

MEMORANDUM OF AGREEMENT

Amendments to the Collective Agreement



BETWEEN



**THE INTERNATIONAL BROTHERHOOD OF BOILERMAKERS,
IRON SHIP BUILDERS, BLACKSMITHS, FORGERS
AND HELPERS**

(hereinafter referred to as the "Union")

**ON ITS OWN BEHALF AND ON BEHALF OF LOCAL
LODGE 203**

(hereinafter referred to as the "Local Lodge")

AND

**THE BOILERMAKER CONTRACTORS' ASSOCIATION
ON ITS OWN BEHALF AND ON BEHALF OF THE BOILERMAKER
CONTRACTORS' ASSOCIATION OF NEWFOUNDLAND &
LABRADOR**

*(On behalf of each of its member companies hereinafter referred to as the
"Employer")*

AND

**THE CONSTRUCTION LABOUR RELATIONS ASSOCIATION OF
NEWFOUNDLAND & LABRADOR**

Attached hereto are amendments, which describe the changes and/or additions to the Old Agreement, which includes the Master Portion and Appendix for Newfoundland and Labrador.

The Union and the Employer have agreed to all changes herein.

B.C.A. / CLRA-NL / BOILERMAKER LOCAL 203 – MEMORANDUM OF AGREEMENT

Dated at St. John's, Newfoundland this 17th day of March 2022.

FOR THE UNION:

FOR THE EMPLOYER:

SIGNATURE ON FILE

Arnie Stadnick
International Vice President
International Brotherhood of Boilermakers

SIGNATURE ON FILE

Marty Albright
Director of Labour Relations
Boilermaker Contractors' Association

SIGNATURE ON FILE

Robert Moore
Business Manager/Secretary Treasurer
International Brotherhood of Boilermakers,
Local Lodge 203

SIGNATURE ON FILE

Terry French
President
Construction Labour Relations
Association of Newfoundland and
Labrador

SIGNATURE ON FILE

George Dalton
Chairman
Construction Labour Relations
Association of Newfoundland and
Labrador Board of Directors

CHANGES TO ARTICLES

ARTICLE 4.00 – UNION SECURITY AND DUES COLLECTION

Amend Article 4.05 to read:

4.05

In Lodge areas having multiple work areas by virtue of Out-of-Work Lists, before transferring employees to a job in another work area, the Employer must first notify **the Business Manager/Secretary-Treasurer or the Assistant Business Manager under whose jurisdiction that job lies of the job requirements.**

Amend Article 4.06 to read:

4.06

Upon receipt of authorization from the employee, the Employer shall deduct from all employees coming within the scope of this Agreement:

- a) From the first pay period of each month, monthly Union Dues in the amount prescribed by the Local Lodge under whose jurisdiction the Employer is performing work.
- b) From each pay period, Union Dues in the percentage of gross hourly wages or other amount as may be designated by the Local Lodge under whose jurisdiction the Employer is performing work.

The above deductions must be mailed no later than the 15th of the following month, to the Business Manager/Secretary-Treasurer of the Local Lodge under whose jurisdiction the Employer is performing work.

Each remittance shall be accompanied by a list showing the names and Social Insurance Number (provided the number is supplied by the Union on its referral form) of the employees on whose behalf the deduction was made; and showing opposite each name the amount of the deduction, and, for the field dues in (b), the figure on which the deduction was based.

Any change in wage schedules or contributions (excluding dues) shall be provided to the BCA in writing from the applicable Local and/or the Administrator of IBB Benefits sixty days in advance of the proposed change.

For greater certainty, there will be a maximum of two (2) wage schedule or contributions changes during a calendar year.

ARTICLE 7.00 – WORKING CONDITIONS, SAFETY MEASURES, HEALTH AND SANITATION

Amend Article 7.03 to read:

7.03

The Employer shall supply at no cost to the employee when required by the work they are to perform: safety hats, new sweat bands, new liners, appropriate welding

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gloves, appropriate working gloves, welding helmets, welding and burning goggles, appropriate welding leathers (i.e. jackets, capes and/or sleeves), non-prescription safety glasses, and leather faced gloves (unless special processes dictate otherwise).

The Employer shall provide appropriate wet weather gear (rain suit, rubber boots or overshoes), when working conditions require their use. Such items shall remain the property of the Employer and shall be returned upon completion of the job.

Welders' capes shall be kept available for temporary issue to welders engaged on such work requiring additional protection, such as but not limited to arc-air gouging and overhead welding.

On abnormally dirty and/or corrosive maintenance, revamp and repair work, in which the employees' clothes may be abnormally or permanently damaged, the Employer shall supply and maintain the necessary protective clothing (including gloves and coveralls where appropriate, particularly on, but not limited to, all corrosive work) at no cost to the employee for all employees covered by this Agreement. On such work, employees shall be allowed 15 minutes for wash-up time prior to the conclusion of their shift.

No charge shall be made against the employee for above items which are returned in reasonable condition or which are lost or damaged beyond the employees' control and are reported immediately.

Such work shall also include special cases of new construction carried out in existing facilities such that the above abnormal conditions are encountered.

Employees shall report for work equipped with safety boots and, if applicable, prescription safety glasses **and full-face prescription respirator spectacle kits**, which will meet the following standards:

- a) Safety boots shall be CSA approved, Grade 1 (green triangle), in good condition, and at least 6 inches high from the sole of the boot.
- b) Prescription safety glasses shall be foam sealed frames compliant with CAN/CSA Z94.3 or ANSI Z87.1
- c) **Prescription full face spectacle kit approved for use by 3M for 6000 Series Respirators for which the worker has been fit tested (see attached letter).**

Amend Article 7.06 to read:

7.06

The Union agrees to provide the Employer with qualified employees (including Apprentices) who hold the following core health and safety training, WHMIS, Confined Space Entry, Audiometric Testing (effective May 1, 2017), Fall Arrest/Fall Protection and Quantitative Respirator Fit tested. Where required by the customer/client potential employees shall have current CSTS certification or equivalent and H2S Alive.

The contractor's ability to download Job Ready Dispatch (JRD) certifications of dispatched members is critical to their Health and Safety

due diligence to comply with the Province's Occupational Health & Safety Regulations. Most importantly, this serves to ensure the members are properly trained in these disciplines and are not putting themselves or others in harms way.

The Union will maintain record keeping for JRD certifications which will be made available to contractors online 24/7 with download ability.

The IBB and Lodge 203, as a collective will have a national, lodge or third party online contractor accessible JRD database with the capability to upload and download JRD certifications in place by December 31, 2022.

The Union agrees to provide the Employer with qualified employees (including Apprentices) when requested, to perform personwatch duties when required and when such personwatch is within the Employer's control.

For employees who are required to complete Employer and/or Owner online orientation and/or applicable on-boarding, the Employer shall determine a reasonable amount of time to complete the online orientation and/or applicable on-boarding and the Employee shall be paid for completing the online course(s) equal to that time determined.

Local 203 Audiometric Testing - Implementation Plan

As part of an overall comprehensive noise management program, Local 203 promotes audiometric testing to assist in determining the effectiveness of employer hearing conservation programs. With an emphasis on education and prevention of noise induced hearing loss the Boilermaker Audiometric Testing program provides an industry wide approach to address the overall health of the membership.

In 2018 and 2019 Local 203 realized a significant increase of audiometric tested members. The impact of the pandemic resulted in the program and its use being interrupted. To rejuvenate the use of the program, Local 203 will implement the following strategy.

- Lodge 203 will communicate to all members the details and benefits of our audiometric testing program.
- Such communications will include contact details for Connect Hearing testing locations and the expressed requirements to complete Audiometric testing as per Article 7.06.
- All apprentices (including pre-apprentices) will undergo audiometric testing on an annual basis.
- Lodge 203 will arrange for mobile testing units to attend and administer testing at functions such as:
 - Union meetings

- **CWB testing days**
 - **Social events**
 - **Golf tournaments**
 - **Fishing derbies**
 - **And other functions that may provide and promote greater testing throughout the membership.**
- **Metrics will be regularly monitored and promotion strategies adjusted to consistently increase the number of members being tested and documented.**

Amend Article 7.08 to read:

7.08

The Parties agree to adopt the **July 1, 2018**, Version **6.0** Canadian Model for Providing a Safe Workplace - Alcohol & Drug Guidelines and Work Rule.

Adoption of Version 6.0 of the Canadian Model does not represent agreement by the parties to any portions of the Canadian Model that may violate any rights an employee may have under the Human Rights Act and/or the Canadian Charter of Rights and Freedoms.

ARTICLE 8.00 – WELDING TESTS

Amend Article 8.01 to read:

8.01

Any welder possessing a current Provincial Government welding certificate of qualification, who is required to take a Provincial Government test, if required by the Employer, shall be paid for weld time required (to a maximum of four (4) hours per test) to take the test including transfer fees, materials and inspector fees.

Employees who are required by the Employer to have a specialty Provincial Government welding ticket(s) (or equivalent) at the time of hire shall have the required ticket(s), for the job, valid at the time of termination.

Recommendation to approach the NLJPF for \$50,000 /year to the Local Lodge to cover the cost of administration, transfer fees, materials and inspector fees associated with providing tested welders to the contractors with approved weld tickets.

In the first quarter of 2025 the Local 203 Training Trust Fund Trustees will review the cost of transfer fees, materials and inspector fees and make recommendation if additional contributions are required to continue to administer weld testing.

ARTICLE 11.00 – GRIEVANCE PROCEDURE

Amend Article 11.07 to read:

11.07

Before proceeding to Arbitration, the Parties shall advise an authorized Representative of the Boilermaker Contractors' Association of the details. At the request of either party, the grievance may be discussed between an International Officer of the Union and an authorized Representative of the Boilermaker Contractors' Association in order to obtain an interpretation of the Collective Agreement in connection with the grievance. If the matter is still not resolved within five (5) working days of the referral to the Boilermaker Contractors' Association, then at the request of either party, the grievance may be referred to Arbitration.

Prior to advancing to arbitration, the parties shall participate in a resolution conference facilitated by a third party in an attempt to settle the differences. The third party will be mutually agreed upon and any cost for the third party shall be shared equally between the parties. The intent of the foregoing is for the parties to attempt to resolve a dispute prior to advancing to arbitration. For greater certainty, this step does not negate either parties ability to advance a dispute to arbitration in the event the dispute remains unresolved.

ARTICLE 12.00 – EMPLOYER, UNION GRIEVANCES

Amend Article 12.04 to read:

12.04

Before proceeding to Arbitration, the Parties shall advise an authorized Representative of the Boilermaker Contractors' Association of the details. At the request of either party, the grievance may be discussed between an International Officer of the Union, an authorized Employer Representative, and an authorized Representative of the Boilermaker Contractors' Association in order to obtain an interpretation of the Collective Agreement in connection with the grievance. If the matter is still not resolved within five (5) working days of referral to the Boilermaker Contractors' Association, then at the request of either party, the grievance may be referred to Arbitration.

Prior to advancing to arbitration, the parties shall participate in a resolution conference facilitated by a third party in an attempt to settle the differences. The third party will be mutually agreed upon and any cost for the third party shall be shared equally between the parties. The intent of the foregoing is for the parties to attempt to resolve a dispute prior to advancing to arbitration. For greater certainty, this step does not negate either parties ability to advance a dispute to arbitration in the event the dispute remains unresolved.

Amend Article 13.01 to read:

ARTICLE 13.00 – ARBITRATION

Amend Article 13.01 to read:

13.01

Prior to advancing to arbitration, the parties shall participate in a resolution conference facilitated by a third party in an attempt to settle the differences. The third party will be mutually agreed upon and any cost for the third party shall be shared equally between the parties. The intent of the foregoing is for the parties to attempt to resolve a dispute prior to advancing to arbitration. For greater certainty, this step does not negate either parties ability to advance a dispute to arbitration in the event the dispute remains unresolved.

The Parties to this Agreement agree that any grievance which has been properly carried through all of the steps of the grievance procedure outlined in Articles 11.00 or 12.00, as applicable, shall be referred to Arbitration within twenty-one (21) working days after completion of Articles 11.07 or 12.04 as applicable.

ARTICLE 14.00 – HOURS OF WORK

Add NEW Article 14.06 to read:

14.06

When working ten (10) hour shifts, in lieu of the work breaks and lunch breaks provided herein, the Employer shall have the option of scheduling two (2) breaks of one-half (1/2) hour each, approximately equally spaced in the ten (10) hour shift. Both breaks shall be paid at the applicable rate of pay. In the event an employee is not able to take a break, the employee shall be paid at applicable overtime rates for the missed break. When the hour before and the hour following the missed break are at straight time, time and one-half (1 1/2) shall be paid for the missed break.

When working twelve (12) hour shifts, in lieu of the work breaks and lunch breaks provided herein, the Employer shall have the option of scheduling three (3) breaks of one-half (1/2) hour each, paid at the applicable rate, approximately equally spaced in the twelve (12) hour shift.

ARTICLE 16.00 – OVERTIME

Amend Article 16.01 to read:

16.01

- a) When an employee is required to work in excess of the regular hours, Monday through Friday inclusive, or to work any hours on Saturdays, Sundays, or Recognized Holidays, they shall be paid overtime at double (2) time rates.

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- b) Shift premiums as provided for in the Appendix shall apply for all hours worked on Saturdays, Sundays and Recognized Holidays. The shift premium shall not be compounded for overtime hours worked.
- c) It is understood that under no circumstances can it be construed that employees working on a day shift that runs into extended overtime, will earn an entitlement for shift premium pay.
- d) **Monday through Friday, each employee must have worked all the available scheduled straight time hours of a day before receiving overtime pay for hours worked thereafter on the same day. The above requirements may be waived at the discretion of the employer in the event of a pre-planned and pre- approved absence or if the employer authorizes an unplanned absence. This discretion will be applied in a fair and consistent manner.**

Amend Article 16.02 to read:

16.02

When an employee works more than ten (10) hours, a free meal (hot when possible) and beverage will be provided by the Employer immediately after the conclusion of ten (10) hours, and at each four (4) hour interval thereafter. The employee shall be allowed a thirty (30) minute meal break and shall be compensated at the straight time rate of pay, **unless working as outlined in Article 14.06 where the applicable rate of pay will apply.** At their option, the Employer may advance the meal break to the conclusion of the normal working hours or any time between then and the conclusion of the ten (10) hours. **In lieu of the meal, a \$25.00 meal allowance may be provided.**

On scheduled overtime, the foregoing may be changed by mutual consent of the Business Manager/Secretary-Treasurer and the Employer prior to the commencement of the job.

ARTICLE 17.00 – RECOGNIZED HOLIDAYS

Amend Article 17.02 to read:

17.02

The following Recognized Holidays are observed by this Agreement:

New Year's Day	Good Friday
Victoria Day	Canada Day (Dominion Day)
Civic Holiday (First Monday of August)	Labour Day
National Day of Truth and Reconciliation	Thanksgiving Day
Remembrance Day	Christmas Day
Boxing Day	

And any other Holiday(s) that may be proclaimed by Provincial Governments during the life of this Agreement

ARTICLE 18.00 - WAITING AND REPORTING TIME

Add NEW Article 18.09 to read:

18.09

In case of death in the employee's immediate family (parents, spouse, children, grandparents, grandchildren, brothers and sisters, brothers-in-law and sisters-in-law, mother-in-law, and father-in-law), three (3) days bereavement leave with pay will be given for time lost from the employer's regular scheduled hours.

Such leave shall not be made for time that would not normally have been worked by the employee, and under no circumstances will pay be granted for overtime missed as a result of the absence.

The allowance to be made will be computed at the employee's regular straight time rate for a period not to exceed eight (8) hours per day.

ARTICLE 20.00 – SUBSISTENCE ALLOWANCE

Amend Article 20.01 to read:

Employees who are members of the Local Lodge and who are working on projects in that Lodge area, shall receive a subsistence allowance under the following circumstance:

Subsistence shall not be paid to any employee for work in, or within daily commuting distance (as defined and paid under Article 19.00) of the City in which the Union maintains the Local Lodge office (St. John's). All employees shall receive subsistence on all other job locations.

In order to qualify for the subsistence allowance under Article 20.01, the member will have to supply the following information at the time of hire.

One (1) of the following pieces of information: Property Tax Assessment, Utility Bill/Home Telephone Statement, Rental Agreement (Tenancy Lease), Work Visa/Work Permit.

Plus one (1) of the following recent pieces of information: Driver's Licence/Vehicle Registration or Pink Card, CRA Taxpayer's Notice of Assessment/Service Canada Documents, Rental or Home Owners Contents Insurance Policy.

The name of the member and current address must be clearly indicated on the documentation provided.

Note: If the member is married and the required documentation is in the spouses' name, a copy of the marriage certificate must be provided. If the member is living common-law and the documentation is in the common-law spouses' name, a sworn affidavit stating the members' common-law status must be provided.

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If any Boilermaker hired on does not submit the proper documentation upon their date of hire, they will be considered a local resident and no back pay will be afforded. If the proof of residency is provided at a later date other than their start date by the worker it is agreed that the subsistence allowance would commence the day of proof of residency documentation was received going forward. Any further issues regarding Boilermaker's not submitting proper documentation upon hire on will not be pursued.

ARTICLE 22.02 – PAY DAY

Amend Article 22.02 to read:

22.02

Employees who are laid off or discharged from the service of the Employer shall receive their wages and all monies owing and their Employment Insurance Contribution Certificate on termination if the payroll is made up on the project, otherwise:

- a) the employee shall receive an Employer termination slip which shall show either their net pay and deductions, or the basic factors from which their pay will be calculated including: total pay hours, travel time and transportation allowances, subsistence, etc.; and
- b) the Employer shall mail all the employee's final monies owing (unless payment is made by direct deposit) and the Record of Employment (unless filed electronically through the ROE website – please note that effective January 1, 2017 all Records of Employment must be filed electronically through the ROE website) **within five calendar days after the end of the final pay period**. When electronic deposits are made, the final deposit and other termination documentation mailings must be made **by the next applicable pay period** of the date of layoff or termination.

Should the Employer fail to comply with this provision (excluding the reference to the Record of Employment), the employee shall receive an additional sum equivalent to eight (8) hours of pay at straight time rates for each day they are kept waiting exclusive of Saturday, Sunday and Statutory Holidays up to a maximum of forty (40) hours of pay

Amend Article 25.00 title to read:

ARTICLE 25.00 – BOILERMAKERS' NATIONAL HEALTH PLAN (CANADA)

Amend Article 25.01 to read:

25.01

The Employer shall contribute an amount, in cents-per-hour in accordance with the Wage and Benefit Schedule as set out in the Appendix attached hereto, to the Boilermakers' National Health **Plan** (Canada) for all hours earned, including waiting

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and reporting time, by all employees covered by this Agreement. Contributions on all overtime hours shall be calculated at the applicable overtime rate (i.e. 1 1/2 or 2).

Amend Article 26.00 title to read:

ARTICLE 26.00 – BOILERMAKERS' NATIONAL PENSION PLAN (CANADA)

Amend Article 26.01 to read:

26.01

The Employer shall contribute an amount, in cents-per-hour in accordance with the Wage and Benefit Schedule as set out in the Appendix attached hereto, to the Boilermakers' National Pension **Plan** (Canada) for all hours earned, including waiting and reporting time, by all employees covered by this Agreement. Contributions on all overtime hours shall be calculated at the applicable overtime rate (i.e. 1 1/2 or 2).

On November 30th, 2022 the employer shall cease pension contributions to the Boilermakers' National Pension Plan (Canada), on behalf of those employees who are 71 years of age or older. The pension contributions that would otherwise be payable to the Boilermakers' National Pension Plan (Canada) will be paid on behalf of the applicable employee to the Boilermakers' National Health Plan (Canada). The computation of the amount payable will be in accordance with the provisions for pension contributions applicable to all other employees covered under the terms of this agreement.

In the event the employer, in error, makes pension contributions beyond the November work month on behalf of an employee who is 71 years of age or older, the administrator of the Boilermakers' National Pension Plan (Canada) will allocate the applicable contributions to the employee's account in the Boilermakers' National Health Plan (Canada).

ARTICLE 32.00 – IMPLEMENTATION, DURATION AND RENEWAL OF AGREEMENT

Amend Article 32.04 to read:

32.04

The parties shall meet **as defined under the applicable Labour Relations Act/Employment Standards Act** prior to the expiration date of this Agreement and shall negotiate with a view to concluding a Collective Agreement without unnecessary delay.

ARTICLE 33.00 – SUBMISSION OF DUES AND OTHER CONTRIBUTIONS

Amend Article 33.03 to read:

33.03

Forms are available to assist in calculating and tabulating the contributions and submissions and giving instructions regarding where and how **the electronic submissions effective May 1, 2023 (BCA/CLRA to be provided with a list of contractors currently remitting by cheque)** are to be sent. Employers should contact the appropriate Local Lodge officer for instructions as to where and how to obtain the forms.

Amend Article 33.04 to read:

Article 33.04

Submissions of information and payment of monies shall be submitted effective May 1, 2023 (BCA/CLRA to be provided with a list of contractors currently remitting by mail) by electronic means, no later than the 15th of the month following the month in which the applicable amounts were earned.

**LETTER #3
Letter of Understanding
Between
Boilermakers Contractors' Association
And
The International Brotherhood of Boilermakers**

Tank Work Employers Letter (Referred To In Article 30.00)

Because of the nature and requirements of the work, the Union and the Employers have agreed to the following Letter of Understanding for the performance of the following work:

The erection, dismantling, rework, repair, or demolition of: storage tanks, reservoirs, standpipes, water towers, spheres and other plate work erection which has traditionally been considered by the Union and Employer as falling under the scope and intent of "Tank Work".

The Employers have agreed with the Union as to the importance and requirements of employing qualified members of the Local Lodge whenever they are available. The Union has recognized the nature of the experience and qualifications required for this work. The Employer will consult with the Business Manager of the Local Lodge having jurisdiction over the project ten (10) days in advance of the start of the project regarding labour requirements.

The Employer with mutual agreement with the Local Business Manager will be permitted to select from any Out of Work List one (1) member for each of the following classifications: foreman, fitter, welder, automatic operator (if required), Welder Vertimatic Operator, welding supervisor (if required) for every New Project.

Should the Local not have experienced Automatic Vertical Welder operators, Automatic Girth Welder operators or Down Flat Welding Machine operators, if and when required the employer is able to bring in from other Locals. Notwithstanding, the Employer will make every reasonable effort to train Local members on automatic welding equipment where feasible.

The next five (5) Employees will be dispatched from the Local Out of Work List without regard for name hire privilege.

All additional Employees shall be dispatched on the basis of 50% name hire.

a) Inclement Weather: When an employee reports to work and cannot work because of inclement weather they 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, they 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, they shall be paid two (2) hours reporting time and allowed to leave the job immediately.

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c) When an employee has started to work on their regular shift and is instructed to stop, they 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 their own, and without the approval of the Employer, they 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.

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

Date: March 17, 2022

**SIGNED ON BEHALF OF:
BOILERMAKER CONTRACTORS'
ASSOCIATION**

**SIGNED ON BEHALF OF:
INTERNATIONAL BROTHERHOOD OF
BOILERMAKERS, IRON SHIP
BUILDERS, BLACKSMITHS,
FORGERS AND HELPERS**

SIGNATURE ON FILE

Marty Albright
Director of Labour Relations
Boilermaker Contractors' Association

SIGNATURE ON FILE

Arnie Stadnick
International Vice President
International Brotherhood of
Boilermakers, Iron Ship Builders,
Blacksmiths, Forgers and Helpers

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Monetary Package Changes:

Wages:

Effective May 1, 2022 – 2% on base wage rate

Effective May 1, 2023 – 1% on base wage rate

Effective May 1, 2024 – 1% on base wage rate

Effective May 1, 2025 – 1% on base wage rate

Effective May 1, 2026 – 1% on base wage rate

Foreperson: Effective May 1, 2022: Foreperson differential increases by \$0.75/hour. Foreperson wage rate to be \$3.80 above Journeyperson wage rate.

General Foreperson: Effective May 1, 2022: General Foreperson differential increases by \$1.00/hour. General Foreperson wage rate to be \$5.15 above Journeyperson wage rate.

H2H

The Employer shall contribute 1 cent/hour worked to H2H to match the 1 cent/hour worked that is contributed by the Employee.

Duration

Expiry shall be the five years from the current expiry of April 30, 2022.

The effective date and/or signing shall be the 2nd Sunday after the parties reach an agreement or the 2nd Sunday after approval of the total wage package distributions for scheduled wage adjustments by both Parties, whichever is later.

Housekeeping Items

- 1) Consolidate Master Portion and Appendix.
- 2) Amend Article 1.01 and 23.01 to reference new Memorandum of Agreement date.
- 3) Amend Address Listings with updated contact information