

Civil Engineering and Roads

SECTOR

2007-2010

Collective Agreement



Commission
de la construction
du Québec

**COLLECTIVE AGREEMENT
2007-2010**

REACHED BETWEEN THE ASSOCIATION
DES CONSTRUCTEURS DE ROUTES ET
GRANDS TRAVAUX DU QUÉBEC AND
THE CONSEIL PROVINCIAL DU QUÉBEC
DES MÉTIERS DE LA CONSTRUCTION
(INTERNATIONAL), THE CSD-CONSTRUCTION
AND THE CSN-CONSTRUCTION

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DEFINITIONS

1.01 Definitions: In this collective agreement, unless the context indicates otherwise, the following terms and expressions mean:

- 1) **“Employees’ association”:** a professional union representing construction employees or any group of construction employees not constituted as a corporation, or a union, a federation or confederation of such unions or groups, a trades council, a provincial trades council or a federation of such councils, the purpose of which is the study, defence and development of the economic, social and educational interests of its members and which has jurisdiction throughout Quebec in respect of all construction trades and jobs.
- 2) **“Representative association”:** an association to which the Commission has issued a certificate in accordance with Section 34 of the Act.
- 3) **“Majority representative association”:** for the purpose of this collective agreement, the CSD-Construction, the CSN-Construction and the Conseil provincial du Québec des métiers de la construction (International) shall constitute the majority representative association.
- 4) **“Sector-based employers’ association”:** the Association des constructeurs de routes et grands travaux du Québec, as recognized under the Act.
- 5) **“CSST”:** the Commission de la santé et de la sécurité du travail.
- 6) **“Job site”:** any place where work covered under the Act is performed.
- 7) **“Job site with bunkhouses”:** any construction job site located away from an urban centre, where suitable room and board facilities are not available in sufficient number, and where the

setting up of temporary accommodation facilities is required for the performance of the work.

- 8) **“Remote job site”:** any construction job site located away from any urban centre, that is inaccessible by a passable overland road connected to the road system as a whole maintained by Quebec.
- 9) **“Crew leader”:** any employee who, at the express request of the employer, performs, in addition to his trade, specialty or occupation, duties involving supervision or coordination.
- 10) **“Group leader (Employee foreman)”:** any employee who, at the express request of the employer, performs duties involving supervision or coordination. He shall possess a journeyman competency certificate for his trade or an occupation competency certificate. When a higher level of supervision is present on the job site, such as a superintendent or designated employer representative, the group leader may temporarily perform duties related to his trade or occupation.
- 11) **“Commission”:** the Commission de la construction du Québec.
- 12) **“Spouse”:** any person of the opposite or same sex who:
 - a) Is married to or is in a civil union with an employee.
 - b) Has been living maritally with an employee for at least 12 months.
 - c) Is living maritally with an employee in the following cases:
 - i) At least one child has been born or will be born of their union.
 - ii) Together, they have adopted at least one child during the period in which they have been living maritally.

- iii) One of them has adopted at least one child of the other's during this period.
- iv) They have, in the past, lived together maritally for a period of at least 12 consecutive months.

For the purpose of applying this collective agreement, a person is no longer the spouse of an employee, when that person has ceased to cohabit with the employee, following the breakdown of their union, for more than 90 days, or, as the case may be, as of the date on which another person becomes the employee's spouse.

- 13) **“Collective agreement”**: this collective agreement concerning the working conditions as agreed to by the signatory sector-based employers' association and representative associations.
- 14) **“Employer”**: any party, including the Gouvernement du Québec, that has work carried out by an employee.
- 15) **“Grievance”**: any disagreement related to one of the subjects specified in Section 62 of the Act.
- 16) **“Majority union group”**: a union or group of unions representing the majority of employees of a specific group concerned under certain provisions of the collective agreement.
- 17) **“Hours worked, working hours”**: all hours or fractions thereof during which an employee performs work, and also all hours or fractions thereof during which the employee is at his employer's disposal and obliged to be present at his place of work, as well as any hours or fractions thereof between the time at which he is required to report to work and the time work is given to him.
- 18) **“Heavy industry”**: construction work performed in a heavy water plant, thermal electric power station or nuclear power plant.

The following plants and work also come under this definition, but solely to the degree that the following work is included in the civil engineering and roads sector as specified under the Act:

- the construction of oil refineries, chemical plants, metallurgical plants, steel mills, pulp and paper mills, gas production and conversion plants.
- the construction of pulp and paper facilities, cement plants and tank farms for products related to the petrochemical industry.
- the construction of assembly plants for cars, buses and other vehicles intended for public transportation, as well as trucks and aeronautical vehicles.
- The construction of a methane terminal.

- 19) **“Working day”**: any day included in the standard work week as defined in Division XXI with the exclusion of Saturdays, Sundays, annual vacations and statutory holidays.
- 20) **“Crane rental employer”**: any employer whose main activity consists of renting cranes.
- 21) **“Act”**: the Act respecting labour relations, vocational training and manpower management in the construction industry (R.S.Q., c. R-20).
- 22) **“Dispute”**: any disagreement over the interpretation and application of the collective agreement, except for those provided for under Section 62 of the Act.
- 23) **“Disciplinary measure”**: any reprimand, suspension, unjustified layoff, or dismissal.
- 24) **“Layoff”**: any temporary or permanent severance of an employee's employment with an employer that is justified by a lack of work on a job site or within a company.
- 25) **“Operator”**: heavy equipment operators, crane operators, heavy machinery operators, shovel

operators, heavy equipment mechanics, truck drivers, heavy equipment welders, hoisting equipment operators, stationary and portable plant operators, generator operators, and the apprentices of the above-mentioned trades.

26) **“Pile setter”**: any employer whose main activity consists in pile driving.

27) **“Electric power station”**:

a) **Transmission and distribution station**: an area, generally enclosed by a fence, including, as the case may be, instrumentation, equipment, one or more buildings, pylons and structures of any kind, transmission systems and other types of infrastructure, directly or indirectly used for the transformation, sectioning, distribution, interconnection, conversion or stabilization and compensation of electric power that is transmitted or distributed by public or private networks.

Any work essential to the implementation and the efficient operation of the station, carried out on this location and involving professional fields such as civil engineering, electric power, architecture, including the installation and construction of buildings, concrete and other kinds of foundations, oil drainage and recovery systems, etc., as well as any other work required to complete the station.

Public or private networks refer to any electric power line located between the starting point at the power production plant, taking into account the second paragraph of Paragraph b) hereafter, where applicable, and the point of connection to the consumer.

However, any preliminary ground preparation work is not included in this definition.

b) **Station in electric power plant**: any instrumentation, equipment and other similar objects erected in a generally fenced-in area located between the starting point of the

electric power line at the production plant and the electric power transformers comprised therein that receive the energy produced by the turbines are also included in this definition of station, but only with respect to the instrumentation, equipment and other objects used directly for the transformation, conversion, sectioning, distribution or transmission of electric power, including concrete foundations, fire walls, oil recovery systems, etc.; also included in this definition when they are located on the roofs of electric power plant buildings are any gas-insulated equipment, pylons, towers, metal supports, accessories and related components that complete the station.

This concept also applies when said instrumentation, equipment and other similar objects are located in an area adjacent to the production plant, i.e., at a distance ranging from 0' to 1,000', and when there is an overlap as of this distance and only when the power transformers that form the core of this station are used to step-up the voltage produced by the plant alternators. For this reason, the starting point mentioned in the previous paragraph is extended according to this distance.

Accordingly, the buildings, fencing, groundwork and sewers located in this area are not included in this definition. The following are also excluded: troughing and drainage systems, but only when they are located on the roofs of electric power plant buildings.

c) **Consumer station (plants)**: any instrumentation, equipment and other similar objects erected within a generally fenced-in area located between the connection point of the plant to be supplied with power on the low voltage or conversion side, including the primary high voltage lines on poles within the limits of the plant property, are also included in this definition of a station, but only with respect to the instrumentation, equipment and other objects used directly to

transform, convert, section, distribute and transmit electric power, including concrete foundations, fire walls, troughing, gas-insulated equipment, as well as the pylons, towers, poles, metal supports, overhead or underground power lines, accessories and related components required to make a complete station, and only when the power delivered by the distributor is 25 kV and over.

Accordingly, the buildings, fencing, ground-work and sewers located in this area are not included in this definition.

- 28) **“Regulation respecting vocational training”**: the Regulation respecting the vocational training and qualification of manpower in the construction industry.
- 29) **“Regulation respecting hiring and mobility”**: Regulation respecting the hiring and mobility of employees in the construction industry.
- 30) **“Remuneration”**: the hourly wages specified in the schedules hereto plus any compensation and benefit with monetary value as provided for under this collective agreement, with the exception, in the case of independent contractors, of fringe benefits and the cost of equipment rental.
- 31) **“Union representative”**: any employee of a union or representative association who holds a card bearing his signature and photo, as issued by a representative association or union to represent it.
- 32) **“Wages”**: any remuneration in currency and any compensation or benefits with monetary value as determined by the collective agreement.
- 33) **“Employee”**: any apprentice, labourer, unskilled worker, skilled worker, journeyman or clerk, who works for an employer and is entitled to a wage.
- 34) **“Civil engineering and roads sector”**: the sector comprising the construction of works of

general interest, and public or private utilities, including facilities, equipment and buildings whether or not physically attached to such works, and in particular, the construction of roads, waterworks, sewers, bridges, dams, power lines and gas pipelines.

- 35) **“Asphalt laying work and road surfacing work”**: asphalt laying work, road surfacing work and all related operations. This work includes leveling work on the finishing layer (fine grade) immediately preceding the asphalt laying and road surfacing work and ending after the final asphalt laying and road surfacing work.
- 36) **“Emergency work”**: any work carried out when the employer or client could sustain material damage or when the health or safety of the public is in danger. A contractual penalty clause or any other similar clause shall not be considered as material damage.
- 37) **“Union”**: any union or association of employees affiliated with a representative association in accordance with the Act.
- 38) **“Natural gas and oil transportation pipelines”**: all work involved in or related to the excavation for and installation of a system of pipes serving to transport natural gas or oil provincially or interprovincially, as performed above or below a distribution company's or carrier's city-gate station, including the mainline that transports the natural gas or oil located in the city-gate station.
- 39) **“Natural gas distribution system”**: all work involved in and related to the excavation for and installation of a system of pipes intended for regional distribution of natural gas, starting from a distribution company's city-gate station or from an existing distribution network including the hookup of the system of piping to such locations, and extending to a gas pressure regulator station (village, town, city, metropolitan area, etc.) or to a major industrial customer.

- 40) “**Natural gas supply system**”: all work involved in and related to the excavation for and installation of piping intended to supply a user, starting from either a gas pressure regulator station or the distribution network, including hook-up of such piping to such locations, and extending to the user’s meter.

Division II

RECOGNITION

2.01 Right to negotiate: The CSD-Construction, the CSN-Construction and the Conseil provincial du Québec des métiers de la construction (International) recognize the Association des constructeurs de routes et grands travaux du Québec as the only employer agent authorized to negotiate and enter into this collective agreement.

2.02 The Association des constructeurs de routes et grands travaux du Québec recognizes the CSD-Construction, the CSN-Construction and the Conseil provincial du Québec des métiers de la construction (International) as the only representative associations authorized to negotiate and enter into this collective agreement.

Division III

JURISDICTION

3.01 Professional jurisdiction: No one may carry out construction work, unless he is an employer, an employee who is a member of a union association as specified under Section 28 of the Act, an independent contractor or a representative as designated under Section 19.1 of the Act.

3.02 Sector-based jurisdiction: This jurisdiction covers civil engineering and roads sector construction work as provided for in Section 1 of the Act.

3.03 Maintaining jurisdiction: All construction work as specified under the Act is deemed to come under the jurisdiction of the collective agreement until such time as the Construction Industry Commissioner has rendered a decision to the contrary.

3.04 Territorial jurisdiction: This collective agreement applies to all of Quebec without exception.

Division IV

TRADES, SPECIALTIES AND OCCUPATIONS

4.01 Scope of definitions:

- 1) **Trades and specialties:** The description of the duties of employees carrying out construction work, as regards trades and specialties, is defined in Schedule “A” of the Regulation respecting vocational training.
- 2) **Occupations:** The description of the duties of employees carrying out construction work, as regards exclusive occupations and common occupations, is defined in Schedule “B” of this collective agreement.
- 3) **Surveyor:** Any employee, other than a surveyor, may, in order to make progress in his work, use surveying instruments, such as levels, transits and other instruments, for the purpose of determining measurements and elevations, provided that it does not consist primarily of a surveyor’s job.

4.02 Crew leader:

- 1) **General rule:** The crew leader shall practise the trade, specialty or occupation of the employees under his authority. When a crew leader is responsible for employees from several different trades, he shall hold a journeyman competency certificate for the trade he practises. The crew leader may not impose disciplinary measures on another employee.

When a crew leader is responsible for employees from several different occupations, he shall hold an occupation competency certificate issued under a law or regulation.

- 2) **Special rule: Boilermaker, reinforcing steel erector, crane operator in service of crane rental employer, millwright (industrial mechanic), structural steel erector and ornamental ironworker:** The concept of crew leader does not apply to these trades.
- 3) **Special rule: Electrician:** The employer shall designate a crew leader when it employs, on the same job site, more than four (4) electricians, unless a higher level of management or supervision such as group leader, general foreman, superintendent or a representative designated by the employer is already present.

A crew leader shall not have under his responsibility employees other than those of his trade or specialty. This rule, however, shall not prevent a crew leader from coordinating work performed by employees of different trades, specialties or occupations.

The crew leader does not have the authority to hire or impose disciplinary measures on another employee.

An apprentice may not act as crew leader.

- 4) **Special rule: Refrigeration mechanic and fire-protection mechanic:** The employer shall designate a crew leader when it employs, on the

same job site, four (4) or more employees practising the same trade, unless a higher level of management or supervision such as general foreman, superintendent or a representative designated by the employer is already present.

4.03 Group leader (Employee foreman):

- 1) **General rule:** The employer shall designate a group leader when the number of employees in its service on the same job site practising the same trade, specialty or occupation reaches seven (7), unless a higher level of management or supervision such as general foreman, superintendent or a representative designated by the employer is already present.

A group leader may not have under his responsibility employees other than those of his trade, specialty or occupation. This rule, however, shall not prevent a group leader from coordinating work performed by employees of different trades, specialties or occupations.

A group leader does not have the authority to hire or impose disciplinary measures on another employee.

- 2) **Special rule: Boilermaker:** The employer shall designate a group leader when it employs more than one (1) boilermaker on the same job site. A group leader may perform the duties related to his trade until he has 4 boilermakers under his supervision.

A group leader does not have the authority to hire or impose disciplinary measures on another employee.

When, however, a higher level of supervision is present on the job site and this person holds a boilermaker competency certificate only, the employer shall not be obliged to designate a group leader should the number of employees be fewer than 4 boilermakers.

An apprentice may not act as group leader.

- 3) **Special rule: Roofer:** The employer shall designate a group leader when the number of employees in its service on the same job site practising the same trade reaches seven (7), unless a higher level of management or supervision such as general foreman, superintendent or a representative designated by the employer is already present.

When the number of employees under his supervision reaches twelve (12), the group leader may not perform the duties normally performed by an employee, unless a level of management or supervision is already present.

An apprentice may not act as group leader.

- 4) **Special rule: Reinforcing steel erector, structural steel erector and ornamental ironworker:** The employer shall designate a group leader when the number of employees in its service on the same job site practising the same trade reaches four (4), unless a higher level of management or supervision such as general foreman, superintendent or a representative designated by the employer is already present.
- 5) **Special rule: Crane operator in service of crane rental employer:** The concept of group leader does not apply to an employee in the service of a crane rental employer.
- 6) **Special rule: Millwright (industrial mechanic):** The employer shall designate a group leader when the number of employees in its service on the same job site practising the same trade reaches four (4). The group leader, however, may perform the duties related to his trade.

4.04 New Materials: In all trades, specialties and occupations, where a material is substituted for a regular and accepted material, the wage rate of the appropriate trade, specialty or occupation shall apply, and the work must be performed by an employee entitled to perform such an operation under Article 4.01.

Division V shall apply when there is a trade jurisdiction dispute involving technological change.

4.05 Employer's responsibility: An employer who hires an employee is responsible for ensuring that the latter holds the competency certificate required to perform the work to which he will be assigned, in accordance with the regulations.

Should the employer assign an employee to a task for which he does not hold the appropriate competency certificate, the employer shall be liable to the employee for any fines that the employee may have to pay.

4.06 Performance of work by journeyman or apprentice:

- 1) **General rule:** Cutting, sharpening, equipment rigging and drilling are performed by the journeymen or apprentices from the trade concerned. Welding and cutting, however, may also be performed by welders.
- 2) **Special rule: Heavy equipment:** Any installation of an attachment to heavy equipment, including cranes and shovels, shall be performed by a journeyman or apprentice from the trade concerned, assisted, where needed, by other employees.
- 3) **Special rule: Boilermaker, structural steel erector and ornamental ironworker:** When welding and cutting work is required for the performance of tasks related to such trades, the employer shall assign a welder from the trade concerned who is able to perform such work. The application of this subsection, however, must under no circumstances delay the work of the employer on the job site.
- 4) **Special rule: Cement finisher and roofer:** The welding of material (membrane installation) related to his trade shall be performed by an employee from this trade.

- 5) **Special rule: Electrician:** Cutting, sharpening, equipment rigging and drilling related to electrical installation work is performed by an employee from the electrician trade.

Welding related to electrical installation work is performed by an electrician with priority given to a journeyman qualified to perform welding work.

However, when no employee from the electrician trade is present on the job site, the employer may temporarily, and for a very short period, after notifying the majority union group representative in writing thereof, assign another employee to perform the work in question.

- 6) **Special rule: Tinsmith:** Any cutting and welding shall be performed by an employee from this trade. The application of this subsection, however, must under no circumstances delay the work of the employer on the job site.
- 7) **Special rule: Millwright (industrial mechanic):** When welding or cutting work is required for the performance of duties related to this trade, the employer shall hire a millwright on a preferential basis. Moreover, the millwright shall perform the work specified under the Regulation respecting vocational training.

4.07 Handling:

- 1) **General rule:** The handling of materials and scaffolding for a trade may be performed by journeymen or apprentices of such trade or in keeping with the customs of said trade.

Except in the cases and within the limits provided for in the general rule and in the following special rules, the employer may have any employee that it chooses handle materials and scaffolding.

For the purpose of this article, the word “handling” does not include power rigging.

- 2) **Special rule: Insulator, roofer, electrician, tinsmith, erector-mechanic (glazier), painter, resilient flooring layer, interior systems installer and flooring specialist-sander:** The handling of materials related to a trade shall be performed by an employee of such trade. However, the handling of scaffolding and the first hand drop shall be performed either by an employee of such trade or in keeping with the customs of the trade.

- 3) **Special rule: Bricklayer-mason, cement finisher, reinforcing steel erector, refrigeration mechanic, elevator mechanic, structural steel erector, plasterer, plasterer-joint pointer, ornamental ironworker and joint pointer:** The handling of materials and scaffolding for a trade shall be performed by journeymen or apprentices of such trade or in keeping with the customs of the trade.

- 4) **Special rule: Carpenter-joiner:** The handling of support scaffolding and the materials and equipment related to the trade of carpenter-joiner shall be performed by an employee of such trade when performed for immediate and permanent installation purposes.

However, the handling of scaffolding in cases other than those provided for in the preceding paragraph and the handling of materials and equipment related to formwork shall be performed by a carpenter-joiner or in keeping with the customs of the trade.

Moreover, the installation or placing of materials related to the trade of carpenter-joiner shall at all times be performed in compliance with the definition of carpenter-joiner as specified in the Regulation respecting vocational training.

- 5) **Special rule: Boilermaker, fire-protection mechanic and pipefitter:** The handling of materials and scaffolding as well as the first hand drop shall be performed by journeymen or apprentices from the trade or in keeping with the customs of the trade.

- 6) **Special rule: Millwright (industrial mechanic):** Handling is performed by a millwright, regardless of the method(s) and/or type of equipment, whether mechanized or not, as used for the purpose of handling (rigging), first hand drop, and the handling of materials, equipment and accessories. The handling of scaffolding related to the duties of the trade shall be performed by a millwright or in keeping with the customs of the trade.

4.08 Training: An employer who assigns an employee to operate new equipment or perform new tasks as a result of technological development or mechanization shall pay the employee the wage rate for his trade, specialty or occupation during the period required for his training.

Division V

TRADE JURISDICTION DISPUTES

5.01 Preventive measures:

- 1) **Preparatory meeting:** At a preparatory meeting for a construction project, the parties shall agree to promote the holding of a mark-up meeting, as a preventive measure.
- 2) **Mark-up meeting:** Prior to the start of major construction work, the client or the employer responsible for all construction work may convene the unions and employers concerned to a mark-up meeting in order to identify the trades, specialties and occupations required to perform all or part of the work.

When there is a dispute at the mark-up meeting over the assignment of construction work, the dispute shall be immediately submitted to the officer responsible from the union of the trades, specialties or occupations concerned.

If the dispute cannot be settled within 48 hours of the mark-up meeting, one of the parties shall submit it at the second step of the procedure provided for in Article 5.02.

5.02 Trade jurisdiction dispute: Following the assignment of an employee, any trade jurisdiction dispute with respect to the plying of a trade, specialty or occupation shall be settled using the following procedure:

1st step: The union representatives and employers involved in the dispute shall have the opportunity to settle the dispute within 2 working days of learning of said dispute.

2nd step: When the dispute is still not settled, one of the parties concerned shall submit the dispute to the trade jurisdiction dispute settlement committee within 2 working days after the deadline for the preceding step, as follows:

Notice of such shall be conveyed in writing to the Commission Secretary. The Secretary shall appoint the members of the committee within 24 hours of receiving this notice and shall inform each of the representative associations identified under the Act, and the sector-based employers' association and employer involved in the dispute of the date, time, location and purpose of the hearing.

The committee shall sit within 48 hours of its appointment and settle the dispute within 48 hours of such appointment, as follows:

- a) The committee shall first try to bring the parties closer together in order to resolve the dispute.
- b) In the event that settling the dispute through mediation proves impossible, the committee shall assign the work at the centre of the dispute.

3rd step: When the dispute could not be settled at the preceding step or when one of the parties involved in the dispute is not satisfied with the way in which the work has been assigned, the dispute shall be submitted to the Construction Industry Commissioner in the manner as provided for under the Act.

5.03 Continuity of work: When the dispute is not settled at the first step or until a decision has been rendered at the second step (assignment of the work by the committee), any employee performing work over which there is a dispute shall continue to perform the such work.

However, from the time of the assignment of the work as decided by the committee at the second step, said assignment shall be upheld until the Construction Industry Commissioner has rendered a decision, in such case.

5.04 Committee members and operating rules:

- 1) The committee shall be composed of 3 members designated by the Commission Secretary from a list provided by the parties and agreed to by the signatories to this collective agreement.
- 2) The hearing shall be held in the regional office of the Commission closest to the job site where the dispute arose or at any other location agreed to by the parties.
- 3) Decisions by the members are made on a majority basis and shall be based on the definitions of trades, specialties and occupations provided for under the Regulation respecting vocational training and the collective agreement.

The committee shall use the same reference documents as the Construction Industry Commissioner when making its decisions.

- 4) Any mediated agreement, any decision by the committee regarding assignments and any recommendation concerning technological

changes and innovations shall be made in writing and filed with the Commission Secretary's office, which shall convey a copy of such to the representative associations and the sector-based employers' association.

The committee chairman must submit all documents and items filed at the hearing to the Commission, for future reference.

- 5) Expenses arising in relation to the committee's activities shall be assumed by the Commission.
- 6) No legal action may be taken against the members of the dispute settlement committee when acting in this capacity.
- 7) In order to ensure effective labour relations management, the parties hereby recognize that a dispute that has been ruled on by a dispute settlement committee should not be resubmitted to a dispute settlement committee when it involves the same dispute.

Division VI

UNION SECURITY

6.01 Compulsory membership in representative association: Under the Act, every employee shall choose one of the representative associations and shall obtain a card from the Commission showing his name, social insurance number, the address of his residence and the name of the representative association he has chosen.

The card must also show the employee's trade(s) and specialty(ies) or, in the case of an occupation, indicate only that it is an occupation without further specification.

6.02 Union membership: Every employee shall join a union affiliated with the representative association he has chosen. Any union that an employee has joined shall issue a membership card to such employee showing that he belongs to said union.

6.03 Maintenance of membership:

- 1) **Condition of maintenance of employment:** Every employee shall, as a condition of maintaining his employment, but subject to the restrictions provided for in this division, be a member in good standing of a union having jurisdiction over his trade, specialty or occupation. The representative association is responsible for determining which union has jurisdiction over the trade, specialty or occupation in question.

For the purpose of this division, “a member in good standing” means that an employee holds a union membership card from a union, complies with its bylaws and rules, and pays the union dues specified in Division VII.

- 2) **Employee statement:** Within a maximum of 5 working days of the start of employment, when an employee is hired, the employer shall have the employee concerned fill out and sign a form giving the employee’s name, his trade, specialty or occupation, his address and telephone number, the name of his representative association, his social insurance number and, where applicable, the name and number of the union to which he belongs, as shown on his union membership card.

The form supplied by the employer shall be as shown in Schedule “F”. Refusal by the employee to fill out and sign this form is just and sufficient cause for dismissal or refusal to hire without further notice.

When there is a union allegiance vote in accordance with the Act, a new form shall be completed for each employee who has changed representative associations.

- 3) **Employee’s right:** Every employee has the right to belong to the employees’ association of his choice and to participate in its activities and administration.

- 4) **Suspension, expulsion or refusal of membership:** No employee may be suspended or expelled from the union of which he is a member, except when he contravenes its by-laws and rules.

When an employee is suspended or expelled from his union, or when an employee is refused membership by a union contrary to Subsection 3), the employer is not obliged to dismiss the employee; the employee shall not have to be or become a member of the union, but he must comply with the provisions of Division VII.

However, upon notice from a union, when an employee is suspended or expelled because of his refusal to pay the union any dues owing in accordance with the by-laws and rules of that union, the employer must dismiss the employee.

- 5) **Transmission of employee statement:** Every month, the employer shall forward to the representative association concerned and the Commission, a copy of all new forms filled out under Subsection 2) in the period covered by the monthly report as well as the corresponding employment numbers.

- 6) **Correction by representative association:** When, in the opinion of the representative association, the employee has made an error in designating his union, the representative association may notify the Commission of the error to have the designation corrected. The Commission shall then comply with this notice and require that the employer levy the new union dues as of the receipt of such notice from the Commission. The notice conveyed to the employer by the Commission shall show that a copy has been served to the employee.

- 7) **Restriction:** Nothing in the collective agreement shall be interpreted as obliging an employer to employ a certain percentage of members from one or other of the representative associations.

Moreover, the membership of an employee in a union as shown on his union membership card or his statement, may not, for the purpose of this division of the collective agreement, be used against an employer as a criterion for hiring or keeping the employee in his job, by serving as proof that he is qualified to carry out work coming under the jurisdiction of this collective agreement.

Division VII

UNION DUES CHECK-OFF

7.01 Obligations: Employers shall deduct union dues from the wages of employees and remit such dues to the Commission at the same time as their monthly report.

7.02 Check-off designation: Pursuant to the obligation provided for in Article 7.01, employers shall collect the dues payable to a union pursuant to Article 7.06, taking into account the information shown on the form specified in Article 6.03 or in any correction notice made pursuant to Article 6.03, Subsection 6).

7.03 Remittance of deducted union dues: The Commission shall remit the dues so received to the representative associations with a memorandum of names, within 15 days of receipt. A representative association, however, may reach an agreement with the Commission under which it authorizes the Commission to remit to a union the dues to which it is entitled, taking into account any correction made in accordance with Article 6.03, Subsection 6). The memorandum of names shall also take into account any correction notice conveyed under Article 6.03, Subsection 6).

7.04 Employer's obligation: Any employer who refuses or fails to comply with Article 7.01 or who fails to remit the amounts so collected is accountable to the Commission for the amounts not deducted and not remitted and shall contract on that account an equivalent debt to the Commission.

7.05 Notice to Commission: Within 15 days of the coming into effect of the collective agreement, a representative association shall notify the Commission in writing of the amount of the union dues payable. It shall also convey any change in the amount of the union dues payable in writing to the Commission as well as the effective date thereof.

7.06 Notice from Commission to all employers: The Commission shall then notify all the employers regarding the union dues payable to each of the unions and any changes to these amounts.

7.07 Effective date of changes in union dues: Any change to union dues deductions shall be effective, as regards the employers, following notice thereof being conveyed by the Commission in either of the 2 periods hereinafter specified, provided the employers were notified 30 days prior to the start of such period:

1st week of the January report
1st week of the July report

At no other time is the employer required to change the dues it must deduct, except to implement a correction as provided for under Article 6.03 of the collective agreement.

This article does not concern the change in check-off that occurs with each wage increase.

7.08 Illegal agreement: No written or verbal agreement may be reached concerning the collection or deduction of union dues, by a representative association, union, the sector-based employers' association, or an employer.

7.09 Union education fund: An employee shall make a contribution to the union education fund of \$0.02 for every hour worked. Such amount shall be deducted from the employee's pay by his employer and remitted to the Commission at the same time as the monthly report.

This amount shall be used to implement a union education fund, the purpose of which is to allow representative associations as identified under the Act to provide training services aimed at the development of competencies regarding all aspects of labour relations.

The Commission remits to each representative association, based on the amounts collected for the members represented by such association, the amounts so received along with a memorandum of names within fifteen (15) days of their receipt. The memorandum of names so remitted must also take into account any notice of correction as conveyed under Article 6.03, Subsection 6).

Division VIII

UNION REPRESENTATIVE AND JOB-SITE STEWARD

8.01 Union representative:

- 1) **Recognition:** The employer and the sector-based employers' association shall recognize the union representative, provided he holds a card issued by a union or representative association, bearing a photograph of the representative and his signature.
- 2) **Visit to place of business:** A union representative may, with the employer's official representative, discuss and settle any matters of interest pertaining to the collective agreement or health and safety and any other matters of interest to the employees he represents who are in the service of the employer. He may demand that the employer allow him to examine any document

concerning the members that he represents and obtain a copy of such when he considers it necessary, by appointment made at least 2 hours prior with the employer, his representative or agent, at the place of business of the employer or at any other location that they agree upon.

3) **Job-site visit:**

- a) A union representative shall have free access to all construction job sites during working hours, but in no case shall his visits unduly delay the progress of the work.
- b) When he visits a job site, a union representative shall first notify the employer of the employees concerned, or in its absence, its superintendent or foreman, or any other official representative on the employer's job site. He may discuss and settle any matter pertaining to the collective agreement, health and safety and any other matter of interest to the employees he represents with the official representative on the job site of the employer concerned and the employee.
- c) The union representative may check the competency or exemption certificates of the employees present on the job site, and the employer shall agree to ensure that its employees comply with this authorization, subject to disciplinary measures.

- 4) **Posting:** Upon the request of a union representative, employers shall post in a conspicuous place in their place of business and on the job site, a bulletin board where the union or representative association may post bulletins and other information. On the job site, however, employers shall install any other bulletin board for the same purpose when such is considered useful.

8.02 Job-site steward:

For reference purposes, this article reproduces the provisions pertaining to the job-site steward contained in Section 86 of the Act.

For the purpose of this article, a “union” means any union or employees’ association affiliated with a representative association, or any representative association not having such affiliated unions or associations.

The function of job-site steward shall be governed by the following provisions:

Every union is entitled to be represented by a job-site steward on a job site where an employer employs seven (7) or more employees who are members of the union in question, subject to the following provisions:

1) Election:

A job-site steward shall be elected by secret ballot by a majority of the members of the union, already employed by the employer and from among such members.

For the purpose of this article, a job site comprises all the work carried out by an employer on the same project.

Each subsequent increase of 50 employees on the job site who are members of the union and in the service of the same employer entitles the employees to elect an additional steward.

For the purposes of the Commission’s functions, a person so elected shall give a declaration to his union in such form as determined by the Commission, stating that he is not contravening Section 26 by acting as job-site steward. The union shall forward this declaration to the Commission promptly and in the manner determined by the latter.

2) Recognition: The employer shall recognize the job-site steward so elected as the representative of the group of employees who are members of

the union in question, after said union has notified it in writing of the election of the job-site steward and has forwarded to the Commission the declaration as specified in the fourth paragraph of Subsection 1).

3) Job-site steward duties and remuneration:

- a) A job-site steward is an employee of the employer and, in this capacity, shall perform a reasonable amount of work, taking into account his union duties.
- b) In his capacity as job-site steward, he may, during working hours and without a reduction in wages, but only after notifying the employer’s representative, investigate disputes over the application of the collective agreement and discuss these with the employer.
- c) The time allocated for the steward’s union activities shall be agreed upon by the employer and the steward, taking into account the number of employees that the steward represents, but not exceeding 3 hours per working day.
- d) When, exceptionally, the steward must leave his workstation for longer than the agreed upon period, he shall justify the extended absence to his employer.
- e) Subject to a justification as specified in Paragraph d), the steward shall not be entitled to payment of his wages for union duties beyond the agreed upon period.
- f) On a job site, the steward shall limit himself to the performance of his work for the employer and his job-site steward duties as specified under the Act.

4) Preference of employment: The job-site steward shall benefit from preference of employment on his job site over all other employees when the two (2) following conditions are met:

- a) At least seven (7) employees who are members of his union are still employed by the employer on the job site.
 - b) There is work to be performed in his trade, specialty or occupation.
- 5) **Union training:** Should the steward and his union decide that the steward needs training to properly carry out his new duties, the steward may take leave without pay from his work to attend any relevant courses. The duration of the leave shall be negotiated by the parties, taking into account the particularities of the industry.

The steward shall obtain the employer's prior authorization and such authorization shall never be refused without just cause.

- 6) **Notice of layoff:** When an employer wishes to lay off a job-site steward for more than 5 days, it shall notify the steward 3 working days in advance. This notice shall also be submitted in writing to the steward's union within the same time limit. Failing this, the employer shall pay compensation equal to 4 hour's wages at the straight-time wage rate in effect for every day for which notice is not given, up to 3 working days.

Division IX

ABSENCES

9.01 Employee's right: At the request of the union or employee, the employer shall grant a leave of absence without pay to an employee designated by the union to attend a convention, study session or other union activity. The employer shall also grant leave of absence without pay to an employee who needs to undergo treatment for alcoholism or drug addiction, or undergo therapy for compulsive gambling or conjugal violence, the whole being subject to the conditions hereinafter specified.

9.02 Procedure:

- 1) **Standard procedure:** A request shall be made in writing and give the employee's departure date, and the reason for and the probable duration of the intended absence. Such request shall be received by the employer at least 5 working days prior to the planned departure of the employee.
- 2) **Emergency procedure:** However, in case of emergency, for which the burden of proof lies with the union or employee, 24 hours' verbal notice shall be given to the employer, stating the employee's departure date and the reason for and the probable duration of the intended absence, all of which shall be confirmed in writing within 48 hours of the verbal notice.

9.03 Restrictions and period of absence:

- 1) **Number of employees:** Any leave of absence taken under this division of the collective agreement shall not, on any one and the same occasion, deprive an employer of more than 10% of its employees in the same trade, specialty or occupation, for a minimum of 1 employee.
- 2) **Period of absence:** For the purpose of this division, the employer is not required to grant the same employee more than 40 days of leave without pay for the union absences specified in the first paragraph of Article 9.01, during the course of any one calendar year. Moreover, such leave shall be granted on the condition that there is an employee available who can fulfill the regular requirements of the position left vacant.

The duration of leave without pay to undergo treatment or therapy as specified in the second paragraph of Article 9.01 shall be indefinite, provided it is justified by a recognized organization.

- 3) **Absence for negotiations:** Regardless of Subsection 2), the employer shall grant an employee designated by the union leave without

pay of such duration as is needed for him to participate in the negotiation of the collective agreement.

9.04 Employer's obligation: No employee shall be laid off or be subject to discriminatory or disciplinary measures because he takes a leave of absence as provided for under this division, and the employer shall take the employee back into its service on the first working day following an absence as specified under this division, provided there is work available in his trade, specialty or occupation.

This article shall not apply to an employee who has received a layoff notice.

Division X

EMPLOYER'S PLAN

10.01 Employer identification number: Notwithstanding any other rules governing it in this regard, the Commission may issue an employer identification number only following the filing by the applicant of proof that it is the holder in due form of a license as issued by the Régie du bâtiment du Québec.

The Commission may refer no manpower nor confirm the hiring of any employee to a party that does not hold an employer identification number as issued pursuant to this article.

Division XI

GRIEVANCE SETTLEMENT PROCEDURE

11.01 Employee's right:

- 1) An employee alone or accompanied by a union representative, a job-site steward or both, may draw up and present a grievance for investigation and settlement.
- 2) In all cases, the representative association or the union may draw up and present a grievance for investigation and settlement on behalf of either one or several employees, as the case may be, without having to prove an assignment of claim by the employee or employees concerned.
- 3) In all cases, the employer may draw up and present a grievance for investigation and settlement, according to the procedure provided for under this division.
- 4) The term "complainant" designates the initiator of the grievance procedure, whether an employee, employee's representative, union representative, job-site steward, representative association, union or the employer.
- 5) The term "interested party" designates the party against whom the grievance is filed.

11.02 Procedure:

- 1) A grievance shall be submitted in writing and shall be sent to the employer or its representative within 15 working days of the event that gave rise to the grievance or of the knowledge of such event, the proof of which is incumbent upon the signatory.
- 2) The sender shall be responsible for providing proof of compliance with the deadlines specified under this division.

- 3) In the event that a grievance is submitted by the union or the representative association, or when one or the other is involved in a grievance, a copy of the grievance shall be submitted, at the same time as it is submitted to the employer or its representative, to the head office of the sector-based employers' association concerned. Failure to submit a copy of the grievance to the sector-based employers' association concerned shall not render the grievance invalid.
- 4) The employer shall give a written reply to the grievance to the representative association, the union or the employee within 5 working days of the date of receipt of the grievance.
- 5) If the complainant wishes to submit the grievance to arbitration, he shall do so by sending written notice within fifteen (15) working days of the date on which the grievance was sent, as specified in Subsection 1) of this article. The complainant shall submit the names of two (2) arbitrators qualified to hear the grievance.
- 6) The interested party may select one (1) of the two (2) names suggested, or may, in turn, suggest the names of two (2) arbitrators. The interested party's intention shall be conveyed in writing to the complainant within five (5) working days of receiving the notice of arbitration specified in the preceding paragraph. In the event that the interested party suggests the names of two (2) arbitrators, the complainant shall convey a reply in writing within five (5) working days of receiving the suggestion regarding the choice of arbitrator.

After the above selection procedure has been completed, if the parties have not been able to agree on a choice of arbitrator once the time limits have elapsed, the complainant shall make a request to the Commission within five (5) working days to designate an arbitrator. The Commission shall designate an arbitrator within two (2) working days of receiving such request after eliminating the names that had been considered by the parties and on which there had been no agreement.

- 7) Once the parties have agreed on a choice of arbitrator or the Commission has been required to designate one, the complainant shall have five (5) working days in which to notify the arbitrator of his appointment.

11.03 Deadlines: All grievance deadlines specified under this division are compulsory and may only be extended through written agreement by the parties concerned.

Such deadlines, however, may not be invoked by the employer when it does not have an address that is clear, known and served by the post office.

11.04 Proof of delivery: The date appearing on the postmaster's seal, the delivery receipt, or a copy of the telegram or fax or, when delivered by hand, on the acknowledgment of receipt, shall constitute proof of the date on which the document to which it relates was sent.

11.05 Validity: A grievance may not be rejected because of an omission or technical error, and its wording serves only as a description of the dispute to be settled by the arbitrator.

Division XII

DISCIPLINARY MEASURES

12.01 Right and procedure: The employer may impose a disciplinary measure for just and sufficient cause, with the burden of proof being incumbent upon the employer, all of which is subject to the grievance settlement procedure.

12.02 Justification: When the employer imposes a disciplinary measure, it shall, at the written request of the employee, representative association or union,

convey to the requestor in writing, within five (5) working days of receiving such a request, the reasons justifying the disciplinary measure.

12.03 Prescription of right and employee record:

- 1) No disciplinary measure may be imposed on an employee after 5 working days of the event that gave rise to it, or of the knowledge of the event. The burden of proof of such knowledge is incumbent upon the employer.
- 2) A disciplinary measure shall be withdrawn from an employee's file after a minimum of 60 working days following the issuance of such measure or after a period equal to the employee's entitled callback period with the employer when the latter period is for a duration of more than 60 working days. Proof of the date on which a disciplinary measure was issued shall be incumbent upon the employer.
- 3) An employee's disciplinary record is strictly confidential. However, at the express request of the employee and within a reasonable time limit, the employee shall be informed of the contents of such record.

Division XIII

DISCRIMINATION

13.01

- 1) **Employer's obligation:** No employer or person acting on behalf of an employer may take discriminatory measures against an employee in the following cases:
 - a) by reason of his race, colour, sex, sexual orientation, civil status, age, religion, political convictions, language, ethnic or national origin, social condition or union status and record.

- b) by reason of any act or action taken in the exercise of a right as stipulated under the Act.
- c) by reason of an absence in order to attend a religious service on a day that, in his religion, is a compulsory religious celebration.
- d) by reason of any personal act or activity outside working hours that is not incompatible with the employee's performance of his duties.
- e) by reason of his refusal to work outside the region where he usually works.
- f) by reason of a judicial record.

- 2) **Obligation of representative association or union:** No representative association or union may take punitive measures against a group leader or crew leader because of the normal carrying out of such duties.

13.02 Divisions XI, XII and XIV concerning the grievance settlement procedure shall apply with the necessary modifications.

Division XIV

ARBITRATION

14.01 Sole Arbitrator:

- 1) Grievances submitted to arbitration shall be heard and judged by one of the persons specified in Schedule "G" further to an agreement by the parties or a designation by the Commission.
- 2) In the absence of an agreement by the parties and at the request of one of the parties, the Commission shall designate an arbitrator within 2 working days of receiving such request. The designated arbitrator shall be selected from the

list provided in Schedule "G" after eliminating the names that were considered by the parties and upon which there was no agreement.

14.02 Assessor: The parties concerned may agree to each designate an assessor to sit with the arbitrator. The assessors deliberate with the arbitrator who, alone, renders a decision. If no agreement is reached, the arbitrator deliberates without any assessor.

14.03 Jurisdiction:

- 1) The arbitrator shall proceed diligently to hear the grievance. The arbitrator is the only person to direct the proceedings and he judges and decides according to the evidence he deems appropriate.
- 2) The arbitrator may render any decision he considers just and reasonable, taking into consideration all the circumstances of the case. The provisions of the collective agreement, however, are binding upon the arbitrator, and he is not entitled to add to, delete, amend, or render a decision contrary to the provisions of the agreement.
- 3) The arbitrator may, in disciplinary matters, confirm, rescind or amend the employer's decision and render any complementary ruling deemed necessary.
- 4) a) The arbitrator may order the reinstatement of the employee in his trade, specialty or occupation, provided the employee has the experience needed to perform the work available in his trade, specialty or occupation, and the employee shall enjoy all his rights as set forth in the collective agreement.

The arbitrator may also decide on any wage reimbursement and establish any amount as damages in favour of the employee. In the case of a reimbursement of wages, he shall provide for repayment of the employer's contribution to the fringe benefit plan.

The employee's reinstatement shall not, when such is the case, give rise to additional travelling expenses.

- b) Wage reimbursement is established as follows:

For every week (pay period) that the employee would have worked had it not been for his suspension or dismissal:

- i) the wage the employee would have received is determined.
- ii) wages earned elsewhere are deducted from the reimbursement amount as are any employment insurance benefits received by the employee.

- c) In the event that the employer has no work available, it shall call back such employee on a priority basis when work does become available, subject to the restrictions imposed on it by any law or regulation. This right of first callback also exists when a court of law orders the reinstatement of the employee. This right is extinguished the moment the employee is hired elsewhere or, at the latest, 5 months following the decision by the arbitrator or court of law.

- 5) The arbitrator may interpret and apply a law or regulation to the extent that this is necessary in order to settle a grievance, subject to the rights and powers granted to other jurisdictions by such law or regulation.

- 6) The arbitrator may order the payment of interest, at the legal rate, as of the date on which the grievance was filed, on any amounts due under the arbitration award. Compensation may be awarded over and above this amount and is calculated by adding to this amount as of the same date, a percentage equal to an amount in excess of the interest rate set in accordance with Section 28 of the Act respecting the Ministère du Revenu, concerning the legal interest rate.

- 7) At the request of a party, the arbitrator may set the amount payable under an arbitration award that he has rendered.
- 8) At the request of a party, the arbitrator may determine whether or not available work, as specified in Paragraphs 4) a) and c), exists, when the arbitrator has rendered an arbitration award ordering the reinstatement of an employee.
- 9) The arbitrator may render any decision he considers useful to defending the rights of the parties.

14.04 Proof: In all cases involving disciplinary measures, the burden of proof lies with the employer.

14.05 Agreement:

- 1) At any step of the grievance settlement procedure, a written agreement may be reached by the parties concerned, and this agreement shall be binding on such parties.
- 2) Any agreement in relation to a grievance that is contrary to the provisions of the collective agreement shall be considered null and void.

Moreover, when a grievance is submitted by a representative association or a union, an agreement shall not be reached without the consent of these parties and the sector-based employers' association concerned when the latter takes part in the grievance settlement process.

14.06 Hearing and decision:

- 1) The arbitrator shall hear the grievance within 20 working days of his appointment in a location agreed upon by the parties concerned. When the parties cannot agree on a location, the arbitrator shall make this decision.

- 2) The arbitrator shall render his decision within 15 working days of the end of the hearing, or of the submission of written notes when such is the case.
- 3) When the parties agree to submit written notes, such notes shall be sent within 10 working days of the end of the hearing.
- 4) In the event that the arbitrator does not render his decision within the allotted or agreed upon deadlines, one of the parties may notify the Commission thereof and the latter shall set a peremptory deadline of 30 days for remedying the situation. In such case, the arbitrator may not require any additional fees or expenses from either of the parties as a result of this delay.
- 5) The arbitrator shall provide a written decision stating the reasons. It shall be signed and forwarded to the parties concerned.
- 6) The arbitrator's decision is without appeal and shall be carried out within 5 working days of the date on which it was conveyed.
- 7) Two copies of the arbitration award shall be filed with the Commission.
- 8) The Commission shall forward a copy of all arbitration awards to the representative associations, the employers' association and the sector-based employers' associations.
- 9) In all cases where an arbitrator withdraws, is incapable of acting, declares himself incapable of acting or does not render a decision, the appointment procedure shall be resumed in accordance with Article 14.01, and arbitration shall proceed in accordance with this division. In all such cases, the arbitrator is not entitled to any fees or expenses, barring an agreement by the parties.

14.07 Deadlines: All deadlines specified in this division are compulsory and may be extended only through written agreement by the parties concerned.

However, when the request for an extension is made by the arbitrator, he shall obtain the written consent of the parties.

14.08 Arbitration fees and expenses: The fees and expenses specified under the Regulation respecting the remuneration of the grievance or complaint arbitrator in accordance with the Act are paid in equal shares by the parties to the dispute.

Division XV

MOVEMENT OF MANPOWER

15.01 Probation period:

- 1) **General rule:** Any employee who is newly hired by an employer shall be on probation for a period of 15 working days. During this period, the employee may not use the grievance procedure in relation to the termination of his employment.

Nevertheless, any employee who has completed the probation period and who has not worked a single hour for the employer in the 3 years following the expiry of his right to callback, shall complete a new probation period of 15 working days.

- 2) **Special rule: Refrigeration mechanic and fire-protection mechanic:** An employee shall be considered to be on probation for the first 5 working days on the job. During this period, the employee may not use the grievance procedure in relation to the termination of his employment.
- 3) **Exception: Insulator, boilermaker, reinforcing steel erector, crane operator in the service of a crane rental employer, elevator mechanic, millwright (industrial mechanic), structural steel erector, lineman and the other employees specified in Schedules E-1, E-2 and E-3, with the exception of an electrician, ornamental**

ironworker, pipe welder, supply welder, distribution welder, pipeline welder and pipefitter: The provisions of this article do not apply to these trades and occupations.

15.02 Layoff and callback:

- 1) **General rule:** When laid off, an employee who has completed his probation period is entitled to be called back during a period equivalent to the duration of his employment with the employer. This period shall not exceed 1 month. During that period, the employer may not hire another employee until the callback procedure specified in Article 15.05 has been completed.

An employee who has accumulated over 1,500 hours for the same employer during the 3 years prior to being laid off, is entitled to be called back during a period of 4 months after being laid off. During this period, the employer may not hire another employee before the callback procedure specified in Article 15.05 has been completed.

The previous paragraph applies only to employees residing in the region where the employer's principal place of business is located.

Nevertheless, in the case of an employee who resides in the region where the employer's principal place of business is located and who, at the request of the employer, agrees to work outside his region, the hours worked shall be considered to be worked in the region where the employer's principal place of business is located.

The callback clause applies only to construction work performed in the region where the employee resides. The employer is not required to call back an employee who lives 120 or more km from the job site where the work is performed.

- 2) **Exception: Insulator, boilermaker, reinforcing steel erector, crane operator in the service of a crane rental employer, elevator mechanic, millwright (industrial mechanic), structural**

steel erector, lineman and the other employees specified in Schedules E-1, E-2 and E-3, with the exception of an electrician, ornamental ironworker, pipe welder, supply welder, distribution welder, pipeline welder and pipefitter: The provisions of this article do not apply to these trades and occupations.

3) **Special rule: Refrigeration mechanic:**

- a) An employer shall call back an employee who has been laid off, within 15 working days of his layoff, provided the employee is able to perform the work available. Proof of inability to perform the work is incumbent upon the employer.
- b) This right to callback is acquired only after an employee has finished his probation period, as specified in Subsection 2) of Article 15.01.
- c) An employee who is credited with more than 4,000 hours for the same employer is entitled to a callback period of 60 working days from the date of his layoff, provided he is able to perform the work available. Proof of inability to perform the work is incumbent upon the employer.
- d) For the purpose of implementing Paragraph c), the cumulative hours for the same employer are cancelled when the layoff extends for a period of 60 or more working days.
- e) An employee who is credited with more than 4,000 hours as a journeyman for the same employer is entitled to a callback period of 120 working days from the date of his layoff, provided he is able to perform the work available. Proof of inability to perform the work is incumbent upon the employer.

Notwithstanding Paragraph c), an employee who holds a journeyman competency certificate shall always have priority with respect to the right to callback.

- f) For the purpose of implementing Paragraph e), the cumulative hours for the same employer are cancelled when the layoff extends for a period of 120 or more working days.
- g) The employer shall not be required to call back an employee whose residence is located more than 120 kilometres from where the work is carried out.

4) **Special rule: Security systems installer:**

- a) An employer shall call back an employee who has been laid off within 15 working days of his layoff, provided the employee is able to perform the work available. Proof of inability to perform the work is incumbent upon the employer.
- b) This right to callback is acquired only after an employee has finished his probation period, in accordance with Article 15.01, Subsection 1).
- c) An employee who is credited with more than 4,000 hours for the same employer is entitled to a callback period of 70 working days from the date of his layoff, provided he is able to perform the work available. Proof of inability to perform the work is incumbent upon the employer.
- d) For the purpose of implementing Paragraph c), the hours accumulated with the same employer are cancelled when the layoff extends for a period of 70 or more working days.
- e) An employee who is credited with more than 4,000 hours as a journeyman for the same employer is entitled to a callback period of 120 working days from the date of his layoff, provided he is able to perform the work available. Proof of inability to perform the work is incumbent upon the employer.

Notwithstanding Paragraph c), an employee who holds a journeyman competency certificate shall always have priority with respect to the right to callback.

- f) For the purpose of implementing Paragraph e), the hours accumulated with the same employer are cancelled when the layoff extends for a period of 120 or more working days.
- g) The employer shall not be required to call back an employee whose residence is located more than 120 kilometres from where the work is carried out.

5) **Special rule: Elevator mechanic and fire-protection mechanic:**

- a) The employer shall call back an employee who has been laid off, within 15 working days of his layoff, provided the employee is able to perform the work available. Proof of inability to perform the work is incumbent upon the employer.
- b) This right to callback is acquired only after the employee has finished his probation period, as specified in Subsection 2) of Article 15.01.
- c) An employee who is credited with more than 7,500 hours as a journeyman for the same employer is entitled to a callback period of 45 working days in the case of the fire-protection mechanic and 90 working days in the case of the elevator mechanic from the date of his layoff, provided he is able to perform the work available. Proof of inability to perform the work is incumbent upon the employer.
- d) For the purpose of implementing Paragraph c), the cumulative hours for the same employer are cancelled when the layoff extends for a period of 90 or more working days.

- e) An employee who is credited with more than 4,500 hours as an apprentice for the same employer is entitled to a callback period of 20 working days from the date of his layoff, provided he is able to perform the work available. Proof of inability to perform the work is incumbent upon the employer.
- f) For the purpose of implementing Paragraph e), the cumulative hours for the same employer are cancelled when the layoff extends for a period of 45 or more working days. When the employee twice fails the qualification exam, he loses this callback right, but remains covered by the provisions of Paragraph a).
- g) The employer shall not be required to call back an employee whose residence is located more than 120 kilometres from where the work is carried out.

The employer, however, may not hire a new employee residing outside the administrative region where the work is carried out, to perform the available work, without first having offered such work to an employee entitled to be called back by the employer.

The employee has the choice, in the latter situation, to accept or refuse the work so offered, without this affecting his right to callback for other work that the employer may carry out.

15.03 Callback list: The employer shall keep an up-to-date callback list of laid-off employees, including:

- a) the employee's name.
- b) his address and telephone number.
- c) the competency certificate held by the employee, as well as the name of his union.
- d) the employee's layoff date.

The employer shall keep the name of the laid-off employee on this list until his right to be called back has expired.

Any representative association or union with one or more employees on the callback list is entitled to a copy of the list, upon requesting it from the employer in writing.

15.04 Callback right: When the employer again has work to offer, it shall first call back the employees whose names are on the callback list before hiring other employees, provided the employees on the list are available and meet the standard requirements of the work to be performed in their trade, specialty or occupation.

15.05 Callback procedure: When the employer needs manpower, it shall call back employees as follows:

- a) It may contact the union of which an employee is a member, indicating the date the employee is to return to work and the location where the employee must return to work.
- b) The employer or union shall contact the employee by telephone and convey the information to him.
- c) Should the employer or union fail to reach the employee by telephone, it shall send the employee a written notice, by registered mail, to his last known address.
- d) The employee shall keep the employer or union informed of his address and a telephone number where he can be reached.

15.06 Loss of right to callback: An employee's name shall be removed from the callback list in the following cases:

- a) If he voluntarily leaves his job.
- b) If he refuses a callback to perform a job consisting of more than 5 consecutive days of work.
- c) If he is dismissed for a just and sufficient reason and is not reinstated following the grievance or arbitration procedure.
- d) If the layoff exceeds the period for which he is entitled to be called back.

15.07 Maintaining right to callback: An employee maintains his right to be called back provided and for as long as he:

- a) Is receiving CSST benefits for an employment injury that occurred while working for the employer.
- b) Is on sick or accident leave other than for an employment injury, for a maximum period of 6 months in addition to his callback right, provided the employee has notified his employer of his condition.

15.08 Dispute: Any dispute concerning this division is subject to the grievance settlement procedure provided for in this collective agreement. In the event that the dispute is submitted to arbitration, the arbitrator may order the reinstatement of the employee, but may only order the reimbursement of lost salary as of the date on which the employer was notified of the dispute. Recourse to the grievance settlement procedure applies with the necessary modifications.

15.09 Special rule: Crane operator:

1) Movement of manpower: Crane operator in service of crane rental employer:

a) With respect to the movement of manpower, a priority right is granted to regular employees, based on their date of entry into the service of the employer. This priority applies in the following cases and in accordance with the following terms and conditions:

- i) The daily assignment of work during standard working hours: cranes and other equipment are assigned by the employer based on this priority right, provided an employee possesses the necessary experience with the cranes or equipment in question, and in relation to the work to be carried out.

However, an assignment as specified in the preceding paragraph may be modified for an agreed-upon period further to an agreement between the employer and the majority union group.

For the period from June to December, when a crane or piece of equipment requires the services of a second man, and the latter may be an apprentice, the employer shall prioritize an apprentice in accordance with the terms and conditions provided for in the first clause of this paragraph.

- ii) Notwithstanding Paragraph i), the employer may disregard the priority rules when an employee is regularly assigned by the employer to a crane.
- iii) Only an employee who has completed a qualification period may benefit from this priority right.

An employee who has completed 600 hours of work with the same employer

as of the date of signing of this collective agreement is considered to have completed his qualification period and his priority shall be established based on his date of entry into the service of the employer.

For employees whose names are on the priority lists dated July 1, 1999, the entry date shall correspond to the date shown on these lists.

The procedure is different for all other employees. The latter shall have completed their qualification period when they have worked 600 hours for an employer during the 12-month period following their entry into the service of the employer. Once the qualification period is finished, priority shall be established based on the qualification period termination date.

In the latter case, if an employee has not worked 600 hours with the employer during the 12-month period following his entry into the service of the employer, a new qualification period is established after the expiry of each 12-month period, or starting on the return-to-work date.

- iv) A regular employee's priority right applies only to work performed in the administrative region for his residence.

The administrative regions are those as defined under the Regulation respecting the hiring and mobility of employees in the construction industry.

- v) Notwithstanding Paragraph iv), a regular employee who, at the employer's request, agrees to work outside the administrative region for his residence or in another sector of the industry maintains and accumulates his priority in the administrative region for his residence.

- b) The employer shall keep the list up to date and shall modify the list every time employees are added or withdrawn. For authorized machines, a review shall also be carried out twice yearly: on the first working day of January and the first working day of July of each year.

Any employee whose name is added or withdrawn from the priority list has 30 days to contest the list. On the expiry of this deadline, the list shall be considered to be in compliance.

The employer shall make available to the resource person the daily assignment of work for verification purposes, within 24 hours of his request.

- c) A regular employee maintains his priority when he is absent, in the following cases:

- i) An employment injury occurring during the performance of his work for the employer in question, for 24 months from the date of occurrence of such injury.
- ii) An accident or illness other than an employment injury, for up to 24 months.
- iii) Leave without pay granted by the employer.
- iv) Maternity, parental, and preventive leave in the case of pregnancy or of a nursing mother.
- v) During the winter period, from January 1 to March 31.
- vi) To act as a trainer at a crane operator school.

- d) A regular employee loses his priority and his name is removed from the employer's list of regular employees in the following cases:

- i) When he voluntarily leaves his job.
 - ii) When he is dismissed for just and sufficient cause and is not reinstated under the grievance procedure.
 - iii) When his layoff lasts 12 or more months, including the winter period (January 1 to March 31).
 - iv) When he has not worked 120 hours during a period of 12 consecutive months.
- e) The employee loses his daily priority when he refuses a journeyman assignment from his employer.

Any crane operator who has the opportunity to work for another employer shall give notice to the employer with which he has priority, of the duration of his absence and shall obtain the prior approval of the latter, under penalty of losing his right to daily assignment of work for a period of 5 working days.

- f) In the case of layoff, employees are laid off in the reverse order of the employer's list of regular employees, in accordance with the provisions of Paragraph a) i) and ii).
- g) Employees are called back to work according to the order of the employer's list of employees, starting with the most senior employee, in accordance with the provisions of Paragraph a) i) and ii).
- h) When an employer ceases its operations, for any reason whatsoever, a regular employee shall retain the right to be called back by that employer for a period of 24 months. When the employer resumes operations under the same name, under another name or as part of a new company, the employee may demand to be put back on the regular employee list with all the rights and privileges that were conferred to him when in the service of the employer.

i) When an employer is required to assign a regular employee, it proceeds as follows, while taking into account the criteria established under this division:

i) The employer shall contact the employee by telephone.

ii) When it cannot reach the employee by telephone, it shall inform the resource person of such.

iii) Once assigned to a job, the employee may perform the job over the following days without being bumped by other regular employees. This principle remains in effect until the job in question is finished.

iv) When a service call to which a regular employee has been assigned is cancelled, the employee again becomes available on the priority list specified under Paragraph a), and he may not bump other employees who have received job assignments.

j) **Dispute settlement procedure:**

i) When a dispute arises over the application of assignment rights, the resource person as designated under Article 25.12 and the employer or the employer's representative shall first attempt to settle the dispute.

If the dispute is not settled within 24 hours, the dispute is then referred to the joint conciliation committee, which shall have a maximum of 5 days in which to settle the dispute. This is a compulsory prerequisite to the grievance settlement procedure.

ii) **Joint conciliation committee:**

A) **Role:** to settle all disputes arising over the application of assignment rights.

B) **Members:** One (1) employer who is a member of the Association des propriétaires de grues du Québec, one (1) member designated by the ACRGTQ and two (2) members designated by the union or group of unions concerned.

2) **Manpower mobility: Crane operator in service of crane rental employer:** When an employer performs work in a region other than the region where its head office or branch is located, it may use its regular employees as follows:

a) When the employer's manpower needs do not exceed 5 employees, it may transfer 2 employees from among its list of regular employees, in accordance with the rules of priority specified in Subsection 1). The other employees are hired in the region where the work is carried out, provided they possess the experience required to operate the cranes or equipment and based on the work to be performed.

b) When the employer's manpower needs exceed 5 employees, the employer may use a maximum of 15% of its manpower from among its list of regular employees, in accordance with the rules of priority specified in Subsection 1), for a minimum of 2 employees. The other employees are hired in the region where the work is carried out, provided they possess the experience required to operate the cranes or equipment and based on the work to be performed.

3) **Crane operator in service of pile setter:** In the period from May to November, when a crane or piece of equipment requires the services of a second man and the latter may be an apprentice, the employer shall give an apprentice preferential treatment. The application of this subsection shall under no circumstances prevent the employer from assigning a crane operator journeyman who has worked 500 or more hours in its service in the last 12 months.

- 4) The provisions of Subsections 1) and 2) of this Article shall not apply to work on wind turbines. However, a crane operator employed by a crane rental employer who is assigned to wind turbine work shall benefit from provincial mobility.

15.10 Special rule: Mobility: Refrigeration mechanic and elevator mechanic: In the case of work to be performed outside the employee's region of residence, the employer may assign an employee holding a journeyman competency certificate anywhere in Quebec.

In the case of work to be performed outside the employee's region of residence, the employer may assign an employee holding an apprentice competency certificate anywhere in Quebec, provided the employee has worked 3,500 hours or more for the employer in the construction industry in Quebec or elsewhere in Canada, or further to a written agreement with the majority union group.

15.11 Special rule: Mobility: Fire-protection mechanic:

- a) When a job site is located outside the region of residence of the employee, the employer may, further to an agreement with the majority union group, assign an employee holding a journeyman competency certificate anywhere in Quebec, provided the employee has worked 1,500 hours or more for the employer in the construction industry in Quebec during the first 24 months of the 26 months preceding the issuance or renewal of his competency certificate.
- b) When a job site is located outside the region of residence of the employee and the employer must hire an apprentice, the employer shall give priority to an employee holding an apprentice competency certificate residing in the region where the work is carried out who has logged 800 hours or more in his trade or to an apprentice holding a vocational studies diploma in his trade. When such employees are unavailable, the employer

may assign an employee holding an apprentice competency certificate anywhere in Quebec, provided the employee has worked 1,500 hours or more for the employer in the construction industry in Quebec, in the first 24 months of the 26 months prior to the issuance or renewal of his competence certificate.

15.12 Special rule: Mobility: Heavy equipment operator, shovel operator, heavy equipment mechanic, crane operator (except a crane operator in the service of a crane rental employer), carpenter-joiner and cement finisher assigned to sidewalk and street curb work, roofer, security systems installer, erector-mechanic (glazier), painter, interior systems installer, labourer, general helper, and the other occupations specified in Schedule B, Subschedules A) and B), with the exception of a pipe welder: With the exception of the work specified in Schedules E-1, E-2 and E-3, such employees shall benefit from provincial mobility.

Division XVI

DEPARTURE PAY

16.01 Notice of layoff:

- 1) **General rule:** Any employee who works for an employer for at least 5 working days and is laid off for 3 consecutive working days or more is entitled to written notice at least 48 hours prior to layoff.

Saturdays, Sundays, statutory holidays and compulsory annual vacations shall not be included in the notice period, unless the employee works these days.

The employer is not required to give the employee notice if it pays the employee compensation, during the last working week, equal to 8 times

his wage rate, or, in the case of a standard work week of over 40 hours, 9 times his wage rate when the standard work week is 45 hours or 10 times his wage rate when the standard work week is 50 hours, as specified in the applicable wage schedule of this agreement.

2) **Special rule: Electrician:**

- a) The provisions of Subsection 1) shall not apply to an electrician, except when such employee is assigned to maintenance and repair work.
- b) An electrician with more than 3 years continuous service with the same employer is entitled, when laid off, to compensation based on his years of continuous service, calculated as follows:
 - i) more than 3 years of continuous service: the equivalent of 16 times his hourly rate.
 - ii) more than 5 years of continuous service: the equivalent of 32 times his hourly rate.

Nevertheless, an electrician who has received such compensation when laid off, shall not be entitled, if laid off again, to departure pay for the years of service for which he has already received such compensation. He shall only be entitled to the departure pay accumulated since his last callback.

The concept of continuous service is calculated as of January 1, 1997.

3) **Special rule: Refrigeration mechanic:** In the event of a layoff, the employer shall notify the union of the employee concerned within 5 working days of the layoff.

The employer shall notify the employee in writing when he is laid off for 5 or more working days.

Depending on the number of hours worked for the employer and recorded with the Commission, this notice is as follows:

- a) 8 working hours if the employee has worked from 1 to 4,000 hours.
- b) 40 working hours if the employee has worked from 4,001 to 8,000 hours.
- c) 80 working hours if the employee has worked 8,001 hours or more.

For the purpose of the preceding paragraph, the hours worked for an employer include all hours worked for the employer from the time of hiring, even when the employee has undergone layoffs, provided the duration of such layoffs was less than 120 working days in the case of a journeyman and less than 60 working days in the case of an apprentice.

This notice does not apply to an employee who has been dismissed.

An employer that does not give the above notice or that gives insufficient notice, must pay the employee compensation equivalent to his usual wages for a period equal to the duration of the notice or the remaining notice to which the employee is entitled. Such compensation shall be paid at the time of the layoff for his last week of work.

Exclusions when calculating notice period: Saturdays, Sundays, statutory holidays and compulsory annual vacations shall not be counted in the advance notice period, unless these days are worked.

Exclusions with respect to advance notice: When an employer informs an employee in writing at the time of hiring that he is employed for work which will be shorter in duration than the length of the notice to which he would be entitled, the notice period shall be equal to the number of planned hours of work.

- 4) **Special rule: Fire-protection mechanic:**
 - a) As a special rule, an employee who is credited with over 9,500 hours as a journeyman for the same employer is entitled, in case of layoff exceeding 30 working days, to written notice of 5 working days prior to layoff.
 - b) An employer is not required to give advance notice to the employee in question, when it pays him, as compensation, the equivalent of 24 hours at his wage rate.
 - c) For other employees and employees laid off for 30 or less working days in the case specified under Paragraph a), the provisions of Subsection 1) shall apply.
 - d) For the purpose of implementing Paragraphs a) and b) hereof, the hours accumulated with the same employer are cancelled when the layoff is for a period of 90 or more working days.
- 5) **Special rule: Boilermaker, electrician (except when assigned to maintenance and repair work), millwright (industrial mechanic), supply welder, distribution welder, pipeline welder, pipe welder and pipefitter:** The provisions of this article shall not apply to these trades and occupations.

16.02 Voluntary departure: Any employee wishing to leave his job shall give his employer notice of 8 working hours.

Should an employee fail to give such notice, however, he shall not be liable to provide compensation in the form of a reimbursement.

16.03 Retrieving tools and personal belongings:

- 1) **General rule:** The employer shall allow an employee who is laid off the time needed to collect his tools and personal belongings before the end of the standard work day.

- 2) **Special rule: Boilermaker and electrician:** The employer shall allow a boilermaker or electrician who is laid off the time needed, with a 1 hour maximum, to collect his tools and personal belongings before the end of the standard work day.
- 3) **Special rule: Millwright (industrial mechanic):** The employer shall allow an employee who is laid off or who undergoes a job site transfer with the same employer the time needed, with a 30-minute minimum, to collect his tools and personal belongings before the end of the working day.
- 4) **Special rule: Supply welder, distribution welder, pipe welder, pipeline welder and pipefitter:** The employer shall allow an employee who is laid off the time needed, with a 1 hour minimum, to collect his tools and personal belongings before the end of the standard work day.

Division XVII

WAGES

17.01

- 1) **General rule:** The wage rates applicable are those appearing in Schedule D.
- 2) **Special rule:** The wage rates applicable to remote job sites, the James Bay project and hydroelectric work performed north of the 55th parallel (including Great Whale) are those appearing in Schedules D-1 and E-4.
- 2.1) **Special rule:** The wage rates applicable for job sites with bunkhouses are those appearing in Schedule D-1-A.

- 3) **Special rule:** The wage rates applicable for the installation of pipelines and natural gas and oil distribution networks are those appearing in Schedule D-2.

- 3.1) **Special rule:** The wage rates applicable for wind turbine work are those appearing in Schedule D-3.

- 4) **Special rule:** The wage rates applicable to electric power transmission and distribution lines, electric power stations, communication networks, communication towers and catenaries are those appearing in Schedules E1, E-2, E-3 and E-4.

- 5) **Weekly rate:**

- a) The hourly rate of an employee whose remuneration is established on a weekly basis is obtained by dividing the weekly remuneration by the number of hours in the standard work week of the employee.

- b) This hourly rate serves as the basic rate:

- i) when the employee does overtime.

or

- ii) when the number of hours worked by the employee is less than the number of working hours in the employee's standard week.

or

- iii) when compensation calculated based on the hourly rate is payable.

- 6) **Special rule: Welding work: Electrician, boilermaker, reinforcing steel erector, millwright (industrial mechanic), structural steel erector and ornamental ironworker:** An employee from one of these trades who performs welding work shall be paid the journeyman or apprentice rate depending on his hours of apprenticeship.

- 7) **Subdivisions:** Some trades and occupations are broken down into subdivisions for wage determination purposes as shown in Schedule C.

17.02 Payment of wages:

- 1) **Method of payment:**

- a) Wages shall be paid in full, in cash or by cheque, payable at par, no later than Thursday of each week. With the employee's consent, the employer may pay the wages through a bank transfer, before the end of the standard work day on Thursday.
- b) When Thursday or Friday is a holiday, the employee shall receive his pay no later than the preceding Wednesday, except when paid by bank transfer.
- c) When payment is made by cheque, the cheque shall be dated no later than the date of the employee's pay day.
- d) Employers shall facilitate the cashing of cheques outside working hours for any employee working outside his region.
- e) For an employee on vacation, the payment of wages is postponed to no later than Thursday of the employee's next work week.
- f) Employees working on a second shift or whose working hours are scheduled between 16:00 and 7:00 shall receive their weekly wages before the end of their working day starting on Wednesday.
- g) Wages payable to an employee who has been laid off or dismissed, or who has voluntarily left his employment shall be paid through a bank transfer or sent by the employer by registered mail to the employee's residence in accordance with the provisions of this article.

h) When an employee is laid off or dismissed, or voluntarily leaves his employment, his employer shall give him the employment termination statement on the day of his departure or shall mail this statement to the employee within the deadlines prescribed under the Employment Insurance Act at the employee's last known address.

2) **Payment location:**

- a) Wages shall be paid to the employee during working hours and on the job site.
- b) When, at the request of the employer, employees must go to the employer's office or to a place other than that where the work is done to receive their wages during working hours or outside working hours, transportation costs and the applicable wage rate for any time thus spent shall be paid by the employer.

3) **Time of payment:**

- a) When an employee does not receive his pay at the latest on Thursday before the end of the standard work day, the employer shall pay him on Friday in cash, by bank transfer or by cheque, but in the latter case, he shall allow the employee the time needed to cash his cheque before the end of the standard work day with no loss in wages.
- b) When an employee is absent on pay day, the employer shall forward the employee's pay cheque to his residence, mailing it no later than Friday, unless the employee agrees with the employer to pick it up himself at another time, or another method of payment is agreed upon.

4) **Holdback and pay period:** The pay period shall correspond to one calendar week, from Sunday 00:01 to Saturday 24:00.

An employee shall be paid on the Thursday of the week following the period worked.

However, in the case of an employee assigned to work on the James Bay project, a remote job site, and a job site located north of the 55th parallel (including Great Whale) and job sites with bunkhouses, weekly remuneration for which the employer may hold back payment shall correspond to the wages earned during the pay period preceding the payment of such wages.

5) **Overdue payment:** For any waiting period for payment of wages different from the period provided for in Subsection 3), the employee shall receive compensation equal to 2 hours straight time pay for each working day overdue, up to a maximum equal to the wages owing to him.

However, in the event of an act of God, the proof of which is incumbent upon the employer, the employee shall not receive such compensation.

For the purpose of this article, any delay that is caused by the employer, an employee thereof or a defect in its material or equipment does not constitute an act of God.

17.03 Earnings statement:

- 1) The employer shall remit to each employee, with each payment of wages, an earnings statement giving the following information in the French language:
 - a) employer's name and address.
 - b) employee's family name, given name and social insurance number.
 - c) date of payment and the work period corresponding to the payment.
 - d) number of hours worked at straight time.
 - e) number of hours worked at an increased rate.
 - f) hourly wage rate.

- g) gross amount of wages.
 - h) amount of annual vacation pay.
 - i) pay related to safety equipment.
 - j) nature and amount of each check-off, including union dues deducted.
 - k) net wage.
 - l) employer's registration number with the Commission.
 - m) employer's license number with the Régie du bâtiment du Québec.
 - n) detailed cumulative total of all pay period amounts.
 - o) cumulative total of hours, starting on April 30, 2000.
- 2) When payment is made by cheque, the earnings statement may be the cheque stub.
 - 3) The amounts checked off as union dues and amounts deducted as pension fund premiums shall be entered by the employer on T-4 and RL-1 (Relevé-1) slips along with the total of any amounts paid for safety equipment and clothing.
 - 4) The employer shall deduct from an employee's pay, any workers' fund premium amount as set when an employee becomes a participant in such a fund.
 - 5) The amounts checked off as union dues and premiums for employment insurance, the Quebec Pension Plan, a registered pension plan and/or a workers' fund shall be deducted from the employee's gross earnings before tax deductions, in accordance with current law.

17.04 Monthly report to Commission: Consultation of reports: Each representative association and the sector-based employers' association may, upon request, consult these reports. The latter shall allow the authorized representative of the organization concerned to consult such reports.

In addition, the Commission shall, at the request of the sector-based employers' association submit a memorandum of names, specifying the amounts collected, the hours worked and the amounts remitted to the AECQ for the civil engineering and roads sector each time it forwards the employer's contribution to the latter association.

17.05 Refusal to hire: An employer may not lay off or refuse to hire an employee for the sole reason that the latter refuses to carry out his work at conditions inferior to those set forth under the labour agreement. Such layoff or refusal to hire is subject to the grievance settlement procedure.

17.06 Overtime: When overtime work must be performed, an employer shall assign employees in its service already working on the job site in question to such work on a priority basis. The application of this provision shall under no circumstances hinder the employer's work on the job site.

17.07 Claim: The representative association or the union may have the Commission carry out all the recourses granted to any employee it represents under the Act and this collective agreement, without having to justify an assignment of claim by the employee concerned.

RIGHT TO WORK

18.01 Right to work: In accordance with the Act, only employees and employers may carry out the construction work governed by this collective agreement.

An employer may carry out, on its own job sites, construction work covered by this collective agreement. In this case, it shall comply with all terms and conditions of the Regulation respecting vocational training and any other requirements provided for under the collective agreement, with the exception of clauses regarding union security and union dues check-off. Should it perform work for another employer, it shall be considered an employee.

This article does not have the effect of allowing representatives of an employer not governed by the collective agreement to carry out construction work covered by the collective agreement.

18.02 Designated representative: For each corporation or partnership, only one director or shareholder holding one or more voting shares in the corporation or only one member of the partnership shall be allowed to personally carry out construction work, as a representative of the corporation or partnership. He must in such case be designated in this capacity with the Commission.

The designated representative shall not be an employee of the corporation or partnership that so designates said individual, during the term of the designation.

Any person who is not the designated representative who performs construction work for the benefit of the corporation or partnership is considered to be an employee of the corporation or partnership under this collective agreement.

Such representative is designated in accordance with the terms and conditions provided for in the Act and its regulations.

The designated representative is considered to be an employer for the purpose of applying Sections 85.5 and 85.6 of the Act.

A representative designated by a corporation or partnership may not in this capacity be an employee of another corporation or partnership.

18.03 Independent contractor:

- 1) When a professional employer hires the services of an independent contractor from the *“heavy equipment contractors”* or *“excavation and groundwork contractors”* subcategories, it shall ensure that the independent contractor is given remuneration at least equal, on an hourly basis, to the remuneration in currency and to the compensations or benefits having monetary value as determined under this collective agreement for an employee performing similar work, with the exception of the benefits provided under a complementary fringe benefit plan.
- 2) For the purpose of applying this collective agreement, the independent contractor shall receive remuneration at least equivalent to that of an employee performing similar work, and the professional employer who hires the services of an independent contractor belonging to the subcategories specified in the previous subsection, shall remunerate that contractor as such, with the exception of the benefits obtained under a complementary fringe benefit plan. It shall also submit a report to the Commission on the hours worked by the independent contractor.
- 3) Regardless of the provisions of Subsections 1) and 2), when a professional employer hires the services of an independent contractor from the *“heavy equipment contractors”* or *“excavation and groundwork contractors”* subcategories, for the performance of work on a natural gas or oil transportation pipeline, the contractor shall be considered, for the purpose of this collective agreement, to be an employee in the service of the employer once the contractor has accumulated more than five (5) days of work.

Accordingly, the provisions of this collective agreement shall apply, with the exception of the provisions of Divisions XI to XV.

18.04 Subcontracts: An employer or a professional employer may hire another professional employer on a subcontract basis. Nevertheless, the subcontractor may not, in turn, subcontract the contract without the written authorization of the employer or professional employer that awarded it the contract.

18.05 Piece work: Any written or spoken agreement between an employer and employee concerning work performed on a piecework basis, whether or not related to a system of incentives or performance bonuses, paid by the job, or for a fixed price, is prohibited, and the employer and employee concerned are liable to the corresponding fines.

Division XIX

COMPENSATIONS, TEMPORARY ASSIGNMENTS AND ATTENDANCE ALLOWANCE

19.01 Show-up pay:

1) **General rule:** Any employee who reports to work who was not notified before the end of the previous standard work day that his services would not be required is entitled to minimum show-up pay equal to five (5) hours' pay at his wage rate.

Nevertheless, if the work does not start as a result of bad weather, the employer shall not be required to pay this compensation.

If work that has already started is suspended for any reason whatsoever and its duration was for less than five (5) hours, the employee shall receive five (5) hours' pay at his wage rate minus any remuneration already earned for

work performed that same day. The employer may require that the employee remain at its disposal during the paid waiting time, and may ask him to perform any task related to his work.

Furthermore, when work cannot begin or is suspended as a result of picket lines, the employer shall not be required to pay such compensation.

2) **Special rule: Elevator mechanic:** Any employee who reports to work at the appointed time and who was not notified before 21:00 on the previous standard work day that his services would not be required or whose working hours during a day are less than five (5) hours at his wage rate or whose remuneration during a day is less than five (5) working hours at his wage rate, is entitled to be paid the equivalent of five (5) hours work at his wage rate, minus any remuneration already earned for work performed that same day. The employer may require that such employee remain at its disposal during the paid waiting time.

3) **Special rule: Crane operator in service of crane rental employer:** Any employee working on job sites located more than 120 kilometres from the branch or place of business for a period of 2 weeks or less, on a crane with a capacity of 50 or more tons, who reports to work at the appointed time and whose working hours during a day are less than 8 hours or whose remuneration during a day is less than 8 working hours at his wage rate, is entitled to be paid the equivalent of 8 hours work at his wage rate, minus any remuneration already earned for work performed that same day. The employer may require that such employee remain at its disposal during the paid waiting time.

For an employee working on a crane with a capacity of less than 50 tons, such compensation is four (4) hours at his wage rate, in accordance with the terms and conditions provided for in the preceding paragraph.

The provisions of this subsection shall not apply to wind turbine work.

- 4) **Special rules:** With the exception of work performed on the James Bay project, job sites with bunkhouses, remote job sites and hydro-electric projects north of the 55th parallel (including Great Whale), for which Subsection 1) is applicable, the following special rules shall apply:

- a) **Insulator:** Notwithstanding the second and third paragraphs of Subsection 1), an insulator who reports to a job site in the morning and who cannot begin work due to bad weather shall receive compensation equal to 1 hour at his wage rate, minus any remuneration already earned for work performed that same day.

In the case of heavy industry work, any employee required by his employer to report to a given job site on a given day, shall receive, when he cannot start work as a result of bad weather or if he works less than 2 hours for the same reason, show-up pay equal to 2 hours of work, minus any remuneration already earned for work done that same day.

Nevertheless, such employee may not refuse to work when an employer assigns him to a job where he is protected from bad weather. Moreover, the employer may require that the employee remain at its disposal during the paid waiting time.

- b) **Boilermaker:** Notwithstanding the second and third paragraphs of Subsection 1), any employee required by his employer to report to a given job site on a given day shall receive, when he cannot start work as a result of bad weather or when he works less than 2 hours for the same reason, show-up pay equal to 2 hours of work, minus any remuneration already earned for work performed that same day.

This employee may not refuse to work, however, when the employer assigns him to a job where he is protected from bad weather.

In addition, the employer may require that such employee remain at its disposal during the paid waiting time.

- c) **Electrician:** Notwithstanding the second paragraph of Subsection 1), in the case of work on bridges, on electric power transmission and distribution lines, electric power stations, communication networks, communication towers, wind turbines and catenaries and work in the heavy construction industry, when such employee is required by his employer to report to a given job site on a given day, he shall receive, when he does not start work as a result of bad weather, show-up pay equal to 2 hours. This employee may not refuse to work, however, when the employer assigns him to a job where he is protected from bad weather. In addition, the employer may require that such employee remain at its disposal during the paid waiting time.

- d) **Tinsmith:** Notwithstanding the second and third paragraphs of Subsection 1), in the case of work performed in the heavy construction industry, any employee required by his employer to report to a given job site on a given day, shall receive, when he cannot start work due to bad weather or when he works less than 2 hours for the same reason, show-up pay equal to 2 hours of work, minus any remuneration already earned for work performed that same day.

This employee may not refuse to work, however, when the employer assigns him to a job where he is protected from bad weather. In addition, the employer may require that such employee remain at its disposal during the paid waiting time.

It is understood, however, that a tinsmith shall refrain from reporting to his job when the weather is bad 1 hour before the beginning of the standard work day.

e) **Reinforcing steel erector, structural steel erector and ornamental ironworker:**

Notwithstanding the second and third paragraphs of Subsection 1), any such employee who reports to a job site in the morning and who cannot begin work due to bad weather shall receive compensation equal to one and a half (1½) hour's pay at his wage rate, minus any remuneration already earned for work performed that same day.

The employee shall remain at the employer's disposal for a total duration of 2 hours.

If, however, the employee can start working before the expiry of the 2 hour period, he shall receive compensation equal to his waiting time up to 2 hours, at his wage rate, minus any remuneration already earned for work performed that same day.

This employee may not refuse to work, however, when the employer assigns him to a job where he is protected from bad weather.

However, for an employee assigned to work in the heavy construction industry, such compensation is equal to 2 hours' pay, at his wage rate, minus any remuneration already earned for work performed that same day.

Nevertheless, the employee may not refuse to work when an employer assigns him to a job where he is protected from bad weather. Moreover, the employer may require that the employee remain at its disposal during the paid waiting time.

- f) **Crane operator:** Notwithstanding the second and third paragraphs of Subsection 1), and unless Subsection 3) applies, in the case of work performed in the heavy construction industry, any employee required by his employer to report to a given job site on a given day, shall receive, when he cannot start work due to bad weather or when he works less than 2 hours for the same reason, show-up pay equal to 2 hours of work,

minus any remuneration already earned for work performed that same day. This employee may not refuse to work, however, when the employer assigns him to work where he is protected from bad weather. In addition, the employer may require that such employee remain at its disposal during the paid waiting time.

- g) **Millwright (industrial mechanic):** Notwithstanding the second and third paragraphs of Subsection 1), any employee required by his employer to report to a given job site on a given day, shall receive, when he cannot start work due to bad weather or when he works less than 2 hours for the same reason, show-up pay equal to 2 hours of work, minus any remuneration already earned for work performed that same day. This employee may not refuse to work, however, when the employer assigns him to work where he is protected from bad weather. In addition, the employer may require that such employee remain at its disposal during the paid waiting time.

- h) **Refrigeration mechanic and fire-protection mechanic:** Notwithstanding the second and third paragraphs of Subsection 1), any employee who reports to work at the time agreed upon with the employer, who cannot begin work due to bad weather, shall receive compensation equal to 1 hour's pay at his wage rate, minus any remuneration already earned for work performed that same day.

However, for an employee assigned to work in the heavy construction industry, this compensation is equal to 2 hours' pay at his wage rate, minus any remuneration already earned for work performed that same day.

This employee may not refuse to work, however, when the employer assigns him to a job where he is protected from bad weather or supplies him with a rain suit. In addition,

the employer may require that such employee remain at its disposal during the paid waiting time.

i) **Interior systems installer:** Notwithstanding the second and third paragraphs of Subsection 1), in the case of work carried out in the heavy construction industry, any employee required by his employer to report to a given job site on a given day shall receive, when he cannot start work due to bad weather or when he works less than 2 hours for the same reasons, show-up pay equal to 2 hours of work, minus any remuneration already earned for work performed that same day. This employee may not refuse to work, however, when the employer assigns him to a job where he is protected from bad weather. In addition, the employer may require that such employee remain at its disposal during the paid waiting time.

j) **Supply welder, pipe welder and pipefitter:** Notwithstanding the second paragraph of Subsection 1), any such employee who reports to a job site who cannot start work due to bad weather, shall receive compensation equal to 2 hour's pay at his wage rate, minus any pay already earned for work performed that same day. This employee may not refuse to work, however, when the employer assigns him to a job where he is protected from bad weather. In addition, the employer may require that such employee remain at its disposal during the paid waiting time.

5) **Special rule: Roofer:** The provisions of the third paragraph of Subsection 1) do not apply to roofers.

19.02 Work preparation: Special rule: Electric power transmission and distribution lines, electric power stations, communication networks, communication towers and catenaries:

1) Notwithstanding Article 19.01, when for any reason work is cancelled or stopped and an employee was not notified before the end of his previous work day that his services would not be required, the employee shall receive compensation corresponding to the number of hours cancelled or stopped for up to 3 hours, plus 1 hour for work preparation, at his wage rate, in addition to the hours worked before or after the work was cancelled or stopped. The employee must remain at the employer's disposal during the same period and perform any task related to his work.

2) **Special compensation: Electric power transmission and distribution lines, electric power stations, communication networks, communication towers and catenaries:**

a) **Employee lodging outside employer's job sites with bunkhouses (camps):** Unless there is an agreement with the majority union group representatives, when such employee reports to the meeting point closest to the job site, as determined by the employer for going to work in the morning and returning from work in the evening, such time shall constitute work preparation time.

The meeting point where the employee parks his personal vehicle as well as the access road shall be in good condition and well maintained.

The time (round trip) required to travel between the meeting point and the work location shall be considered work preparation time and shall be paid at the employee's wage rate.

b) **Employees lodged in bunkhouses (camps):** When such employee reports to the transportation vehicle point as determined by the employer, in the bunkhouse (camp) location where the employee is lodged, he is considered to have reported to work.

The time (round trip) required to travel between the meeting point and the work location shall be considered work preparation time and shall be paid at the employee's wage rate.

- c) **Remuneration for work preparation time for employees assigned to work on electric power transmission and distribution lines, electric power stations, communication networks, communication towers and catenaries:** For employees covered by Schedules E-1, E-2, E-3 and E-4, with the exception of electricians, the employer shall pay employees assigned to the above work, compensation equal to 1 hour's pay at the regular rate per day of scheduled work, including the employer's contribution to fringe benefits, and deduct from the employee's pay the employee's contribution for fringe benefits, in addition to any remuneration for hours actually worked, provided the employee shows up for each day of scheduled work.

Subject to Paragraphs a) and b), these employees shall, during the above-mentioned period of time, help out the crew or group leader, and see to driving the truck, filling up the vehicle with gas, and repairing and preparing any equipment required, before and after the start and finish of the working day.

This paragraph does not apply to an electrician, in whose case, preparation time shall be considered having reported to work.

For electricians and other employees not mentioned in Schedules E-1, E-2, E-3 and E-4, the employer shall pay employees assigned to the above work, compensation equal to 1 hour's pay at the regular wage rate per day of scheduled work, in addition to remuneration for hours actually worked, provided the employee shows up for each day of scheduled work.

- d) **Single application:** Article 23.11 shall not apply when Paragraph (c) hereof is applicable.

- e) **Work preparation and travelling time:** The compensation paid for travelling time under Paragraphs a) and b) and the compensation paid for work preparation and reporting to work under Paragraphs (c) and (d) shall not be cumulative. Of the two compensation amounts, only the one that is the most advantageous to the employee shall apply.

- 3) The provisions of Subsection 1) do not apply to electricians.

19.02.1 Work preparation: Special rule: Wind turbines:

For employees assigned to work relating to the erection of wind turbines or work on roads serving exclusively for wind turbines, with the exception of electricians, the employer shall pay compensation equal to 1 hour's pay at the regular wage rate per day of scheduled work, including the employer's contribution to fringe benefits, and deduct from the employee's pay the employee's contribution for fringe benefits, in addition to any remuneration for hours actually worked, provided the employee shows up for each day of scheduled work. Subject to the last paragraph, these employees shall, during the above-mentioned period of time, help out the crew or group leader, and see to driving the truck, filling up the vehicle with gas, and repairing and preparing any equipment required, before and after the start and finish of the working day.

For an electrician assigned to wind turbine erection work, preparation time shall be considered having reported to work. In such case, the employer shall pay compensation equal to 1 hour's pay at the regular wage rate per day of scheduled work, in addition to remuneration for hours actually worked, provided the employee shows up for each day of scheduled work.

However, the travelling time from the meeting point determined by the employer to the job site, payable under Subsection 2) of Article 24.04 and the compensation provided for under this article shall not be

cumulative. Of the two (2) provisions, only the one that is the most advantageous to the employee shall apply.

19.03 Show-up pay: Special rule for natural gas and oil transportation pipeline installation work:

- 1) An employee who has started work must receive show-up pay equal to five (5) hours' pay at his wage rate, minus any remuneration already earned for work performed when less than five (5) hours are actually worked.

If more than five (5) hours are actually worked, the employee shall receive show-up pay equal to four (4) hour's pay at his wage rate minus the number of hours worked in addition to these first five (5) hours.

This subsection applies when an employee works overtime paid at the overtime rate or when he receives a shift premium.

Nevertheless, this article does not apply if the employee leaves work of his own volition.

- 1.1) **Exception: Pipeline welder, pipe welder and pipefitter:** An employee who has started work must receive show-up pay equal to five (5) hours' pay at his wage rate, minus any remuneration already earned for work performed when less than four (4) hours are actually worked.

If more than four (4) hours are actually worked, the employee shall receive, in addition, show-up pay equal to the working hours normally scheduled.

This subsection applies when an employee works overtime paid at the overtime rate or when he receives a shift premium.

Nevertheless, this article does not apply if the employee leaves work of his own volition.

- 2) An employee who, at the request of the employer, remains at the latter's disposal before the start of the working day, whether at the meeting point or the work location, shall be paid his wage rate for such waiting time.

When, following this, the employee actually starts work, the waiting time shall be included in the hours of compensation provided for in Subsection 1).

- 3) **Reporting to work in case of natural gas and oil transportation pipeline installation work:**

- a) **Employee lodging outside employer's job sites with bunkhouses (camps):**

When such employee reports to the meeting point closest to the job site, as determined by the employer for going to work in the morning and returning from work in the evening, the employee is considered to have reported to work.

The time (round trip) required to travel between the meeting point and the work location shall be considered travelling time and shall be paid at the employee's wage rate.

- b) **Employees lodged in bunkhouses (camps):** An employee who reports to the transportation vehicle or meeting point, as determined by the employer, in the bunkhouse location is considered to have reported to work.

The time (round trip) required to travel between the meeting point and the work location shall be considered travelling time and shall be paid at the employee's wage rate.

- c) **Remuneration for reporting to work:** The employer shall pay every employee performing pipeline work, with the exception of an employee who drives the vehicle used to transport the employees, who is paid one

(1) hour at the applicable wage rate, compensation equal to one (1) hour's pay for each day of scheduled work, plus any remuneration for hours actually worked, provided the employee reports to work on each scheduled day.

d) Nevertheless, compensation for travelling time and compensation for reporting to work shall not be cumulative. Of the two (2) compensation amounts, only the one that is the most advantageous to the employee shall apply.

4) **Exception: Reporting to work in the case of pipefitters and pipeline welders assigned to natural gas and oil transportation pipeline installation work:**

a) When an employee reports to the meeting point closest to the job site, as determined by the employer for going to work in the morning and returning from work in the evening, the employee shall be considered reporting to work.

b) The time (round trip) required to travel between the meeting point and the work location shall constitute travelling time and shall be paid at the employee's wage rate.

5) **Exception: Compensation for bad weather and temporary job site shutdown: Pipe welder, pipeline welder and pipefitter assigned to natural gas and oil transportation pipeline installation work:**

a) Such employee shall be entitled to, in addition to the compensation provided for in Subsection 3) of this article and Article 24.16 3), compensation equal to 5 hour's pay at his applicable wage rate for each day the employee cannot start work due to bad weather.

b) An employer who temporarily shuts down his job site for any reason whatsoever shall

pay such employee, in addition to the compensation specified in Article 24.16 3), compensation equal to 5 hour's pay at his wage rate for each day an employee cannot work.

The preceding paragraph shall also apply for statutory holidays when the employee remains at the disposal of his employer.

6) **Exception: Special compensation for pipe welder, pipeline welder and pipefitter assigned to natural gas and oil transportation pipeline installation work:**

a) When such employee must, at an employer's request, take a pipeline qualification test, he is entitled, in addition to the compensation provided for in Subsection 3), to minimum pay of 8 hours at his wage rate for each day of the qualification test.

b) When such employee passes the qualification test, he shall receive, in addition to the compensation specified in Article 24.16 3), compensation equal to 5 hours' pay at his wage rate for each day of waiting corresponding to a day normally worked, until he is assigned to work on a job site.

19.03.1 Special rule: Distribution welder, pipe welder and pipefitter: Work on natural gas distribution system:

1) **Remuneration for reporting to work:** The provisions of Article 19.03, Subsection 3) shall apply to such employee when he is assigned to work on a natural gas distribution system.

2) **Show-up pay:** Any such employee who has started work must receive compensation equal to 5 hours' pay at his wage rate, minus any remuneration already earned for work already performed when less than four (4) hours are actually worked.

If more than four (4) hours are actually worked, the employee shall receive, in addition, compensation equal to the working hours normally scheduled.

This subsection applies when an employee works overtime paid at the overtime rate or when he receives a shift premium.

Nevertheless, this article does not apply if the employee leaves work of his own volition.

- 3) **Special compensation:** When such employee must, at an employer's request, take a qualification test for work on a natural gas distribution network, he is entitled, in addition to the compensation provided for in Subsection 1) of this article, to minimum remuneration of eight (8) hours' pay at his wage rate for each day of the qualification test.

Moreover, when such employee passes the qualification test, he shall receive compensation equal to 5 hours' pay at his wage rate for each day of waiting corresponding to a day normally worked, until he is assigned to work on a job site.

- 4) **Compensation for bad weather and temporary job site shutdown:**
- a) Such employee shall be entitled to, in addition to the compensation provided for in Articles 19.03 3) and 24.16 2), compensation equal to 5 hour's pay at his applicable wage rate for each day the employee cannot start work due to bad weather.
- b) An employer who temporarily shuts down his job site for any reason whatsoever shall pay such employee, in addition to the compensation specified in Article 24.16 2), compensation equal to 5 hour's pay at his wage rate for each day an employee cannot work.

The preceding paragraph shall also apply for statutory holidays when the employee remains at the disposal of his employer.

19.03.2

- 1) **Special rule: Work on natural gas supply networks: Remuneration for reporting to work: Supply welder, pipe welder, pipefitter and gas fitter:** The employer shall pay such employee, with the exception of an employee who drives the vehicle used to transport the employees, who shall receive half (1/2) an hour's pay at the applicable wage rate, compensation equal to half (1/2) an hour's pay for each day of scheduled work, plus any remuneration for hours actually worked, provided the employee reports to work on each scheduled day.
- 2) **Special compensation:** When such employee must, at an employer's request, take a qualification test for work on natural gas supply networks, he is entitled, in addition to the compensation provided for in Subsection 1) of this article, to minimum remuneration of 8 hours' pay at his wage rate for each day of the qualification test.

19.04 Temporary assignments:

- 1) **Greater benefits:** An employee who must finish a job begun during a standard daily work period for which a lower wage rate is applicable shall continue to receive his own wage rate. An employee who, during a day's work, performs work other than the work of his trade, specialty or occupation, for which a higher wage rate is provided, shall be paid the higher wage rate for the entire time he performs such work.

The preceding paragraph shall not apply to a crane operator in the service of an employer who specializes in crane rental.

This subsection shall not have the effect of allowing the employer to assign an employee or allowing the employee to perform work in a trade, specialty or occupation, for which he does not hold the appropriate competency certificate.

- 2) **Restriction:** An employer who, pursuant to Subsection 1), assigns an employee to perform

work other than that of his trade, specialty or occupation, may not lay off the employee who was performing such work.

- 3) **Special rule: Heavy equipment operator:** The employer shall at no time assign an employee to work for which he does not hold the journeyman's competency certificate as required by law or under the Regulation respecting vocational training.
- 4) **Special rule: Boilermaker:** Any employer whose work involves building machinery or production machinery who hires an employee holding more than 1 competency certificate, may not have him perform a boilermaker's duties, when the employee has not been hired to perform these duties.
- 5) **Special rule: Crane operator: Temporary manpower: Double employment:** Any employer whose work involves building machinery or production machinery who hires an employee holding more than 1 competency certificate, may not assign him to crane operator duties, when the employee has not been hired to perform these duties.

Nevertheless, further to an agreement with the majority union group, the employer may temporarily assign an employee to crane operator duties.

19.05 Callback:

- 1) **General rule:** Any employee who has left his work and is called back outside of standard hours without having been notified before the end of his working day, shall receive a minimum of two (2) hours' pay, at the applicable wage rate, provided these hours do not immediately precede his standard working hours. The employer pays the equivalent of one (1) hour straight time for the time spent going to and from work.

- 2) **Special rule: Maintenance and repairs: Elevator mechanic:** Notwithstanding Subsection 1), for maintenance and repair work, such employee shall receive a minimum of two (2) hours' pay at the applicable wage rate. The employer shall pay the equivalent of one (1) hour at the applicable wage rate for the time spent going to and from work.
- 3) **Special rule: Electric power transmission and distribution lines, electric power stations, communication networks, communication towers and catenaries:** An employee who, at the employer's request, reports to work for a client outside normal working hours shall receive, in addition to the remuneration to which he is entitled under Paragraph c) of Subsection 2) of Article 19.02, a minimum of four (4) hours' pay at the applicable wage rate, provided these hours do not immediately precede or follow standard working hours.

The preparation pay provided for in Article 19.02, Subsection 2) Paragraph c) is payable only once every twenty-four (24) hours.

The provisions of this paragraph do not apply to electricians.

- 4) **Special rule: Security systems installer:** A security systems installer who has left his work and is called back to work outside of his standard hours without having been notified at the end of his working day, shall receive minimum pay of two (2) hours double time, provided these hours do not immediately precede or follow his standard working hours.

19.06 Service calls: Employees on call:

- 1) **Refrigeration mechanic:** The employer shall draw up a list of employees available to answer service calls outside of standard working hours. Employees on the list shall answer these calls on a rotational basis.

Any employee who agrees to be entered on the list shall be on call to answer service calls for a period of seven (7) days or the equivalent.

An employee who is on call shall receive weekly, a minimum of three (3) hours' pay at his wage rate from Monday to Sunday and one (1) hour's pay at his wage rate on statutory holidays.

An employee who must answer a service call outside standard working hours or outside the standard work week shall be paid starting from his residence in accordance with the provisions of Article 22.01 in addition to the compensation provided for under this article. Travelling time shall not apply under these conditions.

For the purposes of the preceding paragraph and Article 22.01, Boxing Day and the day after New Year's Day are considered statutory holidays and any hours worked on these days are paid double time.

- 2) **Security systems installer:** The employer draws up the list of employees who shall answer service calls on a rotational basis.

Any employee who is assigned on a regular basis to maintenance and repair work shall participate in this system and shall be available to answer service calls. An employee, however, is not required to be on call for more than two (2) periods in the same month. These two periods shall not exceed a total of fifteen (15) days.

An employee who is on call but does not receive a service call shall be paid, daily, one half (1/2) hour at his wage rate from Monday to Friday and one (1) hour at his wage rate on Saturdays, Sundays and statutory holidays. An employee who must answer a service call shall be paid double time for the time spent performing the work (including travelling time) and shall benefit from the compensation provided for in this paragraph.

However, an employee on call who manages to resolve the problem by telephone without leaving home is paid double time for three quarters (3/4) of an hour. The employer may require that the employee leave home to resolve the problem. In the case of service by telephone, an employee cannot earn more than ten (10) hours' pay (at the increased rate) within an eight (8)-hour availability period.

In addition, an employee entered on the service call list may not be scheduled to work during the entire first weekend preceding his vacation or the entire last weekend following his vacation.

- 3) **Elevator mechanic:** An employer may draw up a list of available employees to answer service calls outside of standard working hours.

Any employee who is assigned on a regular basis to maintenance work shall participate in this system and shall be on call at all times to answer service calls.

The employer draws up the list of employees who shall be on call on a rotational basis, as follows:

The list shall be posted fifteen (15) days in advance of the employee's planned availability date.

The name of the employee shall not be entered on the list during his vacations or during the first weekend preceding his vacations.

An employee entered on the list may have himself replaced at any time, provided he finds a replacement and notifies his immediate superior of the name of the person that will be replacing him at least four (4) hours prior to his planned availability period.

An employee may not be on the availability list for two (2) consecutive weekends.

An employee who is on call but does not receive a call, shall receive daily, one (1) hour's pay at

his wage rate from Monday to Friday and two (2) hours' pay at his wage rate on Saturdays, Sundays and statutory holidays.

An employee who must answer a service call shall be paid in accordance with the provisions of Subsection 22.02 2) for the time spent performing the work and he benefits from the compensation provided for in the fourth paragraph.

For any service call performed within a 30-kilometre radius of the Mount Royal cross in the greater Montreal region or Château Frontenac in the Quebec City region, an employee shall be paid \$0.40 per kilometre travelled (round trip) between his home, located within this radius, and the job site. When the employee's home is located outside this radius, he is entitled to the same compensation for all kilometres travelled (round trip) between the point in this radius the closest to his home and the job site.

For any service call performed outside a 30-kilometre radius of the Mount Royal cross in the greater Montreal region or Château Frontenac in the Quebec City region, an employee shall be paid \$0.40 per kilometre travelled (round trip) between his home, located within this radius, and the job site. When the employee's home is located outside this radius, he is entitled to the same compensation for all kilometres considered travelled (round trip) between the Mount Royal cross or Château Frontenac and the job site.

For the purpose of the sixth and seventh paragraphs, the employee's residence is as specified under Article 24.05 of the collective agreement.

19.07 Attendance allowance:

- 1) **Special rule: Boilermaker:** Any employee who works for an employer for six (6) or more days shall receive an attendance allowance equal to four (4) straight time hours at his wage rate in his last week of pay. Such attendance allowance shall be equal to eight (8) straight

time hours at his wage rate when the work for the employer lasts for more than thirty (30) days. One of these two (2) allowances shall be payable to the employee, except in the case of voluntary departure or dismissal.

- 2) **Special rule: Electrician:** Any employee who works for an employer for six (6) or more days shall receive an attendance allowance equal to four (4) straight time hours at his wage rate in his last week of pay. Such attendance allowance shall be equal to eight (8) straight time hours at his wage rate when the work for the employer lasts for more than thirty (30) days. One of these two (2) allowances shall be payable to the employee, except in the case of voluntary departure or dismissal.

This provision shall not apply when the employee is assigned to maintenance and repair work. In such case, the terms and conditions of Article 16.01, Subsection 1) shall apply.

- 3) **Special rule: Millwright (industrial mechanic):** Any employee, who works for an employer for six (6) or more days shall receive an attendance allowance equal to four (4) straight time hours at his wage rate in his last week of pay. This allowance shall be payable to the employee, except in the case of voluntary departure or dismissal.
- 4) **Special rule: Supply welder, distribution welder, pipeline welder, pipe welder and pipefitter:** Any employee who works for an employer for six (6) or more days shall receive an attendance allowance equal to four (4) straight time hours at his wage rate in his last week of pay. Such attendance allowance shall be equal to eight (8) straight time hours at his wage rate when the work for the employer lasts for more than thirty (30) days. One of these two (2) allowances shall be payable to the employee, except in the case of voluntary departure or dismissal.

COMPULSORY ANNUAL VACATIONS, STATUTORY HOLIDAYS, SICK LEAVE AND RELATED PAY

20.01 Compulsory annual vacations: Every year, all employees are entitled to four (4) weeks of compulsory annual vacation, to be taken as follows:

- 1) **Summer:** All construction job sites shall be closed during the last 2 full calendar weeks of the month of July and more specifically between the following dates:
 - 00:01, July 15, 2007 to 24:00, July 28, 2007
 - 00:01, July 20, 2008 to 24:00, August 2, 2008
 - 00:01, July 19, 2009 to 24:00, August 1, 2009
- 2) **Winter:** All construction job sites shall be closed for 2 full weeks for the Christmas and New Year's holiday period and, more specifically, between the following dates:
 - 00:01, December 23, 2007 to 24:00, January 5, 2008
 - 00:01, December 21, 2008 to 24:00, January 3, 2009
 - 00:01, December 20, 2009 to 24:00, January 2, 2010
- 3) **Special rule:** An employee who is assigned to work as defined in Articles 21.06 and 21.07 shall be entitled to 2 weeks compulsory annual summer vacation between May 1 and October 31 of each year upon agreement with the employer, provided the latter is not deprived of more than 25% of its manpower for that trade, specialty or occupation, simultaneously on the same job site. An employee who takes advantage of this paragraph must notify the employer at least 10 working days before his departure date.

Should no agreement be reached, the employee shall be entitled to take the last week of vacation, as specified in Subsection 1). Furthermore, the employer shall take the employee back into its service at the end of his vacation if there is work in his trade, specialty or occupation.

The provisions of this subsection shall also apply to the construction of new viaducts and wind turbine work.

- 4) **Special rule: Work on natural gas and oil transportation pipelines, natural gas distribution systems and natural gas supply systems:** Any employee assigned to the above work is not entitled to the annual summer vacation.
- 4.1) **Special rule: Methane terminal:** An employee assigned to the work specified in Articles 21.06, 21.07 and 21.09 regarding the construction of a methane terminal shall not be entitled to the annual summer vacation.

This provision shall also apply to the formwork and concrete work on storage tank foundations.
- 5) **Special rule:** An employee who is assigned to work on a remote job site, the James Bay project or a hydroelectric project north of the 55th parallel (including Great Whale) is not entitled to compulsory annual vacations.
- 6) **Special rule: Refrigeration mechanic:** Unless he chooses another period that is agreed to by the employer, an employee assigned to servicing and maintenance work on refrigeration and air-conditioning systems shall take his annual summer vacation during the summer period and winter vacation during the winter period, provided his employer is not deprived of more than 25% of its employees. The employer shall notify the Commission of the dates of such vacations.
- 7) **Special rule: Elevator mechanic: Repair, modernization and maintenance work:** An employee assigned to elevator servicing and

maintenance work, may take his annual vacation at any time of year, provided his employer is not deprived of more than 25% of its employees.

Subject to the limitations specified under Subsections 1) and 2), an employee shall take a minimum of four (4) weeks of vacation. The employer shall notify the Commission and the union of the dates of these vacations.

Any employee may take an additional week of vacation without pay from October 1 of one year to April 30 of the following year, further to an agreement with the employer. The employer may not be deprived of more than 25% of its employees from the same job site working at the same time on the same job site. The employer shall be notified at least 10 working days before the employee's departure date. This vacation may not be taken during the week preceding or following the winter holiday period.

An employee may not take more than four (4) weeks of vacation consecutively.

- 8) **Special rule: Fire-protection mechanic:** Emergency work: An employee who agrees to perform emergency work on a fire protection system during the compulsory summer and winter vacation periods, may take his vacation at any time of year. The employer shall notify the Commission and the majority union group of the dates of such vacations, which the employee must take.
- 9) **Special rule: Electric power transmission and distribution lines, electric power stations, communication networks, communication towers and catenaries:** All employees are entitled to compulsory annual vacations yearly, as follows:
- a) **Summer:** All construction job sites shall be closed for two (2) full calendar weeks during the summer period and more specifically between the following dates:

- 00:01, July 15, 2007 to 24:00, July 28, 2007
- 00:01, July 20, 2008 to 24:00, August 2, 2008
- 00:01, July 19, 2009 to 24:00, August 1, 2009

- b) The summer vacation does not apply to employees assigned to the work specified in this subsection who work on the James Bay project, remote job sites and job sites located north of the 55th parallel.
- c) **Optional vacation:** An employee assigned to the work specified in this subsection may take a third week of vacation at any time of the year, provided the employer is not deprived of more than 25% of its employees at the same time on the same job site. Any employee who takes advantage of this provision, shall notify his employer at least 10 working days prior to his departure date.
- e) **Winter vacation:** An employee assigned to the work specified in this subsection is not entitled to the winter vacation specified in Subsection 2). Nevertheless, the employer is not required to keep its job sites open during this period. Division XVI does not apply to this period, unless it coincides with the end of a job site.

- 10) **Watchman:** Notwithstanding Subsections 20.02 and 20.03, watchmen, at the express request of their employer, shall stay at work during the compulsory annual vacation weeks and are paid their wage rate during such time. The employer shall notify the Commission as to when these employees will take their annual vacations.
- 11) **Special rule: Security systems installer:** Such employee may take his annual vacations outside the periods specified in Subsections 1) and 2).

In this case, the employee shall notify his employer in writing between March 1 and 15 of his choice of annual vacation for the two (2)

weeks specified in Subsection 1) of this article. As regards the annual vacation specified in Subsection 2), the employee shall notify his employer in writing thereof between April 1 and 15.

Choice of annual vacations is based on length of continuous service with the employer, and priority is granted to the employee who has accumulated the most continuous service.

Any employee who has not informed his employer of his annual vacation preferences shall take said vacations during the remaining available vacation periods.

The employer shall provide written confirmation of vacation dates to an employee no later than May 1 and shall notify the Commission thereof before May 15 of each year.

When an employer does not comply with the provisions of the preceding paragraph, an employee may take his annual vacation during the periods specified in Subsections 1) and 2).

The employee shall at no time be deprived of more than 25% of his employees connected to the same establishment.

- 12) **Special rule: Erector-mechanic (glazier):** Unless he chooses another period that is agreed to by the employer, an employee assigned to servicing and maintenance work shall take his annual summer vacation during the summer period and winter vacation during the winter period, provided his employer is not deprived of more than 25% of its employees. The employer shall notify the Commission of the dates of such vacations.

- 13) **Optional vacation:** An employee may take an additional week of vacation without pay between October 1 of one year and April 30 of the following year, further to an agreement with the employer. The employer may not be deprived of more than 25% of its employees in a trade, specialty or occupation at the same time on the same job site. The employer shall

be notified at least 10 working days prior to the employee's departure date. Also, the employer shall take the employee back into its service following the employee's vacation, when there is work available in his trade, specialty or occupation.

- a) **Special rule: Electrician:** An electrician may take 2 additional weeks of vacation without pay outside the compulsory vacation periods, provided the employer is not deprived of more than 25% of its employees at the same time on a job site. The employer shall be notified at least 10 working days prior to the employee's departure date.
- b) **Special rule: Refrigeration mechanic:** Further to an agreement with the employer, an employee may take an additional week of vacation at any time of the year, provided the employer is not deprived of more than 25% of its employees at the same time. Any employee who takes advantage of this paragraph, shall notify his employer at least 10 working days prior to his departure date.
- c) **Special rule: Security systems installer:** A security systems installer may take 1 additional week of vacation without pay outside the compulsory vacation periods, provided the employer is not deprived of more than 25% of its employees from this trade at the same time on a job site. The employer shall be notified at least 30 days prior to the employee's departure date.
- d) **Special rule: Security systems installer:** An employee entered on the availability list for service calls may not be scheduled to work during the entire first weekend preceding his vacation (summer or winter) or the entire last weekend following his vacation.

20.02 Forbidden work and permitted work during compulsory annual vacations: No person governed by the collective agreement may perform or order

any work performed during the compulsory annual vacation weeks, unless such work is emergency, repair or maintenance work.

Notwithstanding the first paragraph of this article and Article 20.01, in the case of renovation and alteration work, the employees and the employer on a job site may agree to move the compulsory vacation periods. The Commission shall be notified without delay of such agreement.

Unless he chooses another period approved by the employer, the employee then takes 2 continuous weeks of compulsory annual vacation during the 6-week period in which the 2 weeks provided for in Article 20.01, Subsection 1) occur and 2 continuous weeks during the 6-week period in which the 2 weeks provided for in Article 20.01, Subsection 2) occur.

20.03

- 1) **Repair and maintenance work during compulsory annual vacations:** In the case of repair and maintenance work during the compulsory annual vacations, any employee who agrees to carry out such work shall receive minimum pay equal to 40 hours of work per week at his wage rate, subject to the daily and weekly limits as specified in Division XXI. This subsection does not apply to security system installers, refrigeration mechanics, elevator mechanics and fire-protection mechanics.
- 2) **Repair and maintenance work during compulsory annual vacations: Electric power transmission and distribution lines, electric power stations, communication networks, communication towers and catenaries:** When repair and maintenance work is carried out during a compulsory annual vacation, any employee who agrees to perform such work is entitled to minimum remuneration equivalent to 40 hours of work per week at his wage rate, and, unless a different agreement is reached with the majority union group representatives, the standard work day is 8 hours.

20.04 Special rule: Insulator: Annual vacations: In the case of renovation, alteration, maintenance and repair work, an employee who agrees to perform such work shall take 2 consecutive weeks of compulsory annual vacation at another time of year further to an agreement with the employer. When an agreement is not reached, the employee takes his annual vacation weeks in the period specified in the third paragraph of Article 20.02.

20.05 Emergency work during compulsory annual vacations:

- 1) **General rule:** When emergency work is carried out during the compulsory annual vacation periods, the employer may call back an employee who is willing to perform this work. The employee shall be paid double time. The employer shall report this to the Commission.
- 2) **Special rule: Fire-protection mechanic:** An employee on annual vacation who is called back to perform emergency work is paid double time.
 - a) No person subject to this collective agreement may perform work or have work performed during compulsory annual vacations, except in the case of emergency work, unless there is an agreement in writing between the employer and the majority union group, in which case the standard hours worked are paid at the employee's wage rate and his vacation is postponed to a later date further to an agreement between the employer and the employee. In case of disagreement, the procedure specified in the third paragraph of Article 20.02 shall apply.

The employer shall send the Commission a copy of the agreement.

20.06 Statutory holidays:

- 1) a) The following days are statutory holidays:
New Year's Day, Good Friday, Easter Monday, Journée nationale des Patriotes

(Victoria Day), Canada Day, Labour Day, Thanksgiving Day, Remembrance Day and Christmas Day.

- b) For the term of the collective agreement, the statutory holidays that do not correspond to the compulsory annual vacation periods are taken as follows:

Good Friday:
March 21, 2008
April 10, 2009
April 2, 2010

Easter Monday:
March 24, 2008
April 13, 2009
April 5, 2010

Journée nationale des Patriotes
(Victoria Day):
May 21, 2007
May 19, 2008
May 18, 2009

Canada Day:
July 2, 2007
June 30, 2008
June 29, 2009

Labour Day:
September 3, 2007
September 1, 2008
September 7, 2009

Thanksgiving Day:
October 8, 2007
October 13, 2008
October 12, 2009

Remembrance Day:
November 12, 2007
November 10, 2008
November 9, 2009

For job sites with bunkhouses, remote job sites, the James Bay project and hydroelectric projects north of the 55th parallel (including Great Whale), Canada Day on June 30, 2008 may be moved to June 23, 2008.

- c) **National Holiday Act:** The Fête nationale (National Holiday), or Fête de la Saint-Jean-Baptiste (Saint John the Baptist Day), is a statutory holiday for all employees, without exception. This statutory holiday is taken pursuant to the National Holiday Act (R.S.Q., c. F-1.1) and remuneration for such holiday is the compensation as specified.

- 2) **Special rule: Elevator mechanic:** When New Year's Day or Christmas Day falls on a Saturday or Sunday, an employee assigned to work on one of these days may take his holiday on Friday or Monday.
- 3) **Special rule: Security systems installer assigned to maintenance and repair work:** When a statutory holiday coincides with a planned non-working day in the work schedule for such employee, the statutory holiday shall be moved to the first working day preceding or following such statutory holiday.

20.07 Compulsory annual vacation pay and statutory holiday pay:

- 1) **Amount:** At the end of each week, the employer shall credit each employee with 12% of the wages earned during that week, as compulsory annual vacation pay, statutory holiday pay and sick leave pay, consisting of 6% for compulsory annual vacations, 5.5% for statutory holidays and the remainder for sick leave. This percent shall be raised to 12.5% as of April 27, 2008 and 13% as of April 26, 2009.
- 2) **Employer's obligation:** The employer shall forward to the Commission with its monthly report the amounts so credited to each of its employees.

- 3) **Reference period:** There are 2 reference periods:
- a) First period: from January 1 to June 30.
 - b) Second period: from July 1 to December 31.
- 4) **Payment of compulsory annual vacation pay and statutory holiday pay:**
- a) The Commission shall pay an employee the amount collected for the first reference period by means of a cheque mailed to the last known address of the employee concerned, within the last 8 days of the month of November of the current year.
 - b) The Commission shall pay an employee the amount collected for the second reference period by means of a cheque mailed to the last known address of the employee concerned, within the last 8 days of the month of June of the following year.
 - c) No one may claim pay for compulsory annual vacations and statutory holidays before December 1 or July 1, as the case may be.

Regardless of Paragraph c), following the death of an employee, his legal heirs may claim his compulsory annual vacation pay and statutory holiday pay.

20.08 Interest: Any interest on the amounts so collected with respect to compulsory annual vacations and statutory holidays that is not used for the purposes and within the restrictions of the Act shall be paid pro rata to a construction employee based on the vacation and holiday pay he receives.

20.09 Clinic expenses: At any time, an employee who has incurred expenses on his own behalf or on behalf of a dependent for a stay in a clinic that is recognized by the Commission and that specializes in the treatment of alcoholism or drug addiction or in therapy for compulsive gambling or conjugal violence, may authorize the Commission to pay, up to

the amount of the compulsory annual vacation pay and statutory holiday pay credited to him, such expenses for the stay as cannot be reimbursed under the public health insurance plan.

Division XXI

WORKING HOURS

21.01 General rule: The working hours of all employees assigned to construction work not included in the exceptions mentioned hereinafter are 40 hours per week.

21.02 Computation of working hours: Working hours are considered to start and end at the job site at ground level or at the gate if the job site comprises a gate that an employee must pass through to get to work, but which he is not authorized to pass through with his private vehicle.

21.03 Hourly system: Hours of work are based on either standard time or daylight saving time, depending on which is in effect in the locality where work is being carried out.

21.04 Timekeeping: When the employer installs one or more time clocks, it shall place them as close as possible to the place where working hours begin and end, as specified in Article 21.02.

An employee shall punch his time card himself at the beginning and end of each of his work days. He shall be paid for the working hours shown, less time off for meals.

This article does not apply to elevator mechanics.

21.05 Standard working hours: Barring a provision to the contrary or special rule as provided for in this division, standard working hours are as follows:

- 1) **Standard work week:** The standard work week is 40 hours from Monday to Friday.
- 2) **Standard work day:** The standard work day is 8 hours a day from Monday to Friday.
- 3) **Schedule: General rule:** Daily working hours are scheduled as follows:
 - a) 6:30 to 15:00 or 15:30
 - a) 7:00 to 15:30 or 16:00
 - b) 7:30 to 16:00 or 16:30
 - c) 8:00 to 16:30 or 17:00

With half an hour or 1 hour, as the case may be, without pay, for lunch in the middle of the work day.

4) **Agreement for modification:**

- a) With the consent of a majority of the employees in its service or assigned to construction work on a job site and further to an agreement with the majority union group, the employer may:
 - i) Modify the daily work schedule for a job site or a company when the provisions of Article 21.10 do not apply.
 - ii) Increase daily working hours to create a compressed work week; in such a case, overtime only applies over and above the daily limit so established.
 - iii) For job sites located away from an urban centre, establish a work schedule of 10 consecutive days to be able to perform a maximum of 80, 90 or 100 hours, as the case may be, to be paid at the regular wage rate, with a daily limit of 8, 9 or 10 hours, depending on the applicable standard work week, followed by four (4) days off without pay.
- b) The majority union group shall, within a short and reasonable deadline not exceeding four (4) working days following receipt of

such request or within 24 hours in urgent situations, approve or refuse such request, failing which, the modification sought is considered to be accepted.

- c) In the event of a refusal, the majority union group shall convey an explanation of its decision in writing to the employer and shall convey a copy of such to the sector-based employers' association.
- d) The other unions concerned and the Commission shall be notified without delay of any such agreement.

5) **Change in meal period:**

- a) **General rule:** Notwithstanding Subsection 3), at the employer's request, the meal period may start 30 minutes earlier or later than the meal time provided for in Subsection 3).

An employee who, at his employer's request, takes his meal period outside the above-mentioned periods, shall be paid the applicable wage rate during his meal period.

- b) **Exception: Roofing work:** An employee assigned to operate and supervise the tar boiling machine who, at the request of the employer, agrees not to take his meal break, shall receive compensation equal to a 1/2 hour's pay at his standard wage rate.

- 6) **Special rule: Security systems installer:** The daily working hours for an employee who works outside his employment region, i.e., more than 120 kilometres from his residence, may be 10 consecutive hours a day, with a standard work week of 40 hours over four (4) days, from Monday 00:01 to Thursday 24:00, or Tuesday 00:01 to Friday 24:00.

- 7) **Special rule: Elevator mechanic: Compressed weekly schedule:** At the request of the majority of its employees on a job site located more than 120 kilometres from the Mount Royal cross in the greater Montreal region or from Château

Frontenac in the Quebec City region, the employer may, with the consent of the on-site union, increase the number of daily working hours in order to compress the work week into a period of four (4) working days (Monday to Thursday) with a daily limit of 10 hours.

In such a case, the only overtime permitted is that which is carried out on Fridays, Saturdays and Sundays. Any overtime so worked shall be paid double time.

An employee who is subject to a compressed weekly work schedule is entitled to compensation for travelling expenses corresponding to 5 days of work.

These provisions shall also apply to repair work contracts of 5 or more days.

- 8) **Special rule: Roofer, labourer and general helper: Standard work day:** Roofers, labourers and general helpers assigned to roofing work, start work at the time at which, at the employer's request, they must report to work at the location designated by the employer. The standard work week shall be 50 hours and shall be scheduled from Monday to Friday with a daily limit of 10 hours.

- 9) **Special rule: Crane operator in service of crane rental employer:** With the exception of the special rules provided for in this division, daily working hours are scheduled as follows for a crane operator in the service of a crane rental employer:

- a) 6:30 to 15:00 or 15:30
- b) 7:00 to 15:30 or 16:00
- c) 7:30 to 16:00 or 16:30
- d) 8:00 to 16:30 or 17:00

With a 1/2-hour or 1-hour meal period, as the case may be, without pay in the middle of the working day.

When, at the employer's request, the employee is required to be present when there is a breakdown on the road, this waiting period shall be paid his wage rate.

- 10) **Special rule: Pile setter:** The standard working hours for any employee in the service of a pile setter are 45 hours a week from Monday to Friday with a daily limit of 9 or 10 hours from Monday to Thursday and 5 hours on Friday.

Schedule: The daily work schedule is as follows:

- a) Monday to Friday:

- i) 6:30 to 16:00 or 16:30
- ii) 7:00 to 16:30 or 17:00
- iii) 7:30 to 17:00 or 17:30
- iv) 8:00 to 17:30 or 18:00

With a 1/2-hour or 1-hour meal period, as the case may be, without pay in the middle of the working day.

- b) Monday to Thursday:

- i) 6:30 to 17:00 or 17:30
- ii) 7:00 to 17:30 or 18:00
- iii) 7:30 to 18:00 or 18:30
- iv) 8:00 to 18:30 or 19:00

and Friday:

- i) 6:30 to 11:30
- ii) 7:00 to 12:00
- iii) 7:30 to 12:30
- iv) 8:00 to 13:00

With a 1/2-hour or 1-hour meal period, as the case may be, without pay in the middle of the working day.

- 11) **Special rule: Security systems installer: Maintenance and repair work:** Daily working hours for employees assigned to maintenance

and repair work on security systems are 8 consecutive hours a day, and the standard work week is 40 hours scheduled over 5 consecutive days, from Sunday, 00:01, to Saturday 24:00.

These employees are entitled to a 1/2-hour or 1-hour meal break without pay.

The employer shall determine the duration of the meal break.

12) **Special rule: Labourer and general helper:**

The standard working hours for labourers and general helpers assigned to work related to the bricklayer and plasterer trades, are 42 1/2 hours with a standard work day of 8 1/2 hours. This subsection does not apply to work covered under Articles 21.06 21.06.1 and 21.08.

13) **Special rule: Decontamination labour:**

Asbestos removal: Barring an agreement to the contrary with the majority union group, the standard work schedule for a labourer assigned to medium- and high-risk asbestos removal work performed inside a contaminated area, is 40 hours per week scheduled from Monday to Friday, in accordance with one of the following schedules:

- a) 6:30 to 14:45 (meal: 10:30 – 11:00)
- b) 7:00 to 15:15 (meal: 11:00 – 11:30)
- c) 7:30 to 15:45 (meal: 11:30 – 12:00)
- d) 8:00 to 16:15 (meal: 12:00 – 12:30)

The meal period shall be thirty (30) minutes, fifteen (15) minutes of which are paid, and shall be taken at the above-mentioned times.

In the case of a labourer assigned to such work, the provisions of Subsections 4) and 19) as well as Article 21.13, Subsection 1), Paragraphs a) and b) (rest period) do not apply, even when this work is performed under the double and triple shift system.

14) **Special rule: Elevator mechanic:**

- a) **Schedule:** Notwithstanding Subsection 3), the daily working hours for elevator mechanics assigned to repair and maintenance work are from 8:00 to 17:00 with 1 hour without pay for lunch around the middle of the work day.
- b) **Elevators:** The employer shall guarantee 40 hours of work for the local representative, scheduled from 8:00 to 17:00, Monday to Friday inclusively and paid at his wage rate. In addition, it shall pay him the premium specified under Article 23.03, Subsection 4).

15) **Special rule: Electric power transmission and distribution lines, electric power stations, communication networks, communication towers and catenaries:** Unless an agreement to the contrary is reached by the employer and the representative of the majority union group, the standard working hours for employees assigned to this work are as follows:

- a) **Electric power distribution lines, communication networks and catenaries:**
 - i) **Work week:**
40 hours from Monday to Friday.
 - ii) **Standard work day:**
8 hours, from Monday to Friday.
 - iii) **Schedule:** The daily work schedule is as follows: from 8:00 to 17:00, with a meal break of 1 hour without pay from 12:00 to 13:00. The employee also has 1 hour without pay from 12:00 to 13:00 for his meal break on Saturday, Sunday and statutory holidays if he works such days. Working hours shall start and end at the work location. In the case of excavation work for communication networks, the standard work week shall be 45 hours, and the standard work day 9 hours, Monday to Friday.

b) **Electric power transmission lines, electric power stations and communication towers:**

- i) **Standard work week:**
40 hours, from Monday to Friday.
 - ii) **Standard work day:**
8 hours, from Monday to Friday.
 - iii) **Schedule:** From 7:00 to 16:00 with a meal break of 1 hour without pay from 12:00 to 13:00.
 - iv) Employees also have 1 hour without pay from 12:00 to 13:00 for their meal break on Saturday, Sunday and statutory holidays if they work such days.
- c) Notwithstanding Paragraphs (a) and (b), the employer, upon agreement with the representative of the majority union group, may have the work done on a 10-hour a day, 4-day week basis. In this case, the application of 19.02, 2) c) shall be increased by fifteen (15) minutes per day of work, without exceeding a maximum of five (5) hours for all work performed from Monday to Friday.
- d) **Start of working hours:**
- i) **Electric power distribution lines, electric power stations, communication networks, communication towers and catenaries:** Working hours shall start and end at the work location.
 - ii) **Electric power transmission lines:**
The employee's working hours start at the work location, from the moment he disembarks from the transportation vehicle supplied by the employer.
- e) **Standard working and travelling day: Electric power transmission and distribution lines, electric power stations, communication networks, communication**

towers and catenaries: The standard working and travelling day shall not exceed 11 hours.

Any travelling time in excess of the above limit, as well as such time occurring during standard working hours shall be considered time actually worked.

- f) **Departure time from call-in point: Electric power transmission lines and electric power stations:** Unless agreed upon by both the employer and representative of the majority union group for the employees concerned, departure from the call-in point shall not take place more than a 1/2 hour before the start of working hours. The Commission shall be notified of any such agreement without delay.
- g) Notwithstanding the provisions of Paragraphs a) and b), at the employer's request, the meal period may start 30 minutes earlier or later than the meal time provided for in Paragraphs a) and b).

An employee who, at the request of the employer, takes his meal time outside the limits specified herein shall be remunerated at the applicable salary rate in force for the meal time.

- h) **Work performed on James Bay project, remote job sites and job sites north of 55th parallel (including Great Whale): Electric power transmission and distribution lines, electric power stations, communication networks and communication towers:** The standard work week shall be 50 hours from Monday to Friday with a daily maximum of 10 hours.

Subsections 1), 2) and 9 a) of Article 20.01, and Articles 20.02, 20.03, and 20.05 do not apply to employees assigned to such work.

i) **Work performed at Parent station:** The standard work week shall be 45 hours from Monday to Friday with a daily maximum of 9 hours.

j) **Work performed at La Vérendrye station:** The standard work week shall be 45 hours from Monday to Friday with a daily maximum of 9 hours if the employer provides the employees with transportation from Mont-Laurier to the work site.

k) **Compressed work schedule based on 10/4 concept:** The employer may, with the consent of the representative of the majority union group, establish a schedule of 10 consecutive working days, to be able to perform a maximum of 80 or 90 hours of work (communication network excavation), as the case may be, paid at the regular rate, followed by four (4) days off without pay. The standard work day is 8 or 9 hours, as the case may be. Any hour of work performed over and above this schedule shall be paid at an increased wage rate.

Any statutory holidays included in the schedule specified in this paragraph shall be days worked and considered overtime, barring an agreement to the contrary.

l) **Compressed work schedule based on 8/6 concept:** The employer may, with the consent of the representative of the majority union group, establish a schedule of 8 consecutive working days in order to perform a maximum of 80 or 90 hours of work (communication network excavation), as the case may be, paid at the regular rate, followed by 6 days off without pay. The standard work day is 10 or 11? hours, as the case may be. Any hour of work performed over and above this schedule shall be paid at an increased wage rate. In this case, the application of 19.02, 2) c) shall be increased by fifteen (15) minutes per day of work.

Any statutory holidays included in the schedule specified in this paragraph shall be days worked and considered overtime, barring an agreement to the contrary.

m) The provisions of Subsection 15 of this article do not apply to electricians, with the exception of Paragraphs i), j), k) and l).

16) Special rule: Watchman:

a) The standard working hours for a watchman are 60 hours per 7-day week, scheduled over 5 consecutive 12-hour daily work periods.

b) Watchmen are entitled to a 1/2-hour meal period, during which they shall receive the wage rate for their occupation.

17) Special rule: Fire-protection mechanic, Work outside standard working hours: Alteration, renovation and installation work: When a change in the work schedule requires that work be performed outside standard working hours, the employer may, with the written consent of the majority union group, carry out this work on the basis of a 4-day week. The standard work week shall be as provided for in Subsection 1) and the daily limit is 10 hours.

The majority union group shall, within a short and reasonable deadline not exceeding four (4) working days following receipt of such request, approve or refuse the request, failing which, the modification sought is considered to be accepted.

In the event of a refusal, the majority union group shall convey an explanation of its decision in writing to the employer and shall convey a copy of such to the sector-based employers' association.

The premium provided for in Article 23.04 5) applies to each and every hour so worked, except for overtime.

18) **Special rule: Boilermaker: Water tanks:** The standard work week for a boilermaker assigned to work on water tanks is 40 hours from Monday to Friday with a daily limit of 8 hours.

19) **Special rule: Work involving 40-hour standard work week: Flexible schedule: Bricklayer-mason, tile setter, carpenter-joiner, boilermaker, cement finisher, tinsmith, reinforcing steel erector, crane operator (except crane operator in service of crane rental employer), heavy equipment mechanic, structural steel erector on bridges, erector- mechanic (glazier), heavy equipment operator, shovel operator, painter, interior systems installer, ornamental ironworker on bridges, labourer, general helper and the other occupations specified in Schedule B, Subschedules A and B, with exception of pipe welder:** When such employees are assigned to work with a standard 40 hour/week schedule, the work schedule may be performed in accordance with the terms and conditions provided for in Subsections 2) and 3) of this article or according to the following:

- a) **Standard work week:** The standard work week is 40 hours from Monday to Friday. This weekly limit is 32 hours when the work week is reduced to four (4) days due to a statutory holiday occurring during the week.
- b) **Standard work day:** Daily working hours are 10 hours a day from Monday to Friday.
- c) The daily schedule is as follows:
 - i) 6:30 to 17:00 or 17:30
 - ii) 7:00 to 17:30 or 18:00
 - iii) 7:30 to 18:00 or 18:30
 - iv) 8:00 to 18:30 or 19:00

The provisions of this subsection shall not be applicable to work on natural gas and oil transportation pipelines, natural gas distribution networks and natural gas supply networks.

21.06

1) **Special rule: Excavation, road work and other work:** The standard working hours for any employee assigned to the following work or to the construction of the following structures: roads, highways, arteries, streets, sidewalks, curbs and related drainage systems, electrical conduits (with the exception of the part of the work coming under the electrician trade), communications conduits (with the exception of cable pulling), expressways (either elevated or depressed, i.e., in trenches), overpasses, underpasses, crossroads connected to viaducts; in the case of road or expressway construction or repair, the installation, re-routing or relocation of facilities such as sewers and water mains located on the right of way of these roads or expressways or that are affected by such right of way; underground or open-cut excavations, leveling, airport runways, docks, draining of railway marshalling yards, laying of railway and metro (subway) ties and tracks, bridges, (with the exception of the work coming under the structural steel erectors and ornamental ironworker trades, and with the exception of painters assigned to repair and maintenance work), breakwaters, and all work related to metro (subway) facilities up to the completed cement pouring phase, dumps, landfills (with the exception of the installation of watertight membranes and piping for gas capture and air circulation), retention basins, dikes and earth or compressed concrete dams, including the treatment of foundations, tunnels of all kinds (with the exception of tunnels serving exclusively for a water supply or sewer system) up to the completed concrete pouring phase (with the exception of the work coming under the boilermaker trade) including concrete work on the portal, and any excavation and ground preparation work (with the exception of a building and any previous preparation related directly to a building foundation), shall be 45 hours a week scheduled from Monday to Friday with a daily limit of 9 hours; or 10 hours from Monday to Thursday and 5 hours on Friday. A reinforcing steel erector, however,

who is assigned to work on bridges, expressways and overpasses or underpasses requiring work involving the installation or placing of more than 85 metric tons of reinforcing steel in accordance with the plans and specifications of the client's call for tenders, the provisions of Article 21.05 shall apply.

The change concerning boilermakers shall apply only to contracts bid on after June 30, 2007.

1.1) **Schedule:** The daily work schedule is as follows:

a) Monday to Friday:

- i) 6:30 to 16:00 or 16:30
- ii) 7:00 to 16:30 or 17:00
- iii) 7:30 to 17:00 or 17:30
- iv) 8:00 to 17:30 or 18:00

With a 1/2-hour or 1-hour meal period, as the case may be, without pay in the middle of the day.

b) Monday to Thursday:

- i) 6:30 to 17:00 or 17:30
- ii) 7:00 to 17:30 or 18:00
- iii) 7:30 to 18:00 or 18:30
- iv) 8:00 to 18:30 or 19:00

and Friday:

- i) 6:30 to 11:30
- ii) 7:00 to 12:00
- iii) 7:30 to 12:30
- iv) 8:00 to 13:00

With a 1/2-hour or 1-hour meal period, as the case may be, without pay in the middle of the day.

2) **Special rule: Job sites with bunkhouses: Excavation, road work and other work:** The standard working hours for any employee assigned to the following work or to the construction of the following structures: roads, highways, arteries, streets, sidewalks, curbs and related

drainage systems, electrical conduits (with the exception of the part of the work coming under the electrician trade), communications conduits (with the exception of cable pulling), expressways (either elevated or depressed, i.e., in trenches), overpasses, underpasses, crossroads connected to viaducts; in the case of road or expressway construction or repair, the installation, re-routing or relocation of facilities such as sewers and water mains located on the right of way of these roads or expressways or that are affected by such right of way; underground or open-cut excavations, leveling, airport runways, docks, draining of railway marshalling yards, laying of railway and metro (subway) ties and tracks, bridges, (with the exception of the work coming under the structural steel erectors and ornamental ironworker trades, and with the exception of painters assigned to repair and maintenance work), breakwaters, and all work related to metro (subway) facilities up to the completed cement pouring phase, dumps, landfills (with the exception of the installation of watertight membranes and piping for gas capture and air circulation), retention basins, dikes and earth or compressed concrete dams, including the treatment of foundations, tunnels of all kinds (with the exception of tunnels serving exclusively for a water supply or sewer system) up to the completed concrete pouring phase (with the exception of the work coming under the boiler-maker trade) including concrete work on the portal, and any excavation and ground preparation work (with the exception of a building and any previous preparation related directly to a building foundation), shall be 50 hours per week, from Monday to Friday, with a daily maximum of 10 hours.

The change concerning boilermakers shall apply only to contracts bid on after June 30, 2007.

2.1) **Schedule:** The daily work schedule is as follows:

- a) 7:00 to 17:30 or 18:00
- b) 7:30 to 18:00 or 18:30
- c) 8:00 to 18:30 or 19:00

With a 1/2-hour or 1-hour meal period, as the case may be, without pay in the middle of the work day.

- 3) **Special rule: Asphalt laying work and road surfacing work:** The standard working hours for an employee assigned to asphalt laying work and road surfacing work are 50 hours a week, from Monday to Friday, with a daily limit of 10 hours, except for a grader or tractor operator assigned to work on the finishing layer immediately preceding fine grade work, whose standard work week is 45 hours.

3.1) **Schedule:** The daily work schedule is as follows:

- a) 6:30 to 17:00 or 17:30
- b) 7:00 to 17:30 or 18:00
- c) 7:30 to 18:00 or 18:30
- d) 8:00 to 18:30 or 19:00

With a 1/2-hour or 1-hour meal period, as the case may be, without pay in the middle of the day.

For an employee assigned to driving a starting asphalt truck (collasse), the daily working hours may begin at 6:00 a.m.

- 4) **Exception: Electrician:** The provisions of this article shall not apply to the electrician trade.

21.07

- 1) **Special rule: Water and sewer systems other than those specified in Article 21.06:** The standard working hours of any employee assigned to water and sewer system work other than that specified in Article 21.06 shall be 45 hours a week, from Monday to Friday, with a daily maximum of 9 hours; or 10 hours from Monday to Thursday and 5 hours on Friday.

2) **Schedule:** The daily work schedule is as follows:

a) From Monday to Friday:

- i) 6:30 to 16:00 or 16:30
- ii) 7:00 to 16:30 or 17:00
- iii) 7:30 to 17:00 or 17:30
- iv) 8:00 to 17:30 or 18:00

With a 1/2-hour or 1-hour meal period, as the case may be, without pay in the middle of the working day.

b) From Monday to Thursday:

- i) 6:30 to 17:00 or 17:30
- ii) 7:00 to 17:30 or 18:00
- iii) 7:30 to 18:00 or 18:30
- iv) 8:00 to 18:30 or 19:00

and Friday:

- i) 6:30 to 11:30
- ii) 7:00 to 12:00
- iii) 7:30 to 12:30
- iv) 8:00 to 13:00

With a 1/2-hour or 1-hour meal period, as the case may be, without pay in the middle of the working day.

21.08

- 1) **Special rule: Remote job sites, James Bay projects and hydroelectric projects north of 55th parallel (including Great Whale):**

- a) The standard work week for employees assigned to construction work is 45 hours per week.
- b) However, when the employer provides room and board, the standard week is 50 hours.

2) **Standard work day:** 9 or 10 hours, depending on the case.

3) **Schedule:** The daily work schedule is as follows:

a) Monday to Friday:

- i) 7:00 to 16:30 or 17:00
- ii) 7:30 to 17:00 or 17:30
- iii) 8:00 to 17:30 or 18:00

With a 1/2-hour or 1-hour meal period, as the case may be, without pay in the middle of the work day.

b) Monday to Friday:

- i) 7:00 to 17:30 or 18:00
- ii) 7:30 to 18:00 or 18:30
- iii) 8:00 to 18:30 or 19:00

With a 1/2-hour or 1-hour meal period, as the case may be, without pay in the middle of the work day.

21.09 Special rule: The standard work week for any employee assigned to the following work, or to the construction of the following works: viaducts (subject to Article 21.09.1), natural gas and oil transportation pipelines (including pipeline tunnels), natural gas distribution networks and natural gas supply networks, excavation and ground preparation work (for the work covered by this paragraph), and building excavation work and ground preparation work directly related to building foundations, shall be 40 hours a week from Monday to Friday.

The standard work day and work schedules are as provided for in Article 21.05.

Regardless of the first paragraph, the work week for a pipefitter and pipe welder assigned to work on natural gas and oil transportation pipelines, natural gas distribution networks and natural gas supply networks, may be longer than the established work week, for a particular job site, after an agreement is reached by the employer and the representative of the majority union group.

21.09.1

1) **Special rule: Viaducts: Carpenter-joiner, cement finisher, reinforcing steel erector, crane operator (except crane operator in service of crane rental employer), shovel operator, heavy equipment operator, heavy equipment mechanic, labourer, general helper and the other occupations specified in Schedule B, Subschedules A and B, with the exception of pipe welder, supply welder, distribution welder and pipeline welder:** The standard working hours of an employee assigned to viaduct work shall be 45 hours a week, from Monday to Friday, with a daily maximum of 9 hours; or 10 hours from Monday to Thursday and 5 hours on Friday.

The preceding paragraph shall not be applicable to a reinforcing steel erector assigned to viaduct work that requires, in accordance with the plans and specifications of the client's call for tenders, the placing or installation of more than 85 metric tons of reinforcing steel.

2) **Schedule:** The daily work schedule is as follows:

a) From Monday to Friday:

- i) 6:30 to 16:00 or 16:30
- ii) 7:00 to 16:30 or 17:00
- iii) 7:30 to 17:00 or 17:30
- iv) 8:00 to 17:30 or 18:00

With a 1/2-hour or 1-hour meal period, as the case may be, without pay in the middle of the working day.

b) From Monday to Thursday:

- i) 6:30 to 17:00 or 17:30
- ii) 7:00 to 17:30 or 18:00
- iii) 7:30 to 18:00 or 18:30
- iv) 8:00 to 18:30 or 19:00

and Friday:

- i) 6:30 to 11:30
- ii) 7:00 to 12:00
- iii) 7:30 to 12:30
- iv) 8:00 to 13:00

With a 1/2-hour or 1-hour meal period, as the case may be, without pay in the middle of the working day.

21.10 Exception to daily work schedules: The daily work schedules provided for in Article 21.05, Subsection 19) and Articles 21.06, 21.06.1, 21.07, 21.08, 21.09 and 21.09.1 do not apply in the following situations:

- 1) When, due to the nature of the work (e.g., swampland) or abnormal weather, environmental or climatic conditions, the standard schedule cannot be followed.
- 2) When the client sets a schedule other than the standard schedule.
- 3) When the standard work schedule cannot be followed for reasons pertaining to the health and safety of the public and the employees.

The employer shall grant a 1/2-hour or 1-hour meal period, as the case may be, without pay in the middle of the working day.

The provisions of this article do not allow the daily and weekly working hour limits to be increased, but do allow inclusion of hours worked on Sunday as of 19:00 and hours worked on Saturday, provided the purpose of such is to complete work begun on Friday.

The provisions of this article shall not apply to a crane operator in the service of a crane rental employer when the service call is for less than 5 consecutive working days.

21.11 In the case of maintenance and repair work on construction machinery and equipment, the employer may establish a work schedule different from those provided for under this division.

21.12 Shift work:

1) **Conditions to be met to establish shift system:** An employer may establish a double or triple shift system, on the following conditions:

- a) The double or triple shift system shall be established for a minimum of 5 consecutive working days.

This paragraph shall not apply to asphalt laying work and road surfacing work.

- b) No second or third shift shall be allowed on the job site, unless these shifts are in the service of the employer of the first shift and they serve to complete work started by the previous shift.
- c) No employer shall be allowed to establish a second or third shift for work started by a previous shift working for another employer.
- d) Notwithstanding Subsections 2) and 3), the employer on the sites specified in Articles 21.06 to 21.09 shall determine the scheduling of working hours per shift and this may include hours worked on Saturday and Sunday, if any.
- e) For the purpose of this article, a single employee may be considered a shift.
 - i) **Special rule: Electrician:** For the purpose of this article, at least 2 electricians (journeyman and apprentice or two journeymen) shall constitute a shift, with the exception of electricians assigned to job sites with bunkhouses, to install, maintain and repair temporary lighting and motive power systems during the excavation phase.

- f) Exception: Notwithstanding Subsections 2) and 3), the employer shall determine the distribution of working hours per shift on its job sites.

2) **Double-shift system:**

- a) The scheduling of working hours is determined by the employer. Subject to the daily time limit, these hours shall be scheduled from Sunday 19:00 to Friday 24:00, and may include hours worked on Saturday, provided such hours serve to complete a period of work begun on Friday.
- b) For the purpose of this article, the first shift is the one where the majority of working hours is within standard hours. At the employer's request, the working hours for the second shift may start in the first 2 hours following the last working hour of the first shift for the duration of the double shift system. The rules governing the application of this paragraph may be modified further to an agreement between an employer and the majority union group representing the employees concerned.
- c) Employees subject to this subsection are entitled to a 1/2-hour meal period without pay in the middle of their working period.
- d) **Special rule: Security systems installer: Maintenance and repair work:** In the case of maintenance and repair work on security systems, the employer may establish a double and triple shift system according to the following terms and conditions:
 - i) Working hours are 8 consecutive hours per day.
 - ii) The double and triple shift system is established for a minimum period of 5 consecutive working days.
 - iii) For the purposes of this article, 1 employee may constitute a shift.

- iv) The scheduling of working hours is determined by the employer. Working hours are scheduled from Sunday 00:01 to Thursday 24:00, Monday 00:01 to Friday 24:00, or Tuesday 00:01 to Saturday 24:00.

- v) Employees working on the triple-shift system are entitled to a 1/2-hour or 1-hour meal period without pay in the middle of their working period.

The employer determines the duration of the meal break.

- e) **Special rule: Decontamination labourer:** In the case of labourers assigned to the work covered by Article 21.05, Subsection 13), the meal break is 1 hour, taken around the middle of the work period, in accordance with the provisions of the second paragraph of Article 21.05, Subsection 13), with the necessary adaptations.

3) **Triple-shift system:**

- a) When the triple-shift system is in effect, standard working hours are scheduled as follows:
 - i) 1st shift: 8:00 to 16:00, Monday to Friday.
 - ii) 2nd shift: 16:00 to 24:00, Monday to Friday.
 - iii) 3rd shift: 00:01 to 8:00, Tuesday to Saturday.
- b) After reaching an agreement with the majority union group of the employees concerned and notifying the Commission, an employer may establish starting times for the first, second and third shifts other than those provided for in Paragraph a).

- c) An employee working on the triple-shift system is entitled to a 1/2-hour meal break with pay in the middle of his work period.
- 4) **Shift work: Electric power transmission and distribution lines, electric power stations, communication networks, communication towers and catenaries:**
- a) **Conditions to be met to establish shift system:** An employer may establish a double or triple-shift system on the following conditions:
 - i) Subject to the exceptions provided for in Article 21.05, the standard daily work schedule is 8 consecutive hours a day.
 - ii) The double or triple-shift systems shall be established for a minimum of 20 consecutive working days.
 - iii) There shall be no second or third shift on a job site, unless these shifts are in the employment of the first shift employer and continue the work started by the preceding shift.
 - iv) No employer may establish a second or third shift to complete work started by a preceding shift in the employment of another employer.
 - v) For the purposes of this article, a single employee may constitute a shift.
 - b) **Double-shift system:**
 - i) The scheduling of working hours is determined by the employer. Subject to the daily time limit, working hours shall be scheduled from Sunday 19:00 to Friday 24:00, and may include hours worked on Saturday, provided that they serve to complete a work period started on Friday.

- ii) For the purposes of this article, the first shift is the one where the majority of working hours is within standard working hours. At the employer's request, the second shift schedule may start within the first 2 hours following the last working hour of the first shift for the duration of the double shift system. If the employer wants to establish a second shift beginning after the above-mentioned 2-hour period, he shall first reach an agreement with the representative of the majority union group of the employees concerned, and the Commission shall be immediately notified of this agreement.
- iii) An employee governed by this subsection is entitled to a 1/2-hour meal break without pay in the middle of his work period.

c) **Triple-shift system:**

- i) When the triple-shift system is implemented, standard working hours shall be scheduled as follows:
 - 1st shift: 8:00 to 16:00, Monday to Friday.
 - 2nd shift: 16:00 to 24:00, Monday to Friday.
 - 3rd shift: 0:01 to 8:00, Tuesday to Saturday.
- ii) After reaching an agreement with the representative of the majority union group of the employees concerned and notifying the Commission, the employer may establish starting times for the first, second and third shifts other than those provided for in Paragraph i).
- iii) An employee working on the triple-shift system is entitled to a 1/2-hour meal break with pay in the middle of his work period.

- d) The provisions of this subsection do not apply to electricians.
- 5) **Special rule: Elevator mechanic:** The provisions of this article do not apply to elevator mechanics.

21.13 Rest period:

1) Morning, afternoon and overtime:

- a) The employer shall grant employees a 15-minute rest period with pay around the middle of the morning and a 15-minute rest period with pay around the middle of the afternoon.
- b) The 2 rest periods specified in Paragraph a) shall also apply to employees working on the double or triple-shift system.
- c) The employer shall grant an employee a 15-minute rest period with pay at the applicable wage rate, at the end of his standard work day when the employee is required to continue his work day by working overtime that same day.

The preceding paragraph shall not apply to work on a job site with bunkhouses whose standard working hours are specified in Article 21.05 (40 hours/week) and for which the client's contract calls for a 50-hour work week and 10-hour day. In this case, the employer shall be required to grant a 15-minute rest period only following the first 2 hours of daily overtime, and Subsection 3) shall apply when an employee has performed an additional 2 hour period of overtime, if such rest or meal period is following by a period of work.

Moreover, except when Subsection 3) applies, all employees are entitled to a 15-minute rest period with pay, remunerated at the increased rate applicable before the rest period, after any 2-hour period of overtime, provided this rest period is followed by another period of work.

- d) When taking such rest periods, an employee shall not stop working for more than 15 minutes.
- e) **Special rule: Roofer, tinsmith and electrician:** Further to an agreement between the employer and the majority union group, the rest period scheduled for the middle of the afternoon may be eliminated to allow the employees to leave 30 minutes before the end of the standard work day. In this case, the employee shall receive 8 hours' pay per day.
- f) **Special rule: Professional diver:** Further to an agreement between the employer and a majority of the divers concerned, the rest periods to which they are entitled or part thereof may be postponed before the end of their standard work day, or postponed to after said day.

When the rest periods are postponed to after the standard work day, the employer shall add to the employee's remuneration, the equivalent of said rest periods, paid double time, including all subsequent breaks, where applicable.

- g) **Concrete pumps (crane operator and pump and compressor operator):** For an employee from this trade and this occupation, the rest period specified in this article may be moved to a different time.

2) Daily rest:

- a) Every employee shall benefit from and must take a rest period of at least 8 consecutive hours in any 24-hour period, except when public health and safety are threatened.
- b) The overtime rate shall continue to be paid for overtime hours until the employee takes this rest period.
- c) **Special rule: Crane operator in service of crane rental employer:** The rest period of 8

consecutive hours specified in Paragraph a) is reduced to a minimum of 6 consecutive hours in any 24-hour period for employees assigned to the operation of a crane while working for an employer specializing in the rental of cranes, when such employee is required to work for a second and different client or when he is subject to a change in clients during the same period.

- 3) a) **Meals:** Any employee who works 2 consecutive overtime hours following his standard work day shall be granted a 1/2-hour meal period with pay at the applicable wage rate, provided such meal break is followed by a period of work.

An employee governed by this paragraph is entitled to meal compensation of \$14.00, unless the employer provides a suitable meal and then again after 4 more overtime hours.

This meal compensation also applies to an employee who works more than 10, 11 or 12 consecutive hours on Saturdays, Sundays or statutory holidays, taking into account the standard work day applicable to the job site in question.

- b) **Special rule: Crane operator in service of crane rental employer:** In addition to the provisions of Paragraph a), an employee who performs more than 2 hours of work preceding his standard work day shall receive compensation of \$14.00. This compensation shall also apply to any employee working more than 10 consecutive hours per working day on Saturdays, Sundays and statutory holidays.
- c) **Mobile canteen:** The employer shall allow a mobile canteen to enter the job site to serve the employees.
- 4) **Special rule: Tile setter:** Except for hours where a rest period is already provided for under Subsection 1), Paragraph a), such

employee shall be entitled to a 10-minute rest period for each hour he is assigned to work using material containing noxious and corrosive epoxy.

- 5) **Special rule: Cement finisher, labourer and general helper:** Except for hours where a rest period is already provided for under Subsection 1), Paragraph a), any such employee shall be entitled to a 10-minute rest period for each hour he is assigned to work using material containing noxious and corrosive epoxy.

When cement is being poured, the employer shall grant such employee his rest period, which shall be taken in turns by the employees assigned to such work.

- 6) **Special rule: Parquetry work and resilient flooring layer:** Except for hours where a rest period is already provided for under Subsection 1), Paragraph a), an employee assigned to the sanding of floors or to the application of materials containing noxious and corrosive epoxy, where the use of a mask or filter is compulsory, is entitled to a 10-minute rest period for each hour of work.

Division XXII

OVERTIME

22.01

- 1) **General rule:** All work performed on a day of compulsory annual vacation, on a statutory holiday, or in addition to the number of daily or weekly hours, or over and above the hourly limits as stipulated under Division XXI, is considered overtime.
- 2) **Special rule: Electric power transmission and distribution lines, electric power stations, communication networks, communication towers and catenaries:** Hours worked on Saturdays and Sundays with the exception of

those worked according to compressed work schedules of 10/4 and 8/6 are considered overtime.

Hours worked on statutory holidays and during the periods provided for in Article 20.01, Subsections 1) and 2) are considered overtime.

Hours worked in addition to the number of daily or weekly hours or over and above the limits stipulated under Division XXI are considered overtime. The provisions of this subsection do not apply to electricians.

- 3) Subject to the following paragraph, overtime is performed on a voluntary basis and no employer may penalize an employee who refuses to perform overtime, except in the case of emergency work, the proof of which is incumbent upon the employer.

For work on a job site with bunkhouses whose standard working hours are specified in Article 21.05 (40 hours/week) and for which the client's contract calls for a 50-hour work week, only overtime worked in excess of a 50-hour work week are voluntary. In this case, the employer shall notify each of the representative associations.

- 4) **Special rule: Electrician: Overtime:** In the case of work on electric power transmission and distribution lines, electric power stations, communication networks, communication towers, thermal electric power stations, nuclear power plants, heavy water plants and wind turbines for a duration of more than 2 months for a given employer, when electricians are expected to work overtime for part or all of the duration of this work, the overtime schedule is established by the employer and the representative of the union representing a majority of the employees concerned.

22.02 Remuneration:

- 1) **General rule:** Overtime shall be paid double time, with the exception of the job sites covered

by the letter of understanding appearing in Schedule Y and with the following exceptions.

2) **Special rule: Elevator mechanic:**

- a) **Basic rule:** Any overtime as specified in Article 22.01, Subsection 1), and any work performed from 17:00 to 8:00 shall be paid double time.
- b) **Maintenance work:**
- i) Except on Sundays and statutory holidays, employees shall be paid time and a half for all callbacks after standard working hours.
 - ii) When an employee assigned to this work during a standard work day finishes his work after his standard 8-hour working day, he shall be paid time and a half for the first one and a half (1 1/2) hours so worked and double time for any additional overtime.
 - iii) Employees shall be paid double time for all callbacks on Sundays and statutory holidays.
 - iv) When, for a special reason (e.g., moving, conventions, social events, etc.), an employer requires the presence outside of standard hours of one or more employees on a job site or in a building in order to perform emergency work, this or these employee(s) must be journeymen and shall be paid double time.
- c) **Local representative:** Any overtime hours worked by this employee as specified under Article 21.05, Subsection 14), Paragraph b), is paid in accordance with Paragraph a) or b).

Any office work performed in addition to the standard working hours by a local representative, when no office help is provided to him, is paid straight time.

3) **Special rule: Security systems installer:**

- a) A security systems installer assigned to repair and maintenance duties who works more than 40 hours a week or 9 hours a day shall be paid double time. For the first overtime hour worked over and above the standard daily schedule, the employee is compensated in time on the last working day of his weekly schedule.
- b) A security systems installer assigned to repair and maintenance work does not receive double time for hours worked on Saturdays and Sundays if these hours are part of his standard work schedule.

Division XXIII

PREMIUMS

23.01 Computation: Except for the premiums provided for under Article 23.03, payment of overtime is computed prior to the addition of premiums, i.e., the percentage of increase does not apply to premiums.

23.02 Shift-work premium:

An electrician, refrigeration mechanic, security systems installer, millwright (industrial mechanic), fire-protection mechanic, pipe welder, pipeline welder, distribution welder, supply welder, pipefitter and an employee from the trades and occupations identified in Schedules E-1, E-2, E-3 and E-4 who works a shift other than the first shift shall receive an hourly shift premium over and above the applicable wage rate for every hour worked, determined as follows:

- 1) a) **An electrician** assigned to a shift other than the first shift shall receive a premium equal to 10% of the wage rate for his trade for every hour worked under these conditions, 7 days a week (from Sunday to Saturday) including statutory holidays.

- b) **An electrician** assigned to a shift other than the first shift in the heavy construction industry shall receive a premium equal to 15% of the wage rate for his trade for every hour worked under these conditions.

- 2) a) **A refrigeration mechanic and fire-protection mechanic** assigned to a shift other than the first shift shall be paid a premium equal to 7% of the wage rate for his trade for every hour worked under these conditions.

- b) **A refrigeration mechanic and fire-protection mechanic** assigned to a shift other than the first shift in the heavy construction industry shall be paid a premium equal to 15% of the wage rate for his trade for every hour worked under these conditions.

- 3) **A security systems installer** assigned to a shift other than the first shift shall be paid an hourly premium of \$1.00 for every hour worked under these conditions.

- 4) **A millwright (industrial mechanic)** assigned to a shift other than the first shift shall receive a premium equal to 12.5% of the wage rate for his trade for every hour worked under these conditions, 7 days a week (from Sunday to Saturday) including statutory holidays.

- 5) a) **A pipe welder, supply welder and pipefitter** assigned to a shift other than the first shift shall be paid an hourly premium equal to 10% of the wage rate for his trade or occupation, 7 days a week (from Sunday to Saturday) including statutory holidays.

- b) **A pipe welder, distribution welder, pipeline welder and pipefitter** assigned to a shift other than the first shift, in the heavy construction industry and in the case of installation work involving natural gas and oil transportation pipelines and natural gas distribution networks shall be paid a premium equal to 15% of the wage rate for his trade

or occupation for every hour worked under these conditions, 7 days a week (from Sunday to Saturday) including statutory holidays.

- 6) **Any member of the trades and occupations identified in Schedules E-1, E-2, E-3 and E-4, with the exception of electricians**, who is assigned to work on a shift other than the first shift shall be paid an hourly premium of \$1.00 for every hour worked under these conditions.

23.03 Group leader and crew leader premium:

- 1) **General rule:** A group leader shall receive an hourly premium of 7% over and above the wage rate for his trade, specialty or occupation for every hour worked as such.

A crew leader shall receive an hourly premium of 5% over and above the wage rate for his trade, specialty or occupation for every hour worked as such.

- 2) **Special rule:** As a special rule, the premium amount is determined as follows:
- a) **Electrician, tinsmith and operator:** 10% for the group leader and 5% for the crew leader.
 - b) **Insulator:** 11% for the group leader and 7.5% for the crew leader.
 - c) **Boilermaker:** 12% for the group leader.
 - d) **Carpenter-joiner:** 10% for the group leader and 7% for the crew leader.
 - e) **Reinforcing steel erector, millwright (industrial mechanic), structural steel erector and ornamental ironworker:** 10% for the group leader.
 - f) **Refrigeration mechanic and fire-protection mechanic:** 11% for a group leader, 12% for a group leader in the heavy construction industry, and 8% for a crew leader.

- g) **Pipe welder, pipeline welder, supply welder, distribution welder and pipefitter:** 12% for the group leader and 9% for the crew leader.

- 3) **Special rule: Electric power transmission and distribution lines, electric power stations, communication networks, communication towers and catenaries:** There shall always be a crew leader when there is a group of 2 to 6 employees working in the same location, unless there is already a group leader performing the duties of a crew leader. The crew leader may be the second man. For the trades and occupations identified in Schedules E-1, E-2, E-3 and E-4 with the exception of electricians, the group leader and the crew leader shall receive the highest wage rate of the schedule concerned plus a premium of 10% for the group leader and 6% for the crew leader, for every hour paid as such.

The pole digging and installation crew leader premium and the cable puller crew leader premium are already covered in the wage rates for these occupations as appearing in Schedules E-1 (transmission lines), E-2 (distribution lines), E-3 (communication networks) and E-4.

The provisions of this subsection do not apply to electricians.

- 4) **Special rule: Elevator mechanics:**

- a) An elevator mechanic assigned to elevator construction, renovation or repair work who is in charge of 3 or more employees shall receive a premium of 12.5% over and above the wage rate for his trade for every hour so worked.
- b) An elevator mechanic-journeyman designated as a fitter by his employer shall receive a premium of 12.5% over and above the wage rate for his trade for every hour so worked.

23.04 Change-in-work-schedule premium:

When, because of special circumstances, the proof of which is incumbent upon the employer, the majority of daily working hours cannot be performed within the work schedules provided for under Division XXI, where the work is not shift work, the work may be performed during other periods of the day, and the Commission shall be notified of such without delay.

However, this work remains subject to the daily and weekly hourly limits of the work schedules as provided for under Division XXI and Division XXII.

- 1) **Electrician:** An electrician shall be paid an hourly premium of 10% of his wage rate in addition to his wage rate for every hour worked under the conditions provided for in the first paragraph, 7 days a week (from Sunday to Saturday) including work performed on statutory holidays.

In the heavy construction industry, this premium shall be 15%.

- 2) **Refrigeration mechanic:** A refrigeration mechanic shall be paid an hourly premium of 7% in addition to his wage rate for every hour worked under the conditions provided for in the first paragraph.
- 3) **Security systems installer:** A security systems installer shall be paid an hourly premium of \$1.00 in addition to his wage rate for every hour worked under the conditions provided for in the first paragraph.
- 4) **Millwright (industrial mechanic):** A millwright (industrial mechanic) shall be paid an hourly premium of 10% of his wage rate in addition to his wage rate for every hour worked under the conditions provided for in the first paragraph, 7 days a week (from Sunday to Saturday) including work performed on statutory holidays.
- 5) **Fire-protection mechanic:** A fire-protection mechanic shall be paid an hourly premium of 10% in addition to the wage rate for his trade for every hour worked under the conditions provided for in the first paragraph.

- 6) **Supply welder, pipe welder and pipefitter:** A supply welder, pipe welder and pipefitter shall be paid an hourly premium of 10% in addition to the wage rate for his trade or occupation for every hour worked under the conditions provided for in the first paragraph.
- 7) **Distribution welder, pipeline welder, pipe welder and pipefitter assigned to work on natural gas or oil transportation pipeline, work on natural gas distribution network or heavy industry work:** Such employee shall be paid an hourly premium of 15% in addition to the wage rate for his trade or occupation for every hour worked under the conditions provided for in the first paragraph.

23.05 Height premium:

- 1) **This premium applies only to boilermakers, electricians, security systems installers, refrigeration mechanics, millwrights (industrial mechanics), fire-protection mechanics, pipefitters, pipe welders, pipeline welders, supply welders, and distribution welders.**

Any such employee assigned to work on hanging scaffolds or in a suspended cage 10 or more metres above any surface shall receive an hourly premium of \$0.75 in addition to the wage rate for his trade or occupation for every hour so worked.

- 2) **A painter** assigned to work at a height of 10 or more metres above a bridge floor or below a bridge at a height of 10 or more metres above water or above the ground shall be paid an hourly premium of \$0.50 in addition to the wage rate for his trade for every hour worked under these conditions.

23.06 Compressed air caisson premium and ventilation-assisted mask premium: Any employee who works in a compressed air caisson or who must wear a ventilation-assisted mask or continuous fresh air current or positive pressure mask shall be paid an

hourly premium of \$0.75 in addition to the wage rate for his trade or occupation for every hour worked under these conditions.

23.07 Underground work premium:

This premium applies only to electricians, security systems installers, refrigeration mechanics, millwrights (industrial mechanics), fire-protection mechanics, pipefitters, pipe welders, pipeline welders, supply welders and distribution welders.

Any such employee assigned to underground work shall be paid an hourly premium of \$0.70 in addition to the wage rate for his trade or occupation for every hour worked under these conditions.

For the purpose of implementing the first paragraph, the term “underground work” refers to tunnel boring operations for construction purposes, excluding any opencut work.

Whenever a concrete lining, or casing is required, the operations related to boring are finished when the stripping of the concrete lining or casing is finished.

23.08 Welding premium:

- 1) **General rule:** Any employee assigned to argon welding work, or to welding on stainless steel, alumina, aluminum, chrome, brass, galvanized steel, monel or nickel, or to air arc work shall receive an hourly premium of \$0.75 over and above the wage rate for his trade, specialty or occupation for every hour so worked.
- 2) **Special rule: Boilermaker, millwright (industrial mechanic), pipe welder and pipefitter:** In addition to the provisions of Subsection 1), when such employee is assigned to welding work on paint or coatings composed of carbo zinc or galvicon P3, he shall receive an hourly premium of \$0.75 over and above the wage rate for his trade for every hour so worked.

23.09 Fiberglass joint pointing premium:

- 1) **Tinsmith:** A tinsmith assigned to fiberglass joint pointing work shall be paid an hourly premium of \$0.75 in addition to the wage rate for his trade for every hour worked under these conditions. However, this premium does not apply to translucent boards used as covering or to mechanical joints.
- 2) **Boilermaker, pipe welder and pipefitter:** A boilermaker, pipe welder or pipefitter assigned to fiberglass joint pointing work shall be paid an hourly premium of \$1.00 in addition to the wage rate for his trade for every hour worked under these conditions. However, this premium does not apply to joints fastened with bolts.

23.10 Premium: Structural steel erector: A structural steel erector who, at the employer's request, performs metal frame and prefabricated concrete panel and frame connection work shall be paid an hourly premium of \$1.75 for every hour so worked.

23.11 Heavy industry premium:

- 1) **General rule:** Any employee assigned to heavy industry construction work shall be paid the equivalent of a half-hour's wages per day, at his wage rate, for every day he reports to work, except in the case of maintenance work performed outside the greater Montreal region.
- 2) **Special rule: Insulator, carpenter-joiner, roofer, electrician, tinsmith, reinforcing steel erector, refrigeration mechanic, crane operator (except crane operator in service of pile setter) millwright (industrial mechanic), fire-protection mechanic, structural steel erector, ornamental ironworker, pipe welder and pipefitter:** Under the conditions provided for in Subsection 1), an employee from these trades and occupations shall be paid the equivalent of 1 hour's wages per day, at his wage rate for every day he reports to work.

- 3) **Special rule: Boilermaker:** Within the greater Montreal region, a boilermaker shall be paid the equivalent of 1 hour's wages per day, at his wage rate, for every day he reports to work. Outside the greater Montreal region, a boilermaker who performs maintenance and repair work on any industrial job site or who is assigned to heavy industry construction work shall be paid the equivalent of 1 hour's wages per day at his wage rate, for every day he reports to work.

23.12 Painter premium: A painter assigned to painting or texturizing work with a spray gun or who is assigned to sandblast cleaning work or such cleaning work with any other substitute shall be paid an hourly premium of \$1.50 for every hour so worked.

23.13 Labourer premium: A labourer assigned to sandblast cleaning work or such work with any other substitute shall receive an hourly premium of \$1.25 for every hour so worked.

23.13.1 Labourer and general helper premium: Work related to bricklayer-mason and plasterer trade: Any labourer or general helper who is assigned to work related to the bricklayer-mason and plasterer trades shall receive an hourly premium of \$0.19 for every hour so worked.

23.14 Resistant material: Bricklayer-mason, labourer and general helper premium: In the case of heavy industry work, any bricklayer-mason, labourer or general helper assigned to work on heat-resistant or acid-resistant materials shall be paid an hourly premium of \$1.00, in addition to the wage rate of his trade or occupation, for every hour worked under these conditions.

23.15 Crane operator premium: A crane operator-journeyman who operates a crane:

- 1) With a capacity of 75 or more tons, shall receive an hourly premium of \$1.24 over and above the wage rate for his trade for every hour so worked.
- 2) With a capacity of 100 or more tons, shall receive an hourly premium of \$1.50 over and above the wage rate for his trade for every hour so worked.
- 3) With a capacity of 200 or more tons, or a tower crane, shall receive an hourly premium of \$2.80 over and above the wage rate for his trade for every hour so worked.
- 4) With a capacity of 300 or more tons, shall receive an hourly premium of \$4.10 over and above the wage rate for his trade for every hour so worked.

A crane operator who is assigned to tower crane assembly and disassembly work shall receive the premium specified in one of the preceding paragraphs depending on the capacity of the crane used during these operations.

23.15.1 Crane operator premium: Crane operator in service of pile setter: A crane operator who operates a crane equipped with the attachments required to install molding walls shall receive an hourly premium of \$1.50 over and above his wage rate for every hour so worked.

This premium may not apply concurrently with any other premium specified in Article 23.15.

23.15.2 Crane operator premium: Crane operator assigned to pile setting: A crane operator assigned to pile setting shall receive an hourly premium of \$1.00 over and above his wage rate for every hour so worked.

23.16 Grader and tractor operator premium: Any grader or tractor operator assigned to leveling work on the finishing layer (fine grade) preceding any type of surfacing shall receive an hourly premium of \$2.00 in addition to the wage rate for his trade for every hour so worked.

23.17 Premium: Work on natural gas and oil transportation pipelines, natural gas supply networks and natural gas distribution networks:

1) Natural gas and oil transportation pipeline installation:

- a) Any pipeline welder or pipefitter assigned to natural gas and oil transportation pipeline installation work shall receive an hourly premium of \$1.25 in addition to the wage rate for his trade or occupation for every hour so worked.
- b) In addition to the premium provided for in Paragraph a), any pipeline welder who performs a first or second pass shall be paid an hourly premium of \$0.75 in addition to the wage rate for his occupation for every hour so worked.
- c) In addition to the premiums provided for in Paragraphs a) and b), any pipeline welder or pipefitter assigned to welding repair work inside a pipe shall receive, for a minimum of 8 hours per day, an hourly premium of 10% over and above his wage rate.

2) Natural gas supply networks and natural gas distribution networks installation: Any supply welder, distribution welder or pipefitter assigned to natural gas supply network and natural gas distribution network installation work shall receive an hourly premium of \$1.00 in addition to the wage rate for his trade or occupation for every hour so worked.

23.18 Rubber installation premium: Any resilient flooring layer assigned to rubber installation work in tanks (lining), shall receive an hourly premium of \$1.50 for every hour so worked.

23.19 Polishing premium: Any tile setter assigned to polishing work using wet or dry equipment shall receive an hourly premium of \$1.00 for every hour so worked.

23.20 Millwright (industrial mechanic) premium: RDT Certification: A millwright holding RDT certification, who is assigned to construction work on a hydroelectric station shall receive an hourly premium of \$1.50 for every hour so worked and during which he performs, at the express request of the employer, work coordinator duties (RDT).

23.21 Premium: Occupations, heavy equipment operators and shovel operators: Asphalt laying and road surfacing work: Any such employee who is assigned to work on an asphalt laying and road surfacing crew, for whom the majority of working hours are carried out between 22:00 and 6:00 shall receive an hourly premium of \$0.27 for every hour so worked.

TRAVELLING EXPENSES

24.01 Definition: Unless otherwise specified, the expression “travelling expenses” means expenses for transportation, room and board, and travelling time.

24.02

- 1) **General rule:** During the standard work day, an employee’s round-trip travelling expenses from his employer’s place of business or head office to and from the job site, and between job sites shall be payable by the employer. When the employer provides transportation, it is exempt from paying for such travelling expenses.
- 2) Any employer that provides transportation for its employees shall do so in suitable, heated vehicles.
- 3) **Use of employee’s vehicle:** Employees are not required to use their own vehicles for the employer’s business. However, when at an employer’s requests, an employee uses his own vehicle to go from the employer’s place of business or head office to the job site, or to go from one job site to another, the employee shall receive compensation in the amount of \$0.40 for every kilometre travelled, which is considered as covering all expenses relating to the employee’s vehicle. This subsection shall not apply to a reinforcing steel erector.
- 4) **Special rule: Reinforcing steel erector:** A group leader with whom an employer has expressly entrusted additional job site coordination duties and who must use his vehicle to the benefit of the employer shall receive daily compensation of \$8.00.
- 5) **Special rule: Resilient flooring layer:** Resilient flooring layers may not transport construction materials in their private vehicles.

24.03 Parking:

1) **General rule:**

- a) When employees are assigned to more than one job site on the same working day and they are required to use their own vehicles for such travel, they are entitled to reimbursement of parking expenses, if any, upon presentation of receipts.
- b) When employees are assigned to a job site and are required to use their vehicles to transport tools or work clothes, they are entitled to reimbursement of parking expenses for the first and last working days on the job site, upon presentation of receipts.
- c) When there is no free parking available for employees in the immediate vicinity of the job site, an employer shall pay each employee who works the working day scheduled by the employer \$9.00 a day as compensation for parking expenses. This amount is increased to \$10.00 starting April 27, 2008 and to \$11.00 starting April 26, 2009.

24.04 Travelling time:

- 1) **General rule:** The time required by employees to travel to and from work before and after the standard work day is not part of the standard work day and is not remunerated.

For the driver of the employer’s vehicle used to transport five (5) employees or less including the driver, the time spend driving the vehicle shall be considered time worked and shall be remunerated at his regular wage rate, but shall not be included in the computation of daily and weekly working hours.

For the driver of the employer’s vehicle used to transport six (6) or more employees including the driver, the time spend driving the vehicle shall be included in the computation of daily and weekly working hours.

- 2) **Exception:** Notwithstanding Subsection 1), when, at the employer's express request, an employee must report to the head office of the employer or to any other location determined by the latter before the beginning of the standard work day, he shall be paid his wage rate for travelling time, as of the time agreed upon for reporting to the above-mentioned location.
- 3) **Special rule: James Bay project, job sites with bunkhouses, remote job sites, hydroelectric projects north of 55th parallel (including Great Whale):** When the time spent to go from the cafeteria or from the departure point of the transportation vehicle, if such point is not the cafeteria, to the work location exceeds 40 minutes, the time in excess of these 40 minutes is considered time worked remunerated at his regular wage rate, but shall not be included in the computation of daily and weekly working hours. The same rule applies for the return from his work location to the cafeteria or to the departure point of the transportation vehicle. This subsection does not apply to the work and employees covered by Subsection 2) of Article 24.12.
- 4) **Special rule: Road work:** Notwithstanding Subsection 1), in the case of road work, the employer shall determine a meeting place accessible by car as close as possible to the job site for arrival in the morning and departure in the evening. The time spent transporting employees from the meeting place to the job site shall be paid straight time and, where applicable, a vehicle shall be provided by the employer.
- 5) **Pump and compressor operator (line pump) and concrete pump operator (distribution mast):** The time it takes to travel from the place of business (or that which serves as such) to the job site, from the job site to the place of business (or that which serves as such) or from one job site to another shall be compensated as travelling time. Travelling time shall not exceed ten (10) hours a week. However, travelling time and

working hours shall not exceed twelve (12) hours a day. Beyond the weekly limit of ten (10) hours, travelling time is considered hours worked.

24.05 Employee's residence:

- 1) For the purpose of this division, the employee's residence is the one that appears on his competency certificate as issued by the Commission, including any modification.

The employee's residence, for the purpose hereof, must be his main residence.

- 2) **Change of residence:** The employer is required to pay the allowances specified in Article 24.06 to any employee who notifies it of a change of residence recognized by the CCQ and entailing additional expenses. However, any employee who fails to declare in writing to his employer a change of residence entailing additional expenses is not entitled to an increase in the allowances specified in Article 24.06.

Moreover, any employee who fails to declare in writing to his employer a change of residence entailing a decrease in expenses must reimburse the employer for any surplus allowance so received.

The employer shall provide employees with change of residence forms.

- 3) **Calculation of compensation:** For the purpose of calculating this compensation, the employee's residence is the residence that appears on his competency certificate as issued by the Commission, including any modification.

In case of disagreement over the application of this division, *the STREETS and TRIPS* software shall serve as the reference for determining the distance between the employee's residence and the job site. The preferred road default settings shall be used.

The preferred road as determined by the software shall correspond to the road usually taken.

24.06 Compensation for travelling expenses:

1) **General rule:** The employer shall pay, to cover travelling expenses, for any employee who performs the number of working hours set by the employer in the working day or who benefits from compensation as specified in Articles 19.01 or 19.03, one of the following compensation amounts for each day of work:

a) For job sites located in the following regions, as defined in the Regulation respecting hiring and mobility: Quebec City, Trois-Rivières, Montreal and the Eastern Townships:

i) \$27.81 when the employee's residence is located more than 60 kilometres from the job site. This compensation shall be \$28.92 as of April 27, 2008, and \$30.08 as of April 26, 2009.

ii) \$33.11 when the employee's residence is located more than 90 kilometres from the job site. This compensation shall be \$34.43 as of April 27, 2008, and \$34.77 as of April 26, 2009.

b) For job sites located in a region other than those specified in Paragraph a):

i) \$15.89 when the employee's residence is located more than 48 kilometres from the job site. This compensation shall be \$16.53 as of April 27, 2008, and \$17.19 as of April 26, 2009.

ii) \$27.49 when the employee's residence is located more than 72 kilometres from the job site. This compensation shall be \$28.59 as of April 27, 2008, and \$29.73 as of April 26, 2009.

iii) \$31.11 when the employee's residence is located more than 88 kilometres from the job site. This compensation shall be \$32.35 as of April 27, 2008, and \$33.64 as of April 26, 2009.

c) **Exception: Boilermaker, reinforcing steel erector, crane operator, millwright (industrial mechanic), structural steel erector, ornamental ironworker, pipefitter and pipe welder:** The employer shall pay one of the following compensation amounts for each day of work:

i) \$15.89 when the employee's residence is located more than 48 kilometres from the job site. This compensation shall be \$16.53 as of April 27, 2008, and \$17.19 as of April 26, 2009.

ii) \$27.49 when the employee's residence is located more than 72 kilometres from the job site. This compensation shall be \$28.59 as of April 27, 2008, and \$29.73 as of April 26, 2009.

iii) \$31.11 when the employee's residence is located more than 88 kilometres from the job site. This compensation shall be \$32.35 as of April 27, 2008, and \$33.64 as of April 26, 2009.

d) **Exclusion: Supplying vehicle:** Paragraphs a), b) and c) do not apply when an employee uses a transportation vehicle provided by his employer for travelling before or after his work day.

2) **Special rule: Insulator:** The following provisions apply to job sites located less than 120 kilometres from the residence of an insulator living in the greater Montreal region as defined in Schedule "A", which also includes the cities and towns of St-Jean-de-Matha, Rawdon, Joliette and St-Jérôme and the area south of the latter municipalities as far as the St. Lawrence River:

- a) \$9.63 per day when the employee's residence is located more than 22 kilometres from the job site. This compensation shall be \$10.02 as of April 27, 2008, and \$10.42 as of April 26, 2009.
 - b) \$13.25 per day when the employee's residence is located more than 48 kilometres from the job site. This compensation shall be \$13.78 as of April 27, 2008, and \$14.33 as of April 26, 2009.
 - c) \$24.08 per day when the employee's residence is located more than 72 kilometres from the job site. This compensation shall be \$25.04 as of April 27, 2008, and \$26.04 as of April 26, 2009.
 - d) \$28.89 per day when the employee's residence is located more than 88 kilometres from the job site. This compensation shall be \$30.05 as of April 27, 2008, and \$31.25 as of April 26, 2009.
- 3) **Special rule: Carpenter-joiner:** Regardless of the provisions of Subsection 1), the employer shall pay, to cover travelling expenses, for any employee who completes the number of working hours determined by the employer within the working day, or who is entitled to the compensation provided for in Article 19.01, one of the following compensation amounts for every day worked:
- a) \$27.81 when the employee's residence is located between 60 and 90 kilometres from the job site. This compensation shall be \$28.92 as of April 27, 2008, and \$30.08 as of April 26, 2009.
 - b) \$33.11 when the employee's residence is located between 91 and 120 kilometres from the job site. This compensation shall be \$34.43 as of April 27, 2008, and \$35.81 as of April 26, 2009.
- c) **Exclusion: Supplying vehicle:** Paragraphs a) and b) do not apply when the employee uses a transportation vehicle provided by the employer for travelling before and after the working day.
- 4) **Special rule: Refrigeration mechanic:**
- a) Any time spent travelling for work including pick-up and delivery time is considered hours worked.
 - b) Daily travelling time to the first planned stop and from the last planned stop within the limits of the municipality where the employer has its place of business is unpaid.
 - c) When an employer asks an employee to go to a site outside the limits of the municipality where the employer has its place of business, the employee's travelling time to and from the employer's place of business is paid, at the employee's wage rate, provided this does not exceed 8 hours a day.
 - d) The employer shall pay for travelling expenses in the case of jobs that are far from the employer's place of business or the employee's residence. The minimum for room and board shall be the rate of a commercial hotel or motel.
- 5) **Special rule: Painter:** Regardless of the provisions of Subsection 1), the employer shall pay, to cover travelling expenses, for any employee who completes the number of working hours determined by the employer within the working day, or who is entitled to the compensation provided for in Article 19.01, one of the following compensation amounts for every day worked:
- a) \$15.89 when the employee's residence is located more than 60 kilometres from the job site. This compensation shall be \$16.53 as of April 27, 2008, and \$17.19 as of April 26, 2009.

- b) \$27.49 when the employee's residence is located more than 72 kilometres from the job site. This compensation shall be \$28.59 as of April 27, 2008, and \$29.73 as of April 26, 2009.
 - c) \$31.11 when the employee's residence is located more than 88 kilometres from the job site. This compensation shall be \$32.35 as of April 27, 2008, and \$33.64 as of April 26, 2009.
 - d) **Exclusion: Supplying vehicle:** Paragraphs a), b) and c) do not apply when the employee uses a vehicle provided by the employer for travelling before and after the working day.
- 6) When the distance between the employee's residence and the job site is 120 or more kilometres using the preferred road, or when the employee, at the employer's request, accepts to take room and board within a 120-kilometre distance of his residence, when he works the number of hours determined by the employer within the working day, or if he is entitled to the compensation provided for in Article 19.01, the employee shall be paid as compensation for travelling expenses:
- a) \$97.00 per day to cover room and board expenses, taking into account the employer's option as specified in Article 24.08. This compensation shall be \$101.00 as of April 27, 2008, and \$105.00 as of April 26, 2009.
- Any employee whose standard work schedule allows him to work 1 full week in less than 5 days is entitled to such compensation for 5 working days.
- b) As transportation expenses, the equivalent of the cost of one round trip using the public transportation system chosen by the employer for the employee to travel, at the employer's request, from his residence to the job site, as well as the expenses incurred for room and board, if any, upon presentation of receipts. Only one round-trip ticket is reimbursed under this paragraph.

However, this paragraph does not apply when the employee uses a transportation vehicle provided by the employer, with the exception of any expenses incurred for room and board.

- c) As travelling time, the equivalent of the time it takes the employee to travel from his residence to the job site and from the job site back to his residence. Only the travelling time for one round-trip is reimbursed under this paragraph. Such time is calculated using the following formula:

The distance between the employee's residence and the job site using the preferred road between these two points

$$\frac{\text{80 kilometres}}{\text{80 kilometres}} = \text{Travelling time}$$

However, when the employer chooses to have the employee travel by airplane, travelling time between the employee's residence and the airport, waiting time at the airport and time spent travelling to the destination on the airplane shall be paid as travelling time at the employee's wage rate as provided for in the applicable schedule.

- c.1) An employee who is transferred from one job site to another, while on the job, shall be entitled only to payment for the travelling time for the distance separating the two (2) job sites, calculated using the formula specified in Paragraph c).
- d) **Special rule: Insulator, tinsmith, millwright (industrial mechanic):** Within the framework of the application of Subsection 6), Paragraph a), this compensation is also payable for the day preceding the first day of work, if the employee must travel and use accommodations on the day before he is required to report to work. This compensation shall only be paid once per job site and per employer.

However, this paragraph also applies when the employee is called back to the same job site after a layoff, except in the case of compulsory annual vacations.

- e) **Special rule: Boilermaker, supply welder, pipe welder and pipefitter:** Within the framework of the application of Subsection 6), Paragraph a), this compensation is also payable for the day preceding the first day of work when the employee must travel and obtain room and board on the day before he reports to work. Such compensation is only payable once per job site and per employer.

The preceding paragraph also applies when an employee is called back to work on the same job site following layoff, except in the case of compulsory annual vacations.

This compensation is also payable for each day of the week from Sunday to Saturday when the distance from an employee's residence to the job site is more than 480 kilometres by the preferred road and the employee works a full week in accordance with the established standard schedule. This paragraph shall not result in the payment of compensation for room and board more than seven (7) times within the same weekly period.

Moreover, the preceding paragraph does not apply when other compensation for travelling expenses is applicable during the same week, except in the case of compensation paid for the day preceding the first day of work when a layoff or transfer to another job site occurs, or when the employer provides transportation.

When the distance from an employee's residence to the job site is 480 or more kilometres by the preferred road, an employee whose job lasts for 5 days or less shall receive the compensation specified under Subsection 6), Paragraph a) of this article for the day following the last day of work.

- f) **Special rule: Roofer:** When the distance between the employee's residence and the job site is 180 or more kilometres by the preferred road, and the employee must travel and obtain room and board on the day before he reports to work, he shall receive compensation as specified in Paragraph a) of Subsection 6) for the day in question. This compensation is only payable once per job site and per employer.

However, this paragraph also applies when the employee is called back to the same job site after a layoff, except in the case of compulsory annual vacations.

- g) **Special rule: Electrician:** Within the framework of the application of Paragraph a), this compensation is also payable for the day preceding the first day of work if the employee must travel and use accommodations on the day before he reports to work. This compensation is only payable once per job site and per employer.

This compensation also applies when an employee is called back to work on the same job site following layoff, except in the case of compulsory annual vacations.

This compensation is also payable for the day following his layoff if such occurs on a standard week day other than Friday, or on a standard week day other than Thursday when the employee is on a compressed work schedule from Monday to Thursday. This amount shall compensate the employee for expenses incurred during a week in which he is laid off and shall be applicable only if the employee has put in 30 days of work for the same employer on the job site in question. This compensation is only payable once per job site and per employer.

When the employee is assigned to work at an electric power station connected to a plant, daily compensation for room and board as specified in this article shall be

payable for each day of the week from Sunday to Saturday when the distance between an employee's residence and the job site is more than 480 kilometres by the preferred road and the employee performs a full week of work in accordance with the established standard work schedule. This paragraph shall not result in the payment of compensation for room and board more than seven (7) times within the same weekly period.

Moreover, the preceding paragraph does not apply when other compensation for travelling expenses is applicable during the same week, except in the case of compensation paid for the day preceding the first day of work when a layoff or transfer to another job site occurs, or when the employer provides transportation.

- h) **Special rule: Reinforcing steel erector, structural steel erector and ornamental ironworker:** Under the circumstances specified in the first paragraph of Subsection 6), such employee shall receive \$105.00 per day as compensation for travelling expenses. This compensation shall be \$109.00 as of April 27, 2008, and \$113.00 as of April 26, 2009. Paragraphs b) and c) shall apply only when an employer chooses to provide room and board as provided for under Article 24.08.

The compensation payable under the preceding paragraph shall be payable also for the day preceding the first day of work on a job site, except in the case of a transfer from one job site to another where the distance separating both job sites is less than 120 km.

This compensation shall apply also when an employee is called back to work on the same job site following layoff, except in the case of an annual vacation.

- i) **Special rule: Crane operator in service of crane rental employer:** Notwithstanding

Subsection 6), Paragraph a), such employee shall receive \$126.00 for every day he must take room and board, in the case of travelling for two (2) or less weeks. This daily compensation shall be \$130.00 as of April 27, 2008, and \$134.00 as of April 26, 2009.

Under the circumstances specified in the preceding paragraph, the employer shall pay the employee, as reimbursement of his travelling expenses for his return trip when the work on the job site is finished, 100% of this daily allowance.

- j) **Special rule: Crane operator (except crane operator in service of pile setter):** When the distance between the employee's residence and the job site is more than 280 kilometres using the *preferred road*, such employee shall receive daily compensation for room and board as specified in this article, for an additional day. This paragraph shall not result in the payment of compensation for room and board more than six (6) times within the same weekly period.

This compensation shall not apply when the employer provides transportation for the employee between the job site and his residence, when other compensation for travelling expenses is applicable within the same weekly period, with the exception of compensation applicable for the day preceding the first day of work in the event of layoff or a transfer to another job site.

- k) **Special rule: Crane operator in service of pile setter:** Any employee in the employment of a pile setter shall receive \$106.00 for each day worked when his residence is located 120 or more kilometres from the job site. This daily compensation shall be \$110.00 as of April 27, 2008, and \$114.00 as of April 26, 2009.

When the distance between the employee's residence and the job site is more than 400 kilometres by the preferred road, such

employee shall receive daily compensation for room and board as specified in this article, for an additional day. This paragraph shall not result in the payment of compensation for room and board more than six (6) times within the same weekly period.

This compensation shall not apply when the employer provides transportation for the employee between the job site and his residence, when other compensation for travelling expenses is applicable within the same weekly period, with the exception of compensation applicable for the day preceding the first day of work in the event of layoff or a transfer to another job site.

- l) **Special rule: Shovel operator, heavy equipment operator and heavy equipment mechanic:** When the distance between the employee's residence and the job site is more than 480 kilometres by the preferred road, such employee shall receive daily compensation for room and board as specified in Paragraph a), for two (2) additional days. This paragraph shall not result in the payment of compensation for room and board more than seven (7) times within the same weekly period.

This compensation shall not apply when the employer provides transportation for the employee between the job site and his residence, when other compensation for travelling expenses is applicable within the same weekly period, with the exception of compensation applicable for the day preceding the first day of work in the event of layoff or a transfer to another job site.

24.07 Special rule: Any employee who, at the request of his employer, accepts to take room and board when the job site is located more than 48 or 60 kilometres (depending on the applicable rule) from his temporary residence is entitled to the travelling

expenses provided for in Article 24.06, Subsections 1) to 5) (depending on the applicable rule) in addition to the compensation for travelling time as specified in Subsection 6) of Article 24.06.

The preceding paragraph only applies if the employee cannot find room and board within a 48 or 60-kilometre radius of the job site and only after the employee has advised his employer of the situation and the latter has had the opportunity to remedy it.

The provisions of this article do not apply to work related to pipelines, natural gas and oil distribution networks, electric power transmission and distribution lines, electric power stations, communication networks, communication towers and catenaries.

The previous paragraph does not apply to electricians.

24.08 Room and board:

- 1) The expenses related to room and board as specified in Subsection 6) of Article 24.06 are not paid when the employer lodges and feeds the employee in a bunkhouse (camp) or supplies the employee with room and board.

The employer shall respect all rules of hygiene and cleanliness and ensure that the place chosen to lodge and feed the employees is suitable.

- 2) For maintenance and repair work lasting 5 days or less for a given employer, the latter may decide at any time to pay the travelling expenses of an employee already in its employment before the start of the job, instead of the compensation amounts provided for in this division, but, at a minimum, on the basis of such. For the work described in this subsection, the employee's residence is considered to be the employer's place of business in Quebec to which the employee usually reports.

- 3) **Special rule: Roofer, tinsmith, refrigeration mechanic and fire-protection mechanic:** If an employer asks an employee to work in a place where it is impossible to obtain room and board

at the rates mentioned in Paragraph a) of Subsection 6) of Article 24.06, the employer shall, upon presentation of the employee's receipts, pay any reasonable expense claimed by the employee.

24.09 Ferry: When an employee, at his employer's request, uses a ferry to travel to a job site, the employer shall reimburse the employee's expenses as charged by the ferry operator, including any charge for his vehicle, provided the employee performs the hours of work established by his employer.

For a ferry located north-east of Quebec City (excluding the Tadoussac-Baie-Sainte-Catherine ferry), in addition to paying the amounts specified in the preceding paragraph, the employer shall also pay the employee's wage rate for the crossing time as indicated on the ferry operator's schedule. The travelling distance shall be determined using the formula specified in Article 24.06, Subsection 6), Paragraph c) and the time shown on the ferry operator's schedule (e.g.: 1 hour = 80 km).

24.10 Payment of travelling expenses: The travelling expenses provided for in this division shall be paid separately from wages. The payment may be deferred by one week, except for the compensation specified under Paragraph a) of Subsection 6) of Article 24.06, which may not be deferred.

24.11 Maintenance or loss of compensation: In all cases where travelling expenses are payable under this division, when an employee does not report to work on the working day either preceding or following statutory holidays or days of bad weather or when he is absent on a working day, he forfeits his right to such compensation for that working day, those days of bad weather and those statutory holidays.

The employer continues to pay the compensation for room and board for any days of work lost by an employee in the seven (7) days following the date on which he has sustained an accident not requiring hospitalization, but only treatment, on such days.

This compensation shall be paid provided the employee does not leave the location for which he is being compensated and provided he submit, at the employer's request, a medical attestation confirming his inability.

24.12

1) **Special rule: Remote job sites, James Bay projects and hydroelectric job sites located north of the 55th parallel (including Great Whale):**

- a) An employer shall reimburse travelling expenses incurred by an employee to travel from his residence to the job site when the employee remains at the job site for 20 or more days.
- b) An employer shall reimburse travelling expenses incurred by an employee to travel from the job site to his residence when the employee remains at the job site for 40 or more days.
- c) Paragraphs a) and b) shall apply for every subsequent period of 20 or 40 days during which the employee remains at the job site for his employer on the same job site.
- d) However, when an employee is laid off before the 20-day period specified in Paragraphs a) and c), he shall benefit from the compensation specified in Article 24.06, Subsection 6), b) and c). When he is laid off before the 40-day period specified in Paragraphs b) and c), but after the 20-day period, he shall also benefit from the compensation specified in Article 24.06, Subsection 6), b) and c) with respect to his return only.
- e) For each period of 40 days as specified in Paragraphs b) and c), the employee may take leave without pay of a maximum of 12 days, including the travelling time required

to commute from the job site to his residence and from his residence to the job site.

- f) Travelling expenses to be reimbursed under this article include expenses incurred by an employee for transporting his tools, provided the tools are required by the employer.

2) **Special rule: Electric power transmission and distribution lines, electric power stations, communication networks, communication towers and catenaries:**

Only the following conditions apply to work performed on James Bay project job sites and remote job sites, and to hydroelectric work performed north of the 55th parallel (including the Great Whale project), as well as to work performed on Îles de la Madeleine by non-resident employees:

- a) The employer shall reimburse travelling expenses incurred by the employee to travel from his residence to the job site if the employee remains on the job for 20 or more days.
- b) The employer shall reimburse travelling expenses incurred by the employee to travel from the job site to his residence if the employee remains on the job for 40 or more days.
- c) Paragraphs a) and b) apply to every subsequent period of 20 or 40 days during which the employee remains on the job for the same employer at the same job site.
- d) However, when an employee is laid off before the 20-day period provided for in Paragraphs a) and c), he is entitled to the compensation provided for in Paragraphs b) and c) of Subsection 6) of Article 24.06. If he is laid off before the 40-day period provided for in Paragraphs b) and c), but after the 20-day period, he is also entitled to the compensation provided for in Paragraphs b) and c) of Subsection 6) of Article 24.06, with respect to his return only.

- e) For every 40-day period provided for in Paragraphs b) and c), the employee may take leave without pay of 10 days, plus 1 day for travelling from the job site to his residence and 1 day for travelling from his residence to the job site.

- f) The provisions of this paragraph do not apply to electricians.

24.12.1 Special rule: Heavy industry and employee whose residence is located 120 or more km from job site:

- a) An employer shall reimburse travelling expenses incurred by an employee to travel from his residence to the job site when the employee remains on the job for 25 or more days.
- b) An employer shall reimburse travelling expenses incurred by an employee to travel from the job site to his residence when the employee remains on the job for 50 or more days.
- c) Paragraphs a) and b) shall apply for every subsequent period of 25 or 50 days during which the employee remains on the job for his employer on the same job site.
- d) However, when an employee is laid off before the 25-day period specified in Paragraphs a) and c), he shall benefit from the compensation specified in Article 24.06, Subsection 6), b) and c). When he is laid off before the 50-day period specified in Paragraphs b) and c), but after the 25-day period, he shall also benefit from the compensation specified in Article 24.06, Subsection 6), b) and c) with respect to his return only.
- e) Travelling expenses to be reimbursed under this article shall include expenses incurred by an employee for transporting his tools, provided the tools are required by the employer.

- f) The provision of this article shall apply to a reinforcing steel erector, structural steel erector and ornamental ironworker only when an employer provides room and board in accordance with Article 24.08.
- g) The provisions of this article shall not apply to an employee assigned to work on electric power transmission and distribution lines, electric power stations, communications networks, communications towers and catenaries, with the exception of an electrician.

24.13 Special rule: Electric power transmission and distribution lines, electric power stations, communication networks, communication towers and catenaries:

1) Compensation:

- a) An employer who uses the services of an employee on a job site that is far from the residence of the latter shall pay him compensation for travelling expenses. This compensation shall be paid for every planned working day. In this case, the employee shall be paid such compensation for a minimum of 5 days per work week, when during the week there is no work planned because of a statutory holiday, including any statutory holiday observed by the employer's client, or when planned work is cancelled.
- b) However, if an employee does not come to work on the working day preceding or following the statutory holiday or cancelled working day, he loses this compensation for such working day, cancelled working days and statutory holidays, unless the employee was absent for a valid reason, the proof of which lies with the employee.
- c) An employee also loses his right to such compensation if he is absent on a working day without prior authorization. However, this compensation for such working day

shall be paid to the employee if he was absent for a valid reason, the proof of which lies with the employee.

- d) Deductions from the compensation specified under this subsection shall be made in increments of 1/5 of the established weekly amount, for each day of non-eligibility.
- e) When Paragraph c) of Subsection 2) is applied, where the employee works and the projected work period is for a duration of less than 5 days, he shall receive 1/5 of the weekly compensation to which he would be entitled, subject to the deductions provided for in Paragraphs a), b) and c).
- f) In cases where work is performed according to the schedule provided in Article 21.05, Subsection 15), Paragraph c), the employee is entitled to the compensation provided for in Paragraph c) of Subsection 2) of this article.

2) Payment method: Compensation shall be paid according to the distance covered using the shortest passable route between the employee's residence and the meeting place (or the job site if the employee travels to it by his own means) and shall be calculated as follows:

- a) More than 60 kilometres: = \$31.79 per day; This amount shall be \$33.06 as of April 27, 2008 and \$34.38 as of April 26, 2009.
- b) More than 85 kilometres: = \$45.02 per day; This amount shall be \$46.82 as of April 27, 2008 and \$48.69 as of April 26, 2009.
- c) More than 120 kilometres: = \$485.00 per week (5 days) and \$97.00 per additional day of work.

These amounts shall be \$505.00 per week (5 days) and \$101.00 as of April 27, 2008 and \$525.00 and \$105.00 per additional day of work as of April 26, 2009.

- d) More than 120 kilometres for work carried out according to the 8/6 schedule: \$776.00 per period of 8 days and 1/8 of such compensation per additional day of work. This amount shall be \$808.00 as of April 27, 2008 and \$840.00 as of April 26, 2009.
 - e) More than 120 kilometres for work carried out according to the 10/4 schedule: \$970.00 per period of 10 days and 1/10 of such compensation per additional day of work. This amount shall be \$1,010.00 as of April 27, 2008 and \$1,050 as of April 26, 2009.
 - f) When the distance between the employee's residence and the job site is more than 400 kilometres, the employee shall receive an additional day of compensation for travelling expenses based on the rate in force as specified in Paragraph c). Such compensation shall be payable once per job site.
- 3) The travelling expenses provided for in Subsection 2) shall be paid separately from wages. Payments may be deferred by one week, except for compensation amounts provided for in Paragraphs c), d), e) and f) of Subsection 2), which shall be paid on the Thursday of the week following the pay period worked.
- 4) **Room and board provided:** The employer is not obliged to pay compensation for room and board when the employee is lodged in a bunkhouse (camp) as specified in Article 1.01, Subsection 7) as provided by the employer. Only in this case are room and board provided free of charge by the employer.
- 5) **Room and board compensation:** If an employer asks an employee to work in a place where it is impossible to obtain room and board at the rates mentioned in Subsection 2), the employer shall cover the total costs paid by the employee, up to \$615.00 per week, but only after the employee has notified the employer of such and the latter has had the opportunity to remedy the situation.

For the Fermont and Shefferville areas, an employer shall be solely responsible for any room and board expenses.

- 6) **Compensation maintained:** The employer shall continue paying compensation for room and board for working days lost by an employee in the 7 days following the date on which he sustained an accident that did not require his hospitalization, but only treatment, during the days in question. Such compensation shall be paid provided the employee does not leave the place for which he is receiving such compensation and provided he submit, at the employer's request, a medical attestation confirming his inability.
- 6.1) **Special rule:** When an employee accepts to take room and board more than 120 kilometres from his residence and the job site is located more than 60 kilometres from his temporary residence, he shall be entitled to have transportation provided by the employer, failing which, he shall be entitled to compensation for travelling expenses as provided for in Subsection 2), Paragraphs a) or b) in addition to the compensation for travelling expenses provided for in Subsection 2), Paragraphs c) d) or e).
- The preceding paragraph only applies if the employee cannot find room and board within a 48 or 60-kilometre radius of the job site and only after the employee has advised his employer of the situation and the latter has had the opportunity to remedy it.
- 7) **Computation of compensation:** For the purpose of this article, the employee's residence is the exact address at which he resides, as shown on the card issued to him by the Commission, pursuant to Article 6.01.

- 8) **Compensation for transportation:** When an employee must, at the employer's request, travel to work and obtain accommodations in a place far enough away to require 3 or more hours of travelling time, as provided for under the

formula specified in Paragraph a), the employer agrees to pay the employee:

- a) As travelling time, the equivalent of the time it takes the employee to travel from his residence to the job site. In the case of a job site with bunkhouses, travelling time shall be calculated from his residence to the bunkhouse. In both cases, the following formula shall be used:

The distance between the employee's residence and the job site by the shortest over-land route between these two points

$$\frac{\text{Distance}}{80 \text{ kilometres}} = \text{Travelling time}$$

However, when travel by airplane is the employer's chosen means of transportation, the employer shall assume the fare charged by such carrier. In addition, the time it takes an employee to travel from his residence to the airport and the time it takes the carrier to reach its destination shall be paid as travelling time at the employee's wage rate as shown in Schedules E-1, E-2, E-3 or E-4.

Only the travelling time for one round trip during such employment is to be reimbursed under this paragraph.

An employee, however, who is transferred from one job site to another, during such employment, shall only be entitled to the payment of travelling time for the distance between the two job sites as calculated by applying the above-mentioned formula.

- b) If the employee's travelling time is less than the number of hours in the daily schedule for the job site, the employee may complete his working day, and the hours thus worked shall be remunerated over and above the hours of travelling time. If the employer does not give the employee the opportunity to complete his working day, the employer

shall pay the employee maximum compensation equal to the number of hours in the daily schedule for the job site at his wage rate.

This paragraph does not apply to employees assigned to work related to electric power distribution lines or to a transfer between job sites as specified in the preceding paragraph.

- c) In the case of voluntary departure or dismissal, such employee shall not be compensated for travelling time during his return trip from the job site to his residence.
 - d) This article also applies to employees who must stay in an employer's bunkhouse and who are not covered by Subsection 2) of Article 24.12.
- 9) With the exception of Subsection 5), the provisions of this article, shall not apply to electricians.
- 10) The provisions of this article shall not apply to a crane operator in the service of a crane rental employer or a pile setter.

24.14 Special rule: Crane operator: Moving a crane: When a truck-mounted mobile crane must be moved over a distance of more than 80 kilometres from the employer's place of business to a job site or from one job site to another, and a second man is required for the crane in question, the employer shall pay transportation expenses, in accordance with the provisions of Article 24.06, to any employee who must use his own vehicle for such travelling.

The moving of a truck-mounted mobile crane from the employer's place of business to a job site or from one job site to another shall be performed by a journeyman or apprentice from the crane operator trade.

24.15 Special rule: Elevator mechanic: Greater Montreal region and Quebec City region:

- 1) Notwithstanding Subsection 1) of Article 24.06, an employer shall pay, to cover travelling expenses, for any employee who performs his working day or is entitled to compensation as specified in Subsection 1) of Article 19.01, one of the following amounts:

- a) i) In the greater Montreal region, \$11.93, when the employee's residence is located outside a 20-kilometre radius of the job site. This compensation shall be \$12.41 as of April 27, 2008, and \$12.91 as of April 26, 2009.
- ii) In the Quebec City region, \$11.93, when the employee's residence is located outside a 15-kilometre radius of the job site. This compensation shall be \$12.41 as of April 27, 2008, and \$12.91 as of April 26, 2009.

This compensation is also payable for a distance of under 15 kilometres when an employee must cross the St. Lawrence River (Quebec City only) to get to the job site.

- b) \$19.56 when an employee's residence is located outside a 40-kilometre radius of the job site. This compensation shall be \$20.34 as of April 27, 2008, and \$21.15 as of April 26, 2009.
- c) \$27.57 when an employee's residence is located outside a 55-kilometre radius of the job site. This compensation shall be \$28.67 as of April 27, 2008, and \$29.82 as of April 26, 2009.
- d) \$34.32 when an employee's residence is located outside a 70-kilometre radius of the job site. This compensation shall be \$35.69 as of April 27, 2008, and \$37.12 as of April 26, 2009.

- e) \$38.66 when an employee's residence is located outside a 90-kilometre radius of the job site. This compensation shall be \$40.21 as of April 27, 2008, and \$41.82 as of April 26, 2009.
- f) \$42.57 when an employee's residence is located outside a 105-kilometre radius of the job site. This compensation shall be \$44.27 as of April 27, 2008, and \$46.04 as of April 26, 2009.

- 2) For the purpose of this article, the employee's residence is considered to be located at the Mount Royal cross in the greater Montreal region and at Château Frontenac in the Quebec City region.

24.16 Pipeline installation work: Natural gas and oil transportation pipelines, natural gas distribution networks and natural gas supply networks:

- 1) For any employee assigned to pipeline installation work on natural gas and oil transportation pipelines, natural gas distribution networks and natural gas supply networks, with the exception of a pipe welder, distribution welder and pipefitter, the amounts provided for in Subsection 1) of Article 24.06 are as follows, regardless of the region:
- a) More than 48 kilometres: \$22.64 per day. This amount shall be \$23.55 as of April 27, 2008, and \$24.49 as of April 26, 2009.
 - b) More than 72 kilometres: \$29.13 per day. This amount shall be \$30.30 as of April 27, 2008, and \$31.51 as of April 26, 2009.
 - c) More than 88 kilometres: \$37.35 per day. This amount shall be \$38.84 as of April 27, 2008, and \$40.39 as of April 26, 2009.
- 2) **Natural gas distribution system: Pipe welder, distribution welder and pipefitter:** Regardless of any other provision concerning travelling

expenses, when such employee is assigned to work on a natural gas distribution network, he shall be entitled to \$111.50 as compensation for travelling expenses per day worked. This amount shall be \$115.50 as of April 27, 2008, and \$119.50 as of April 26, 2009.

- 3) **Pipeline installation work: Natural gas and oil transportation pipelines: Pipeline welder and pipefitter:** Regardless of any other provision concerning travelling expenses, when such employee is assigned to pipeline installation work on natural gas and oil transportation pipelines, he shall be entitled to weekly compensation of \$892.00 as compensation for travelling expenses. This amount shall be \$920.00 as of April 27, 2008, and \$948.00 as of April 26, 2009. Employees whose work schedule allows them to put in a complete work week in less than 7 days are entitled to full compensation. For the purpose of applying this subsection, should the employee not work a full week, he shall be paid 1/5 of the established weekly compensation for each day worked.

24.17 Travelling time: An amount paid for travelling time constitutes a reimbursement for travelling expenses incurred by an employee and shall not be considered a monetary benefit for the latter.

This provision does not apply to employees specified in Schedules E-1, E-2, E-3 and E-4 who are assigned to work on electric power transmission and distribution lines, electric power stations, communication networks, communication towers and catenaries.

Division XXV

MISCELLANEOUS PROVISIONS

25.01 Tools:

1) Supplying tools: Employees:

- a) Unless otherwise specified below, any employee who practises a trade shall supply his own tools in keeping with the standard customs of his trade.
- b) **Insulator:** The tools to be supplied by an insulator are listed in Schedule "H".
- c) **Carpenter-joiner:** The tools to be supplied by a carpenter-joiner are listed in Schedule "I".
- d) **Electrician:** The tools to be supplied by an electrician are listed in Schedule "J".
- e) **Tinsmith:** The tools to be supplied by a tinsmith are listed in Schedule "K".
- f) **Reinforcing steel erector:** The tools to be supplied by a reinforcing steel erector are listed in Schedule "L".
- g) **Refrigeration mechanic:** The tools to be supplied by a refrigeration mechanic are listed in Schedule "M". The employer shall pay for the cost of repairs to electrical and electronic tools once yearly as well as manometer sets and charging hoses. Such repairs shall require prior authorization by the employer.
- h) **Elevator mechanic:** The tools to be supplied by an elevator mechanic are listed in Schedule "N".
- i) **Structural steel erector:** The tools to be supplied by a structural steel erector are listed in Schedule "O".

Nevertheless, spanners, adjustable wrenches and bull pins shall be replaced by the

employer, when they are broken during the plying of the trade on the job site.

j) **Resilient flooring layer:** The tools to be supplied by a resilient flooring layer are listed in Schedule "P".

k) **Interior systems installer:** The tools to be supplied by an interior systems installer are listed in Schedule "Q".

Employees shall supply their own battery-powered screwdriver, electric screwdriver, battery-powered drill, electric drill and 100-foot extension cord. The employer pays these employees \$0.20 for every hour worked, to meet this obligation. This amount is paid in the form of compensation. It constitutes a reimbursement for expenses incurred by the employee and may not be considered a monetary benefit for such employee.

l) **Ornamental ironworker:** The tools to be supplied by an ornamental ironworker are listed in Schedule "R".

m) **Pipe welder and pipefitter:** For pipefitters only, in the case of sanitary plumbing work as defined under the Plumbing Code (c.I -12.1, r.1), the tools to be supplied by an employee are listed in Schedule "S".

In the case of pipe fitting work in the heavy construction industry, the employer shall supply all tools to the employees.

n) **Erector-mechanic (glazier):** The tools to be supplied by an erector-mechanic (glazier) are listed in Schedule "S-1".

o) **Security systems installer:** The tools to be supplied by a security systems installer are listed in Schedule "S-2".

2) **Supplying tools: Employers:** The employer shall supply its employees with all tools needed to perform the work, except for those specified in Subsection 1).

3) **Electric power transmission and distribution lines, electric power stations, communication networks, communication towers and catenaries:** The employer shall provide an employee working with hot line tools and live-line tools a pair of neutral, tinted safety glasses. Only one pair shall be supplied for the duration of the work on the job site. The employee shall return them to the employer, otherwise he shall pay for them.

The employer shall supply free of charge the pole belt to linemen, and a safety harness, energy absorber, rope grab and retractable lanyard when such equipment is required under the Safety Code for the Construction Industry or required by the employer's client.

The employer may be exempt from his obligation to supply a safety harness by paying a compensation amount of \$0.20 per hour worked.

This amount is paid in the form of compensation. It constitutes a reimbursement for expenses incurred by the employee and may not be considered a monetary benefit for such employee.

The employer shall supply such employee with work gloves adapted to the weather and type of work.

4) **For divers (professional skin divers): Supplying equipment:** The employer shall supply the lead belts, flippers and diving gloves, as well as components and parts needed to repair a diving suit and its accessories (valves and zipper) in case of breakage directly related to work performed in the service of the employer, with the exception of normal wear.

5) **Responsibility clause:** When an employer supplies tools, accessories or equipment to its employees, the latter shall use them properly, store them in the place designated by the employer and return them to the employer in good condition, taking into account normal wear. An employee who contravenes this subsection may be subject to a disciplinary measure.

25.02 Renting and sharpening tools:

- 1) An employer may not rent work tools or accessories to an employee.
- 2) An employer shall provide a tool sharpening service to employees free of charge. Sharpening shall be performed by an employee of the trade concerned when carried out on the job site.

25.03 Storage of tools and work clothes: An employer shall provide its employees with an easily accessible place that can be locked for the storage of tools and work clothes.

25.04 Loss of tools and work clothes:

1) General rule:

- a) An employee shall, at the employer's request and on a form provided for this purpose by the latter, give his employer an up-to-date inventory of his personal tools upon his arrival at the job site. The employer may check the accuracy of this inventory, at any time.
- b) The employee shall cooperate with the employer in establishing the value of such tools.
- c) Following a fire, theft or accident, the employer shall replace all tools and clothing lost by the employee with new tools and clothing of the same value and quality. In the case of bankruptcy on the part of an employer, the special compensation fund shall reimburse any losses to the employee.
- d) At the employer's request, the employee shall provide sufficient proof of such loss.

2) **Special rule: Electric power transmission and distribution lines, electric power stations, communication networks, communication towers and catenaries:**

- a) The employee, at the employer's request, shall give an up-to-date inventory of his personal tools upon arriving at the job site. The employer may check the accuracy of this inventory at any time.
- b) In the case where the employee has given his employer the inventory provided for in Paragraph a), following a fire or a break-in, the employer shall compensate the employee or provide replacement tools or work clothes of the same value up to \$550.00 for any real loss in relation to his tools or work clothes as stored in accordance with Article 25.03.
- c) The employee shall produce the vouchers necessary to determine the value of the tools and work clothes.
- d) At the employer's request, the employee shall provide sufficient proof of such loss.

3) **Special rule: Millwright (industrial mechanic):**

- a) An employee shall give his employer, at the employer's request, an up-to-date inventory of his personal tools upon his arrival at the job site. The employer may check the accuracy of such inventory, at any time.
- b) When an employee works under special conditions and his toolbox and/or tools or work clothes deteriorate during the performance of his work or are damaged by products, the employer shall compensate the employee or shall replace these belongings with a toolbox, tools and work clothes of equal value.
- c) Following a fire or break-in, the employer shall compensate the employee or shall provide replacement tools or work clothes of equal value up to \$2,000 for any real loss in relation to his toolbox, tools or work clothes, as stored in accordance with Article 25.03.
- d) At the employer's request, the employee shall provide sufficient proof of such loss.

- 4) **Special rule: Interior systems installer:** The employee shall give the employer an up-to-date inventory of his personal tools upon arriving at the job site. The employer may check the accuracy of this inventory at any time.

In the case where the employee has given his employer the inventory provided for in the previous paragraph and following a fire or break-in, the employer shall compensate the employee or provide replacement tools or clothing of the same value up to \$600.00 for any real loss in relation to his tools or work clothes. At the employer's request, the employee shall provide sufficient proof of such loss.

- 5) **Special rule: Pipe welder and pipefitter:**

- a) The employee shall give his employer, at the latter's request, an up-to-date inventory of his personal tools upon arriving at the job site. The employer may check the accuracy of this inventory at any time.
- b) The employee shall produce the vouchers necessary to determine the value of such tools.
- c) In the case where the employee has given his employer the inventory provided for in the previous paragraph, following a fire or break-in, the employer shall compensate the employee or provide replacement tools or clothing of the same value up to \$300.00 for the pipe welder and pipefitter assigned to work in the heavy construction industry and up to \$400.00 in all other cases for any real loss in relation to their stored tools or work clothes. The employee shall pay the first \$25.00 of such loss.

At the employer's request, the employee shall provide sufficient proof of such loss.

25.05 Transportation of tools: Millwright (industrial mechanic) and heavy equipment mechanic:

- a) When, at his employer's request, a millwright or a heavy equipment mechanic must go to a job site using public transportation, the employee shall make a complete and exact list of his toolbox, giving the make, quantity, size and other characteristics necessary for the exact identification of each tool. This toolbox inventory shall be given to the employer before transportation. The employer may ask for any additional proof considered necessary.

In addition to paying the round-trip transportation expenses for the toolbox and tools, the employer is responsible for any damage to or loss of the toolbox or tools and shall reimburse the employee for such damage or loss.

If there are any delays in the delivery of the toolbox, the employer shall assign the employee to work in his trade, and the employee shall perform such work. Moreover, if the employee cannot retrieve his toolbox on the first working day following his return, the employer shall pay for each day of delay the equivalent wages that this employee would have earned for up to 5 days. However, the employee may be assigned by the employer to work in his trade during this period and the employee shall perform such work.

If the employee fails to compile the above-mentioned inventory and give it to the employer before such transportation, the employer shall not be required to pay transportation costs or compensate the employee for any loss, damage or delay.

In all cases, the employer may transport the employee's toolbox itself, in which case, it shall be responsible for said toolbox.

- b) **Special rule: Heavy equipment mechanic:**
In addition to that which is provided for in Paragraph a), if the heavy equipment mechanic cannot retrieve his toolbox within 10 working days following his return, the employer shall compensate the employee for the loss of the box and the tools or replace them.

If the box or the tools are later found and are in the same condition as when they were lost, the employee shall reimburse the employer for the compensation amount or return the replacement box or tools to the employer.

25.06 Welding:

1) General rule:

- a) When a welder is required by the employer, and because of the requirements of the job assigned to him, to write an exam in accordance with the Act respecting pressure vessels (R.S.Q., c. A-20.01) or to renew his certificate issued by the Canadian Welding Bureau, the employer shall pay the registration fees as well as the time required and the travelling expenses related to the exam.
- b) When a high-pressure welder is required by his employer to undergo a secondary skills test, the employer shall pay the employee his wage rate for the time needed to take the test, and reimburse any related travelling expenses.
- c) A welder who writes an exam may obtain a copy of the exam report from his employer upon request when he is laid off.
- d) When he is welding a high-pressure joint, a welder may not be assigned to any other work, until he has finished a weld pass.

- e) An electrician shall connect a welding machine to a junction box. Unless repairs are necessary, a welding machine in operation is under the sole supervision of the welder.

2) Special rule: Boilermaker:

- a) An employer is required to remit to the Commission, with its monthly report, \$0.03 for every hour worked by each of these employees in the month preceding its report.
- b) The amounts thus collected constitute a welding qualification fund for which the Commission is fiduciary and which it administers, as need be, solely in compliance with the terms and conditions established by the boilermaker trade occupational subcommittee set up under Section 18.12 of the Act. This special compensation fund is used only to compensate an employee for registration fees, the time required and travelling expenses related to the renewal of his certificate as issued by the Canadian Welding Bureau and the certificate issued under the Act respecting pressure vessels (R.S.Q., c. A-20.01) within the limits specified in Paragraph c).
- c) The welding qualification fund reimburses an employee who passes the renewal exam and obtains a new four position CWB certificate or passes the exam and obtains a new certificate as issued under the Act respecting pressure vessels (R.S.Q., c. A-20.01), for the registration fees, travelling expenses and the time required, up to \$300.00. This \$300.00 limit may be increased to \$400.00 by resolution of the trade occupational subcommittee during the term of the collective agreement.

3) Special rule: Electrician:

- a) An employer is required to remit to the Commission, with its monthly report, \$0.01

for every hour worked by each of these employees in the month preceding its report.

- b) The amounts thus collected constitute a welding qualification fund for the electrician trade for which the Commission is fiduciary and which it administers, as need be, solely in compliance with the terms and conditions established by the electrician trade occupational subcommittee set up under Section 18.12 of the Act. This special compensation fund is used only to compensate the employee, sponsor or accredited organization, for registration fees, the time required and travelling expenses related to the obtaining or renewal of his certificate as issued by the Canadian Welding Bureau, or under any other recognized national or international standards, within the limits specified in Paragraph c).
- c) The welding qualification fund for the electrician trade shall reimburse:
 - i) The sponsor or accredited organization: for expenses related to the taking of tests regardless of the results obtained by each employee registered for any of the tests corresponding to the welding procedures related to the above-mentioned standards.
 - ii) The employee: for travelling expenses, including kilometres travelled, in accordance with the provisions of Article 24.02 3); any meals and accommodations up to \$140.00 per day, upon presentation of receipts; also, for any loss in wages as attested by his employer, at the applicable wage rate, for a maximum of two (2) working days.

Reimbursement of the employee's expenses shall be conditional on his passing one or other of the tests taken and which corresponds to one of the welding procedures recognized by the trade.

- d) The welding qualification fund for the electrician trade is administered by the electrician trade occupational subcommittee.

4) **Special rule: Reinforcing steel erector and ornamental ironworker:**

- a) An employer is required to remit to the Commission, with its monthly report, \$0.02 for every hour worked by each of these employees in the month preceding its report.
- b) The amounts thus collected constitute a welding qualification fund for which the Commission is fiduciary and which it administers, as need be, solely in compliance with the terms and conditions established by the occupational subcommittee for each of the above trades, set up under Section 18.12 of the Act. Each of these special compensation funds is used only to compensate an employee for registration fees, the time required and travelling expenses related to the obtaining or renewal of his certificate as issued by the Canadian Welding Bureau, within the limits specified in Paragraph c).
- c) The welding qualification fund reimburses an employee who passes an exam written to obtain or renew a four position CWB certificate, for the registration fees, travelling expenses and the time required, when he is in the service of an employer, up to \$300.00. This \$300.00 limit may be increased to \$400.00 by resolution of the trade occupational subcommittee during the term of the collective agreement.

The employee shall provide the necessary proof of his passing the exam and the expenses incurred.

5) **Special rule: Tinsmith:**

- a) An employer is required to remit to the Commission, with its monthly report, \$0.01 for every hour worked by each of these employees in the month preceding its report.

b) The amounts thus collected constitute a welding qualification fund for which the Commission is fiduciary and which it administers, as need be, solely in compliance with the terms and conditions established by the occupational subcommittee for this trade, set up under Section 18.12 of the Act. This special compensation fund is used only to compensate an employee for registration fees, the time required and travelling expenses related to the obtaining or renewal of his certificate as issued by the Canadian Welding Bureau, within the limits specified in Paragraph c).

c) The welding qualification fund reimburses an employee who passes an exam written to obtain or renew a certificate, whether a CWB 1, 2, 3 or 4 positions certificate, twice yearly at the most, for the registration fees, travelling expenses and the time required, when he is in the service of an employer, up to \$350.00 per registration. The employee shall provide the necessary proof of his passing the exam and the expenses incurred.

6) **Special rule: Millwright (industrial mechanic):**

a) An employer is required to remit to the Commission, with its monthly report, \$0.04 for every hour worked by each of these employees in the month preceding its report.

b) The amounts thus collected constitute a welding qualification fund for which the Commission is fiduciary and which it administers, as need be, solely in compliance with the terms and conditions established by the millwright trade occupational subcommittee set up under Section 18.12 of the Act. This special compensation fund is used only to compensate an employee for registration fees, the time required and travelling expenses related his four position CWB certificate as issued by the Canadian Welding Bureau, within the limits specified in Paragraph c). Moreover, the expenses

related to the exam for the designated sponsor are reimbursed to the union.

c) The welding qualification fund reimburses an employee who passes the renewal exam and obtains a four position CWB certificate, for the registration fees, travelling expenses and the time required, when he is in the service of an employer, up to \$450.00. The employee shall provide the necessary proof of his passing the exam and the expenses incurred.

7) **Special rule: Structural steel erector:**

a) An employer is required to remit to the Commission, with its monthly report, \$0.03 for every hour worked by each of these employees in the month preceding its report.

b) The amounts thus collected constitute a welding qualification fund for which the Commission is fiduciary and which it administers, as need be, solely in compliance with the terms and conditions established by the occupational subcommittee for the above trade, set up under Section 18.12 of the Act. This special compensation fund is used only to compensate an employee for registration fees, the time required and travelling expenses related to the related to the obtaining or renewal of his certificate as issued by the Canadian Welding Bureau, within the limits specified in Paragraph c).

c) The welding qualification fund reimburses an employee who passes an exam written to obtain or renew a four position CWB certificate, for the registration fees, travelling expenses and the time required, when he is in the service of an employer, up to \$300.00. This \$300.00 limit may be increased to \$400.00 by resolution of the trade occupational subcommittee during the term of the collective agreement.

The employee shall provide the necessary proof of his passing the exam and the expenses incurred.

8) **Special rule: Pipe welder, pipeline welder, supply welder, distribution welder and pipe-fitter:**

- a) An employer is required to remit to the Commission, with its monthly report, \$0.04 for every hour worked by each of these employees in the month preceding its report.
- b) The amounts thus collected constitute a welding qualification fund for which the Commission is fiduciary and which it administers, as need be, solely in compliance with the terms and conditions established by the occupational subcommittee for the above trade and occupation, set up under Section 18.12 of the Act. This special compensation fund is used only to compensate an employee for registration fees, the time required and travelling expenses related to the renewal of his certificate as issued under the Act respecting pressure vessels (R.S.Q., c. A-20.01), within the limits specified in Paragraph c).
- c) The welding qualification fund reimburses an employee who passes the exam and obtains a new certificate as issued under the Act respecting pressure vessels (R.S.Q., c. A-20.01), for the registration fees, travelling expenses and the time required, when he is in the service of an employer, up to \$300.00. This \$300.00 limit may be increased to \$400.00 by resolution of the trade occupational subcommittee during the term of the collective agreement.

25.07 Hiring preference:

- 1) **General rule:** An employer who hires a storeman, watchman or a fireman-class IV shall give hiring preference to an employee who, because of his age (50 years or over) or a disability, is unable

to practise his trade, specialty or occupation, provided he is able to perform the work requested.

An employer who hires a storeman, pursuant to the previous paragraph, shall choose an employee whose trade, specialty or occupation corresponds to that performed by the majority of the employees in its employment.

Notwithstanding the previous paragraphs, the employer can assign to this position a construction employee who has sustained a work-related accident in its employment.

- 2) **Special rule: Insulator:** An employer who hires an employee whose main duty consists in seeing, on the job site, to the distribution and preparation of equipment or material for the insulator trade shall give priority in hiring to an insulator who, because of his age (50 years or over) or a disability, is unable to practise his trade, provided he is able to perform the work requested.

- 3) **Special rule: Electrician:** An electrician employer who has a storeman to distribute equipment or material used for electrical work shall employ at all times an electrician aged 50 years or over or an electrician who suffers from a disability and who is unable to ply his trade as an electrician, provided that such employee is able to perform the work requested. The employee shall be paid the electrician wage rate.

The application of this subsection shall not have the effect of laying off another employee already employed or forcing an employer to hire a storeman when it does not wish to do so.

The hiring preference provided for in this subsection applies only to the extent that it is compatible with the Regulation respecting hiring and mobility.

- 4) **Special rule: Millwright (industrial mechanic):** An employer who hires an employee whose duties consist in preparing, repairing and seeing to the distribution of equipment, material and tools for the millwright trade shall give hiring

preference to a millwright who, because of his age (50 years or over) or a disability, is unable to practise his trade, provided he is able to perform the work requested. The application of this subsection shall not have the effect of forcing an employer to hire a second storeman when several trades are served by this employee.

- 5) **Special rule: Pipefitter and pipe welder:** An employer who hires a storeman assigned to distribute, among other things, equipment and tools and/or pipefitting tools, shall hire a pipefitter or a pipe welder and ensure that he is at least 50 years old or has a disability. The storeman shall be paid the rate recognized in the collective agreement for the pipefitter or pipe welder trade.

25.08 Electric power transmission and distribution lines, electric power stations, communication networks, communication towers and catenaries:

An employer shall provide free of charge a means of transportation that it has at its disposal, to the representatives of the majority union group so that they can meet with the employer's employees in locations that are inaccessible by regular vehicles. The use of such means of transportation shall correspond to regular job site operations.

The employer shall be notified at least 3 days in advance of such a request. Under the same conditions, the employer shall provide room and board to these representatives at a reasonable cost.

**25.09 Electric power distribution lines and stations:
Hiring preference:**

- 1) Hiring preference for employees assigned to such work shall be as specified in Subschedule "C" of Schedule "B".
- 2) Employees with 1,000 or more hours' work experience as linemen on electric power transmission lines, electric power stations and communication networks shall be ranked as 3rd class linemen for distribution work purposes once they have put in 1,000 hours on these jobs.

3) **Exclusive occupations:**

Electric power transmission and distribution lines, electric power stations, communication networks, communication towers and catenaries:

- a) An employer may not hire or assign an employee holding a journeyman competency certificate to perform the duties of lineman, groundman, trimmer, assembler, "T" lineman, "T" apprentice lineman or cable puller as specified in Schedules E1 and E2.
- b) No one may claim a job in one of the disciplines specified in Paragraph a), unless he has logged hours in such a discipline with the Commission de la construction du Québec.
- c) When there is a need for more manpower: any new employee under paragraph a) hereof shall have completed a line erection occupational training course or equivalent training.

25.10 Mounting crew:

Structural steel erectors: Erection and mounting work shall be performed by a crew made up of at least 4 structural steel erectors and a group leader.

The preceding paragraph, however, does not apply to work performed with the help of a boom truck.

25.11 Directives: All directives shall be given to employees in French. Furthermore, any document that an employee must fill out, sign, or read shall be written in French.

25.12 Special rule: Crane operator in service of crane rental employer: Resource person: When the employer has 7 or more employees or 7 or more employees in a branch, the employees are entitled to

appoint one of the employees to act as a resource person to discuss any problems related to the application of the collective agreement and employee health and safety.

25.13 Special rule: Professional diver: Starting May 1, 2007, an employee entering the construction industry as a professional diver shall be paid 85% of the wage rate for the first 2,000 hours recorded with the Commission de la construction du Québec (CCQ) as a diver under Code 751. For wage rate application purposes, such employee is considered a Diver, Class 2.

25.14 Special rule: Pipefitter, pipeline welder and distribution welder assigned to pipeline installation work on natural gas and oil transportation pipelines and natural gas distribution networks: Work shift composition as established by the employer shall be determined in cooperation with the representative of the majority union group.

25.15 Special rule: Reinforcing steel erector: The first-hand drop and installation of preassembled components such as beams, columns and slabs shall be performed with hoisting equipment, unless such components can be reasonably handled by an employee or by a crew consisting of no more than 4 employees.

25.16 Liability Clause: Neglect of Insurance Obligation and Loss of Driver's License:

- a) When an employer neglects to insure the company vehicle used by an employee and the employee loses his driver's license as a result of such failure, the employer must compensate the employee for the following losses:
 - wages
 - fines
 - expenses incurred in relation to the reinstatement of said driver's license

- b) An employee must hold the license required to operate the vehicle of the employer assigned to him. He must notify the employer if his driver's license is suspended or cancelled.

25.17 Surveyor, Class 2: An employee as defined in Schedule B, Subschedule B, Subsection 21) shall be paid 85% of the surveyor wage rate.

When there is a manpower shortage, any new employee as specified in the preceding paragraph shall be required to hold a diploma showing that he has undergone relevant training.

Division XXVI

WORK SAFETY, HEALTH AND WELFARE

26.01 Safety at work: An employer shall take all necessary measures to eliminate at the source any risk to the health, safety and physical integrity of its employees. The employer shall also take measures to assure the well being and health of its employees. To this end, the employer agrees to comply with and have its representatives comply with any regulation regarding work health and safety.

No employee may be forced to sign any document or clause of a rule drafted by his employer that would limit the employee's rights as recognized under health and safety laws and regulations. Any such document shall be considered null and void.

26.02 Dangerous working conditions:

- 1) An employee is not obliged to work under conditions where the rules of safety as specified under the collective agreement and any laws and regulations are not observed, or under conditions where his health and safety and the health and safety of other persons are threatened.

- 2) In the case of the conditions specified in the preceding paragraph, the employee, the job site steward or the union representative shall inform the employer and the CSST in order that appropriate measures be taken to remedy the situation.
- 3) No discriminatory or disciplinary measure may be taken against an employee because of his refusal to work under such conditions. When an employee so refuses, he is still considered to be at work. His employer may, however, transfer him to an available job that he is able to perform.
- 4) An employer may take such disciplinary measure as is required against any employee who refuses to comply with the safety rules specified under the agreement, the law and any regulation.
- 5) An electrician shall not work on live equipment unless the proper equipment is used such as insulated pliers, rubber gloves, boots or low-cut boots, an insulating mat, or any other approved insulating method. This equipment shall be maintained in very good condition at all times.

Moreover, no electrician-employee is obliged to work alone in a place where it would be impossible for help to reach him rapidly should he sustain an accident. He shall be accompanied by another employee of the same trade.

- 6) When an employee works alone in an isolated location where it is impossible for him to ask for help, the employer shall establish an effective intermittent or continuous surveillance method, in accordance with the Safety Code for the Construction Industry.
- 7) **Electric power transmission and distribution lines, electric power stations, communication networks, communication towers and catenaries:**
 - a) **General rule:** The employer shall not allow an employee to work alone in a place where it would be impossible for help to reach him rapidly should the employee sustain an accident.

- b) **Underground lines:** During work in an access or transformation shaft, employees shall be accompanied by an employee who stays outside the shaft, in the case of live-line work.
- c) **Electric power transmission and distribution lines, electric power stations, communication networks and communication towers:** The group leader or the crew leader shall have at least 4 years experience in this kind of work.

26.03

- 1) **General rule: Working under special conditions:** When an employee works in especially unclean conditions in factories in operation or boiler rooms, where fumes, carbon, dust and other unclean industrial conditions are present or installs heat-resistant or acid-resistant materials in these places and under these conditions, the employer shall supply overalls and grant such employee the time needed to wash up before the end of the working day up to a maximum of 30 minutes with pay each day. When an employee does not use this time to wash up, the employer is not required to pay him for such time.

This clause also applies to construction work carried out in conjunction with a factory in operation in a place where the employee is exposed to the same conditions as in the factory itself.

The expression “factory in operation” means a factory that is in operation or one that was in operation but whose operations have been temporarily suspended in whole or in part to allow construction work to be carried out.

In addition, the employer shall supply gloves to bricklayer-masons, boilermakers, reinforcing steel erectors, refrigeration mechanics, fire-protection

mechanics, structural steel erectors, ornamental ironworkers and pipefitters who work in these places and under these conditions.

The employer is responsible for the cleaning of the overalls supplied to boilermakers and bricklayer-masons whenever it considers such necessary.

- 2) **Special rule: Electrician:** When such employee works in especially unclean conditions in factories in operation or boiler rooms, the employer shall grant him 15 minutes to wash up. When an employee has not been able to use these 15 minutes before the end of the working day, the employer shall pay the employee 15 minutes straight time in addition to the employee's day of work.

This clause also applies to construction work carried out in conjunction with a factory in operation in a place where the employee is exposed to the same conditions as in the factory itself.

The expression "factory in operation" means a factory that is in operation or one that was in operation but whose operations have been temporarily suspended in whole or in part to allow construction work to be carried out.

For work carried out under these conditions, the employer shall supply an electrician with gloves and overalls and shall be responsible for the cleaning of such.

- 3) **Special rule: Tinsmith:** When such employee works in especially unclean conditions in factories in operation or boiler rooms, where fumes, carbon, dust and other unclean industrial conditions are present or installs heat-resistant or acid-resistant materials in these places and under these conditions, the employer shall provide him with overalls and grant him the time needed for washing up before the end of the working day, up to 15 minutes with pay every day. If the

employee does not use this period for washing up, the employer does not have to pay him for this period.

This clause also applies to construction work carried out in conjunction with a factory in operation in a place where the employee is exposed to the same conditions as in the factory itself.

The expression "factory in operation" means a factory that is in operation or one that was in operation but whose operations have been temporarily suspended in whole or in part to allow construction work to be carried out.

The employer is responsible for cleaning the overalls supplied to a tinsmith whenever it considers such necessary.

- 4) **Special rule: Millwright (industrial mechanic):** When such employee works in especially unclean conditions in hydroelectric power plants under repair, factories in operation or boiler rooms, where fumes, carbon, dust and other unclean industrial conditions are present or installs heat-resistant or acid-resistant materials in these places and under these conditions, the employer shall provide him with overalls and gloves adapted to the weather and grant him 30 minutes with pay to wash up before the end of the working day. The employer is responsible for the cleaning of the overalls.

26.04

- 1) a) **Work performed under special conditions: Insulator:** The employer shall supply overalls to insulators who use coatings or adhesives such as tar or fast-setting coatings, as well as gloves for those who work with foam glass or with metal objects with sharp edges.

The employee is responsible for the overalls and gloves supplied to him, and shall return them to the employer when he leaves or when it is necessary to replace them.

However, the employer does not have to provide the employee with more than 2 pairs of overalls per 6-month period of employment.

- b) **Compensation for work clothes: Insulator:** The employer shall pay an insulator \$0.35 for each hour actually worked on any job site in order to compensate the insulator for the purchase and maintenance of the overalls needed in the exercise of his duties. This amount is paid as compensation. It shall constitute a reimbursement for expenses incurred by such employee and may not be considered a monetary benefit for the employee.

The obligation to provide overalls as specified in Article 26.03 and Paragraph a) of this subsection does not apply. However, the employer shall supply gloves for work involving foam glass or metal objects with sharp edges.

- 2) a) **Spray painting and painting in unventilated areas:** An employer shall provide free of charge to an employee who performs painting work with a spray gun or painting work in an unventilated area a fresh air-current mask or cartridge-type mask (carefully chosen for the specific substance to be protected against and maintained in good sanitary condition).

In addition, the employer shall supply overalls free of charge to an employee who performs painting work with a spray gun.

- b) **Spray painting and sandblasting work:** An employer shall grant any employee assigned to spray painting work or sandblasting work or such work using any other substitute, who has been in his service for 6 months, leave without pay of 1 day to allow him to undergo a lung test. The employer agrees to use the means at its disposal to encourage and facilitate the employee's taking this test.

- c) **Painting:** The employer shall supply free of charge to an employee who performs painting work, the wipes needed and non-irritating cleaners such as Nordo and Capri 50, as well as adequate masks and filters in accordance with the safety data on the labels of the products used. Masks and filters shall also be supplied to employees doing sandblasting work on dry walls.

- d) **Painting:** The employer shall grant to any employee assigned to painting work or sandblasting work or such work using any other substitute, the time needed, up to a maximum of 15 minutes, to wash up and clean his tools, within his standard work day.

- 3) **Bricklayer-mason:** For the laying of 10" concrete blocks (240 mm x 190 mm x 390 mm) or larger, as well as full blocks or any other blocks weighing more than 40 lbs. (18.144 kg), there shall always be 2 bricklayer-masons for such operation.

- 4) **Gypsum board installer:** Except when a job involves maintenance or repair work on a surface under 200 sq. ft., when the working position makes performance of the work difficult, the installation of gypsum boards shall be performed by a minimum of 2 employees, and when such boards measure more than 4 ft. X 8 ft. or weigh 70 or more lbs., and are installed at a height of 10 or more ft., such installation shall be performed by a minimum of 3 employees.

- 5) **Resilient flooring layer:** An employer shall supply free of charge to such employee when assigned to resilient flooring laying work, hand cleaners that do not irritate the skin such as Nordo and Capri 50.

Masks and filters shall also be supplied to an employee who is assigned to the application of materials containing noxious and corrosive epoxy.

26.05 Night work:

- 1) Any employee assigned to work alone on a job site at night outside the working hours stipulated under Division XXI shall be accompanied at all times by another employee of his trade, specialty or occupation.
- 2) No employee may work on a job site near any live equipment, material or wires for which he has not been provided with the necessary protective equipment.

26.06 Equipment:

- 1) **Employer's obligation:** The employer shall provide free of charge to the employee all personal and general protective methods and equipment as stipulated under a regulation or required by the employer. The employer shall also provide free of charge (if not specifically included in the special rules that follow), when working conditions so require, any necessary equipment such as: gloves, suits, rubber boots, etc. Otherwise, the employee is not obliged to work, and the employer may not exercise any disciplinary measures.

- 1.1) **Work performed under special conditions: Labourer, general helper, driller, blaster and surveyor:** The employer shall supply overalls to a labourer, general helper and surveyor who performs underground work and to a blaster or driller who operates a self-propelled rail-type or mobile drilling rig.

The employee is responsible for any clothes supplied to him, and shall return them to the employer upon his departure or when it is necessary to replace them.

The employer does not have to provide the employee with more than 3 pairs of overalls per 6-month period of employment. The employer is responsible for cleaning the overalls.

- 2) For welding, burning and fiberglass work, the employer shall provide free of charge to the employee all equipment, protective clothing and materials needed under any circumstances to safely carry out this kind of work.

- 2.1) **Special rule: Tinsmith:** For welding work related to the trade, the following equipment is supplied:

- welder's gloves.
- elbow pads, kneepads, a bolero or, as the case may be, a welder's jacket when required due to a difficult welding position.
- Individual welder's safety helmet.

Also, for fiberglass work related to the trade, the following equipment is supplied free when needed:

- gloves, a mask, an apron or, as the case may be, overalls, kneepads and overshoes.

- 3) **Responsibility clause:** The employee is personally responsible for any loss, breakage, alterations or damage, whether wilful or due to negligence, that is sustained by the equipment he uses, when it is provided by the employer under this article.

- 4) **Restriction:** Subsection 1) shall not be interpreted as obligating employers to supply personal clothes that employees must provide for themselves to perform the duties related to their trade, specialty or occupation.

- 5) **Compensation related to some safety equipment:** The employer shall pay an employee \$0.35 for each hour actually worked, for meeting his obligation to supply safety boots. This amount shall be increased to \$0.40 as of April 27, 2008 and to \$0.45 as of April 26, 2009.

Unless a hard hat and its accessories are provided, the employer shall pay the employee \$0.05 for every hour worked, for meeting his obligation to supply hard hats.

5.1) **Special rule: Surveyor:** Unless it supplies the surveyor's calculator and jacket, the employer shall pay the employee \$0.15 for every hour worked.

6) **Special rule: Bricklayer-mason, tile setter, carpenter-joiner, cement finisher, general helper (tile setter) and plasterer-joint pointer:** The employer shall pay such employee \$0.50 for every hour actually worked, for meeting his obligation to supply safety boots, safety gloves and hard hats and their accessories. The employer may require that it be identified on the employee's hard hat by its name, acronym or otherwise. This amount shall be increased to \$0.55 starting April 27, 2008 and to \$0.60 starting April 26, 2009.

7) **Special rule: Roofer:** The employer shall pay the employee \$0.60 for every hour actually worked, for meeting his obligation to supply safety boots and hard hats and for excessive wear of work clothes. This amount shall be increased to \$0.65 starting April 27, 2008 and to \$0.70 starting April 26, 2009.

8) **Special rule: Electricians:**

a) The employer shall pay the employee \$0.50 for every hour for which the employee receives pay, for meeting his obligation to supply safety boots, overalls, gloves and safety goggles (in accordance with the Safety Code for the Construction Industry). This amount shall be increased to \$0.55 starting April 27, 2008 and to \$0.60 starting April 26, 2009.

b) **Safety equipment:** The employer shall supply and clean free of charge, in addition to the above requirement, hard hats, fireproof suits and any other safety clothes that it requires.

9) **Special rule: Tinsmith:** The employer shall pay the employee \$0.50 for every hour actually worked, for meeting his obligation to supply safety boots, hard hat, overalls, gloves and safety goggles (in accordance with the Safety

Code for the Construction Industry). This amount shall be increased to \$0.55 starting April 27, 2008 and to \$0.60 starting April 26, 2009.

10) **Special rule: Reinforcing steel erector:** The employer shall pay the employee \$1.10 for every hour actually worked, for meeting his obligation to supply a harness including two (2) energy absorbers, as well as a welding mask and its components, a safety belt and its components, safety boots, hard hats and their accessories, gloves, safety goggles and the safety belt protective sheath. Such safety equipment shall be in compliance with the Safety Code. This amount shall be increased to \$1.15 starting April 27, 2008 and to \$1.20 starting April 26, 2009.

11) **Special rule: Refrigeration mechanics:** The employer shall pay the employee \$0.40 for every hour for which the employee receives pay, for meeting his obligation to supply safety boots and hard hats. This amount shall be increased to \$0.45 starting April 27, 2008 and to \$0.50 starting April 26, 2009.

12) **Special rule: Crane operator:** The employer shall pay the employee \$0.45 for every hour actually worked, for meeting his obligation to supply safety boots, hard hat, gloves, overalls, safety goggles and sunglasses in accordance with the standards set by the Association des optométristes. This amount shall be increased to \$0.50 starting April 27, 2008 and to \$0.55 starting April 26, 2009.

13) **Special rule: Electric power distribution lines (including pole installation work for distribution lines and telephone networks in combined active networks with electric power lines) and additions to existing electric power distribution, transformation and transmission stations:**

a) **Electric power distribution lines (including pole installation work) and distribution stations:** In addition to the compensation provided for in Subsection 5) of this article,

the employer shall pay the employee \$0.75 for every hour worked. This amount is paid as compensation to cover the purchase of fireproof clothing by the employee.

This compensation does not apply to the construction of a new distribution line, provided that the employee is assigned exclusively to such work for the whole term of the contract and such contract concerns only the construction of the new line.

- b) **Electric power stations:** In addition to the compensation provided for in Subsection 5), the employer shall pay the employee the amount of \$0.75 for every hour worked. This amount is paid as compensation to cover the purchase of fireproof clothing by the employee.

This compensation does not apply to the construction of a new electric power station, provided that the employee is assigned exclusively to such work for the whole term of the contract and such contract concerns only the construction of the new station.

When the employer's client requires that an employee wear full fireproof attire, Paragraphs a) and b) do not apply and the fireproof clothing shall be provided and cleaned by the employer.

This paragraph does not apply to electricians.

- 14) **Special rule: Fire-protection mechanic:** The employer shall pay the employee \$0.35 for every hour actually worked, for meeting his obligation to supply safety boots. The employer shall supply the employee with a new hard hat. This amount shall be increased to \$0.40 starting April 27, 2008 and to \$0.45 starting April 26, 2009.
- 15) **Special rule: Heavy equipment mechanic:** Unless bib overalls and overalls are provided, the employer shall pay the employee the amount of \$0.05 for every hour worked.

- 16) **Special rule: Structural steel erector and ornamental ironworker:** The employer shall pay the employee \$1.10 for every hour actually worked, for meeting his obligation to supply a harness including 2 energy absorbers, as well as a welding mask and its components, safety belt and its components, safety boots, hard hats and their accessories, gloves, safety goggles and the safety harness protective sheath. Such safety equipment shall be in compliance with the Safety Code. This amount shall be increased to \$1.15 starting April 27, 2008 and to \$1.20 starting April 26, 2009.

- 17) **Special rule: Painter:** The employer shall pay the employee \$0.50 for every hour actually worked, for meeting his obligation to supply personal protection equipment such as safety boots, hard hat, gloves and overalls. This amount shall be increased to \$0.55 starting April 27, 2008 and to \$0.60 starting April 26, 2009.

- 18) **Special rule: Resilient flooring layer:** The employer shall pay the employee \$0.60 for every hour actually worked, for meeting his obligation to supply safety boots, safety gloves, hard hats and their accessories, as well as safety goggles and kneepads. The employer may require that it be identified on the employee's hard hat by its name, acronym or otherwise. This amount shall be increased to \$0.65 starting April 27, 2008 and to \$0.70 starting April 26, 2009.

Moreover, the employer, without being exempt from its obligation to pay the above amount, may require that its employees wear a hard hat that it supplies at its own expense.

- 19) **Special rule: Interior systems installer and employee assigned to installation of gypsum boards:** The employer shall pay the employee \$0.50 for every hour actually worked, for meeting his obligation to supply safety boots, safety gloves, and hard hats and their accessories. The employer may require that it be identified on the employee's hard hat by its name, acronym

or otherwise. This amount shall be increased to \$0.55 starting April 27, 2008 and to \$0.60 starting April 26, 2009.

Moreover, the employer, without being exempt from its obligation to pay the above amount, may require that its employees wear a hard hat that it supplies at its own expense.

- 20) **Special rule: Supply welder, distribution welder, pipeline welder, pipe welder and pipefitter:** The employer shall pay the employee \$0.50 for every hour actually worked, for meeting his obligation to supply safety boots, a wind breaker and winter coat. The employer shall supply the employee with a hard hat free of charge. This amount shall be increased to \$0.55 starting April 27, 2008 and to \$0.60 starting April 26, 2009.

However, as of September 30, 2001, to meet the obligation specified in 28.06 25) c), the employer shall be entitled to a holiday from payment of the compensation specified in the preceding paragraph for an amount equivalent to \$0.15 for each hour actually worked. This payment holiday shall end once the objective set in relation to this obligation has been achieved.

- 21) **Special rule: Professional Diver:** The employer shall pay the employee \$1.00 for every hour actually worked in order to compensate such employee for the purchase and maintenance of diving equipment, including a drysuit, warm water suit, wetsuit (7 mm and 3 mm), booties for wet or drysuits, lead ankle weights, diving mask hood, drysuit undergarment, boots for warm water suit, knife, and carrying bag. This amount shall be increased to \$1.25 starting April 27, 2008 and to \$1.50 starting April 26, 2009.

26.06.1 Compensation related to safety equipment:

Compensation related to safety equipment shall constitute a reimbursement for expenses incurred by an employee for procuring the above safety equipment and may not be considered a monetary benefit for such employee.

26.07 First aid, accident victims and rehabilitation:

1) First aid:

- a) On all construction sites, it is necessary to have at least the first aid equipment required under the Act respecting occupational health and safety (R.S.Q., c. S-2.1) and the regulations adopted for its application. The principal contractor shall make known the name of the person responsible for providing first aid treatment and the location where first aid equipment is kept.
- b) On all construction sites with more than 10 employees, the principal contractor shall ensure that at least 1 of its employees is able to give emergency first aid to employees injured on the job.
- c) For this purpose, the employee so designated shall possess a first aid certificate from an organization recognized by the CSST. The name of the person responsible for first aid and the location where first aid is offered shall be posted on the job site.

2) Injured employee:

- a) Any employee who suffers from an employment injury shall immediately report the accident to his employer.
- b) The employer must record all employment injuries or incidents and promptly report such injury or incident in writing to the CSST. A copy of said report is given to the employee.
- c) An employee who, due to an employment injury, is unable to continue working shall receive the wages he would have normally received for the day in question. If the seriousness of his condition requires that he go to the hospital, he shall be accompanied by another person. When transportation expenses are incurred in going to the hospital, they shall be paid by the employer or its insurer when they are not covered by the CSST.

3) **Rehabilitation:**

- a) Following an employment injury, the employer shall reintegrate the employee concerned into his position on the job site upon presentation of a medical certificate authorizing the employee to work, provided there is work available in his trade, specialty or occupation.
- b) When an employee who has sustained an employment injury returns to work, the employer shall pay the employee's net wages for every day or part of a day in which he must leave work to receive medical care or for medical examinations related to his injury, or to undergo any activity in the framework of his individual rehabilitation plan.

Upon request, the CSST shall reimburse the employer for the wages the employer has paid in accordance with the first paragraph hereof, unless the employee left work to undergo medical examinations required by his employer.

26.08 Providing a meal room: An employer with at least 10 employees working more than 7 days shall provide a room for them to have their meals. This room shall:

1) **Meal room:**

- a) be adequately lit and ventilated.
- b) be heated to a minimum temperature of 21° C.
- c) always be kept clean.
- d) be equipped with hooks to hang clothing.
- e) be equipped with a sufficient number of tables and seats for the number of employees who are to have their meal at the same time.

- f) be equipped with covered garbage bins; and
- g) not be used to store materials, equipment or tools.

- 2) **Special rule: Diver:** An employer that hires at least three (3) divers for more than thirty (30) days shall provide them with a room where they can change, and store their personal diving equipment.

This room shall:

- a) be adequately lit and ventilated.
- b) be heated to a minimum temperature of 20° C.
- c) always be kept clean.
- d) be equipped with hooks to hang diving clothing.
- e) not be used to store materials or tools.
- f) comprise a minimum of five (5) square feet per diver.
- g) not be used as a meal room.

26.09 Special rule: Crane operator and shovel operator: Wire-type shovels and mobile cranes:

- 1) The operation of a wire-type shovel (non-hydraulic), having a capacity of more than 1 1/2 cubic yards requires the services of a journeyman assisted by another journeyman or an apprentice. When the second man is a journeyman, he shall receive 100% of the wage rate for his trade.
- 1.1) The operation of a truck-mounted conventional crane (with the exception of "rough terrain" crawler-type cranes mounted on the body of a front-end loader):
 - a) having a capacity of 35 tons or more, requires the services of a journeyman assisted by another journeyman or an

apprentice. The second man receives 85% of the wage rate for his trade, and is not entitled to the premiums provided for in Article 23.15.

b) Exception: Pile setter:

- i) The operation of a conventional-type crane on caterpillar tracks with a capacity of 35 to 50 tons requires the services of a journeyman assisted by another journeyman or an apprentice.

The operation of a second crane on the same job site, may be performed by a journeyman without the assistance of another journeyman or an apprentice.

When other cranes are added on the same job site, the rule of 3 shall apply: the third crane requires the presence of 2 employees as with the first crane; the fourth crane may be operated by only 1 employee (journeyman) as with the second crane; the fifth crane requires 2 employees as with the first; etc., on an alternating basis.

- ii) The operation of a conventional-type crane on caterpillar tracks with a capacity of over 50 tons requires the services of a journeyman assisted by another journeyman or an apprentice.
- iii) When the second employee is a journeyman, he shall receive 85% of the wage rate for his trade and is not entitled to the premiums specified in Article 23.15.

- 2) The operation of a truck-mounted telescopic crane with a capacity of 48 or more tons requires the services of a journeyman assisted by another journeyman or an apprentice. This does not include the operation of a pneumatic crawler-type crane mounted on a front-end loader (rough terrain) or a mobile crane (picker), but does include all other types of cranes. The

second employee shall receive 85% of the wage rate for his trade and is not entitled to the premiums specified in Article 23.15.

However, the operation of a truck-mounted telescopic crane with a nominal capacity of 115 or more tons requires the services of a journeyman assisted by another journeyman when available, otherwise by an apprentice. When the second employee is a journeyman, he shall receive 100% of the wage rate for his trade and he is not entitled to the premiums specified in Article 23.15.

- 3) The operation of a conventional-type crane on caterpillar tracks with a capacity of 35 or more tons requires the services of a journeyman assisted by another journeyman or an apprentice.

The second employee shall receive 85% of the wage rate for his trade and is not entitled to the premiums specified in Article 23.15.

- 4) The operation of a conventional crane mounted on a truck or on caterpillar tracks with a nominal capacity of 115 or more tons requires the services of a journeyman assisted by another journeyman when available, otherwise by an apprentice.

When the second employee is a journeyman, he shall receive 100% of the wage rate for his trade and he is not entitled to the premiums specified in Article 23.15.

- 5) The operation of a crane with a nominal capacity of 200 or more tons requires the services of 2 journeymen. Each shall receive 100% of the wage rate for his trade. The second employee shall receive the premiums specified in Article 23.15 only during the assembly and dismantling of the crane.

- 6) The operation of a crane with a capacity of 100 or more tons, with a clamshell bucket, drag line bucket or dynamic compaction requires the services of a journeyman assisted by another journeyman when available, otherwise by an apprentice. When the second employee is a

journeyman, he shall receive 100% of the wage rate for his trade and he is not entitled to the premiums specified in Article 23.15.

- 7) When the employer fails or refuses to provide a second employee as specified in the preceding subsections, the employee is not required to perform the work in question unless and until such time as the employer has met the requirements of this article. The employee may at no time be penalized or be subject to disciplinary or discriminatory measures because of his refusal to perform work under these circumstances.
- 8) **Crane rental employer and pile setter:** When a crane operator, at the employer's request, must take a training course required by the client, he shall receive 50% of his wage rate, except when he is required to report to the job site with a crane or other piece of equipment, in which case, he shall receive his wage rate.

26.10 Special rule: Fire-protection mechanic: In the event of bad weather, the employer shall supply adequate rainwear. Otherwise, the employee is not obliged to work and the employer may take no disciplinary measure.

26.11 Electric power transmission and distribution lines, electric power stations, communication networks, communication towers and catenaries:

1) **Shelter:**

- a) The employer shall provide his employees with adequate heated shelters.

These shelters shall be located on work sites, may be transportable and should be equipped with a table and benches so the employees can have their meals.

- b) **Distribution and communication networks:** The employer shall provide his employees with an adequate shelter in which to eat.

Such shelter shall be near the work site, unless the employer provides transportation.

- 2) **Communications:** In isolated areas, the employer shall maintain radio or telephone contact at all times in order to get help quickly in case of an accident. Moreover, it shall provide every crew with a means of communication so they can request help in case of emergency. This subsection also applies when an employee must work alone in an isolated area.
- 3) **Well being:** The employer shall provide free of charge the necessary insect repellents to employees who work in places exposed to mosquitoes.
- 4) a) **Study sessions:** Every month employers shall use a portion of the hours not worked because of work cancelled or stopped (Article 19.01) to hold study sessions on accident prevention, safety and first aid.
- b) Notwithstanding Paragraph c) of Subsection 2) of Article 26.07, an employee who is the victim of a work-related accident and is unable to continue his work shall receive his usual pay for that day and the remuneration to which he is entitled under the Act respecting industrial accidents and occupational diseases (R.S.Q., c. A-3.001). If the seriousness of his condition requires that he go to the hospital, he shall be accompanied by another person. If transportation expenses are incurred while going to the hospital, they shall be paid by the employer or its insurer if the Commission de la santé et de la sécurité du travail (CSST) does not cover such expenses.
- c) An employee who at the request of his employer must attend, during his employment period, a training course or information session as required for his work is entitled to his wage rate, to the provisions concerning fringe benefits, to annual vacation and statutory holiday pay and to the application of Article 24.13, where applicable.

The same principal shall apply when such course or session is required by the employer's client.

26.12 Heavy equipment operator: All roller compactors and bulldozers, that are over 48" wide, shall be equipped with a cab and heater system for work in cold weather. This provision shall not be applicable to rollers assigned to asphalt laying and road surfacing work.

26.13 Communication methods: During working hours, the employer shall take the measures needed to ensure that employees can be quickly notified, when they cannot be reached directly, in the event of an emergency involving a member of their family.

Division XXVII

SPECIAL LEAVE

27.01 Protection: No employee shall be laid off or be subject to discriminatory or disciplinary measures because he has availed himself of special leave as granted under this division. The employer must take him back into its employment on the first working day following any special leave granted under this division, on the condition that there is work in his trade, specialty or occupation.

This article does not apply when an employee has received a layoff notice.

27.02 Illness, accident, death, wedding and birth: Any employee is entitled to leave without pay for the following reasons, with the burden of proof being incumbent upon the employee:

- a) In the case of an absence due to accident or illness, for a period not exceeding 12 months.

- b) In the case of a serious accident or serious illness involving a member of his immediate family, whether his father, mother, brother, sister, spouse or child, for a maximum of three (3) days or maximum of five (5) days in the case of an employee assigned to work on a remote job site, the James Bay project, a hydroelectric project north of the 55th parallel (including Great Whale), or a job site with bunkhouses.
- c) In the case of his own wedding, for five (5) days and the employer shall be notified at least five (5) days prior to the wedding.
- d) In the case of the wedding of his father, mother or child, for a maximum period of two (2) days, and the employer shall be notified at least five (5) days prior to the event.
- e) In the case of the death of his brother-in-law, sister-in-law, father-in-law or mother-in-law, for a maximum of four (4) days or a maximum of five (5) days for an employee assigned to work on a remote job site, the James Bay project, a hydroelectric project north of the 55th parallel (including Great Whale) or a job site with bunkhouses.
- f) In the case of the death of his father, mother, spouse, child, brother, sister and biological grand-parents:
 - i. for a maximum of four (4) days, one (1) day of which shall be a working day, where applicable, with pay for an employee with fifteen (15) or more working days in the service of the same employer, or;
 - ii. for a maximum of five (5) days for an employee assigned to work on a remote job site, the James Bay project, a project located north of the 55th parallel, or a job site with bunkhouses.

Moreover, one (1) standard work day and the equivalent of round-trip transportation expenses are paid to an employee with fifteen (15) or more working days in the service of the same employer, on presentation of adequate proof of death.

27.03 Summons to testify: The employer shall grant leave without pay to any employee called to testify before a court having jurisdiction in any case concerning the interpretation of the Act and the collective agreement as well as any case concerning the application of any law or regulation directly or indirectly related to the construction industry, including any safety regulation.

27.04 Juror: When an employee is called upon to act as a juror, the employer shall grant him leave without pay each time the employee must appear in court as a jury candidate and for the entire period in which he is a juror, should such be the case. The Commission, upon presentation of the receipt from the court, shall pay the employee, from the special compensation fund, the difference between the amount that the latter received as a juror and the wages that he would have received for the standard hours he would have worked during the same period.

27.05 Maternity and parental leave: All employees are entitled to maternity and parental leave, according to the following terms and conditions:

1. **Birth or adoption:** An employee may be absent from work for five (5) days for the birth of the employee's child or the adoption of a child, or when pregnancy is interrupted as of the twentieth (20th) week of pregnancy. The first 2 days of leave shall be with pay when the employee is credited with 60 days of continuous service.

Such leave may be divided into days at the employee's request. It cannot be taken after 15 days have elapsed following the child's arrival at

the residence of his father or mother, or following the interruption of the pregnancy, when such is the case.

The employee shall notify the employer of such leave of absence as soon as possible.

2. **Paternity leave:** An employee is entitled to a paternity leave of not more than five (5) consecutive weeks, without pay, at the time of the birth of his child.

The paternity leave shall begin at the earliest in the week in which the child is born and shall end no later than fifty-two (52) weeks after the week in which the child is born.

3. **Pregnancy:** An employee may take leave without pay for a medical examination related to her pregnancy or an examination related to her pregnancy performed by a midwife.

The employee shall notify her employer as soon as possible of the time at which she must take such leave.

4. **Maternity leave:** A pregnant employee is entitled to maternity leave without pay for a maximum of 18 consecutive weeks, except when, at the employee's request, the employer consents to a longer maternity leave.

The employee may schedule the maternity leave at her discretion, before or after the expected delivery date. However, when a maternity leave starts during the week of the delivery, this week shall not be taken into account in the calculation of the maximum period of 18 consecutive weeks.

5. **Late delivery:** When delivery occurs after the expected date, the employee shall be entitled to at least two (2) weeks of maternity leave following child delivery.

6. **Start of leave:** Maternity leave shall not start earlier than the beginning of the 16th week

preceding the expected delivery date and shall not end later than eighteen (18) weeks following the week of delivery.

7. **Special maternity leave:** When there is a risk of a pregnancy being interrupted or a risk to the health of the mother or unborn child, arising in relation to the pregnancy, and requiring that the employee stop work, the employee shall be entitled to special maternity leave, without pay, for the length of time shown on the medical certificate attesting to the existing risk and giving the expected date of delivery.

Where applicable, the said leave shall be considered to be the maternity leave specified in Article 4 hereof, as of the start of the fourth (4th) week preceding the expected delivery date.

8. **Interruption of pregnancy:** When a pregnancy is interrupted before the start of the twentieth (20th) week preceding the expected delivery date, the employee shall be entitled to special maternity leave, without pay, for a period of not more than three (3) weeks, barring a medical certificate attesting to the need to extend such leave.

When a pregnancy is interrupted as of the twentieth (20th) week of pregnancy, the employee shall be entitled to maternity leave without pay for a maximum duration of 18 consecutive weeks, as of the week in which the event occurs.

9. **Notice to employer:** In the event of an interrupted pregnancy or premature childbirth, the employee shall, as soon as possible, give the employee notice in writing of the event that has occurred and the expected date of return to work, along with a medical certificate attesting to such event.
10. **Notice to employer:** Maternity leave may be taken following notice in writing of at least 3 weeks to the employer, giving the maternity leave starting date and the return-to-work date. This notice shall be accompanied by a medical certificate attesting to the pregnancy and the

expected delivery date. Such medical certificate may be replaced by a written report signed by a midwife.

Such notice may be less than 3 weeks when, according to the medical certificate, the employee needs to stop work within a shorter time limit.

11. **Medical certificate:** As of the 6th week preceding the expected delivery date, the employer may require, in writing, that a pregnant employee who is still at work provide a medical certificate showing that she is fit to work.

Should the employee refuse or fail to provide such certificate within 8 days, the employer may require that she take her maternity leave at that time and shall convey such notice to her in writing with an explanation.

12. **Medical certificate:** Regardless of the notice specified in Article 10, such employee may return to work before the expiry of her maternity leave. However, the employer may require that an employee who returns to work within 2 weeks of giving birth provide a medical certificate showing that she is fit to work.

13. **Parental leave:** The father or mother of a newborn child, and an employee who adopts a child are entitled to parental leave without pay of not more than 52 consecutive weeks.

14. **Start of leave:** A parental leave may start, at the earliest, as of the week in which the child is born, or in the case of adoption, the week in which the child is entrusted with the employee as part of an adoption procedure or the week in which an employee leaves his work to go outside Quebec to be entrusted with such child. This leave shall end not later than 70 weeks following childbirth or, in the case of adoption, not later than 70 weeks after the child has been entrusted with the employee.

However, parental leave may, in the cases and under the conditions specified in a government

regulation, end not later than 104 weeks following childbirth, or in the case of adoption, 104 weeks after the child has been entrusted with the employee.

15. **Notice to employer:** Parental leave may be taken after a minimum of 3 weeks' notice to the employer. Such notice shall give the starting date of the leave and the return-to-work date. Shorter notice may be given, however, when the presence of the employee is required for the newborn or newly adopted child, or where applicable, for the mother, due to their state of health.

16. **Leave reduction notice:** An employee may return to work before the date specified in the notice provided for in Subsections 10 and 15, after giving at least 3 weeks' notice in writing to the employer of the new date on which he will return to work.

If the employer so consents, the employee may return to work on a part-time or intermittent basis during his parental leave.

17. **Presumption of resignation:** An employee who does not report to work on the date specified in the notice to his employer is presumed to have resigned.

18. **Fractioning of leave:** At an employee's request, a maternity, paternity or parental leave may be divided into separate weeks if his child is hospitalized, or if the employee is entitled to leave as provided for under Section 79.1 or 79.8 of the Act respecting labour standards and in cases provided for under a regulation, in accordance with the terms and conditions and the duration and time limits specified thereunder.

19. **Suspension of leave:** When the child is hospitalized during a maternity, paternity or parental leave, such leave may be suspended, further to an agreement with the employer, to allow the employee to return to work for the duration of such hospitalization.

In addition, when an employee forwards to his employer prior to the date on which his leave is due to end, a notice accompanied by a medical certificate attesting to the fact that the state of health his child, or in the case of a maternity leave, the state of health of the employee so requires, the employee shall be entitled to an extension of the leave for the duration shown on the medical certificate.

20. **Group insurance and pension plans:** An employee's participation in the group insurance and pension plans recognized in his place of work shall not be affected by the employee's leave of absence, subject to the regular payment of the contributions payable under these plans and of which the employer assumes his usual share.

The government shall stipulate, by regulation, the other benefits that an employee may be entitled to during maternity, paternity or parental leave.

21. **Reinstatement of employee:** At the end of a maternity, paternity or parental leave, the employer shall reinstate such employees into their regular job with the same benefits, including the wage to which they would have been entitled had they remained on the job.

If the employee's regular job no longer exists when he returns to work, the employer shall grant him all rights and privileges to which he would have been entitled had he been on the job at the time the position was eliminated.

22. Sections 79.5 and 79.6 of the Act respecting labour standards shall apply to maternity, paternity and parental leave, with the necessary modifications.

FRINGE BENEFITS

28.01 Plans: The life insurance, salary insurance and health insurance plans, as well as the supplementary pension plan are those as provided for under the regulation of the Commission. One or more complementary plans may be created to offer benefits in excess of a basic plan. In this case, however, any additional administrative cost to implement or operate a complementary plan shall be paid directly from the amounts accumulated for the plan in question.

Moreover, the moneys required to ensure the coverages provided under any such complementary insurance plans, which are transferred from the supplementary funds to the group providence fund, must be sufficient to cover the payment of benefits in excess of those provided for under a basic plan.

In order to guarantee the permanent nature of the insurance plans, the parties in collaboration with the Commission carried out a review of the plans. This review has allowed the introduction of automatic control mechanisms guaranteeing the financial autonomy of the insurance plans during the term of the collective agreement and has allowed the establishment of a mechanism for the use of surpluses.

28.02 Decisions concerning use of funds: Subject to any applicable legislative provision, decisions concerning the use of social security funds are binding on the Commission, and such decisions are made by the committee set up by the Minister under Section 18 of the Act.

28.03 Employer and employee Contributions:

1) Employer contribution:

- a) The contribution paid by the employer for any employee governed by the collective agreement, with the exception of apprentices,

is \$5.355 per hour worked, consisting of \$1.85 for the group providence fund and \$3.505 for the pension fund.

This employer contribution to the pension fund shall include a contribution for past service of \$2.185 and a contribution for current service of \$1.32.

This breakdown may be changed from time to time, in accordance with the provisions of the Regulation governing social benefits (fringe benefits), it being agreed that past service only covers hours worked prior to December 26, 2004.

- b) The contribution paid by the employer for any apprentice governed by the collective agreement is \$4.615 per hour worked, consisting of \$1.85 for the group providence fund and \$2.765 for the pension fund.

The employer contribution to the pension fund shall include a contribution for past service of \$2.185 and a contribution for current service of \$0.58.

This breakdown may be changed from time to time, in accordance with the provisions of the Regulation governing social benefits (fringe benefits), it being agreed that past service only covers hours worked prior to December 26, 2004, while maintaining a \$0.74 difference in the contribution for current service for a journeyman and an apprentice.

- c) In addition to the amounts specified in Paragraphs a) and b), as of April 26, 2009, \$0.10 per hour worked shall be paid into the group providence fund.

- 2) **Employee contribution:** The contribution deducted by the employer from the wages of every employee governed by the collective agreement is \$0.80 for every hour worked plus any contributions as established under special rules, where applicable.

The contribution deducted by the employer from the wages of an employee shall be modified, in accordance with the provisions of the Regulation governing social benefits (fringe benefits), when, for the pension plan, the sum of the employer contribution for current service and the employee contribution exceeds the maximum of 18% of the sum of the employee's wage rate plus compulsory annual vacation pay and statutory holiday pay. Any excess amount shall reduce the employee contribution specified under a special rule.

- 3) **Remittance to Commission:** An employer shall forward to the Commission at the same time as the monthly report specified under the Regulation respecting records, its monthly report, notices from the employers, the name of a designated representative, its own contribution and the contribution deducted on behalf of its employees.
- 4) **Payment of administrative fees:** Regardless of Section 162 of the Supplemental Pension Plans Act, the Commission may debit directly from the contributions received under the fringe benefit plans all amounts required to pay any expenses incurred in its administration of said plans.

28.04 Special rule: Elevator mechanic: Application of the provisions set forth under this division shall be suspended for elevator mechanics governed by the Canadian Elevator Industry Welfare Plan and the Canadian Elevator Industry Pension Plan.

In such case, however, the employer's contribution shall correspond to the contribution established under Article 28.03, Subsection 1).

28.05 Special rule: Electrician and security systems installer: The employer and employee contributions paid to the fringe benefits plans for electricians and security systems installers are as follows:

1) **Employer contribution:**

- a) Starting May 24, 2007, the contribution paid by the employer on behalf of a journeyman is 1.5% of the electrician wage rate plus \$5.105. This contribution includes the contribution specified under Article 28.03, consisting of \$1.85 for the group providence fund and \$3.505 for the pension fund. The amount in excess of the employer contribution provided for in Article 28.03 shall be paid into the supplementary group providence fund.
- b) Starting May 24, 2007, the contribution paid by the employer on behalf of an apprentice is 1.5% of the electrician wage rate plus \$4.365. This contribution includes the contribution specified under Article 28.03, consisting of \$1.85 for the group providence fund and \$2.765 for the pension fund. The amount in excess of the employer contribution provided for in Article 28.03 shall be paid into the supplementary group providence fund.
- c) The employer contribution to the pension fund shall include a contribution for past service, the amount of which shall be the same as the amount resulting from the application of Article 28.03 for the other employees.
- d) In addition to the amounts specified in Paragraphs a) and b), as of April 26, 2009, \$0.10 per hour worked shall be paid into the group providence fund.

- 2) **Employee contribution:** The contribution deducted by the employer from the wages of an electrician-journeyman is 8.5% of the wage rate for the electrician trade plus \$0.60 per hour worked. The contribution deducted by the employer from the wages of a security systems installer-journeyman is 8.5% of the wage rate for the security systems installer trade plus \$0.20 per hour worked.

The contribution deducted by the employer from the wages of an apprentice electrician and apprentice security systems installer is \$0.80.

- 3) The contribution deducted by the employer from the wages of an employee shall be modified in accordance with the provisions of the Regulation governing social benefits (fringe benefits), when, for the pension plan, the sum of the employer contribution for current service and the employee contribution exceeds the maximum of 18% of the sum of an employee's wage rate plus compulsory annual vacation pay and statutory holiday pay. Any excess amount shall reduce the contribution deducted by the employer from the employee's wages.
- 4) The administrative costs for this special plan are paid in accordance with Article 28.01.
- 5) The employer shall forward to the Commission at the same time as the monthly report specified under the Regulation respecting records, its monthly report, notices from the employers, the name of a designated representative, its own contribution and the contribution deducted from its employees.

28.06 Contributions: Special rules:

- 1) **Bricklayer-mason:**
 - a) The contribution paid by the employer for a journeyman and apprentice is as specified in Article 28.03, Subsection 1) plus \$0.15 per hour worked. This additional amount is paid into the supplementary insurance fund.
 - b) This amount shall serve to create a complementary group insurance plan for this trade through the setting up of a supplementary insurance fund for such plan.
 - c) The employee contribution deducted from the wages of a journeyman is as specified in Article 28.03, Subsection 2) plus \$1.25 per hour worked. This amount is increased to

\$1.40 starting April 27, 2008 and to \$1.55 starting April 26, 2009.

The employee contribution deducted from the wages of an apprentice is as specified in Article 28.03, Subsection 2) plus \$1.00 per hour worked for a 3rd period apprentice, \$0.75 per hour worked for a 2nd period apprentice and \$0.50 per hour worked for a 1st period apprentice.

Where applicable, the employee contribution as stipulated in the two preceding paragraphs shall be adjusted through the application of the second paragraph of Article 28.03, Subsection 2).

- 2) **Insulator:** The employee contribution deducted from the wages of a journeyman and an apprentice is as specified in Article 28.03, Subsection 2) plus \$2.41 per hour worked for a journeyman, \$0.86 per hour worked for a 3rd period apprentice, \$0.74 per hour worked for a 2nd period apprentice and \$0.58 per hour worked for a 1st period apprentice.

Where applicable, the employee contribution as stipulated in the preceding paragraph shall be adjusted through the application of the second paragraph of Article 28.03, Subsection 2).

- 3) **Tile setter and general helper (tile setter):**
 - a) The contribution paid by the employer for a journeyman, apprentice and general helper (tile setter) is as specified in Article 28.03, Subsection 1) plus \$0.15 per hour worked. This additional amount is paid into the supplementary insurance fund.
 - b) This amount shall serve to create a complementary group insurance plan for the tile setter trade and general helper (tile setter) occupation through the setting up of a supplementary insurance fund for such plan.

- c) The employee contribution deducted from the wages of a journeyman and a general helper (tile setter) is as specified in Article 28.03, Subsection 2) plus \$1.25 per hour worked for a journeyman and general helper. This amount shall be increased to \$1.40 starting April 27, 2008 and to \$1.55 starting April 26, 2009.

The employee contribution deducted from the wages of an apprentice is \$1.00 per hour worked for a 3rd period apprentice, \$0.75 per hour worked for a 2nd period apprentice and \$0.50 per hour worked for a 1st period apprentice.

Where applicable, the employee contribution as stipulated in the two preceding paragraphs shall be adjusted through the application of the second paragraph of Article 28.03, Subsection 2).

4) **Carpenter-joiner:**

- a) The contribution paid by the employer for a journeyman and apprentice is as specified in Article 28.03, Subsection 1) plus \$0.15 per hour worked. This additional amount is paid into the supplementary insurance fund.
- b) This amount shall serve to create a complementary group insurance plan for the carpenter-joiner trade through the setting up of a supplementary insurance fund for such plan.
- c) The employee contribution deducted from the wages of a journeyman is as specified in Article 28.03, Subsection 2) plus \$0.90 per hour worked. This amount shall be increased to \$1.10 starting April 27, 2008 and to \$1.30 starting April 26, 2009.

The employee contribution deducted from the wages of an apprentice is as specified in Article 28.03, Subsection 2) plus \$0.26 per

hour worked. This amount shall be increased to \$0.46 starting April 27, 2008 and to \$0.66 starting April 26, 2009.

Where applicable, the employee contribution as stipulated in the two preceding paragraphs shall be adjusted through the application of the second paragraph of Article 28.03, Subsection 2).

- 5) **Boilermaker:** The employee contribution deducted from the wages of a journeyman, a welder-boilermaker and an apprentice is as specified in Article 28.03, Subsection 2) plus \$1.65 per hour worked for a journeyman and welder-boilermaker and \$0.57 per hour worked for an apprentice.

Where applicable, the employee contribution as stipulated in the preceding paragraph shall be adjusted through the application of the second paragraph of Article 28.03, Subsection 2).

6) **Cement finisher:**

- a) The contribution paid by the employer for a journeyman and apprentice is as specified in Article 28.03, Subsection 1) plus \$0.15 per hour worked. This additional amount is paid into the supplementary insurance fund.
- b) This amount shall serve to create a complementary group insurance plan for this trade through the setting up of a supplementary insurance fund for such plan.
- c) The employee contribution deducted from the wages of a journeyman and an apprentice is as specified in Article 28.03, Subsection 2) plus \$0.75 per hour worked for a journeyman and 2nd period apprentice and \$0.50 per hour worked for a 1st period apprentice.

Where applicable, the employee contribution as stipulated in the preceding paragraph shall be adjusted through the application of the second paragraph of Article 28.03, Subsection 2).

7) **Roofer:**

- a) The contribution paid by the employer for a journeyman and apprentice is as specified in Article 28.03, Subsection 1), plus \$0.20 per hour worked. This additional amount is paid into the supplementary insurance fund.
- b) This amount shall serve to create a complementary group insurance plan for this trade through the setting up of a supplementary insurance fund for such plan.
- c) The employee contribution deducted from the wages of a journeyman is as specified in Article 28.03, Subsection 2) plus \$2.00 per hour worked. This amount shall be increased to \$2.25 starting April 27, 2008 and to \$2.50 starting April 26, 2009.

The employee contribution deducted from the wages of an apprentice is as specified in Article 28.03, Subsection 2) plus \$1.00 per hour worked.

Where applicable, the employee contribution as stipulated in the two preceding paragraphs shall be adjusted through the application of the second paragraph of Article 28.03, Subsection 2).

- d) In the event that the Regulation respecting the vocational training and qualification of manpower in the construction industry gives rise to changes in apprenticeship in this trade, the employee contribution specified in the preceding paragraph will be reviewed and adjusted.

8) **Tinsmith:**

- a) The contribution paid by the employer for a journeyman and apprentice is as specified in Article 28.03, Subsection 1), plus \$0.20 per hour worked. This additional amount is paid into the supplementary insurance fund.

- b) This amount serves to create a complementary group insurance plan for this trade through the setting up of a supplementary insurance fund for such plan.
- c) The employee contribution deducted from the wages of a journeyman is as specified in Article 28.03, Subsection 2) plus \$2.00 per hour worked. This amount shall be increased to \$2.25 starting April 27, 2008 and to \$2.50 starting April 26, 2009.

The employee contribution deducted from the wages of an apprentice is as specified in Article 28.03, Subsection 2) plus \$0.58 per hour worked for a 1st period apprentice, or \$0.70 per hour worked for a 2nd or 3rd period apprentice.

Where applicable, the employee contribution as stipulated in the two preceding paragraphs shall be adjusted through the application of the second paragraph of Article 28.03, Subsection 2).

- d) In the event that the Regulation respecting the vocational training and qualification of manpower in the construction industry gives rise to changes in apprenticeship in this trade, the employee contribution specified in the preceding paragraph will be reviewed and adjusted.

- 9) **Reinforcing steel erector:** The employee contribution deducted from the wages of a journeyman and apprentice is as specified in Article 28.03, Subsection 2) plus \$2.47 per hour worked for the journeyman.

Where applicable, the employee contribution as stipulated in the preceding paragraph shall be adjusted through the application of the second paragraph of Article 28.03, Subsection 2).

10) **Refrigeration mechanic:**

- a) The contribution paid by the employer for a journeyman and apprentice is as specified

in Article 28.03, Subsection 1) plus \$0.15 per hour worked. This additional amount is paid into the supplementary insurance fund.

- b) This amount serves to create a complementary group insurance plan for this trade through the setting up of a supplementary insurance fund for such plan.
- c) In addition to the employer's contribution paid for a journeyman and apprentice as specified under Paragraph a), the amount of \$0.02 shall also be paid for every hour worked. This amount is paid into the supplementary insurance fund to reimburse employees for the cost of purchasing safety goggles with corrective lenses.

This additional contribution allows the employer to fulfill its obligation to supply, as needed, safety goggles with corrective lenses in compliance with applicable standards.

- d) The employee contribution deducted from the wages of a journeyman and apprentice is as specified in Article 28.03, Subsection 2) plus \$1.50 per hour worked for a journeyman.

Where applicable, the employee contribution as stipulated in the preceding paragraph shall be adjusted through the application of the second paragraph of Article 28.03, Subsection 2).

- 11) **Crane operator:** The employee contribution deducted from the wages of a journeyman and apprentice from this trade is as specified in Article 28.03, Subsection 2) plus \$1.60 per hour worked.

Where applicable, the employee contribution as stipulated in the preceding paragraph shall be adjusted through the application of the second paragraph of Article 28.03, Subsection 2).

- 12) **Elevator mechanics not governed by *Canadian Elevator Industry Welfare Plan and Canadian Elevator Industry Pension Plan:***

The employee contribution deducted from the wages of a journeyman and apprentice is as specified in Article 28.03, Subsection 2) plus \$1.95 per hour worked for a journeyman, \$0.35 per hour worked for a 1st period apprentice, \$0.65 per hour worked for a 2nd period apprentice, \$1.00 per hour worked for a 3rd period apprentice and \$1.50 per hour worked for a 4th and 5th period apprentice.

Where applicable, the employee contribution as stipulated in the preceding paragraph shall be adjusted through the application of the second paragraph of Article 28.03, Subsection 2).

13) **Millwright (Industrial mechanic):**

- a) The contribution paid by the employer for a journeyman and apprentice is as specified in Article 28.03, Subsection 1) plus 1.5% of the journeyman wage rate less \$0.207 per hour worked. This additional amount is paid into the supplementary insurance fund.
- b) This amount serves to create a complementary group insurance plan for this trade through the setting up of a supplementary insurance fund for such plan.
- c) The employee contribution deducted from the wages of a journeyman and apprentice is as specified in Article 28.03, Subsection 2) plus \$1.61 per hour worked for a journeyman, \$0.58 per hour worked for a 1st period apprentice and \$1.08 per hour worked for a 2nd and 3rd period apprentice.

Where applicable, the employee contribution as stipulated in the preceding paragraph shall be adjusted through the application of the second paragraph of Article 28.03, Subsection 2).

14) **Fire-protection mechanic:**

- a) The contribution paid by the employer for a journeyman and apprentice is as specified in Article 28.03, Subsection 1) plus 1.5% of

the journeyman wage rate less \$0.207 per hour worked. This additional amount is paid into the supplementary insurance fund.

- b) This amount serves to create a complementary group insurance plan for this trade through the setting up of a supplementary insurance fund for such plan.
- c) In addition to the employer's contribution for a journeyman and apprentice as specified under Paragraph a), \$0.02 shall be paid for every hour worked. This amount is paid into the supplementary insurance fund to cover the cost of purchase by an employee of safety goggles with corrective lenses.

This additional contribution allows the employer to fulfill its obligation to supply, where required, safety goggles with corrective lenses in compliance with applicable standards.

- d) The employee contribution deducted from the wages of a journeyman and apprentice is as specified in Article 28.03, Subsection 2) plus \$1.50 per hour worked for a journeyman.

Where applicable, the employee contribution as stipulated in the preceding paragraph shall be adjusted through the application of the second paragraph of Article 28.03, Subsection 2).

- 15) **Structural steel erector:** The employee contribution deducted from the wages of a journeyman, apprentice and welder from this trade is as specified in Article 28.03, Subsection 2) plus \$2.47 per hour worked for a journeyman and welder.

Where applicable, the employee contribution as stipulated in the preceding paragraph shall be adjusted through the application of the second paragraph of Article 28.03, Subsection 2).

- 16) **Erector-mechanic (glazier):** The employee contribution deducted from the wages of a journeyman is as specified in Article 28.03, Subsection 2) plus \$0.80 per hour worked. This amount shall be increased to \$1.00 starting April 27, 2008 and to \$1.20 starting April 26, 2009.

For an apprentice, the employee contribution deducted is as specified in Article 28.03, Subsection 2) plus \$0.25 per hour worked. This amount shall be increased to \$0.45 per hour worked starting April 27, 2008 and to \$0.65 per hour worked starting April 26, 2009.

Where applicable, the employee contribution as stipulated in the two preceding paragraphs shall be adjusted through the application of the second paragraph of Article 28.03, Subsection 2).

- 17) **Heavy equipment operator, shovel operator, heavy equipment mechanic and truck driver:**

- a) The employee contribution deducted from the wages of an employee, journeyman and apprentice is as specified in Article 28.03, Subsection 2) plus \$1.50 per hour worked, except for an apprentice heavy equipment mechanic, for whom this additional amount is \$0.47 per hour worked, and a truck driver-Class AA for whom this additional amount is \$1.35 per hour worked, a truck driver-Class A, B or C for whom this additional amount is \$1.10 per hour worked, and an apprentice heavy equipment operator-Class B for whom this additional amount is \$1.40 per hour worked.

Where applicable, the employee contribution as stipulated in the preceding paragraph shall be adjusted through the application of the second paragraph of Article 28.03, Subsection 2).

- 18) **Flooring specialist-sander:** The employee contribution deducted from the wages of a journeyman and apprentice from this specialty is as

specified in Article 28.03, Subsection 2) plus \$0.90 per hour worked for a journeyman and \$0.26 per hour worked for an apprentice.

Where applicable, the employee contribution as stipulated in the preceding paragraph shall be adjusted through the application of the second paragraph of Article 28.03, Subsection 2).

- 19) **Painter and painter-joint pointer:** The employee contribution deducted from the wages of a journeyman is as specified in Article 28.03, Subsection 2) plus \$0.50 per hour worked. This amount shall be increased to \$0.70 starting April 27, 2008 and to \$0.90 starting April 26, 2009.

The employee contribution deducted from the wages of an apprentice is as specified in Article 28.03, Subsection 2) plus \$0.23 per hour worked. This amount shall be increased to \$0.43 starting April 27, 2008 and to \$0.63 starting April 26, 2009.

Where applicable, the employee contribution as stipulated in the two preceding paragraphs shall be adjusted through the application of the second paragraph of Article 28.03, Subsection 2).

20) **Plasterer:**

- a) The contribution paid by the employer for a journeyman and apprentice is as specified in Article 28.03, Subsection 1) plus \$0.15 per hour worked. This additional amount is paid into the supplementary insurance fund.
- b) This amount serves to create a complementary group insurance plan for this trade through the setting up of a supplementary insurance fund for such plan.
- c) The employee contribution deducted from the wages of a journeyman and apprentice is as specified in Article 28.03, Subsection 2) plus \$0.75 per hour worked for the journeyman and 3rd period apprentice, \$0.50 per hour

worked for the 2nd period apprentice and \$0.40 per hour worked for the 1st period apprentice.

Where applicable, the employee contribution as stipulated in the preceding paragraph shall be adjusted through the application of the second paragraph of Article 28.03, Subsection 2).

21) **Plaster-joint pointer:**

- a) The contribution paid by the employer for a journeyman and apprentice is as specified in Article 28.03, Subsection 1) plus \$0.15 per hour worked. This additional amount is paid into the supplementary insurance fund.
- b) This amount serves to create a complementary group insurance plan for this trade through the setting up of a supplementary insurance fund for such plan.
- c) The employee contribution deducted from the wages of a journeyman and apprentice is as specified in Article 28.03, Subsection 2) plus \$0.75 per hour worked for the journeyman and 3rd period apprentice, \$0.50 per hour worked for the 2nd period apprentice and \$0.35 per hour worked for the 1st period apprentice.

Where applicable, the employee contribution as stipulated in the preceding paragraph shall be adjusted through the application of the second paragraph of Article 28.03, Subsection 2).

- 22) **Resilient flooring layer:** The employee contribution deducted from the wages of a journeyman and apprentice is as specified in Article 28.03, Subsection 2) plus \$0.95 per hour worked for a journeyman and \$0.70 per hour worked for an apprentice.

Where applicable, the employee contribution as stipulated in the preceding paragraph shall be adjusted through the application of the second paragraph of Article 28.03, Subsection 2).

- 23) **Interior systems installer:** The employee contribution deducted from the wages of a journeyman and apprentice is as specified in Article 28.03, Subsection 2) plus \$0.90 per hour worked for a journeyman and \$0.26 per hour worked for an apprentice.

Where applicable, the employee contribution as stipulated in the preceding paragraph shall be adjusted through the application of the second paragraph of Article 28.03, Subsection 2).

- 24) **Ornamental ironworker:** The employee contribution deducted from the wages of a journeyman and apprentice is as specified in Article 28.03, Subsection 2) plus \$2.47 per hour worked for a journeyman.

Where applicable, the employee contribution as stipulated in the preceding paragraph shall be adjusted through the application of the second paragraph of Article 28.03, Subsection 2).

- 25) **Pipefitter and pipe welder, including pipeline, distribution and supply welder:**

- a) The contribution paid by the employer for a journeyman, apprentice and pipe welder, including a pipeline, distribution and supply welder, is as specified in Article 28.03, Subsection 1) plus 1.5% of the wage rate for the journeyman or pipe welder, as the case may be, less \$0.207 for every hour worked. This additional amount is paid into the supplementary insurance fund.
- b) In addition to the employer's contribution for a journeyman, apprentice and pipe welder, including a pipeline, distribution and supply welder, as specified in the preceding paragraph, an additional \$0.02 shall be paid for every hour worked. This amount is paid into the supplementary insurance fund to cover

the cost of purchase by an employee of safety goggles with corrective lenses.

This additional contribution allows the employer to fulfill its obligation to supply, when required, safety goggles with corrective lenses in compliance with applicable standards.

- c) Moreover, to the amount specified in Paragraph a) is added \$0.15 per hour worked in accordance with the letter of understanding concerning the pipefitter and pipe welder supplementary insurance fund.
- d) The employee contribution deducted from the wages of a journeyman, apprentice and pipe welder, including a pipeline, distribution and supply welder, is as specified in Article 28.03, Subsection 2) plus \$1.69 per hour worked for a journeyman and pipe welder, including a pipeline, distribution and supply welder.

Where applicable, the employee contribution as stipulated in the preceding paragraph shall be adjusted through the application of the second paragraph of Article 28.03, Subsection 2).

- 26) **Various occupations:** The employee contribution deducted from the wages of an asphalt plant operator, crusher operator, hoisting equipment operator, pump and compressor operator, stationary or portable mixing plant operator, heavy equipment welder, heavy equipment serviceman and tire and body repairman is as specified in Article 28.03, Subsection 2) plus \$0.90 for every hour worked.

Where applicable, the employee contribution as stipulated in the preceding paragraph shall be adjusted through the application of the second paragraph of Article 28.03, Subsection 2).

- 27) **Occupations:** The employee contribution deducted from the wages of employees plying an occupation, with the exception of those

specified in the preceding subsection, is as specified in Article 28.03, Subsection 2) plus \$0.46 per hour worked for a storeman, and \$0.60 per hour worked in all other cases, except for a watchman or clerk. This \$0.60 amount shall be increased to \$0.80 starting April 27, 2008 and to \$1.00 starting April 26, 2009.

Where applicable, the employee contribution as stipulated in the preceding paragraph shall be adjusted through the application of the second paragraph of Article 28.03, Subsection 2).

28) Employees specified in Schedules E-1, E-2, E-3 and E-4, with the exception of electricians:

- a) The contribution paid by the employer for a employee specified in Schedules E-1, E-2, E-3 and E-4, with the exception of electricians, is increased by \$0.50 per hour worked and is put into the supplementary insurance fund.

Of this contribution, \$0.02 per hour worked shall be used to reimburse employees for the cost of purchasing safety goggles with corrective lenses.

Such reimbursement allows the employer to fulfill its obligation to supply, when required, safety goggles with corrective lenses in compliance with applicable standards.

- b) This amount serves to create a complementary group insurance plan for the employees specified in Schedules E-1, E-2, E-3 and E-4, with the exception of electricians, through the setting up of a supplementary insurance fund for such plan.
- c) The employee contribution deducted from the wages of the employees specified in Schedules E-1, E-2, E-3 and E-4, with the exception of electricians, is as specified in Article 28.03, Subsection 2) plus \$1.20 per hour worked for an employee whose remuneration is \$22.00 or less, \$1.50 in the case of remuneration of \$22.00 to \$25.00

and \$2.10 in the case of remuneration higher than \$25.00, except in the case of a labourer (helper), for whom this additional amount is \$1.10 per hour worked.

The additional contribution as specified in the preceding paragraph shall be eliminated in the case of the watchman.

Where applicable, the employee contribution as stipulated in the preceding paragraph shall be adjusted through the application of the second paragraph of Article 28.03, Subsection 2).

- 29) **Consolidation of complementary insurance plans:** At any time, a complementary insurance plan created under Article 28.01 may be consolidated with one or a number of other complementary insurance plans and a supplementary insurance fund for these consolidated plans shall be set up.

28.07 Special rule: Electrician and security systems installer:

- a) In addition to the employer's contribution as specified under Article 28.05 for an electrician and security systems installer, journeyman or apprentice, the amount of \$0.043 for every hour worked shall be paid into the supplementary group providence fund.
- b) In addition to the employer's contribution as specified in Article 28.05 for an electrician and security systems installer, journeyman or apprentice, the amount of \$0.02 shall be paid for every hour worked. This amount is paid into the group providence fund to reimburse employees for the cost of purchasing safety goggles with corrective lenses.

This contribution allows the employer to fulfill its obligation to supply, when required, safety goggles with corrective lenses in compliance with applicable standards.

PRIORITY OF THE FRENCH TEXT

29.01 The French text of this collective agreement shall prevail. No English version may be used in opposition to the French text.

Division XXX

FORBIDDEN PRACTICES

30.01 Production slowdown: No association of employees, no executive, steward, business agent or representative of such association and no employee may order, encourage or support a strike or work slowdown during the term of the collective agreement or take part in such strike or work slowdown.

30.02 Meetings on job site: An employees' association shall hold no meeting of its members on the job site without the employer's consent.

30.03 Strikes and lockouts: Strikes and lockouts are prohibited during the term of the collective agreement.

30.04 Acts by those governed: No association of employees, no person acting in the interest of such an association or in the interest of a group of employees, and no employer may act in such a way as to contravene this collective agreement or any law or regulation governing the construction industry.

Accordingly, no provision of this collective agreement may be interpreted as allowing any forbidden practice or the breaching of any law or regulation.

SPECIAL COMPENSATION FUND

31.01 Make-up of fund: The employer is required to remit to the Commission, along with its monthly report, \$0.02 for every hour worked by each of the employer's employees in the month preceding the report. The amounts so collected go to constitute a special compensation fund for which the Commission acts as fiduciary and which it shall administer solely in accordance with the modalities established by the Joint Committee on Construction. This special compensation fund shall be used to compensate employees for any loss in wages within the limits provided for under this division.

For the sole purpose of this division, the word "wages" means remuneration in currency, vacation pay, the employer's contribution to the construction industry's fringe benefit plan and travelling expenses. The fund, in addition to compensating employees for any loss in wages, shall be used to pay union dues for the compensation period to the union concerned.

31.02 Compensation:

The losses in wages covered by the fund are as follows:

- a) Any loss in wages incurred further to a bankruptcy, receiving order, transfer of property, arrangement proposal, consumer proposal, voluntary deposit or the liquidation of a company due to insolvency, as well as any loss incurred further to a writ of execution following a judgment rendered against an employer, for a maximum of \$5,000 per employer, being deemed not to have been carried out in full or in part. For any amount greater than this \$5,000 maximum, any decision regarding the execution of a judgment rendered against an employer or regarding the bankruptcy of such employer is the responsibility of the Commission's board of directors.

- b) The reimbursement of wages whenever an employee, who has been granted leave without pay by his employer, is summonsed to court as a jury candidate and throughout the entire period during which he must serve as a juror, when such is the case. The Commission shall, on presentation of a court receipt, pay the employee the difference between the amount he received for jury duty and the equivalent of the wages that he would have received for the standard hours that he would have worked during the same period.
- c) Any loss further to his employer's issuing a cheque without sufficient funds as well as any loss further to the non-payment of wages by an employer that has terminated its operations for at least 60 days in the construction industry, for up to 4 weekly pay periods.
- d) Also, within the limits of Paragraph a), any compensation as ordered under an approved arbitration award and based on the wages lost by the employee, or as stated in a judgment rendered following such arbitration award, ordering the payment thereof.
- e) The compensation fund, in the cases provided for in Paragraph a) of this article shall not compensate a claim for more than 6 weeks where an employee did not submit a complaint during the 6 weeks following the beginning of the contravention of the collective agreement.
- f) The compensation fund shall pay no amount for any person not holding a competency certificate as required by the Commission.
- g) The compensation fund shall not pay for credit hours, except in the case of the hour reserves (time banks) established under Article 19.04 of the collective agreement for the residential sector.

- h) The Commission may, by unanimous decision of its board of directors, authorize the payment of a claim that would have normally required prior legal proceedings and a judgment.
- i) The compensation fund shall pay no amount to any member of a partnership or, in the case of a corporation, to any of its directors, managers or officers, or to any shareholder owning more than 20% of the voting shares of such company. For any person herein specified, who is not entitled to compensation by the above fund, employers are not required to pay \$0.02 for every hour worked as specified in the first paragraph of Article 31.01.
- j) No claim further to any written or verbal agreement between an employer and an employee regarding piece-work, whether or not related to a system of incentives or performance bonuses, or regarding a lump sum or flat rate, is eligible, barring any provision to the contrary in the collective agreement.

31.03 Restrictions:

- 1) Any claim under Article 31.02, Paragraphs c) and d) shall be examined and settled by the Commission within 30 days of its filing.
- 2) An employee may only submit one (1) claim, as specified under Article 31.02, Paragraphs c) and d), involving the same employer within a 12-month period, except when the employer in question has reimbursed the amounts paid by the fund to the employee claimant, including any costs incurred by the Commission.

31.04 Claims recourse: Whenever the fund is required to pay compensation, the Commission shall promptly claim from the employer any amounts owing to the employees in question and shall notify the Régie du bâtiment du Québec thereof within 30 days.

Division XXXII

**CONSTRUCTION INDUSTRY
WORKERS TRAINING FUND**

32.01 Designation: On April 27, 1997, a training fund was established called the “Construction Industry Workers Training Fund”.

32.02 Purpose, bylaws, and terms and conditions governing the Construction Industry Workers Training Fund: The purpose, bylaws and terms and conditions governing the Construction Industry Workers Training Fund as well as guidelines on the use of the Fund appear in schedules appended hereto.

32.03 Contributions to Construction Industry Workers Training Fund: Employers subject to this collective agreement are required to remit to the Commission, along with their monthly report, a contribution of \$0.20 for every hour worked by each employee in the month preceding their report.

Division XXXIII

**TERM AND VALIDITY OF THE COLLECTIVE
AGREEMENT**

33.01 Term: This collective agreement shall come into effect on May 1, 2007 except with respect to the provisions of the clauses common to all four sectors, which shall come into effect on May 24, 2007, and shall expire on April 30, 2010.

33.02 Provisions contrary to the Act: Any provision of this collective agreement that is contrary to the Act or its regulations shall be considered null and void.

The nullity of such provision, however, shall in no way affect the validity of the other provisions.

33.03 Compliance with the collective agreement:

This agreement constitutes a minimum and a maximum regarding standard working and monetary conditions. Any express or tacit renunciation of the provisions of this collective agreement shall be considered null and void and shall in no way constitute justification by the employer of an employee who has not benefited from these provisions.

33.04 Terms and conditions maintained: Upon the expiry of the collective agreement, each and every of the terms and conditions of the collective agreement so expired shall be maintained insofar and as long as there is no work slowdown or stoppage, whether or not officially launched or ordered. In the case of a work slowdown or stoppage, the working conditions shall no longer apply to the trades, specialties and occupations having started, ordered or taken part in such work slowdown or stoppage. This clause shall be no longer in force and shall be considered null and void upon the signing of a new collective agreement by the authorized negotiating parties.

Regardless of the preceding paragraph, Schedules “T” and “U” shall continue to apply, even in the event of a strike or lockout.

Division XXXIV

APPLICATION OF THE COLLECTIVE AGREEMENT

34.01 Mandate of Commission: The Commission is the only body authorized to receive complaints concerning the application of this collective agreement and to ensure its implementation, except for the grievance settlement procedure, for which the parties assume responsibility.

34.02 Disputes:

Role of signatory parties: Within the framework of the Commission’s mandate, the signatory parties

shall participate actively in the dispute settlement procedure in the case of any disagreement arising in relation to the application and interpretation of the collective agreement.

Role of Commission: The Commission shall make every effort to inform the parties of the changes that it plans to make to its application directives as dealing with a provision of the collective agreement, and shall do so prior to the publication of such by forwarding a copy thereof to the signatory parties.

It may use the mechanism provided for in this division when it becomes aware of a dispute that has arisen over the application or interpretation of the collective agreement.

It may also make every effort to promote reconciliation between the parties.

34.03 Filing of a dispute: The sector-based employers' association or a representative association or union may file a dispute in writing to the Commission without having to prove an assignment of claim by the party concerned.

Notice of such shall be sent in writing to the Commission's Directorate, Application of Collective Agreements, which shall notify the signatory parties thereof within 24 hours of its receipt and shall convene the parties concerned to a meeting. Such meeting shall take place within 72 hours of receipt of the notice in question.

34.04 Procedure:

- a) The parties to the dispute shall, prior to the meeting, convey to the Commission and the signatory parties any document or information necessary to the examination of such dispute.
- b) Before proceeding to interpret the provisions of the collective agreement that have given rise to the dispute, the signatory parties shall hear the parties concerned.

- c) The signatory parties shall then be asked to interpret the provisions of the collective agreement over which the dispute has arisen.

34.05 Decision-making procedure: If the signatory parties agree on an interpretation of the provisions of the collective agreement over which the dispute has arisen, the Commission shall issue a directive to that effect, and such directive shall carry the full weight of a ruling by the Commission.

When the Commission's interpretation is different from the interpretations of the signatory parties, the parties may amend the collective agreement in accordance with any agreement they have reached.

If the signatory parties cannot come to an agreement, the Commission then issues, within 5 days of the meeting specified in Article 34.03, such directive as it deems appropriate.

In the event that the Commission issues a directive or opinion in support of the employer position, it shall agree to take no legal action under civil or criminal law.

SCHEDULE A

Greater Montreal Region: Comprises the counties of the Island of Montreal, Île Jésus, Chambly, and part of the counties of Verchères and Laprairie.

It includes the cities and towns of Boucherville, Carignan, Chambly, Greenfield Park, Laflèche, Lemoyne, Longueuil, Saint-Basile-le-Grand, Saint-Bruno-de-Montarville, Saint-Hubert, Saint-Lambert, Laval, Anjou, Baie d'Urfée, Beaconsfield, Côte-Saint-Luc, Dollard-des-Ormeaux, Dorval, Hampstead, Île-de-Dorval, Kirkland, Lachine, LaSalle, Montreal, Montréal-Est, Montréal-Nord, Mount-Royal, Outremont, Pierrefonds, Pointe-aux-Trembles, Pointe-Claire, Roxboro, Sainte-Anne-de-Bellevue, Sainte-Geneviève, Saint-Laurent, Saint-Leonard, Saint-Pierre, Verdun, Westmount, Brossard, Candiac, Delson and La Prairie, the villages of Varennes, Verchères and Senneville, and the municipalities of Saint-Amable, Sainte-Anne-de-Varennes, Saint-François-Xavier-de-Verchères, Sainte-Julie, Saint-Marc, Sainte-Théodosie-Calixa-Lavallée, Saint-Jean-de-Dieu, Saint-Raphaël-de-l'Île-Bizard, Notre-Dame, Sainte-Catherine-d'Alexandre-de-Laprairie, Saint-Constant, Saint-Isidore, Saint-Mathieu, Saint-Philippe, Huntington, Châteauguay, Châteauguay-Centre, Léry, Mercier, Beauharnois, Maple-Grove, Salaberry-de-Valleyfield, Dorion, Vaudreuil, Ormstown, Melocheville, Saint-Timothée, Terrasse-Vaudreuil, Deux-Montagnes, Oka-sur-le-Lac, Saint-Eustache and Oka, and the area of the Sainte-Scholastique airport bordering the district of the municipality of Sainte-Scholastique but not comprised in the district of such municipality.

Quebec City Region: As defined in the Construction Industry Decree (O.C. 1287-77 of April 20, 1977).

SCHEDULE B

Subschedule A

DEFINITIONS OF EXCLUSIVE OCCUPATIONS FOR THE ENTIRE CONSTRUCTION INDUSTRY

The exclusive jurisdiction principle consists in restricting to a particular group of employees the performance of certain occupations considered exclusive.

This principle, however, does not apply to the following occupations as regards work related to electric power transmission and distribution lines, electric power transformer stations and communication networks.

This group of employees is defined as all employees who do not hold a journeyman competency certificate or an apprenticeship booklet in accordance with the Regulation respecting vocational training.

Accordingly, an employer may assign only employees not holding a journeyman competency certificate or an apprenticeship booklet to these exclusive occupations.

The occupations deemed exclusive are as follows:

- 1) **Blaster:** Anyone who holds a valid blaster's certificate, in accordance with the Act respecting occupational health and safety (R.S.Q., c. S-2.1), and performs any work governed by this Act.
- 2) **Labourer (Underground worker):** Anyone who carries out construction work on tunnels, excluding open-air work, work performed by a welder, and work which, in the same working day, is performed only partly or occasionally underground, such as the transportation of materials by truck.

Subject to the preceding, tunnel construction work includes all tasks carried out underground, except those coming under the jurisdiction of the trades described in the Regulation respecting vocational training. Such construction is considered to be finished when the removal of the

concrete casing or the timbering is completed, where concrete casing or timbering is required.

- 3) **Driller:** Anyone who operates a self-propelled mobile or rail-type drilling rig. "Self-propelled drilling rig" means any drilling rig powered by hydraulic or pneumatic force whether the energy source is generated by equipment that is integrated or not into such a rig.
- 4) **Pipeline labourer:** Anyone who performs the following work:
 - a) Detecting underground pipes with the necessary equipment.
 - b) Helping with work performed by a swamper, excluding the alignment and spacing of pipes.
 - c) Maintaining the grade of a trench.
 - d) Operating a mechanical saw.
 - e) Performing the duties of the auger toolman.
 - f) Rough-edging rock on dangerous surfaces.
 - g) Working as a helper on fuel trucks.
 - h) Directing job-site traffic.
 - i) Operating a sand, water or concrete jet (nozzleman).
 - j) Operating a jack hammer.
 - k) Operating water pumps, except for those used by a pipefitter or pipe welder.
 - l) Polishing piping prior to applying a covering, and closing it as it is being applied to ensure a consistent wrapping.
 - m) Working as a drill operator helper.

SCHEDULE B

Subschedule B

DEFINITIONS OF OCCUPATIONS COMMON TO THE ENTIRE CONSTRUCTION INDUSTRY

- 1) **Steam boiler fireman:** Anyone who supervises the operation of any stationary heating or engine equipment governed by the Stationary Engineman Act (R.S.Q., c. M-6) and its regulations.
- 2) **Generator operator:** Anyone who supervises the operation of stationary internal combustion diesel engines governed by the Stationary Engineman Act and its regulations.
- 3) **Watchman:** Anyone who performs general watch duties on a construction site for the purpose of ensuring the protection of property and the security of persons.
- 4) **Diver (professional skin diver):** Anyone who, wearing a diving suit or equipped with breathing apparatus, performs construction, repair, installation, demolition or inspection work on equipment or structures underwater.
- 5) **Storeman:** Anyone who:
 - a) Checks in, stores and distributes materials, supplies, tools and equipment.
 - b) Sees that tools and equipment are properly maintained, without having to repair them.
 - c) Checks to see that goods received match requisitions and invoices.
 - d) Keeps a permanent stock record of outgoing and incoming supplies.
- 6) **Clerk:** Anyone who does clerical work on a construction site such as:
 - a) Checking employees' arrival and departure times.

- b) Computing work hours.
- 7) **Labourer:** Anyone who performs work not belonging to skilled tradesmen, apprentices, classified workmen or general helpers.
- 8) **General helper:** Anyone who:
- a) Performs various tasks related to masonry trades, such as the bricklayer-mason, cement finisher and plasterer trades, and performs the following:
 - i. Mixing cement or mortar manually or using a machine.
 - ii. Sawing with a masonry saw.
 - iii. Erecting and dismantling prefabricated scaffolding.
 - iv. Handling the necessary materials to skilled workmen from such trades.
 - v. Driving a forklift (5-ton maximum).
 - vi. Various clean-up jobs in the performance of his work.
 - b) Is assigned to loading, unloading and handling bulk cement and to any work related to the casting of concrete, including unfastened metal latticework for floors, in panels or rolls, but excluding work related to concrete finishing, and to the installation and assembly of metal rods (reinforcing steel).
 - c) Fires a portable kettle to melt asphalt materials to be used as a mordant, insulation or water-proofing agent.
 - d) Operates power, electrical or pneumatic drills as well as a bush hammer used to break concrete, except when required by the trades for installing parts and equipment.
 - e) Rakes asphalt materials for the construction or repair of paving, uses a smoother asphalt iron and operates a small roller weighing less than 1 ton.
 - f) Is responsible for operating a stationary or mobile heating unit used for drying aggregates or heating asphalt.
 - g) Operates any heating unit whenever such operation does not call for a certificate, excluding any electrical or mechanical maintenance.
 - h) Operates a platform scale for weighing truck loads.
 - i) Applies rigid and semi-rigid insulation materials, except when these insulation materials are required for roofs, piping and ducts as well as inside walls and masonry cavities.
 - j) Applies caulking.
 - k) Operates an apparatus used for cutting asphalt and concrete (*diamond cut operator*).
 - l) Installs galvanized steel and concrete pipes used for draining roads.
 - m) Installs water supply and sewage mains and their connections in relation to public highways and roadways.
 - n) Performs with the proper equipment (mixer-tender, pump, 1/4 inch or 3/4 inch pipe, nozzle used for shotcrete placement) any procedure involving the injection of cement or concrete inside forms, rock or existing concrete.
 - o) Operates any kind of manual compactor not requiring a journeyman competency certificate under the Act.
 - p) Applies urethane.
 - q) Operates a power saw.

- r) Operates a pump with a nominal diameter of less than 6 inches.
- 9) **General helper (tile setter):** Anyone who performs the work specified in the general helper definition when such work is related to the tile setting trade and who performs jointing and power saw cutting when such work is related to the tile setting trade.
- 10) **Hoisting equipment operator:** Anyone who operates a hoist or any other stationary or mobile vertical hoisting equipment with one or more drums.
- 11) **Truck driver:** Anyone who drives any type of truck.
- 12) **Pump and compressor operator:** Anyone who:
- a) Operates one or more water pumps with a discharge pipe of 6 inches or over.
 - b) Operates one compressor with a capacity of 210 cu. ft./min. or over, or two or more compressors with a 110 cu. ft./min. capacity.
 - c) Operates, cleans and maintains one or more concrete pumps, or sets concrete using such equipment.
- 13) **Stationary or portable mixing plant operator:** Anyone who, on a job site:
- a) Operates and maintains a concrete, asphalt or aggregate mixing plant and who also drives and operates truck-mounted concrete mixing plants, except for ready-mix truck operators.
 - b) Supervises the operation of a machine used to crush stone, rock and other similar materials.
 - c) Monitors and regulates materials being fed into the crusher to prevent jamming.
- d) Stops and clears the machine, as needed.
 - e) Adjusts accessories to control and vary gravel and stone sizes.
 - f) Controls the machine's output.
 - g) Oils, cleans and maintains his machine to ensure optimum operational performance.
- 14) **Pipe welder:** Anyone who:
- a) Performs pipe welding work pursuant to the Act respecting pressure vessels (R.S.Q., c. A-20.01) and its regulations.
 - b) Performs, in accordance with the above provisions, all other pipe welding work on such facilities and installations as oil refineries, gasoline pumps and vent and sprinkler systems.
- 15) **Welder:** Anyone who does any type of welding other than the work specified in the pipe welder definition.
- 16) **Gas fitter:** Anyone who makes connections to the main line, installs equipment such as meters and regulators and performs building connection tests for gas and oil distribution related-work.
- 17) **Supply welder, pipeline welder and distribution welder:** Anyone who performs pipe welding work in accordance with CSA Standards Z-183 and Z-184.
- 18) **Heavy equipment serviceman:** Anyone who, on a job site, repairs compressed air motors and pneumatic tools such as hammers, drills, chisels and boring bits, and who installs belts, wipers and headlamps.
- 19) **Tire and body repairman:** Anyone who, on a job site, installs and repairs tires and does body work on heavy equipment.

20) **Instrument man (surveyor):** Anyone who provides, using surveying instruments, plans or software:

- i) alignments.
- ii) construction axes.
- iii) elevations and survey points on a piece of land or on a structure that are necessary to the performance of construction work.

The Surveyor job description also comprises the production of drawings, the computation of volumes relating to the quantity of concrete, excavations, excavated material, embankments, and the planning of coordinated concrete pouring, but only when performed at the site of the execution of these operations, with the exception of the person who exclusively and only performs the duties specified in this paragraph (calculator).

21) **Surveyor, Class 2:** Any employee who performs the duties specified in Subsection 20), who possesses a relevant diploma or training that is recognized by the Commission de la construction du Québec (CCQ) and has obtained his competency certificate after May 1, 2007.

An employee shall be considered a Surveyor, Class 2, for the first 4,000 hours recorded with the Commission de la construction du Québec (CCQ) in the surveying field.

SCHEDULE B

Subschedule C

DEFINITIONS OF EXCLUSIVE OCCUPATIONS – A.25.09 3 A AND OCCUPATIONS RELATED TO ELECTRIC POWER TRANSMISSION AND DISTRIBUTION LINES, ELECTRIC POWER STATIONS, COMMUNICATION NETWORKS, COMMUNICATION TOWERS AND CATENARIES:

Distribution lines, distribution stations and catenaries:

- 1) **Lineman, 1st class:** Any employee assigned to construction, dismantling, painting and maintenance work on distribution lines, electric power stations, and catenaries who, under the general supervision of a group leader or a crew leader with this occupational title, carries out complex operations such as: properly sagging conductors; installing clamps and hardware; inspecting and painting structures, conductors and insulators; joint making work; the erection of wooden, galvanized steel and other types of structures; and the installation of busbars, circuit breakers, switches, transformers and capacitors, as well as other station equipment. The term also means anyone who performs aerial work on live or dead circuits using hot-line tools, as required, and who assists the group leader or crew leader in crew work.

He may also dig and install poles, pull underground cables, drive trucks, operate equipment related to his job, and install and remove street lamps when the latter are located on poles near the electric system.

The 1st class lineman is classified as such once he has logged 7,000 hours of experience or has followed the recognized training course and worked for 6,500 hours, unless the classification committee decides otherwise. He may be hired and paid as a 2nd class lineman. The employer shall give hiring preference to an employee with over 10,000 hours of experience recorded with

the CCQ, and then in descending order from 10,000 to 7,000 or 6,500 hours, as the case may be.

He benefits from hiring preference over any other employee of inferior classification and/or qualification when the employer needs personnel to do the above work or when personnel is laid off, on the basis of the placement region where the work is being carried out.

- 2) **Lineman, 2nd class:** Anyone who works under the general supervision of a crew leader, group leader or 1st class lineman and carries out the work described in Subsection 1). He is classified and paid as such as soon as he has a minimum of 4,500 hours of experience or the recognized training course and 4,000 hours of experience in the above work, unless the classification committee decides otherwise.

The 2nd class lineman benefits from hiring preference over any other employee of inferior classification and/or qualification when the employer needs personnel or when personnel is laid off, on the basis of the placement region where the work is being carried out and on the condition that there are no more 1st class linemen available and willing to work in the region where the work is being carried out. He may also do the job of a 3rd class lineman as well as any other groundwork, but he may never be paid less than the wage rate for the 2nd class lineman.

- 3) **Lineman, 3rd class:** Anyone who carries out simpler tasks relating to the above work under the general supervision of a group leader or crew leader and under the immediate supervision of a 1st or 2nd class lineman.

The 3rd class lineman is classified as such as soon as he has at least 2,000 hours of experience on electric power line work, or the recognized training course and 1,500 hours of experience in this work, unless the classification committee decides otherwise.

He is strictly forbidden from working alone on a live line with a voltage exceeding 600 volts.

The 3rd class lineman benefits from hiring preference over any other employee of inferior classification and/or qualification when the employer needs personnel or when personnel is laid off, on the basis of the placement region where the work is being carried out and on the condition that there are no more 1st or 2nd class linemen available and willing to work in the region where the work is being carried out.

- 4) **Groundman and lineman, 4th class:** Anyone whose work is carried out at ground level under the immediate supervision of a group leader, crew leader or lineman and whose work consists of assisting in the erection, removal, replacement or repair of distribution lines and power stations by performing various manual tasks. From time to time, an apprentice lineman may also be called upon to perform work usually done by 1st, 2nd or 3rd class linemen, provided such work is done on dead lines.

- 5) **Helper:** Any employee who does work that does not come under the scope of the jobs described in Subsections 1, 2, 3, 4, 6, 7, 8, 9, 10 and 11 as pertaining to distribution lines.

- 6) **Driver, line truck:** Anyone who is assigned to drive a line truck, and who helps linemen in their work as needed, and acts as group clerk.

A line truck may also be driven by any lineman.

- 7) **Heavy equipment operator:** Anyone whose work consists in driving or operating all types of heavy equipment.

- 8) **Trimmer:** Anyone whose work consists in cutting and trimming obstructing trees.

- 9) **Cable puller:** Any employee assigned to pulling cables placed in conduits or trenches.

- 10) **Underground cable splicer:** Any employee whose work consists of splicing cables in an underground electric power distribution network.
- 11) **Fibre optics splicer (fuser):** Any employee whose work consists of splicing fibre optic cables in accordance with construction plans and the methods in effect.
- 12) **Catenary:** An electric power line suspension system for locomotives, streetcars and buses.

Electric power transmission lines, electric power stations and communication towers:

- 1) **Lineman, 1st class:** An employee who, under the general supervision of a group leader or crew leader with this occupational title, performs, if he has the required physical fitness, all duties necessary to the construction, dismantling, and maintenance (including painting) of electric power transmission lines and stations, and communication towers, such as, but not limited to:

Installation work involving busbars, circuit breakers, switches, transformers (including outgassing) and capacitors, as well as other station equipment; aerial work on live or dead circuits using hot-line tools, as needed; assisting the group leader or crew leader with crew work; and supervision, as needed, of the work of any employee of lower classification.

He may also dig holes and install poles, pull underground cables, drive trucks, operate equipment related to his duties and install and remove street lamps when the latter are located on poles near the electric power network.

- 2) **Lineman, 2nd class:** An employee who, under the general supervision of a group leader or a crew leader with this occupational title or a 1st class lineman, performs, if he has the required physical fitness, all duties listed in the definition of a 1st class lineman.

- 3) **Lineman, 3rd class:** An employee who, under the general supervision of a group leader, crew leader or 1st class lineman, assists, if he has the required physical fitness, a 1st or 2nd class lineman in his work.

- 4) **Lineman, 4th class:** An employee who, under the close supervision of a 1st or 2nd class lineman, who has the required trade knowledge and physical fitness to assist, and does assist linemen in the carrying out of their work, with a view to becoming more highly skilled and experienced and qualifying as a 3rd class lineman.

- 5) **Groundman:** An employee who, under the supervision of a group leader, crew leader or lineman, has the required trade knowledge and physical fitness to perform and does perform all ground-level work necessary to the construction, dismantling or maintenance of electric power transmission lines and electric power transformer stations.

- a) When a lineman, 3rd class, lineman, 4th class or groundman performs assembler duties, he shall be paid the assembler wage rate.

- 6) **Assembler:** An employee who assembles, at ground level, parts that make up the framework for an electric power transmission line, electric power station and communication tower.

- 7) **Helper:** An employee who carries out work that does not come under the scope of the jobs described in Subsections 1, 2, 3, 4, 5, 6, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18 and 19, as pertaining to electric power transmission lines, electric power stations and communication towers.

Labourer (helper): Shall be used only for pole installation work. In all other cases, the term "general helper" shall be applicable.

- 8) **Heavy equipment mechanic:** An employee who, under the general supervision of a group leader or crew leader, carries out all repair work on power-driven or mechanical equipment.

- 9) **Carpenter-joiner:** An employee who, under the supervision of a group leader or crew leader, performs all carpentry work related to this industry.
- 10) **Heavy equipment operator:** An employee who operates a vehicle or equipment with a gross weight of more than 26,000 pounds (13 tons), or any employee who operates a telescopic-boom truck with hoisting capacity of 10 or more tons.
- 11) **Medium equipment operator:** An employee who operates a vehicle or equipment with a gross weight of 10,000 to 26,000 pounds (5 to 13 tons).
- 12) **Light equipment operator:** An employee who operates a vehicle or equipment with a gross weight of 2,000 to 10,000 pounds (1 to 5 tons).
- 13) **Rock driller (general helper):** This term is included in Schedule "B", Subschedule "A".
- 14) **Communication tower:** Any tower made of steel or other material that is used for the transmission of communication waves.
- 15) **Trimmer:** An employee whose work consists in cutting and trimming obstructing trees.
- 16) **Cable puller:** An employee assigned to pulling cables placed in conduits or trenches.
- 17) **Underground cable splicer:** An employee whose work consists of splicing electric cables in an underground electric power transmission network.
- 18) **Fibre optics splicer (fuser):** An employee whose work consists of splicing fibre optic cables in accordance with construction plans and methods in effect.
- 19) **Pile setter:** An employee assigned to pile driving work.
- 20) **Puller and/or tensioner operator:** An employee who operates a mechanical, hydraulic or electric-powered traction winding cable puller and/or tensioner.

Communication networks:

- 1) **Crew leader:** An employee who directs construction and alteration work on telephone and television network aerial circuits as well as digging work and pole installation work and who is qualified as a "T" lineman.
- 2) **"T" lineman:** An employee who carries out construction, maintenance and alteration work on telephone and television network aerial circuits.

He is classified as such as soon as he has a minimum of 3,000 hours of experience and/or the required qualifications to carry out such work.
- 3) **Apprentice "T" lineman:** An employee who, under the direction of a crew leader, assists in the performance of the work described in Subsection 2).
- 4) **Underground cable:** Any cable laid in a trench or conduit and that requires manholes and concrete pouring, etc.
- 5) **Trimmer:** An employee whose work consists in cutting and trimming obstructing trees.
- 6) **Cable puller:** An employee assigned to pulling cables placed in conduits and trenches.
- 7) **Labourer (helper):** Pole installation: An employee who performs pole installation related-work not coming under the job definitions as specified in Subsections 1), 2), 3) 5) and 6), as pertaining to communication networks.
- 8) **General helper:** Other than pole installation work: An employee who performs work that does not come under the job definitions as specified in Subsections 1), 2), 3), 5) and 6), as pertaining to communication networks.

SCHEDULE C

SUBDIVISION OF THE DEFINITION OF CERTAIN TRADES, SPECIALTIES AND OCCUPATIONS FOR WAGE DETERMINATION PURPOSES

1) Crane operator:

Crane operator-Class A: Any such work that is not included under crane operator-Class B and any crane with a capacity of over 22 tons that is subject to the jurisdiction of the crane operator trade.

Crane operator-Class B: The wage rate for a crane operator-Class B applies to an employee who operates:

- a) A self-propelled hydraulic crane with a rated capacity of up to 22 tons.
- b) A side boom tractor of less than 50 HP.
- c) A truck equipped with a winch and/or hydraulic boom, with a rated capacity of 22 tons or less.

2) Heavy equipment operator:

Heavy equipment operator-Class AA: The wage rate for a heavy equipment operator-Class AA shall apply only to an employee who operates a front-end loader of 6 or more cubic yards.

Heavy equipment operator-Class A: Any such work that is not included under heavy equipment operator-Class B, but coming under the heavy equipment operator jurisdiction.

Heavy equipment operator-Class B: The wage rate for a heavy equipment operator-Class B applies to an employee who operates:

- a) An asphalt roller of less than 5 tons.
- b) A farm tractor without attachments.

- c) Muskeg or Caterpillar with a rated nominal capacity of under 50 HP.

3) Truck driver:

Truck driver-Class AA: The wage rate for a truck driver-Class AA shall apply to an employee who operates an off-road truck of 35 or more tons and a belly dump truck.

Truck driver-Class A: The wage rate for a truck driver-Class A applies to an employee who drives a concrete mixer of 1 or more cubic yards, a tow truck, a float truck, an off-road truck, a winch-equipped truck with a hoisting capacity of over 5 tons, and a tandem rear-axle dump truck with a rated capacity of 10 or more tons.

Truck driver-Class B: The wage rate for a truck driver-Class B applies to an employee who drives:

- a) A winch-equipped truck with an "A" frame, with a hoisting capacity of less than 5 tons.
- b) A tanker truck (fuel, combustible or lubricants).

Truck driver-Class C: The wage rate for a truck driver-Class C applies to an employee who drives a stock-body truck, a single rear-axle dump truck, a tandem rear axle dump truck with a rated capacity of less than 10 tons, a pick-up truck, and a jeep with 4-wheel drive.

4) Shovel operator:

Shovel operator-Class AA: The wage rate for a shovel operator-Class AA shall apply only to an employee who operates a shovel of 6 or more cubic yards.

Shovel operator-Class A: The wage rate for a shovel operator-Class A applies to an employee who operates a shovel or backhoe equipped with a bucket with a rated capacity of 1 or more cubic yards.

Shovel operator-Class B: The wage rate for a shovel operator-Class B applies to an employee who operates a shovel or backhoe equipped with a bucket with a rated capacity of less than 1 cubic yard, or a Gradall.

5) **Hoisting equipment operator:**

Hoisting equipment operator-Class A: The wage rate for a hoisting equipment operator-Class A applies to anyone who operates multiple-drum vertical hoisting equipment.

Hoisting equipment operator-Class B: The wage rate for a hoisting equipment operator-Class B applies to anyone who operates single-drum vertical hoisting equipment with a capacity of 1,000 lbs. or over.

SCHEDULE D

WAGE RATES						
Trades and Specialties	Effective May 1, 2007			Effective April 27, 2008		
	(1) *	(2) **	(3) **	(1) *	(2) **	(3) **
	Day Wage	Wage 6:30 to 18:30	Wage 18:30 to 6:30	Day Wage	Wage 6:30 to 18:30	Wage 18:30 to 6:30
Bricklayer-mason	-	30.50	31.58	-	31.35	32.43
apprentice-period 1	-	18.30	18.95	-	18.81	19.46
apprentice-period 2	-	21.35	22.11	-	21.95	22.70
apprentice-period 3	-	25.93	26.84	-	26.65	27.57
Insulator	-	31.12	32.20	-	31.97	33.05
apprentice-period 1	-	18.67	19.32	-	19.18	19.83
apprentice-period 2	-	21.78	22.54	-	22.38	23.14
apprentice-period 3	-	26.45	27.37	-	27.17	28.09
Tile setter	-	30.50	31.58	-	31.35	32.43
apprentice-period 1	-	18.30	18.95	-	18.81	19.46
apprentice-period 2	-	21.35	22.11	-	21.95	22.70
apprentice-period 3	-	25.93	26.84	-	26.65	27.57
Carpenter-joiner	-	30.44	31.51	-	31.29	32.36
apprentice-period 1	-	18.26	18.91	-	18.77	19.42
apprentice-period 2	-	21.31	22.06	-	21.90	22.65
apprentice-period 3	-	25.87	26.78	-	26.60	27.51
Boilermaker	-	30.82	32.17	-	31.67	33.02
apprentice-period 1	-	18.49	19.30	-	19.00	19.81
apprentice-period 2	-	21.57	22.52	-	22.17	23.11
apprentice-period 3	-	26.20	27.34	-	26.92	28.07
Cement finisher	-	29.84	30.92	-	30.69	31.77
apprentice-period 1	-	20.89	21.64	-	21.48	22.24
apprentice-period 2	-	25.36	26.28	-	26.09	27.00
Roofer	-	31.12	32.20	-	31.97	33.05
apprentice	-	26.45	27.37	-	27.17	28.09
Electrician	30.82	-	-	31.67	-	-
apprentice-period 1	15.41	-	-	15.84	-	-
apprentice-period 2	18.49	-	-	19.00	-	-
apprentice-period 3	21.57	-	-	22.17	-	-
apprentice-period 4	26.20	-	-	26.92	-	-

SCHEDULE D

WAGE RATES						
Trades and Specialties	Effective May 1, 2007			Effective April 27, 2008		
	(1) *	(2) **	(3) **	(1) *	(2) **	(3) **
	Day Wage	Wage 6:30 to 18:30	Wage 18:30 to 6:30	Day Wage	Wage 6:30 to 18:30	Wage 18:30 to 6:30
Tinsmith	-	31.12	32.20	-	31.97	33.05
apprentice-period 1	-	18.67	19.32	-	19.18	19.83
apprentice-period 2	-	21.78	22.54	-	22.38	23.14
apprentice-period 3	-	26.45	27.37	-	27.17	28.09
Reinforcing						
steel erector	-	31.12	32.20	-	31.97	33.30
apprentice	-	26.45	27.37	-	27.17	28.31
Refrigeration						
mechanic	30.82	-	-	31.67	-	-
apprentice-period 1	15.41	-	-	15.84	-	-
apprentice-period 2	18.49	-	-	19.00	-	-
apprentice-period 3	21.57	-	-	22.17	-	-
apprentice-period 4	26.20	-	-	26.92	-	-
Crane operator						
— Class A	-	30.82	31.90	-	31.67	32.75
apprentice	-	26.20	27.12	-	26.92	27.84
— Class B	-	29.51	30.59	-	30.36	31.44
apprentice	-	25.08	26.00	-	25.81	26.72
Crane operator (viaduct, except crane rental)						
— Class A	-	31.37	32.45	-	32.22	33.30
apprentice	-	26.66	27.58	-	27.39	28.31
— Class B	-	30.06	31.14	-	30.91	31.99
apprentice	-	25.55	26.47	-	26.27	27.19
Crane operator - Concrete pump operator (under 42 metres)	-	*27.80	*28.88	-	28.58	29.66
apprentice	-	*24.91	*25.82	-	25.60	26.52
Crane operator - Concrete pump operator (42 metres and over)	-	*29.30	*30.38	-	30.12	31.20
apprentice	-	*24.91	*25.82	-	25.60	26.52

*Effective July 29, 2007

SCHEDULE D

WAGE RATES						
Trades and Specialties	Effective May 1, 2007			Effective April 27, 2008		
	(1) *	(2) **	(3) **	(1) *	(2) **	(3) **
	Day Wage	Wage 6:30 to 18:30	Wage 18:30 to 6:30	Day Wage	Wage 6:30 to 18:30	Wage 18:30 to 6:30
Security systems						
installer	24.77	-	-	25.62	-	-
apprentice-period 1	14.86	-	-	15.37	-	-
apprentice-period 2	17.34	-	-	17.93	-	-
apprentice-period 3	21.05	-	-	21.78	-	-
Elevator mechanic	34.31	-	-	35.16	-	-
apprentice-period 1	17.16	-	-	17.58	-	-
apprentice-period 2	20.59	-	-	21.10	-	-
apprentice-period 3	24.02	-	-	24.61	-	-
apprentice-period 4	29.16	-	-	29.89	-	-
apprentice-period 5	29.16	-	-	29.89	-	-
Millwright						
(industrial mechanic)	30.82	-	-	31.67	-	-
apprentice-period 1	18.49	-	-	19.00	-	-
apprentice-period 2	21.57	-	-	22.17	-	-
apprentice-period 3	26.20	-	-	26.92	-	-
Heavy equipment						
mechanic	-	30.67	31.75	-	31.52	32.60
apprentice-period 1	-	18.40	19.05	-	18.91	19.56
apprentice-period 2	-	21.47	22.23	-	22.06	22.82
apprentice-period 3	-	26.07	26.99	-	26.79	27.71
Fire-protection						
mechanic	30.82	-	-	31.67	-	-
apprentice-period 1	15.41	-	-	15.84	-	-
apprentice-period 2	18.49	-	-	19.00	-	-
apprentice-period 3	21.57	-	-	22.17	-	-
apprentice-period 4	26.20	-	-	26.92	-	-
Structural steel						
erector	-	31.12	32.20	-	31.97	33.30
apprentice-period 1	-	21.78	22.54	-	22.38	23.31
apprentice-period 2	-	26.45	27.37	-	27.17	28.31

SCHEDULE D

WAGE RATES						
Trades and Specialties	Effective May 1, 2007			Effective April 27, 2008		
	(1) *	(2) **	(3) **	(1) *	(2) **	(3) **
	Day Wage	Wage 6:30 to 18:30	Wage 18:30 to 6:30	Day Wage	Wage 6:30 to 18:30	Wage 18:30 to 6:30
Erector-mechanic (glazier)						
	-	30.58	31.66	-	31.43	32.51
apprentice-period 1	-	18.35	19.00	-	18.86	19.51
apprentice-period 2	-	21.41	22.16	-	22.00	22.76
apprentice-period 3	-	25.99	26.91	-	26.72	27.63
Heavy equipment operator						
– Class AA	-	29.38	30.46	-	30.23	31.31
apprentice	-	24.97	25.89	-	25.70	26.61
– Class A	-	28.45	29.53	-	29.30	30.38
apprentice	-	24.18	25.10	-	24.91	25.82
– Class B	-	27.75	28.83	-	28.60	29.68
apprentice	-	23.59	24.51	-	24.31	25.23
Shovel operator						
– Class AA	-	31.29	32.36	-	32.14	33.21
apprentice	-	26.60	27.51	-	27.32	28.23
– Class A	-	30.36	31.44	-	31.21	32.29
apprentice	-	25.81	26.72	-	26.53	27.45
– Class B	-	29.42	30.50	-	30.27	31.35
apprentice	-	25.01	25.93	-	25.73	26.65
Painter						
	-	29.07	30.14	-	29.92	30.99
apprentice-period 1	-	17.44	18.08	-	17.95	18.59
apprentice-period 2	-	20.35	21.10	-	20.94	21.69
apprentice-period 3	-	24.71	25.62	-	25.43	26.34
Plasterer						
	-	29.41	30.49	-	30.26	31.34
apprentice-period 1	-	17.65	18.29	-	18.16	18.80
apprentice-period 2	-	20.59	21.34	-	21.18	21.94
apprentice-period 3	-	25.00	25.92	-	25.72	26.64
Resilient flooring layer						
	-	26.96	27.50	-	27.81	28.35
apprentice	-	22.92	23.38	-	23.64	24.10

SCHEDULE D

WAGE RATES						
Trades and Specialties	Effective May 1, 2007			Effective April 27, 2008		
	(1) *	(2) **	(3) **	(1) *	(2) **	(3) **
	Day Wage	Wage 6:30 to 18:30	Wage 18:30 to 6:30	Day Wage	Wage 6:30 to 18:30	Wage 18:30 to 6:30
Interior systems installer						
	-	30.44	31.51	-	31.29	32.36
apprentice-period 1	-	18.26	18.91	-	18.77	19.42
apprentice-period 2	-	21.31	22.06	-	-	21.90
22.65						
apprentice-period 3	-	25.87	26.78	-	26.60	27.51
Ornamental iron worker						
	-	31.12	32.20	-	31.97	33.30
apprentice-period 1	-	21.78	22.54	-	22.38	23.31
apprentice-period 2	-	26.45	27.37	-	27.17	28.31
Joint pointer (plasterer/painter)						
	-	28.90	29.44	-	29.75	30.29
apprentice-period 1	-	17.34	17.66	-	17.85	18.17
apprentice-period 2	-	20.23	20.61	-	20.83	21.20
apprentice-period 3	-	24.57	25.02	-	25.29	25.75
Pipefitter						
	30.82	-	-	31.67	-	-
apprentice-period 1	15.41	-	-	15.84	-	-
apprentice-period 2	18.49	-	-	19.00	-	-
apprentice-period 3	21.57	-	-	22.17	-	-
apprentice-period 4	26.20	-	-	26.92	-	-

SCHEDULE D

WAGE RATES						
Occupations	Effective May 1, 2007			Effective April 27, 2008		
	(1) *	(2) **	(3) **	(1) *	(2) **	(3) **
	Day Wage	Wage 6:30 to 18:30	Wage 18:30 to 6:30	Day Wage	Wage 6:30 to 18:30	Wage 18:30 to 6:30
Surveyor	-	27.35	28.43	-	29.75	30.83
– Class 2	-	23.25	24.17	-	25.29	26.21
Blaster	-	27.44	28.52	-	28.69	29.77
Steam boiler fireman	-	25.82	26.90	-	26.67	27.75
– Fireman						
Class IV	-	23.07	24.15	-	23.92	25.00
Clerk	-	739.77/ week	784.21/ week	-	777.60/ week	822.15/ week
Truck driver						
– Class AA	-	26.41	27.49	-	27.26	28.34
– Class A	-	25.49	26.57	-	26.34	27.42
– Class B	-	24.77	25.85	-	25.62	26.70
– Class C	-	24.45	25.53	-	25.30	26.38
Driller	-	28.14	29.22	-	28.99	30.07
Watchman (60 hr/week)		846.66/ week	911.30/ week	-	897.60/ week	961.80/ week
Heavy equipment serviceman	-	24.99	26.07	-	25.84	26.92
Storeman	-	21.22	22.30	-	22.07	23.15
Labourer (asbestos)	-	27.02	28.10	-	27.87	28.95
Labourer	-	24.29	25.37	-	25.14	26.22
Labourer (roofing)	-	24.60	25.68	-	25.45	26.53
Labourer (pipeline)	-	24.99	26.07	-	25.84	26.92
General helper	-	24.99	26.07	-	25.84	26.92
General helper (tile setter)	-	25.14	26.22	-	25.99	27.07
General helper (roofing)	-	25.29	26.37	-	26.14	27.22
Hoisting equipment operator						
– Class A	-	27.94	29.00	-	28.79	29.85
– Class B	-	26.88	27.96	-	27.73	28.81
Generator operator	-	26.04	27.12	-	26.89	27.97
Pump and compressor operator	-	27.31	28.39	-	28.16	29.24

SCHEDULE D

WAGE RATES						
Occupations	Effective May 1, 2007			Effective April 27, 2008		
	(1) *	(2) **	(3) **	(1) *	(2) **	(3) **
	Day Wage	Wage 6:30 to 18:30	Wage 18:30 to 6:30	Day Wage	Wage 6:30 to 18:30	Wage 18:30 to 6:30
Stationary & portable mixing plant operator	-	27.31	28.39	-	28.16	29.24
Diver	-	32.46	33.53	-	33.31	34.38
– Class 2	-	27.59	28.50	-	28.31	29.22
Heavy equipment tire & body repairman	-	28.27	29.35	-	29.12	30.20
Welder	-	29.99	31.07	-	30.84	31.92
Heavy equipment welder	-	30.67	31.75	-	31.52	32.60
Pipeline welder, distribution welder and supply welder	30.82	-	-	31.67	-	-
Pipe welder	30.82	-	-	31.67	-	-
Gas fitter	30.82	-	-	31.67	-	-
Underground worker (miner)	-	27.86	28.94	-	28.71	29.79

* Shift work premiums and change-in-work-schedule premiums apply only when and as specified in Division 23 to the trade and occupation wage rates appearing in column (1).

**Shift work premiums and change-in-work-schedule premiums are already provided for and included in the trade and occupation wage rates appearing in columns (2) and (3).

SCHEDULE D

WAGE RATES			
Effective April 26, 2009			
	(1) *	(2) **	(3) **
Trades and Specialties	Day Wage	Wage 6:30 to 18:30	Wage 18:30 to 6:30
Bricklayer-mason	-	32.20	33.28
apprentice-period 1	-	19.32	19.97
apprentice-period 2	-	22.54	23.30
apprentice-period 3	-	27.37	28.29
Insulator	-	32.82	33.90
apprentice-period 1	-	19.69	20.34
apprentice-period 2	-	22.97	23.73
apprentice-period 3	-	27.90	28.82
Tile setter	-	32.20	33.28
apprentice-period 1	-	19.32	19.97
apprentice-period 2	-	22.54	23.30
apprentice-period 3	-	27.37	28.29
Carpenter-joiner	-	32.14	33.21
apprentice-period 1	-	19.28	19.93
apprentice-period 2	-	22.50	23.25
apprentice-period 3	-	27.32	28.23
Boilermaker	-	32.52	33.87
apprentice-period 1	-	19.51	20.32
apprentice-period 2	-	22.76	23.71
apprentice-period 3	-	27.64	28.79
Cement finisher	-	31.54	32.62
apprentice-period 1	-	22.08	22.83
apprentice-period 2	-	26.81	27.73
Roofer	-	32.82	33.90
Apprentice	-	27.90	28.82
Electrician	32.52	-	-
apprentice-period 1	16.26	-	-
apprentice-period 2	19.51	-	-
apprentice-period 3	22.76	-	-
apprentice-period 4	27.64	-	-

SCHEDULE D

WAGE RATES			
Effective April 26, 2009			
	(1) *	(2) **	(3) **
Trades and Specialties	Day Wage	Wage 6:30 to 18:30	Wage 18:30 to 6:30
Tinsmith	-	32.82	33.90
apprentice-period 1	-	19.69	20.34
apprentice-period 2	-	22.97	23.73
apprentice-period 3	-	27.90	28.82
Reinforcing steel erector	-	32.82	34.42
apprentice	-	27.90	29.26
Refrigeration mechanic	32.52	-	-
apprentice-period 1	16.26	-	-
apprentice-period 2	19.51	-	-
apprentice-period 3	22.76	-	-
apprentice-period 4	27.64	-	-
Crane operator			
– Class A	-	32.52	33.60
apprentice	-	27.64	28.56
– Class B	-	31.21	32.29
apprentice	-	26.53	27.45
Crane operator (viaduct, except crane rental)			
– Class A	-	33.07	34.15
apprentice	-	28.11	29.03
– Class B	-	31.76	32.84
apprentice	-	27.00	27.91
Crane operator - Concrete pump operator (under 42 metres)	-	29.38	30.46
Crane operator - Concrete pump operator (42 metres and over)	-	30.96	32.04
apprentice	-	26.32	27.23

SCHEDULE D

WAGE RATES			
Effective April 26, 2009			
	(1) *	(2) **	(3) **
Trades and Specialties	Day Wage	Wage 6:30 to 18:30	Wage 18:30 to 6:30
Security systems			
installer	26.47	-	-
apprentice-period 1	15.88	-	-
apprentice-period 2	18.53	-	-
apprentice-period 3	22.50	-	-
Elevator mechanic			
apprentice-period 1	18.01	-	-
apprentice-period 2	21.61	-	-
apprentice-period 3	25.21	-	-
apprentice-period 4	30.61	-	-
apprentice-period 5	30.61	-	-
Millwright			
(industrial mechanic)	32.52	-	-
apprentice-period 1	19.51	-	-
apprentice-period 2	22.76	-	-
apprentice-period 3	27.64	-	-
Heavy equipment			
mechanic	-	32.37	33.45
apprentice-period 1	-	19.42	20.07
apprentice-period 2	-	22.66	23.42
apprentice-period 3	-	27.51	28.43
Fire-protection			
mechanic	32.52	-	-
apprentice-period 1	16.26	-	-
apprentice-period 2	19.51	-	-
apprentice-period 3	22.76	-	-
apprentice-period 4	27.64	-	-
Structural steel			
erector	-	32.82	34.42
apprentice-period 1	-	22.97	24.09
apprentice-period 2	-	27.90	29.26

SCHEDULE D

WAGE RATES			
Effective April 26, 2009			
	(1) *	(2) **	(3) **
Trades and Specialties	Day Wage	Wage 6:30 to 18:30	Wage 18:30 to 6:30
Erector-mechanic			
(glazier)	-	32.28	33.36
apprentice-period 1	-	19.37	20.02
apprentice-period 2	-	22.60	23.35
apprentice-period 3	-	27.44	28.36
Heavy equipment			
operator	-	31.08	32.16
– Class AA	-	26.42	27.34
apprentice	-	30.15	31.23
– Class A	-	25.63	26.55
apprentice	-	29.45	30.53
– Class B	-	25.03	25.95
apprentice	-		
Shovel operator			
– Class AA	-	32.99	34.06
apprentice	-	28.04	28.95
– Class A	-	32.06	33.14
apprentice	-	27.25	28.17
– Class B	-	31.12	32.20
apprentice	-	26.45	27.37
Painter			
– Class AA	-	30.77	31.84
apprentice-period 1	-	18.46	19.10
apprentice-period 2	-	21.54	22.29
apprentice-period 3	-	26.15	27.06
Plasterer			
– Class AA	-	31.11	32.19
apprentice-period 1	-	18.67	19.31
apprentice-period 2	-	21.78	22.53
apprentice-period 3	-	26.44	27.36
Resilient flooring			
layer	-	28.66	29.20
apprentice	-	24.36	24.82

SCHEDULE D

WAGE RATES			
Effective April 26, 2009			
	(1) *	(2) **	(3) **
Trades and Specialties	Day Wage	Wage 6:30 to 18:30	Wage 18:30 to 6:30
Interior systems			
installer	-	32.14	33.21
apprentice-period 1	-	19.28	19.93
apprentice-period 2	-	22.50	23.25
apprentice-period 3	-	27.32	28.23
Ornamental iron worker			
apprentice-period 1	-	32.82	34.42
apprentice-period 2	-	22.97	24.09
apprentice-period 2	-	27.90	29.26
Joint pointer (plasterer/painter)			
apprentice-period 1	-	30.60	31.14
apprentice-period 1	-	18.36	18.68
apprentice-period 2	-	21.42	21.80
apprentice-period 3	-	26.01	26.47
Pipefitter			
apprentice-period 1	32.52	-	-
apprentice-period 1	16.26	-	-
apprentice-period 2	19.51	-	-
apprentice-period 3	22.76	-	-
apprentice-period 4	27.64	-	-

SCHEDULE D

WAGE RATES			
Effective April 26, 2009			
	(1) *	(2) **	(3) **
Occupations	Day Wage	Wage 6:30 to 18:30	Wage 18:30 to 6:30
Surveyor			
- Class 2	-	32.14	33.21
- Class 2	-	27.32	28.23
Blaster			
-	-	29.84	30.92
Steam boiler fireman			
-	-	27.52	28.60
- Fireman-Class IV	-	24.77	25.85
Clerk			
-	-	815.85/ week	860.40/ week
Truck driver			
- Class AA	-	28.11	29.19
- Class A	-	27.19	28.27
- Class B	-	26.47	27.55
- Class C	-	26.15	27.23
Driller			
-	-	29.84	30.92
Gardien (60 hr/week)			
-	-	948.60/ week	1,012.80/ week
Heavy equipment serviceman			
-	-	26.69	27.77
Storeman			
-	-	22.92	24.00
Labourer (asbestos)			
-	-	28.72	29.80
Labourer			
-	-	25.99	27.07
Labourer (roofing)			
-	-	26.30	27.38
Labourer (pipeline)			
-	-	26.69	27.77
General helper			
-	-	26.69	27.77
General helper (tile setter)			
-	-	26.84	27.92
General helper (roofing)			
-	-	26.99	28.07
Hoisting equipment operator			
- Class A	-	29.64	30.70
- Class B	-	28.58	29.66
Generator operator			
-	-	27.74	28.82
Pump and Compressor operator			
-	-	29.01	30.09
Stationary & portable Mixing plant operator			
-	-	29.01	30.09

SCHEDULE D

WAGE RATES			
Effective April 26, 2009			
Occupations	(1) * Day Wage	(2) ** Wage 6:30 to 18:30	(3) ** Wage 18:30 to 6:30
Diver	-	34.16	35.23
– Class 2	-	29.04	29.95
Heavy equipment Tire & body repairman	-	29.97	31.05
Welder	-	31.69	32.77
Heavy equipment welder	-	32.37	33.45
Pipeline welder, distribution welder and supply welder	32.52	-	-
Pipe welder	32.52	-	-
Gas fitter	32.52	-	-
Underground worker (miner)	-	29.56	30.64

* Shift work premiums and change-in-work-schedule premiums apply only when and as specified in Division 23 to the trade and occupation wage rates appearing in column (1).

**Shift work premiums and change-in-work-schedule premiums are already provided for and included in the trade and occupation wage rates appearing in columns (2) and (3).

SCHEDULE D-1

Schedule applicable only to work carried out on James Bay project, remote job sites and hydroelectric projects north of 55th parallel (including Great Whale)

WAGE RATES						
Trades and Specialties	Effective May 1, 2007			Effective April 27, 2008		
	(1) *	(2) **	(3) **	(1) *	(2) **	(3) **
	Day Wage	Wage 7:00 to 19:00	Wage 19:00 to 7:00	Day Wage	Wage 7:00 to 19:00	Wage 19:00 to 7:00
Bricklayer-mason	-	33.47	34.63	-	34.32	35.48
apprentice-period 1	-	20.08	20.78	-	20.59	21.29
apprentice-period 2	-	23.43	24.24	-	24.02	24.84
apprentice-period 3	-	28.45	29.44	-	29.17	30.16
Insulator	-	34.15	35.31	-	35.00	36.16
apprentice-period 1	-	20.49	21.19	-	21.00	21.70
apprentice-period 2	-	23.91	24.72	-	24.50	25.31
apprentice-period 3	-	29.03	30.01	-	29.75	30.74
Tile setter	-	33.47	34.63	-	34.32	35.48
apprentice-period 1	-	20.08	20.78	-	20.59	21.29
apprentice-period 2	-	23.43	24.24	-	24.02	24.84
apprentice-period 3	-	28.45	29.44	-	29.17	30.16
Carpenter-joiner	-	33.40	34.55	-	34.25	35.40
apprentice-period 1	-	20.04	20.73	-	20.55	21.24
apprentice-period 2	-	23.38	24.19	-	23.98	24.78
apprentice-period 3	-	28.39	29.37	-	29.11	30.09
Boilermaker	-	33.82	35.28	-	34.67	36.13
apprentice-period 1	-	20.29	21.17	-	20.80	21.68
apprentice-period 2	-	23.67	24.70	-	24.27	25.29
apprentice-period 3	-	28.75	29.99	-	29.47	30.71
Cement finisher	-	32.74	33.90	-	33.59	34.75
apprentice-period 1	-	22.92	23.73	-	23.51	24.33
apprentice-period 2	-	27.83	28.82	-	28.55	29.54
Roofer	-	34.15	35.31	-	35.00	36.16
Apprentice	-	29.03	30.01	-	29.75	30.74

SCHEDULE D-1

WAGE RATES						
Trades and Specialties	Effective May 1, 2007			Effective April 27, 2008		
	(1) *	(2) **	(3) **	(1) *	(2) **	(3) **
	Day Wage	Wage 7:00 to 19:00	Wage 19:00 to 7:00	Day Wage	Wage 7:00 to 19:00	Wage 19:00 to 7:00
Electrician	33.82	-	-	34.67	-	-
apprentice-period 1	16.91	-	-	17.34	-	-
apprentice-period 2	20.29	-	-	20.80	-	-
apprentice-period 3	23.67	-	-	24.27	-	-
apprentice-period 4	28.75	-	-	29.47	-	-
Tinsmith	-	34.15	35.31	-	35.00	36.16
apprentice-period 1	-	20.49	21.19	-	21.00	21.70
apprentice-period 2	-	23.91	24.72	-	24.50	25.31
apprentice-period 3	-	29.03	30.01	-	29.75	30.74
Reinforcing steel erector	-	34.15	35.31	-	35.00	36.41
apprentice	-	29.03	30.01	-	29.75	30.95
Refrigeration mechanic	33.82	-	-	34.67	-	-
apprentice-period 1	16.91	-	-	17.34	-	-
apprentice-period 2	20.29	-	-	20.80	-	-
apprentice-period 3	23.67	-	-	24.27	-	-
apprentice-period 4	28.75	-	-	29.47	-	-
Crane operator						
– Class A	-	33.82	34.98	-	34.67	35.83
apprentice	-	28.75	29.73	-	29.47	30.46
– Class B	-	32.38	33.54	-	33.23	34.39
apprentice	-	27.52	28.51	-	28.25	29.23
Crane operator (viaduct, except crane rental)						
– Class A	-	34.42	35.58	-	35.27	36.43
apprentice	-	29.26	30.24	-	29.98	30.97
– Class B	-	32.98	34.14	-	33.83	34.99
apprentice	-	28.03	29.02	-	28.76	29.74
Crane operator - Concrete pump operator (under 42 metres)	-	*30.50	*31.66	-	31.35	32.51

*Effective July 29, 2007

SCHEDULE D-1

WAGE RATES						
Trades and Specialties	Effective May 1, 2007			Effective April 27, 2008		
	(1) *	(2) **	(3) **	(1) *	(2) **	(3) **
	Day Wage	Wage 7:00 to 19:00	Wage 19:00 to 7:00	Day Wage	Wage 7:00 to 19:00	Wage 19:00 to 7:00
Crane operator - Concrete pump operator (42 metres and over)	-	*32.00	*33.16	-	32.89	34.05
apprentice	-	*27.20	*28.19	-	27.96	28.94
Security systems installer	27.16	-	-	28.01	-	-
apprentice-period 1	16.30	-	-	16.81	-	-
apprentice-period 2	19.01	-	-	19.61	-	-
apprentice-period 3	23.09	-	-	23.81	-	-
Elevator mechanic	37.66	-	-	38.51	-	-
apprentice-period 1	18.83	-	-	19.26	-	-
apprentice-period 2	22.60	-	-	23.11	-	-
apprentice-period 3	26.36	-	-	26.96	-	-
apprentice-period 4	32.01	-	-	32.73	-	-
apprentice-period 5	32.01	-	-	32.73	-	-
Millwright (industrial mechanic)	33.82	-	-	34.67	-	-
apprentice-period 1	20.29	-	-	20.80	-	-
apprentice-period 2	23.67	-	-	24.27	-	-
apprentice-period 3	28.75	-	-	29.47	-	-
Heavy equipment mechanic	-	33.65	34.81	-	34.50	35.66
apprentice-period 1	-	20.19	20.89	-	20.70	21.40
apprentice-period 2	-	23.56	24.37	-	24.15	24.96
apprentice-period 3	-	28.60	29.59	-	29.33	30.31
Fire-protection mechanic	33.82	-	-	34.67	-	-
apprentice-period 1	16.91	-	-	17.34	-	-
apprentice-period 2	20.29	-	-	20.80	-	-
apprentice-period 3	23.67	-	-	24.27	-	-
apprentice-period 4	28.75	-	-	29.47	-	-

*Effective July 29, 2007

SCHEDULE D-1

WAGE RATES						
Trades and Specialties	Effective May 1, 2007			Effective April 27, 2008		
	(1) *	(2) **	(3) **	(1) *	(2) **	(3) **
	Day Wage	Wage 7:00 to 19:00	Wage 19:00 to 7:00	Day Wage	Wage 7:00 to 19:00	Wage 19:00 to 7:00
Structural steel erector	-	34.15	35.31	-	35.00	36.41
apprentice-period 1	-	23.91	24.72	-	24.50	25.49
apprentice-period 2	-	29.03	30.01	-	29.75	30.95
Erector-mechanic (glazier)	-	33.55	34.71	-	34.40	35.56
apprentice-period 1	-	20.13	20.83	-	20.64	21.34
apprentice-period 2	-	23.49	24.30	-	24.08	24.89
apprentice-period 3	-	28.52	29.50	-	29.24	30.23
Heavy equipment operator						
– Class AA	-	32.23	33.39	-	33.08	34.24
apprentice	-	27.40	28.38	-	28.12	29.10
– Class A	-	31.21	32.37	-	32.06	33.22
apprentice	-	26.53	27.51	-	27.25	28.24
– Class B	-	30.44	31.60	-	31.29	32.45
apprentice	-	25.87	26.86	-	26.60	27.58
Shovel operator						
– Class AA	-	34.33	35.48	-	35.18	36.33
apprentice	-	29.18	30.16	-	29.90	30.88
– Class A	-	33.31	34.47	-	34.16	35.32
apprentice	-	28.31	29.30	-	29.04	30.02
– Class B	-	32.28	33.44	-	33.13	34.29
apprentice	-	27.44	28.42	-	28.16	29.15
Painter	-	31.89	33.04	-	32.74	33.89
apprentice-period 1	-	19.13	19.82	-	19.64	20.33
apprentice-period 2	-	22.32	23.13	-	22.92	23.72
apprentice-period 3	-	27.11	28.08	-	27.83	28.81
Plasterer	-	32.27	33.43	-	33.12	34.28
apprentice-period 1	-	19.36	20.06	-	19.87	20.57
apprentice-period 2	-	22.59	23.40	-	23.18	24.00
apprentice-period 3	-	27.43	28.42	-	28.15	29.14

SCHEDULE D-1

WAGE RATES						
Trades and Specialties	Effective May 1, 2007			Effective April 27, 2008		
	(1) *	(2) **	(3) **	(1) *	(2) **	(3) **
	Day Wage	Wage 7:00 to 19:00	Wage 19:00 to 7:00	Day Wage	Wage 7:00 to 19:00	Wage 19:00 to 7:00
Resilient flooring layer	-	29.57	30.14	-	30.42	30.99
apprentice	-	25.13	25.62	-	25.86	26.34
Interior systems installer	-	33.40	34.55	-	34.25	35.40
apprentice-period 1	-	20.04	20.73	-	20.55	21.24
apprentice-period 2	-	23.38	24.19	-	23.98	24.78
apprentice-period 3	-	28.39	29.37	-	29.11	30.09
Ornamental iron worker	-	34.15	35.31	-	35.00	36.41
apprentice-period 1	-	23.91	24.72	-	24.50	25.49
apprentice-period 2	-	29.03	30.01	-	29.75	30.95
Joint pointer (plasterer/painter)	-	31.71	32.27	-	32.56	33.12
apprentice-period 1	-	19.03	19.36	-	19.54	19.87
apprentice-period 2	-	22.20	22.59	-	22.79	23.18
apprentice-period 3	-	26.95	27.43	-	27.68	28.15
Pipefitter	33.82	-	-	34.67	-	-
apprentice-period 1	16.91	-	-	17.34	-	-
apprentice-period 2	20.29	-	-	20.80	-	-
apprentice-period 3	23.67	-	-	24.27	-	-
apprentice-period 4	28.75	-	-	29.47	-	-

SCHEDULE D-1

WAGE RATES						
Occupations	Effective May 1, 2007			Effective April 27, 2008		
	(1) *	(2) **	(3) **	(1) *	(2) **	(3) **
	Day Wage	Wage 7:00 to 19:00	Wage 19:00 to 7:00	Day Wage	Wage 7:00 to 19:00	Wage 19:00 to 7:00
Surveyor	-	30.00	31.16	-	32.55	33.71
– Class 2	-	25.50	26.49	-	27.67	28.65
Blaster	-	30.21	31.37	-	31.39	32.55
Steam boiler fireman	-	28.32	29.48	-	29.17	30.33
– Fireman-Class IV	-	25.29	26.45	-	26.14	27.30
Clerk	-	814.17/ week	863.19/ week	-	856.67/ week	919.19/ week
Truck driver						
– Class AA	-	28.97	30.13	-	29.82	30.98
– Class A	-	27.95	29.12	-	28.80	29.97
– Class B	-	27.16	28.32	-	28.01	29.17
– Class C	-	26.81	27.97	-	27.66	28.82
Driller	-	30.87	32.03	-	31.72	32.88
Gardien (60 hr./week)	-	926.23/ week	995.71/ week	-	977.23/ week	1,062.91/ week
Heavy equipment serviceman	-	27.40	28.57	-	28.25	29.42
Storeman	-	23.26	24.42	-	24.11	25.27
Labourer (asbestos)	-	29.64	30.80	-	30.49	31.65
Labourer	-	26.63	27.80	-	27.48	28.65
Labourer (roofing)	-	26.98	28.14	-	27.83	28.99
Labourer (pipeline)	-	27.40	28.57	-	28.25	29.42
General helper	-	27.40	28.57	-	28.25	29.42
General helper (tile setter)	-	27.57	28.73	-	28.42	29.58
General helper (roofing)	-	27.73	28.90	-	28.58	29.75
Hoisting equipment operator						
– Class A	-	30.65	31.79	-	31.50	32.64
– Class B	-	29.48	30.64	-	30.33	31.49
Generator operator	-	28.56	29.72	-	29.41	30.57
Pump and compressor operator	-	29.96	31.12	-	30.81	31.97

SCHEDULE D-1

WAGE RATES						
Occupations	Effective May 1, 2007			Effective April 27, 2008		
	(1) *	(2) **	(3) **	(1) *	(2) **	(3) **
	Day Wage	Wage 7:00 to 19:00	Wage 19:00 to 7:00	Day Wage	Wage 19:00 to 19:00	Wage 19:00 to 7:00
Stationary & portable mixing plant operator	-	29.96	31.12	-	30.81	31.97
Diver	-	35.62	36.77	-	36.47	37.62
– Class 2	-	30.28	31.25	-	31.00	31.98
Heavy equipment tire & body repairman	-	31.01	32.17	-	31.86	33.02
Welder	-	32.90	34.07	-	33.75	34.92
Heavy equipment welder	-	33.65	34.81	-	34.50	35.66
Pipeline welder and distribution welder	33.82	-	-	34.67	-	-
Pipe welder	33.82	-	-	34.67	-	-
Gas fitter	33.82	-	-	34.67	-	-
Underground worker (miner)	-	30.56	31.72	-	31.41	32.57

* Shift work premiums and change-in-work-schedule premiums apply only when and as specified in Division 23 to the trade and occupation wage rates appearing in column (1).

**Shift work premiums and change-in-work-schedule premiums are already provided for and included in the trade and occupation wage rates appearing in columns (2) and (3).

SCHEDULE D-1

Schedule applicable only to work carried out on James Bay project, remote job sites and hydroelectric projects north of 55th parallel (including Great Whale)

WAGE RATES			
Effective April 26, 2009			
Métiers et spécialités	(1) * Day Wage	(2) ** Wage 7:00 to 19:00	(3) ** Wage 19:00 to 7:00
Bricklayer-mason	-	35.17	36.33
apprentice-period 1	-	21.10	21.80
apprentice-period 2	-	24.62	25.43
apprentice-period 3	-	29.89	30.88
Insulator	-	35.85	37.01
apprentice-period 1	-	21.51	22.21
apprentice-period 2	-	25.10	25.91
apprentice-period 3	-	30.47	31.46
Tile setter	-	35.17	36.33
apprentice-period 1	-	21.10	21.80
apprentice-period 2	-	24.62	25.43
apprentice-period 3	-	29.89	30.88
Carpenter-joiner	-	35.10	36.25
apprentice-period 1	-	21.06	21.75
apprentice-period 2	-	24.57	25.38
apprentice-period 3	-	29.84	30.81
Boilermaker	-	35.52	36.98
apprentice-period 1	-	21.31	22.19
apprentice-period 2	-	24.86	25.89
apprentice-period 3	-	30.19	31.43
Cement finisher	-	34.44	35.60
apprentice-period 1	-	24.11	24.92
apprentice-period 2	-	29.27	30.26
Roofer	-	35.85	37.01
Apprentice	-	30.47	31.46

SCHEDULE D-1

WAGE RATES			
Effective April 26, 2009			
Métiers et spécialités	(1) * Day Wage	(2) ** Wage 7:00 to 19:00	(3) ** Wage 19:00 to 7:00
Electrician	35.52	-	-
apprentice-period 1	17.76	-	-
apprentice-period 2	21.31	-	-
apprentice-period 3	24.86	-	-
apprentice-period 4	30.19	-	-
Tinsmith	-	35.85	37.01
apprentice-period 1	-	21.51	22.21
apprentice-period 2	-	25.10	25.91
apprentice-period 3	-	30.47	31.46
Reinforcing steel erector	-	35.85	37.53
apprentice	-	30.47	31.90
Refrigeration mechanic	35.52	-	-
apprentice-period 1	17.76	-	-
apprentice-period 2	21.31	-	-
apprentice-period 3	24.86	-	-
apprentice-period 4	30.19	-	-
Crane operator			
– Class A	-	35.52	36.68
apprentice	-	30.19	31.18
– Class B	-	34.08	35.24
apprentice	-	28.97	29.95
Crane operator (viaduct, except crane rental)			
– Class A	-	36.12	37.28
apprentice	-	30.70	31.69
– Class B	-	34.68	35.84
apprentice	-	29.48	30.46
Crane operator - Concrete pump operator (under 42 metres)	-	32.20	33.36

SCHEDULE D-1

WAGE RATES			
Effective April 26, 2009			
	(1) *	(2) **	(3) **
Métiers et spécialités	Day Wage	Wage 7:00 to 19:00	Wage 19:00 to 7:00
Crane operator - Concrete pump operator (42 metres and over)			
apprentice	-	33.78	34.94
	-	28.71	29.70
Security systems installer			
apprentice-period 1	28.86	-	-
apprentice-period 2	17.32	-	-
apprentice-period 3	20.20	-	-
	24.53	-	-
Elevator mechanic			
apprentice-period 1	39.36	-	-
apprentice-period 2	19.68	-	-
apprentice-period 3	23.62	-	-
apprentice-period 4	27.55	-	-
apprentice-period 5	33.46	-	-
	33.46	-	-
Millwright (industrial mechanic)			
apprentice-period 1	35.52	-	-
apprentice-period 2	21.31	-	-
apprentice-period 3	24.86	-	-
	30.19	-	-
Heavy equipment mechanic			
apprentice-period 1	-	35.35	36.51
apprentice-period 2	-	21.21	21.91
apprentice-period 3	-	24.75	25.56
	-	30.05	31.03
Fire-protection mechanic			
apprentice-period 1	35.52	-	-
apprentice-period 2	17.76	-	-
apprentice-period 3	21.31	-	-
apprentice-period 4	24.86	-	-
	30.19	-	-

SCHEDULE D-1

WAGE RATES			
Effective April 26, 2009			
	(1) *	(2) **	(3) **
Métiers et spécialités	Day Wage	Wage 7:00 to 19:00	Wage 19:00 to 7:00
Structural steel erector			
apprentice-period 1	-	35.85	37.53
apprentice-period 2	-	25.10	26.27
	-	30.47	31.90
Erector-mechanic (glazier)			
apprentice-period 1	-	35.25	36.41
apprentice-period 2	-	21.15	21.85
apprentice-period 3	-	24.68	25.49
	-	29.96	30.95
Heavy equipment operator			
– Class AA	-	33.93	35.09
apprentice	-	28.84	29.83
– Class A	-	32.91	34.07
apprentice	-	27.97	28.96
– Class B	-	32.14	33.30
apprentice	-	27.32	28.31
Shovel operator			
– Class AA	-	36.03	37.18
apprentice	-	30.63	31.60
– Class A	-	35.01	36.17
apprentice	-	29.76	30.74
– Class B	-	33.98	35.14
apprentice	-	28.88	29.87
Painter			
apprentice-period 1	-	33.59	34.74
apprentice-period 2	-	20.15	20.84
apprentice-period 3	-	23.51	24.32
	-	28.55	29.53
Plasterer			
apprentice-period 1	-	33.97	35.13
apprentice-period 2	-	20.38	21.08
apprentice-period 3	-	23.78	24.59
	-	28.87	29.86

SCHEDULE D-1

WAGE RATES			
Effective April 26, 2009			
	(1) *	(2) **	(3) **
Métiers et spécialités	Day Wage	Wage 7:00 to 19:00	Wage 19:00 to 7:00
Resilient flooring			
layer	-	31.27	31.84
apprentice	-	26.58	27.06
Interior systems			
installer	-	35.10	36.25
apprentice-period 1	-	21.06	21.75
apprentice-period 2	-	24.57	25.38
apprentice-period 3	-	29.84	30.81
Ornamental iron worker			
	-	35.85	37.53
apprentice-period 1	-	25.10	26.27
apprentice-period 2	-	30.47	31.90
Joint pointer			
(plasterer/painter)	-	33.41	33.97
apprentice-period 1	-	20.05	20.38
apprentice-period 2	-	23.39	23.78
apprentice-period 3	-	28.40	28.87
Pipefitter			
	35.52	-	-
apprentice-period 1	17.76	-	-
apprentice-period 2	21.31	-	-
apprentice-period 3	24.86	-	-
apprentice-period 4	30.19	-	-

SCHEDULE D-1

WAGE RATES			
Effective April 26, 2009			
	(1) *	(2) **	(3) **
Occupations	Day Wage	Wage 7:00 to 19:00	Wage 19:00 to 7:00
Surveyor			
	-	35.10	36.25
– Class 2	-	29.84	30.81
Blaster			
	-	32.57	33.73
Steam boiler fireman			
	-	30.02	31.18
– Fireman-Class IV	-	26.99	28.15
Clerk			
	-	894.92/ week	957.44/ week
Truck driver			
	-	30.67	31.83
– Class AA	-	29.65	30.82
– Class A	-	28.86	30.02
– Class B	-	28.51	29.67
– Class C	-	32.57	33.73
Driller			
	-	32.57	33.73
Gardien (60 hr./week)			
	-	1,028.23/ week	1,113.91/ week
Heavy equipment			
serviceman	-	29.10	30.27
Storeman			
	-	24.96	26.12
Labourer (asbestos)			
	-	31.34	32.50
Labourer			
	-	28.33	29.50
Labourer (roofing)			
	-	28.68	29.84
Labourer (pipeline)			
	-	29.10	30.27
General helper			
	-	29.10	30.27
General helper (tile setter)			
	-	29.27	30.43
General helper (roofing)			
	-	29.43	30.60
Hoisting equipment			
operator	-	32.35	33.49
– Class A	-	31.18	32.34
– Class B	-	30.26	31.42
Generator operator			
	-	30.26	31.42
Pump and compressor			
operator	-	31.66	32.82

SCHEDULE D-1

WAGE RATES			
Effective April 26, 2009			
Occupations	(1) * Day Wage	(2) ** Wage 7:00 to 19:00	(3) ** Wage 19:00 to 7:00
Stationary & portable mixing plant operator	-	31.66	32.82
Diver	-	37.32	38.47
– Class 2	-	31.72	32.70
Heavy equipment tire & body repairman	-	32.71	33.87
Welder	-	34.60	35.77
Heavy equipment welder	-	35.35	36.51
Pipeline welder and distribution welder	35.52	-	-
Pipe welder	35.52	-	-
Gas fitter	35.52	-	-
Underground worker (miner)	-	32.26	33.42

* Shift work premiums and change-in-work-schedule premiums apply only when and as specified in Division 23 to the trade and occupation wage rates appearing in column (1).

**Shift work premiums and change-in-work-schedule premiums are already provided for and included in the trade and occupation wage rates appearing in columns (2) and (3).

SCHEDULE D-1-A

Schedule applicable only to work carried out on job sites with bunkhouses.

WAGE RATES						
Trades and Specialties	Effective May 1, 2007			Effective April 27, 2008		
	(1) *	(2) **	(3) **	(1) *	(2) **	(3) **
	Day Wage	Wage 7:00 to 19:00	Wage 19:00 to 7:00	Day Wage	Wage 7:00 to 19:00	Wage 19:00 to 7:00
Bricklayer–mason	-	32.28	33.41	-	33.13	34.26
apprentice-period 1	-	19.37	20.05	-	19.88	20.56
apprentice-period 2	-	22.60	23.39	-	23.19	23.98
apprentice-period 3	-	27.44	28.40	-	28.16	29.12
Insulator	-	32.94	34.06	-	33.79	34.91
apprentice-period 1	-	19.76	20.44	-	20.27	20.95
apprentice-period 2	-	23.06	23.84	-	23.65	24.44
apprentice-period 3	-	28.00	28.95	-	28.72	29.67
Tile setter	-	32.28	33.41	-	33.13	34.26
apprentice-period 1	-	19.37	20.05	-	19.88	20.56
apprentice-period 2	-	22.60	23.39	-	23.19	23.98
apprentice-period 3	-	27.44	28.40	-	28.16	29.12
Carpenter–joiner	-	32.22	33.33	-	33.07	34.18
apprentice-period 1	-	19.33	20.00	-	19.84	20.51
apprentice-period 2	-	22.55	23.33	-	23.15	23.93
apprentice-period 3	-	27.39	28.33	-	28.11	29.05
Boilermaker	-	32.62	34.03	-	33.47	34.88
apprentice-period 1	-	19.57	20.42	-	20.08	20.93
apprentice-period 2	-	22.83	23.82	-	23.43	24.42
apprentice-period 3	-	27.73	28.93	-	28.45	29.65
Cement finisher	-	31.58	32.71	-	32.43	33.56
apprentice-period 1	-	22.11	22.90	-	22.70	23.49
apprentice-period 2	-	26.84	27.80	-	27.57	28.53
Roofer	-	32.94	34.06	-	33.79	34.91
Apprentice	-	28.00	28.95	-	28.72	29.67

SCHEDULE D-1-A

WAGE RATES						
Trades and Specialties	Effective May 1, 2007			Effective April 27, 2008		
	(1) *	(2) **	(3) **	(1) *	(2) **	(3) **
	Day Wage	Wage 7:00 to 19:00	Wage 19:00 to 7:00	Day Wage	Wage 7:00 to 19:00	Wage 19:00 to 7:00
Electrician	32.62	-	-	33.47	-	-
apprentice-period 1	16.31	-	-	16.74	-	-
apprentice-period 2	19.57	-	-	20.08	-	-
apprentice-period 3	22.83	-	-	23.43	-	-
apprentice-period 4	27.73	-	-	28.45	-	-
Tinsmith	-	32.94	34.06	-	33.79	34.91
apprentice-period 1	-	19.76	20.44	-	20.27	20.95
apprentice-period 2	-	23.06	23.84	-	23.65	24.44
apprentice-period 3	-	28.00	28.95	-	28.72	29.67
Reinforcing steel erector	-	32.94	34.06	-	33.79	35.16
apprentice	-	28.00	28.95	-	28.72	29.89
Refrigeration mechanic	32.62	-	-	33.47	-	-
apprentice-period 1	16.31	-	-	16.74	-	-
apprentice-period 2	19.57	-	-	20.08	-	-
apprentice-period 3	22.83	-	-	23.43	-	-
apprentice-period 4	27.73	-	-	28.45	-	-
Crane operator						
– Class A	-	32.62	33.75	-	33.47	34.60
apprentice	-	27.73	28.69	-	28.45	29.41
– Class B	-	31.23	32.36	-	32.08	33.21
apprentice	-	26.55	27.51	-	27.27	28.23
Crane operator (viaduct, except crane rental)						
– Class A	-	33.20	34.33	-	34.05	35.18
apprentice	-	28.22	29.18	-	28.94	29.90
– Class B	-	31.81	32.94	-	32.66	33.79
apprentice	-	27.04	28.00	-	27.76	28.72
Crane operator - Concrete pump operator (under 42 metres)	-	*29.42	*30.55	-	30.27	31.40

*Effective July 29, 2007

SCHEDULE D-1-A

WAGE RATES						
Trades and Specialties	Effective May 1, 2007			Effective April 27, 2008		
	(1) *	(2) **	(3) **	(1) *	(2) **	(3) **
	Day Wage	Wage 7:00 to 19:00	Wage 19:00 to 7:00	Day Wage	Wage 7:00 to 19:00	Wage 19:00 to 7:00
Crane operator - Concrete pump operator (42 metres and over)	-	*30.92	*32.05	-	31.81	32.94
apprentice	-	*26.28	*27.24	-	27.04	28.00
Security systems installer	26.21	-	-	27.06	-	-
apprentice-period 1	15.73	-	-	16.24	-	-
apprentice-period 2	18.35	-	-	18.94	-	-
apprentice-period 3	22.28	-	-	23.00	-	-
Elevator mechanic	36.32	-	-	37.17	-	-
apprentice-period 1	18.16	-	-	18.59	-	-
apprentice-period 2	21.79	-	-	22.30	-	-
apprentice-period 3	25.42	-	-	26.02	-	-
apprentice-period 4	30.87	-	-	31.59	-	-
apprentice-period 5	30.87	-	-	31.59	-	-
Millwright (industrial mechanic)	32.62	-	-	33.47	-	-
apprentice-period 1	19.57	-	-	20.08	-	-
apprentice-period 2	22.83	-	-	23.43	-	-
apprentice-period 3	27.73	-	-	28.45	-	-
Heavy equipment mechanic	-	32.46	33.59	-	33.31	34.44
apprentice-period 1	-	19.48	20.15	-	19.99	20.66
apprentice-period 2	-	22.72	23.51	-	23.32	24.11
apprentice-period 3	-	27.59	28.55	-	28.31	29.27
Fire-protection mechanic	32.62	-	-	33.47	-	-
apprentice-period 1	16.31	-	-	16.74	-	-
apprentice-period 2	19.57	-	-	20.08	-	-
apprentice-period 3	22.83	-	-	23.43	-	-
apprentice-period 4	27.73	-	-	28.45	-	-

*Effective July 29, 2007

SCHEDULE D-1-A

WAGE RATES						
Trades and Specialties	Effective May 1, 2007			Effective April 27, 2008		
	(1) *	(2) **	(3) **	(1) *	(2) **	(3) **
	Day Wage	Wage 7:00 to 19:00	Wage 19:00 to 7:00	Day Wage	Wage 7:00 to 19:00	Wage 19:00 to 7:00
Structural steel erector	-	32.94	34.06	-	33.79	35.16
apprentice-period 1	-	23.06	23.84	-	23.65	24.61
apprentice-period 2	-	28.00	28.95	-	28.72	29.89
Erector-mechanic (glazier)	-	32.36	33.49	-	33.21	34.34
apprentice-period 1	-	19.42	20.09	-	19.93	20.60
apprentice-period 2	-	22.65	23.44	-	23.25	24.04
apprentice-period 3	-	27.51	28.47	-	28.23	29.19
Heavy equipment operator						
– Class AA	-	31.09	32.22	-	31.94	33.07
apprentice	-	26.43	27.39	-	27.15	28.11
– Class A	-	30.11	31.23	-	30.96	32.08
apprentice	-	25.59	26.55	-	26.32	27.27
– Class B	-	29.36	30.49	-	30.21	31.34
apprentice	-	24.96	25.92	-	25.68	26.64
Shovel operator						
– Class AA	-	33.12	34.23	-	33.97	35.08
apprentice	-	28.15	29.10	-	28.87	29.82
– Class A	-	32.13	33.26	-	32.98	34.11
apprentice	-	27.31	28.27	-	28.03	28.99
– Class B	-	31.13	32.26	-	31.98	33.11
apprentice	-	26.46	27.42	-	27.18	28.14
Painter	-	30.76	31.88	-	31.61	32.73
apprentice-period 1	-	18.46	19.13	-	18.97	19.64
apprentice-period 2	-	21.53	22.32	-	22.13	22.91
apprentice-period 3	-	26.15	27.10	-	26.87	27.82
Plasterer	-	31.12	32.25	-	31.97	33.10
apprentice-period 1	-	18.67	19.35	-	19.18	19.86
apprentice-period 2	-	21.78	22.58	-	22.38	23.17
apprentice-period 3	-	26.45	27.41	-	27.17	28.14

SCHEDULE D-1-A

WAGE RATES						
Trades and Specialties	Effective May 1, 2007			Effective April 27, 2008		
	(1) *	(2) **	(3) **	(1) *	(2) **	(3) **
	Day Wage	Wage 7:00 to 19:00	Wage 19:00 to 7:00	Day Wage	Wage 7:00 to 19:00	Wage 19:00 to 7:00
Resilient flooring layer	-	28.53	29.08	-	29.38	29.93
apprentice	-	24.25	24.72	-	24.97	25.44
Interior systems installer	-	32.22	33.33	-	33.07	34.18
apprentice-period 1	-	19.33	20.00	-	19.84	20.51
apprentice-period 2	-	22.55	23.33	-	23.15	23.93
apprentice-period 3	-	27.39	28.33	-	28.11	29.05
Ornamental iron worker	-	32.94	34.06	-	33.79	35.16
apprentice-period 1	-	23.06	23.84	-	23.65	24.61
apprentice-period 2	-	28.00	28.95	-	28.72	29.89
Joint pointer (plasterer/painter)	-	30.58	31.14	-	31.43	31.99
apprentice-period 1	-	18.35	18.68	-	18.86	19.19
apprentice-period 2	-	21.41	21.80	-	22.00	22.39
apprentice-period 3	-	25.99	26.47	-	26.72	27.19
Pipefitter	32.62	-	-	33.47	-	-
apprentice-period 1	16.31	-	-	16.74	-	-
apprentice-period 2	19.57	-	-	20.08	-	-
apprentice-period 3	22.83	-	-	23.43	-	-
apprentice-period 4	27.73	-	-	28.45	-	-

SCHEDULE D-1-A

WAGE RATES						
Occupations	Effective May 1, 2007			Effective April 27, 2008		
	(1) *	(2) **	(3) **	(1) *	(2) **	(3) **
	Day Wage	Wage 7:00 to 19:00	Wage 19:00 to 7:00	Day Wage	Wage 7:00 to 19:00	Wage 19:00 to 7:00
Surveyor	-	28.94	30.06	-	31.43	32.54
– Class 2	-	24.60	25.55	-	26.72	27.66
Blaster	-	29.14	30.27	-	30.31	31.44
Steam boiler Fireman	-	27.32	28.45	-	28.17	29.30
– Fireman-Class IV	-	24.40	25.53	-	25.25	26.38
Clerk	-	786.11/ week	833.84/ week	-	824.36/ week	872.09/ week
Truck driver						
– Class AA	-	27.94	29.07	-	28.79	29.92
– Class A	-	26.97	28.10	-	27.82	28.95
– Class B	-	26.21	27.33	-	27.06	28.18
– Class C	-	25.87	26.99	-	26.72	27.84
Driller	-	29.78	30.91	-	30.63	31.76
Watchman (60 hr./week)	-	894.40/ week	961.95/ week	-	945.40/ week	1,012.95/ week
Heavy equipment Serviceman	-	26.44	27.57	-	27.29	28.42
Storeman	-	22.44	23.57	-	23.29	24.42
Labourer (asbestos)	-	28.59	29.72	-	29.44	30.57
Labourer	-	25.70	26.83	-	26.55	27.68
Labourer (roofing)	-	26.03	27.15	-	26.88	28.00
Labourer (pipeline)	-	26.44	27.57	-	27.29	28.42
General helper	-	26.44	27.57	-	27.29	28.42
General helper (tile setter)	-	26.60	27.73	-	27.45	28.58
General helper (roofing)	-	26.76	27.89	-	27.61	28.74
Hoisting equipment operator						
– Class A	-	29.57	30.67	-	30.42	31.52
– Class B	-	28.44	29.57	-	29.29	30.42
Generator Operator	-	27.55	28.68	-	28.40	29.53
Pump and compressor Operator	-	28.90	30.03	-	29.75	30.88

SCHEDULE D-1-A

WAGE RATES						
Occupations	Effective May 1, 2007			Effective April 27, 2008		
	(1) *	(2) **	(3) **	(1) *	(2) **	(3) **
	Day Wage	Wage 7:00 to 19:00	Wage 19:00 to 7:00	Day Wage	Wage 7:00 to 19:00	Wage 19:00 to 7:00
Stationary & portable mixing plant operator	-	28.90	30.03	-	29.75	30.88
Diver	-	34.36	35.47	-	35.21	36.32
– Class 2	-	29.21	30.15	-	29.93	30.87
Heavy equipment tire & body repairman	-	29.92	31.04	-	30.77	31.89
Welder	-	31.74	32.87	-	32.59	33.72
Heavy equipment welder	-	32.46	33.59	-	33.31	34.44
Pipeline welder and distribution welder	32.62	-	-	33.47	-	-
Pipe welder	32.62	-	-	33.47	-	-
Gas fitter	32.62	-	-	33.47	-	-
Underground worker (miner)	-	29.48	30.61	-	30.33	31.46

* Shift work premiums and change-in-work-schedule premiums apply only when and as specified in Division 23 to the trade and occupation wage rates appearing in column (1).

**Shift work premiums and change-in-work-schedule premiums are already provided for and included in the trade and occupation wage rates appearing in columns (2) and (3).

SCHEDULE D-1-A

Schedule applicable only to work carried out on job sites with bunkhouses.

WAGE RATES			
Effective April 26, 2009			
	(1) *	(2) **	(3) **
Trades and Specialties	Day Wage	Wage 7:00 to 19:00	Wage 19:00 to 7:00
Bricklayer-mason	-	33.98	35.11
apprentice-period 1	-	20.39	21.07
apprentice-period 2	-	23.79	24.58
apprentice-period 3	-	28.88	29.84
Insulator	-	34.64	35.76
apprentice-period 1	-	20.78	21.46
apprentice-period 2	-	24.25	25.03
apprentice-period 3	-	29.44	30.40
Tile setter	-	33.98	35.11
apprentice-period 1	-	20.39	21.07
apprentice-period 2	-	23.79	24.58
apprentice-period 3	-	28.88	29.84
Carpenter-joiner	-	33.92	35.03
apprentice-period 1	-	20.35	21.02
apprentice-period 2	-	23.74	24.52
apprentice-period 3	-	28.83	29.78
Boilermaker	-	34.32	35.73
apprentice-period 1	-	20.59	21.44
apprentice-period 2	-	24.02	25.01
apprentice-period 3	-	29.17	30.37
Cement finisher	-	33.28	34.41
apprentice-period 1	-	23.30	24.09
apprentice-period 2	-	28.29	29.25
Roofer	-	34.64	35.76
Apprentice	-	29.44	30.40

SCHEDULE D-1-A

WAGE RATES			
Effective April 26, 2009			
	(1) *	(2) **	(3) **
Trades and Specialties	Day Wage	Wage 7:00 to 19:00	Wage 19:00 to 7:00
Electrician	34.32	-	-
apprentice-period 1	17.16	-	-
apprentice-period 2	20.59	-	-
apprentice-period 3	24.02	-	-
apprentice-period 4	29.17	-	-
Tinsmith	-	34.64	35.76
apprentice-period 1	-	20.78	21.46
apprentice-period 2	-	24.25	25.03
apprentice-period 3	-	29.44	30.40
Reinforcing steel erector	-	34.64	36.28
apprentice	-	29.44	30.84
Refrigeration mechanic	34.32	-	-
apprentice-period 1	17.16	-	-
apprentice-period 2	20.59	-	-
apprentice-period 3	24.02	-	-
apprentice-period 4	29.17	-	-
Crane operator			
– Class A	-	34.32	35.45
apprentice	-	29.17	30.13
– Class B	-	32.93	34.06
apprentice	-	27.99	28.95
Crane operator (viaduct, except crane rental)			
– Class A	-	34.90	36.03
apprentice	-	29.67	30.63
– Class B	-	33.51	34.64
apprentice	-	28.48	29.44
Crane operator - Concrete pump operator (under 42 metres)	-	31.12	32.25

SCHEDULE D-1-A

WAGE RATES			
Effective April 26, 2009			
	(1) *	(2) **	(3) **
Trades and Specialties	Day Wage	Wage 7:00 to 19:00	Wage 19:00 to 7:00
Crane operator - Concrete pump operator (42 metres and over)			
apprentice	-	32.70	33.83
	-	27.80	28.76
Security systems installer			
apprentice-period 1	27.91	-	-
apprentice-period 2	16.75	-	-
apprentice-period 3	19.54	-	-
	23.72	-	-
Elevator mechanic			
apprentice-period 1	38.02	-	-
apprentice-period 2	19.01	-	-
apprentice-period 3	22.81	-	-
apprentice-period 4	26.61	-	-
apprentice-period 5	32.32	-	-
	32.32	-	-
Millwright (industrial mechanic)			
apprentice-period 1	34.32	-	-
apprentice-period 2	20.59	-	-
apprentice-period 3	24.02	-	-
	29.17	-	-
Heavy equipment mechanic			
apprentice-period 1	-	34.16	35.29
apprentice-period 2	-	20.50	21.17
apprentice-period 3	-	23.91	24.70
	-	29.04	30.00
Fire-protection mechanic			
apprentice-period 1	34.32	-	-
apprentice-period 2	17.16	-	-
apprentice-period 3	20.59	-	-
apprentice-period 4	24.02	-	-
	29.17	-	-

SCHEDULE D-1-A

WAGE RATES			
Effective April 26, 2009			
	(1) *	(2) **	(3) **
Trades and Specialties	Day Wage	Wage 7:00 to 19:00	Wage 19:00 to 7:00
Structural steel erector			
apprentice-period 1	-	34.64	36.28
apprentice-period 2	-	24.25	25.40
	-	29.44	30.84
Erector-mechanic (glazier)			
apprentice-period 1	-	34.06	35.19
apprentice-period 2	-	20.44	21.11
apprentice-period 3	-	23.84	24.63
	-	28.95	29.91
Heavy equipment operator			
– Class AA	-	32.79	33.92
apprentice	-	27.87	28.83
– Class A	-	31.81	32.93
apprentice	-	27.04	27.99
– Class B	-	31.06	32.19
apprentice	-	26.40	27.36
Shovel operator			
– Class AA	-	34.82	35.93
apprentice	-	29.60	30.54
– Class A	-	33.83	34.96
apprentice	-	28.76	29.72
– Class B	-	32.83	33.96
apprentice	-	27.91	28.87
Painter			
apprentice-period 1	-	32.46	33.58
apprentice-period 2	-	19.48	20.15
apprentice-period 3	-	22.72	23.51
	-	27.59	28.54
Plasterer			
apprentice-period 1	-	32.82	33.95
apprentice-period 2	-	19.69	20.37
apprentice-period 3	-	22.97	23.77
	-	27.90	28.86

SCHEDULE D-1-A

WAGE RATES			
Effective April 26, 2009			
	(1) *	(2) **	(3) **
Trades and Specialties	Day Wage	Wage 7:00 to 19:00	Wage 19:00 to 7:00
Resilient flooring layer	-	30.23	30.78
apprentice	-	25.70	26.16
Interior systems installer	-	33.92	35.03
apprentice-period 1	-	20.35	21.02
apprentice-period 2	-	23.74	24.52
apprentice-period 3	-	28.83	29.78
Ornamental iron worker	-	34.64	36.28
apprentice-period 1	-	24.25	25.40
apprentice-period 2	-	29.44	30.84
Joint pointer (plasterer/painter)	-	32.28	32.84
apprentice-period 1	-	19.37	19.70
apprentice-period 2	-	22.60	22.99
apprentice-period 3	-	27.44	27.91
Pipefitter	34.32	-	-
apprentice-period 1	17.16	-	-
apprentice-period 2	20.59	-	-
apprentice-period 3	24.02	-	-
apprentice-period 4	29.17	-	-

SCHEDULE D-1-A

WAGE RATES			
Effective April 26, 2009			
	(1) *	(2) **	(3) **
Occupations	Day Wage 19:00	Wage 7:00 to 7:00	Wage 19:00 to
Surveyor	-	33.92	35.03
– Class 2	-	28.83	29.78
Blaster	-	31.48	32.61
Steam boiler fireman	-	29.02	30.15
– Fireman-Class IV	-	26.10	27.23
Clerk	-	866.86/ week	914.59/ week
Truck driver			
– Class AA	-	29.64	30.77
– Class A	-	28.67	29.80
– Class B	-	27.91	29.03
– Class C	-	27.57	28.69
Driller	-	31.48	32.61
Watchman (60 hr./week)	-	996.40/ week	1,063.95/ week
Heavy equipment serviceman	-	28.14	29.27
Storeman	-	24.14	25.27
Labourer (asbestos)	-	30.29	31.42
Labourer	-	27.40	28.53
Labourer (roofing)	-	27.73	28.85
Labourer (pipeline)	-	28.14	29.27
General helper	-	28.14	29.27
General helper (tile setter)	-	28.30	29.43
General helper (roofing)	-	28.46	29.59
Hoisting equipment operator			
– Class A	-	31.27	32.37
– Class B	-	30.14	31.27
Generator operator	-	29.25	30.38
Pump and compressor operator	-	30.60	31.73
Stationary & portable mixing plant operator	-	30.60	31.73

SCHEDULE D-1-A

WAGE RATES			
Effective April 26, 2009			
Occupations	(1) *	(2) **	(3) **
	Day Wage 19:00	Wage 7:00 to 7:00	Wage 19:00 to
Diver	-	36.06	37.17
– Class 2	-	30.65	31.59
Heavy equipment Tire & body repairman	-	31.62	32.74
Welder	-	33.44	34.57
Heavy equipment welder	-	34.16	35.29
Pipeline welder and distribution welder	34.32	-	-
Pipe welder	34.32	-	-
Gas fitter	34.32	-	-
Underground worker (miner)	-	31.18	32.31

* Shift work premiums and change-in-work-schedule premiums apply only when and as specified in Division 23 to the trade and occupation wage rates appearing in column (1).

**Shift work premiums and change-in-work-schedule premiums are already provided for and included in the trade and occupation wage rates appearing in columns (2) and (3).

SCHEDULE D-2

This schedule applies only to employees assigned to work on natural gas and oil transportation pipelines, natural gas distribution networks and natural gas supply networks.

As of the coming into effect of the collective agreement, for a journeyman and the occupations, Schedule D-2 wage rates are those as specified in Schedule D plus \$4.06. As of April 27, 2008, Schedule D-2 wage rates are those as specified in Schedule D plus \$4.17, and as of April 26, 2009, Schedule D-2 wage rates are those as specified in Schedule D plus \$4.28.

For an apprentice, Section 25 of the Regulation respecting the vocational training of manpower in the construction industry (R-20. r. 6.2) shall apply (journeyman wage rate in SCHEDULE D + the amount specified in the preceding paragraph x the percentage specified in Section 25 of the Regulation).

ANNEXE D-3

This schedule applies only to work on wind turbines.

WAGE RATES						
Trades and Specialties	Effective May 1, 2007			Effective April 27, 2008		
	(1) *	(2) **	(3) **	(1) *	(2) **	(3) **
	Day	Wage	Wage	Day	Wage	Wage
	Wage	6:30 to 18:30	18:30 to 6:30	de jour	6:30 to 18:30	18:30 to 6:30
Carpenter-joiner	-	29.50	30.58	-	30.35	31.43
apprentice-period 1	-	17.70	18.34	-	18.21	18.86
apprentice-period 2	-	20.65	21.41	-	21.25	22.00
apprentice-period 3	-	25.08	25.99	-	25.80	26.72
Electrician	32.42	-	-	33.27	-	-
apprentice-period 1	16.21	-	-	16.64	-	-
apprentice-period 2	19.45	-	-	19.96	-	-
apprentice-period 3	22.69	-	-	23.29	-	-
apprentice-period 4	27.56	-	-	28.28	-	-
Reinforcing steel erector	-	30.78	31.86	-	31.63	32.71
apprentice	-	26.16	27.08	-	26.89	27.80
Heavy equipment mechanic	-	28.92	30.00	-	29.77	30.85
apprentice-period 1	-	17.35	18.00	-	17.86	18.61
apprentice-period 2	-	20.24	21.00	-	20.84	21.60
apprentice-period 3	-	24.58	25.50	-	25.30	26.22
Shovel operator	-	29.76	30.84	-	30.61	31.69
apprentice	-	25.30	26.21	-	26.02	26.94

ANNEXE D-3

This schedule applies only to work on wind turbines.

WAGE RATES						
Occupations	Effective May 1, 2007			Effective April 27, 2008		
	(1) *	(2) **	(3) **	(1) *	(2) **	(3) **
	Day	Wage	Wage	Day	Wage	Wage
	Wage	6:30 to 18:30	18:30 to 6:30	de jour	6:30 to 18:30	18:30 to 6:30
Surveyor	-	26.82	27.90	-	29.01	30.09
- Class 2	-	22.80	23.72	-	24.66	25.58
Blaster	-	26.42	27.50	-	27.27	28.35
Driller	-	26.42	27.50	-	27.27	28.35
Watchman (60 hr./week)	-	766.53/ week	831.33/ week	-	817.53/ week	882.33/ week
General helper	-	24.12	25.20	-	24.97	26.05
Pump and compressor operator	-	26.47	27.50	-	27.32	28.40

* Shift work premiums and change-in-work-schedule premiums apply only when and as specified in Division 23 to the trade and occupation wage rates appearing in column (1).

**Shift work premiums and change-in-work-schedule premiums are already provided for and included in the trade and occupation wage rates appearing in columns (2) and (3).

N.B. The journeymen and apprentices of the trades as defined under the Regulation respecting the vocational training of manpower in the construction industry and the occupations, that work in the sector covered by this schedule, but are not specified here-in shall receive the wage rates shown in Schedule D.

SCHEDULE D-3

This schedule applies only to work on wind turbines.

WAGE RATES			
Effective April 26, 2009			
	(1) *	(2) **	(3) **
	Day Wage	Wage 6:30 to 18:30	Wage 18:30 to 6:30
Trades and Specialties			
Carpenter-joiner	-	31.20	32.28
apprentice-period 1	-	18.72	19.37
apprentice-period 2	-	21.84	22.60
apprentice-period 3	-	26.52	27.44
Electrician	34.12	-	-
apprentice-period 1	17.06	-	-
apprentice-period 2	20.47	-	-
apprentice-period 3	23.88	-	-
apprentice-period 4	29.00	-	-
Reinforcing steel erector	-	32.48	33.56
apprentice	-	27.61	28.53
Heavy equipment mechanic	-	30.62	31.70
apprentice-period 1	-	18.37	19.02
apprentice-period 2	-	21.43	22.19
apprentice-period 3	-	26.03	26.95
Shovel operator	-	31.46	32.54
apprentice	-	26.74	27.66

SCHEDULE D-3

WAGE RATES			
Effective April 26, 2009			
	(1) *	(2) **	(3) **
	Day Wage	Wage 6:30 to 18:30	Wage 18:30 to 6:30
Occupations			
Surveyor	-	31.20	32.28
– Class 2	-	26.52	27.44
Blaster	-	28.12	29.20
Watchman (60 hr./week)	-	868.53/ week	933.33/ week
General helper	-	25.82	26.90
Pump and compressor operator	-	28.17	29.25

* Shift work premiums and change-in-work-schedule premiums apply only when and as specified in Division 23 to the trade and occupation wage rates appearing in column (1).

**Shift work premiums and change-in-work-schedule premiums are already provided for and included in the trade and occupation wage rates appearing in columns (2) and (3).

N.B. The journeymen and apprentices of the trades as defined under the Regulation respecting the vocational training of manpower in the construction industry and the occupations, that work in the sector covered by this schedule, but are not specified herein shall receive the wage rates shown in Schedule D.

SCHEDULE E-1

Transmission Lines, Electric Power Stations and Communication Towers

CLASSIFICATION	2007 WAGES Effective May 1, 2007	2008 WAGES Effective April 27, 2008	2009 WAGES Effective April 26, 2009
Apprentice lineman	25.39	26.24	27.09
Surveyor	26.82	29.01	31.20
Surveyor-Class 2	22.80	24.66	26.52
Assembler	29.77	30.62	31.47
Blaster	26.42	27.27	28.12
Carpenter-joiner	29.50	30.35	31.20
Crew leader - cable puller	29.94	30.79	31.64
Post digging and installation - Crew leader	31.29	32.14	32.99
Heavy machines operator	29.75	30.60	31.45
Light & medium-weight machines operator	25.99	26.84	27.69
Electrician	32.42	33.27	34.12
Trimmer	26.12	26.97	27.82
Splicer-fuser	31.16	32.01	32.86
Splicer-fuser (underground)	29.77	30.62	31.47
Reinforcing steel erector	30.78	31.63	32.48
Driller	26.42	27.27	28.12
Driller (casing)	27.54	28.39	29.24
Splicer fuser (fiber optics)	29.77	30.62	31.47
Watchman	766.53/ Week	817.53/ week	868.53/ week
Oiler	24.03	24.88	25.73
Labourer (helper), post digging and installation	23.50	24.35	25.20
General helper	24.12	24.97	25.82
Heavy equipment mechanic	28.92	29.77	30.62
Lineman, 1 st class	31.16	32.01	32.86
Lineman, 2 nd class	29.77	30.62	31.47
Lineman, 3 rd class	26.12	26.97	27.82
Lineman, 4 th class	25.39	26.24	27.09
Compressor operator	26.47	27.32	28.17
Crane operator	29.75	30.60	31.45
Crane operator (tower erection)	31.07	31.92	32.77

SCHEDULE E-1

CLASSIFICATION	2007 WAGES Effective May 1, 2007	2008 WAGES Effective April 27, 2008	2009 WAGES Effective April 26, 2009
Tensioner operator	29.75	30.60	31.45
Puller operator	29.75	30.60	31.45
Shovel operator	29.76	30.61	31.46
Pile setter	29.50	30.35	31.20
Welder	29.27	30.12	30.97
Cable puller	26.12	26.97	27.82

N. B. The journeymen and apprentices of the trades as defined under the Regulation respecting the vocational training of manpower in the construction industry that work in the sector covered by this Schedule, but are not specified herein shall receive the wage rates shown in Schedules D, D-1 or D-1-A as the case may be, and the related fringe benefits.

The fringe benefits applicable to electricians are those provided for in Articles 28.05 and 28.08.

SCHEDULE E-2

Distribution Lines, Distribution Stations and Catenaries

CLASSIFICATION	2007 WAGES Effective May 1, 2007	2008 WAGES Effective April 27, 2008	2009 WAGES Effective April 26, 2009
Groundman	25.39	26.24	27.09
Blaster	26.42	27.27	28.12
Crew leader - Cable puller	29.94	30.79	31.64
Trucker driver (lines)	25.39	26.24	27.09
Post digging and installation - Crew leader	31.29	32.14	32.99
Electrician	32.42	33.27	34.12
Trimmer	26.12	26.97	27.82
Splicer (underground)	29.77	30.62	31.47
Driller	26.42	27.27	28.12
Watchman	766.53/ week	817.53/ week	868.53/ week
Labourer (helper), post installation	23.50	24.35	25.20
General helper	24.12	24.97	25.82
Lineman, 1 st class	31.16	32.01	32.86
Lineman, 2 nd class	29.77	30.62	31.47
Lineman, 3 rd class	26.12	26.97	27.82
Lineman, 4 th class	25.39	26.24	27.09
Equipment and vehicle operator	25.99	26.84	27.69
Compressor operator	26.47	27.32	28.17
Heavy equipment operator	27.19	28.04	28.89
Welder	29.27	30.12	30.97
Cable puller	26.12	26.97	27.82

N. B. The journeymen and apprentices of the trades as defined under the Regulation respecting the vocational training of manpower in the construction industry that work in the sector covered by this Schedule, but that are not specified herein shall receive the wage rates shown in Schedules D, D-1 or D-1-A as the case may be, and the related fringe benefits.

The fringe benefits applicable to electricians are those provided for in Articles 28.05 and 28.08.

SCHEDULE E-3

Communications Networks

CLASSIFICATION	2007 WAGES Effective May 1, 2007	2008 WAGES Effective April 27, 2008	2009 WAGES Effective April 26, 2009
Apprentice lineman	26.05	26.90	27.75
Blaster	26.42	27.27	28.12
Crew leader - Cable puller	29.94	30.79	31.64
Truck driver	25.27	26.12	26.97
Truck driver (digging)	25.60	26.45	27.30
Post digging and installation - Crew leader	31.29	32.14	32.99
Trimmer	26.12	26.97	27.82
Driller-compressor operator	26.42	27.27	28.12
Watchman	766.53/ week	817.53/ week	868.53/ week
Labourer (helper), post digging and installation	23.50	24.35	25.20
General helper	24.12	24.97	25.82
T lineman	29.35	30.20	31.05
Equipment operator (slasher and backhoe)	25.99	26.84	27.69
Equipment and vehicle operator	25.99	26.84	27.69
Heavy equipment operator	27.19	28.04	28.89
Welder	29.27	30.12	30.97
Cable puller	26.12	26.97	27.82

N. B. The journeymen and apprentices of the trades as defined under the Regulation respecting the vocational training of manpower in the construction industry that work in the sector covered by this schedule, but that are not specified herein shall receive the wage rates shown in Schedules D, D-1 or D-1-A as the case may be, and the related fringe benefits.

SCHEDULE E-4

Electric power transmission lines and stations, communication towers, distribution lines and stations, catenaries, communication networks, remote job sites, James Bay and job sites north of 55th parallel (including Great Whale)

CLASSIFICATION	2007 WAGES Effective May 1, 2007	2008 WAGES Effective April 27, 2008	2009 WAGES Effective April 26, 2009
Lineman helper (groundman)	27.60	28.45	29.30
Groundman	27.60	28.45	29.30
Apprentice lineman	28.32	29.17	30.02
Surveyor	29.16	31.47	33.78
Surveyor-Class 2	24.79	26.75	28.71
Assembler	32.37	33.22	34.07
Blaster	28.72	29.57	30.42
Carpenter-joiner	32.08	32.93	33.78
Crew leader - Cable puller	32.56	33.41	34.26
Post digging - Crew leader	34.03	34.88	35.73
Heavy machines operator	32.35	33.20	34.05
Light & medium-weight machines operator	28.25	29.10	29.95
Truck driver	27.47	28.32	29.17
Truck driver (digging)	27.83	28.68	29.53
Truck driver (line)	27.60	28.45	29.30
Post digging and installation - Crew leader	34.03	34.88	35.73
Electrician	35.26	36.11	36.96
Trimmer	28.39	29.24	30.09
Splicer-fuser (arial)	33.89	34.74	35.59
Splicer-fuser (underground)	32.37	33.22	34.07
Reinforcing steel erector	33.47	34.32	35.17
Driller	28.72	29.57	30.42
Driller (casing)	29.94	30.79	31.64
Driller-compressor operator	28.72	29.57	30.42
Splicer-fusioner (fiber optics)	32.37	33.22	34.07

SCHEDULE E-4

Electric power transmission lines and stations, communication towers, distribution lines and stations, catenaries, communication networks, remote job sites, James Bay and job sites north of 55th parallel (including Great Whale)

CLASSIFICATION	2007 WAGES Effective May 1, 2007	2008 WAGES Effective April 27, 2008	2009 WAGES Effective April 26, 2009
Watchman	830.92/ week	881.92/ week	932.92/ week
Oiler	26.12	26.97	27.82
Labourer (helper), post digging and installation	25.54	26.39	27.24
General helper	26.21	27.06	27.91
Heavy equipment mechanic	31.45	32.30	33.15
T lineman	31.92	32.77	33.62
Lineman, 1 st class	33.89	34.74	35.59
Lineman, 2 nd class	32.37	33.22	34.07
Lineman, 3 rd class	28.39	29.24	30.09
Lineman, 4 th class	27.60	28.45	29.30
Equipment operator (slasher and backhoe)	28.25	29.10	29.95
Equipment and vehicle operator	28.25	29.10	29.95
Compressor operator	28.78	29.63	30.48
Crane operator	32.35	33.20	34.05
Crane operator (tower erection)	33.79	34.64	35.49
Tensioner operator	32.35	33.20	34.05
Puller operator	32.35	33.20	34.05
Heavy equipment operator	29.56	30.41	31.26
Shovel operator	32.36	33.21	34.06
Pile setter	32.08	32.93	33.78
Welder	31.83	32.68	33.53
Cable puller	28.39	29.24	30.09

N. B. The journeymen and apprentices of the trades as defined under the Regulation respecting the vocational training of manpower in the construction industry that work in the sector covered by this schedule, but that are not specified here-in shall receive the wage rates shown in schedules D, D-1 or D-1-A as the case may be, and the related fringe benefits.

SCHEDULE “F”

**EMPLOYEE STATEMENT IN ACCORDANCE
WITH ARTICLE 6.03, SUBSECTION 2)**

Name of company: _____

Name of employee: _____

Trade, specialty or occupation: _____

Address of employee: _____

Telephone number of employee: _____

Social insurance number: _____

The name of my union is: _____

(Local number, where applicable:) _____

My union is affiliated with:

• Centrale des syndicats démocratiques (CSD-CONSTRUCTION) ☐

• Confédération des syndicats nationaux (CSN-CONSTRUCTION) ☐

• Conseil provincial du Québec des métiers de la construction (International) ☐

• Fédération des travailleurs et travailleuses du Québec (FTQ-Construction) ☐

• Syndicat québécois de la construction (S.Q.C.) ☐

Union membership card:

• Presented by employee ☐

• Not presented by employee ☐

Reason card not presented: _____

Hiring number issued by CCQ: _____

Employee’s signature: _____

Date: _____

SCHEDULE G

LIST OF ARBITRATORS

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GAUL, Gilles 534, boul. Marie-Victorin, bur. 201 Boucherville QC J4B 1W8	Tel.: 450 552-3185
GRAVEL, Marc Casier postal 130 St-Paul-d'Abbotsford QC J0E 1A0	Tel.: 800 461-9181
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LUSSIER, Jean-Pierre 3590, croissant Brébeuf Brossard QC J4Z 2X5	Tel.: 450 445-1662
MORIN, Marcel 366, boul. Taché Ouest Montmagny QC G5V 3R8	Tel.: 418 248-2490
NADEAU, Denis 25, rue de la Méditerranée Gatineau QC J8T 7G7	Tel.: 819 561-3973
PROVENÇAL, Denis 1300, rue Notre-Dame Berthierville QC J0K 1A0	Tel.: 450 836-6213
SAULNIER, Guy 380, l'Annonciation Oka QC J0N 1E0	Tel.: 450 479-1663
SEXTON, Jean 1400, avenue De Godefroy Québec QC G1T 2E4	Tel.: 418 656-2641

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SYLVESTRE, Jacques 1600, boul. Girouard Ouest Bureau 236 Saint-Hyacinthe QC J2S 2Z8	Tel.: 450 773-8445

SCHEDULE H

**LIST OF TOOLS SUPPLIED
BY AN INSULATOR**

- 1 Measuring tape, 4 m (13 ft.)
- 1 Set of leveling trowels, 4" and 8"
- 1 Pointer
- 1 Knife
- 1 Pair of pliers and cutters
- 1 Crosscut trimming saw
- 1 Punch
- 1 Mineral wool scissors
- 1 Compass set, 6" and 12"
- 1 Chisel, M1
- 1 Chisel, M2
- 1 Chisel, M3
- 1 Square, 24"
- 1 Pair of vise grips
- 1 Screwdriver, #10
- 1 Paint brush, 4"
- 1 Tool bucket
- 1 Leather belt
- 1 Toolbox
- 1 Jackknife
- 1 Set of adjustable wrenches from 1/4" to 1 1/4"
- 1 Hammer
- 1 Elastic for tank
- 1 Protractor

SCHEDULE I

**LIST OF TOOLS SUPPLIED
BY A CARPENTER-JOINER-JOURNEYMAN**

- 1 Nail bag
- 1 Hammer
- 1 Measuring tape, 25 ft.
- 1 Level, 24"
- 1 Punch
- 1 Toolbox
- 1 Pair of combination pliers
- 1 Chalk line
- 1 Plumbline
- 1 Set of wood chisels
- 1 Gypsum knife
- 1 Compass saw
- 1 Hacksaw
- 1 Staple gun
- 1 Pair of sheet metal cutters
- 1 Crowbar
- 1 Finishing handsaw
- 1 Handsaw
- 1 Compass
- 1 Set of screwdrivers
- 1 Large square
- 1 Finishing square

**LIST OF TOOLS SUPPLIED BY
AN APPRENTICE CARPENTER-JOINER**

- 1 Nail bag
- 1 Hammer
- 1 Measuring tape, 25 ft.
- 1 Level, 24"
- 1 Punch
- 1 Toolbox
- 1 Pair of combination pliers
- 1 Chalk line
- 1 Plumbline
- 1 Set of wood chisels
- 1 Gypsum knife
- 1 Crow bar
- 1 Handsaw
- 1 Finishing square

SCHEDULE J

**LIST OF TOOLS SUPPLIED
BY AN ELECTRICIAN-JOURNEYMAN**

- 1 Adjustable hacksaw
(blades are supplied by the employer)
- 1 Level, medium size
- 1 Adjustable wrench
(Crescent S type), 10" maximum size
- 1 Centre punch
- 1 Square, 6"
- 1 Cold chisel
- 1 Set of 6 screwdrivers including standard
Robertson sizes
- 1 Pair of diagonal cutting pliers
- 1 Pair of cutting pliers, 8"
- 1 Channel lock
- 1 Hammer
- 1 Measuring tape at least 16 ft. in length
- 1 Pocket knife
- 1 600V tester
- 1 Toolbag
- 1 Toolbox

**LIST OF TOOLS SUPPLIED
BY AN APPRENTICE ELECTRICIAN**

- 1 Pair of cutting pliers, 8"
- 1 Set of 6 screwdrivers including standard
Robertson sizes
- 1 Pocket knife
- 1 Pencil
- 1 Measuring tape at least 16 ft. in length
- 1 Toolbag
- 1 Toolbox

SCHEDULE K

LIST OF TOOLS SUPPLIED BY A TINSMITH

- 1 Tinsmith's hammer, 16 ounces
- 1 Pair of left cut snips
- 1 Pair of combination pliers, 8"
- 1 Vise grip clamp
- 1 Measuring tape, 16 ft.
- 1 Set of screwdrivers
- 1 Awl
- 1 Toolbag
- 1 Toolbox

SCHEDULE L

**LIST OF TOOLS SUPPLIED
BY A REINFORCING STEEL ERECTOR**

- 1 Reel
- 1 Measuring tape, 5 m
- 1 Chalk holder
- Chalk
- Pliers
(1008 or the equivalent) and (round-nose)

SCHEDULE M

**LIST OF TOOLS SUPPLIED
BY A REFRIGERATION MECHANIC**

A good quality toolbox to hold the following tools:

- 1 Pipe cutter, 1/8" to 1 1/8"
- 1 Short pipe cutter, 1/8" to 1/2"
- 1 Pinch off tool, 1/8" to 1/2"
- 1 Flaring tool
- 1 Ratchet with sockets, 1/8" to 3/8"
- 1 Set of open-end wrenches, 3/8" to 1"
- 1 Set of box-end wrenches, 3/8" to 1"
Adjustable wrenches, 10", or monkey wrenches
Adjustable wrenches, 12", or monkey wrenches
Adjustable pipe wrenches, 14"
Pair of straight pliers, insulated
Pair of long nose straight pliers
Pair of adjustable 45° pliers, insulated
Pair of vise grip pliers
Pair of cutting pliers
Short screwdrivers:
 - 1 Set of 3 Philips screwdrivers (star)
 - 1 Set of 3 square-head screwdrivers
 - 1 Set of 3 standard screwdrivers (flat head)
- 1 Automatic screwdriver
- 1 Hacksaw, 12"
- 1 Set of socket wrenches, 3/8" to 1 1/4"
- 1 Straight rod with ratchet, 1/2"
- 1 Set of Allen keys, 1/16" to 3/8"
- 1 Pocket thermometer
- 1 Flat file
- 1 Round file
- 1 Pocket knife
- 1 Flashlight
- 1 Lighter
- 1 Hammer
- 1 Manometer set with charging hoses
- 1 Ammeter-ohmmeter
- 1 Extension cord, 50 ft.

SCHEDULE N

**LIST OF TOOLS SUPPLIED
BY AN ELEVATOR MECHANIC-JOURNEYMAN**

The following tools shall be supplied by an elevator mechanic-journeyman as a condition of employment:

- 1 Measuring tape, 16 ft. by 3/4"
- 1 Pocket knife
- 1 Set of combined open-end and box-end wrenches, 3/8" to 1 1/4"
- 1 Adjustable wrench, 12"
- 1 Set of ratchet socket wrenches with less than 3/4" span
- 1 Set of Allen keys, 1/16" to 1/2"
- 1 Pair of straight pliers, insulated
- 1 Pair of long nose pliers
- 1 Pair of vise grips
- 1 Pair of tin snips
- 1 Set of 3 Philips screwdrivers (star)
- 1 Set of 3 square-head screwdrivers
- 1 Set of 3 standard screwdrivers (flat head)
- 1 Automatic screwdriver
- 1 Adjustable hacksaw
(blades are supplied by employer)
- 1 Ball-peen hammer
- 1 Awl
- 1 Punch
- 2 Cold chisels
- 1 Level, 24"
- 1 Plumbline
- 1 Square, 24"
- 1 Adjustable combination square, 90° - 45°, 12"
- 1 Putty knife
- 1 Flashlight
- 1 Crowbar
- 1 Pair of cutting pliers
- 1 Toolbox with padlock
- 1 Wood handsaw
- 1 Wood hammer
- 1 Voltmeter (VOM)

**LIST OF TOOLS SUPPLIED
BY AN APPRENTICE ELEVATOR MECHANIC**

The following tools shall be supplied by an apprentice elevator mechanic as a condition of employment:

- 1 Measuring tape, 16 ft. by 3/4"
- 1 Pocket knife
- 1 Set of Allen keys, 1/16" to 1/2"
- 1 Pair of straight pliers, insulated
- 1 Pair of long nose pliers
- 1 Set of 3 Phillips screwdrivers (star)
- 1 Set of 3 square-head screwdrivers
- 1 Set of 3 standard screwdrivers (flat head)

SCHEDULE O

**LIST OF TOOLS SUPPLIED
BY A STRUCTURAL STEEL ERECTOR**

- 1 Adjustable wrench, 12"
- 1 Spanner, 1 1/4"
- 1 Bull pin
- 1 Measuring tape, 5 m
- 1 Lighter (for blow torch)

SCHEDULE P

**LIST OF TOOLS SUPPLIED
BY A RESILIENT FLOORING LAYER**

- Steel measuring tape, 8 m (25 ft.)
- True flush cutter
- Sharpening stone
- File
- Rug lining cutter
- Kicker
- Razor blade knife
- Utility (all-purpose) knife
- Smooth edge cutter
- Stair tools
- Plinth pinch
- Chalk line
- Floor scraper, 4"
- Hacksaw
- Magnetic hammer
- Hammer
- Electric stapler (Duo-Fast)
- Drawing bar
- Cold chisel, 3/4"
- Multi-point screwdrivers

SCHEDULE Q

**LIST OF TOOLS SUPPLIED
BY AN INTERIOR SYSTEMS INSTALLER**

- 1 Tool pouch or tool apron
- 1 Steel measuring tape, 16 to 25 ft. x 1"
- 1 Chalk line
- 1 Plumbline
- 1 Level, at least 24"
- 1 Adjustable combination square, 90° - 45°, 12"
- 1 Pair of large clamps, 9", 11", or 13"
- 1 Hacksaw
- 2 Pairs of Wiss snips
- 1 Cold chisel, up to 3/4"
- 1 Hammer
- 2 Vise grip C clamps
- 4 Line clips
- 1 Side cutter
- 1 Dryline, 300 ft.
- 1 Set of screwdrivers
- 1 Gypsum knife
- 1 Gypsum saw (compass)
- 1 Gypsum hatchet
- 1 Awl
- 1 Gypsum rasp
- 1 Gypsum round cutter
- 1 Toolbox and padlock
- 1 Electric screw gun
- 1 Extension cord, 100 ft.
- 1 Battery-powered drill
- 1 Electric drill
- 1 Router

SCHEDULE R

**LIST OF TOOLS SUPPLIED
BY AN ORNAMENTAL IRONWORKER**

- 1 Level, 24"
- 1 Steel measuring tape, 4 m (12 ft.)
- 1 Plumb bob
- 1 Chalk line reel
- 1 Large square
- 1 Small square
- 1 Bevel square
- 2 Hammers
- 1 Crowbar
- 1 Centre punch
- 1 Set of ratchets, 1/2"
- 1 Tap wrench
- 2 Vise grips
- 2 Vise grip C clamps
- 2 Clips
- 1 Hacksaw
- 1 Monkey wrench, 6" and 12"
- 1 Set of Phillips screwdrivers (star)
- 1 Set of Robertson screwdrivers (square head)
- 1 Set of standard screwdrivers (flat head)
- 1 Set of Allen keys
- 1 Pair of combination pliers
- 1 Cold chisel

SCHEDULE S

**LIST OF TOOLS SUPPLIED
BY A PIPEFITTER**

List of personal tools that all pipefitter-journeymen shall supply in the performance of sanitary plumbing work assigned to them by an employer as established under the Plumbing Code (R.S.Q., 1981, c.i.-12.1, r.1):

- 1 pocket knife
- 3 pipe wrenches, 10", 12" and 14"
- 2 adjustable wrenches, 6", 10" and 14"
- 2 cold chisels
- 1 lead pencil
- 1 ball-peen hammer
- 1 nail hammer
- 1 hacksaw
- 1 copper tubing cutter, 1/8"
- 1 pair of cutting pliers, 8"
- 1 level, 10"
- 2 standard screwdrivers
- 1 mechanical joint (M.J.) wrench

SCHEDULE S-1

**LIST OF TOOLS SUPPLIED
BY AN ERECTOR-MECHANIC (GLAZIER)**

- 1 Level, 24"
- 1 Metal measuring tape, 25 ft.
- 1 Plumb bob
- 1 Large square
- 1 Small square
- 1 Bevel square
- 2 Hammers, small and large
- 1 Crowbar
- 1 Large wander bar
- 1 Small wander bar
- 1 Level, 10"
- 1 Centre punch
- 1 Toolbag
- 1 Adjustable hacksaw
- 1 Tap wrench
- 4 Pairs of vise grips, different sizes
- 4 Clips
- 1 Set of monkey wrenches
- 1 Set of Allen wrenches, all sizes 1/16" to 1/2"
- 1 Set of cold chisels
- 1 Set of wood chisels
- 1 Pair of pliers
- 1 Pair of long nose pliers
- 1 Set of Philips screwdrivers (star)
- 1 Set of Robertson screwdrivers (square head)
- 1 Set of standard screwdrivers (flat head)
- 2 Putty knives
- 1 Pair of cutting pliers
- 1 Rubber hammer
- 1 Gypsum knife
- 1 Utility (all-purpose) knife
- 1 Vise grip clamp
- 2 Cutters, small and large
- 1 Pair of snips
- 1 Pair of left cut snips
- 1 Pair of right cut snips
- 3 Flat files
- 3 Round files of different sizes
- 3 Half-moon files
- 1 Chalk line
- 1 Compass saw
- 1 Drill bit sharpener
- 1 Blade holder (razor blades)

- 1 Large metal toolbox
- 1 Small toolbox
- 1 Padlock

Tools and spare parts not appearing in Schedule S-1 as well as hacksaw blades, gypsum knife blades, powder and chalk, etc., shall be supplied by the employer.

SCHEDULE S-2

**LIST OF TOOLS SUPPLIED
BY A SECURITY SYSTEMS INSTALLER**

The following tools shall be supplied by a security systems installer:

- 1 Toolbox
- 1 Adjustable hacksaw
(blades are supplied by employer)
- 1 Level, medium size
- 1 Pair of adjustable pliers
- 1 Centre punch
- 1 Cold chisel
- 1 Set of screwdrivers including standard Robertson sizes
- 1 Pair of diagonal cutting pliers
- 1 Pair of cutting pliers, 8"
- 1 Hammer
- 1 Measuring tape at least 16 ft. in length
- 1 Pocket knife
- 1 Flashlight

SCHEDULE T

Letter of Understanding concerning the Guidelines and Rules for the Use of the Training Fund Established for the Development and Retraining of Construction Industry Workers

WHEREAS a committee has been created to manage the use of the Training Fund and one of the committee's duties is to determine the directions and principles for how the Fund is to be used;

WHEREAS the Government has recognized that the Construction Industry Workers Training Fund comes under the scope of the Act to foster the development of manpower training;

BY THESE PRESENTS each party agrees to act in compliance with the following guidelines:

The funds in the Training Fund are intended only for workers holding valid competency certificates as issued by the Commission de la construction du Québec and specified by the Training Fund Management Committee;

Administration costs arising from the use of the Training Fund shall be payable from the Training Fund;

The Fund shall be available to the following applicants: workers holding a competency certificate, employers with employees holding a competency certificate in their service, the Association des constructeurs de routes et grands travaux du Québec (ACRGTQ), Association de la construction du Québec (ACQ), Corporation des maîtres électriciens du Québec (CMEQ), Corporation des maîtres mécaniciens en tuyauterie du Québec (CMMTQ), the representative associations and the Committee on Vocational Training in the Construction Industry (CFPIC), but solely for the development and retraining of construction industry workers;

The Fund should enable access to a wide range of training services pertaining to the development and retraining of workers and should be oriented to the training requests submitted by these applicants;

The Training Fund should ensure that, within a given period of time, every category of worker from every trade, specialty and occupation is able to benefit from the Training Fund's measures;

Management of the Training Fund should be simple and adapted to the needs of the Fund's various client groups wishing to take advantage of the Fund's resources;

The Training Fund should, from the outset, develop and implement assessment and control procedures;

Using a variety of methods, the Fund should take advantage of the various training specialists in the public and private sectors;

A fair return on investment per sector should be taken into consideration in the way the Training Fund is used, taking into account the cost of training adapted to the industry as a whole.

SCHEDULE U

Letter of Understanding concerning the Rules Governing the Administration, Management and Use of the Training Fund

WHEREAS a Training Plan Fund was established under Order-in-Council 1883-92 on December 16, 1992;

WHEREAS the employer and union parties negotiating at the time were the administrators of the Training Fund with respect to both its management and use;

WHEREAS, since the enactment of Bill 46, the Training Fund has been governed by provisions of the collective agreements negotiated in each sector;

WHEREAS the government has recognized the Construction Industry Workers Training Fund as coming under the scope of the Act to foster the development of manpower training;

WHEREAS it was the intention of the parties to the negotiations that contributions paid into the Fund be recognized as an eligible expense under the Act to foster the development of manpower training;

WHEREAS in the above-mentioned Act, the Gouvernement du Québec established a framework and requirements whereby employers' contributions may be recognized as an eligible training expense;

WHEREAS the Commission de la construction du Québec is responsible for overseeing vocational training in the construction industry;

WHEREAS it is the intention of the parties to promote a coherent and integrated vision and approach to training in the construction industry;

BY THESE PRESENTS each party agrees to undertake the necessary steps vis-à-vis the government in order to have the Act respecting labour relations, vocational training and manpower management in the construction industry and the Act to foster the development of manpower training amended so as to sanction the following provisions:

I - Scope

The financial resources of the “Construction Industry Workers Training Fund” shall be for the exclusive use of holders of a valid competency certificate as issued by the Commission de la construction du Québec. Details as to the eligible clients of the Fund may be determined by the decision-making authority.

II - Purpose

The purpose of the “Construction Industry Workers Training Fund” is to improve the skills of construction industry workers by supporting all forms of training and all measures considered relevant to the development and retraining of construction industry workers based on the needs of the industry, thereby promoting greater job and income stability.

The “Construction Industry Workers Training Fund” shall, therefore, serve to promote the achievement of the aim of the Act to foster the development of manpower training (1995, Chapter 43).

III - Training Fund Management

Managing How the Training Fund is Used

A Training Fund Management Committee shall be set up and be responsible for:

- Defining the directions and principles for the use of the Training Fund.
- Determining rules for specific uses in order to complement the general rules of use applicable to the sector concerned under this collective agreement.
- Ensuring, through various means, that the purpose of the Training Fund is achieved.
- Establishing assessment, monitoring and control procedures.

- Setting up any advisory committee.
- Establishing all internal regulations.
- Collaborating with any resources needed for its operation.
- Reporting to the Commission de la construction du Québec on the management of the Training Fund so as to be in compliance with Section 9 of the Act respecting labour relations, vocational training and manpower management in the construction industry.
- Notifying the Commission de la construction du Québec of any amendment to legislation affecting the purpose of the Training Fund.

Training Fund Administration

The Commission de la construction du Québec shall be entrusted with the administration of the Training Fund. The Commission shall act as the collector, trustee and administrator of the financial resources of the Training Fund. The Commission de la construction du Québec shall manage the financial resources of the Training Fund in compliance with the policy on the investment of funds managed by the Commission, as recommended by the investment committee and approved by the board of directors of the Commission de la construction du Québec.

Members of Training Fund Management Committee

The Training Fund Management Committee is made up of the following members:

- A chairman-director general.

The chairman-director general of the Training Fund Management Committee shall be elected by the employer and union committee members. A vote to elect the chairman-director general shall consist of an individual vote by each member, and to be elected shall require both an employer majority and union majority.

- 5 employers' representatives. The members shall be appointed by each of the sector-based employers' associations that are members of the committee as follows:
 - 2 representatives from the institutional and commercial sector.
 - 1 representative from the industrial sector.
 - 2 representatives from the civil engineering and roads sector.
- 5 union representatives. One member shall be appointed by each of the representative associations that are members of the committee as follows:
 - 1 representative of the Fédération des travailleurs du Québec (FTQ-Construction).
 - 1 representative of the Conseil provincial du Québec des métiers de la construction (International).
 - 1 representative of CSN - Construction.
 - 1 representative of CSD - Construction.
 - 1 representative of the Syndicat québécois de la construction.
 - Acting as secretary without the right to vote:

A secretary shall be designated by the Commission de la construction du Québec from among its staff.

Term and Mandate of Chairman-Director General

The term of the Chairman-director general shall be for 3 years and shall be renewable. The Chairman-director general shall remain in his position until his successor is appointed.

Voting and Quorum

To be valid, a decision shall be approved by both a majority on the part of the sector-based employers' associations and a majority on the part of the representative associations. Each union representative shall be entitled to one vote, the relative value of which corresponds to his level of representativeness. To be valid, a decision shall be approved by one or several representative employees' associations where such approval equals over 50% representativeness. Each employers' representative shall have a single vote. To be valid, an employers' party decision shall be approved by representatives of 3 sectors together representing over 50% of construction industry activity.

The chairman-director general shall have no vote.

The deliberations of the active members of the Committee shall only be valid, in the case of both a general and a special meeting, when the employer representatives and union representatives each represent a majority as agreed herein for the purpose of voting.

Financial Resources

The financial resources are made up of the following:

- The amounts accumulated in the Training Plan Fund established under Order-in-Council 1883-92, as of April 25, 1993.
- The contributions paid by employers in accordance with the provisions of the collective agreements.
- Earnings on funds invested by the Commission de la construction du Québec.

SCHEDULE V

LETTER OF UNDERSTANDING CONCERNING THE GRIEVANCE SETTLEMENT PROCEDURE

AGREEMENT

Whereas the grievance settlement procedure is one of the matters common to the sector-based collective agreements as specified under Section 61.1 of the Act, the parties hereby agree that this letter of understanding shall be an integral part of the sector-based collective agreements and that, should the current definition of "grievance", namely any disagreement pertaining to one of the matters specified under Section 62 of the Act, have to be amended to take on a broader meaning, they agree de facto to attribute, with respect to grievances, the same rights and obligations to employers and the sector-based employers' association as to employees and their union or representative association.

It is hereby agreed that this letter of understanding may not be interpreted as acceptance by the parties of any intention or wish to change the current definition of the term "grievance" as specified under the Act respecting labour relations, vocational training and manpower management in the construction industry.

This letter of understanding was signed by the parties in Montreal on May, 24, 2007.

**For the Conseil provincial
du Québec des métiers
de la construction -
(International),**

Donald Fortin

Pierre Labelle

**For the Association des
entrepreneurs en cons-
truction du Québec
(AECQ) :**

Alain Robert

Pierre Dion

For CSD-Construction,

Michel Fournier

Pierre Ross

For CSN-Construction,

Alain Mailhot

Yves Côté

SCHEDULE W

Letter of Understanding concerning the Mechanism for the Use of Surpluses from the Basic Insurance Plan for Quebec Construction Industry Employees

In consideration of:

- The inflationary nature of the plans;
- The quality of the existing insurance plans;
- The commitment to maintaining the stability of the insurance coverages;
- The commitment to controlling the cost of the insurance plans.

It is hereby agreed by the parties to establish a mechanism for use of the surpluses in accordance with the following terms and conditions:

1st Condition:

To be able to proceed with improvements to coverages, the surpluses must exceed the following amount:

- 200% of the maximum level of the contingency fund, i.e., the equivalent of two thirds of the estimated amount of contributions paid into the group providence fund for the reference year;
- Plus, where applicable, the present value of any insufficiency in contributions until the expiry of the collective agreements in effect at the time of the improvement, taking into account any increase in contributions planned for the same period.

2nd Condition:

75% of the surplus over and above the amount specified in the 1st condition may be used to improve coverages. The remaining 25% may be used during the term of this collective agreement, particularly, to resolve certain application or interpretation problems submitted to the Fringe Benefits Committee, that incur expenses for the plans.

3rd Condition:

An improvement to coverage may be implemented if its present cost for the 15-year period following its implementation is less than the portion of the surpluses available for this purpose.

4th Condition:

Any improvement to coverage shall be the object of an agreement reached between the employer and union parties.

Letter of understanding signed by the parties in Montreal on May 24, 2007.

For the Conseil provincial du Québec des métiers de la construction - (International),

Donald Fortin

Pierre Labelle

For the Association des entrepreneurs en construction du Québec (AECQ) :

Alain Robert

Pierre Dion

For CSD-Construction,

Michel Fournier

Pierre Ross

For CSN-Construction,

Alain Mailhot

Yves Côté

SCHEDULE X

Letter of Understanding concerning the Reserve for Economic Fluctuations of the Supplemental Pension Plan for Quebec Construction Industry Employees

The parties hereby agree to change the minimum level of the economic fluctuations reserve in the general account, calculated as a percentage of the value of the obligations of the account, and to set the minimum level at the higher of the following percentages:

- 15%
- 20% less the percentage reached by the reserve for future indexation in the retirement account.

In this way, a reduction in the minimum level of the economic fluctuations reserve would take into account the situation of the retirement account. Hence, the minimum reserve in the general account could be reduced to 15% in a situation where the reserve for future indexation reached 5% of the value of the obligations of the retirement account.

This letter of agreement may be implemented after a regulation drafted by the Régie des rentes du Québec for the purpose of stipulating the rules of solvency applicable to the construction industry pension plan has been enacted by the Gouvernement du Québec, and after the implications of its content have been reviewed, thereby allowing the implementation of said letter of understanding.

Letter of understanding signed by the parties in Montreal on May 24, 2007.

For the Conseil provincial du Québec des métiers de la construction - (International),

Donald Fortin

Pierre Labelle

For CSD-Construction,

Michel Fournier

Pierre Ross

For CSN-Construction,

Alain Mailhot

Yves Côté

For the Association des entrepreneurs en construction du Québec (AECQ) :

Alain Robert

Pierre Dion

SCHEDULE Y

Letter of understanding concerning the coming into effect of the rescinding of Article 22.02, Subsection 3)

IN CONSIDERATION OF the rescinding of the rule provided for under Article 22.02, Subsection 3) (2004-2007 collective agreement);

WHEREAS construction contracts are underway on remote job sites other than the James Bay projects and hydroelectric projects located north of the 55th parallel (including Great Whale) on the date of signing hereof;

WHEREAS tenders could be submitted before March 23, 2007 for construction work carried out on said job sites;

WHEREAS the employers bidding on such projects would not have been able to take into account the rescinding of Article 22.02, Subsection 3) before March 23, 2007;

The parties hereby agree as follows:

1. As regards remote job sites other than James Bay and hydroelectric projects located north of the 55th parallel (including Great Whale), the rescinding of said rule shall be applicable only for contracts on which bids were submitted after March 23, 2007.
2. For work on job sites underway on March 23, 2007 and for contracts bid on prior to March 24, 2007, the rule provided for under Article 22.02, Subsection 3) as existing up until April 30, 2007 shall continue to apply.
3. This letter of understanding shall be an integral part of the 2007-2010 collective agreement.

SCHEDULE Z

AGREEMENT REACHED AT THE SPECIAL ROOFER TRADE TABLE, WHICH SHALL BE APPENDED TO THE COLLECTIVE AGREEMENT FOR THE CIVIL ENGINEERING AND ROADS SECTOR

The parties hereby agree:

1. To add an additional apprenticeship period of 2,000 hours for the roofer trade as part of the work of the occupational subcommittee and the Committee on Vocational Training in the Construction Industry (CFPIC) carried out within the review of the Regulation respecting the vocational training and qualification of manpower in the construction industry.
2. To change the present journeyman/apprentice ratio, in order to make it 3/1 for the roofer trade.
3. Upon the adoption by the CCQ board of directors of amendments to the Regulation respecting vocational training as pertaining to the roofer trade, a complementary pension plan shall be established for this trade and for tinsmiths assigned to roofing work.

To this end, the employers' contribution to the pension fund shall be increased initially by 50% of an amount equal to \$0.50. The second half of this amount shall be added upon the enactment of the amendments to the regulation by the Government.

Such \$0.50 amount, however, shall be changed in proportion to the number of hours established for the apprenticeship period if it is found that the number of hours per apprenticeship period is less than 2,000 hours (e.g., \$0.50 for 2,000 hours, \$0.40 for 1,600 hours).

These increases shall become effective as follows: the first half of the increase as of the start of the pay period following adoption of the resolution by the CCQ and the second half following the enactment of the regulation.

**LETTER OF UNDERSTANDING CONCERNING
CRANE OPERATORS ASSIGNED TO THE OPERA-
TION OF CONCRETE PUMPS**

As transitional measures:

Any new crane operator assigned to operate a concrete pump with a distribution mast who has completed the employment guarantee period of 150 hours of work may operate a concrete pump with a distribution mast of 32 metres or less in length, without the immediate supervision of a journeyman.

The wage rate for the apprentice concerned in the preceding paragraph shall be 85% of the wage rate for a crane operator (concrete pump operator) (42 metres and over).

In the framework of the review of the Regulation respecting the vocational training and qualification of manpower in the construction industry, the signatory parties agree to make the necessary representations to ensure that an apprentice holding a vocational studies diploma in the crane operator specialty (concrete pump operator) may operate a concrete pump with a distribution mast of 32 metres or less in length without the immediate supervision of a journeyman.

LETTER CONCERNING COMMON CLAUSES

The parties have hereby signed the agreement on the clauses common to the collective agreements for the institutional and commercial sector, industrial sector, civil engineering and roads sector and residential sector, in Montreal on this 24th day of May, 2007.

Said agreement shall be effective as of May 24, 2007 and shall remain in force until such time as it is renewed or revised in accordance with the Act respecting labour relations, vocational training and manpower management in the construction industry.

**For the Conseil provincial
du Québec des métiers
de la construction -
(International),**

Donald Fortin

Pierre Labelle

For CSD-Construction,

Michel Fournier

Pierre Ross

For CSN-Construction,

Alain Mailhot

Yves Côté

**For the Association des
entrepreneurs en cons-
truction du Québec
(AECQ) :**

Alain Robert

Pierre Dion

**LETTER OF UNDERSTANDING CONCERNING
THE SETTING UP OF A COLLECTIVE AGREEMENT
WRITING AND SIMPLIFICATION COMMITTEE**

PURPOSE OF THE COMMITTEE

The purpose of the committee is to simplify the text of the collective agreement to make it easier to apply and understand. The aim of this exercise is not to renegotiate the provisions of the collective agreement or to change their scope.

MANDATE OF THE COMMITTEE:

The committee’s mandate will consist of reviewing the structure, and rewriting and clarifying the wording of the collective agreement. In performing this exercise, the committee shall remain faithful to the negotiated provisions and the provisions of the Act.

The committee shall establish a work timetable that provides for the completion of its mandate before the expiry of the present collective agreement. The first meeting shall be scheduled within 120 days of the date of signing of this collective agreement.

COMPOSITION OF THE COMMITTEE:

The writing and simplification committee shall be composed of:

- six (6) members designated by the employer party.
- six (6) members designated by the signatory associations.

The committee may collaborate with resource persons, including those of the CCQ, to assist it with its work.

Signed by the parties in Montreal on April 30, 2007.

**For the Conseil provincial
du Québec des métiers
de la construction -
(International),**

Pierre Labelle, President
Donald Fortin,
Director General
G rard Cyr, Vice-President

For CSD-Construction,

Michel Fournier, President
Pierre Ross, Vice-President
Claude Jett ,
Union Advisor

For CSN-Construction,

Alain Mailhot, President
Ted Mc Laren,
1st Vice-President
Yves C t , coordinator

**For the Association des
constructeurs de routes
et grands travaux du
Qu bec (ACRGQ),**

Denis Turgeon, Chairman,
Board of Directors
Guy Duchesne,
Assistant Director General

**SIGNING OF THE AGREEMENT FOR THE CIVIL
ENGINEERING AND ROADS SECTOR**

The Association des constructeurs de routes et
grands travaux du Québec (ACRGTQ)

and

The Conseil provincial du Québec des métiers de la
construction (International) (CPQMC), the CSD-
Construction and the CSN-Construction.

In accordance with Section 44 and as authorized
under Section 44.1 of the Act respecting labour rela-
tions, vocational training and manpower manage-
ment in the construction industry, the parties hereby
enter into this collective agreement for the civil engi-
neering and roads sector. This agreement shall
come into effect on May 1, 2007.

Signed by the parties in Montreal on April 30, 2007.

**For the Conseil provincial
du Québec des métiers
de la construction -
(International),**

Pierre Labelle, President

*Donald Fortin,
Director General*

Gérard Cyr, Vice-President

**For the Association des
constructeurs de routes
et grands travaux du
Québec (ACRGTQ),**

*Denis Turgeon, Chairman,
Board of Directors*

*Guy Duchesne,
Assistant Director General*

For CSD-Construction,

Michel Fournier, President

Pierre Ross, Vice-President

*Claude Jetté,
Uniond Advisor*

For CSN-Construction,

Alain Mailhot, President

*Ted Mc Laren,
1st Vice-President*

Yves Côté, coordinator