



General Presidents' Maintenance Committee for Canada  
LEADERS IN UNIONIZED MAINTENANCE

General Presidents' Maintenance Committee for Canada

Alberta GPMA Collective Agreements

## EXTRAORDINARY MEASURES MEMORANDUM OF UNDERSTANDING

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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**

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The terms and conditions outlined in this MOU will become effective on January 1, 2018 and will expire on December 31, 2019. Upon expiration the MOU will be become null and void and removed in its entirety from the Collective Agreement.

### **2. OVERTIME**

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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)**

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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 Union Benefits for Boilermakers will be made in accordance with the recent adjustments made to their wage



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schedule.

#### **4. WORK READY WORKFORCE**

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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**

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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. SHIFT PREMIUM**

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As of February 5, 2018, the shift premium payable will be established at the current amount listed within the local reference agreement (as of 12/31/17) for each trade. This amount will remain in effect and will not increase during the duration of this MOU. It is further understood by the Parties that the shift premium increase will carry forward upon expiration of the MOU.

Please note that the shift premium (as established above) will be used to calculate the shift premium rate for those applicable trades working a Compressed Work Week in accordance with Article 17.503.

#### **7. STATUTORY HOLIDAYS**

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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).

#### **8. STATE OF THE INDUSTRY MEETINGS**

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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.



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**FOR AND ON BEHALF OF THE UNIONS:**

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***Vice President***

International Association of Heat  
& Frost Insulators & Allied  
Workers

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***General President***

Labourers International Union  
of North America

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***International Vice President***

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

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***General President***

International Union of  
Operating Engineers

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***Director of Canadian Affairs***

International Union of Bricklayers  
& Allied Craft Workers

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***General President***

International Union of Painters  
and Allied Trades

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***General President***

United Brotherhood of Carpenters  
& Joiners of America

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***Director of Canadian Affairs***

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

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***Vice President***

Operative Plasterers & Cement  
Masons International Association

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***General President***

International Brotherhood of  
Teamsters

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***International President***

International Brotherhood of  
Electrical Workers

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***General Vice President***

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

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***Director of Canadian Affairs***

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