

General Presidents' Maintenance Committee for Canada
Alberta GPMA Collective Agreements

EXTRAORDINARY MEASURES MEMORANDUM OF UNDERSTANDING

Following discussions with affected signatory employers, the Parties hereto have approved the following agreed to additions or changes contained within this MOU. The terms and conditions outlined in this MOU will supersede any conditions contained in the Collective Agreement.

1. DURATION

The terms and conditions outlined in this MOU will become effective on January 1, 2017 and will expire on December 31, 2017. Upon expiration the MOU will become null and void and removed in its entirety from the Collective Agreement.

2. OVERTIME

All overtime worked will be paid at the rate of time and one half (1 ½ x) including Saturdays, Sundays and Statutory Holidays. Doubletime (2 x) will be paid after twelve (12) hours.

Any unscheduled overtime will be voluntary and worked at the employees' discretion.

3. PAYMENT OF UNION BENEFITS (PENSION, HEALTH & WELFARE AND OTHER FUNDS)

The contributions required for the various funds contained within the wage schedule portion of the Collective Agreement will be made on hours worked for all trades with the following exceptions:

1. Health & Welfare payments for those who currently have contributions paid on hours earned or as established will continue.
2. Vacation pay and Statutory Holiday pay will be paid on hours earned.
3. It is understood that payments of Benefits for Boilermakers will be made in accordance with the recent adjustments agreed to by Lodge 146 for maintenance work in Alberta.

4. WORK READY WORKFORCE

The Parties to the Collective Agreement agree that it is important to be in position to supply a Work Ready Workforce (WRWF) in this highly competitive market and commit to work together to ensure that a WRWF is in place by January 1, 2018. The Parties commit to working with the local unions, the Building Trades of Alberta and the Construction Labour Relations Alberta to develop a strategy to bring this initiative to fruition.

5. WAGE RATE

The maintenance base rate will be set at \$0.75 per hour under the established Construction Base Rate for each Trade. The Benefit rates for each Trade shall be those set out in the appropriate Construction Collective Agreement.

6. STATUTORY HOLIDAYS

Statutory Holidays will be observed on the day they fall and will not be moved into the regular work week for observance. All Statutory Holidays if worked will be compensated at time and one half (1 ½).

7. STATE OF THE INDUSTRY MEETINGS

The Parties to the Collective Agreement understand that it is important to be in continuous communication with one another in order to understand the ever changing dynamics of the contract maintenance industry and commit to meeting at least once every six months or earlier at the request of either party if required. The first meeting date will be established at a later date.

FOR AND ON BEHALF OF THE UNIONS:

Vice President

International Association of Heat
& Frost Insulators & Allied Workers

General President

Labourers International Union
of North America

International Vice President

International Brotherhood of
Boilermakers, Iron Ship
Builders, Blacksmiths, Forgers
& Helpers

General President

International Union of
Operating Engineers

Director of Canadian Affairs

International Union of Bricklayers
& Allied Craft Workers

General President

International Union of Painters
and Allied Trades

General President

United Brotherhood of Carpenters
& Joiners of America

Director of Canadian Affairs

United Association of Journeymen
& Apprentices of the Plumbing &
Pipefitting Industry of the United
States and Canada

Vice President

Operative Plasterers & Cement
Masons International Association

General President

International Brotherhood of
Teamsters

International President

International Brotherhood of
Electrical Workers

General Vice President

International Association of
Bridge, Structural, Ornamental &
Reinforcing Iron Workers

Director of Canadian Affairs

International Association of
Sheet Metal, Air, Rail and Transportation Workers