



April 22, 2013

NOTICE
LOCAL LODGE 555
SASKATCHEWAN & MANITOBA

Dear Boilermaker Contractor,

Please be advised that the BCA has reached a **tentative settlement** with the International Brotherhood of Boilermakers and Local Lodge 555, for **Manitoba and Saskatchewan**, with monetary changes **effective upon ratification but no earlier than the first Sunday in May (May 5, 2013)**.

Once the BCA has received notice that the settlement has been ratified, by the members of Lodge 555, an official notice and revised Wage & Benefit Schedules will be issued from this office and will be available on the BCA website at:

www.bcacanada.ca

DO NOT PAY ANY INCREASES OR MAKE ANY ADJUSTMENTS UNTIL ADVISED BY THE BCA

This communiqué contains the highlights of the tentative agreement. We anticipate ratification by the end of April.

Should contractors receive a monetary breakdown from the Union no changes should be made until you receive official notification from the BCA.

These highlights may be beneficial, **for estimating purposes only**, for the Provinces of Manitoba and Saskatchewan.

David M. Galvin

Boilermaker Contractors' Association

HIGHLIGHT SHEET
BOILERMAKER MULTI-PROVINCIAL COLLECTIVE AGREEMENT
MASTER PORTION

- Four (4) year term in the provinces of Manitoba and Saskatchewan (Local Lodge 555).
- Dispatch of qualified Boilermakers and Boilermaker Welders - Possess the necessary trade qualifications.
- The Company will provide written response to the Local Union upon refusal to hire.
- Employer to provide appropriate wet weather gear (rain suit, rubber boots or overshoes) when working conditions require their use. Items remain the property of the Employer and are returned upon job completion.
- Job Ready Training and Dispatch
 - Agreed by the parties to increase the Education and Training Fund by \$0.25 for the provinces of Manitoba and Saskatchewan effective May 1, 2013 (Increase is outside the total wage package until the expiration of the agreement April 30, 2017)
 - Trustees of the local Apprenticeship and Training Trust Fund are to develop a plan for the implementation of Job Ready Dispatch for review and approval by the joint Manitoba and Saskatchewan Bargaining Committee (those negotiating the Manitoba and Saskatchewan Appendices) for implementation by September 1st, 2013.
- The Union agrees to provide (effective May 1, 2014) the Employer with qualified employees (including apprentices) who hold the following core health and safety training, WHMIS, Confined Space Entry, Fall Arrest/Fall Protection and Respirator Fit tested. Where required by the customer/client potential employees shall have current CSTS certification or equivalent and H2S Alive.
- The Parties agree to adopt the October 2005 Alcohol & Drug Guidelines and Work Rule and as updated by the 2010 Addendum.
- Effective January 1, 2014
Employees must have worked all the available scheduled straight time hours of a day before receiving overtime pay thereafter on the same day (Monday to Friday).

- Final payment and ROE may also be completed electronically.
- Apprentice intakes in the province of Manitoba and Saskatchewan will consist of up to twenty five percent (25%) Helmets to Hardhats (H2H) candidates if available.
- Amend and re-issue the Tank Letter to include the following inclement weather clause:

Effective January 1, 2014

- (a) Inclement Weather: When an employee reports to work and cannot work because of inclement weather he shall be paid two (2) hours reporting time and the employee must remain on the job for the two (2) hour period, unless otherwise instructed by the Employer's supervisor. When an employee has commenced work and is instructed to stop due to inclement weather, he shall be paid for the actual time worked. In no case shall an employee receive less than two (2) hours pay.
- (b) Work Not Available. When an employee reports to work and is not given the opportunity to work because none is available or was not advised before the completion of the previous day's work, he shall be paid two (2) hours reporting time and allowed to leave the job immediately.
- (c) When an employee has started to work on his regular shift and is instructed to stop, he shall be paid for the actual time worked. In no case shall the employee receive less than two (2) hours pay.
- (d) If an employee stops work for reasons of his own, and without the approval of the Employer, he shall be entitled to pay only for the hours actually worked in the day and minimum conditions shall not apply.
- (e) Subject to all of the above, it shall be the Employer's prerogative to decide whenever work shall be stopped during the day for any reason.

HIGHLIGHT SHEET
APPENDIX "A" – MANITOBA

Subject to Ratification by Union

- 4 year term
- Economic Increase – 3% per year based on the Total Wage Package
- Increase the General Foreman rate by \$2.50 per hour and the Foreman rate by \$1.25 per hour
- Shift Premiums will be increased by \$0.50 to \$3.75
- Increase Meal Allowance by \$5.00 to \$30.00
- Amend Article 18.05 to include 'does not pertain to the normal Christmas break (i.e. 2 weeks)'
- Free Zone reduced to 32 kilometres

- Include reference to Pine Falls: ‘The Pine Falls, Manitoba Pulp and Paper Mill is deemed to be 100.1 kilometers radius from the City Hall of Winnipeg.’
- Increase transportation rate to \$0.53/hour
- Article 20.00 – Subsistence Allowance - Reduced to 225 kilometres
- Subsistence allowance will be increased by \$10.00 for both North and South of the 53rd Parallel effective the first Sunday following ratification, but no sooner than May 5, 2013, with an additional increase of \$5.00 effective May 4, 2014, May 3, 2015 and May 1, 2016
- Establish a Subsistence Review Committee to address the payment of Subsistence Allowance for all of Manitoba (recognizing projects north of the 53rd Parallel may require special considerations). BCA/IBB involved in identifying concerns regarding the standards of accommodation.

HIGHLIGHT SHEET
APPENDIX “B” – SASKATCHEWAN

Subject to Ratification by Union

- 4 year term
- Economic Increase – 3% per year based on the Total Wage Package
- Increase the General Foreman rate by \$2.50 per hour and the Foreman rate by \$1.25 per hour
- Amend Article 7.07 to include PART 2-SCOT (Safety Construction Orientation Training), CSTS course or equivalent
- Shift Premiums will be increased by \$0.50 to \$3.75
- Increase Meal Allowance by \$5.00 to \$30.00
- Amend Article 18.05 to include ‘does not pertain to the normal Christmas break (i.e. 2 weeks)’
- Transportation rate to increase to \$0.54 per km
- Subsistence allowance will be increased by \$5.00 effective the first Sunday following ratification, but no sooner than May 5, 2013 with an additional increase of \$5.00 effective May 4, 2014, May 3, 2015 and May 1, 2016.
- BCA to discuss the Union’s request to be involved in the Joint Saskatchewan Building Trades – Construction Labour Relations Association of Saskatchewan Committee. The Union has also requested the opportunity for the BCA and IBB to be involved in identifying concerns regarding the standards of accommodation.