

SOURCE	A.C.A.		
EFF.	1989	1990	1991
TERM.	1989	1990	1991
No. OF EMPLOYEES	250		
NOMBRE D'EMPLOYÉS	250		

**SHEETERS, DECKERS & CLADDERS - PROVINCIAL
COLLECTIVE AGREEMENT
June 5, 1989 TO APRIL 30, 1991**

between

**THE CONSTRUCTION LABOUR RELATIONS - AN ALBERTA ASSOCIATION -
SHEETERS, DECKERS & CLADDERS (PROVINCIAL) TRADE DIVISION**

and

**THE SHEET METAL WORKERS INTERNATIONAL ASSOCIATION
LOCAL UNION #8**

02617(02)

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PROVINCIAL
SHEETERS, DECKERS & CLADDEBS COLLECTIVE AGREEMENT
FOR GENERAL CONSTRUCTION SECTOR

June 5, 1989 to April 30th, 1991

by and between

CONSTRUCTION LABOUR RELATIONS - An Alberta Association,
SHEETERS, DECKERS & CLADDERS (Provincial) TRADE DIVISION

(hereinafter referred to as the "Association")

on behalf of all employers who are bound or who subsequently become bound by this Collective Agreement by the operation of Registration Certificate 13

(each of which employers is hereinafter referred to as the "Employer")

- and -

SHEET METAL WORKERS INTERNATIONAL ASSOCIATION, Local 8

(hereinafter referred to as the "Union")

on behalf of all employees who are bound or who subsequently become bound by this Collective Agreement by the operation of Registration Certificate 13

(each of which employees is hereinafter referred to as the "Employee")

WHEREAS, the representatives of the above noted parties have bargained collectively pursuant to the provisions of the Alberta Labour Relations Code, and

WHEREAS, pursuant to the terms of the said Code, the terms of a Collective Agreement have now been agreed and ratified.

NOW THEREFORE this Agreement witnesseth that the terms of the Collective Agreement between the Parties are as follows:

OBJECT

The object of this Agreement is to raise the **standard** and stabilize the Sheet Metal Industry in the Province of Alberta, to promote apprenticeship training, **good-will** and **understanding within the Trade** and between the Contractors and **employees**, to facilitate the peaceful **adjustment** of **all disputes and grievances** and to attempt to prevent strikes, lockouts, waste and avoidable delays throughout the Industry.

ARTICLE 1 - PREAMBLE

1.01 This Agreement is **composed** of conditions applicable to Industrial Construction as defined in Article **30** and **Commercial/Institutional** Construction which, together, shall form a **Collective Agreement** whose terms and conditions shall apply to all areas of the Province of Alberta.

ARTICLE 2 - RECOGNITION

2.01 The employer recognizes the Union as the exclusive bargaining agent for an employees of the Employer **covered by the scope** of this Agreement.

2.02 The Union recognizes the Association as the sole and exclusive bargaining representative for all Employers who are **bound or who subsequently become bound by this** Collective Agreement through the operation of Registration Certificate 13."

ARTICLE 3 - AREA JURISDICTION

3.01 The area jurisdiction of the Union is **all of The Province** of Alberta and the District of MacKenzie in the Northwest Territories.

ARTICLE 4 - WORK JURISDICTION

4.01 This jurisdiction shall apply to all assembling, erection and/or installation, dismantling, reconditioning, adjustment, alterations, repairing and servicing of all Sheet Metal work of No. 10 U.S. or its equivalent or lighter gauges, primarily in the field of **Sheeting, Cladding, Decking** and Fabrication and installation of **Flashing** and associated work.

ARTICLE 5 - MANAGEMENT RIGHTS

5.01 The Union agrees that, **subject to the terms of this Agreement**, the management of the plant and direction of the working force is **vested exclusively** in the Employer, including but not limited to the right to select and hire workers, **promote, transfer, layoff, assess competency, discipline, discharge for cause, make and enforce rules**, determine methods of process and other **technological changes** and to operate and manage in accordance with its commitments and responsibilities.

ARTICLE 6 - UNION RIGHTS AND MEMBERSHIP RIGHTS

6.01 For those employees falling within the scope of this Agreement the Contractor agrees to employ only members of applicant members of the Sheet Metal Workers' International Association, Local Union No. 8, providing the Union can supply workmen acceptable to the Contractor in sufficient numbers to take care of the Employer's needs. If the Union cannot supply the required workmen within forty-eight (48) hours, excluding Saturdays, Sundays and Holidays, the Contractor may hire workmen elsewhere. In such cases, the employees so hired shall make application to become members of the Union within thirty (30) days from commencement of employment.

6.02 In order to assist Contractors signatory to this Agreement to be more competitive on jobs in rural areas the Union agrees that the Contractor may give preference in hiring to workmen who are local residents. A local resident is defined as a workman who resides within one hundred (100) kilometers of the jobsite and for a period of not less than six (6) months prior to employment. In the event that local residents hired are not members of Local Union No. 8, they will apply for membership within thirty (30) days of commencing employment.

The Union shall allow personal job search and hiring provided the member or applicant member qualifies for clearance in accordance with the Local Union Hiring Hall Procedures and obtains such clearance from the Local Union prior to commencement of employment. Such clearance will not be unreasonably withheld.

6.03 Regardless of which Union Office the workman is dispatched from, the point of hire shall be the Union Office, or the place of residence of the Union Representative, in reference to one (1) of the five (5) Regional Areas recognized by this Labour Contract. The Contractor shall use all practical methods to insure that unemployed members of Local Union No. 8 are obtained from the appropriate designated regional area.

Should it be inconvenient for a union member, due to place of residence, to obtain a referral slip prior to commencement of employment the Local Union agrees to make suitable and reasonable arrangements to convey the appropriate referral slip to the member.

6.04 In accordance with the Labour Relations Code, Province of Alberta, the Contractor, with written authorization from the employee, shall withhold from the first wages paid to each employee in each calendar month the monthly Union Dues and Initiation Fees established by the Union for its members or applicant members. The sum thus withheld shall be held in trust by the Contractor and shall be forwarded to the Local Union Office located in Edmonton, Alberta, in care of the Financial Secretary-Treasurer of Local Union No. 8, Sheet Metal Workers' International Association, in the manner and format approved by Local Union No. 8, prior to the fifteenth (15th) day of the calendar month following the period for which the deductions are being reported.

Contractors shall complete and forward with the Union dues and initiation fee deductions the appropriate reporting forms, listing the Employees in respect of whom the funds had been withheld.

Local Union No. 8, through its properly accredited Financial Secretary, shall certify changes in dues one (1) month in advance in writing to the Contractor and such changes will be implemented by the Contractor upon receipt of written direction.

- 6.05** Business Representatives or other designated officials of the Union are to have access to shops and jobs of work covered by this Agreement in the carrying out of their regular duties after notifying the Contractor or his representative of their presence, subject to any site and safety rules.
- 6.06** A shop or job steward for each place of employment, inclusive of construction sites, shall be appointed by Local Union No. 8 where the Union believes a steward to be warranted. The Steward shall carry out his duties in a reasonable amount of time and the Contractor shall be fully cognizant of the Grievance Procedure when terminating the employment of a Steward. Local Union No. 8 shall, at all times in writing, advise the Contractor of the name of the Shop or Job Steward.
- 6.07** No employees shall carry on any Union activities during working hours, except the Steward.

ARTICLE 7 - EMPLOYMENT AND CONTRACTURAL PROCEDURES

- 7.01** The Union and/or its members and the Contractors agree that they will not sanction any strike, lockout, stoppage of work, slow down or other collective action that interferes with work procedures except as may be provided by the Labour Relations Code, Province of Alberta.

ARTICLE 8 -

8.01 (a) Employment in Province

Contractors who have obtained work outside the corporate limits of their normal place of business but within the area jurisdiction of Local Union No. 8 may take as many members of Local Union No. 8 to the project or job as is necessary or required, provided the member is paid the wage scales, benefits, room and board, travel allowance and mileage or transportation, as defined in the Agreement.

Workmen coming from within the locality in which the work is to be performed, shall be or shall become members of Local Union No. 8 and shall not be entitled to room and board, travel allowance and transportation if the work is being performed within the free zone surrounding their normal place of residence and/or normal place of work. The employee shall be paid at least the wage rate as defined in the Agreement.

(b) Out-of-Province

When the Contractor has any work as specified in Article 4 - Work Jurisdiction, to be performed outside the area jurisdiction of Local Union No. 8 and within the area of another Local Union of the Sheet Metal Workers' International Association, then no more than two (2) qualified members of Local Union No. 8 per job shall be sent into that

area; except if there are no qualified members available from that Local Union, this limit may be exceeded.

Local Union No. 8 members shall receive from the Contractor, when employed outside the area jurisdiction of Local Union No. 8, at least the established wage scale and benefits as covered by this Agreement. Union members must comply with Article 16 of the Sheet Metal Workers International Association constitution and ritual.

ARTICLE 9 - WORK & WORE ASSIGNMENT (JURISDICTION)

9.01 In the event of a jurisdictional dispute, such dispute shall be settled without permitting same to interfere with the progress or prosecution of work in the following manner.

The Employer shall assign the work in accordance with current "Decisions or Agreements of Record".

If the dispute cannot be settled on a local level, it shall be referred for settlement to the Impartial Jurisdictional Disputes Board.

9.02 When the Jurisdictional Disputes Settlement Task Force, jointly composed of representatives of Employers and Building Trades Unions in the Alberta Construction Industry agree upon a plan for settlement of jurisdictional disputes in Alberta, then, subject to the ratification of the Parties hereto, commitment to the use of the plan shall be incorporated into this Collective Agreement forthwith and all existing language inimical to the settlement of jurisdictional disputes in accordance with the new Plan shall be removed from this Collective Agreement. Should a contribution rate be arrived at in the Plan specified above and the Plan is ratified by the Parties to this Agreement, the Employers agree to pay equivalent per hour contributions to those assessed to all other Trade Employers in Alberta.

ARTICLE 10 - HOURS OF WORE AND OVERTIME

10.01 Eight (8) hours shall constitute a normal work day normally beginning at 8:00 a.m. and ending 4:30 p.m. with one half (1/2) hour lunch break scheduled at or near the middle of the work day. When job conditions or circumstances necessitate a one (1) hour lunch break, the work day will normally end at 5:00 p.m.

When job conditions dictate, the normal starting and quitting times may be scheduled to vary by up to two (2) hours from those noted above. The Employer shall advise the Employees of the schedule for a given week prior to the commencement of that week. The starting times for this week do not necessarily have to be the same each day. Where circumstances require further deviation from the schedule, so advised, the Employer shall advise the Steward (if appointed) or a representative of the Union concerning such further deviation.

10.02 The normal work week shall be forty (40) hours commencing on Monday and ending on Friday.

10.03

- (a) The Contractor may initiate any other format mutually agreed upon between the Contractor and the Union that will continue to provide a forty (40) hour work week over a two (2) week period, such as 4 - 10 hour days, or 4 - 9 hour days plus 1 - 4 hour day.

The Parties hereto understand and agree that on remote jobsites or where special conditions apply scheduling of extended work weeks and/or days off may be beneficial to completion of the work. The Local Union and the Contractor must mutually agree to a work schedule to meet job conditions.

(b) Make-up Time

Make-up time, at the regular or straight time rate, may be worked in lieu of the normal hours of work provided that:

1. The make-up hours are a result of time lost due to inclement weather or circumstances beyond the control of the Contractor and the hours are worked on a crew basis and as agreed to by a majority of the involved employees. Make-up hours shall not be worked on an individual employee basis.
2. The make-up time provides up to a maximum of forty (40) hours at regular or straight time horn in a week and is worked in the same week as the time has been lost.
3. The make-up time immediately follows the scheduled normal work day and does not exceed two (2) hours. If a maximum of three (3) hours make-up time is to be worked this can be performed on a Friday off or Saturday.

- (c) For the purpose of the compressed work week or make-up time provisions, if a Statutory Holiday or observed day off occurs on a normal work day, that day shall be deemed to be part of the scheduled hours as though the involved hours were worked.

10.04

Two (2) breaks of ten (10) minutes each shall be allowed each shift and scheduled by the Contractor. Such breaks shall be taken at the specific work area of the Employee or the area designated by the Contractor. When employees are working pursuant to 10.03(a) then a fifteen (15) minute break shall be allowed.

If overtime is worked and exceeds two (2) hours, an additional ten (10) minute break or meal break shall be allowed for each two (2) hours of overtime worked, provided the work will continue beyond the respective two (2) hour increments.

10.05

(a) Industrial Projects

- (i) Where the work week is five (5) days at eight (8) hours per day; The first two (2) horn of overtime per day, Monday through Friday inclusive, shall be paid a one and one-half times (1½x) the applicable rate of pay. All other overtime hours Monday through Friday inclusive and all hours on Saturday, Sunday and Statutory Holidays will be paid at double time (2x) the applicable rate of pay.

- (ii) Where the work week is four (4) days at ten (10) hours per day; Where a compressed work week consisting of four (4) days at ten (10) hours per day is worked all hours worked in excess of ten (10) hours will be paid at double time (2x) the applicable rate of pay. The first ten (10) hours worked beyond forty (40) hours in a week will be paid at one and one-half times (1½x) the applicable rate of pay. Overtime hours in excess of ten (10) hours in a week will be paid at double time (2x) the applicable rate of pay.

(b) Commercial Projects

Hours worked in excess of the scheduled normal work day or work week shall be deemed to be overtime and shall be paid at one and one-half times (1½x) the employee's regular or straight time hourly rate, Monday to Friday inclusive.

All hours worked on Saturdays, excluding make-up time, shall be paid at one and one-half times (1½x) the employee's regular or straight time hourly rate up to eight (8) hours in a day. Thereafter they shall be paid at two times (2x) the employees regular rate.

All hours worked on Sundays and Statutory Holidays shall be paid at two times (2x) the employee's regular or straight time hourly rate.

This Article shall not apply to additional hours of work as provided for by the second paragraph of Article 10.03(a).

10.06 When an employee is required to work overtime or shift work, he shall not be required to return to work until a full uninterrupted eight (8) hour break occurs. If the employee is required to return to work the overtime and/or shift payment shall continue until such time as the full uninterrupted eight (8) hour break occurs.

10.07 For the purpose of Article 10, a "week" shall be defined as that period from 12:01 a.m. Monday to midnight (12:00 p.m.) Sunday.

This Article is not to be confused with the work week as defined in Article 10.02.

10.08 No provisions herein shall be construed as establishing a guaranteed number of hours work either per day or per week.

10.09 The Contractor shall not compel an employee to work overtime or make-up time or take any disciplinary action against any employee refusing to work same.

ARTICLE 11 - SHIFT WORK

11.01 Shift work may be performed at the option of the Employer, however, when shift work is performed at least two (2) full shifts must be worked in any twenty-four (24) hour period and each of these shifts must continue for at least three (3) consecutive working days. Should each of the shifts outlined above not continue for a period of three (3) consecutive working days, all

hours worked shall be deemed overtime and paid at the applicable rates contained in this Agreement.

11.02 When a shift is commenced and has run for at least the three (3) consecutive days referred to above, should the shift terminate in the middle of the week, or any employee hires on in a week in which a shift ends, affected employee(s) shall only be entitled to shift premium on regular hours of work.

By mutual agreement, shifts may be established for periods of less than three (3) consecutive regular working days and in such event, the deemed overtime that would otherwise be payable shall not apply.

11.03 The first shift shall work a normal shift as set out in Article 10.01 of this Agreement, with the applicable overtime rate after eight (8) hours of work,

11.04 Industrial Only

(i) The second shift commencing at any time between 3:00 p.m. and 8:00 p.m. shall work eight (8) hours. The hourly rate for employees on the second shift shall be one dollar (\$1.00) per hour greater than their applicable day time rate of pay; effective November 1, 1990, this premium shall increase to one dollar and fifty cents (\$1.50) per hour on industrial work.

(ii) The third shift, commencing at any time between 8:00 p.m. and 6:00 a.m. shall work eight (8) hours. The hourly rate for employees on the third shift shall be two dollars (\$2.00) per hour greater than their applicable day time rate of pay; effective November 1, 1990, this premium shall increase to two dollars and fifty cents (\$2.50) on industrial work.

11.05 Work Covered by the Commercial and Institutional Conditions

Shift work on the second (2nd) and third(3rd) shift on commercial and institutional work shall be in accordance with Article 11.04(i) and 11.04(ii) except that the shift premium shall be one dollar (\$1.00) per hour greater than their applicable day time rate of pay and for the life of the Agreement.

11.06 No employee shall work more than one (1) straight time shift in each consecutive twenty-four (24) hour period. An employee shall continue to receive the overtime rate, plus shift differential, after each shift until a break of eight (8) consecutive hours occurs, exclusive of travel allowance.

11.07 When an employee loses a regular day, through implementation or termination of shift work, then the Employee shall be paid a regular days pay for the day last.

11.08 Where the owner/client may require work to be done on a single shift basis at start/quit times that may be at variance with the start/quit for a regular shift, single shift operations shall be permitted subject to the payment of shift differential. The shift differential shall be paid on all hours worked and at the highest rate that the employee would have been entitled to if the operation would consist of more than one (1) shift. Overtime shall be payable on all hours in excess of eight (8) hours per day

and forty (40) hours per week and on Saturdays, **Sundays** or Statutory Holidays.

ARTICLE 12 - SHOW UP AND TERMINATION

- 12.01** Unless the employee has been notified prior to his normal starting time not to report for work, an employee who reports for work at his scheduled starting time and no work is available due to circumstances within the control of the Employer, the employee shall be given two (2) hours pay. The employee must remain on the job, if requested, for the two (2) hour period and perform any work requested by the foreman.
- 12.02** Employee(s) affected shall be paid daily travel, transportation, subsistence or receive camp accommodation as is applicable.
- 12.03** When an employee is laid off or leaves work of his own accord, one (1) hour's notice shall be given by either party.

ARTICLE 13 - TRAVEL, TRAVEL ALLOWANCE, TRANSPORTATION & ACCOMMODATION

DAILY TRAVEL

- 13.01** For work under this Agreement, a forty-five (45) kilometer radius free zone from the centre of the cities of Edmonton, Calgary (Geodetic Monument), Fort McMurray or each jobsite shall be established. The location of the Geodetic Monument of Edmonton is 101 Street and Jasper Avenue; for Calgary, the Calgary Tower and for Fort McMurray the location of the Post Office.
- 13.02** No transportation or travel allowance shall be applicable within the free zone except that on projects beyond the public transportation system on which more than thirty-five (35) employees are employed under this Agreement, then, if the employees request and utilize same, transportation will be supplied by the Employer.
- 13.03** For projects or jobs beyond the forty-five (45) kilometer free zone for which daily travel is required, then the Employer will provide transportation, plus the following travel allowance:

Industrial

45 kilometer to 60 kilometer radius - \$12.50 per day;
60 kilometer to 75 kilometer radius - \$17.50 per day;
beyond the 75 kilometer radius the allowance shall be negotiated and established by mutual consent of the parties.

Commercial and Institutional

45 kilometer to 60 kilometer radius - \$6.50 per day;
60 kilometer to 75 kilometer radius - \$9.00 per day;
beyond the 75 kilometer radius the allowance shall be negotiated and established by mutual consent of the parties.

13.04 Where the employer is required to supply transportation, such transportation shall be "first class" means of transportation to convey employees, with sufficient seating accommodation for each person. Pick-up points shall be mutually agreed upon.

13.05 For all work performed on the Genesee Power project only, the daily travel allowance shall be \$27.50 per day, plus transportation as is set out in Article 13.03.

CAMP AND SUBSISTENCE

13.06 Where employees are employed in the area beyond that in which daily travel applies and up to a radius of 450 kilometers from the centre of the cities of Edmonton or Calgary, as may be appropriate, the Employer may elect to provide:

- (a) camp accommodation (in accordance with the current camp rules and regulations, or any successor standards) which remain available on weekends for those who elect to remain in camp; or
- (b) mutually agreed room and board;
- (c) subsistence allowance as follows:
 - (i) from the effective date of this Agreement \$50.00 per day worked.

Beyond the 450 kilometer radius from the centre of the cities of Edmonton or Calgary, as may be appropriate, the employer, where his employees do not return daily, has the same elections as above, but on the basis of seven (7) days per week.

INITIAL AND RETURN TRAVEL

13.07 Industrial

Employees directed or dispatched to work from which they do not return daily shall be paid travel allowance for initial travel and transportation to the project and return upon termination of the job or his employment, based upon a radius from the cities of Edmonton or Calgary, as applicable, as follows:

- (i) up to 200 kilometers - \$50.00 each way;
- (ii) 200 kilometers to 300 kilometers - \$70.00 each way;
- (iii) 300 kilometers to 400 kilometers - \$90.00 each way;
- (iv) over 400 kilometers - scheduled airline air fare or as mutually agreed.

13.08 Commercial and Institutional

- (i) up to 200 kilometers - \$30.00 each way;
- (ii) 200 kilometers to 300 kilometem - \$50.00 each way;
- (iii) 300 kilometers to 400 kilometers - \$65.00 each way;
- (iv) over 400 kilometers - scheduled airline air fare or as mutually agreed.

- 13.09** Employees required to travel out of a city or town to another job after working a shift and before an eight (8) hour break occurs, shall be paid for all time travelled at the rate of time and one-half (1½) the normal rate. If still travelling the following day, the employee shall be paid the normal rate for time travelled during the regular working day only.
- 13.10** If employees leave the job of their own volition or are discharged for just cause within fifteen (15) calendar days, transportation and travelling allowance to and from the job may be withheld at the discretion of the Employer.
- 13.11** If employees leave the job of their own volition or are discharged for just cause within forty-five (45) calendar days, transportation and travelling allowance from the job may be withheld at the discretion of the Employer.
- 13.12** For major projects located in the Peace River and Grande Prairie areas initial and return travel allowance shall be negotiated as to amount paid on a project by project basis but in no event to exceed scheduled airline air fare.
- 13.13** For projects located in the Fort McMurray area initial and return travel allowance shall be paid based upon scheduled airline air fare.
- For projects located in the Empress area initial and return travel allowance shall be paid at a flat rate of \$90.00 each way.
- 13.14** When an employee is directed or dispatched to work on a project in a National Park or other areas where all available accommodation is inflated in price, the Employer will provide suitable room and board or the subsistence allowance shall be adjusted by mutual consent to meet the cost of the available accommodation.
- 13.15** 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 applicable straight time rate.
- 13.16** For projects in remote areas (i.e. areas where employees cannot return home on weekends) turn-around leave shall be negotiated and mutually agreed upon, based upon the job schedule, but in any event not more than forty-five (45) days shall exist between turn-arounds.
- 13.17** Article 13.05 and 13.06 shall apply only on condition that the employees have worked the total regular hours per week as set out in Article 10.02 or if the project does not last one (1) week or longer, on condition that they work the regular hours per day unless incapacitated by illness or other legitimate cause(s) as agreed to by the Employer's representative and the Union representative at the jobsite.

ARTICLE 14 - PERSONAL VEHICLE

- 14.01** An employee is not required to own, supply or use his personal vehicle for the purposes of the Employer's business. Refusal by an Employee to use his personal vehicle on Employer's business will not be just cause for dismissal or discipline.

ARTICLE 15 - WORKING RULES AND COMMITMENTS

- 15.01** The use of liquor or illegal drugs or being under the influence of same will not be tolerated during working hours. Violation of this rule shall be just cause for instant dismissal by the Contractor. Upon such dismissal the Union may temporarily suspend the member involved from Local #8 for a minimum of fifteen (15) calendar days for the first offence and thirty (30) calendar days for the second offence.
- 15.02** Wages shall be paid weekly or bi-weekly on the job or in the shop on Employer time, No more than five (5) days pay shall be withheld except where delay is beyond the Employer's control. Where another craft is employed by a Contractor and such craft is paid weekly the employees covered by this Agreement shall also be paid weekly,
- 15.03** Employees when working for a Employer shall not engage in any Sheet Metal or Allied Work for which he receives remuneration, except work done for themselves on their own premises. Any employee covered by this Agreement who, while in full employment of a Employer, engages in any work in violation of this article shall be subject to disciplinary action by the Employer and the Union.
- 15.04** The minimum rate of pay for any workman employed by the Employer as an "Applicant for Apprenticeship" shall be fifty percent (50%) of the Journeyman rate.
- If a Provincial Apprenticeship training program is established in the Province of Alberta by the Department of Apprenticeship for the *Sheeting, Cladding and Decking Industry*, the percentage rates for the different classifications established at that time will be applicable to this Agreement.
- 15.05** The parties agree to abide by the regulations made under the authority of the Occupational Health and Safety Act as they apply to this industry and further the Employer agrees to provide: eg.:
1. Sanitary facilities in appropriate sanitary condition as required and where they are not provided employees will not be penalized for availing themselves of the nearest proper facilities.
 2. Adequate scaffolding and ladders which the employee has a right to refuse to use if in his opinion they are unsafe.
 3. Transportation for injured workmen to treatment facilities.
 4. Hard hats, and unused sweat bands, winter liners, eye protection equipment and ear mufflers and ear plugs.
 5. Welding gloves, welding jackets, boot protection, spat leggings and eye protection for employees engaged in welding.
 6. Such other additional equipment and/or apparel necessary to suit job conditions may be determined, as required, from time to time by the Occupational Health and Safety Act.

- 15.06** Where personal safety equipment is provided to employees for their protection and/or the protection of others, the use of such equipment is mandatory. Employees failing to use safety equipment provided to them may be subject to discipline.
- 15.07** Personal safety equipment as required above may be provided on a charge-out refund basis.
- 15.08** When it is alleged that a Employer has Violated the Occupational Health and Safety Act, such an allegation will be resolved either through procedures specified in the Act or will be the subject of a grievance under this Collective Agreement, but not both.
- 15.09** Boot protection (eg. spat leggings) for welders and glasses protection (eg. clip on shields) shall be made available, when required, by the employee and may be provided on a charge-out refund basis.
- Deck Welders will be eligible to have the lenses of their prescription glasses replaced, following twelve (12) months of employment with a Contractor, if damaged by welding, to a maximum of one (1) replacement each year.

ARTICLE 16 - TOOLS - EMPLOYEE SUPPLIED

- 16.01** Employees shall possess, in good condition, the following tools:
- | | |
|-------------------------------|--|
| 1 16 ft. tape | assorted screwdrivers |
| 1 50 ft. tape | 1 chalk line |
| 1 vise grip "C" clamp 11R | 1 pop riveter (employer maint. supplied) |
| 2 vise grips welding clamp 9R | 1 aircraft snips heft & right) |
| 1 pair straight snips | 1 hacksaw frame |
| 1 pair folding tongs | 1 tri square |
| 1 3/8 inch speed wrench | 1 hammer |
| 1 2 ft. level | 1 8 inch crescent wrench |
- 16.02** Probationary employees shall, after their first pay cheque, provide and have in their possession on the job the following tools:
- | | |
|---------------|---------------------------------|
| 1 16 ft. tape | 2 aircraft snips (left & right) |
|---------------|---------------------------------|
- 16.03** The Employer shall supply and the employee shall use suitable lock-up facilities for tools.
- 16.04** The Employer will make available at cost: springs for Metal Masters, jaws for Pop Riveters, pines and side plates for Whitney Punch.
- 16.05** The Contractor shall replace an employee's tools lost from the shop or jobsite within three (3) days where practical as a result of fire, theft by break-in or forcible entry, or where proven due to another unlawful act, the evidence of which is beyond reasonable doubt, providing such tools were located in a Company arranged lock-up facility or lost during transportation while in the care or control of the Contractor.

- 16.06** Upon hire, a workman shall *sign* a tool list which shall be subject to inspection and verification by the Foreman. Tools may be subject to further periodic inspections.
- 16.07** Employees will be responsible for loss by proven negligence or damage due to misuse of hand tools and associated like equipment supplied by the Employer. Employees must *sign* for those hand tools and associated like equipment which they receive from the Employer. It is understood and agreed by all parties to this Agreement that refusal by an employee to *sign* for hand tools and associated like equipment, which is not in reasonable repair, shall not be cause for disciplinary action against the employee.

ARTICLE 17 - INDENTURED APPRENTICES

- 17.01** Apprentices shall be employed in accordance with the Provisions of the Alberta Manpower Development Act and the parties agree to observe the Provisions of said Act.
- 17.02** When a Contractor requires an apprentice to replace an apprentice attending school and an unemployed indentured apprentice at the level required, or lower, is available the Contractor agrees to give preferential consideration of employment to that unemployed indentured apprentice.
- 17.03** If apprenticeship test results are not received within forty-five (45) calendar days of writing the test the employee will be paid his incremental increase effective forty-five (45) calendar days from completion of school if successful in passing the examination and, if the apprentice has completed, the required hours of work in the appropriate period of apprenticeship.

ARTICLE 18 - FOREMEN

- 18.01** It is the intent of both Parties to this Agreement that the term "Foreman" shall mean any Journeyman Employee of a signatory Employer who is designated by such Employer to supervise the activities of other employees.
- 18.02** In charge of up to ten (10) workmen the foreman shall be paid an additional six percent (6%) of the journeyman's rate.
- In charge of more than ten (10) workmen the foreman shall be paid an additional ten percent (10%) of the journeymen's rate.

ARTICLE 19 - VACATION

- 19.01** All employees covered by the terms of this Agreement shall be entitled to an annual vacation of three (3) weeks. During July and August at least two (2) consecutive weeks vacation shall be granted, if requested, at a time mutually agreed upon between the Contractor and Employee. Three (3) consecutive weeks may be taken during July and August if mutually agreed upon. During other months three (3) consecutive weeks shall be granted, if requested, at a time mutually agreed upon between the Contractor and Employee.

- 19.02** Vacation pay shall be based on six percent (6%) of gross earnings. This vacation pay shall be calculated on the earnings of each pay period and paid to the employee on the pay cheque covering that pay period. Gross earnings shall include all wages of the employee but does not include benefit plan contributions.
- 19.03** An employee shall not enter into, or engage in, gainful employment during his vacation period.

ARTICLE 20 - STATUTORY HOLIDAYS

20.01 The following shall be paid holidays:

New Year's Day	Good Friday	Labour Day
Christmas Day	Victoria Day	Civic Holiday
Boxing Day	Canada Day	Thanksgiving Day
Remembrance Day		

and any day declared a general holiday by the Federal or Provincial Government,

Statutory Holiday pay shall be based on four percent (4%) of gross earnings.

This Statutory Holiday pay shall be calculated on the gross earnings of each pay period and paid to the employee on the pay cheque covering that pay period.

Gross earnings shall include all wages of the employee but does not include benefit plan contributions.

- 20.02** In the event of any of the Statutory or Civic Holidays falling on an employee's regular day or days off, the next regular working day or days will be the observed holiday or holidays.
- 20.03** No work shall be performed on Labour Day except where danger to life or property makes it necessary. No more than eight (8) hours work shall be performed on a Statutory Holiday, except in the case of emergency.
- 20.04** Should Statutory Holiday(s) fall within an employee's annual vacation an extra day(s) shall be provided in conjunction with the annual vacation.
- 20.05** If an employee absents himself from working either the last working day prior to a holiday, or the working day immediately following a holiday, he shall be subject to disciplinary action.

ARTICLE 21 - HEALTH AND WELFARE PLAN

- 21.01** (a) Sixty-seven cents (67¢) per hour worked by each member of the Union employed pursuant to this Collective Agreement shall be contributed by the Contractor to the Alberta Sheet Metal Health and Welfare Plan. Such contributions shall commence on the first day of employment of such employees, or upon such employees making application for membership in the Union, whichever is the later.

- (b)** The obligation of each Employer under the Trust Fund and Plan is limited to:
- (i)** paying the amount the Employer is required to contribute to the Plan in accordance with the Collective Agreement within fifteen (15) days of the end of each monthly reporting period;
 - (ii)** providing the Trustees with a list which shows the number of hours of covered employment during each monthly reporting period of each Employee covered by the Collective Agreement;
 - (iii)** providing the Trustees with such information as is needed to determine eligibility for benefits of a Member of the Plan.
- (c)** In addition, at all times the contributions to the Plan shall be in accordance with the Standard Form of Agreement of Local Union No. 8 or as may be determined from time to time by the Joint Board of Trustees.

- 21.02** The Employer, Supervisory, and Office Staff of the firm shall also be allowed to participate in the Plan without Union membership, subject to approval of the Joint Board of Trustees of the Health and Welfare Plan.
- 21.03** Employees, when hired, shall be required to sign a necessary enrollment card required for eligibility and participation in the Plan.
- 21.04** The contributions made pursuant to Article 21.01 shall be forwarded to the Office of the Administrator, The Alberta Sheet Metal Health and Welfare Plan, in the manner and format approved by the Trustees, prior to the fifteenth (15th) day in the calendar month following the period for which the contributions are being reported.
- 21.05** Employers shall complete and forward with the contributions the reporting forms required by the Alberta Sheet Metal Health and Welfare Plan.
- 21.06** An annual report on Trust Funds will be provided to the Parties to the Agreement upon request to the Administrator. (The Joint Board of Trustees must give formal approval prior to this clause taking effect.)
- 21.07** The liability of any Employer to the Health and Welfare Trust Fund or any beneficiary or proposed beneficiary of the Plan shall be limited to his obligation to pay the amounts stated in this Agreement at the times and the manner stated.

ARTICLE 22 - RETIREMENT SAVINGS PLAN

- 22.01** Eighty-five cents (85¢) per hour worked by each member or applicant member of the Union employed pursuant to this Collective Agreement shall be contributed by the Employer to the "Alberta Sheet Metal Workers' Retirement Trust Fund". Such contributions shall commence on the first day of employment of such employees, or upon such employees making application for membership in the Union, whichever is the later.
- (a)** The obligation of each Employer under the Trust Fund and Plan is limited to:

- (i) **paying the amount the Employer is required to contribute to the Plan in accordance with the Collective Agreement within fifteen (15) days of the end of each monthly reporting period;**
 - (ii) **providing the Trustees with a list which shows the number of hours of covered employment during each monthly reporting period of each Employee covered by the Collective Agreement;**
 - (iii) **providing the Trustees with such information as is needed to determine eligibility for benefits of a Member of the Plan.**
- (b) **Benefits shall be determined on the basis that the contributions required to be made by Employers under the applicable Collective Agreement are sufficient, based on the estimates last made by the Actuary, to pay the expected cost of the benefits, the expected cost of the administration and the payments which are required to amortize the experience deficiency over the period specified in the Employment Pension Plans Act.**

In no event shall such determination make Employers liable for contributions in excess of the rate of contributions required to be paid in accordance with this Article.

- 22.02** The Employer, Supervisory, and Office Staff of the firm shall also be allowed to participate in the Plan, without Union membership, subject to the approval of Joint Board of Trustees of the Retirement Savings Plan.
- 22.03** Employees, when hired, shall be required to sign the necessary enrollment card required for eligibility and participation in the Plan.
- 22.04** The contributions made pursuant to Article 22.01 shall be forwarded to the Office of the Administrator, The Alberta Sheet Metal Trust Funds, in the manner and format approved by the Trustees, prior to the fifteenth (15th) day of the calendar month following the period for which the contributions are being reported.
- 22.05** Employers shall complete and forward with the contributions the reporting forms required by The Alberta Sheet Metal Trust Funds.
- 22.06** An annual report on Trust Funds will be provided to the Parties to the Agreement upon request to the Administrator. (The Joint Board of Trustees must give formal approval prior to this clause taking effect.)
- 22.07** The liability of any Employer to the Retirement Trust Fund or any beneficiary or proposed beneficiary of the Plan shall be limited to his obligation to pay the amounts stated in this Agreement at the times and the manner stated.

ARTICLE 23 - BENEVOLENT FUND

- 23.01** The Contractor agrees to contribute five cents (5¢) per worked hour to Local No. 3 Benevolent Fund.

This fund shall be used to provide:

- (a) assistance to members in paying Health and Welfare premiums where required,
- (b) up-grading courses for Tradesmen,
- (c) other Benevolent Services for and on behalf of members.

The fund shall not be disbursed for purposes that can work against the better interest of the contributing Contractor.

- 23.02** The contributions made pursuant to Article 23.01 shall be forwarded to the Local No. 8 Benevolent Fund, in the manner and format approved by Local Union No. 8, prior to the fifteenth (15th) day of the calendar month following the period for which the contributions are being reported.
- 23.03** Contractors shall complete and forward with the contributions the reporting forms required by the Local No. 8 Benevolent Fund.

ARTICLE 24 - WAGE RATES

- 24.01** The regular wage or straight time rate for the regular hours worked during a regular work day by the classifications of employees covered by this Agreement shall be in accordance with the "Schedule of Wage Rates" attached hereto and forming a part of this Agreement.
- 24.02** On termination of employment, the final pay cheque, record of employment and any vacation pay and statutory holiday pay owing shall be given to the employee at time of layoff, if possible, or in any event within five (5) working days of layoff.

Upon discharge for cause or quit the final pay cheque, record of employment and any vacation pay and statutory holiday pay owing shall be given or mailed to the employee within five (5) working days, excluding Saturdays, Sundays and Statutory Holidays.

ARTICLE 25 - CLASSIFICATIONS

- 25.01** **Sheeter and/or Erector:** A workman who has completed the probationary, first period, second period and third period trainee period of employment.

Third (3rd) Period Trainee: A workman who has completed the second (2nd) period trainee term shall be employed between the first (1st) day of the twenty-fifth (25th) month to the last day of the thirty-sixth (36th) month (more than 4,000 hours and up to 6,000 hours) as a third (3rd) period trainee.

Second (2nd) Period Trainee: A workman who has completed the first trainee term shall be employed between the first (1st) day of the sixteenth (16th) month to the last day of the twenty-fourth (24th) month (more than 2,500 hours and up to 4,000 hours) as a second period trainee.

First (1st) Period Trainee: A workman who has completed the probationary period shall be employed between the first (1st) day of the seventh (7th) month to the last day of the fifteenth (15th) month (more than 1,000 hours and up to 2,500 hours) as a first period trainee.

Probationary Employee: A workman with no previous experience to the completion of the first (1st) six (6) months (1,000 hours) of employment.

ARTICLE 26 - CREW RATIO

26.01 The work force shall be constituted on a crew basis with at least one (1) qualified sheeter on each crew.

ARTICLE 27 - GRIEVANCE PROCEDURE

27.01 Any difference concerning the interpretation, application, operation, or any alleged violation of this Agreement, or any question as to whether any difference is arbitrable arises between the Employer and an employee of the Union shall be dealt with as follows without stoppage of work or refusal to perform work.

27.02 The person or party who feels there is a difference shall meet and discuss with the other party the difference, within ten (10) working days of the occurrence or first awareness of the difference and endeavor to resolve the difference.

27.03 If the difference remains unresolved at the end of the above mentioned ten (10) working days or if any involved person or party concerning the difference is not satisfied with the disposition of a resolve, an employee shall immediately refer the matter to Local Union No. 8, if not already involved and the Employer may refer the matter to his authorized bargaining representative.

27.04 If the difference continues to remain unresolved, the unsatisfied party shall, within ten (10) working days following the expiry of the ten (10) working days, as indicated in 27.02 of this Article, serve notice on the opposite party, by personal delivery or registered mail, a statement of the difference and the name of its appointee to an Arbitration Board.

27.05 The recipient of the notice shall, within five (5) working days of receipt of the notice, inform the other party of its appointee to the Arbitration Board. The two appointees shall, within five (5) working days from the date of notification of the second appointee, appoint a third person who shall be chairman of the Arbitration Board. If the two (2) Arbitration Board appointees fail to agree upon or appoint a chairman, within the time limit, the two (2) appointees shall, immediately upon the expiry of the time limit, request the Minister of Labour to appoint a chairman to the Arbitration Board.

27.06 The Arbitration Board shall meet within ten (10) working days following the appointment of the chairman and hear and determine the difference. Subsequent meetings of the Arbitration Board may be scheduled, within reasonable time limits, if deemed necessary to obtain further information or evidence. The Arbitration Board shall issue an award in writing, within five (5) working days following the meeting in which it has reached a decision and the award shall be final and binding upon the parties and any employee affected by it.

- 27.07** The parties may mutually agree that the Arbitration shall be by way of a single arbitrator in accordance with The Labour Relations Code, Province of Alberta.
- 27.08** Either party's appointee to the Arbitration Board shall not be a lawyer. Upon agreement from the other party this clause may be waived.
- Each party shall bear the expense of its respective appointee to the Arbitration Board and the parties shall equally bear the expenses of the Chairman.
- 27.09** Jurisdictional Disputes which arise shall not be processed through the Grievance Procedure, but shall be settled in accordance with Article 9.
- 27.10** In the case of a dispute involving late remittances in respect of any of the funds provided for in this Agreement, the Union may proceed directly to Arbitration in accordance with the procedures specified in this Article, provided the matter is submitted to Arbitration within thirty (30) calendar days of the date at which funds should have been contributed.
- In the case of Health and Welfare or Retirement Fund disputes, permission must be received from the applicable Joint Board of Trustees prior to proceeding under this Article.

ARTICLE 28 - REGIONAL JOINT ADJUSTMENT BOARD

- 28.01** A Joint Adjustment Board as established in each regional area shall consist of three (3) regular representatives of the Union and three (3) regular representatives of the Employers.
- 28.02** The Joint Adjustment Board shall meet quarterly or as often as circumstances warrant.
- 28.03** There may be referred to the Joint Adjustment Board matters of industrial controversy, matters of general technical concern and matters of benefit to the industry where such matters may affect relations between the parties.
- 28.04** The Joint Adjustment Board may render recommendations on such matters as are referred to it.
- 28.05** One (1) representative of the Union and one (1) representative of the Employers from each Region shall be appointed to meet on matters of general technical concern and matters of benefit to the Industry on a provincial basis. Decisions and recommendations arising from my Provincial meeting must be discussed and approved, amended, or revised at the next Joint Adjustment Board meeting.

ARTICLE 29 - PRECEDENCE OF PROJECT AGREEMENTS

- 29.01** The parties hereto agree that, where the operating terms of bona fide Project Agreements or Maintenance Agreements which respectively are binding or become binding upon one or more Contractors who are bound by this Collective Agreement differ from the terms of this Collective

Agreement, the operating terms of Project Agreements or Maintenance Agreements shall take precedence and shall apply respecting the project or maintenance work which is the subject of such Project or Maintenance Agreements for the duration of the said Project or Maintenance Agreement. Without restricting the generality of the foregoing, the terms and conditions of the Weldwood Hinton Project Agreement shall take precedence on work undertaken on that project.

ARTICLE 30 - INDUSTRIAL PROJECTS

30.01 The definition of "Industrial Construction" includes the construction, erection, decoration, demolition, removal, relocation or any addition to:

- Electrical Power Generation, hydro or thermal power plants
- Development of Mining and Smelting Properties
- Development of Oil Sands Properties
- Oil Refineries, Upgraders and all form of Hydrocarbon Production, extraction or processing
- Development of Chemical Plants
- Pulp, Paper or Timber/Wood Processing Mills or Sawmills
- Toxic Waste Disposal Systems
- Production and Processing Plants for natural gas, liquid petroleum products and manufactured gases
- Base/Precious/Other Metal Production Plants or upgraders of any and all kinds
- Pumping Stations and Compressor Stations where the aggregate value of new construction at the site is in excess of twenty-five million dollar.

Notwithstanding the above, conditions in this Agreement which apply to "Industrial Construction" will only apply on those sites where there is at least twenty (20) man days of construction which falls within the scope of this Collective Agreement awarded to a contractor bound by this Collective Agreement.

It is specifically understood and agreed that any service work will not have industrial construction terms and conditions applied to it regardless of the work site on which it is performed.

ARTICLE 31 - SAVIN — CLAUSE

31.01 If any portion of the Agreement contravenes Federal or Provincial legislation or regulation, such provisions shall be inoperative but the balance of the Agreement shall continue in full force and effect, and that portion in contravention shall be subject to immediate restructuring to conform with legislation.

ARTICLE 32 - TERMS OF AGREEMENT

32.01 The Agreement shall be in full force and effect from the ____ day of _____, 19____, up to and including the 30th day of April, 1991 and thereafter it shall be renewed from year to year unless notice for change or termination is given as set forth below.

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Should either **party** wish to change or terminate this Agreement then **not less than sixty (60) days or more than one hundred and twenty (120) days** prior to the designated **expiry** date or to **any anniversary** date thereof, notice shall be **given in writing** to either **party**.

If notice to negotiate has **been given by** either party this Agreement shall **remain** in full force and **effect during any period of negotiations** even though such negotiations may extend **beyond the said** expiry date and until notice or **strike** or lockout is **given** pursuant to the **provisions** of the **Labour Relations Code in Alberta** and until a work **stoppage** actually occurs in **accordance** with **said** notice, or until the **parties** shall conclude a **renewal** or **revision** of this Agreement, or enter into a new **Collective Agreement**, **whichever event is the earliest**.

It is **mutually agreed by both** the Contractor and the **Union** that every effort **shall be made by both parties** to this Agreement to conclude negotiations for a **renewal** of the Agreement **prior** to the first (1st) day of **May, 1991**, should **changes be desired** by either **Party**.

SCHEDULE OF WAGE RATES

	Classification	Basic Hourly Rate	Vac. Pay	Hol. Pay	H&W	Ret. Fund	Ben. Fund	Gross Wages
	On Date of Signing							
Commercial	Foreman 110%	18.70	1.12	0.75	0.67	0.08	0.05	22.14
	Sub-foreman 106%	18.02	1.08	0.72	0.67	0.85	0.05	21.39
	Journeyman Sheeter	17.00	1.02	0.68	0.67	0.85	0.05	20.27
	3rd Period Trainee 90%	15.30	0.92	0.61	0.67	0.85	0.05	18.40
	2nd Period Trainee 80%	13.60	0.82	0.54	0.67	0.85	0.05	16.53
	1st Period Trainee 70%	11.90	0.71	0.48	0.67	0.85	0.05	14.66
	Probationary 65%	11.05	0.66	0.44	0.67	0.85	0.05	13.72
Industrial	Foreman 110%	20.90	1.25	0.84	0.67	0.85	0.05	24.56
	Sub-foreman 106%	20.14	1.21	0.80	0.67	0.85	0.05	23.72
	Journeyman Sheeter	19.00	1.14	0.76	0.67	0.85	0.05	22.47
	3rd Period Trainee 90%	17.10	1.03	0.68	0.67	0.85	0.05	20.38
	2nd Period Trainee 80%	15.20	0.91	0.61	0.67	0.85	0.05	18.29
	1st Period Trainee 70%	13.30	0.80	0.53	0.67	0.85	0.05	16.20
	Probationary 65%	12.35	0.74	0.49	0.67	0.85	0.05	15.15
	January 1, 1990							
Commercial	Foreman 110%	18.97	1.14	0.76	0.67	0.85	0.05	22.44
	Sub-foreman 106%	18.55	1.11	0.74	0.67	0.85	0.05	21.98
	Journeyman Sheeter	17.25	1.04	0.69	0.67	0.85	0.05	20.55
	3rd Period Trainee 90%	15.52	0.93	0.62	0.67	0.85	0.05	18.64
	2nd Period Trainee 80%	13.80	0.83	0.55	0.67	0.85	0.05	16.75
	1st Period Trainee 70%	12.07	0.72	0.48	0.67	0.85	0.05	14.85
	Probationary 65%	11.21	0.67	0.45	0.67	0.85	0.05	13.90
Industrial	No Change							

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SCHEDULE OF WAGE RATES (Continued)

Classification		Basic Hourly Rate	Vac.	Hol.	H&W	Ret. Fund	Ben. Fund	Gross Wages
May 1, 1990								
Commercial	Foreman 110%	19.52	1.17	0.78	0.67	0.85	0.05	23.02
	Subforeman 106%	18.81	1.13	0.75	0.67	0.85	0.05	22.26
	Journeymen Sheeter	17.75	1.07	0.71	0.67	0.85	0.05	21.10
	3rd Period Trainee 90%	15.97	0.96	0.64	0.67	0.85	0.05	19.14
	2nd Period Trainee 80%	14.20	0.85	0.57	0.67	0.85	0.05	17.19
	1st Period Trainee 70%	12.42	0.74	0.50	0.67	0.85	0.05	15.21
	Probationary 65%	11.54	0.69	0.46	0.67	0.85	0.05	14.26
Industrial								
	Foreman 110%	22.00	1.32	0.88	0.67	0.85	0.05	25.77
	Sub-foreman 106%	21.20	1.27	0.85	0.67	0.85	0.05	24.89
	Journeymen Sheeter	20.00	1.20	0.80	0.67	0.85	0.05	23.57
	3rd Period Trainee 90%	18.00	1.08	0.72	0.67	0.85	0.05	21.37
	2nd Period Trainee 80%	16.00	0.96	0.64	0.67	0.85	0.05	19.17
	1st Period Trainee 70%	14.00	0.84	0.56	0.67	0.85	0.05	16.97
	Probationary 65%	13.00	0.78	0.52	0.67	0.85	0.05	15.87
November 1, 1990								
Commercial	Foreman 110%	20.35	1.22	0.81	0.67	0.85	0.05	23.96
	Sub-foreman 106%	19.61	1.18	0.78	0.67	0.85	0.05	23.14
	Journeymen Sheeter	18.50	1.11	0.74	0.67	0.85	0.05	21.92
	3rd Period Trainee 90%	16.65	1.00	0.67	0.67	0.85	0.05	19.89
	2nd Period Trainee 80%	14.80	0.89	0.59	0.67	0.85	0.05	17.85
	1st Period Trainee 70%	12.95	0.78	0.52	0.67	0.85	0.05	15.82
	Probationary 65%	12.02	0.72	0.48	0.67	0.85	0.05	14.79
Industrial								
	Foreman 110%	22.55	1.35	0.90	0.67	0.85	0.05	26.38
	Subforeman 106%	21.73	1.30	0.87	0.67	0.85	0.05	25.47
	Journeymen Sheeter	20.50	1.23	0.82	0.67	0.85	0.05	24.12
	3rd Period Trainee 90%	18.45	1.11	0.74	0.67	0.85	0.05	21.87
	2nd Period Trainee 80%	16.40	0.98	0.66	0.67	0.85	0.05	19.61
	1st Period Trainee 70%	14.35	0.86	0.57	0.67	0.85	0.05	17.36
	Probationary 65%	13.32	0.80	0.53	0.67	0.85	0.05	16.22

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Signed at Edmonton, Alberta this 5 day of June, 1989.

Signed on behalf of the Construction
Labour Relations - an Alberta
Association - Sheeters, Deckers
& Cladders (Provincial Trade Division)

Signed on behalf of The
Sheet Metal Workers International
Association, Local Union 8,
Calgary & Edmonton, Alberta

R. N. dsb
R. N. dsb, President
Construction Labour Relations

Jim Pratt
Mr. Jim Pratt, Business Manager
Local Union #8

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