allowance in the amount of One Hundred Dollars (\$100.00) per day inclusive of GST.

Employees failing to report for work on the workday immediately preceding and following a weekend or General Holiday will receive the above for days worked only.

- (iii) When an Employee is directed or dispatched to work on a project in an area where all available accommodation is inflated in price, the Employer will provide suitable room and board or the subsistence allowance shall be reviewed and, if necessary, adjusted by the following procedure:

Either the subsistence allowance can be adjusted by mutual consent between the Employer and the Union, or a balanced committee from the Union and ECAA shall review the cost of hotel and meals and set a rate or adjust a rate to reasonably cover the costs.

The committee shall make a final and binding decision within Five (5) days from the date of referral.

Should conditions warrant the payment of a greater amount, or where agreed on at a pre-job conference, then such amount shall prevail and be paid.

- (iv) Employees may request in writing an advance of per diem allowance upon initial hire.

It shall be paid to the Employee by cheque or direct deposit as per Article 6.05 (a).

Applicable to all regions: Employees unable to work due to legitimate illness, material shortage, job-site conditions, or inclement weather shall receive their board and room or daily allowance. Employees unable to work subject to any of the above stated conditions must remain at the accommodation paid for by the Employer to be eligible for board and room or daily allowance and further, where the employee is unable to work due to illness he must also provide a doctor's note confirming such illness.

Employees who leave the job prior to the end of shift without the consent of the Employer will not be entitled to per diem for the day.

Employees who leave the job prior to the end of shift with the consent of the Employer will be entitled to a full day per diem if at least one half of the shift is worked.

Employees who leave the job prior to the end of the shift with the consent of the Employer will be entitled to one half day's per diem if less than one half of the shift is worked.

- 8.07 On jobs located outside the Free Zone, for the purpose of calculating contributions to the Electrical Industry Benefit Trust Funds as contained in Article Eleven of this Agreement traveling allowance outside a regular day's work shall not be considered as time worked.

ARTICLE NINE - FOREMEN AND WORKING CONDITIONS

- 9.01 (a) More than Five (5) Journeymen on a job, One (1) shall be a Foreman who may supervise not more than Ten (10) Journeymen, including any Sub-foremen.
- (b) A Sub-foreman may supervise not more than Four (4) Journeymen.
- (c) Three (3) Foremen on a job, the Employer shall employ a General Foreman.
- (d) General Foremen and Foremen having more than Four (4) Journeymen under their supervision shall not work with the tools of their trade.
- (e) General Foremen, Foremen, and Sub-foremen shall be Journeymen members of the Local Union.
- (f) The classification of a job shall be a unit of work covered by an electrical permit.
- 9.02 On all work coming under the terms of this Agreement, where General Foremen and Foremen are employed, orders shall be given in the sequence of authority.
- 9.03 Personal Facilities: On jobs under the terms of this Agreement every Employer shall:
- (a) Ensure that flush toilets are provided on all jobs as soon as job conditions permit. Where job conditions do not permit, then other conditions will be agreed to between the Employer and Union, These facilities shall be properly heated and will be maintained in a clean and sanitary condition, and subject to Union and Health Department Inspection. In the event that proper facilities as described above are not provided, no Employee will be penalized for leaving the job in the case of necessity;
- (b) Where more than Seven (7) Employees are employed, provide heated storage for Employees' clothing which will not infringe on the proper place to eat;
- (c) Provide safe drinking water and cups at all times, which shall be properly cooled in warm weather; and
- (d) Provide facilities of adequate size to ensure his Employees a proper place to eat. Each Employee shall be given table space at standard-size tables (30" wide and 15" in depth). These facilities shall be heated and kept clean.
- 9.04 The Employer will provide all special equipment and protective devices and adequately fitting clothing as required by the Alberta Safety Codes Act and Occupational Health and Safety Act, pursuant to all regulations established there under. For female Employees, the Employer will provide safety equipment (harnesses) suited for females.
- 9.05 Where Employees are required to work on energized circuits or equipment of Four-Hundred and Eighty (480) volts or higher, phase to phase, Two (2) Journeymen shall work together at all times.

- 9.06 The Employer will provide adequately fitting rain jackets, rain pants and rubber boots when the Employee is required to work in the rain. The Employer will provide rubber boots when the Employee is required to work in water or severe muddy conditions.
- 9.07 When Employees are required to perform work outside the jurisdiction of the Local Union, where a higher wage prevails, they shall be paid at such higher rate.
- 9.08 The Employer shall, when making reductions to the work force, use the following sequence in each classification as identified in Appendix A:
1. Non-members of the IBEW
 2. Members of other IBEW Local Unions
 3. Members of the Union.
- 9.09 A work break of Ten (10) minutes (Fifteen (15) minute work break for Ten (10) hour work days) shall be allowed approximately Two (2) hours after commencement of the work day and approximately Two (2) hours after any meal period.
- 9.10 Overtime Meals
- (a) When an Employee is required to work in excess of Ten (10) hours he shall be provided with a hot meal, where possible, at the end of the Ten (10) hour shift and he shall be provided with a hot meal each Four (4) hours thereafter. If the Employee is required to return to work after the meal he shall be paid for the time to consume such meal at the Classification Basic Hourly Overtime Rate. Such hot meals shall not include TV dinners or micro-wave meals. Not more than Two (2) fast food restaurant meals will be served per calendar week. The same entrées will not be served more than once per calendar week.
- On projects when it is impractical for the contractor to provide a meal the employee shall be paid a Fifteen (15) minute break at the Applicable rate of pay and the Employer shall pay a meal allowance of Forty Dollars (\$40.00) in lieu of the meal and the time to consume the meal.
- (b) Where a supervisor is required to:
- (i) start up to One (1) hour earlier, or
 - (ii) finish up to One (1) hour later, or
 - (iii) start up to One Half (1/2) hour earlier and finish up to One Half (1/2) hour later than the supervisor's crew, for the purposes of organizing work or facilitating a transition to another shift, the provisions of 9.10 (a) will not apply unless those provisions are applicable to the rest of the crew.

9.11 The Employer shall provide:

- (a) Protective leather gloves, safety glasses and goggles for Employees required to work with welders. Welders, in addition to safety hats, shall be provided with adequately fitting welding gloves, goggles and welding helmets.
- (b) Adequately fitting protective clothing where acids, chemicals, grease, dust or fibers prevail.
- (c) Cleaning of protective clothing before re-issue.
- (d) Fire retardant coveralls will be provided on all construction projects in operating plants, and fire retardant parkas will be provided between the months of October through March.

All such protective clothing and equipment shall be returned by the Employee when no longer required, or upon termination of employment.

9.12 Welding Tests

- (a) If the Employer requires a welder's test that is different from the Alberta Government requirements, the Employer shall pay for the test.
- (b) See CWB Letter of Understanding (Appendix "I"). For successful candidates the Employer shall also pay, at the Classification Basic Hourly Rate, for the time to take the test, plus, if applicable, all travel time or travel allowance, travel expenses and subsistence.
- (c) For welder tests other than CWB, the Employer shall also pay the successful candidates at the Classification Basic Hourly Rate for the time to take the test plus, if applicable, all travel or travel allowance, travel expenses and subsistence.
- (d) The successful candidate agrees to start working for the Employer or forfeit all costs and payments in (c) above.

ARTICLE TEN – INDUSTRIAL WAGES AND BENEFIT SCHEDULES

10.01 POTENTIAL ADJUSTMENT TO WAGE AND BENEFIT SCHEDULE

During bargaining of the 2007-2011 Collective Agreement the parties agreed that the wage schedules in Article 10 could be modified depending upon the rate of inflation in Alberta. Potential adjustments could occur only for the May 4, 2008 and/or May 3, 2009 and/or May 2, 2010 time periods. It is agreed between the Parties that the following defines the circumstances that would cause the wage schedule for any one or more of the above mentioned time periods to be adjusted.

- (a) The May 4, 2008 wage schedule as contained in Article 10 represents an increase in the Journeyman total package rate of Five Percent (5.0%) over and above the Journeyman total package rate that was in effect at expiry of the 2005-2007 Collective Agreement, that being Forty Five Dollars and Forty Seven Cents (\$45.47) per hour. Should the "CPI Alberta Rate" plus One Percent (1%) exceed this Five Percent (5.0%) wage increase then the "CPI Alberta Rate", plus One Percent (1%) shall be used to calculate a revised Journeyman total package rate which will then be implemented effective May 4, 2008.
- (b) The May 3, 2009 wage schedule represents an increase in the Journeyman total package rate of Six and One Half Percent (6.5%) over and above the Journeyman total package rate in effect as of May 4, 2008. Should the "CPI Alberta Rate" plus One Percent (1%) exceed this Six and One Half Percent (6.5%) wage increase then the "CPI Alberta Rate", plus One Percent (1%) shall be used to calculate a revised Journeyman total package rate which will then be implemented effective May 3, 2009.
- (c) The May 2, 2010 wage schedule represents an increase in the Journeyman total package rate of Five Percent (5.0%) over and above the Journeyman total package rate in effect as of May 4, 2008. Should the "CPI Alberta Rate" plus One Percent (1%) exceed this Five Percent (5.0%) wage increase then the "CPI Alberta Rate" plus One Percent (1%) shall be used to calculate a revised Journeyman total package rate which will then be implemented effective May 2, 2010.
- (d) Where the "CPI Alberta Rate" is used in Article 10, it shall mean the percentage rate of change between the Consumer Price Index published for December of the year immediately prior to the effective date of the wage adjustment, and that for December of the year before that. The indices referenced shall be those published by Statistics Canada on their web page "Consumer Price Index (monthly) (Alberta) (e.g. <http://www40.statcan.ca/L01/cst01/cpis01j.htm>) "All Items" index.

ARTICLE TEN- INDUSTRIAL WAGES AND BENEFIT SCHEDULES

**10.01 EFFECTIVE AUGUST 12, 2007
STRAIGHT TIME**

Classification	Basic Hourly Rate %	Basic Hourly Rate \$	10% Vacation & General Holiday Pay	Market Recovery Trust Fund	Insurance Benefit Trust Fund	Pension Trust Fund	Education Trust Fund	Contractor RRSP	Gross Hourly Pay
GEN. FOREMAN	122	45.16	4.516	1.13	1.77	4.61	0.40	0.00	57.59
FOREMAN	114	42.20	4.220	1.06	1.77	4.61	0.40	0.00	54.26
SUB-FOREMAN	105	38.87	3.887	0.98	1.77	4.61	0.40	0.00	50.52
* JOURNEYMAN	100	37.02	3.702	0.93	1.77	4.61	0.40	0.00	48.43
4TH YEAR APP.	80	29.62	2.962	0.74	1.77	4.61	0.40	0.00	40.10
3RD YEAR APP.	70	25.91	2.591	0.65	1.77	4.61	0.40	0.00	35.93
2ND YEAR APP.	60	22.21	2.221	0.56	1.77	4.61	0.40	0.00	31.77
1ST YEAR APP.	50	18.51	1.851	0.47	1.77	4.61	0.40	0.00	27.61

* Includes Electrician (Inside Wireman), Welder, Instrument Technician, Lineman and Operator (Equipment)

* Union dues (Article 4.08)

* Additional Union Dues - \$0.05/hour worked (Article 4.08 & 11.04 (c) (i))

* Additional R.R.S.P. - \$1.00/hour worked (Gen. Foreman, Foreman, Sub-Foreman & Journeyman) Article 11.04 (c) (ii)

* ECAA Industry Fund - \$0.10/hour worked (Appendix 'C')

ARTICLE TEN- INDUSTRIAL WAGES AND BENEFIT SCHEDULES

10.01 EFFECTIVE AUGUST 12, 2007

WHEN OVERTIME IS WORKED AT 1 1/2 TIMES THE HOURLY RATE

Classification	Basic Hourly Rate %	Basic Hourly Rate \$	10% Vacation & General Holiday Pay	Market Recovery Trust Fund	Insurance Benefit Trust Fund	Pension Trust Fund	Education Trust Fund	Contractor RRSP	Gross Hourly Pay
GEN. FOREMAN	122	67.74	6.774	1.70	1.77	4.61	0.40	4.14	87.13
FOREMAN	114	63.30	6.330	1.59	1.77	4.61	0.40	3.87	81.87
SUB-FOREMAN	105	58.31	5.831	1.47	1.77	4.61	0.40	3.56	75.95
* JOURNEYMAN	100	55.53	5.553	1.40	1.77	4.61	0.40	3.39	72.65
4TH YEAR APP.	80	44.43	4.443	1.11	1.77	4.61	0.40	2.71	59.47
3RD YEAR APP.	70	38.87	3.887	0.98	1.77	4.61	0.40	2.37	52.89
2ND YEAR APP.	60	33.32	3.332	0.84	1.77	4.61	0.40	2.03	46.30
1ST YEAR APP.	50	27.77	2.777	0.71	1.77	4.61	0.40	1.70	39.74

* Includes Electrician (Inside Wireman), Welder, Instrument Technician, Lineman and Operator (Equipment)

* Union dues (Article 4.08)

* Additional Union Dues - \$0.05/hour worked (Article 4.08 & 11.04 (c) (i))

* Additional R.R.S.P. - \$1.00/hour worked (Gen. Foreman, Foreman, Sub-Foreman & Journeyman) Article 11.04 (c) (ii)

* ECAA Industry Fund- \$0.10/hour worked (Appendix 'C')

ARTICLE TEN- INDUSTRIAL WAGES AND BENEFIT SCHEDULES

10.01 EFFECTIVE AUGUST 12, 2007

WHEN OVERTIME IS WORKED AT 2 TIMES THE HOURLY RATE

Classification	Basic Hourly Rate %	Basic Hourly Rate \$	10% Vacation & General Holiday Pay	Market Recovery Trust Fund	Insurance Benefit Trust Fund	Pension Trust Fund	Education Trust Fund	Contractor RRSP	Gross Hourly Pay
GEN. FOREMAN	122	90.32	9.032	2.26	1.77	4.61	0.40	8.28	116.67
FOREMAN	114	84.40	8.440	2.12	1.77	4.61	0.40	7.73	109.47
SUB-FOREMAN	105	77.74	7.774	1.96	1.77	4.61	0.40	7.12	101.37
* JOURNEYMAN	100	74.04	7.404	1.86	1.77	4.61	0.40	6.78	96.86
4TH YEAR APP.	80	59.24	5.924	1.48	1.77	4.61	0.40	5.42	78.84
3RD YEAR APP.	70	51.82	5.182	1.30	1.77	4.61	0.40	4.75	69.83
2ND YEAR APP.	60	44.42	4.442	1.12	1.77	4.61	0.40	4.07	60.83
1ST YEAR APP.	50	37.02	3.702	0.94	1.77	4.61	0.40	3.39	51.83

* Includes Electrician (inside Wireman), Welder, Instrument Technician, Lineman and Operator (Equipment)

* Union dues (Article 4.08)

* Additional Union Dues - \$0.05/hour worked (Article 4.08 & 11.04 (c) (i))

* Additional R.R.S.P. - \$1.00/hour worked (Gen. Foreman, Foreman, Sub-Foreman & Journeyman) Article 11.04 (c) (ii)

* ECAA industry Fund - \$0.10/hour worked (Appendix 'C')

ARTICLE TEN- INDUSTRIAL WAGES AND BENEFIT SCHEDULES

**10.02 EFFECTIVE MAY 04, 2008
STRAIGHT TIME**

Classification	Basic Hourly Rate %	Basic Hourly Rate \$	10% Vacation & General Holiday Pay	Market Recovery Trust Fund	Insurance Benefit Trust Fund	Pension Trust Fund	Education Trust Fund	Contractor RRSP	Gross Hourly Pay
GEN. FOREMAN	125	48.48	4.848	1.16	1.82	4.89	0.40	0.00	61.60
FOREMAN	117	45.37	4.537	1.09	1.82	4.89	0.40	0.00	58.11
SUB-FOREMAN	108	41.88	4.188	1.00	1.82	4.89	0.40	0.00	54.18
* JOURNEYMAN	100	38.78	3.878	0.93	1.82	4.89	0.40	0.00	50.70
4TH YEAR APP.	80	31.02	3.102	0.74	1.82	4.89	0.40	0.00	41.97
3RD YEAR APP.	70	27.15	2.715	0.65	1.82	4.89	0.40	0.00	37.63
2ND YEAR APP.	60	23.27	2.327	0.56	1.82	4.89	0.40	0.00	33.27
1ST YEAR APP.	50	19.39	1.939	0.47	1.82	4.89	0.40	0.00	28.91

* Includes Electrician (Inside Wireman), Welder, Instrument Technician, Lineman and Operator (Equipment)

* Union dues (Article 4.08)

* Additional Union Dues - \$0.05/hour worked (Article 4.08 & 11.04 (c) (i))

* Additional R.R.S.P. - \$1.00/hour worked (Gen. Foreman, Foreman, Sub-Foreman & Journeyman) Article 11.04 (c) (ii)

* ECAA Industry Fund - \$0.10/hour worked (Appendix 'C')

The May 4, 2008 wage schedule as contained in Article 10 represents an increase in the Journeyman total package rate of Five Percent (5.0%) over and above the Journeyman total package rate that was in effect at expiry of the 2005-2007 Collective Agreement, that being Forty Five Dollars and Forty Seven Cents (\$45.47) per hour. Should the "CPI Alberta Rate" plus One Percent (1%) exceed this Five Percent (5.0%) wage increase then the "CPI Alberta Rate", plus One Percent (1%) shall be used to calculate a revised Journeyman total package rate which will then be implemented effective May 4, 2008.

ARTICLE TEN- INDUSTRIAL WAGES AND BENEFIT SCHEDULES

**10.02 EFFECTIVE MAY 04, 2008
WHEN OVERTIME IS WORKED AT 1 1/2 TIMES THE HOURLY RATE**

Classification	Basic Hourly Rate %	Basic Hourly Rate \$	10% Vacation & General Holiday Pay	Market Recovery Trust Fund	Insurance Benefit Trust Fund	Pension Trust Fund	Education Trust Fund	Contractor RRSP	Gross Hourly Pay
GEN. FOREMAN	125	72.72	7.272	1.74	1.82	4.89	0.40	4.44	93.28
FOREMAN	117	68.06	6.806	1.64	1.82	4.89	0.40	4.16	87.78
SUB-FOREMAN	108	62.82	6.282	1.50	1.82	4.89	0.40	3.84	81.55
* JOURNEYMAN	100	58.17	5.817	1.40	1.82	4.89	0.40	3.56	76.06
4TH YEAR APP.	80	46.53	4.653	1.11	1.82	4.89	0.40	2.84	62.24
3RD YEAR APP.	70	40.73	4.073	0.98	1.82	4.89	0.40	2.49	55.38
2ND YEAR APP.	60	34.91	3.491	0.84	1.82	4.89	0.40	2.13	48.48
1ST YEAR APP.	50	29.09	2.909	0.71	1.82	4.89	0.40	1.78	41.60

* Includes Electrician (Inside Wireman), Welder, Instrument Technician, Lineman and Operator (Equipment)

* Union dues (Article 4.08)

* Additional Union Dues - \$0.05/hour worked (Article 4.08 & 11.04 (c) (i))

* Additional R.R.S.P. - \$1.00/hour worked (Gen. Foreman, Foreman, Sub-Foreman & Journeyman) Article 11.04 (c) (ii)

* ECAA Industry Fund - \$0.10/hour worked (Appendix 'C')

The May 4, 2008 wage schedule as contained in Article 10 represents an increase in the Journeyman total package rate of Five Percent (5.0%) over and above the Journeyman total package rate that was in effect at expiry of the 2005-2007 Collective Agreement, that being Forty Five Dollars and Forty Seven Cents (\$45.47) per hour. Should the "CPI Alberta Rate" plus One Percent (1%) exceed this Five Percent (5.0%) wage increase then the "CPI Alberta Rate", plus One Percent (1%) shall be used to calculate a revised Journeyman total package rate which will then be implemented effective May 4, 2008.

ARTICLE TEN- INDUSTRIAL WAGES AND BENEFIT SCHEDULES

10.02 EFFECTIVE MAY 04, 2008

WHEN OVERTIME IS WORKED AT 2 TIMES THE HOURLY RATE

Classification	Basic Hourly Rate %	Basic Hourly Rate \$	10% Vacation & General Holiday Pay	Market Recovery Trust Fund	Insurance Benefit Trust Fund	Pension Trust Fund	Education Trust Fund	Contractor RRSP	Gross Hourly Pay
GEN. FOREMAN	125	96.96	9.696	2.32	1.82	4.89	0.40	8.89	124.98
FOREMAN	117	90.74	9.074	2.18	1.82	4.89	0.40	8.32	117.42
SUB-FOREMAN	108	83.76	8.376	2.00	1.82	4.89	0.40	7.68	108.93
*JOURNEYMAN	100	77.56	7.756	1.86	1.82	4.89	0.40	7.11	101.40
4TH YEAR APP.	80	62.04	6.204	1.48	1.82	4.89	0.40	5.69	82.52
3RD YEAR APP.	70	54.30	5.430	1.30	1.82	4.89	0.40	4.98	73.12
2ND YEAR APP.	60	46.54	4.654	1.12	1.82	4.89	0.40	4.27	63.69
1ST YEAR APP.	50	38.78	3.878	0.94	1.82	4.89	0.40	3.56	54.27

* Includes Electrician (Inside Wireman), Welder, Instrument Technician, Lineman and Operator (Equipment)

* Union dues (Article 4.08)

* Additional Union Dues - \$0.05/hour worked (Article 4.08 & 11.04 (c) (i))

* Additional R.R.S.P. - \$1.00/hour worked (Gen. Foreman, Foreman, Sub-Foreman & Journeyman) Article 11.04 (c) (ii)

* ECAA Industry Fund - \$0.10/hour worked (Appendix 'C')

The May 4, 2008 wage schedule as contained in Article 10 represents an increase in the Journeyman total package rate of Five Percent (5.0%) over and above the Journeyman total package rate that was in effect at expiry of the 2005-2007 Collective Agreement, that being Forty Five Dollars and Forty Seven Cents (\$45.47) per hour. Should the "CPI Alberta Rate" plus One Percent (1%) exceed this Five Percent (5.0%) wage increase then the "CPI Alberta Rate", plus One Percent (1%) shall be used to calculate a revised Journeyman total package rate which will then be implemented effective May 4, 2008.

ARTICLE TEN- INDUSTRIAL WAGES AND BENEFIT SCHEDULES

**10.03 EFFECTIVE MAY 03, 2009
STRAIGHT TIME**

Classification	Basic Hourly Rate %	Basic Hourly Rate \$	10% Vacation & General Holiday Pay	Market Recovery Trust Fund	Insurance Benefit Trust Fund	Pension Trust Fund	Education Trust Fund	Contractor RRSP	Gross Hourly Pay
GEN. FOREMAN	125	51.80	5.180	1.16	1.87	5.22	0.40	0.00	65.63
FOREMAN	117	48.48	4.848	1.09	1.87	5.22	0.40	0.00	61.91
SUB-FOREMAN	108	44.76	4.476	1.00	1.87	5.22	0.40	0.00	57.73
* JOURNEYMAN	100	41.44	4.144	0.93	1.87	5.22	0.40	0.00	54.00
4TH YEAR APP.	80	33.15	3.315	0.74	1.87	5.22	0.40	0.00	44.70
3RD YEAR APP.	70	29.01	2.901	0.65	1.87	5.22	0.40	0.00	40.05
2ND YEAR APP.	60	24.87	2.487	0.56	1.87	5.22	0.40	0.00	35.41
1ST YEAR APP.	50	20.72	2.072	0.47	1.87	5.22	0.40	0.00	30.75

* Includes Electrician (Inside Wireman), Welder, Instrument Technician, Lineman and Operator (Equipment)

* Union dues (Article 4.08)

* Additional Union Dues - \$0.05/hour worked (Article 4.08 & 11.04 (c) (i))

* Additional R.R.S.P. - \$1.00/hour worked (Gen. Foreman, Foreman, Sub-Foreman & Journeyman) Article 11.04 (c) (ii)

* ECAA Industry Fund - \$0.10/hour worked (Appendix 'C')

The May 3, 2009 wage schedule represents an increase in the Journeyman total package rate of Six and One Half Percent (6.5%) over and above the Journeyman total package rate in effect as of May 4, 2008. Should the "CPI Alberta Rate" plus One Percent (1%) exceed this Six and One Half Percent (6.5%) wage increase then the "CPI Alberta Rate", plus One Percent (1%) shall be used to calculate a revised Journeyman total package rate which will then be implemented effective May 3, 2009.

ARTICLE TEN- INDUSTRIAL WAGES AND BENEFIT SCHEDULES

10.03 EFFECTIVE MAY 03, 2009

WHEN OVERTIME IS WORKED AT 1 1/2 TIMES THE HOURLY RATE

Classification	Basic Hourly Rate %	Basic Hourly Rate \$	10% Vacation & General Holiday Pay	Market Recovery Trust Fund	Insurance Benefit Trust Fund	Pension Trust Fund	Education Trust Fund	Contractor RRSP	Gross Hourly Pay
GEN. FOREMAN	125	77.70	7.770	1.74	1.87	5.22	0.40	4.68	99.38
FOREMAN	117	72.72	7.272	1.64	1.87	5.22	0.40	4.38	93.50
SUB-FOREMAN	108	67.14	6.714	1.50	1.87	5.22	0.40	4.05	86.89
* JOURNEYMAN	100	62.16	6.216	1.40	1.87	5.22	0.40	3.75	81.02
4TH YEAR APP.	80	49.73	4.973	1.11	1.87	5.22	0.40	3.00	66.30
3RD YEAR APP.	70	43.52	4.352	0.98	1.87	5.22	0.40	2.62	58.96
2ND YEAR APP.	60	37.31	3.731	0.84	1.87	5.22	0.40	2.25	51.62
1ST YEAR APP.	50	31.08	3.108	0.71	1.87	5.22	0.40	1.87	44.26

* Includes Electrician (Inside Wireman), Welder, Instrument Technician, Lineman and Operator (Equipment)

* Union dues (Article 4.08)

* Additional Union Dues - \$0.05/hour worked (Article 4.08 & 11.04 (c) (i))

* Additional R.R.S.P. - \$1.00/hour worked (Gen. Foreman, Foreman, Sub-Foreman & Journeyman) Article 11.04 (c) (ii)

* ECAA Industry Fund - \$0.10/hour worked (Appendix 'C')

The May 3, 2009 wage schedule represents an increase in the Journeyman total package rate of Six and One Half Percent (6.5%) over and above the Journeyman total package rate in effect as of May 4, 2008. Should the "CPI Alberta Rate" plus One Percent (1%) exceed this Six and One Half Percent (6.5%) wage increase then the "CPI Alberta Rate", plus One Percent (1%) shall be used to calculate a revised Journeyman total package rate which will then be implemented effective May 3, 2009.

ARTICLE TEN- INDUSTRIAL WAGES AND BENEFIT SCHEDULES

10.03 EFFECTIVE MAY 03, 2009

WHEN OVERTIME IS WORKED AT 2 TIMES THE HOURLY RATE

Classification	Basic Hourly Rate %	Basic Hourly Rate \$	10% Vacation & General Holiday Pay	Market Recovery Trust Fund	Insurance Benefit Trust Fund	Pension Trust Fund	Education Trust Fund	Contractor RRSP	Gross Hourly Pay
GEN. FOREMAN	125	103.60	10.360	2.32	1.87	5.22	0.40	9.36	133.13
FOREMAN	117	96.96	9.696	2.18	1.87	5.22	0.40	8.76	125.09
SUB-FOREMAN	108	89.52	8.952	2.00	1.87	5.22	0.40	8.09	116.05
* JOURNEYMAN	100	82.88	8.288	1.86	1.87	5.22	0.40	7.49	108.01
4TH YEAR APP.	80	66.30	6.630	1.48	1.87	5.22	0.40	5.99	87.89
3RD YEAR APP.	70	58.02	5.802	1.30	1.87	5.22	0.40	5.24	77.85
2ND YEAR APP.	60	49.74	4.974	1.12	1.87	5.22	0.40	4.49	67.81
1ST YEAR APP.	50	41.44	4.144	0.94	1.87	5.22	0.40	3.75	57.76

* Includes Electrician (Inside Wireman), Welder, Instrument Technician, Lineman and Operator (Equipment)

* Union dues (Article 4.08)

* Additional Union Dues - \$0.05/hour worked (Article 4.08 & 11.04 (c) (i))

* Additional R.R.S.P. - \$1.00/hour worked (Gen. Foreman, Foreman, Sub-Foreman & Journeyman) Article 11.04 (c) (ii)

* ECAA Industry Fund - \$0.10/hour worked (Appendix 'C')

The May 3, 2009 wage schedule represents an increase in the Journeyman total package rate of Six and One Half Percent (6.5%) over and above the Journeyman total package rate in effect as of May 4, 2008. Should the "CPI Alberta Rate" plus One Percent (1%) exceed this Six and One Half Percent (6.5%) wage increase then the "CPI Alberta Rate", plus One Percent (1%) shall be used to calculate a revised Journeyman total package rate which will then be implemented effective May 3, 2009.

ARTICLE TEN- INDUSTRIAL WAGES AND BENEFIT SCHEDULES

**10.04 EFFECTIVE MAY 02, 2010
STRAIGHT TIME**

Classification	Basic Hourly Rate %	Basic Hourly Rate \$	10% Vacation & General Holiday Pay	Market Recovery Trust Fund	Insurance Benefit Trust Fund	Pension Trust Fund	Education Trust Fund	Contractor RRSP	Gross Hourly Pay
GEN. FOREMAN	125	54.30	5.430	1.16	1.92	5.50	0.40	0.00	68.71
FOREMAN	117	50.82	5.082	1.09	1.92	5.50	0.40	0.00	64.81
SUB-FOREMAN	108	46.92	4.692	1.00	1.92	5.50	0.40	0.00	60.43
*JOURNEYMAN	100	43.44	4.344	0.93	1.92	5.50	0.40	0.00	56.53
4 TH YEAR APP.	80	34.75	3.475	0.74	1.92	5.50	0.40	0.00	46.79
3 RD YEAR APP.	70	30.41	3.041	0.65	1.92	5.50	0.40	0.00	41.92
2 ND YEAR APP.	60	26.06	2.606	0.56	1.92	5.50	0.40	0.00	37.05
1 ST YEAR APP.	50	21.72	2.172	0.47	1.92	5.50	0.40	0.00	32.18

* Includes Electrician (Inside Wireman), Welder, Instrument Technician, Lineman and Operator (Equipment)

* Union dues (Article 4.08)

* Additional Union Dues - \$0.05/hour worked (Article 4.08 & 11.04 (c) (i))

* Additional R.R.S.P. - \$1.00/hour worked (Gen. Foreman, Foreman, Sub-Foreman & Journeyman) Article 11.04 (c) (ii)

* ECAA Industry Fund - \$0.10/hour worked (Appendix 'C')

The May 2, 2010 wage schedule represents an increase in the Journeyman total package rate of Five Percent (5.0%) over and above the Journeyman total package rate in effect as of May 4, 2008. Should the "CPI Alberta Rate" plus One Percent (1%) exceed this Five Percent (5.0%) wage increase then the "CPI Alberta Rate" plus One Percent (1%) shall be used to calculate a revised Journeyman total package rate which will then be implemented effective May 2, 2010.

ARTICLE TEN- INDUSTRIAL WAGES AND BENEFIT SCHEDULES

10.04 EFFECTIVE MAY 02, 2010

WHEN OVERTIME IS WORKED AT 1 1/2 TIMES THE HOURLY RATE

Classification	Basic Hourly Rate %	Basic Hourly Rate \$	10% Vacation & General Holiday Pay	Market Recovery Trust Fund	Insurance Benefit Trust Fund	Pension Trust Fund	Education Trust Fund	Contractor RRSP	Gross Hourly Pay
GEN. FOREMAN	125	81.45	8.145	1.74	1.92	5.50	0.40	4.89	104.05
FOREMAN	117	76.23	7.623	1.64	1.92	5.50	0.40	4.58	97.89
SUB-FOREMAN	108	70.38	7.038	1.50	1.92	5.50	0.40	4.22	90.96
* JOURNEYMAN	100	65.16	6.516	1.40	1.92	5.50	0.40	3.91	84.81
4TH YEAR APP.	80	52.13	5.213	1.11	1.92	5.50	0.40	3.13	69.40
3RD YEAR APP.	70	45.62	4.562	0.98	1.92	5.50	0.40	2.74	61.72
2ND YEAR APP.	60	39.09	3.909	0.84	1.92	5.50	0.40	2.35	54.01
1ST YEAR APP.	50	32.58	3.258	0.71	1.92	5.50	0.40	1.96	46.33

* Includes Electrician (Inside Wireman), Welder, Instrument Technician, Lineman and Operator (Equipment)

* Union dues (Article 4.08)

* Additional Union Dues - \$0.05/hour worked (Article 4.08 & 11.04 (c) (i))

* Additional R.R.S.P. - \$1.00/hour worked (Gen. Foreman, Foreman, Sub-Foreman & Journeyman) Article 11.04 (c) (ii)

* ECAA Industry Fund - \$0.10/hour worked (Appendix 'C')

The May 2, 2010 wage schedule represents an increase in the Journeyman total package rate of Five Percent (5.0%) over and above the Journeyman total package rate in effect as of May 4, 2008. Should the "CPI Alberta Rate" plus One Percent (1%) exceed this Five Percent (5.0%) wage increase then the "CPI Alberta Rate" plus One Percent (1%) shall be used to calculate a revised Journeyman total package rate which will then be implemented effective May 2, 2010.

ARTICLE TEN- INDUSTRIAL WAGES AND BENEFIT SCHEDULES

10.04 EFFECTIVE MAY 02, 2010

WHEN OVERTIME IS WORKED AT 2 TIMES THE HOURLY RATE

Classification	Basic Hourly Rate %	Basic Hourly Rate \$	10% Vacation & General Holiday Pay	Market Recovery Trust Fund	Insurance Benefit Trust Fund	Pension Trust Fund	Education Trust Fund	Contractor RRSP	Gross Hourly Pay
GEN. FOREMAN	125	108.60	10.860	2.32	1.92	5.50	0.40	9.78	139.38
FOREMAN	117	101.64	10.164	2.18	1.92	5.50	0.40	9.15	130.95
SUB-FOREMAN	108	93.84	9.384	2.00	1.92	5.50	0.40	8.45	121.49
*JOURNEYMAN	100	86.88	8.688	1.86	1.92	5.50	0.40	7.82	113.07
4TH YEAR APP.	80	69.50	6.950	1.48	1.92	5.50	0.40	6.26	92.01
3RD YEAR APP.	70	60.82	6.082	1.30	1.92	5.50	0.40	5.47	81.49
2ND YEAR APP.	60	52.12	5.212	1.12	1.92	5.50	0.40	4.69	70.96
1ST YEAR APP.	50	43.44	4.344	0.94	1.92	5.50	0.40	3.91	60.45

* Includes Electrician (Inside Wireman), Welder, Instrument Technician, Lineman and Operatc (Equipment)

* Union dues (Article 4.08)

* Additional Union Dues - \$0.05/hour worked (Article 4.08 & 11.04 (c) (i))

* Additional R.R.S.P. - \$1.00/hour worked (Gen. Foreman, Foreman, Sub-Foreman & Journeyman) Article 11.04 (c) (ii)

* ECAA Industry Fund - \$0.10/hour worked (Appendix 'C')

The May 2, 2010 wage schedule represents an increase in the Journeyman total package rate of Five Percent (5.0%) over and above the Journeyman total package rate in effect as of May 4, 2008. Should the "CPI Alberta Rate" plus One Percent (1%) exceed this Five Percent (5.0%) wage increase then the "CPI Alberta Rate" plus One Percent (1%) shall be used to calculate a revised Journeyman total package rate which will then be implemented effective May 2, 2010.

ARTICLE ELEVEN - ELECTRICAL INDUSTRY BENEFITS

11.01 INSURANCE BENEFIT PLAN

- (a) The Parties hereto acknowledge the "Electrical Industry Insurance Benefit Trust Fund of Alberta", such Fund having been constituted by Trust Agreement dated April 1, 1971, as amended from time to time, entered into between the Electrical Contractors Association of Alberta, of the first part, and Local Union 424, IBEW, of the second part. The Parties hereto agree to be bound by the terms of the said Trust Agreement as amended from time to time by the Trustees appointed from time to time thereunder. It is agreed that the Trustees of the said Fund shall serve as Trustees in accordance with the terms of the said Trust Agreement.
- (b) Each Employer bound by this Collective Bargaining Agreement shall contribute to the said Fund at the hourly rate set out in sub-clause (c) of this Article 11.01, such rate being for each and every hour worked by any Employee under the job classifications set out in this Collective Bargaining Agreement. Such contributions are to be made solely by the Employer and no Employer shall deduct such contributions or any portion thereof from an Employee's wages. Such contributions are in excess of the wage rates set out in this Collective Bargaining Agreement and do not constitute a payment of wages or any portion of a payment of wages. Upon the wages of an Employee becoming due, the said contributions shall be calculated by the Employer for all hours worked by all Employees in the said classifications in a month, and a report listing the names of the Employees so credited shall be forwarded by the Employer to the said Fund to be received on or before the Fifteenth (15th) of the month following. **EACH EMPLOYER SHALL FILE A MONTHLY REPORT WHETHER OR NOT HE HAD PARTICIPATING EMPLOYEES.** It is understood that the contributions negotiated under this clause are for the benefit of the Employees of the Employers as such Employers are recognized by the Trustees of the said Fund, and said Trustees shall continue to have full discretion to make, from time to time, reasonable rules in this respect.
- (c) The rate of said contributions to the said Fund shall be:
- | | | |
|-----------------|---|--|
| August 12, 2007 | = | One Dollar and Seventy Seven Cents (\$1.77) per hour |
| May 04, 2008 | = | One Dollar and Eighty Two Cents (\$1.82) per hour |
| May 03, 2009 | = | One Dollar and Eighty Seven Cents (\$1.87) per hour |
| May 02, 2010 | = | One Dollar and Ninety Two Cents (\$1.92) per hour |

11.02 PENSION PLAN

- (a) The Parties hereto acknowledge the "Electrical Industry Pension Trust Fund of Alberta", such Fund having been constituted by Trust Agreement dated March 6, 1974, as amended from time to time, entered into between the Electrical Contractors Association of Alberta, of the first part, and Local Union 424, IBEW, of the second part. The Parties hereto agree to be bound by the terms of the said Trust Agreement as amended from time to time by the Trustees appointed from time to time thereunder. It is agreed that the Trustees of the said Fund shall serve as Trustees in accordance with the terms of the said Trust Agreement.

(b) Each Employer bound by this Collective Bargaining Agreement shall contribute to the said Fund at the hourly rate set out in sub-clause (c) of this Article 11.02, such rate being for each and every hour worked by an Employee under the job classifications set out in this Collective Bargaining Agreement. Such contributions are to be made solely by the Employer, and no Employer shall deduct such contributions or any portion thereof from an Employee's wages. Such contributions are in excess of the wage rates set out in this Collective Bargaining Agreement and do not constitute a payment of wages. Upon the wages of an Employee becoming due, the said contributions shall be calculated by the Employer for all hours worked by all Employees in the said classifications in a month and a report listing the names of the Employees so credited shall be forwarded by the Employer to the said Fund to be received on or before the Fifteenth (15th) of the month following. **EACH EMPLOYER SHALL FILE A MONTHLY REPORT WHETHER OR NOT HE HAD PARTICIPATING EMPLOYEES.** It is understood that the contributions negotiated under this clause are for the benefit of the Employees of the Employers as such Employers are recognized by the Trustees of the said Fund, and said Trustees shall continue to have full discretion to make, from time to time, reasonable rules in this respect.

(c) The rates of said contributions to the said Fund shall be:

August 12, 2007	=	Four Dollars and Sixty One Cents (\$4.61) per hour
May 04, 2008	=	Four Dollars and Eighty Nine Cents (4.89) per hour
May 03, 2009	=	Five Dollars and Twenty Two Cents (\$5.22) per hour
May 02, 2010	=	Five Dollars and Fifty Cents (\$5.50) per hour

11.03 ELECTRICAL INDUSTRY EDUCATION PLAN

(a) The Parties hereto acknowledge the "Electrical Industry Education Trust Fund of Alberta," having been constituted by a Trust Agreement effective May 1, 1999 between the Electrical Contractors Association of Alberta, of the first part and Local Union 424, IBEW of the second part, such Fund being successor to the Electrical Education Trust Fund of Northern Alberta and the Electrical Industry Education Trust Fund of Southern Alberta, which was created by similar trust agreement effective May 1, 1977, and October 1, 1977, respectively.

The Parties hereto agree to be bound by the terms of the said Trust Agreement as amended from time to time by the Trustees appointed from time to time thereunder. It is agreed that the Trustees of the said Fund shall serve as Trustees in accordance with the terms of the said Trust Agreement.

(b) Each Employer bound by this Collective Bargaining Agreement shall contribute to the said Fund at the hourly rate set out in sub-clause (d) of this Article 11.03, such rate being for each and every hour worked by any Employee under the job classifications set out in this Collective Bargaining Agreement. Such contributions are to be made solely by the Employer, and no Employer shall deduct such contributions or any portion thereof from an Employee's wages. Such contributions are in excess of the wage rates set out in this Collective Bargaining Agreement and do not constitute a payment of wages or any portion of a payment of wages. Upon the wages of an Employee becoming due, the said contributions shall be calculated by the Employer for all hours worked by all Employees in the said classifications in a month and a

report listing the names of the Employees so credited shall be forwarded by the Employer to the said Fund to be received on or before the Fifteenth (15th) of the month following. **EACH EMPLOYER SHALL FILE A MONTHLY REPORT WHETHER OR NOT HE HAD PARTICIPATING EMPLOYEES.** It is understood that the contributions negotiated under this clause are for the benefit of the Employees of the Employers as such Employers are recognized by the Trustees of the said Fund, and said Trustees shall continue to have full discretion to make, from time to time, reasonable rules in this respect.

- (c) While the parties hereto acknowledge that under the Trust Agreement described in Article 11.03(c) herein, the Trustees have full authority to determine all questions of nature, amount and eligibility for benefits provided under the Fund, it is their desire that Five Cents (\$0.05) of the hourly contribution rate to the said Fund be allocated for the benefit of the employees classified as Apprentices of the Employer as such Employers are recognized by the Trustees of the said Fund, to assist the payment of tuition fees and associated costs when attending approved technical training.

Further, it is the parties' desire that the Trustees, in establishing the form of such benefits and rules of eligibility, consider the recommendations of the Joint Education/Apprenticeship Committee.

- (d) The rates of said contributions to the said Funds shall be Forty Cents (\$0.40) per hour.

11.04 ELECTRICAL INDUSTRY ENHANCEMENT PROGRAM OF ALBERTA

- (a) The Parties hereby agree to the establishment of and do hereby establish the Electrical Industry Enhancement Program funded in accordance with the provisions of this Article 11.04 as amended from time to time by the Parties.
- (b) Each Employer bound by this Collective Bargaining Agreement shall contribute to a fund created pursuant to this Program at the hourly rates set out in sub clause (c) for this Article 11.04, such rates being calculated for each and every hour worked* by an Employee under the job classification set out in this Collective Bargaining Agreement. Upon the wages of an Employee becoming due, the said contribution shall be calculated by the Employer for all hours worked*, whether regular or overtime, by all Employees in said classification in a month and a report listing the names and hours of the Employees so credited, together with the contributions for same, shall be forwarded by the Employer to the Local to be received on or before the Fifteenth (15th) day of the month following. **EACH EMPLOYER SHALL FILE A MONTHLY REPORT WHETHER OR NOT HE HAS PARTICIPATING EMPLOYEES.** It is understood that the contributions negotiated under this clause as specified below are for the benefit of the Employees of the Employers.
- (c) Contributions to the said Program to be deducted from the Employee's wages shall be:
 - (i) At the rate of Five Cents (\$0.05) per hour for all Employees in each classification, which shall be allocated to the payment of the Employees' Union dues; and

* **Except for Market Recovery Trust Funds, which shall be calculated on hours earned.**

(ii) At an effective date and at the contribution rate for each hour worked to be determined by the Union, notice of which shall be provided in writing by the Union to the Association, for Journeymen only in each classification, i.e., General Foremen, Foremen, Sub-foremen and Journeymen, to a Registered Retirement Savings Plan registered in the Employee's name and for his benefit in accordance with the terms and conditions of agreements between Local Union 424 of the International Brotherhood of Electrical Workers and a financial institution to be designated by it. The said contribution is presently established at One Dollar (\$1.00) per hour.

(d) Market Recovery Trust Funds to be paid by the Employer:

Employers shall remit to the Trust Fund a sum calculated as an hourly contribution for each and every hour earned by the Employees covered under the terms of this Collective Agreement. The Parties agree that such contributions are to be made solely by the Employer and no Employer shall deduct such contributions or any portion thereof from an Employee's wages. Such contributions are in excess of the wage rates set out in the Collective Bargaining Agreement and do not constitute a payment of wages or any portion of a payment of wages.

The rate of said contributions to the said Fund shall be as contained in Article 10 and Appendix "F".

(e) Overtime contributions paid by the Employer:

The Employer shall remit to a Registered Retirement Savings Plan, registered in the Employee's name and for his benefit in accordance with the terms and conditions of Agreement between Local Union 424, IBEW, and a financial institution to be designated by Local Union 424, IBEW.

When overtime is worked the Employer shall pay an amount (Employer RRSP Contribution) on behalf of each Employee as prescribed in the applicable overtime wage schedule,

The said contribution shall be paid in addition to the RRSP contribution contained in Article 11.04 (c) (ii) presently established at One Dollar (\$1.00) per hour.

(9) The Parties agree that no Employer or the Local Union shall have any obligation or liability beyond remitting the payroll deduction to the banking agencies specified in this Article.

11.05 DELINQUENCIES

(a) Where an Employee performs work that would require the Employer to contribute hourly contributions, at such an hourly contribution rate as may from time to time be applicable in this Collective Agreement, then the Employer shall and shall be deemed to have kept such an amount separate and apart from his own monies and shall be deemed to hold the sum so deducted in trust for the Trustees of the applicable Trust Fund. Further, in the event of any liquidation, assignment or bankruptcy of such an Employer, an amount equal to the amount that is owed to the applicable Trust Fund by the Employer on whose behalf the Employees have performed work thereby requiring contributions to the Trust Fund as is hereinbefore provided, is deemed to be held in trust for the Trustees of this Trust Fund and such contributions shall be deemed to be separate from and form no part of the estate in liquidation, assignment of

bankruptcy, whether or not that amount has in fact been kept separate and apart from the Employer's own money or from the assets of the estate.

- (b) The Parties acknowledge that non-payment by any Employer of due contributions to the Trust Funds of Articles 11.01, 11.02 and 11.03 constitutes a serious threat to each plan participant as well as the Funds; therefore, the Trustees are empowered to take any action in law necessary to collect the owing contributions and to impose any remedies and damages stipulated in the Trust Agreements. All costs of such collections, including costs on a solicitor and his own client basis, shall be borne by the delinquent Employer.
- (c) The Parties acknowledge that non-payment of due contributions to the Electrical Industry Enhancement Program of Alberta pursuant to Article 11.04 constitutes a serious threat to each Program participant; therefore, the Union shall be empowered to take whatever action in law necessary, including proceeding directly to arbitration under the provision hereof, to collect delinquent contributions. All costs of collecting delinquent contributions, including costs on a solicitor and his own client basis, shall be borne by the delinquent Employer.
- (d) In the event that an Employer fails to remit the required payment and reports on or before the Fifteenth (15th) day of the month they were due, appropriate action may be taken by the Local Union and/or the Trustees.
- (e) Each Employee or plan participant who becomes aware of an Employer delinquency is obligated to inform the Trustees of such breach forthwith.

11.06 EMPLOYER PARTICIPATION

Each Employer bound by this Collective Bargaining Agreement shall sign a Participation Agreement in the form prescribed by the Trustees with each aforementioned Trust Fund.

ARTICLE TWELVE - TOOLS AND EQUIPMENT

- 12.01 (a) The Employer shall supply all power tools, pipe cutting and bending equipment, wire pulling equipment, instruments and other construction tools, including appropriate toolboxes for the storage of such tools. Every Employee in charge shall be responsible for seeing all tools on the job are locked up on cessation of work each day. All tools lost or broken must be reported to the Employer within Twenty Four (24) hours.
- (b) The Employer shall provide lock-fast facilities for storage of personal tools normally used by Employees in the process of their work when such tools are not in use.
- 12.02 Employees will be held responsible for tools, special and/or protective clothing, and safety apparatus or gear supplied to them by the Employer.
- 12.03 Employees are to supply tools as per the Tool List. Such tools are subject to verification by the Employer upon employment during regular working hours in the presence of the Employee.
- 12.04 The Employee's personal tools shall be in good condition when he hires on to a job and they shall be maintained and kept in good condition.

12.05 The Employer shall replace Employee's personal tools when:

- (a) Such tools are destroyed by fire on the Employer's premises or in a storage place designated by the Employer.
- (b) Such tools are lost through theft by forced entry of a designated storage place.
- (c) In the course of an Employee's work assignment such tools are damaged beyond repair, provided the Employee satisfies his Employer the damage was not intentional or caused by the Employee's failure to exercise due care and attention. Normal wear shall not constitute damage.

12.06 Transportation charges for personal tools will be paid to and from a project or job on the same basis as the individual Employee's transportation.

12.07 **TOOL LIST**

List of tools to be supplied by Journeymen and Apprentice electricians:

- 1 Hammer
- 1 Hacksaw Frame
- 1 Keyhole Saw
- 1 10' Level
- 1 ¾" x 16' Measuring Tape
- 1 Terminating Screwdriver
- 1 Flat Blade Screwdriver
- 1 Phillips Screwdriver
- 1 Socket Screwdriver No. 6
- 1 Socket Screwdriver No. 8
- 1 Socket Screwdriver No. 10
- 1 Centre Punch
- 1 Tap Wrench
- 1 6" Adjustable Wrench
- 1 10" Adjustable Wrench
- 1 10" Water Pump Pliers
- 1 8" Linemen's Pliers
- 1 Diagonal Cutting Pliers
- 1 Needle Nose Pliers
- 1 Knife
- 1 Tool Box
- 1 Small Set Hexagon Wrenches (Allan)
- 1 Voltage Tester (120 - 600V single function CSA approved)
- 1 Wire Stripper Ideal #45120 (or equivalent)

APPENDIX "A" - CLASSIFICATIONS

GENERAL FOREMAN

He shall be a Journeyman and a member of the IBEW. He shall supervise the work of other Foremen and direct all orders through them.

FOREMAN AND SUB-FOREMAN

He shall be a Journeyman and a member of the IBEW. He shall supervise the work of Journeymen.

JOURNEYMAN ELECTRICIAN (INSIDE WIREMAN)/INSTRUMENT TECHNICIAN/WELDER/POWER LINEMAN/BOOM TRUCK OPERATOR

An Employee with the number of hours of experience required for that trade and who has passed the qualifying examination in accordance with the regulations of the licensing authority for the Province of Alberta.

APPRENTICE ELECTRICIAN (INSIDE WIREMAN)/INSTRUMENT TECHNICIAN/WELDER/POWER LINEMAN/BOOM TRUCK OPERATOR

An Employee who may use the tools of the trade while working with a Journeyman on the same job, and shall be registered as an Apprentice prior to commencement of work. An Apprentice shall be under the direct supervision of a Journeyman at all times. Apprentices shall be given every opportunity to be engaged in diversified training in order that they become competent qualified tradesmen.

OPERATOR (EQUIPMENT)

An Employee who holds the skills in the operation of an Overhead Traveling Crane and/or Boom Truck.

APPENDIX "B" - DEFINITIONS

Industrial work shall be all electrical work involved in industrial construction as described below that is within the jurisdiction of the Union in this Agreement. Industrial construction shall mean construction work in respect Of:

- Electrical Power Generation
- The development of Mining and Smelting Properties
- The development of Oil Sands Properties
- Oil Refineries, Upgraders and all form of hydro carbon production, extraction or processing
- The development of Chemical Plants from any and all forms of feed stocks or other sources
- Pulp, Paper or Timber/Wood Processing Mills or Sawmills
- Toxic Waste Disposal Systems
- Production and Processing Plants for Natural Gas, LPG, Oxygen, Carbon Dioxide, or any other manufactured gases
- Base/Precious/Other Metal Production Plants or Upgrades of any and all kinds
- Pumping Stations and Compressor Stations
- Cement, Lime and Gypsum Plants
- Breweries and Distillers
- Micro Chip Plants

In addition, industrial work shall include such work as may reasonably be considered as industrial construction as is mutually agreed by the Joint Conference Committee to be applicable to this Agreement effective on the date of ratification of the changes by the Parties to this Agreement.

APPENDIX "C" - ELECTRICAL CONTRACTORS INDUSTRY FUND

- (1) The Parties hereto agree to the establishment of and do hereby establish an Electrical Contractors Industry Fund.
- (2) Each Employer bound by this Collective Bargaining Agreement shall contribute to the said Fund at an hourly rate set out in sub-clause (4), such rate being for each and every hour worked by an Employee under the job classifications set out in this Collective Bargaining Agreement.
- (3) The Parties agree that such contributions are to be made solely by the Employer and no Employer shall deduct such contributions or any portion thereof from an Employee's wages. Such contributions are in excess of the wage rates set out in the Collective Bargaining Agreement and do not constitute a payment of wages or any portion of a payment of wages. The said contributions shall be calculated by the Employer for all hours worked by all Employees in the said classifications in a month, and a report listing the names of the Employees and the hours they have worked, and their classifications shall be forwarded by the Employer to the Electrical Contractors Association of Alberta to be received on or before the Fifteenth (15th) of the month following. **EACH EMPLOYER SHALL FILE A MONTHLY REPORT, WHETHER OR NOT HE HAD PARTICIPATING EMPLOYEES.** All contributions made to this Fund shall immediately be paid to the Electrical Contractors Association of Alberta who shall use the same for the promotion, expansion and protection of the Electrical Industry and at no time may any contributions be used in any way to the detriment of the Union or any of its members. A portion of the said fund shall be used in training courses for both Union and Management which are applicable to the advancement of the Industry. The Electrical Contractors Association of Alberta shall otherwise have full discretion in respect of the use of the fund and all contributions made thereto.
- (4) The rate of said contributions shall be determined by the Electrical Contractors Association of Alberta. The rate as per this Agreement shall be Ten Cents (\$0.10) per hour, unless changed by the ECAA.
- (5) In the event that either the bargaining rights, registration certificates or bargaining agent status of the Electrical Contractors Association of Alberta (the Employer as one party to the Collective Agreement) are transferred to another Employer's Association, Association, Corporation, Person, Firm or any other Body, or not retained by the Electrical Contractors Association of Alberta as they are at present, or in the event the within funds are being used for purposes other than those set out herein, the Parties hereto agree that the Union by sending notice in writing to the Electrical Contractors Association shall have such contributions terminated at a time stated in said notice.
- (6) Notwithstanding anything in this Agreement, the Association may file a grievance against any Employer bound by this Agreement who has violated any of the provisions in this clause. Immediately upon the filing of a grievance, the following rules will apply:
 - (a) The Employer shall, within Five (5) days of the filing of a grievance, provide all records of all Employees who worked at any site covered by the job duties listed in this Agreement for the disputed time covered in the grievance;
 - (b) Within Five (5) days of the receipt of the records in (a) above, the Parties shall meet to discuss a resolution of the grievance;

- (c) Failing satisfactory settlement of the grievance meeting in (b) above, or if the Employer refuses to supply the records or to meet with the Association, the Association within Five (5) days of the meeting, or the last day the Employer has to supply the information in (a) above, may refer the grievance to an arbitrator chosen by the ECAA, who shall sit as a single arbitrator and resolve the dispute.
- (d) The Arbitration shall be conducted by the following rules:
 - (i) A hearing date to hear evidence in the dispute shall be set within Fourteen (14) days of the referral of the matter to the arbitrator who shall have the power at the request of either Party to order pre-hearing production of documents for all documents in the possession or power of any of the Union, Employer or Association.
 - (ii) All monies not paid for the time in dispute, if a violation is found, shall be ordered paid as provided in this Agreement.
 - (iii) If monies are found owing under this clause, the Party directed to pay shall pay the entire cost of the arbitration.
 - (iv) If monies are not found owing, the Party filing the grievance shall pay all costs of the arbitration.
 - (v) The arbitrator shall render his decision within Thirty (30) days of the conclusion of a hearing into the issues set out in the grievance, and his decision shall be final and binding on all Parties.

APPENDIX "D" - JOINT INDUSTRY COMMITTEES

- 1.0 (a) Funding required for the Joint Industry Committees as outlined in this Appendix, shall be made available through the "Electrical Industry Education Trust Fund of Alberta" subject to the approval of the Trustees and the terms of the Trust Agreement.
- (b) Administrators, Directors, Instructors and Staff to the extent required to conduct and maintain any program or plan established or recommended shall be funded through the "Electrical Industry Education Trust Fund of Alberta" subject to the approval of the Trustees and the terms of the Trust Agreement.
- 2.0 A Joint Conference Committee shall be appointed composed of Three (3) Employer representatives and Three (3) Union representatives and shall meet monthly to make recommendations for the advancement of the Electrical Construction Industry and discuss problems related to the Agreement.
- 3.0 A Joint Education/Apprenticeship Committee shall be appointed composed of Three (3) Employer representatives and Three (3) Union representatives. This Committee shall meet at least Four (4) times a year. The function of this Committee shall be:
- (a) Selection of applicants and starter Apprentices to the electrical construction industry.
- (b) Develop, maintain, and co-ordinate an Apprentice Work Experience Record Book.
- (c) Develop, maintain, and co-ordinate such supplementary training programs as are deemed necessary or appropriate to maintain apprenticeship qualities, workmanship, and productivity.
- (d) Develop, maintain, conduct and co-ordinate trade related education programs.

The Committee shall not be restricted to the aforementioned items.

- 4.0 There shall be a Joint Safety and Health Committee appointed consisting of Three (3) members representing the Employer and Three (3) members representing the Union. The Employer and the Union mutually agree that safe working practices, procedures and health rules are negotiable items which must be equally complied with by the Employer and the Employees and such rules shall be applied uniformly to all Employees affected.

The duties of the Committee shall be to develop and recommend safe work and health rules that equal or are greater than the standards presently existing under regulations established under the 'Occupational Health and Safety Act' for the Province of Alberta.

- 5.0 Health and Safety is a mutual concern of the Employer and the Union. This being so, the Parties to this Agreement will cooperate in initiating safety programs including Joint Worksite Committees with representation by the Employer and the Employees.

APPENDIX "E" - RESIDENT MEMBERS

Banff, Barrhead, Bonnyville, Brooks, Camrose, Canmore, Coaldale, Cold Lake, Crowsnest Pass, Drayton Valley, Drumheller, Edson, Fort McMurray, Grande Cache, Grande Centre, Grande Prairie, Hinton, Innisfail, Jasper, Lacombe, Lethbridge, Lloydminster, Medicine Hat, Olds, Peace River, Ponoka, Red Deer, Redcliffe, Rimbey, Rocky Mountain House, Slave Lake, St. Paul, Stettler, Strathmore, Sylvan Lake, Taber, Vegreville, Vermilion, Wainwright, Westlock, Wetaskiwin and Whitecourt.

1. Local residents who reside within a radius of Ten (10) kilometers of the Main General Post Office in the above towns or cities shall have preference of employment on jobs located within the Ten (10) kilometer radius.
2. Work clearance shall indicate whether the Employee is a Resident Member. All Employees must have Union clearance prior to the commencement of work.
3. Resident Members of the Union shall not receive accommodation, per diem, travel time, travel allowance or transportation listed in Article 8.05 (b).
4. Employees not resident in the towns or cities shall receive all terms and conditions of the Agreement.
5. Non-members resident in the towns or cities shall not be given preference of employment over available Union members.
6. Non-members resident in the towns or cities will be encouraged, by both parties to the Agreement, to become members of the Union and, thereafter, be afforded conditions contained in the Collective Agreement.
7. This Appendix shall not apply to Plant Shutdown work.
8. All other terms and conditions of the Agreement shall be in full force and effect.

APPENDIX "F" - RESIDENTIAL, COMMERCIAL, INSTITUTIONAL, SERVICE, RENOVATION AND REPAIR, AND LIGHT INDUSTRIAL CONSTRUCTION

All Electrical work involved in Residential, Commercial, Institutional, Service, Renovation and Repair and Light Industrial Construction as defined by the Local Union in this Agreement, shall be performed under the following conditions:

Forty (40) hours shall constitute a workweek, Monday through Friday, or Monday through Thursday for the Ten (10) hour per day option. All other time worked shall be considered overtime and shall be paid at One and One Half (1-1/2) times the Classification Basic Hourly Rate of pay.

An Apprentice shall work under the direct supervision of a Journeyman electrician. The ratio of Apprentices shall not exceed One (1) Apprentice to One (1) working Journeyman on each job.

In order to encourage a greater degree of participation in the work covered under Appendix "F", the union agrees to extend special provisions allowing the employer to obtain employees through the hiring system as follows:

- 1) Hire two or more out of five from the out of work list and/or,
- 2) Select one out of five through an interview process from the out of work list and/or,
- 3) Recall one out of five (within 12 months) and/or,
- 4) Name hire one out of five, Where the name hire provision is used, there will be no transfer of the named employee to Industrial work.

ALL WORKERS MUST HAVE UNION CLEARANCE PRIOR TO COMMENCEMENT OF WORK!

Both parties agree to adopt this provision in order to increase organizing efforts.

All other terms and conditions of the Agreement shall be in full force and effect.

APPENDIX "F"

**EFFECTIVE AUGUST 12, 2007
STRAIGHT TIME**

Classification	Basic Hourly Rate %	Basic Hourly Rate \$	10% Vacation & General Holiday Pay	Market Recovery Trust Fund	Insurance Benefit Trust Fund	Pension Trust Fund	Education Trust Fund	Contractor RRSP	Gross Hourly Pay
GEN. FOREMAN	122	39.04	3.904	1.13	1.77	4.61	0.40	0.00	50.85
FOREMAN	114	36.48	3.648	1.06	1.77	4.61	0.40	0.00	47.97
SUB-FOREMAN	105	33.60	3.360	0.98	1.77	4.61	0.40	0.00	44.72
* JOURNEYMAN	100	32.00	3.200	0.93	1.77	4.61	0.40	0.00	42.91
4TH YEAR APP.	80	25.60	2.560	0.74	1.77	4.61	0.40	0.00	35.68
3RD YEAR APP.	70	22.40	2.240	0.65	1.77	4.61	0.40	0.00	32.07
2ND YEAR APP.	60	19.20	1.920	0.56	1.77	4.61	0.40	0.00	28.46
1ST YEAR APP.	50	16.00	1.600	0.47	1.77	4.61	0.40	0.00	24.85

* Includes Electrician (Inside Wireman), Welder, Instrument Technician, Lineman and Operator (Equipment)

* Union dues (Article 4.08)

* Additional Union Dues - \$0.05/hour worked (Article 4.08 & 11.04 (c) (i))

* Additional R.R.S.P. - \$1.00/hour worked (Gen. Foreman, Foreman, Sub-Foreman & Journeyman) Article 11.04 (c) (ii)

* ECAA Industry Fund- \$0.10/hour worked (Appendix 'C')

APPENDIX "F"

**EFFECTIVE AUGUST 12, 2007
WHEN OVERTIME IS WORKED AT 1 1/2 TIMES THE HOURLY RATE**

Classification	Basic Hourly Rate %	Basic Hourly Rate \$	10% Vacation & General Holiday Pay	Market Recovery Trust Fund	Insurance Benefit Trust Fund	Pension Trust Fund	Education Trust Fund	Contractor RRSP	Gross Hourly Pay
GEN. FOREMAN	122	58.56	5.856	1.70	1.77	4.61	0.40	4.14	77.04
FOREMAN	114	54.72	5.472	1.59	1.77	4.61	0.40	3.87	72.43
SUB-FOREMAN	105	50.40	5.040	1.47	1.77	4.61	0.40	3.56	67.25
* JOURNEYMAN	100	48.00	4.800	1.40	1.77	4.61	0.40	3.39	64.37
4TH YEAR APP.	80	38.40	3.840	1.11	1.77	4.61	0.40	2.71	52.84
3RD YEAR APP.	70	33.60	3.360	0.98	1.77	4.61	0.40	2.37	47.09
2ND YEAR APP.	60	28.80	2.880	0.84	1.77	4.61	0.40	2.03	41.33
1ST YEAR APP.	50	24.00	2.400	0.71	1.77	4.61	0.40	1.70	35.59

* Includes Electrician (Inside Wireman), Welder, Instrument Technician, Lineman and Operator (Equipment)

* Union dues (Article 4.08)

* Additional Union Dues - \$0.05/hour worked (Article 4.08 & 11.04 (c) (i))

* Additional R.R.S.P. - \$1.00/hour worked (Gen. Foreman, Foreman, Sub-Foreman & Journeyman) Article 11.04 (c) (ii)

* ECAA Industry Fund- \$0.10/hour worked (Appendix 'C')

APPENDIX "F"

**EFFECTIVE MAY 04, 2008
STRAIGHT TIME**

Classification	Basic Hourly Rate %	Basic Hourly Rate \$	10% Vacation & General Holiday Pay	Market Recovery Trust Fund	Insurance Benefit Trust Fund	Pension Trust Fund	Education Trust Fund	Contractor RRSP	Gross Hourly Pay
GEN. FOREMAN	125	43.04	4.304	1.16	1.82	4.89	0.40	0.00	55.61
FOREMAN	117	40.28	4.028	1.09	1.82	4.89	0.40	0.00	52.51
SUB-FOREMAN	108	37.18	3.718	1.00	1.82	4.89	0.40	0.00	49.01
* JOURNEYMAN	100	34.43	3.443	0.93	1.82	4.89	0.40	0.00	45.91
4 TH YEAR APP.	80	27.54	2.754	0.74	1.82	4.89	0.40	0.00	38.14
3 RD YEAR APP.	70	24.10	2.410	0.65	1.82	4.89	0.40	0.00	34.27
2 ND YEAR APP.	60	20.66	2.066	0.56	1.82	4.89	0.40	0.00	30.40
1 ST YEAR APP.	50	17.22	1.722	0.47	1.82	4.89	0.40	0.00	26.52

* Includes Electrician (Inside Wireman), Welder, Instrument Technician, Lineman and Operator (Equipment)

* Union dues (Article 4.08)

* Additional Union Dues - \$0.05/hour worked (Article 4.08 & 11.04 (c) (i))

* Additional R.R.S.P. - \$1.00/hour worked (Gen. Foreman, Foreman, Sub-Foreman & Journeyman) Article 11.04 (c) (ii)

* ECAA Industry Fund - \$0.10/hour worked (Appendix 'C')

APPENDIX "F"

EFFECTIVE MAY 04, 2008

WHEN OVERTIME IS WORKED AT 1 1/2 TIMES THE HOURLY RATE

Classification	Basic Hourly Rate %	Basic Hourly Rate \$	10% Vacation & General Holiday Pay	Market Recovery Trust Fund	Insurance Benefit Trust Fund	Pension Trust Fund	Education Trust Fund	Contractor RRSP	Gross Hourly Pay
GEN. FOREMAN	125	64.56	6.456	1.74	1.82	4.89	0.40	4.44	84.31
FOREMAN	117	60.42	6.042	1.64	1.82	4.89	0.40	4.16	79.37
SUB-FOREMAN	108	55.77	5.577	1.50	1.82	4.89	0.40	3.84	73.80
* JOURNEYMAN	100	51.65	5.165	1.40	1.82	4.89	0.40	3.56	68.89
4 TH YEAR APP.	80	41.31	4.131	1.11	1.82	4.89	0.40	2.84	56.50
3 RD YEAR APP.	70	36.15	3.615	0.98	1.82	4.89	0.40	2.49	50.35
2 ND YEAR APP.	60	30.99	3.099	0.84	1.82	4.89	0.40	2.13	44.17
1 ST YEAR APP.	50	25.83	2.583	0.71	1.82	4.89	0.40	1.78	38.01

* Includes Electrician (Inside Wireman), Welder, Instrument Technician, Lineman and Operator (Equipment)

* Union dues (Article 4.08)

* Additional Union Dues - \$0.05/hour worked (Article 4.08 & 11.04 (c) (i))

* Additional R.R.S.P. - \$1.00/hour worked (Gen. Foreman, Foreman, Sub-Foreman & Journeyman) Article 11.04 (c) (ii)

* ECAA Industry Fund - \$0.10/hour worked (Appendix 'C')

APPENDIX "F"

**EFFECTIVE NOV 02, 2008
STRAIGHT TIME**

Classification	Basic Hourly Rate %	Basic Hourly Rate \$	10% Vacation & General Holiday Pay	Market Recovery Trust Fund	Insurance Benefit Trust Fund	Pension Trust Fund	Education Trust Fund	Contractor RRSP	Gross Hourly Pay
GEN. FOREMAN	125	44.18	4.418	1.16	1.82	4.89	0.40	0.00	56.87
FOREMAN	117	41.35	4.135	1.09	1.82	4.89	0.40	0.00	53.69
SUB-FOREMAN	108	38.17	3.817	1.00	1.82	4.89	0.40	0.00	50.10
• JOURNEYMAN	100	35.34	3.534	0.93	1.82	4.89	0.40	0.00	46.91
4TH YEAR APP.	80	28.27	2.827	0.74	1.82	4.89	0.40	0.00	38.95
3RD YEAR APP.	70	24.74	2.474	0.65	1.82	4.89	0.40	0.00	34.97
2ND YEAR APP.	60	21.20	2.120	0.56	1.82	4.89	0.40	0.00	30.99
1ST YEAR APP.	50	17.67	1.767	0.47	1.82	4.89	0.40	0.00	27.02

* Includes Electrician (Inside Wireman), Welder, Instrument Technician, Lineman and Operator (Equipment)

* Union dues (Article 4.08)

* Additional Union Dues - \$0.05/hour worked (Article 4.08 & 11.04 (c) (i))

* Additional R.R.S.P. - \$1.00/hour worked (Gen. Foreman, Foreman, Sub-Foreman & Journeyman) Article 11.04 (c) (ii)

* ECAA Industry Fund - \$0.10/hour worked (Appendix 'C')

APPENDIX "F"

EFFECTIVE NOV 02, 2008

WHEN OVERTIME IS WORKED AT 1 1/2 TIMES THE HOURLY RATE

Classification	Basic Hourly Rate %	Basic Hourly Rate \$	10% Vacation & General Holiday Pay	Market Recovery Trust Fund	Insurance Benefit Trust Fund	Pension Trust Fund	Education Trust Fund	Contractor RRSP	Gross Hourly Pay
GEN. FOREMAN	125	66.27	6.627	1.74	1.82	4.89	0.40	4.44	86.19
FOREMAN	117	62.03	6.203	1.64	1.82	4.89	0.40	4.16	81.14
SUB-FOREMAN	108	57.26	5.726	1.50	1.82	4.89	0.40	3.84	75.44
*JOURNEYMAN	100	53.01	5.301	1.40	1.82	4.89	0.40	3.56	70.38
4TH YEAR APP.	80	42.41	4.241	1.11	1.82	4.89	0.40	2.84	57.71
3RD YEAR APP.	70	37.11	3.711	0.98	1.82	4.89	0.40	2.49	51.40
2ND YEAR APP.	60	31.80	3.180	0.84	1.82	4.89	0.40	2.13	45.06
1ST YEAR APP.	50	26.51	2.651	0.71	1.82	4.89	0.40	1.78	38.76

* Includes Electrician (Inside Wireman), Welder, Instrument Technician, Lineman and Operator (Equipment)

* Union dues (Article 4.08)

* Additional Union Dues - \$0.05/hour worked (Article 4.08 & 11.04 (c) (i))

* Additional R.R.S.P. - \$1.00/hour worked (Gen. Foreman, Foreman, Sub-Foreman & Journeyman) Article 11.04 (c) (ii)

* ECAA Industry Fund - \$0.10/hour worked (Appendix 'C')

APPENDIX "F"

**EFFECTIVE MAY 03, 2009
STRAIGHT TIME**

Classification	Basic Hourly Rate %	Basic Hourly Rate \$	10% Vacation & General Holiday Pay	Market Recovery Trust Fund	Insurance Benefit Trust Fund	Pension Trust Fund	Education Trust Fund	Contractor RRSP	Gross Hourly Pay
GEN. FOREMAN	125	46.01	4.601	1.16	1.87	5.22	0.40	0.00	59.26
FOREMAN	117	43.07	4.307	1.09	1.87	5.22	0.40	0.00	55.96
SUB-FOREMAN	108	39.75	3.975	1.00	1.87	5.22	0.40	0.00	52.22
* JOURNEYMAN	100	36.81	3.681	0.93	1.87	5.22	0.40	0.00	48.91
4TH YEAR APP.	80	29.45	2.945	0.74	1.87	5.22	0.40	0.00	40.63
3RD YEAR APP.	70	25.77	2.577	0.65	1.87	5.22	0.40	0.00	36.43
2ND YEAR APP.	60	22.09	2.209	0.56	1.87	5.22	0.40	0.00	32.35
1ST YEAR APP.	50	18.41	1.841	0.47	1.87	5.22	0.40	0.00	28.21

* Includes Electrician (Inside Wireman), Welder, Instrument Technician, Lineman and Operator (Equipment)

* Union dues (Article 4.08)

* Additional Union Dues- \$0.05/hour worked (Article 4.08 & 11.04 (c) (i))

* Additional R.R.S.P. - \$1.00/hour worked (Gen. Foreman, Foreman, Sub-Foreman & Journeyman) Article 11.04 (c) (ii)

* ECAA Industry Fund- \$0.10/hour worked (Appendix 'C')

APPENDIX "F"

EFFECTIVE MAY 03, 2009

WHEN OVERTIME IS WORKED AT 1 1/2 TIMES THE HOURLY RATE

Classification	Basic Hourly Rate %	Basic Hourly Rate \$	10% Vacation & General Holiday Pay	Market Recovery Trust Fund	Insurance Benefit Trust Fund	Pension Trust Fund	Education Trust Fund	Contractor RRSP	Gross Hourly Pay
GEN. FOREMAN	125	69.02	6.902	1.74	1.87	5.22	0.40	4.68	89.83
FOREMAN	117	64.61	6.461	1.64	1.87	5.22	0.40	4.38	84.58
SUB-FOREMAN	108	59.63	5.963	1.50	1.87	5.22	0.40	4.05	78.63
* JOURNEYMAN	100	55.22	5.522	1.40	1.87	5.22	0.40	3.75	73.38
4 TH YEAR APP.	80	44.18	4.418	1.11	1.87	5.22	0.40	3.00	60.20
3 RD YEAR APP.	70	38.66	3.866	0.98	1.87	5.22	0.40	2.62	53.62
2 ND YEAR APP.	60	33.14	3.314	0.84	1.87	5.22	0.40	2.25	47.03
1 ST YEAR APP.	50	27.62	2.762	0.71	1.87	5.22	0.40	1.87	40.45

* Includes Electrician (Inside Wireman), Welder, Instrument Technician, Lineman and Operator (Equipment)

* Union dues (Article 4.08)

* Additional Union Dues - \$0.05/hour worked (Article 4.08 & 11.04 (c) (i))

* Additional R.R.S.P. - \$1.00/hour worked (Gen. Foreman, Foreman, Sub-Foreman & Journeyman) Article 11.04 (c) (ii)

* ECAA Industry Fund - \$0.10/hour worked (Appendix 'C')

APPENDIX "F"

**EFFECTIVE NOV 01, 2009
STRAIGHT TIME**

Classification	Basic Hourly Rate %	Basic Hourly Rate \$	10% Vacation & General Holiday Pay	Market Recovery Trust Fund	Insurance Benefit Trust Fund	Pension Trust Fund	Education Trust Fund	Contractor RRSP	Gross Hourly Pay
GEN. FOREMAN	125	48.29	4.829	1.16	1.87	5.22	0.40	0.00	61.77
FOREMAN	117	45.20	4.520	1.09	1.87	5.22	0.40	0.00	58.30
SUB-FOREMAN	108	41.72	4.172	1.00	1.87	5.22	0.40	0.00	54.38
* JOURNEYMAN	100	38.63	3.863	0.93	1.87	5.22	0.40	0.00	50.91
4TH YEAR APP.	80	30.90	3.090	0.74	1.87	5.22	0.40	0.00	42.22
3RD YEAR APP.	70	27.04	2.704	0.65	1.87	5.22	0.40	0.00	37.88
2ND YEAR APP.	60	23.18	2.318	0.56	1.87	5.22	0.40	0.00	33.55
1ST YEAR APP.	50	19.32	1.932	0.47	1.87	5.22	0.40	0.00	29.21

* Includes Electrician (Inside Wireman), Welder, Instrument Technician, Lineman and Operator (Equipment)

* Union dues (Article 4.08)

* Additional Union Dues - \$0.05/hour worked (Article 4.08 & 11.04 (c) (i))

* Additional R.R.S.P. - \$1.00/hour worked (Gen. Foreman, Foreman, Sub-Foreman & Journeyman) Article 11.04 (c) (ii)

* ECAA Industry Fund - \$0.10/hour worked (Appendix 'C')

APPENDIX "F"

EFFECTIVE NOV 01, 2009

WHEN OVERTIME IS WORKED AT 1 1/2 TIMES THE HOURLY RATE

Classification	Basic Hourly Rate %	Basic Hourly Rate \$	10% Vacation & General Holiday Pay	Market Recovery Trust Fund	Insurance Benefit Trust Fund	Pension Trust Fund	Education Trust Fund	Contractor RRSP	Gross Hourly Pay
GEN. FOREMAN	125	72.44	7.244	1.74	1.87	5.22	0.40	4.68	93.59
FOREMAN	117	67.80	6.780	1.64	1.87	5.22	0.40	4.38	88.09
SUB-FOREMAN	108	62.58	6.258	1.50	1.87	5.22	0.40	4.05	81.88
* JOURNEYMAN	100	57.95	5.795	1.40	1.87	5.22	0.40	3.75	76.39
4TH YEAR APP.	80	46.35	4.635	1.11	1.87	5.22	0.40	3.00	62.59
3RD YEAR APP.	70	40.56	4.056	0.98	1.87	5.22	0.40	2.62	55.71
2ND YEAR APP.	60	34.77	3.477	0.84	1.87	5.22	0.40	2.25	48.83
1ST YEAR APP.	50	28.98	2.898	0.71	1.87	5.22	0.40	1.87	41.95

* Includes Electrician (Inside Wireman), Welder, Instrument Technician, Lineman and Operator (Equipment)

* Union dues (Article 4.08)

* Additional Union Dues - \$0.05/hour worked (Article 4.08 & 11.04 (c) (i))

* Additional R.R.S.P. - \$1.00/hour worked (Gen. Foreman, Foreman, Sub-Foreman & Journeyman) Article 11.04 (c) (ii)

* ECAA Industry Fund - \$0.10/hour worked (Appendix 'C')

APPENDIX "F"

**EFFECTIVE MAY 02, 2010
STRAIGHT TIME**

Classification	Basic Hourly Rate %	Basic Hourly Rate \$	10% Vacation & General Holiday Pay	Market Recovery Trust Fund	Insurance Benefit Trust Fund	Pension Trust Fund	Education Trust Fund	Contractor RRSP	Gross Hourly Pay
GEN. FOREMAN	125	50.41	5.041	1.16	1.92	5.50	0.40	0.00	64.43
FOREMAN	117	47.19	4.719	1.09	1.92	5.50	0.40	0.00	60.82
SUB-FOREMAN	108	43.56	4.356	1.00	1.92	5.50	0.40	0.00	56.74
* JOURNEYMAN	100	40.33	4.033	0.93	1.92	5.50	0.40	0.00	53.11
4TH YEAR APP.	80	32.26	3.226	0.74	1.92	5.50	0.40	0.00	44.05
3RD YEAR APP.	70	28.23	2.823	0.65	1.92	5.50	0.40	0.00	39.52
2ND YEAR APP.	60	24.20	2.420	0.56	1.92	5.50	0.40	0.00	35.00
1ST YEAR APP.	50	20.17	2.017	0.47	1.92	5.50	0.40	0.00	30.48

* Includes Electrician (Inside Wireman), Welder, Instrument Technician, Lineman and Operator (Equipment)

* Union dues (Article 4.08)

* Additional Union Dues - \$0.05/hour worked (Article 4.08 & 11.04 (c) (i))

* Additional R.R.S.P. - \$1.00/hour worked (Gen. Foreman, Foreman, Sub-Foreman & Journeyman) Article 11.04 (c) (ii)

* ECAA Industry Fund - \$0.10/hour worked (Appendix 'C')

APPENDIX "F"

EFFECTIVE MAY 02, 2010

WHEN OVERTIME IS WORKED AT 1 1/2 TIMES THE HOURLY RATE

Classification	Basic Hourly Rate %	Basic Hourly Rate \$	10% Vacation & General Holiday Pay	Market Recovery Trust Fund	Insurance Benefit Trust Fund	Pension Trust Fund	Education Trust Fund	Contractor RRSP	Gross Hourly Pay
GEN. FOREMAN	125	75.62	7.562	1.74	1.92	5.50	0.40	4.89	97.63
FOREMAN	117	70.79	7.079	1.64	1.92	5.50	0.40	4.58	91.91
SUB-FOREMAN	108	65.34	6.534	1.50	1.92	5.50	0.40	4.22	85.41
• JOURNEYMAN	100	60.50	6.050	1.40	1.92	5.50	0.40	3.91	79.68
4TH YEAR APP.	80	48.39	4.839	1.11	1.92	5.50	0.40	3.13	65.29
3RD YEAR APP.	70	42.35	4.235	0.98	1.92	5.50	0.40	2.74	58.13
2ND YEAR APP.	60	36.30	3.630	0.84	1.92	5.50	0.40	2.35	50.94
1ST YEAR APP.	50	30.26	3.026	0.71	1.92	5.50	0.40	1.96	43.78

* Includes Electrician (Inside Wireman), Welder, Instrument Technician, Lineman and Operator (Equipment)

* Union dues (Article 4.08)

* Additional Union Dues - \$0.05/hour worked (Article 4.08 & 11.04 (c) (i))

* Additional R.R.S.P. - \$1.00/hour worked (Gen. Foreman, Foreman, Sub-Foreman & Journeyman) Article 11.04 (c) (ii)

* ECAA Industry Fund - \$0.10/hour worked (Appendix 'C')

APPENDIX "F"

**EFFECTIVE OCT 31, 2010
STRAIGHT TIME**

Classification	Basic Hourly Rate %	Basic Hourly Rate \$	10% Vacation & General Holiday Pay	Market Recovery Trust Fund	Insurance Benefit Trust Fund	Pension Trust Fund	Education Trust Fund	Contractor RRSP	Gross Hourly Pay
GEN. FOREMAN	125	52.91	5.291	1.16	1.92	5.50	0.40	0.00	67.18
FOREMAN	117	49.53	4.953	1.09	1.92	5.50	0.40	0.00	63.39
SUB-FOREMAN	108	45.72	4.572	1.00	1.92	5.50	0.40	0.00	59.11
* JOURNEYMAN	100	42.33	4.233	0.93	1.92	5.50	0.40	0.00	55.31
4TH YEAR APP.	80	33.86	3.386	0.74	1.92	5.50	0.40	0.00	45.81
3RD YEAR APP.	70	29.63	2.963	0.65	1.92	5.50	0.40	0.00	41.06
2ND YEAR APP.	60	25.40	2.540	0.56	1.92	5.50	0.40	0.00	36.32
1ST YEAR APP.	50	21.17	2.117	0.47	1.92	5.50	0.40	0.00	31.58

* Includes Electrician (Inside Wireman), Welder, Instrument Technician, Lineman and Operator (Equipment)

* Union dues (Article 4.08)

* Additional Union Dues - \$0.05/hour worked (Article 4.08 & 11.04 (c) (i))

* Additional R.R.S.P. - \$1.00/hour worked (Gen. Foreman, Foreman, Sub-Foreman & Journeyman) Article 11.04 (c) (ii)

* ECAA Industry Fund - \$0.10/hour worked (Appendix 'C')

APPENDIX "F"

EFFECTIVE OCT 31, 2010

WHEN OVERTIME IS WORKED AT 1 1/2 TIMES THE HOURLY RATE

Classification	Basic Hourly Rate %	Basic Hourly Rate \$	10% Vacation & General Holiday Pay	Market Recovery Trust Fund	Insurance Benefit Trust Fund	Pension Trust Fund	Education Trust Fund	Contractor RRSP	Gross Hourly Pay
GEN. FOREMAN	125	79.37	7.937	1.74	1.92	5.50	0.40	4.89	101.76
FOREMAN	117	74.30	7.430	1.64	1.92	5.50	0.40	4.58	95.77
SUB-FOREMAN	108	68.58	6.858	1.50	1.92	5.50	0.40	4.22	88.98
* JOURNEYMAN	100	63.50	6.350	1.40	1.92	5.50	0.40	3.91	82.98
4TH YEAR APP.	80	50.79	5.079	1.11	1.92	5.50	0.40	3.13	67.93
3RD YEAR APP.	70	44.45	4.445	0.98	1.92	5.50	0.40	2.74	60.44
2ND YEAR APP.	60	38.10	3.810	0.84	1.92	5.50	0.40	2.35	52.92
1ST YEAR APP.	50	31.76	3.176	0.71	1.92	5.50	0.40	1.96	45.43

* Includes Electrician (Inside Wireman), Welder, Instrument Technician, Lineman and Operator (Equipment)

* Union dues (Article 4.08)

* Additional Union Dues - \$0.05/hour worked (Article 4.08 & 11.04 (c) (i))

* Additional R.R.S.P. - \$1.00/hour worked (Gen. Foreman, Foreman, Sub-Foreman & Journeyman) Article 11.04 (c) (ii)

* ECAA Industry Fund- \$0.10/hour worked (Appendix 'C')

APPENDIX "G" – SPECIAL PROJECT NEEDS

Special project needs will be addressed by the Parties, in accordance with the process established by Local Union 424 of the International Brotherhood of Electrical Workers and the Electrical Contractors Association of Alberta. Further, special project needs may also be addressed by the Parties, in concert with other stakeholders, in accordance with the process established by the Alberta Building Trades Council and the Coordinating Committee of Registered Employers' Organizations.

APPENDIX "H" – TRANSPORTATION BEYOND TRANSIT SYSTEM

On major construction projects located within the free zone, around the cities of Edmonton and Calgary, but beyond the city bus transportation system of those cities, where it is expected that the total construction workforce will exceed Seven Hundred and Fifty (750), the parties shall meet to discuss the viability of implementing a system of providing transportation to the site. The parties shall take into account such considerations as climate, seasons, road capacity, other projects and industries using the same corridors, workforce curves, and site infrastructure.



APPENDIX "A" – CWB LETTER OF UNDERSTANDING

Letter of Understanding

by and between

Electrical Contractors Association of Alberta

And

Local Union 424

The International Brotherhood of Electrical Workers

Re: CWB – Testing and Certification

Whereas both parties recognize the need to have CWB certified welders available to go to work on short notice upon clearing Local Union 424 dispatch, the following system is established for member welders to obtain practice time and CWB certification.

- i) Local Union 424 has been approved to provide CWB certification for its members.
- ii) Local Union 424 has agreements with practice/testing facilities in Edmonton, Calgary and Ft McMurray to provide practice time and testing for CWB certification. Please contact the nearest IBEW 424 training center to obtain detailed information as to practice/testing facility locations.
- iii) These practice/testing facilities will invoice the Electrical Industry Training Centre for **practice time**. The cost of the practice time will be guaranteed with a promissory note from Local Union 424. The limits set out in the Training Centre policy will remain. Any changes in those limits will be subject to approval by the Board of Trustees for the Electrical Industry Education Trust Fund of Alberta. A provision will be added to the existing application form that the applicant shall successfully complete the test at one of the approved practice/testing facilities.
- iv) The initial **CWB test** will be paid for by the ECAA (at the applicable rates as established with the approved facilities) through the Electrical Contractors Industry Fund. If a welder fails the initial test, he/she is responsible for any additional costs required to obtain the certification.

- (v) It is the welder's responsibility to re-test when required to maintain his/her CWB certification. Providing the welder re-tests in a timely manner, the ECAA will pay for the "check" test (at the applicable rates as established with the approved facilities) required for recertification. If a welder fails the "check" test he/she is responsible for any additional costs required to obtain that recertification.
- vi) Upon successful completion of test or retest and whether a welder is employed or not, Local Union 424 will issue the CWB certification. Certification is valid for 2 years.
- vii) The Electrical Industry Training Centre will track CWB certification for welders and notify Local Union 424 well in advance of their CWB certification expiry date.
- viii) Local Union 424 will notify the member of his/her need to re-test.
- ix) For existing employees requiring the "check" test, the employer shall also pay at the Classification Basic Hourly Rate for the time to take the test, plus if applicable, all travel time or travel allowance, travel expenses and subsistence, at a location and time as determined by the employer.

This Letter of Understanding may be amended from time to time by the parties with mutual consent.

Electrical Contractors
Association of Alberta

Local Union 424
International Brotherhood
of Electrical Workers

Brian Halina
Chairman – Labour Committee

Tim Brower
Business Manager

This Letter of Understanding was signed in Edmonton on April 02, 2007.

SIGNED ON BEHALF OF LOCAL UNION 424 OF THE
INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS



SIGNED ON BEHALF OF THE ELECTRICAL CONTRACTORS ASSOCIATION OF ALBERTA

Brian Halina,
Chairman Labour Relations

Brian Wagner
Vice Chairman

Blair Bannerholt

Jim Clarke

Dick Ducholke

Brent Holdner

Perry Olson

Kevin Pretty

Hugh Tackaberry

Art Thormann
