

INDUSTRIAL COLLECTIVE AGREEMENT

BETWEEN

**UNITED BROTHERHOOD OF CARPENTERS AND
JOINERS OF AMERICA, LOCAL 1386**

AND

**THE MONCTON NORTHEAST CONSTRUCTION
ASSOCIATION, INC.**

ON BEHALF OF ITS ACCREDITED MEMBERS

2010 - 2012

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INDUSTRIAL DEFINITIONS

This agreement to include the following classifications of work:

Industrial projects shall be defined as the initial construction, modernization, expansion or addition to the existing facility or facilities as outlined herein.

- Power Plants
- Pulp & Paper Mills
- Mining Operations
- Refineries
- Heavy Water Plants
- Cement Plants
- Shipyards
- Dry Dock Facilities
- Automobile Assembly Plants
- Tire Plants
- Smelter
- Foundries
- Dams

ARTICLE 1 PURPOSE

- 1.1 The purpose of this Agreement is to establish and maintain mutually satisfactory hours of work, wages and working conditions, and to provide a procedure for the prompt handling of grievances, and orderly collective bargaining.

ARTICLE 2 RECOGNITION

- 2.1 Local 1386: The Employers recognize the United Brotherhood of Carpenters and Joiners of America, Local 1386 as the sole collective bargaining agents for all Carpenters, Apprentices, Foremen and/or Tradesmen in its employ in the counties of Albert, Westmorland, Kent, Northumberland, Gloucester and Restigouche.

The Employer recognizes and agrees to implement the craft jurisdiction of the Union.

- 2.2 The United Brotherhood of Carpenters and Joiners of America, Local 1386, recognizes the Moncton Northeast Construction Association Inc. as the sole bargaining agent for member contractors and any other contractors working under this Agreement, and agrees no conditions, separate or apart from the conditions set out in this Agreement will be sought or condoned by the signatories to this Agreement or any other contractors who come in the jurisdictional area of this Agreement.

ARTICLE 3 MANAGEMENT RIGHTS

- 3.1 Subject to this Agreement, the Union recognized the right of the Company to manage its business and direct the working force.

ARTICLE 4 HIRING

- 4.1 The Employer agrees to hire and continue to employ only members of the Union in good standing with Local Union 1386, in geographic area.

The Employer agrees to communicate their requests for Carpenters, Apprentices, Foremen and/or Tradesmen to the Local Union.

The Employer will stipulate the type of work to be performed and the Union will provide members qualified to do the work involved.

The Employer will have the right to select his first Employee after the Foreman from the membership of the Union. The Local Union will supply the next three Employees; thereafter the same procedure shall apply (1-3).

Work referral slips issued by the Union shall contain a comprehensive history of all trade certifications, qualifications, safety training and work experience in the skills required and/or apprenticeship status.

- 4.2 If the Local Union is unable to provide the required manpower within two (2) working days, the Employer is free to hire manpower from other sources, providing such manpower shall be in good standing or apply for membership in the Union.
- 4.3 The Employer shall, at times of lay-off, give preference of continued employment to those members in good standing who are members of the Local Union and residents of the geographical area where the work is being performed.
- 4.4 The Employer will, once a month if requested, provide the names of Foreman and the sites where members are working.

ARTICLE 5 HOURS OF WORK

- 5.1 **DAY SHIFT:** A regular working week consisting of not more than forty (40) hours of work to be performed during regular shift periods, and a regular shift period consisting of not more than eight (8) hours of work to be performed on Monday to Friday inclusive, of each week (exclusive of the vacation period and holidays) between the hours of 8 a.m. and 4:30 p.m. with a one-half hour for lunch, unpaid, which is to be taken between the hours of 12:00 noon and 12:30 p.m. When it is necessary that one (1) hour be taken for lunch, then the workday shall end at 5 p.m.
- 5.2 **AFTERNOON SHIFT:** A regular working week consisting of not more than thirty-five (35) hours of work to be performed during regular shift periods and a regular shift period consisting of not more than seven (7) hours of work to be performed on Monday to Friday, inclusive, of each week (exclusive of the vacation period and holidays) between the hours of 4:30 p.m. and 12:00 midnight, with one-half hour for lunch, unpaid, which is to be taken between the hours of 8 p.m. and 8:30 p.m.
- 5.3 **NIGHT SHIFT:** A regular working week consisting of not more than thirty-five (35) hours of work to be performed during the regular shift periods and a regular shift period consisting of not more than seven (7) hours of work to be performed on Monday to Friday, inclusive, of each week (exclusive of the vacation period and holidays), between the hours of 12 a.m. and 7:30 a.m., with one-half hour for lunch, unpaid, which is to be taken between the hours of 3:30 a.m. and 4 a.m.
- 5.4 Afternoon and night shifts will be paid eight (8) hours pay for seven (7) hours work.

When the work schedule for the afternoon and night shifts involve coordination with other trades making it impractical to work only seven (7) hours the Employer, at his option, may schedule work for eight (8) hours. When the work is scheduled for eight (8) hours, employees will be paid a premium of 14% of their base hourly rate for hours worked.
- 5.5 If it is necessary to work special shifts other than the three (3) specified above, the hours for such shifts shall be negotiated before the commencement of work.
- 5.6 **TIDE WORK ON A SPECIAL SHIFT:** In recognition of the unusual restrictions that are imposed on any Employer engaged in work that is subject to the ebb and flow of the

tides, it is agreed that the starting and quitting time of the regular shift may be altered to accommodate the particular work involved, subject to the following terms and conditions:

1. When tide work is required, Employees shall receive eight (8) hours pay for seven (7) hours worked.
2. At least twelve (12) hours notice will be given to the Employees prior to commencement of tidal shift work.

Once an Employee commences work on tide work, he shall receive the applicable condition for that day.

- 5.7 (A) When it is necessary to work three (3) continuous shifts for the purpose of continuous concrete pouring and all related for work to this pour, the following hours of work shall prevail, 3 shifts, namely:

8 a.m. - 4 p.m.
4 p.m. - 12:00 midnight
12:00 midnight - 8 a.m.

including one-half hour in each shift for lunch which will be paid by the Employer, but will be so scheduled for the Employees to permit the continuous pouring of concrete. Any Employee working beyond his shift of eight (8) hours shall receive double time.

(B) It is agreed and understood that on three shift operations, the fifteenth (15th) shift may be worked on straight time on Saturday until 7 a.m. provided, however, that the applicable shift premium shall be paid.

- 5.8 All Employees shall be at their place of work at the start of the shift and the place of work is the location where the work is actually performed.

ARTICLE 6 OVERTIME

- 6.1 If practical, overtime shall be divided equally among the Employees doing the work in question.
- 6.2 All overtime work shall be on a voluntary basis.
- 6.3 Employees required to work more than two (2) hours past their regular shift shall be supplied with a hot meal or given an amount of \$ 20 in lieu of the meal. Such meal is to be supplied at the end of the regular shift and each subsequent four (4) hours thereafter.
- 6.4 Time worked on Saturday, Sunday and Statutory Holidays shall be overtime and paid at the rate of double time.
- 6.5 Overtime shall be applied after the regular hours of work, as per Article 5.

ARTICLE 7 AFTER STARTING TIME

- 7.1 When an Employee starts work and is sent home for lack of work due to a situation under the control of the Employer, or inclement weather, the Employee shall receive a minimum of two (2) hours pay at the applicable rate, or six (6) hours pay including fringe benefits if he works beyond the regular lunch break period.
- 7.2 An Employee who completes his regular workday, and is called back after leaving work, shall receive no less than four (4) hours pay at straight time basis.
- 7.3 Articles 7.1 and 7.2 shall apply on Saturdays, Sundays and Holidays at applicable straight time rates.
- .4. The rest period of one shift shall prevail between work periods or overtime rates shall prevail.

ARTICLE 8 VACATION AND STATUTORY HOLIDAYS

- 8.1 The following listed Holidays shall be recognized and observed as Statutory Holidays for purposes of this Collective Agreement:

New Years Day
Good Friday
Victoria Day
Canada Day
New Brunswick Day
Labour Day
Thanksgiving Day
Remembrance Day
Christmas Day
Boxing Day.

If any of the above Holidays fall on a Saturday or Sunday, the following Monday will be the recognized Holiday except where Christmas falls on a Saturday or Sunday then the following Monday will be the Holiday for Christmas and Boxing Day.

- 8.2 Vacation Pay shall be paid in accordance with the New Brunswick Vacation Pay Act, payable at 10% during the life of the Agreement.
- 8.3 Vacation pay shall be paid weekly.
- 8.4 Labour Day shall be a paid Holiday. When an Employee works on Labour Day he shall receive double time plus his regular days pay. To be eligible for Labour Day, the Employee must work the working day before and the working day after Labour Day.
- 8.5 Vacation time off shall be taken at a mutually convenient time arranged between the Employee and the Employer.

ARTICLE 9 APPRENTICESHIP TRAINING

9.1 It is agreed that all apprentices of the local union shall be indentured to the Joint Apprenticeship Training Committee, and shall be subject to all the provisions set forth in the Agreement.

Those apprentices, both new and existing, that do not meet the requirements of the Apprenticeship and Occupational Certification Act, where it is noted that all apprentices must have grade 12 or equivalent to become indentured, must participate in a recognized GED program.

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

9.3 To further develop and improve the qualifications of the Apprentice, it is agreed by all parties named - (a) Joint Apprentice Training Committee, (b) Apprentice and (c) Employers - after consultation with the parties involved, the Joint Apprentice Training Committee reserves the right to refer an Apprentice from one phase or operation of a job, or from one Employer to another, in order that the Apprentice will receive the relevant job training and work experience as set out in the progress record book for the carpentry occupation. Apprentices also must have their referral slip verified by the Joint Apprenticeship Training Committee designate.

9.4 The ratio of Apprentices to Journeymen shall be one (1) Apprentice to two (2) Journeypersons. The Employer, for the first Journeyperson employed shall employ one (1) Apprentice, and for each additional four (4) Journeypersons employed shall employ an additional Apprentice, but shall not otherwise employ Apprentices unless the ratios of Journeypersons employed to Apprentices is four (4) to one (1) such to apply to each branch of the trade.

9.5 Starting rate of Apprentices shall be for the first year: seventy-five percent (75%) of the Journeyman's rate, adjusted as follows:

75%, 1st year, 0-1800 hours at the trade, Block One completed
80%, 2nd year, 1801-3600 hours at the trade, Block Two completed
85%, 3rd year, 3601-5400 hours at the trade, Block Three completed
90%, 4th year, 5401-7200 hours at the trade, Block Four completed

Note: Hours at the trade will be determined by the Joint Apprenticeship Training Committee designate, as to how many hours at each aspect worked will be counted toward trade totals.

Apprentices shall receive 100% of the journeyperson rate upon successful completion of the Interprovincial Examination.

If an apprentice fails to attend scheduled apprenticeship training, without just cause, he/she shall not receive incremental increases, and shall not be eligible for dispatch to the work site for the period of time that he/she should be attending apprenticeship training.

Just cause shall be the discretion of the Joint Apprenticeship Training Committee designate.

- 9.6 The Union and Employer agree to co-operate in the formulation and development of apprenticeship programs.
- 9.7 Any dissension of the apprentices regarding any section of this Article shall be dealt with in accordance with the Constitution of the United Brotherhood of Carpenters and Joiners of America, Section 3, Articles A and B.
- 9.8 Apprenticeship for scaffolding as proposed by Union Local 1386. See attached.

ARTICLE 10 MAINTENANCE OF TOOLS

10.1 (A) All Employees at the beginning of their engagement shall have tools in good working condition, subsequent to this, tools shall be maintained in such good condition on employer's time with Employers permission. On notice of lay-off of Employees, if employed one week, shall be given two (2) hours to be used for conditioning tools. If saw filers are employed on the site, they shall be members of the Union. All power tools shall be supplied by the Employer and kept in safe operating condition.

(B) All Employees (Carpenters, Apprentices, etc.) shall have in their possession, a toolbox that can be locked. A list of tools pertaining to the job being performed shall be supplied to the Employer.

ARTICLE 11 JOB CONDITIONS

- 11.1 A ten minute paid break shall be allowed at the midpoint of each half shift, to be taken at place of work.
- 11.2 The Employer agrees to furnish a dry, locked shed or room for safekeeping of all carpenters tools on all jobs, same to be kept locked when carpenters are not working.
- 11.3 Employees shall have five (5) minutes before quitting time for purposes of picking up and storing tools.
- 11.4 The Employer shall provide a suitable secure building for Employees to store their tools and is responsible for compensation or for the replacement of tools by their "brand names" destroyed or damaged by fire or lost by theft when in the place of storage and under the Employers lock and key. The liability shall not exceed the value of the tools or the sum of \$ 1,000 whichever is the lesser, and payable within a ten (10) day limit.

Liability under this clause shall relate only to tools on the list of tools filed by the Employee at the commencement of work. A claim must be filed within two (2) days of the loss, damage or destruction, unless good reason can be shown for not having done so.

- 11.5 Adequate toilet facilities shall be provided on all jobs, same to be kept clean and sanitary at all times. Where there is running water on site, the Employer shall supply flush toilets.

- 11.6 The Employer shall provide sanitary drinking water facilities on all jobs. Ice will be added in summer months when a container is used and when ice is readily available.
- 11.7 Adequate quarters, heated when necessary, shall be provided on all jobs for Employees to change their clothes and eat their lunch.
- 11.8 The Employer will provide where necessary, raincoats, rubber boots, safety helmets, safety goggles, etc. for use of the Employees, such equipment shall be under the care of the Employees and shall be returned on termination of employment or at the Employer's request.
- 11.9 If power tools, patent mitre boxes or staplers are required, they shall be supplied by the Employer. Their use, handling, maintaining and storage will be directed by the Employer and shall be in the charge of a Journeyman or an Apprentice under the direction of a Journeyman.

ARTICLE 12 UNION REPRESENTATIVES/JOB STEWARDS - DISCRIMINATION

- 12.1 Union representatives shall have access to all job sites after first informing the Project Manager or person in charge. Whenever security regulations prevent access to any job or project, the Employer shall assist the Union representative in obtaining the necessary pass or permission to gain access to the sites.
- 12.2 When there are three (3) or more Employees of the Employer on a job site, the Business Agent of the Union may appoint a Job Steward from among the Employees of the Employer. The Job Steward shall be a Journeyman qualified in this trade. The Job Steward may be verbally appointed but immediately thereafter written notice of appointment shall be given to the Employer and where possible the "Association". Recognition of the Job Steward shall be effective from receipt of notification of appointment and shall be effective until written notice is received or revocation.

A second Steward may be appointed when there are more than fifty (50) journeymen carpenters on the site of the Employer.
- 12.3 The Job Steward shall be recognized as the representative of the Union on the job. His duties shall be to see to it that the Agreement is not violated by either party to this Agreement. If and when a violation of this Agreement occurs, the Steward shall draw it to the attention of the offending party. The Job Steward may be called upon by the Employer or the "Association" to assist in the settlement of grievances.
- 12.4 The Job Steward, without sustaining any loss of pay, or being subject to any loss of pay, or being subject to any discrimination measure, shall, during working hours carry out his duties under this Collective Agreement.

The Job Steward shall be given a preference in employment (subject to 12.2). The Job Steward shall be included in all overtime work. If it is unreasonable to maintain him on overtime work, a substitute Steward will be appointed by the Job Steward.

- 12.5 No Carpenter or Tradesman shall be refused employment because of his race, colour, creed, age or national origin. Both parties agree that this Collective Agreement is subject to the provisions of the Human Rights Code and to Section 9 sub-section (3) and (4) of the Industrial Relations Act. S.N.B. 1971, C9.
- 12.6 The Employer agrees to give an authorized representative of the Union the names of the Employees on the job at least once a month, if requested. This will apply to tradesmen and apprentices only.

ARTICLE 13 UNION SECURITY AND CHECK-OFF

- 13.1 All Carpenter Foremen, Journeymen Carpenters, Tradesmen and Carpenter Apprentices, as a condition of employment and continued employment must be a member of the Union.
- 13.2 The Employer further agrees to deduct from the wages of new Employees, the regularly authorized union initiation fee and forward in the same manner to the Local Union.
- 13.3 Union working dues of three percent (3%) per basic hourly rate for all hours worked by the Employees shall be deducted from the Employees hourly rate, The Union working dues and initiation fees deducted shall be remitted to the Financial Secretary of Local Union no later than the fifteenth (15th) day of the month following such deductions, together with a list of all employees, and their Social Insurance Numbers, on whose behalf such deductions have been made

The Employer further agrees to pay interest of three percent (3%) per day for each day of delinquency on all overdue remittances provided the Employer is given a grace period of ten (10) days in addition to the required regular time for remittances as referred to above.

ARTICLE 14 SUBCONTRACTING

- 14.1 It is hereby agreed by both parties that in event of any on-site carpentry or trades work being contracted out, an Employer will make this contract a part of their Agreement with the sub-contractor and advise the Union.

ARTICLE 15 JURISDICTIONAL DISPUTE

- 15.1 In the event that any jurisdictional dispute shall arise over the assignment of work represented by this Agreement, an immediate assignment of the work in question shall be made by the company representative, based upon local area practice, and decision and agreements of record or other information available. The work is then to continue and if any of the Unions involved are not satisfied with the assignment, the matter shall be referred to the International Office of the Unions involved for a decision. There will be no stoppage of work due to a jurisdictional dispute.

ARTICLE 16 TERMINATION OF EMPLOYMENT OR LAY-OFF

- 16.1 Except in the case of discharge for just cause, the Employer shall give an Employee the two (2) hours notice of lay-off or termination. Employment is to end at the beginning of the lunch period or the end of the shift.
- 16.2 When employment is terminated by an Employer the earned wages in full of the Employee shall be paid within seven (7) calendar days. The Employee's vacation pay and separation slip shall be mailed to the Employee, by registered mail within seven (7) regular working days of the termination; if the Employee prefers he/she may inform the Employer when he/she leaves the job site that he/she will pick up the above items at the on-site office of the Employer at a mutually agreed time no later than the next pay period after the termination of his/her employment
- 16.3 On lay-off of Apprentices, the ratio of Article 9.4 shall apply.

ARTICLE 17 PAYMENT OF WAGES

- 17.1 Wages are to be paid either by cash or by cheque, negotiable at par at a chartered bank, not later than Thursday. If paid by cash the Employer will have the right to pay on Friday of each week during regular working hours.
- 17.2 An earnings statement shall accompany each payment of wages giving the name of the Employer, the name of the Employee, the date of payment. The statement shall show particulars of the number of hours worked at regular, overtime premium and other rates, the gross amount of wages, the amount of vacation pay, and the nature and amount of the wages. If payment is made by cheque, the earnings statement may be the cheque stub, if the required information is set out on the stub. Travel and Board allowances shall be shown separately.
- 17.3 If the regular payday is a holiday, then the payday shall be one day earlier.
- 17.4 Should an Employer elect to use direct bank deposit as a method for payment of wages, the Employer will be in compliance with this Article 17 if the pay is deposited in the employee's account on the regular pay day. A statement of hours worked, earnings and deductions shall be distributed to each employee.

ARTICLE 18 HEALTH AND SAFETY

- 18.1 On all projects, provisions of the New Brunswick Occupational Health and Safety Act shall apply.
- 18.2 The Employer and Union agree that they mutually desire to maintain a high standard of Safety and Health on the projects and for the Employer to make adequate and reasonable provisions for the Safety and Health of the Employees.

- 18.3 An Employee who is injured during working hours and requires hospitalization shall be paid until the end of the shift.
- 18.4 When a project is stopped by the Safety Inspector due to unsafe conditions, the Employee affected will be paid to the end of the half shift he is working.
- 18.5 An Employee absent by reason of illness or accident who wishes to return to work shall be reinstated by the Employer, if work is available.

ARTICLE 19 STRIKES AND LOCKOUTS

- 19.1 It is agreed that there will be no strikes, lockouts, slowdowns, by either party during the life of this Agreement. Refusal to cross a legally established picket line will not be considered a violation of this Agreement.

ARTICLE 20 LABOUR MANAGEMENT COMMITTEE

- 20.1 (A) It is mutually agreed that a Labour Management Committee shall be set up in each jurisdictional area of the Province. The Committee shall hold quarterly meetings to discuss problems applicable to the Construction Industry. Dates of such meetings shall be arranged by the Local Committee. The Committee members are the Negotiating Committee for the Union and the Negotiating Committee for Management.

(B) Both Parties of this Agreement, at any time when they may decide, may call a Meeting of the Labour Management Committee to discuss special changes to the Agreement, which may deal with a specific problem. The decisions of the Committee must be finalized before Tenders on a Project close, and the conditions must apply to all Parties of this Agreement.

ARTICLE 21 LEAVE OF ABSENCE

- 21.1 The Employer shall allow designated members of the Union leave of absence without pay, to attend official Union conventions or Union business.
- 21.2 In the event of the death of his wife, or his child, mother or father, any Employee shall be granted a leave of absence without pay for four (4) days.
- 21.3 In the event of the death of a brother or sister of an Employee, a leave of absence without pay of three (3) days will be granted to attend the funeral.

ARTICLE 22 GRIEVANCE AND ARBITRATION

- 22.1 Where a difference arises between the parties relating to the interpretation, application or administration of this Agreement, including any question as to whether a matter is arbitrable, or where an allegation is made that this Agreement has been violated either by the Employer, the Employers Representative and/or Construction Association, the Union

- or by an Employee, it shall be settled in accordance with this Article. Any grievance not filed within seven (7) working days of first knowledge of such event will be deemed not to have occurred.
- 22.2 The grievor shall first present his grievance verbally to the Foreman under whose direction he is, or in the case of a dismissal was working. The Employee may be accompanied by his Steward. The Foreman shall give his answer not later than 12:00 noon following the day on which the grievance is presented to him. If the decision of the Foreman is unacceptable, the grievance shall be submitted in writing, not later than two (2) working days following the day of the Foreman's answer, to the Superintendent of the Employer concerned, or the Employer's Representative, who shall render his decision not later than 12:00 noon of the working day following the day on which the grievance is presented to him.
- 22.3 (A) The Union shall be entitled to submit a grievance in writing directly to the Superintendent of the Employer concerned, or Employers Representative, who shall render his decision not later than two (2) working day following the presentation of the grievance to him subject to 22.1.
- (B) The Employer or his Representative shall be entitled to submit a grievance in writing directly to the Business Agent and/or Representative concerned who shall render his decision not later than two (2) working days following the presentation of the grievance to him, subject to 22.1.
- 22.4 Where a policy grievance arises, Articles 22.1, 22.2 and 22.3 shall not be required and the parties can proceed directly to Arbitration. Before introducing policy grievances to arbitration, all efforts shall be made to settle the grievances.
- 22.5 After exhausting the procedures set out in the foregoing paragraphs, either of the parties involved, shall notify the other party in writing of its desire to submit the differences or allegations to arbitration, and the notice shall contain the first available Arbitrator from an agreed upon list of Arbitrators.
- 22.6 The Arbitrator shall hold a hearing within four (4) days after the grievance is submitted to them and the Board shall render their decision not later than seven (7) days after the completion of the hearing.
- 22.7 Except in the cases where loss or injury might occur through continued employment of the person or persons involved, the Employer shall not implement any decision with respect to suspension or discharge of an Employee or Employees until the above procedure has been completed, and the decision of the Arbitrator is submitted to the parties.
- 22.9 The Arbitrator shall have the jurisdiction and authority to:
- (A) Alter any discipline imposed by an Employer, including altering a discharge or suspension;
- (B) Make such award or other direction, as the Arbitrator considers just and necessary in the circumstances to resolve the grievance;

(C) Award compensation, including damages; and

(D) The Arbitrator shall in no way be empowered to alter or amend the terms of the Collective Agreement without the written consent of both parties to this Agreement.

22.10 The Arbitrator shall hear and determine the difference or allegation and shall issue a decision and the decision is final and binding upon the parties and upon any Employee or Employer affected by it. The Association and the Union will co-operate in making sure that if an award is made, and not appealed, that either party will institute the Arbitrators decision at the earliest possible date.

22.11 The cost of each arbitration case shall be equally borne by both parties to the arbitration.

ARTICLE 23 COMMUTING TRAVEL AND BOARD ALLOWANCE

23.1 All Employees shall provide their own transportation when a job is within a fifteen (15) kilometer radius of the City or Town Hall as designated in this Agreement. (Moncton, Newcastle, Richiboucto, Caraquet, Bathurst, Dalhousie and Edmundston)

When the Employer sends an Employee currently on the payroll of the Employer to work beyond the free radius zone and the Employee takes his own vehicle, the Employee will receive forty-five cents (\$0.45) per kilometer to the job site and return as measured from the radius line.

23.2 When the Employer sends an Employee currently on the payroll of the Employer to a job beyond an eighty (80) km. radius, the Employee shall receive room and board, plus traveling time at regular rates up to a maximum of eight (8) hours at the start and finish of employment. The Employer also agrees to pay mileage to and from the job site after every thirty (30) days of continuous employment. An Employee may only qualify for either 23.1 or 23.2 but not for both.

23.3 Where an Employer requires Carpenters who must travel beyond eighty (80) to a kilometers to a free zone location as listed in Article 23.1 he shall receive an allowance of eighty-six (\$86) dollars per day worked effective March 15, 2010. Should the Employer and employee mutually agree, and it does not disadvantage the employee, the compensation paid under this article can be waived by the employee and can be substituted with the Employer providing room, board and travel arrangements, providing such arrangements are satisfactory to the employee.

Where and Employer requires Carpenters who must travel less than eighty (80) km. to a free zone as listed in 23.1 or a job site, from another free zone location, he shall be paid travel from the fifteen (15) km. radius of the free zone or origin to the free zone location of destination or job site.

LETTER OF UNDERSTANDING RE ARTICLE 23.2 - INDUSTRIAL AGREEMENT ONLY

FOR THE PURPOSE OF CLARIFICATION WHEN AN EMPLOYEE, BECAUSE OF PERSONAL REASONS, WISHES TO TRAVEL BACK AND FORTH TO WORK EACH DAY RATHER THAN RECEIVE ROOM AND BOARD FROM THE EMPLOYER, THE EMPLOYEE AND EMPLOYER MAY MUTUALLY AGREE TO A TRAVEL COST IN LIEU OF ROOM AND BOARD.

ARTICLE 24 WAGES AND FOREMAN

24.1 (A) The hourly rate for a Journeyman Carpenter shall be as follows:

	Upon signing	January 3, 2011	January 2, 2012
Hourly Rate	24.13	25.37	26.51
Vacation Pay (10%)	2.41	2.54	2.65
Health & Welfare	1.68	1.68	1.68
Pension	3.00	3.00	3.00
Training	0.52	0.55	0.55
Total	31.74	33.14	34.39

Calculation of wages for apprentices shall be as found in Appendix B

(B) Red Seal Carpenters receive \$1 above basic hourly rate for carpenters.

(C) All Carpenter Foremen subject to 25.1 D must be a Journeyman Member in good standing of the Carpenter's Union Local 1386 UBCJ of A.

(D) The rate for Foremen shall be \$3 above the basic hourly rate on signing and \$4 above the basic hourly rate effective January 3, 2011.

(E) Effective January 3, 2011 Pension will be paid at \$4/hour for all overtime hours.
Effective January 2, 1012 Pension will be paid at \$5/hour for all overtime hours.

(F) Where there are five (5) or more Carpenters working, there will be a foreman, after fifteen (15) men the Employer will appoint a second Foreman. A Foreman can only work when supervising Carpenters.

(G) The Employer reserves the right to move a foreman from area to area after informing the Local Union which has jurisdiction in the area.

ARTICLE 25 HEALTH AND PENSION

25.1 (A) The Employer and the Union confirm the establishment of the New Brunswick Carpenters Health Insurance Trust Fund (the Trust) in accordance with a Trust Agreement (the Trust Agreement) Between the Union and the Employer, and their

designated Trustees. The purpose of the Trust Fund is to provide Health and other insured benefits the Trustees, in their sole discretion, determine (the Insured Benefits) for Union members to the extent that the funds are available in the Trust Fund. The Trust Fund is administered by Trustees appointed by the Council.

The Trustees may, in their discretion in accordance with the Trust Agreement, (i) establish programs to permit employees of the Union and employees of an Employer (including the Association) to participate in one or more of the Insured Benefits, (ii) establish self paid programs for retired members of the Union to participate in one or more of the Insured Benefits, and (iii) permit members of another Local of the United Brotherhood of Carpenters and Joiners of America (Affiliated Locals) to participate in one or more of the Insured Benefits.

Non-Union employees employed under Article 14 of this Collective Agreement are not entitled to any of the Insured Benefits or Pension Benefits.

Employees do not have any interest in the Trust Fund or in the monies contributed by them or an Employer other than a Union member's interest in his or her pension benefits. Union members are only entitled to Insured Benefits for which they are eligible in accordance with the plan or plan purchased by the Trustees to provide the Insured Benefits and are not entitled to a refund or payment of any amount from the Trust Fund at any time or for any reason.

(B) It is a condition of employment and compulsory that all employees pay Five Cents (\$ 0.05) per hour worked on a straight time basis from his or her hourly rate to the Trust Fund which the Trustees shall remit to the NB Building Trades Council as a contribution to the NB Building Trades Trust Fund. The Employer shall deduct the Five Cents (\$ 0.05) per hour worked on a straight time basis from each Employee's hourly rate and remit it in accordance with the terms of this Article.

(C) The Employers shall pay Five Dollars and Twenty Cents (\$5.20) on a straight time basis (effective March 15, 2010) under this collective agreement to the Trust Fund. From this Five Dollars and Twenty Cents (\$5.20) the Trustees shall:

(i) pay Thirteen Cents (\$0.13) to the Moncton Northeast Construction Association as a contribution to its Industrial Fund;

(ii) pay Fifty-two Cents (\$0.52), on signing, to the Carpenters Training Trust Fund, (\$0.55 effective January 3, 2011) ;

(iii) pay Three Dollars (\$3) for the purchase of Pension Benefits; and

(iv) apply the remaining amount towards the purchase of Insured Benefits for Union members and the costs of administering the Trust (including the education of the Trustees with respect to their obligations as Trustees).

The Employer shall remit the amounts to be paid under this collective agreement in accordance with the terms of this Article.

(D) If directed by the Union, the Trustees shall remit (net of reasonable administrative costs if considered appropriate by the trustees) all contributions made for or on behalf a member of an Affiliated Local who is performing work within the jurisdiction of the Union under the provisions of the collective agreement to the Trustees or the Administrator of a benefit plan established by the Affiliated Local of which he or she is a member.

(E) The Employer shall contribute all contributions and payments for each cheque or other means of payment on or before the Fifteen (15th) of the following month to the New Brunswick Carpenters Health Insurance Trust Fund to Belmont Financial, 580 Main Street, Hilyard Place, Saint John, N.B., E2K 1J5, and shall provide Belmont Financial with each employee's Social Insurance Number and total hours worked during the month.

ARTICLE 26 PRODUCTIVITY CLAUSE

26.1 The Union agrees that men supplied by the Union will meet or exceed accepted industry standards with respect to productivity (RS Means Manhour Standards). After receiving notification of production deficiencies, the Union shall have one (1) working week to rectify same. If the Union fails to rectify productivity deficiencies in that time, this contract will be declared null and void.

ARTICLE 27 TERM AND DURATION

27.1 If either of the contracting parties desire to alter or amend the terms of this Agreement at its termination, at least two (2) months notice shall be given previous to its expiration, and every effort shall be made to reach settlement on or before the expiry date thereof.

This Agreement to remain in effect with no changes in any part thereof until a new Agreement is signed.

This Agreement shall be in effect for a term beginning on March 15, 2010 and shall continue in force until December 31, 2012, and shall automatically be renewed thereafter for successive periods of twelve months, unless either party requests the negotiation of a new Agreement by giving written notice to the other party not less than sixty (60) days prior to the expiration date of this Agreement or renewal thereof.

APPENDIX A

DEFINITIONS

The work jurisdiction herein includes but not limited to the handling of all materials listed and/or equipment required to carry out the work necessary to complete the project.

Heavy engineering, highway and bridge work; industrial, commercial and institutional, home building and housing construction work, building work on pipeline construction, sewers and water mains; the milling, fashioning, joining, assembling, erecting, fastening or dismantling of materials of wood, plastic, metal, fibre, cork and composition, and other substitute materials; the on-site production of components composed of wood and substitute materials either by the operation of machinery or hand tools; the on-site production of concrete components may be precasting, poststressing or by prestressing, the handling, erecting, installation and welding of present concrete components.

The erection, on-site fabrication and assembly and installation of store fixtures: free standing and fixed cases, rooms and boxes; the laying of all canvas roofs and decks; the application of all insulation for thermal weather-proofing or soundproofing purposes applied by any means; the welding on of all work herein mentioned; the setting, plumbing and bracing of sash made of wood, steel, aluminium, or plastic, the installation of trim made of metal, wood or composite material; rubber bumpers at holding doors or any materials referred to as trim shall be installed by Carpenters.

The construction, erecting and dismantling of all temporary buildings, shacks, tool cribs; boarding and setting all batter and board and locating lines on same.

The building, erecting and setting supports, falsework, and forms to receive concrete whether of wood, metal (not including Q-deck or similar metal deck), plastic, fibreglass or any other material; the building and setting of all centres and bulkheads; the assembly and setting of all accessories and hardware required in any form and the burning or welding of same; the removal and dismantling of forms, falsework and accessories.

Where power rigging is used for the handling, setting or dismantling of forms or any other material erected by carpenters, handling and signalling will be done by the carpenters: The on-site fabrication, handling, setting of all templates and inserts, including anchor bolts necessary for structural members or machinery and the placing and levelling of same whether rigged by hand or power: the erection, operation and alignment of all slip forms, whether hydraulic or manually operated.

The building, erecting ready for use of scaffolding and the, dismantling of same, the fabrication of all ladders, saw horses, and work benches:

The fastening on of all wooden, plastic or composition cleats no iron work other materials: the on-site fabrication, installation and welding, of all imbedded metal including all sleeves and tie rods.

The setting of door frames and hanging of doors including man doors, overhead doors, metal clad doors, and installing hardware by any means: the setting of window frames and hanging of sash, inside and outside blinds, windows and other frames.

The on-site assembly and erection of all wood, metal, plastic and composition partitions including and welding of a plastic material, perimeter and curtain walls, whether built in place or prefabricated, the erection and installation or application of all shingles, siding, wallboard or sheets composed of wood, pulp, plastic, plaster, asbestos or composition materials or any other material including combined or faced with metal or vinyl by whatever means of fastening.

The preparation of sub-surfaces, the preparation and laying of resilient surfaces, the laying of plywood as underlayment, the fitting of all devices - metal or otherwise - and the drilling of holes, to receive the complete installation of resilient floor covering or surfacing such as hot or cold mastic, hot or cold plastic, epoxies, polyesters, vinyls, natural or synthetic latex, magnesite in liquid compound - in molder molten form - on interior or exterior surfaces, floors, walls, roofs, ceilings, counters, stairs, base draperies and blinds -- of metal, natural or synthetic turf or other materials.

The laying, sanding, finishing and sealing of hardwood floor including the laying of sleepers, sub floors, metal thresholds, metal or wooden base, parquet, iron bound, perma cushion and all operations necessary for the completion of installation of hardwood floors.

The installation of laboratory, institutional, fixtures and equipment, also cabinets and work-benches, bookcases and cabinets, either separately or in connection with heating or air conditioning units: the installation of blackboards, bulletin boards, billboards, meter boards and backboards of all types.

The installation of lead baffles or lead liners to walls, aluminium framing, plastic moldings and any other work incidental to same. The erection of porcelain metal panels and metal siding.

The assembling, laying-out, handling and setting of all seating in theatres, halls, churches, schools, banks, stadiums and open air theatres and other buildings or structures.

When material is stock-piled in the working area, it shall then be handled by carpenters.

The handling and installation of all mill, cabinet work and stores fixtures.

Rigging into place and setting and aligning of laminated beams, posts, trusses or arches and composition panels, both interior or exterior, and modular or prefabricated structures, the handling and erection of metal building and the installation of metal floors and elevated floors.

The erection of all safety barriers.

Pile driving work, including the handling, driving, bracing, plumbing, cutting off and capping of piling, sheet piling and tie backs whether of wood, metal or concrete, regardless of size or shape, the pulling, extracting or salvaging of such pilings and the cutting and placing of lagging.

The placing of all whaling, spring and fender lines and guard rails of wood or metal: the framing, boring, drilling or burning of holes.

The heading and splicing of wood piling and making of wood sheet piling, the welding, cutting or burning of metal, piling, the loading, unloading, framing, erecting, dismantling and handling of drivers, derricks, cranes and other pile driving equipment

Underwater work on bulkheads, wharves, docks, caisson, bridges, viaducts and trestles, as well as salvage and reclamation work where divers are employed:

The installation and maintenance of soil stabilization systems.

Raised computer floors.

Steel jacks, wedges and clamps relating to formwork and flying formwork.

Drivers and diving tendering.

Core drilling related to underwater work

Laying out lines, measurements, grades and stades, driving and levelling stakes, building and setting all batter boards and locating lines on same as it pertains to the trade.

Lath work and related items, including gypsum lath, metal lath and metal corner beads.

Pipeliners for waterworks and power plants requiring diving,

Framing or erecting of wood buildings including prefabrication on site.

Handling of lumber and drywall.

Fabrication and setting of screens for concrete and mastic floors.

Installation of runways and stages

The erection and dismantling of all scaffolding, the erection and stripping of all formwork is the work of the Carpenters.

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APPENDIX B**RATES****MONCTON NORTHEAST CONSTRUCTION ASSOCIATION INC.**

The following are the new rates to be in effect for the Carpenter's Local 1386 in the Moncton Northeast area:

INDUSTRIAL RATES

	March 15, 2010	January 3, 2011	January 3, 2012
Journeyman			
Basic Hourly Rate	24.13	25.37	26.51
Vacation Pay (10%)	2.41	2.54	2.65
Health & Welfare	1.68	1.68	1.68
Pension	3.00	3.00	3.00
Training	0.52	0.55	0.55
TOTAL	31.74	33.14	34.39
1st Year Apprentice (75%)			
Basic Hourly Rate	18.09	19.03	19.88
Vacation Pay (10%)	1.81	1.90	1.99
Health & Welfare	1.68	1.68	1.68
Pension	3.00	3.00	3.00
Training	0.52	0.55	0.55
TOTAL	25.10	26.16	27.10
2nd Year Apprentice (80%)			
Basic Hourly Rate	19.29	20.29	21.21
Vacation Pay (10%)	1.93	2.03	2.12
Health & Welfare	1.68	1.68	1.68
Pension	3.00	3.00	3.00
Training	0.52	0.55	0.55
TOTAL	26.42	27.55	28.56
3rd Year Apprentice (85%)			
Basic Hourly Rate	20.50	21.56	22.53
Vacation Pay (10%)	2.05	2.16	2.25
Health & Welfare	1.68	1.68	1.68
Pension	3.00	3.00	3.00
Training	0.52	0.55	0.55
TOTAL	27.75	28.95	30.01
4th Year Apprentice (90%)			
Basic Hourly Rate	21.70	22.83	23.86
Vacation Pay (10%)	2.17	2.28	2.39
Health & Welfare	1.68	1.68	1.68
Pension	3.00	3.00	3.00
Training	0.52	0.55	0.55
TOTAL	29.07	30.34	31.48

APPENDIX C TRAVEL ZONES

JOB #1 (JOB WITHIN 80 KM, BUT OUTSIDE 15 KM FREE ZONE)

Men from Zone "A" are hired first and receive travel of $25 \text{ km} - 15 \text{ km} = 10 \text{ km}$. When manpower is exhausted from "A", men from "B" would be sent, and because the job is beyond 80 km from "B" men would receive "adequate room and board". When men from "C" or "D" are required, room and board would be paid.

JOB #2

Men from "A" are hired first and receive travel of $20 \text{ km} - 15 \text{ km} = 5 \text{ km}$. When manpower is exhausted from "A", men from "B" would be sent, and because the job is within 80 km of "B", men would receive travel of $60 \text{ km} - 15 \text{ km} = 45 \text{ km}$. When men from "C" are required, they would receive room and board. Men from "D", if required, receive room and board.

JOB #3 (JOB WITHIN 15 KM FREE ZONE)

Men from "B" are hired first and receive no travel. When manpower is exhausted in "B", men from "A" would be sent and because the job is within 80 km of "A", men would receive travel of $70 \text{ km} - 15 \text{ km} = 55 \text{ km}$. When men from "C" or "D" are sent, they would receive room and board.

JOB #4 (JOB NOT WITHIN A 80 KM ZONE)

Men from all zones would receive room and board.

The Union has agreed to supply the Association with a list of members registered in each location listed in Article 23.1

APPENDIX D

TOOL LIST

GENERAL CARPENTER TOOLS:

claw hammer	hand saw
2' level	framing square
chisel set	combination square
chalk line	pry bar
dry line	plumb bob
carpenter's apron	25' or 8 m. tape (as required)
pencil	block plane
utility knife	hatchet

TOOLS FOR FORM WORK:

claw hammer	hand saw
2' level	framing square
chalk line	plumb bob (12 oz. or heavier)
carpenter's apron	25' or 8 M. tape (as required)
pencil	adjustable wrench 12" or larger
utility knife	lineman pliers or end cutters
hatchet	

TOOLS FOR SCAFFOLDING:

claw hammer	magnetic torpedo level
side pouch	wedge/punch
25' or 8 m. tape	adjustable wrench 12" or larger

TOOLS FOR DRYWALL AND CEILINGS:

combination square	claw hammer or drywall hatchet
2' level	tool belt (side pouches)
utility knife	25' or 8m. tape (as required)
pencil	chalk line
dry lines	plumb bob
lineman's pliers	snips (left or right handed)
T-square	key hole saw

APPENDIX E

LETTERS OF UNDERSTANDING

UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA

RE: HIRING AND RE-HIRING OF LONG STANDING EMPLOYEES OF THE EMPLOYERS.

It is agreed by both parties that when a request for Employees is made under Article 4 of the Collective Agreement, that a Contractor will request the Employees who are unemployed who have had long association with that Company, and the Union will provide these Employees with long association whenever possible.

RE: COLLECTION OF BENEFITS AND WAGES.

Dear Sirs:

It is the intention of the Contractor's Association to assist the Local Unions in the collection of wages and benefits when an owing Contractor goes out of business, bankrupt, etc. The Association will, upon receipt from the Locals a written list of names and Social Insurance (Security) Numbers and amounts claimed, follow the following procedures:

1. We will contact the General Contractor if it is a sub-contractor and request that he holds any monies due until he receives from the Local a Statutory Declaration that the Employees have been paid.

2. In the case of a General Contractor, we will advise the Owner and request that he holds any monies due until he receives from the Local a Statutory Declaration that the Employees have been paid.

We wish to point out that our success rate in obtaining the Employee's money from our past practice of doing this has been 95% effective and we feel this will adequately protect your Employees

APPENDIX F

SCAFFOLDING RATING CHART, LOCAL 1386

IF A MEMBER REGISTERED AS A	AND HAS ___ NUMBER OF DOCUMENTED SCAFFOLD HOURS	LEVEL WITH COURSE	LEVEL WITHOUT COURSE
1 ST Year Apprentice	0	1 st Level	1 st Level
	0-1350	1 st Level	1 st Level
	1351-2700	2 nd Level	1 st Level
	2701-4050	3 rd Level	2 nd Level
	4051-5400	4 th Level	3 rd Level
2 nd Year Apprentice	0	1 st Level	1 st Level
	0-1350	1 st Level	1 st Level
	1351-2700	2 nd Level	1 st Level
	2701-4050	3 rd Level	2 nd Level
	4051-5400	4 th Level	3 rd Level
3 rd Year Apprentice	0	1 st Level	1 st Level
	0-1350	1 st Level	1 st Level
	1351-2700	2 nd Level	1 st Level
	2701-4050	3 rd Level	2 nd Level
	4051-5400	4 th Level	3 rd Level
4 th Year Apprentice	0	2 nd Level	1 st Level
	0-1350	2 nd Level	1 st Level
	1351-2700	2 nd Level	1 st Level
	2701-4050	3 rd Level	2 nd Level
	4051-5400	4 th Level	3 rd Level
Journeyman Carpenter(Certificate of Qualifications)	0	2 nd Level	1 st Level
	0-1350	2 nd Level	1 st Level
	1351-2700	3 rd Level	2 nd Level
	2701-4050	4 th Level	3 rd Level
	4051-5400	Journeyman	3 rd Level

Scaffold Qualification Builder” (same rate of pay as Journey Person) for **Scaffolding only** will be given upon

- Successful Completion of an approved scaffold course
- 5400 ++ Hours in Scaffolding
- Be a member in good standing
- Owe no monies for pervious training
- Letter or recommendation from supervisor (foreman etc..)

If a member cannot demonstrate proficiency as their current status when dispatched, the Union may de-rate an Apprentice accordingly.

If a current member is requesting an up-grade from their current status they shall

- Request to the Union Hall an up-grade
- Shall prove properly documented hours,
- Proof of an approved Scaffold Course
- Be a member in good standing
- Owe no monies for pervious training

Apprentice dispatched out for Carpentry related work will follow the Carpentry Evaluation Chart

All Existing members shall stay at their current status Qualifications

APPENDIX G COMMITMENT TO EXCELLENCE

Protecting our jobs requires a competitive edge for our contractors so they can send a clear message to companies: the job is going to be done on time, on budget, with high quality, safe work and no disruptions. Our Union can only deliver if each and every member is committed to excellence every day on the job.

What is our commitment to excellence?

Our commitment to excellence means:

- no absenteeism
- timeliness: arriving at work on time, fit for duty with the proper tools and clothing, working a full day and keeping breaks to the prescribed limit
- superior productivity, safety and cooperation
- strict adherence to established drug and alcohol policy
- no personal business conducted on company time
- respecting company property, our employer's tools and the tools of co-workers
- following employer site rules, work procedures, policies and directives

How do we honour our Commitment to Excellence?

We fulfil our Commitment by:

- Teamwork – every member working together with foremen and job stewards, on every task, to deliver a superior product in every respect
- Compliance – our job stewards and union representatives, working with the entire management team, will monitor and enforce the standard of excellence.

What happens if a member fails to honour or Commitment to Excellence?

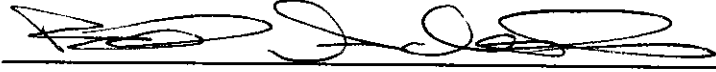
- If members are unwilling to comply with their responsibilities under our Commitment to Excellence, they will be brought before the Regional Council Disciplinary Committee. The Disciplinary Committee will take appropriate action which may include imposition of internal disciplinary procedures, up to and including, charges under the Carpenters' Constitution.

This commitment to Excellence has been adopted by Local Unions 1386, 2262 and your Regional Council to protect and to expand your job opportunities.

PRODUCTIVITY, PERFORMANCE, DEDICATION AND QUALITY – THE UNION ADVANTAGE

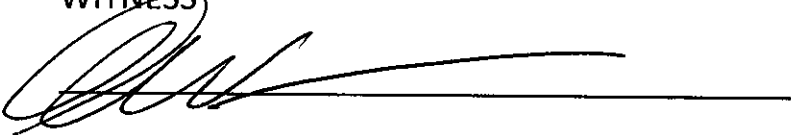
SIGNING PAGE

HEREBY SIGNED ON BEHALF OF
THE MONCTON NORTHEAST CONSTRUCTION ASSOCIATION INC.

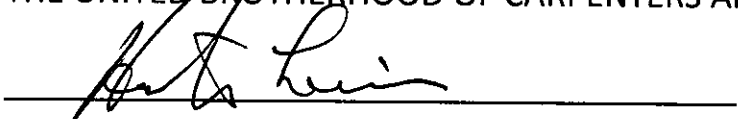




WITNESS



HEREBY SIGNED ON BEHALF OF
THE UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA



WITNESS



Signed this 17 th day of **March 2010** for an effective date of March 15,2010